

BRITISH ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

England & Wales · Charity number 212479

Details

Other names BRITISH SCIENCE ASSOCIATION

Status Registered

Legal form Other

Company number [RC000056](#)

Registered 1963-03-27

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

Contact

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Advancement Of Science
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Activities

Objects: THE OBJECTS OF THE ASSOCIATION SHALL BE TO GIVE A STRONGER IMPULSE AND A MORE SYSTEMATIC DIRECTION TO SCIENTIFIC INQUIRY; TO PROMOTE THE INTERCOURSE OF THOSE WHO CULTIVATE SCIENCE; TO OBTAIN MORE GENERAL ATTENTION FOR THE OBJECTS OF SCIENCE AND THE REMOVAL OF DISADVANTAGES OF A PUBLIC KIND WHICH IMPEDE ITS PROGRESS; AND TO MAINTAIN, DEVELOP AND EXTEND THE SOCIAL AND INTERNATIONAL RELATIONS OF SCIENCE; AND, WITHOUT PREJUDICE TO THE HISTORICAL PURPOSES OF THE ASSOCIATION, TO ADVANCE EDUCATION IN AND TO PROMOTE UNDERSTANDING AND DEVELOPMENT OF NATURAL, SOCIAL AND APPLIED SCIENCE, ENGINEERING, MEDICINE AND TECHNOLOGY.

Activities: Our mission is?to transform the diversity and inclusivity of science; to reach under-served audiences, and increase the number of people who are actively engaged and involved in science. By

unlocking the potential of a more diverse group of people, we increase our ability to tackle some of the world's biggest challenges and shape our future for the better.

Classification

- **How:** Makes Grants To Organisations, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WORLDWIDE
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£6,447,074	£6,447,396	£2,139,514	38
2024-03-31	£4,773,253	£4,797,612	£2,119,748	37
2023-03-31	£6,839,054	£6,899,255	£2,060,352	36
2022-03-31	£5,278,579	£5,128,660	£2,172,970	33
2021-03-31	£3,124,541	£2,966,259	£2,010,863	30

Trustees

Name	Role	Appointed
Dr Heather King		2021-10-05
Dr Joe de Sousa		2020-08-14
Dr Rachel Sherise Hyacinth Williams		2025-03-01
Dr Rubina Ahmed		2020-08-14
Hilary Newiss		2022-03-28
Kevin Coutinho		2023-03-29
Matthew Howard		2024-03-01
Neil Greenwood		2024-03-01
Philip John Smith		2023-03-29
Professor Turi King		2025-03-01
Sarah Chaytor		2023-03-29

Accounts



The British Association for the Advancement of Science
Trading as
The British Science Association (BSA)

Trustees' Annual Report
1 April 2024 to 31 March 2025

Charity registration number: 212479
Scotland charity registration number: SC039236

Foreword from the Chair of Trustees and Chief Executive

We are pleased to present the Trustees' Annual Report for the British Science Association (BSA), covering the period from 01 April 2024 to 31 March 2025. In our roles as Chair of Trustees and Chief Executive, we are continually inspired by the Association's programmes, working with partners across the UK to bring people and science together in meaningful ways that will have a lasting positive impact on communities, research and society.

Our work continues to demonstrate that science is not an isolated endeavour, but a collective journey in which everyone has a role to play. Through our strong networks and partnerships, we work to ensure that science is connected, relevant, and representative of the diverse society we serve. By nurturing curiosity and opening doors to opportunities, we aim to foster a culture where science belongs to us all.

Through our work we see time and again the impact that inclusive approaches can have – inspiring young people through CREST and British Science Week to see themselves as scientists for the first time, empowering communities to engage with research and develop solutions tailored to their needs, and bringing together diverse audiences and researchers in a different UK city each year through the British Science Festival. The BSA remains steadfast in its commitment to breaking down barriers and ensuring that all of society is included in science.

As we look back on the achievements of the past year, we also acknowledge the challenges and uncertainties facing our sector and society as a whole. Science has a crucial role to play in addressing pressing issues, from health and wellbeing to climate change and technological innovation. As part of this work we have been delighted this year to be awarded the UKRI contract for the Public Attitudes to Science survey, working in partnership with Ipsos Mori and the new UKRI contract for Sciencewise, working in partnership with Involve and the National Co-ordinating Centre for Public Engagement (NCCPE).

On behalf of the Board of Trustees and Senior Management Team, we extend heartfelt thanks to our partners, funders, volunteers, staff, and all those who share in our mission. Your contributions, insights, and commitment enable the BSA to thrive and adapt in a rapidly changing world. We would also like to express our sincere gratitude to our President for 2024/25, Professor Kevin Fenton, for his unwavering support throughout the year.

Together, we look forward with optimism – confident that by working collaboratively and inclusively, we can help shape a society in which science is truly for everyone.

Hilary Newiss,
Chair of Trustees

Hannah Russell,
Chief Executive

Overview of the BSA

Founded in 1831, the British Science Association is a registered charity that works with partners across the UK to bring people and science together.

We improve young peoples' experiences of science in their education

We work with community groups and grassroots organisations to give them opportunities to be involved with science.

We showcase the amazing work of researchers and academics through our events and activities.

We advocate for a more inclusive science community.

Our vision

A future where science is more relevant, representative and connected to society.

Our mission

The BSA believes that all of society should be included in science.

We bring people and science together in ways that will have a lasting, positive impact on communities, research and society.

Our goals put our audiences at the heart of what we do – we will be led by their needs first.

Section One: Objectives and Achievements

Our ten-year objectives are:

A) For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

- **Provide engagement** activities that effectively **reach and engage underserved audiences** with science and use these activities to **understand** and **disseminate** good practice.
- **Enrich** young people's experience of science in a way that encourages more of them to see science as **relevant** to their lives and to **study/work** in science.
- Partner with **communities** to enable them to **conduct, influence or apply** science/research e.g. involvement in discussions about emerging technologies, decisions on research funding priorities, citizen science.

B) For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

- **Amplify** the 'missing voices' in science to champion those whose voices are often overlooked in science-based conversations.
- Set up **participatory structures** to facilitate dialogue, foster mutual understanding and transfer power between communities and science/research professionals.
- Enable **collaboration and dialogue** to improve the way science is applied and used among business, policy and third sectors.

C) Build the capacity of the BSA and the science community to:

- **Understand and address** structural inequalities in accessing science education, employment and engagement opportunities.
- **Advocate** for the adoption of a more participatory and transformative form of science engagement.
- **Improve** the BSA's and science community's diversity and inclusivity in order to represent all of society.

Objective C was broadened from its original version in March 2023, reflecting the BSA's work to support EDI across the wider science community as well as within the science/research engagement sector¹.

These objectives are supported by a three-year business plan covering the period April 2024 to March 2027. This sets out the following five goals:

- 1) **Transform science education for all young people** – By 2027, the BSA wants the science curriculum to be more relevant to young people and to offer more opportunities for them to take the lead on science projects and practical investigations as part of their education. We will also champion and showcase a wider range of diverse role models in science.
- 2) **Put communities at the heart of research and innovation** – By 2027, the BSA will have led a sector-wide shift that places communities and researchers on equal ground in their interactions together. We will develop an evidence-based model for

¹ Previous wording for Objective C:

To build the capacity of the BSA and the science/research engagement sector to:

- Understand and **address structural inequalities** in science engagement.
- Advocate for the adoption of a more **participatory** and transformative form of science engagement.
- Improve the BSA's/sector's **diversity** and **inclusivity**.

change, rooted in lived experience, for funders, partners, and other leaders in the sector to use.

- 3) **Give the public a voice on science decisions** – By 2027, the BSA will have influenced a change in how decisions about science are made. Seldom heard communities, including young people, will be given greater opportunity to have their say on topics that affect their lives and livelihoods.
- 4) **Drive towards a more representative science community** – By 2027, the BSA will have worked alongside Government to establish a greater commitment to improving the equity, diversity and inclusion of science, technology and engineering.
- 5) **Champion the role of science festivals** – By 2027, the BSA wants festivals to be recognised as an essential contributor to their communities, through the relationships they build between science, local partners and audiences.

We also have an additional internal business goal (Goal 6) to increase visibility and profile for the BSA.

The following pages provide an overview of our key achievements for the period April 2024 to March 2025 set against our business plan goals.

Goal 1 – Transform science education for all young people

a. British Science Week (BSW)

An annual grassroots celebration of science with events and activities taking place in schools, local community groups and national cultural institutions across the UK. As well as free resources, we provide 'micro grants' to schools and community groups to enable them to participate.

British Science Week 2025 took place from March 7-16 2025, with the theme of 'change and adapt'. Core funded by UKRI, with support from many of the partners listed in this report, highlights from this year included:

- **Activity Packs:** Four new activity packs (early years, primary school, secondary school and community groups), attracting nearly 110,000 downloads, with an estimated conservative reach of 3.4 million young people for the primary and secondary packs alone (based on one year group per UK school engaging with a British Science Week activity). This compares to 2.6 million in 2024.
- **Poster Competitions:** Over 77,600 entries for our two poster competition categories this year, including a special challenge in partnership with University College London related to improving indoor air quality.
- Our **Smashing Stereotypes** campaign (celebrating the diverse people and careers in science and engineering) attracted over 26,000 page views on our website and significant media coverage.
- Our BSW **grant schemes** continued to be heavily oversubscribed, with over 1,000 applications from schools in challenging circumstances, and 373 applications for community grants.

- In partnership with the Royal Institution (Ri) we co-hosted a **British Science Week event** showcasing 200 years of science demonstrations, attracting a sell-out audience.

b. CREST and the Engage Network

CREST is the BSA's flagship education programme, which inspires young people to think and behave like scientists and engineers. CREST recognises young people's achievement in STEM project work and is available at a range of levels to suit students aged 3 to 19.

Engage is a community of teachers in schools in challenging circumstances who share ideas, access inspiring resources and apply for grants to help bring science, technology, engineering and maths (STEM) to life for all young people.

Approximately 56,000 submissions were made for CREST Awards from April 2024 to March 2025 (an increase from 50,000 submissions in 2023/24), of which over 50% were from girls.

Our Engage Network has also continued to grow and now includes over 2,700 teachers from schools in challenging circumstances working to transform access to relevant and meaningful science work for all children and young people, especially those typically under-represented in STEM.

We received 192 applications for this year's **Engage Grants** and awarded 77 grants to support schools in challenging circumstances to undertake CREST Awards. Examples included:

- A school in London aiming to make science accessible and enjoyable for lower secondary learners of all prior abilities in science (including a high proportion of students with English as an additional language) using Bronze CREST Awards
- An alternative provision unit in the West Midlands, supporting young people with complex mental health issues to do Bronze CREST Awards

We also supported an additional 55 Engage schools to undertake CREST Awards with 'Simply CREST' support.

Our **CREST kit box** offering has also continued to grow. With thanks to funding from the Royal Commission for the Exhibition of 1851 we have provided upper primary boxes to 25 schools in challenging circumstances across the UK and have developed two new early years boxes. Demand for the boxes has been huge, with 500 expressions of interest for the 25 upper primary boxes sent out in October 2025, and feedback has also been excellent.

International CREST has been a particular success this year, with an increase of 5,000 awards compared to the previous year, reflecting growing recognition of the value of CREST outside the UK. We continue to work closely with Pearson to deliver CREST in China.

Alongside these activities, we have also been working to develop a **new CREST website**, which will be launched in summer 2025.

c. Education policy

Drawing on our experience and expertise in delivering science education programmes, we work with policy makers and other key stakeholders across the sector to advocate for changes to the science education landscape, particularly around practical work, project-based learning and equity, diversity and inclusion.

In 2024/25 this work has included contributing to the Department for Education Curriculum and Assessment review led by Professor Becky Francis. We have also been pleased to

support a new programme of work on [gender pathways into engineering and technology](#) led by Engineering UK, British Computing Society, the Chartered Institute for IT, the Royal Academy of Engineering, the Women's Engineering Society (WES) and Women into Science and Engineering (WISE). As part of this programme six working groups have been established, with the BSA co-leading the project-based learning group in partnership with Orbyts.

Goal 2 – Put communities at the heart of research and innovation

The British Science Association is committed to supporting community organisations who work with groups underserved and under-represented in science. Since 2015, the BSA has supported communities to feel more involved with science. We run a range of programmes providing communities with an opportunity to engage with science, have a voice in science and explore science-related issues in a way that is relevant to them.

a. Community Engagement Network

Our **Community Engagement Network** aims to support, connect and inspire community organisations interested in providing science content to their audiences/users. We work with over 1,500 community representatives as part of the network, enabling us to reach a diverse range of audiences across the UK.

Our **Community Leaders and Buddies programmes** harness the passion and ideas of individuals who work with underserved audiences, enhance their skills to enable them to become leaders in science engagement in their communities and support them to access local researchers who they can work together with in their engagement activities.

Although the funding for the Community Leaders and Buddies programmes in their current form has now come to an end, the grant funded phase of the final round of Community Buddies continued into 2024/25, where with funding from UKRI we supported nine grant funded collaborative projects with community organisations and researchers/research organisations to deliver projects involving joint approaches to science engagement.

b. Community-led Research Pilot (CLRP)

This UKRI-funded project, exploring an approach to more equitable, community-driven research, is nearly complete. Six grassroot community groups and researchers have worked together to deliver a diverse range of projects, for example:

- Reading HongKongers worked with a crop sciences researcher to explore the feasibility of growing culture-based crops and the impacts of social integration of new immigrants.
- TRIYBE, a Black heritage-led community organisation, worked with two academic researchers to investigate, understand and raise awareness of the mental, emotional, spiritual, and physical impacts that Black hair products have on Reading's Black Heritage community.

The programme evaluation will be published in 2025/26.

c. Ideas Fund:

The Ideas Fund launched in January 2021 with the aim of enabling the UK public to develop and try out ideas that address problems related to mental wellbeing, by working in partnership with researchers. Supported by Wellcome, the Fund has offered an exciting opportunity to test out a different approach, of community-led collaboration with researchers,

with individuals, community groups and charities being invited to apply for and hold the funds, and supported to build relationships with researchers on their own terms.

A key strand of work for The Ideas Fund this year has been building the evidence base around community-led approaches to working with researchers. We have awarded £1.73m in Evidence Building grants to 13 projects. These projects will run over the next three years.

The rest of the portfolio of work has continued to be delivered on time and within budget, and we are continuing to explore opportunities for wider partnerships.

d. Community Engaged Research essays series

With funding from UKRI we published a new series of essays ([Creating Knowledge Together](#)) exploring the power of community-engaged research. The essays were written as collaborations between researchers and community partners, with each speaking directly to the urgent challenges facing our society and the role of community-engaged research in shaping policies and driving change to improve impact. Examples of subjects covered in the essay series include: the advancement of equity for Black communities through community research; the importance of listening to lived experience in health inequalities research; an exploration of the dynamic between scientists and communities; and how power between public research partners and communities can be fair and equitable.

e. Highlands and Islands Grant Programme

The Highlands and Islands Climate Change Community Grant scheme, funded by UKRI and delivered by the BSA and Science Ceilidh, has supported community groups in the Highlands and Islands of Scotland to work with a researcher and run a project on a local climate change issue that matters to them.

The 15 projects supported through this programme (9 Building Capacity and 6 New Voices) came to an end in 2024 and the project evaluation has now been completed. Groups and researchers have been invited to join Science Ceilidh's Community Knowledge Matters Network, to ensure continued share learning around community-led approaches to research and consider the potential for future partnership. UK Antarctic Heritage Trust community grants

On behalf of the UK Antarctic Heritage Trust we are awarding micro grants to grassroots community groups for them to run activities inspired by Antarctica. This is the second round of grants through this partnership.

Goal 3 – Give the public a voice on science decisions

a. Sciencewise

Sciencewise is a public dialogue programme providing insights into what people think about science & emerging technology.

We were pleased to be selected this year as the successful bidders for the renewed UKRI Sciencewise contract as part of a consortium led by Involve and also including the National Coordinating Centre for Public Engagement (NCCPE). The contract covers delivery of Sciencewise until 2030.

In 2024/25 we published the second of our reports on Engineering Biology (focusing on food – the first report had focused on health) and a new report on Ultra-Processed Foods. Both reports have been well received and widely quoted.

b. Public Attitudes to Science Survey (PAS)

PAS produces detailed, representative evidence of public opinion that policymakers and the science community use to support decisions about science - from AI to health to climate - and ensure more voices are listened to.

We were delighted to have been awarded the UKRI contract for the Public Attitudes to Science survey this year, working in partnership with Ipsos Mori. This funding will cover the period 2024-2030. The work is supported by an Advisory Group of experts in science policy and engagement, co-chaired by Professor Chris Johnson, Chief Scientific Adviser in the Department for Science, Innovation, and Technology (DSIT), and Catherine Day, Deputy Director in the Cabinet Office.

c. For Thought

A thought leadership programme which gives leaders from business, policy, science and civil society a platform for cross-sector discussion and collaboration around the role of science in solving the greatest challenges of the day, and how science can better work alongside other sectors.

This year's **For Thought** summit was held in January 2025 at the Royal Society, supported by MSD. Through a series of short talks, a panel discussion, and networking, our speakers and 200 guests explored what leaders in our boardrooms, higher education institutions, and in Government, are doing, or could be doing, to foster agile and responsible innovation that responds to peoples' values and expectations. Chaired by Samira Ahmed, speakers included the Science Minister, Lord Patrick Vallance (by video), Tera Allas CBE, Professor Sarah Harper CBE, Madhumita Murgia, Lord David Willetts, Dr Rhian-Mari Thomas, Professor Dame Ijeoma Uchegbu, Stephen Fitzpatrick, Dame Melanie Dawes and Dr Virginia Acha.

d. Future Forum

Empowering young people to share their views on cutting-edge innovations that will affect their futures.

Despite continued interest in our youth voice work, we unfortunately weren't able to secure funding for a new Future Forum project in 2024/25. However we are excited to be working in partnership with LEGO in 2025/26 to conduct a new Future Forum on their sustainability strategy.

Goal 4 – Drive towards a more representative science community

APPG on Diversity & Inclusion in STEM

The All-Party Parliamentary Group (APPG) on Diversity & Inclusion (D&I) in STEM aims to promote inclusion and progression of people from diverse backgrounds in STEM, and to encourage government, parliamentarians, academics, businesses, and other stakeholders to work towards a STEM sector that is representative of the population. The Group is funded by a wide range of sponsors. The BSA has provided the Secretariat for the Group since its inception in 2018/19.

In accordance with government rules, the APPG was disbanded ahead of the 2024 General Election and has now been re-registered. The number of Officers has also been reduced from 9 to 4 in accordance with new APPG guidelines. The group currently has 34 members, including 19 MPs and 15 Lords/Baronesses, and 12 sponsors, with new sponsors this year

including the British Society for Immunology and Society for Experimental Biology. Samantha Nibblett MP has taken over as Chair of the APPG from Chi Onwurah.

Following a call for ideas for new topics, the focus for this year's APPG project was on EDI strategies in STEM, leading to a new report published in March 2025, accompanied by an event on the same topic including an address by Baroness Brown of Cambridge.

Other activities

In December 2024 the British Science Association partnered with the Royal Academy of Engineering (RAEng) on a parliamentary event bringing together a panel of business and policy experts to discuss the recent RAEng [EDI Engine](#) report and experiences of how EDI benefits engineering and the wider STEM sector.

Goal 5 – Champion the role of science festivals

a. British Science Festival

An annual celebration of the people, stories and ideas at the heart of science, hosted by a different city each September

The 2024 **British Science Festival** was hosted by the University of East London, with over 100 events across five days and multiple venues on and off campus, including arts venues and the Westfield Shopping centre. The event reached over 5,000 people, including strong representation from groups typically under-represented in science. The 2025 Festival will be held in Liverpool, hosted by the University of Liverpool and Liverpool John Moores University.

b. UK Science Festivals Network (UKSFN) and Making Connections

Core funded by UKRI, the BSA manages and chairs the UK Science Festivals Network (UKSFN), including science festivals and other festivals featuring science content. The Network aims to unite, celebrate and grow the science festivals sector in the UK.

The UK Science Festivals Network brings together around 40 of the key UK Science Festivals which collectively engage hundreds of thousands of children and adults with STEM in 800,000 to 1 million participant interactions every year. The UKSFN supports around 40 Festivals, with regular meetings and events held throughout the year on topics ranging from VR space experiences to careers guidance and the role of Festivals in supporting local industry. We led a session at the BIG Science Communicators conference in July 2024 and awarded the [Josh Award](#) in collaboration with BIG and the Association of Science and Discovery Centres. This award recognises early-career science communicators.

The 2025 UKSFN conference was held in Bristol in February 2025, welcoming approximately 60 attendees from across the festivals sector and beyond. The conference included sessions on working with activists, widening participation and inclusion, event risk management, art/science collaborations, community voice and more.

Making Connections provides UKSFN members with the opportunity to facilitate the engagement of audiences underserved and underrepresented in science with research by bringing them together with active researchers. The 2024 round of Making Connections made nine awards to a range of Festivals, including two that had not received grants from us before. This year we have also introduced new opportunities for awardees to share progress and learnings with each other.

Goal 6 (Internal business goal) Increase visibility and profile for the BSA

The last 12 months have seen a period of political change and economic uncertainty within and outside the UK. We recognise the need to increase the visibility and profile of our work and the importance of our Mission and Vision to maximise our impact and ensure long term sustainability.

In 2024/25, we developed new corporate communications and fundraising strategies for the BSA, nested within the new business plan.

The evolving social media landscape has led to changes in content regulation, engagement and many organisations moving platforms. In December 2024, we launched our BSA BlueSky account and have begun to use LinkedIn more regularly, and have seen our followers increase to 13,250. As part of our new corporate communications plan we will be reviewing our social media presence to ensure we are best positioned to engage with audiences effectively.

We also took the decision to decommission and close www.sciencelive.net, a listings website for science events and presenters that had not been widely used over recent years. The British Science Festival and British Science Week continue to be high profile events that gain local, regional and sector media interest and engagement on social media.

The British Science Festival 2024 in East London was widely covered by British media, including the Evening Standard, Londonist, New Scientist, The Times, Daily Mail – among the most popular stories being research news of a realistic touch device which allows you to virtually ‘hold a loved one’s hand from thousands of miles away’.

Our Smashing Stereotypes campaign during British Science Week 2025 received industry recognition in campaign of the week features from *Creative Moment* and *PR Week*. *The Voice* highlighted Black scientists in the campaign and visually impaired astronomer Nic Bonne appeared on *ITV Meridian* and in the *Portsmouth News*, as well as across Guide Dogs for the Blind’s social media.

In November 2024, following a BSA event with 3M on the future of AI and innovation in the UK, 3M’s media partner the *New Statesman* released a podcast of the panel discussion on their website and YouTube – viewed over 3,000 times.

Following our annual For Thought event, Professor Sarah Harper – one of the event speakers – was interviewed for *BBC London 94.9* (appearing across BBC regional radio) in January 2025, mentioning that she’d just been speaking ‘at the British Science Association’ on improving productivity in the UK in an ageing population with a low birth rate.

In February 2025, we announced £1,725,755 in Ideas Fund Evidence Building Grants for community projects, with the news picked up by local media across three of our four regions, including the *Oldham Chronicle*, *Oldham Times*, *Derry Journal*, and *Shetland News*

Section Two: Our future plans

As set out in Section One, in April 2024, we launched our new three-year business plan, covering the period April 2024 to March 2027.

This includes the following five goals as we head towards the next phase of our 10-year strategy:

- Transform science education for all young people
- Put communities at the heart of research and innovation
- Give the public a voice on science decisions
- Drive towards a more representative science community
- Champion the role of science festivals

We also have an additional internal business goal to increase visibility and profile for the BSA.

In order to support the delivery of these goals, we will also continue to prioritise the following cross-cutting themes and enablers:

- **Growing the reach and impact of our programmes**, including building new partnerships and enabling and sharing best practice, both within and outside the BSA
- **Increasing beneficiary voice** – ensuring the voice and needs of our beneficiaries informs and is highlighted within our work
- **Embedding equity, diversity and inclusion throughout our activities**
- **Financial diversity and sustainability** – ensuring we have the breadth and level of resources to support our aspirations
- **Effective information technology**, with the right systems and processes to support delivery of our strategic plan
- **Continuing to build the skills and capacity of the team and ensure a welcoming, diverse and inclusive culture**, reflecting our values and the wider focus of our work.
- **Continued strong governance** to provide the support and challenge needed to deliver our strategy.

Section Three: Financial Review

The Statement of Financial Activities shows a net deficit for the year of £30,322 (2024: net deficit of £24,358) excluding net gain on investment assets of £50,087 (2024: £83,755 gain).

Key funders of activities during the year include UKRI, East London University and the Wellcome Trust.

Total income of £6.45 million was higher than last year (2024: £4.77 million).

Total expenditure of £6.48 million was higher than last year (2024: £4.80 million).

The expenditure on individual programmes shown on the SOFA is dependent on the activities within the programmes and the funding received.

Funders / sponsors:

3M
All About STEM
Applied Microbiology International
British Society for Haematology
British Society for Immunology
Centre for Industry Education Collaboration (CIEC)
Collins
Digital Catapult
Engineering UK
Fujitsu
Fun Science
Institution of Engineering and Technology
James Weir Foundation
Learning Through Landscapes
Mammal Society
Mewburn Ellis
MSD
NFU Education
OKIDO
Pearson China
Physiological Society
Primary Science Teaching Trust
Radio Society of Great Britain
Ricardo
Royal Academy of Engineering
Royal Commission for the Exhibition of 1851
Royal Museums Greenwich
Royal Society
Royal Society of Chemistry
Science Council
Society for Experimental Biology
STEM Learning
Sustrans
Medical Research Council (Adolescent Health Study)
The Institute of Cancer Research, London
The Worshipful Company of Horners
University College London
UK Antarctic Heritage Trust
UK Research & Innovation (UKRI)
University of East London
University of Reading (SEE & EAT)
University of the West of England (UWE), Bristol
Urenco
VICTA
Wellcome Trust
Wellcome Connecting Science
Welsh Government
WWF-UK

Risk Management

The purpose of the BSA's Risk & Issue Register is to enable the British Science Association's Trustees to identify the main risks and issues the charity faces and record how to deal with them. The information in this framework is reviewed quarterly by the Senior Management Team, Finance Director and Finance, Audit & Risk Committee. Principal risks and issues (those identified as ones that would have a significant impact on ability to deliver our charitable objectives) are reported by default at each Council meeting, alongside other risks and issues where ratings have changed significantly since the last meeting.

Each section of the register is divided into five areas based on Charity Commission guidance (CC26²):

1. Strategic risks and issues
2. Operational risks and issues
3. Financial risks and issues
4. Governance risks and issues
5. Compliance and legislative risks and issues

Principal risks identified for the organisation and associated mitigations include:

- **Funding concentration leading to over-reliance on a small number of high-value funders.** We have developed a new fundraising strategy to support the BSA in diversifying its funding sources and are actively exploring business development opportunities, including through international sales of CREST. We continue to have close working relationships with our key funders.
- **Programme misalignment with strategy.** This has been mitigated through our new three-year business plan, quarterly impact dashboard and agreed KPIs. Strategic alignment is actively considered during programme development and Council conducts regular deep dives into progress on business plan goals.
- **Loss of funding through competition, threat of recession or change in funding model/strategic direction of major funders.** This is mitigated by working closely with funding partners to understand and adapt to changes in funding models, regular analysis to identify competitors and (more often) potential partners, focus on capturing our impact, and regular review of the funding landscape to identify prospective new funders aligned to our strategic objectives.
- **Team capacity not being sufficient to deliver programmes.** This is mitigated by using a thorough process for allocating staff time and resources, effective record-keeping and handovers and using interim appointments, freelance staff and agencies to help address gaps.
- **Cybersecurity incidents or GDPR breaches** – The BSA is Cyber Essentials Plus accredited. We provide GDPR and cybersecurity training for all staff and have clear data retention policies. Expert external advisory support is in place where needed.
- **Safeguarding incident or allegation** – This year we have updated our safeguarding policy and processes, appointed a Designated Safeguarding Officer, and rolled out annual safeguarding training to all staff. Advanced training has been

² <https://www.gov.uk/government/publications/charities-and-risk-management-cc26/charities-and-risk-management-cc26#annex-1-risk-register-template-with-examples-of-use>

completed by senior leaders, and the BSA is a member of the Funder Safeguarding Collaborative for expert support.

Reserves policy

At their meeting in July 2025, Council reviewed the existing, risk-based reserves policy, proposed by the Finance, Audit and Risk Committee. Reserves are based on the following key principles:

1. Working capital provision - £500k to 800k
2. Loss or delay in funding - £775k
3. Wind down costs - £300k - £500k

On this basis, the BSA opted to continue to aim for unrestricted reserves between £1.6m and £2.1m.

The reserves policy is reviewed annually by the Finance, Audit and Risk Committee to confirm the calculations and agree the policy for the coming year.

The Trustees recognise that the current reserves are £2m and will continue to aim to work towards holding unrestricted reserves within the above range in the coming years.

The BSA's Trustees are satisfied that there are no concerns about the BSA's existence as a going concern for at least the next 12 months and will continue to investigate opportunities to increase unrestricted funding.

Section Four: Structure, Governance and Management

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Charter, statutes and rules

The British Association for the Advancement of Science was founded in 1831 and is incorporated by Royal Charter. The Charter is dated 21 April 1928 and there have been Supplemental Charters dated 15 August 1960, 10 February 1997. The Association's Statutes were revised and approved by the Privy Council in May 2006. In April 2020, the Privy Council approved an updated version of the BSA's Charter and Statutes.

Council has approved Rules which are reviewed regularly by Council and may be altered by a majority vote in Council.

Registered and operating names

The British Science Association is the operating name for (and a registered trademark of) the British Association for the Advancement of Science. The registered name of the charity remains as the British Association for the Advancement of Science.

Council

The governing body of the British Science Association is Council. Members of Council comprise the following people who are entitled to vote at Council meetings:

- The Chair
- The Vice (deputy) Chair
- The Treasurer
- Up to three Vice-Presidents who advise on specific matters
- Up to eight people appointed as determined by Council

In addition, the President, President-elect and immediate Past President, if not Trustees, are entitled to attend Council but not to vote.

Council normally meets four times a year, once per quarter. Its function is to agree a vision and strategy for the charity and to direct all the affairs and business of the organisation. Council may delegate its powers to the staff or its sub committees.

Members of Council normally serve for a period of three years with the option of being reappointed for a further three years so long as any continuous period in office does not normally exceed six years. In exceptional circumstances, by two thirds majority vote in Council of all members present, a further year's extension is permitted.

Trustee induction and training

Following their election or appointment, induction information is sent to all new Trustees before they attend their first Council meeting. This comprises relevant Association and Charity Commission documents and information including the Charity Governance Code. External training opportunities for new and existing Trustees are offered in addition to away days and ad hoc meetings. Council members are invited to many of the Association's external events.

Finance Committee (April – June 2024)

Finance Committee was chaired by the Treasurer and comprised between four and six Council members, plus the Chief Executive as voting members, with the Finance Director also attending meetings as a non-voting member. Meetings were held four times per year. The purpose of the Committee was to assist Council in supervising the broad direction of the Association's financial affairs at a strategic level, providing a forum for more detailed consideration of the financial strategy and financial risk, acting as a sounding board for discussion with management and for the supervision and control of the Association's investments.

Audit & Risks Committee (April – June 2024)

The Audit & Risks Committee comprised three members of Council, including the Treasurer. Council was able to co-opt further persons if needed to provide additional expertise or an external perspective, provided they did not outnumber the Council appointees. The Committee met at least twice a year and meetings were attended by the Finance Director and Chief Executive.

Finance, Audit & Risk Committee (from June 2024)

In June 2024 it was agreed by Council that the existing Finance Committee and Audit & Risks Committee should be combined into a single Finance, Audit & Risk Committee (FarCom). The role of FarCom is to assist Council in supervising the broad direction of the Association's financial affairs at a strategic level, providing a forum for more detailed consideration of the financial strategy, and risks and risk management, acting as a sounding board for discussion with management, for the supervision and control of the Association's investments, and monitoring of the annual audit process. The Treasurer and the FarCom advise Council on resource matters, ensure that resources are allocated and managed in accordance with Council policy and Charity Commission requirements, and that the Association's financial affairs are conducted with probity, accountability and transparency. FarCom is chaired by the Treasurer and comprises a minimum of three and maximum of six Council members including the Treasurer as voting members. The Chief Executive and Finance Director attend meetings as non-voting members. Council has the power to co-opt further persons if needed to provide further expertise or an external perspective, provided they do not outnumber the Council appointees.

Council has appointed a professional auditor of the Association, who is qualified for appointment as auditor of a company in accordance with the provisions of the Charities Act. The auditor attends meetings of the Committee as and when required.

Council Members**Council member roles and terms of office**

Name	Role	Elected /appointed	Retiring
Hilary Newiss	Chair	March 2022	March 2028 ⁽²⁾
Neil Greenwood	Treasurer	March 2024	April 2027 ⁽¹⁾
Heather King	VP Education	October 2021	Nov 2027 ⁽²⁾
Sarah Chaytor	VP Policy, Partnerships & Impact	March 2023	March 2026 ⁽¹⁾
Matthew Howard	VP Engagement	March 2024	March 2027 ⁽¹⁾
Joe de Sousa	Trustee (appointed)	August 2020	August 2026 ⁽²⁾
Rubina Ahmed	Trustee (appointed)	August 2020	August 2026 ⁽²⁾
Kevin Coutinho	Trustee (appointed)	March 2023	March 2026 ⁽¹⁾
Phil Smith	Trustee (appointed)	March 2023	March 2026 ⁽¹⁾
Turi King	Trustee (appointed)	March 2025	March 2028 ⁽¹⁾
Rachel Honeyghan-Williams	Trustee (appointed)	March 2025	March 2028 ⁽¹⁾

(1) Indicates the end of the first term of office

(2) Indicates the end of the second term of office (where Council members have been reappointed at the end of the first term).

Council membership of sub-committees

Name	Finance, Audit & Risk Committee	Nominations Committee	Honorary Fellowships Committee
Hilary Newiss	Y	Y (Chair)	Y (Chair)
Rubina Ahmed		Y	
Joe de Sousa	Y	Y	
Heather King		Y	Y
Sarah Chaytor			Y
Kevin Coutinho		Y	Y
Phil Smith	Y		
Neil Greenwood	Y (Chair)		
Matthew Howard	Y		
Turi King*			
Rachel Honeyghan-Williams*			

* term started March 2024

President

September 2023 to August 2024 – Professor Dame Jane Francis – Director of the British Antarctic Survey

September 2024 to August 2025 – Professor Kevin Fenton – public health physician and infectious disease epidemiologist

2024 Honorary Fellows

Professor Tom Crick – Professor of Digital Policy at Swansea University and Chief Scientific Adviser at the Department for Culture, Media and Sport

Alom Shaha – science teacher, writer and broadcaster

Gisela Abbam – business leader and former BSA Chair of trustees

Royal Patron

Following the death of Her Majesty Queen Elizabeth II in September 2022, for the 2024-2025 year we did not have a Royal Patron.

Equity, Diversity and Inclusion

Equity, diversity and inclusion are key to delivering the BSA's Mission and Vision. In addition to embedding EDI through our programmes, we also work to ensure EDI is embedded through our organisational culture, policies and processes. In 2024/25 we began work on developing a new EDI strategy, which will be published in 2025.

The BSA has been monitoring staff EDI data since 2017 and trustee EDI data since 2019. We published this for the first time in 2020 and believe this is an important indication of our commitment to EDI. Our most recent data, from our 2024/25 survey can be found at www.britishscienceassociation.org/diversity-data

Section Five: Reference and Administrative details

Senior Staff

Hannah Russell	Chief Executive
Gill Riches	Director of Programmes
Vijay Jassal	Director of Development & External Relations
Dave Lloyd	Director of Finance (outsourced)

Advisors

Bankers	NatWest Bank plc, 208 Piccadilly, London, W1A 2DG
Solicitors	Veale Wasbrough Vizards LLP, 45 Clarendon Road, Watford, WD17 1SZ
Accounting	TC Group, Kent Office (formerly Crossley Group), Star House, Star Hill, Rochester, ME1 1UX
Independent auditors	Sayer Vincent, 110 Golden Lane, London, EC1Y 0TG
Investment advisors	James Hambro Partners LLP, 45 Pall Mall, London, SW1Y 5JG

Principal and registered office

Wellcome Wolfson Building 165 Queen's Gate London SW7 5HD

Declarations

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the BSA's Council

Signature:

Name: Hilary Newiss
Position: Chair
Date: 29.10.25

Independent Auditor's report to the members of The British Association for the Advancement of Science

Opinion

We have audited the financial statements of The British Association for the Advancement of Science (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011 and of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 British Association for the Advancement of Science's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for

the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; 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 in the trustees' annual report, 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's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are

considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Finance, Audit and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

Date: 6 November 2025

Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	115,938	–	115,938	175,093	–	175,093
Charitable activities							
Engagement programmes	3	880,140	601,404	1,481,544	109,283	1,566,026	1,675,309
Education programmes	3	1,146,739	45,970	1,192,709	216,581	1,017,080	1,233,661
Policy, Partnerships & Impact	3	258,939	–	258,939	149,606	–	149,606
Grants Programme	3	–	3,365,268	3,365,268	–	1,504,908	1,504,908
Investments	4	32,676	–	32,676	34,676	–	34,676
Total income		2,434,432	4,012,642	6,447,074	685,239	4,088,015	4,773,253
Expenditure on:	5						
Raising funds		200,943	–	200,943	156,750	–	156,750
Charitable activities							
Engagement programmes	5	763,129	593,754	1,356,883	196,642	1,558,726	1,755,368
Education programmes	5	1,006,540	107,210	1,113,750	56,689	1,007,127	1,063,816
Policy, Partnerships & Impact	5	381,689	–	381,689	310,734	–	310,734
Grants Programme	5	–	3,417,170	3,417,170	–	1,503,951	1,503,951
Regions, branches and sections	5	–	6,960	6,960	–	6,993	6,993
Total expenditure		2,352,301	4,125,094	6,477,396	720,815	4,076,797	4,797,612
Net (expenditure) / income before net gains on investments		82,131	(112,452)	(30,322)	(35,577)	11,219	(24,358)
Net gains on investments		50,087	–	50,087	83,755	–	83,755
Net expenditure for the period/year	7	132,218	(112,452)	19,765	48,178	11,219	59,397
Transfers between funds	19	–	–	–	(2,300)	2,300	–
Net movement in funds		132,218	(112,452)	19,765	45,878	13,519	59,397
Reconciliation of funds:							
Total funds brought forward		1,868,181	251,568	2,119,749	1,822,303	238,049	2,060,352
Total funds carried forward	18	2,000,398	139,116	2,139,514	1,868,181	251,568	2,119,749

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

British Association for the Advancement of Science

Balance sheet

As at 31 March 2025

	Note	£	2025 £	2024 £
Fixed assets:				
Tangible assets	12		29,284	13,191
Investments	13		1,407,542	1,354,527
			<u>1,436,826</u>	<u>1,367,718</u>
Current assets:				
Debtors	14	2,791,457	1,682,216	
Cash at bank and in hand		<u>1,107,751</u>	<u>973,942</u>	
		3,899,208	2,656,158	
Liabilities:				
Creditors: amounts falling due within one year	15	<u>(2,280,118)</u>	<u>(1,904,128)</u>	
Net current assets			<u>1,619,090</u>	<u>752,030</u>
Total assets less current liabilities			3,055,916	2,119,748
Creditors: amounts falling due after one year	17		<u>(916,402)</u>	
Total net assets	18		<u>2,139,514</u>	<u>2,119,748</u>
The funds of the charity:	19			
Restricted income funds			139,115	251,567
Unrestricted income funds:				
Designated funds		1,067,458	954,861	
General funds		<u>932,941</u>	<u>913,320</u>	
Total unrestricted funds			<u>2,000,399</u>	<u>1,868,181</u>
Total charity funds			<u>2,139,514</u>	<u>2,119,748</u>

Approved by the trustees on 29.10.25

and signed on their behalf by

Hilary Newiss
Chair of Council

Neil Greenwood
General Treasurer

British Association for the Advancement of Science

Statement of cash flows

For the year ended 31 March 2025

	Note	2025	2024
		£	£
Cash flows from operating activities	21		
Net cash provided by / (used in) operating activities		143,008	(702,122)
Cash flows from investing activities:			
Dividends, interest and rents from investments		32,676	34,676
Purchase of fixed assets		(38,948)	(3,010)
Proceeds from sale of investments		567,573	360,218
Purchase of investments		(556,132)	(395,183)
Net cash provided by / (used in) investing activities		5,169	(3,299)
Change in cash and cash equivalents in the period		148,177	(705,421)
Cash and cash equivalents at the beginning of the period		981,342	1,686,763
Cash and cash equivalents at the end of the period	22	1,129,519	981,342

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies

a) Statutory information

British Association for the Advancement of Science is an unincorporated charity registered with the Charity Commission in England & Wales and Scotland. The registered office address is Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD.

b) 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 in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102). The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value except that investments held as fixed assets are carried at market value as at the balance sheet date.

c) Public benefit entity

The Association meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Association has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received for general purposes of the Association is credited to unrestricted funds. Income subject to specific wishes of the donor is credited to relevant restricted funds.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Gross income received from the Association's investment portfolio is reinvested with the Association's portfolio fund managers for the acquisition of further stocks.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Association; this is normally upon notification of the interest paid or payable by the bank.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Association has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Association of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised. The trustees' annual report sets out more information about their contribution to the work of the Association.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

h) Expenditure and irrecoverable VAT

- Costs of raising funds relate to the costs incurred by the Association in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the Association and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost to Overheads

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

i) Allocation of support costs

Resources expended are allocated to a particular activity where the cost relates directly to that activity. However, support cost (the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function) is apportioned on the bases of an estimate, based on staff time, of the amount attributable to each activity.

Governance costs are the costs associated with the governance arrangements of the Association. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the Association's activities. These costs are allocated to each activity based on staff time.

Cost of Raising Funds:	9%
Engagement programmes:	34%
Education programmes:	28%
Policy, Partnerships & Impact	12%
New Grants programme	17%

k) Operating leases

Where assets are financed by leasing agreement that give rights approximating to ownership ("finance leases"), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments during the lease term. The corresponding leasing commitments are shown as obligations to the lessor.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment Straight line over 5 years
- Computer equipment Straight line over 3 years

m) Listed investments

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. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading “net gains/(losses) on investments” in the statement of financial activities. The Association does not acquire put options, derivatives or other complex financial instruments.

The Association's Investment Fund is invested in accordance with the Powers of Investment set out in the Schedule to the 1977 Supplemental Charter, which requires that at least 15% of the fund must comprise investments in Government and/or fixed interest securities, including interest-bearing cash deposits. Council has determined that the primary objective of investment policy should be to maintain the capital value of the fund in real terms over the long term.

n) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

p) Creditors and provisions

Creditors and provisions are recognised where the Association has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Association 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 bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The Association operates under an auto enrolment scheme and auto enrolls the new employees into the Government's NEST scheme. Pre 1 July 2014, employees are in an AEGON pension scheme. The Association matches the minimum 1% contribution and pays (on a sliding scale) up to two times the contributions made by employees to the schemes which can range between 1% and 5% of gross salary. The pension charge recorded in these financial statements is the amount of contributions payable by the Association in the accounting year.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Subscriptions and donations	9,907	–	9,907	5,682	–	5,682
Donated services and facilities – office space	74,311	–	74,311	72,428	–	72,428
Other income	31,720	–	31,720	96,983	–	96,983
	<u>115,938</u>	<u>–</u>	<u>115,938</u>	<u>175,093</u>	<u>–</u>	<u>175,093</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
British Science Festival	40,000	601,404	641,404	34,000	399,354	433,354
Other engagement programmes	840,140	–	840,140	75,283	1,166,672	1,241,955
Sub-total for engagement programmes	880,140	601,404	1,481,544	109,283	1,566,026	1,675,309
Education programmes	1,146,739	45,970	1,192,709	216,581	1,017,080	1,233,661
Policy, Partnerships & Impact	258,939	–	258,939	149,606	–	149,606
Grants Programme	–	3,365,268	3,365,268	–	1,504,908	1,504,908
Total income from charitable activities	<u>2,285,818</u>	<u>4,012,641</u>	<u>6,298,460</u>	<u>475,470</u>	<u>4,088,014</u>	<u>4,563,484</u>

4 Income from investments

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Dividends	16,555	–	16,555	17,239	–	17,239
Interest	16,121	–	16,121	17,437	–	17,437
	<u>32,676</u>	<u>–</u>	<u>32,676</u>	<u>34,676</u>	<u>–</u>	<u>34,676</u>

Notes to the financial statements

For the year ended 31 March 2025

5a Analysis of expenditure (current year)

	Charitable activities						Governance costs £	Support costs £	2025 Total £	2024 Total £
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £				
Staff costs (Note 8)	120,669	483,889	386,311	159,162	–	241,668	24,960	255,984	1,672,642	1,558,530
Direct costs	2,544	573,591	478,592	120,001	6,960	3,025,360	–	–	4,207,048	2,627,871
Investment managers' fees	–	–	–	–	–	–	–	11,356	11,356	10,466
Office costs	–	–	–	–	–	–	1,657	295,854	297,510	282,566
Depreciation and disposals	–	–	–	–	–	–	–	22,855	22,855	15,474
Legal and professional	–	–	–	–	–	–	–	25,180	25,180	24,811
Irrecoverable VAT	–	–	–	–	–	–	–	69,904	69,904	126,917
Office service charge	–	–	–	–	–	–	–	152,951	152,951	123,813
Insurance	–	–	–	–	–	–	–	15,511	15,511	14,454
Marketing and PR	–	–	–	–	–	–	–	2,438	2,438	11,860
	123,213	1,057,479	864,903	279,163	6,960	3,267,028	26,617	852,033	6,477,396	4,796,762
Support costs	75,376	290,334	241,309	99,420	–	145,594	–	(852,033)	–	–
Governance costs	2,355	9,070	7,538	3,106	–	4,548	(26,617)	–	–	–
Total expenditure 2025	200,943.28	1,356,882.83	1,113,750.18	381,689.07	6,960.34	3,417,170.32	–	–	6,477,396	4,796,762

Notes to the financial statements

For the year ended 31 March 2025

5b Analysis of expenditure (prior year)

	Charitable activities								
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £	2024 Total £
Staff costs (Note 8)	83,383	506,828	332,839	124,573	–	213,090	27,990	269,827	1,558,530
Direct costs	3,301	890,737	491,209	96,423	8,843	1,137,358	–	–	2,627,871
Investment managers' fees	–	–	–	–	–	–	–	10,466	10,466
Office costs	–	–	–	–	–	–	1,784	280,782	282,566
Depreciation and disposals	–	–	–	–	–	–	–	15,474	15,474
Legal and professional	–	–	–	–	–	–	–	24,811	24,811
Irrecoverable VAT	–	–	–	–	–	–	–	126,917	126,917
Office service charge	–	–	–	–	–	–	–	123,813	123,813
Insurance	–	–	–	–	–	–	–	14,454	14,454
Marketing and PR	–	–	–	–	–	–	–	11,860	11,860
	86,684	1,397,565	824,048	220,996	8,843	1,350,448	29,774	878,404	4,796,762
Support costs	58,097	353,134	231,907	86,796	–	148,471	–	(878,404)	–
Governance costs	1,969	11,969	7,860	2,942	–	5,032	(29,774)	–	–
Total expenditure 2024	146,750	1,762,668	1,063,815	310,734	8,843	1,503,951	–	–	4,796,762

Notes to the financial statements

For the year ended 31 March 2025

6 Grant making

	2025 £	2024 £
Cost		
Wellcome Trust grants	2,735,017	845,754
Engagement Grants	162,352	292,816
Education Grants	86,950	87,271
	<u>2,984,319</u>	<u>1,225,842</u>
At the end of the year		

7 Net income / (expenditure) for the period

This is stated after charging :

	2025 £	2024 £
Depreciation	22,855	15,474
Operating lease rentals:		
Property	78,640	51,385
Auditors' remuneration (excluding VAT):		
Audit	15,170	14,450
	<u>116,665</u>	<u>81,309</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	1,461,843	1,357,988
Social security costs	147,741	138,343
Employer's contribution to defined contribution pension schemes	63,058	62,199
	<u>1,672,642</u>	<u>1,558,530</u>

The following number of employees received employee benefits (excluding employer pension costs) during the period between:

	2025 No.	2024 No.
£60,000 – £69,999	1	1
£70,000 – £79,999	2	1
£80,000 – £89,999	–	–
	<u>3</u>	<u>2</u>

The total employee benefits including pension contributions of the key management personnel were £258,921 (2024: £236,187).

The Council members were not paid nor received any other benefits from employment with the Association in the year (2024: £nil). No Council member received payment for professional or other services supplied to the Association (2024: £nil).

Council members' expenses represent the payment or reimbursement of travel and subsistence costs totalling £918 (2024: £925) incurred by 3 (2024: 4) members relating to attendance at Council meetings.

Notes to the financial statements

For the year ended 31 March 2025

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the period was as follows:

	2025 No.	2024 No.
Fundraising, marketing and public relations	5.8	5.7
Engagement programmes	8.1	8.8
Educational programmes	6.9	6.8
Policy, Partnerships & Impact	5.0	6.0
Ideas Fund	3.6	3.4
Support and Governance	8.6	6.6
	38.0	37.3

10 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At the start of the year	30,576	46,223	76,799
Additions in year	–	38,948	38,948
Disposals in year	(7,900)	(12,352)	(20,252)
At the end of the year	22,676	72,819	95,495
Depreciation			
At the start of the year	29,423	34,185	63,608
Charge for the year	600	22,255	22,855
Eliminated on disposal	(7,900)	(12,352)	–
At the end of the year	22,123	44,088	66,211
Net book value			
At the end of the year	553	28,731	29,284
At the start of the Year	1,153	12,038	13,191

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2025

13 Listed investments

	2025 £	2024 £
Fair value at the start of the year	1,347,127	1,228,408
Additions at cost	556,132	395,182
Disposal proceeds	(567,573)	(360,218)
Net (loss)/gain on change in fair value	50,087	83,755
	1,385,773	1,347,127
Cash held by investment broker pending reinvestment	21,769	7,400
	1,407,542	1,354,528
	1,199,057	1,145,475

Investments comprise:

	2025 £	2024 £
Shares listed on the London Stock Exchange	1,385,773	1,347,127
Cash	21,769	7,400
	1,407,542	1,354,528

14 Debtors

	2025 £	2024 £
Trade debtors	500,833	443,734
Other debtors	2	915
Prepayments	57,639	74,159
Accrued income	2,232,983	1,163,409
	2,791,457	1,682,216

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	142,916	144,139
Taxation and social security	193,620	72,474
Other creditors	80,386	61,487
Accruals	139,442	188,037
Grant accruals	1,096,204	677,285
Deferred income	627,550	760,707
	2,280,118	1,904,128

Notes to the financial statements

For the year ended 31 March 2025

16 Deferred income

Deferred income comprises both fees received in advance of the delivery of the services and grants received for future financial periods.

	2025 £	2024 £
Balance at the beginning of the period	760,707	299,250
Amount released to income in the period	(760,707)	(299,250)
Amount deferred in the period	627,550	760,707
Balance at the end of the period	<u>627,550</u>	<u>760,707</u>

17 Creditors: amounts falling due after one year

	2025 £	2024 £
Grant Commitments	916,402	–
	<u>916,402</u>	<u>–</u>

At 31 March 2025, the charity had made grant commitments for which a constructive obligation exists and the payment is due beyond one year. These relate to grants awarded in the year to projects extending over multiple years. Amount due within two years are £556,795 (2024: £nil). Amount due between two and three years is £359,607 (2024: £nil).

18a Analysis of net assets between funds (current year)

	General £	Designated £	Restricted £	2025 Total £
Tangible fixed assets	29,284	–	–	29,284
Investments	903,657	503,885	–	1,407,542
Long Term Liabilities	–	–	(916,402)	(916,402)
Net current assets	–	563,573	1,055,517	1,619,090
Net assets at the end of the year	<u>932,941</u>	<u>1,067,458</u>	<u>139,115</u>	<u>2,139,514</u>

18b Analysis of net assets between funds (prior period)

	General £	Designated £	Restricted £	2024 Total £
Tangible fixed assets	13,191	–	–	13,191
Investments	900,128	454,399	–	1,354,527
Long Term Liabilities	–	–	–	–
Net current assets	–	500,462	251,567	752,029
Net assets at the end of the period	<u>913,319</u>	<u>954,861</u>	<u>251,567</u>	<u>2,119,748</u>

The charity has designated a portion of its unrestricted funds based on a worst-case scenario approach. This assumes that certain risks could materialise simultaneously, requiring the charity to draw down on these funds.

In reality, the likelihood of such events occurring at the same time is low. As such, this designation does not reflect forecasted financial performance, but represents a conservative measure to safeguard against risk and support the charity's financial resilience.

Notes to the financial statements

For the year ended 31 March 2025

19a Movements in funds (current year)

	At 31 March 2024 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2025 £
Restricted funds:					
Engagement programmes					
British Science Festival	–	601,404	(593,754)	(7,650)	–
Other engagement programmes	–	–	–	–	–
Education programmes	79,356	45,970	(107,210)	–	18,116
Policy, Partnerships & Impact	–	–	–	–	–
Grants programme	148,981	3,365,268	(3,417,170)	–	97,079
Sections and regions	23,230	–	(6,960)	7,650	23,920
Total restricted funds	251,567	4,012,642	(4,125,094)	–	139,115
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	–	40,000	(18,678)	(11,322)	10,000
Other engagement programmes	100,000	840,140	(744,451)	14,312	210,000
Education programmes	209,000	1,146,739	(1,006,540)	(156,602)	192,597
Policy, Partnerships & Impact	130,000	258,939	(381,689)	131,750	139,000
Contingency for wind-down costs	500,000	–	–	–	500,000
Innovation Fund	15,861	–	–	–	15,861
Total designated funds	954,861	2,285,818	(2,151,359)	(21,862)	1,067,458
General funds	913,320	198,701	(200,943)	21,862	932,940
Total unrestricted funds	1,868,181	2,484,519	(2,352,302)	–	2,000,398
Total funds	2,119,748	6,497,161	(6,477,396)	–	2,139,513

19b Movements in funds (prior period)

	At 1 April 2023 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
Engagement programmes					
British Science Festival	–	399,354	(392,054)	(7,300)	–
Other engagement programmes	–	1,166,672	(1,166,672)	–	–
Education programmes	69,403	1,017,080	(1,007,127)	–	79,356
Policy, Partnerships & Impact	–	–	–	–	–
Grants programme	148,024	1,504,908	(1,503,951)	–	148,981
Sections and regions	20,623	–	(6,993)	9,600	23,230
Total restricted funds	238,049	4,088,014	(4,076,797)	2,300	251,567
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	100,828	34,000	(188,713)	53,885	–
Other engagement programmes	90,000	75,283	(7,929)	(57,354)	100,000
Education programmes	120,001	303,559	(56,689)	(157,871)	209,000
Policy, Partnerships & Impact	205,000	149,606	(310,734)	86,128	130,000
Contingency for wind-down costs	500,000	–	–	–	500,000
Innovation Fund	15,861	–	–	–	15,861
Total designated funds	1,031,690	562,449	(564,065)	(75,212)	954,861
General funds	790,613	206,545	(156,750)	72,912	913,320
Total unrestricted funds	1,822,303	768,994	(720,815)	(2,300)	1,868,181
Total funds	2,060,352	4,857,008	(4,797,612)	–	2,119,748

Notes to the financial statements

For the year ended 31 March 2025

20 Movements in funds – descriptions

Purposes of restricted funds

British Science Festival

These are funds received specifically to deliver the British Science Festival and have been fully spent in the year.

Grants Programme

These are funds received directly to deliver the Ideas Fund programme. At the year end some grant funding had not been fully spent and has been carried forward.

Education

These are funds received predominantly to deliver work relating to Educational programmes including CREST Awards. At the year end some grant funding from 1851 remains unspent, which is to be spent in 2025/26.

Sections

Sections raise their own funds as well as receive contributions from the engagement programmes. The majority of the balances are restricted funding from the British Science Festival.

Purposes of designated funds

Engagement

These are funds set aside by management in order to support the activities of the Engagement team in the coming financial year if required.

Education

These are funds set aside by management in order to support the activities of the Education Team in the coming financial year if required. There are also funds designated towards CREST Digital Development, CREST Kit Boxes and the continuing development of the CREST Website

Policy, Partnerships & Impact

These are funds set aside by management in order to support the activities of the PPI Team in the coming financial year if required.

Contingency for wind-down costs

We currently hold £500,000 in designated reserves as a contingency in the case of wind down.

Innovation Fund

The availability of this fund encourages our staff to develop and implement ideas that contribute to our strategic goals during the year.

Transfers between funds

Transfers have been made between funds to enable the right reserves to be available in the right areas as described above.

Notes to the financial statements

For the year ended 31 March 2025

21 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	19,765	59,396
Depreciation charges	22,855	15,474
(Profit)/loss on the disposal of fixed assets	–	–
(Gains)/losses on investments	(50,087)	(83,755)
Dividends, interest and rent from investments	(32,676)	(34,676)
(Increase)/decrease in debtors	(1,109,241)	71,897
Increase/(decrease) in creditors	1,292,392	(730,459)
Net cash provided by / (used in) operating activities	143,008	(702,122)

22 Analysis of cash and cash equivalents

	At 31 March 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	973,942	(133,809)	1,107,751
Cash awaiting investment	7,400	14,369	21,769
Total cash and cash equivalents	981,342	(119,440)	1,129,520

23 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods.

	Property	
	2025 £	2024 £
Less than 1 year	81,417	69,115
1 – 5 Years	325,668	276,460
Over 5 years	1,058,420	967,610
	1,465,505	1,313,185

The commitment relates to the service charge due under the Wellcome Wolfson Building lease. The term of the lease is for 40 years from 29 September 2003 increasing by inflation each year.

Notes to the financial statements

For the year ended 31 March 2025

24 Detail of branches, and sections and regions restricted funds

	At 31 March 2024	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 March 2025
Sections and regions					
Agriculture & Food	845	–	(101)	450	1,194
Anthropology	121	–	(347)	450	224
Biological Sciences	323	–	(1,015)	693	–
Chemistry	3,205	–	(101)	(1,293)	1,811
Economics	2,196	–	(760)	450	1,886
Education	1,739	–	–	450	2,189
Engineering	3,099	–	(500)	450	3,049
General	881	–	(101)	450	1,230
Geography	2,568	–	(203)	450	2,815
Geology	1,457	–	–	450	1,907
History of Science	547	–	–	450	997
Mathematics	936	–	(990)	450	396
Medical Sciences	1,245	–	(401)	450	1,294
Physics	469	–	(101)	450	818
Psychology	2,223	–	(1,332)	450	1,341
Science & The Arts	937	–	(1,008)	1,950	1,880
Sociology	439	–	–	450	889
Total sections and regions restricted funds	23,230	–	(6,960)	7,650	23,920

Accounts



The British Association for the Advancement of Science
Trading as
The British Science Association (BSA)

Trustees' Annual Report
1 April 2023 to 31 March 2024

Charity registration number: 212479
Scotland charity registration number: SC039236

Chair's foreword

I am delighted to be introducing the 2023/2024 annual report and am pleased to report a wonderfully successful and stable year, despite the turbulence in our external environment. Across the political spectrum we have seen an increasing emphasis on the role of science and innovation in national life making our work more relevant than ever.



As I reflect on the last year, I am once again struck by the breadth and depth of our charity's work. The British Science Association (BSA) is a national charity that wants everyone to feel included in science, so we work with a diverse range of sectors and stakeholders to deliver our programmes. We bring people and science together in ways that will have a lasting, positive impact on communities, research and society.

In 2023/24, we began development of our next business plan for 2024-2027, building on the success of our current strategy and to further align our programmes with our strategic goals. We have also seen a great level of success throughout the year, and I would particularly like to highlight the following achievements:

- In February 2024, we launched our first BSA manifesto ahead of the 2024 UK General Election, calling on all political parties to commit to a fairer and more prosperous future through science.
- Hosted by the University of Exeter from 7–10 September 2023, the British Science Festival was a huge success, with 116 events taking place over four days across the university campus and city centre, reaching over 7,500 people.
- British Science Week celebrated its 30th anniversary in March 2024 under the theme of "Time". We were thrilled with the level of schools engagement this year with an estimated 2.6 million young people getting involved.
- We received over 45,000 submissions for CREST Awards from schools this year, including over 21,000 Awards for young people from schools in challenging circumstances.
- Two new Future Forum reports were published in 2023-2024, giving young people aged-14-18 a chance to have their voices heard on issues involving science.

More details of these and other activities are in the report. I would like to thank all of the many funders whose support makes our work possible – in particular, UK Research & Innovation and Wellcome whose generous support across our programme portfolio enables our work to grow.

I would also like to thank our departing trustees, Kalli Bowyer (Treasurer) and Stephen Nuttall (Deputy Chair & Vice-President for Engagement), for their commitment to the organisation over the last few years. And I welcome Neil Greenwood as our new Treasurer and Matt Howard as our new Vice-President for Engagement. I would also like to extend my gratitude to our President for the year, Professor Dame Jane Francis for her active support.

On the Executive, I pay tribute to our departing Director of External Relations, Amy MacLaren, who left in February 2024 after almost 10 years with us, and to welcome our new Director of Development and External Relations, Vijay Jassal. The breadth of our delivery brings along with it challenges which the executive team manages with impressive resilience and fortitude.

As we look ahead to 2024/25, the BSA will begin the delivery of our new business plan and five strategic goals, offering more opportunities for us to refine our programmes to suit the needs of our stakeholders and audiences. We move into the new financial year with stable finances, a high performing staff team, an experienced and knowledgeable Council, and a clear sense of our purpose and direction. I would like to thank the team and Council for their support and energy in creating our new business plan and I look forward to working with them in the coming year.

Hilary Newiss

Chair of Council

Overview of the BSA

Founded in 1831, the British Science Association is a registered charity that works with partners across the UK to bring people and science together.

We improve young peoples' experiences of science in their education

We work with community groups and grassroots organisations to give them opportunities to be involved with science.

We showcase the amazing work of researchers and academics through our events and activities.

We advocate for a more inclusive science community.

Our vision

A future where science is more relevant, representative and connected to society.

Our mission

The BSA believes that all of society should be included in science.

We bring people and science together in ways that will have a lasting, positive impact on communities, research and society.

Our goals put our audiences at the heart of what we do – we will be led by their needs first.

Section One: Objectives and Achievements

Our ten-year objectives are:

A) For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

- **Provide engagement** activities that effectively **reach and engage underserved audiences** with science and use these activities to **understand** and **disseminate** good practice.
- **Enrich** young people's experience of science in a way that encourages more of them to see science as **relevant** to their lives and to **study/work** in science.
- Partner with **communities** to enable them to **conduct, influence or apply** science/research e.g. involvement in discussions about emerging technologies, decisions on research funding priorities, citizen science.

B) For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

- **Amplify** the 'missing voices' in science to champion those whose voices are often overlooked in science-based conversations.
- Set up **participatory structures** to facilitate dialogue, foster mutual understanding and transfer power between communities and science/research professionals.
- Enable **collaboration and dialogue** to improve the way science is applied and used among business, policy and third sectors.

C) Build the capacity of the BSA and the science community to:

- **Understand and address** structural inequalities in accessing science education, employment and engagement opportunities.
- **Advocate** for the adoption of a more participatory and transformative form of science engagement.
- **Improve** the BSA's and science community's diversity and inclusivity in order to represent all of society.

Objective C was broadened from its original version in March 2023, reflecting the BSA's work to support EDI across the wider science community as well as within the science/research engagement sector¹.

These objectives are supported by a three-year business plan. April 2023 to March 2024 sat within our business plan covering the period April 2021 to March 2024.

The following pages provide an overview of the key achievements for our main projects and programmes under each of our three strategic objectives, for the period April 2023 to March 2024.

¹ Previous wording for Objective C:

To build the capacity of the BSA and the science/research engagement sector to:

- Understand and **address structural inequalities** in science engagement.
- Advocate for the adoption of a more **participatory** and transformative form of science engagement.
- Improve the BSA's/sector's **diversity** and **inclusivity**.

Strategic objective A

For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

British Science Festival

An annual celebration of the people, stories and ideas at the heart of science, hosted by a different city each September.

Hosted by the University of Exeter from 07 – 10 September, the 2023 British Science Festival was a huge success, with 116 events taking place over four days across the university campus and city centre, reaching over 7,500 people. Our principal partner for the event was the Natural Environment Research Council, with other key partners including Exeter Science Centre (who supported 11 community grant events), Exeter Science Park and the Guildhall shopping centre, which hosted our first late night British Science Festival takeover event.

The next British Science Festival will be hosted by the University of East London from 11-15 September 2024.

British Science Week

An annual grassroots celebration of science with events and activities taking place in schools, local community groups and national cultural institutions across the UK. As well as free resources (schools' activity packs, marketing resources) and opportunities for the public to engage in the Week, we provide 'micro grants' to schools and community groups to enable them to participate.

[British Science Week \(BSW\)](#) celebrated its 30th anniversary with the theme 'Time'. Core-funded by UKRI, with support across many of the partners listed on pages 11-12, highlights from this year's event included:

- 1,835 schools registering for the Live Assembly hosted by the Royal Observatory Greenwich,
- 115,135 entries to this year's poster competition
- Over 60,000 downloads of the British Science Week activity packs
- 94 Community Grant-funded events, attracting an estimated audience of over 6,000 people
- 178 Kickstart grants awarded to schools in challenging circumstances, reaching over 52,000 young people
- A webinar on Nature's Calendar in partnership with the Woodland Trust
- Nine new [Smashing Stereotypes](#) profiles, with support from L'Oreal, Urenco and 3M.

CREST Awards

The BSA's flagship education programme, which inspires young people to think and behave like scientists and engineers. [CREST](#) recognises young people's achievement in STEM project work and is available at a range of levels to suit students aged 3 to 19.

2023/24 highlights included:

- 45,000 submissions from schools, including over 21,000 awards for students from schools in challenging circumstances.²

² Classified as those with >30% of young people on free school meals or equivalent, >30% of young people from minority ethnic backgrounds or a designated rural postcode.

- Our Engage Network (previously the Under-represented Audiences Network) – grew to over 2,000 teachers, providing grants and wider support for schools in challenging circumstances.
- The launch of our first early years CREST resource, 'Earth and Beyond' (for 3-5 year olds).
- 91 grants awarded to schools in challenging circumstances to support them to undertake CREST Awards. 22 grant recipients have also been enrolled in our Engage Buddies programme. New to CREST, these teachers are offered additional support and encouragement from another peer 'buddy' in the network.
- Teacher focus groups and a workshop with stakeholders across the STEM education sector to share ideas and best practice on approaches that help to engage young people typically under-represented in STEM.
- 119 kit boxes for primary schools in challenging circumstances – these continue to be well received and heavily over-subscribed.

We continue to be grateful to our funding partners for this important work. In addition to our core funders, UKRI, CREST funders this year included Mewburn Ellis, the NCR Foundation, DeepMind, Ogden Trust and Royal Commission for the Exhibition of 1851, as well as the Welsh Government, whose support allows schools in Wales to access CREST free of charge. We continue to be grateful for the support of our Regional CREST Support Organisations, who work with schools across the UK.

Strategic Objective B

For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

Community Engagement Programmes

The British Science Association is committed to supporting community organisations who work with groups underserved and under-represented in science. Since 2015, the BSA has supported communities to feel more involved with science. We run a range of programmes providing communities with an opportunity to engage with science, have a voice in science and explore science-related issues in a way that is relevant to them.

Community Engagement Network, Leaders and Buddies

Our **Community Engagement Network** aims to support, connect and inspire community organisations interested in providing science content to their audiences/users. We work with over 1,100 community groups as part of the network, enabling us to reach a diverse range of audiences across the UK.

*Our **Community Leaders and Buddies** programmes harness the passion and ideas of individuals who work with underserved audiences, enhance their skills to enable them to become leaders in science engagement in their communities and support them to access local researchers who they can work together with in their engagement activities.*

12 individuals took part in this year's Community Leaders programme, with a further 12 community leaders taking part in this year's Community Buddies programme. These leaders have been paired with researchers from their local areas, with a view to co-developing grant funded projects which benefit the local community.

Highlands and Islands COP 26 Grant Programme

The Highlands and Islands Climate Change Community Grant scheme, funded by UKRI and delivered by the BSA and Science Ceilidh, supports community groups in the Highlands and

Islands of Scotland to work with a researcher and run a project on a local climate change issue that matters to them.

Following the success of the first round of our Highlands and Islands climate change community grants, UKRI funded a second phase for this programme in 2023-2024, enabling us to support six new community-researcher partnerships through our New Voices Grants, while also continuing to work with the phase one community-researcher partnerships to help drive their projects even further through Building Capacity Grants.

Community-led research pilot programme

Exploring an approach to more equitable, community-driven research.

This UKRI-funded project, in partnership with the University of Reading, is now well underway, with six community groups and researchers working together to deliver projects in Reading and Slough. In each case the research questions have been led by the community groups, with examples including the impact of environmental activities and engagement with the natural environment (beekeeping) on young people's mental health; how sound, ambience and (eco)acoustics can affect the well-being and mental health of a community and the impact of black hair product chemicals on health, emotional wellbeing and cultural identity.

The Ideas Fund

[The Ideas Fund](#) launched in January 2021 with the aim of enabling the UK public to develop and try out ideas that address problems related to mental wellbeing, by working in partnership with researchers. Supported by Wellcome, the Fund has offered an exciting opportunity to test out a different approach, of community-led collaboration with researchers, with individuals, community groups and charities being invited to apply for and hold the funds, and supported to build relationships with researchers on their own terms.

Delivery of the Ideas Fund continued to progress well in 2023-2024, with the award of 14 extensions to projects originally supported through the previous two open rounds of funding in 2021/22 and 2022/23.. Recognising that the individual Ideas Fund projects themselves are not set up to address the systemic issues that prevent this way of working from being more common, we have now also awarded 'infrastructure grants' in each of the four geographic areas for the programme. These experimental grants will take a collaborative approach that seeks to embed change in practice locally.

We also launched an ['insights report'](#) as a key learning output which will form the basis of future influencing work.

We were delighted to secure Transition and Legacy funding from Wellcome to support the programme through to October 2027. This additional funding will see us focus on three key strands of work - continuing to support and embed practice in the four Ideas Fund areas, building the evidence base on community-led approaches to research / researcher collaborations, and continuing to develop the BSA's role and partnerships.

For Thought

A thought leadership programme which gives leaders from business, policy, science and civil society a platform for cross-sector discussion and collaboration around the role of science in solving the greatest challenges of the day, and how science can better work alongside other sectors.

This year's For Thought took place in November 2023, bringing together senior leaders in business, policy, science and civil society to explore 'Science, innovation, and national priorities: Deciding the future of education, health, and food'.

Also under For Thought banner, we partnered with Google DeepMind on a roundtable event and [short report](#) on the current landscape and future potential of artificial intelligence (AI) in science.

Future Forum

Empowering young people to share their views on cutting-edge innovations that will affect their futures.

Two new Future Forum reports were published in 2023-2024, giving young people aged-14-18 a chance to have their voices heard on issues involving science: [Climate change education](#) (in partnership with the University of Plymouth) was published in June and accompanied by a launch event in Parliament, while [Nuclear Energy](#) (in partnership with Urenco), was published in early December. Both reports have been well received by funders and more widely.

With support from the James Weir Foundation and 3M, we also collated data from our Future Forums over the past four years, providing a [dataset](#) of over 8,000 young people that offers valuable new insights into trends in views on science, society and their future.

Strategic Objective C

To build the capacity of the BSA and the science/research engagement sector around issues relating to equality, diversity & inclusion (EDI).

Stakeholder influencing and policy

Statements and Consultations

In February 2024 we launched our [manifesto](#) ahead of the 2024 UK general election, calling on all political parties to commit to a fairer and more prosperous future through science. The manifesto sets out clear asks around EDI in STEM, science education and science and society.

We also responded to a number of news events and consultations through the year, including issuing statements in response to the House of Commons Science & Technology Select Committee's inquiry into Diversity in STEM, the [House of Lords report calling for urgent changes to education for 11-to-16 year olds](#) and the Horizon Europe announcement in September 2023.

The APPG for Diversity & Inclusion in STEM

The All-Party Parliamentary Group (APPG) on Diversity & Inclusion (D&I) in STEM aims to promote inclusion and progression of people from diverse backgrounds in STEM, and to encourage government, parliamentarians, academics, businesses, and other stakeholders to work towards a STEM sector that is representative of the population. The Group is funded by a wide range of [sponsors](#). The BSA has provided the Secretariat for the Group since its inception in 2018/19.

In July 2023 we published a new APPG report examining the variation in STEM skills provision across the UK and how this intersects with regional inequity. The group also held several meetings through the year, including panel discussions on place-based barriers to gaining STEM skills and D&I and critical technologies.

Also relating to diversity & inclusion in STEM but separate to the APPG, in March 2024 we hosted a panel event on diversity and inclusion in the life sciences, Chaired by Chi Onwurah MP at the Centre for Life in Newcastle.

Sciencewise

Sciencewise is a public dialogue programme providing insights into what people think about science & emerging technology. BSA works as part of the Sciencewise consortium (alongside Involve and NCCPE, funded by UKRI).

2023/24 saw the publication of two new Sciencewise reports:

- [People, communities and climate technology](#) – including an analysis of available research on public behaviour change relating to climate change, alongside several climate and energy technologies including smart grids, fusion, and carbon dioxide removal via direct air capture.
- And the first of two reports exploring public perceptions of engineering biology, one focusing on [health](#) and the other (published in April 2024) on food.

In February 2024 we held a roundtable event celebrating 20 years of Sciencewise, chaired by Professor Dame Ottoline Leyser.

Building the capacity of the Science Engagement sector

UK Science Festivals Network

Core funded by UKRI, the BSA manages and chairs the UK Science Festivals Network (UKSFN), including science festivals and other festivals featuring science content. The Network aims to unite, celebrate and grow the science festivals sector in the UK.

The UKSFN currently includes 35 member festivals, including new festivals in Ullapool and Inverness who joined the network for the first time this year.

Highlights for 2023/24 included:

- The UKSFN Annual Conference in January 2024, hosted at STEAMHouse in Birmingham, with over 60 attendees taking part in sessions on community engagement, inclusion and disability, sustainability, evaluation, artificial intelligence and working with volunteers.
- Eight Making Connections grants supporting festivals to act as brokers between community groups and researchers, leading to over 30 new partnerships between festivals, community groups and researchers and over 500 participants taking part in projects.
- The Compass installation developed for the 2022 British Science Festival was hosted at Northern Ireland Science Festival, Humber Science Festival and at Jodrell Bank.

People and culture

Between 01 April 2023 and 31 March 2024 the BSA had 12 new starters and 13 leavers (compared to 01 April 2022 – 31 March 2023: 11 starters and 7 leavers). This included the departure of the Director of External Relations, Amy MacLaren, with our new Director of Development and External Relations, Vijay Jassal, joining in February 2024. The increased focus on fundraising and business development as part of this role reflects our ambitious goals as part of the new three year business plan published in April 2024.

Equity, diversity and inclusion (EDI)

The BSA believes that, for too long, science has been the preserve of professional scientists. We believe science should be open to everyone, regardless of background or experience.

We know there are persistent structural barriers to equality in many areas of UK society, culture and work, and we believe that transforming the diversity and inclusivity of science can play a part in tackling them.

We have continued to ensure that a focus on equality, diversity and inclusion sits right at the heart of our programmes and to look at ways to ensure this focus is also reflected through our internal systems and processes. We monitor staff views on our EDI work as an organisation (as reported by staff in our annual staff survey, see, for example, graphs below). We also have an EDI action plan which is reviewed quarterly and reported to Council annually.

Diversity data

The BSA has been monitoring staff EDI data since 2017 and trustee EDI data since 2019. We published this for the first time in 2020 and believe this is an important indication of our commitment to EDI. Our most recent data, from our survey in Autumn 2023 can be found at www.britishtscienceassociation.org/diversity-data

Section Two: Our future plans

In April 2024, we launched our new three-year business plan , covering the period April 2024 to March 2027.

This sets out the following five goals for the next three years, as we head towards the next phase of our 10-year strategy:

- 1) **Transform science education for all young people** – By 2027, the BSA wants the science curriculum to be more relevant to young people and to offer more opportunities for them to take the lead on science projects and practical investigations as part of their education. We will also champion and showcase a wider range of diverse role models in science.
- 2) **Put communities at the heart of research and innovation** – By 2027, the BSA will have led a sector-wide shift that places communities and researchers on equal ground in their interactions together. We will develop an evidence-based model for change, rooted in lived experience, for funders, partners, and other leaders in the sector to use.
- 3) **Give the public a voice on science decisions** – By 2027, the BSA will have influenced a change in how decisions about science are made. Seldom heard communities, including young people, will be given greater opportunity to have their say on topics that affect their lives and livelihoods.
- 4) **Drive towards a more representative science community** – By 2027, the BSA will have worked alongside Government to establish a greater commitment to improving the equity, diversity and inclusion of science, technology and engineering.
- 5) **Champion the role of science festivals** – By 2027, the BSA wants festivals to be recognised as an essential contributor to their communities, through the relationships they build between science, local partners and audiences.

In order to support the delivery of these goals, we will also be prioritising the following cross-cutting themes and enablers:

- **Raising the BSA's organisational profile and influence** across education, EDI in STEM and science and society
- **Growing the reach and impact of our programmes**, including building new partnerships and enabling and sharing best practice, both within and outside the BSA
- **Increasing beneficiary voice** – ensuring the voice and needs of our beneficiaries informs and is highlighted within our work
- **Embedding equity, diversity and inclusion throughout our activities**
- **Financial diversity and sustainability** – ensuring we have the breadth and level of resources to support our aspirations
- **Effective information technology**, with the right systems and processes to support delivery of our strategic plan
- **Continuing to build the skills and capacity of the team and ensure a welcoming, diverse and inclusive culture**, reflecting our values and the wider focus of our work.
- **Continued strong governance** to provide the support and challenge needed to deliver our strategy.

Section Three: Financial Review

Funders/ sponsors:

3M
 ACS
 Applied Microbiology International (AMI)
 Alfresco Learning
 Association of Reproductive and Clinical Scientists
 AstraZeneca
 Atos
 British Society for Haematology
 British Society for Immunology
 Center for Industry Education Collaboration
 Collective Act
 Collins
 Crossland Tankers
 De Montfort University
 Drax
 Dream Machine
 ESERO UK
 Evolution Education Trust (EET)
 Everyday Plastic
 Explorify
 Futurecodersse Community Interest Company
 Gatsby Charitable Foundation
 Greenpeace
 Harper Collins
 The Worshipful Company of Horners
 Institution of Engineering and Technology (IET)
 The Institute for Research in Schools (IRIS)
 James Weir Foundation
 King's College London
 Leeds Museums & Galleries
 LessonUp

National Education Nature Park and Climate Action Awards

MSD

National Farmers' Union (NFU)

National Society for Education in Art & Design

Nutrition Society

OKIDO

PerkinElmer

Physiological Society

Primary Science Teaching Trust

PWIS

Royal Academy of Engineering

Royal Observatory Greenwich

Royal Society of Chemistry

Salters' Institute

Sciencewise

Silence Therapeutics

Simple Politics

STEM Learning

Stemettes Limited

Sustrans

UK Antarctic Heritage Trust (UKAHT)

UK Centre for Ecology & Hydrology (UKCEH)

UK Research & Innovation (UKRI)

University of Exeter

University of Plymouth

University of Reading

University of the West of England

Urenco

VICTA

Wellcome Centre for Human Genetics

Wellcome Trust

Welsh Government

World Wide Fund for Nature (WWF)

Zinc (on behalf of HS2)

Risk Management

The purpose of the BSA's Risk & Issue Register is to enable the British Science Association's Trustees to identify the main risks and issues the charity faces and record how to deal with them. The information in this framework is reviewed quarterly by the Senior Management Team, Finance Director, Finance Committee (financial risks and issues), and at least twice-yearly by the Audit & Risks Committee. Principal risks and issues (those identified as ones that would have a significant impact on ability to deliver our charitable objectives) are reported by default at each Council meeting, alongside other risks and issues where ratings have changed significantly since the last meeting.

Each section of the register is divided into five areas based on Charity Commission guidance (CC26³):

³ <https://www.gov.uk/government/publications/charities-and-risk-management-cc26/charities-and-risk-management-cc26#annex-1-risk-register-template-with-examples-of-use>

1. Strategic risks and issues
2. Operational risks and issues
3. Financial risks and issues
4. Governance risks and issues
5. Compliance and legislative risks and issues

Principal risks identified for the organisation include:

- **Programmes being ineffective or not being aligned to strategy.** This is mitigated by our strategy, mission, vision and aims being developed and prominently shared on our communications channels, regular review of programmes and strategy by Council and active consideration of the extent to which potential new programmes meet our strategic needs.
- **Loss of funding through competition, threat of recession or change in funding model/strategic direction of major funders.** This is mitigated by working closely with funding partners to understand and adapt to changes in funding models, regular analysis to identify competitors and (more often) potential partners, focus on capturing our impact, and regular review of the funding landscape to identify prospective new funders aligned to our strategic objectives.
- **Team capacity not being sufficient to deliver programmes.** This is mitigated by using a thorough process for allocating staff time and resources, effective record-keeping and handovers and using interim appointments, freelance staff and agencies to help address gaps.

Reserves policy

At their meeting in September 2023, Council approved a revised, risk-based reserves policy, proposed by the Finance Committee. Reserves are based on the following key principles:

1. Working capital provision - £500k to 800k
2. Loss or delay in funding - £775k
3. Wind down costs - £300k - £500k

On this basis, the BSA opted to continue to aim for reserves between £1.6m and £2.1m. The reserves policy is reviewed annually by the Finance Committee to confirm the calculations and agree the policy for the coming year.

The Trustees recognise that the current reserves are £1.79m and will continue to aim to work towards holding unrestricted reserves within the above range in the coming years.

The BSA's Trustees are satisfied that there are no concerns about the BSA's existence as a going concern for at least the next 12 months and will continue to investigate opportunities to increase unrestricted funding.

Section Four: Structure, Governance and Management

The Trustees confirm they have had regard to the guidance issued by the Charity Commission on public benefit.

Charter, statutes and rules

The British Association for the Advancement of Science was founded in 1831 and is incorporated by Royal Charter. The Charter is dated 21 April 1928 and there have been Supplemental Charters dated 15 August 1960, 10 February 1997. The Association's Statutes were revised and approved by the Privy Council in May 2006. In April 2020, the Privy Council approved an updated version of the BSA's Charter and Statutes.

Council has approved Rules which are reviewed regularly by Council and may be altered by a majority vote in Council.

Registered and operating names

The British Science Association is the operating name for (and a registered trademark of) the British Association for the Advancement of Science. The registered name of the charity remains as the British Association for the Advancement of Science.

Council

The governing body of the British Science Association is Council. Members of Council comprise the following people who are entitled to vote at Council meetings:

- The Chair
- The Vice (deputy) Chair
- The Treasurer
- Up to three Vice-Presidents who advise on specific matters
- Up to eight people appointed as determined by Council

In addition, the President, President-elect and immediate Past President, if not Trustees, are entitled to attend Council but not to vote.

Council normally meets four times a year, once per quarter. Its function is to agree a vision and strategy for the charity and to direct all the affairs and business of the organisation. Council may delegate its powers to the staff or its sub committees.

Members of Council normally serve for a period of three years with the option of being reappointed for a further three years as long as any continuous period in office does not normally exceed six years. In exceptional circumstances, by two thirds majority vote in Council of all members present, a further year's extension is permitted.

Trustee induction and training

Following their election or appointment, induction information is sent to all new Trustees before they attend their first Council meeting. This comprises relevant Association and Charity Commission documents and information including the Charity Governance Code. External training opportunities for new and existing Trustees are offered in addition to away

days and ad hoc meetings. Council members are invited to many of the Association's external events.

Finance Committee (incorporating the Investment Committee)

Finance Committee is chaired by the Treasurer and comprises between four and six Council members, plus the Chief Executive as voting members, with the Finance Director also attending meetings as a non-voting member. Meetings are held four times per year. The purpose of the Committee is to assist Council in supervising the broad direction of the Association's financial affairs at a strategic level, providing a forum for more detailed consideration of the financial strategy and financial risk, acting as a sounding board for discussion with management and for the supervision and control of the Association's investments.

Audit & Risks Committee

The Audit & Risks Committee comprises three members of Council, including the Treasurer. Council is able to co-opt further persons if needed to provide additional expertise or an external perspective, provided they do not outnumber the Council appointees. The Committee meets at least twice a year and meetings are attended by the Finance Director and Chief Executive.

Council has appointed a professional auditor of the Association, who is qualified for appointment as auditor of a company in accordance with the provisions of the Charities Act. The auditor attends meetings of the Committee as and when required.

Council Members

Council member roles and terms of office

Name	Role	Elected /appointed	Retiring
Hilary Newiss	Chair	March 2022	March 2025 ⁽¹⁾
Stephen Nuttall	Deputy Chair and VP Engagement	July 2017	March 2024
Kalli Bowyer	Treasurer	June 2018	March 2024
Neil Greenwood	Treasurer	March 2024	April 2027 ⁽¹⁾
Heather King	VP Education	Oct 2021	Nov 2024 ⁽¹⁾
Sarah Chaytor	VP Policy, Partnerships & Impact	Mar 2023	April 2026 ⁽¹⁾
Matthew Howard	VP Engagement	March 2024	April 2027 ⁽¹⁾
Sarah Main	Trustee (elected)	Oct 2017	Nov 2023
Joe de Sousa	Trustee (appointed)	Aug 2020	Sept 2026 ⁽²⁾
Rubina Ahmed	Trustee (appointed)	Aug 2020	Sept 2026 ⁽²⁾
Kate Mingay	Trustee (appointed)	Aug 2020	December 2023
Kevin Coutinho	Trustee (appointed) - EDI lead	Mar 2023	April 2026 ⁽¹⁾

Phil Smith	Trustee (appointed) - Community engagement lead	Mar 2023	April 2026 ⁽¹⁾
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(1) Indicates the end of the first term of office

(2) Indicates the end of the second term of office (where Council members have been reappointed at the end of the first term).

Council membership of sub-committees

Name	Finance Committee	Audit & Risk Committee	Nominations Committee	Honorary Fellowships Committee
Hilary Newiss	Y	Y	Y (Chair)	Y (Chair)
Kate Mingay*	Y	Y		
Stephen Nuttall**	Y	Y		
Kalli Bowyer**	Y	Y		
Sarah Main****	Y			
Rubina Ahmed			Y	
Joe de Sousa		Y	Y	
Heather King			Y	Y
Sarah Chaytor				Y
Kevin Coutinho			Y	Y
Phil Smith	Y			
Neil Greenwood***	Y (Chair)	Y (Chair)		
Matthew Howard***	Y			

* stepped down December 2023

** stepped down March 2024

*** term started March 2024

**** stepped down November 2023

President

September 2022 to August 2023 – Dr Anne-Marie Imafidon (moving to Immediate Past President from September 2023 to August 2024)

September 2023 to August 2024 – Professor Dame Jane Francis

2023 Honorary Fellows

Professor Jason Arday, Professor of Sociology of Education at the University of Cambridge

Dr Jess Wade, Lecturer and Research Fellow in the Faculty of Engineering, Imperial College London.

Royal Patron

Following the death of Her Majesty Queen Elizabeth II in September 2022, for the 2023-2024 year we did not have a Royal Patron.

Section Five: Reference and Administrative details

Senior Staff

Hannah Russell	Chief Executive
Gill Riches	Director of Programmes
Amy MacLaren	Director of External Relations (until 13 February 2024)
Vijay Jassal	Director of Development & External Relations (from 06 February 2024)
Dave Lloyd	Director of Finance (outsourced)

Advisors

Bankers	NatWest Bank plc, 208 Piccadilly, London, W1A 2DG
Solicitors	Veale Wasbrough Vizards LLP, 45 Clarendon Road, Watford, WD17 1SZ
Accounting	TC Kent (formerly Crossley Group), Star House, Star Hill, Rochester, ME1 1UX
Independent auditors	Sayer Vincent, 110 Golden Lane, London, EC1Y 0TG
Investment advisors	James Hambro Partners LLP, 45 Pall Mall, London, SW1Y 5JG

Principal and registered office

Wellcome Wolfson Building 165 Queen's Gate London SW7 5HD

Declarations

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the BSA's Council

Name: Hilary Newiss
Position: Chair
Date: 02 October 2024

Independent Auditor's report to the members of The British Association for the Advancement of Science

Opinion

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

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011 and of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 British Association for the Advancement of Science's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; 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 in the trustees' annual report, 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's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act.

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Finance, Audit and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater

regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

Date: 18 October 2024

Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 March 2024

				2024			2023
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	(Restated) Total £
Income from:							
Donations and legacies	2	175,093	–	175,093	84,196	104,230	188,427
Charitable activities							
Engagement programmes	3	109,283	1,566,026	1,675,309	65,700	1,926,316	1,992,016
Education programmes	3	216,581	1,017,080	1,233,661	244,922	928,146	1,173,068
Policy, Partnerships & Impact	3	149,606	–	149,606	136,109	144,717	280,826
Grants Programme	3	–	1,504,908	1,504,908	–	2,775,396	2,775,396
Investments	4	34,676	–	34,676	20,260	–	20,260
Total income		685,239	4,088,015	4,773,253	551,187	5,878,805	6,429,993
Expenditure on:	5						
Raising funds		156,750	–	156,750	79,989	104,230	184,220
Charitable activities							
Engagement programmes	5	196,642	1,558,726	1,755,368	92,054	1,934,106	2,026,160
Education programmes	5	56,689	1,007,127	1,063,816	76,839	1,029,131	1,105,970
Policy, Partnerships & Impact	5	310,734	–	310,734	246,098	144,717	390,814
Grants Programme	5	–	1,503,951	1,503,951	–	2,762,041	2,762,041
Regions, branches and sections	5	–	6,993	6,993	–	5,649	5,649
Other (Overhead allocation allocated to		–	–	–	15,339	–	15,339
Total expenditure		720,815	4,076,797	4,797,612	510,319	5,979,874	6,490,193
Net (expenditure) / income before net gains on investments		(35,577)	11,218	(24,359)	40,868	(101,068)	(60,200)
Net gains on investments		83,755	–	83,755	(52,415)	–	(52,415)
Net expenditure for the period/year	7	48,178	11,218	59,396	(11,547)	(101,068)	(112,615)
Transfers between funds	18	(2,300)	2,300	–	–	–	–
Net movement in funds		45,878	13,518	59,396	(11,547)	(101,068)	(112,615)
Reconciliation of funds:							
Total funds brought forward		1,822,303	238,049	2,060,352	1,833,850	339,117	2,172,967
Total funds carried forward	17	1,868,181	251,567	2,119,748	1,822,303	238,049	2,060,352

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Balance sheet

As at 31 March 2024

	Note	£	2024 £	2023 (Restated) £
Fixed assets:				
Tangible assets	12		13,191	25,654
Investments	13		1,354,527	1,264,804
			<u>1,367,718</u>	<u>1,290,458</u>
Current assets:				
Debtors	14	1,682,216	1,754,114	
Cash at bank and in hand		973,942	1,650,368	
		<u>2,656,158</u>	<u>3,404,481</u>	
Liabilities:				
Creditors: amounts falling due within one year	15	(1,904,128)	(2,634,587)	
			<u>752,030</u>	<u>769,894</u>
Net current assets				
			<u>2,119,748</u>	<u>2,060,352</u>
Total assets less current liabilities				
The funds of the charity:	18			
Restricted income funds			251,567	238,049
Unrestricted income funds:				
Designated funds		954,861	1,031,691	
General funds		913,320	790,612	
		<u>1,868,181</u>	<u>1,822,303</u>	
Total unrestricted funds				
			<u>2,119,748</u>	<u>2,060,352</u>
Total charity funds				

Approved by the trustees on 2 October 2024 and signed on their behalf by

Hilary Newiss
Chair of CouncilNeil Greenwood
General Treasurer

Statement of cash flows

For the year ended 31 March 2024

	Note	2024		2023	
		£	£	£	£
Cash flows from operating activities	20				
Net cash provided by / (used in) operating activities			(702,122)		138,884
Cash flows from investing activities:					
Dividends, interest and rents from investments		34,676		20,260	
Purchase of fixed assets		(3,010)		(13,259)	
Proceeds from sale of investments		360,218		366,128	
Purchase of investments		(395,183)		(429,981)	
Net cash provided by / (used in) investing activities			(3,299)		(56,853)
Change in cash and cash equivalents in the period			(705,421)		82,032
Cash and cash equivalents at the beginning of the period			1,686,763		1,604,731
Cash and cash equivalents at the end of the period	21		981,342		1,686,763

1 Accounting policies

a) Statutory information

British Association for the Advancement of Science is an unincorporated charity registered with the Charity Commission in England & Wales and Scotland. The registered office address is Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD.

b) 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 in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102). The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value except that investments held as fixed assets are carried at market value as at the balance sheet date.

c) Public benefit entity

The Association meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Association has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received for general purposes of the Association is credited to unrestricted funds. Income subject to specific wishes of the donor is credited to relevant restricted funds.

Subscription income is taken into the financial statements as a receipt in the year in which the subscription is received.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Provision is made in the financial statements for income tax recoverable on gift aid donations.

Gross income received from the Association's investment portfolio is reinvested with the Association's portfolio fund managers for the acquisition of further stocks.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Association; this is normally upon notification of the interest paid or payable by the bank.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Association has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Association of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised. The trustees' annual report sets out more information about their contribution to the work of the Association.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Association in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the Association and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Allocation of support costs

Resources expended are allocated to a particular activity where the cost relates directly to that activity. However, support cost (the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function) is apportioned on the bases of an estimate, based on staff time, of the amount attributable to each activity.

Governance costs are the costs associated with the governance arrangements of the Association. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the Association's activities. These costs are allocated to each activity based on staff time.

Cost of Raising Funds:	7%
Engagement programmes:	40%
Education programmes:	26%
Policy, Partnerships & Impact	10%
New Grants programme	17%

k) Operating leases

Where assets are financed by leasing agreement that give rights approximating to ownership ("finance leases"), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments during the lease term. The corresponding leasing commitments are shown as obligations to the lessor.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £100. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|----------------------|----------------------------|
| • Office equipment | Straight line over 5 years |
| • Computer equipment | Straight line over 3 years |

m) Listed investments

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. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "net gains/(losses) on investments" in the statement of financial activities. The Association does not acquire put options, derivatives or other complex financial instruments.

The Association's Investment Fund is invested in accordance with the Powers of Investment set out in the Schedule to the 1977 Supplemental Charter, which requires that at least 15% of the fund must comprise investments in Government and/or fixed interest securities, including interest-bearing cash deposits. Council has determined that the primary objective of investment policy should be to maintain the capital value of the fund in real terms over the long term.

n) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies (continued)**o) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

p) Creditors and provisions

Creditors and provisions are recognised where the Association has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Association 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 bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The Association operates under an auto enrolment scheme and auto enrolls the new employees into the Government's NEST scheme. Pre 1 July 2014, employees are in an AEGON pension scheme. The Association matches the minimum 1% contribution and pays (on a sliding scale) up to two times the contributions made by employees to the schemes which can range between 1% and 5% of gross salary. The pension charge recorded in these financial statements is the amount of contributions payable by the Association in the accounting year.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Subscriptions and donations	5,682	–	5,682	9,353	–	9,353
Donated services and facilities – office space	72,428	–	72,428	70,182	–	70,182
Other income	96,983	–	96,983	4,660	104,230	108,891
	<u>175,093</u>	<u>–</u>	<u>175,093</u>	<u>84,196</u>	<u>104,230</u>	<u>188,427</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 (Restated) Total £
British Science Festival	34,000	399,354	433,354	–	1,056,562	1,056,562
Other engagement programmes	75,283	1,166,672	1,241,955	65,700	869,754	935,454
Sub-total for engagement programmes	<u>109,283</u>	<u>1,566,026</u>	<u>1,675,309</u>	<u>65,700</u>	<u>1,926,316</u>	<u>1,992,016</u>
Education programmes	216,581	1,017,080	1,233,661	244,922	928,146	1,173,068
Policy, Partnerships & Impact	149,606	–	149,606	136,110	144,717	280,826
Grants Programme	–	1,504,908	1,504,908	–	2,775,398	2,775,398
Total income from charitable activities	<u>475,470</u>	<u>4,088,014</u>	<u>4,563,484</u>	<u>446,732</u>	<u>5,774,576</u>	<u>6,221,308</u>

4 Income from investments

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Dividends	17,239	–	17,239	15,248	–	15,248
Interest	17,437	–	17,437	5,012	–	5,012
	<u>34,676</u>	<u>–</u>	<u>34,676</u>	<u>20,260</u>	<u>–</u>	<u>20,260</u>

5a Analysis of expenditure (current year)

	Charitable activities								2024 Total £
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £	
Staff costs (Note 8)	83,383	506,828	332,839	124,573	–	213,090	27,990	269,827	1,558,530
Direct costs	3,301	890,737	491,209	96,423	8,843	1,137,358	–	–	2,627,871
Investment managers' fees	–	–	–	–	–	–	–	10,466	10,466
Office costs	–	–	–	–	–	–	1,784	280,782	282,566
Depreciation and disposals	–	–	–	–	–	–	–	15,474	15,474
Legal and professional	–	–	–	–	–	–	–	24,811	24,811
Irrecoverable VAT	–	–	–	–	–	–	–	126,917	126,917
Office service charge	–	–	–	–	–	–	–	123,813	123,813
Office equipment	–	–	–	–	–	–	–	–	–
Insurance	–	–	–	–	–	–	–	14,454	14,454
Marketing and PR	–	–	–	–	–	–	–	11,860	11,860
	86,684	1,397,565	824,048	220,996	8,843	1,350,448	29,774	878,404	4,796,762
Support costs	58,097	353,134	231,907	86,796	–	148,471	–	(878,404)	0
Governance costs	1,969	11,969	7,860	2,942	–	5,032	(29,774)	–	–
Total expenditure 2024	146,750	1,762,668	1,063,815	310,734	8,843	1,503,951	–	–	4,796,762

5b Analysis of expenditure (previous year)

	Charitable activities								2023 (Restated) Total £
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £	
Staff costs (Note 8)	86,431	467,487	323,891	153,550	–	187,940	24,037	233,052	1,476,388
Direct costs	30,635	1,195,446	530,421	127,750	5,649	2,443,414	–	48,985	4,382,301
Investment managers' fees	–	–	–	–	–	–	–	10,310	10,310
Office costs	–	–	–	–	–	–	–	250,948	250,948
Depreciation and disposals	–	–	–	–	–	–	–	13,902	13,902
Legal and professional	–	–	–	–	–	–	–	23,807	23,807
Irrecoverable VAT	–	–	–	–	–	–	–	180,607	180,607
Office service charge	–	–	–	–	–	–	–	131,103	131,103
Office equipment	–	–	–	–	–	–	–	221	221
Insurance	–	–	–	–	–	–	–	11,452	11,452
Marketing and PR	–	–	–	–	–	–	–	9,156	9,156
	117,066	1,662,933	854,312	281,300	5,649	2,631,354	24,037	913,542	6,490,193
Support costs	65,433	353,914	245,205	106,706	–	126,943	–	(898,203)	.00
Governance costs	1,722	9,312	6,452	2,808	–	3,744	(24,037)	–	(.00)
Total expenditure 2023	184,220	2,026,160	1,105,970	390,814	5,649	2,762,041	–	15,339	6,490,193

Notes to the financial statements

For the year ended 31 March 2024

6 Grant making

	2024 £	2023 (Restated) £
Cost		
Wellcome Trust grants	845,754	2,097,716
Engagement Grants	292,816	151,425
Education Grants	87,271	112,750
PPI Grants	–	–
At the end of the year	1,225,842	2,361,891

7 Net income / (expenditure) for the period

This is stated after charging :

	2024 £	2023 £
Depreciation	15,474	13,902
Operating lease rentals:		
Property	51,385	60,920
Auditors' remuneration (excluding VAT):		
Audit	14,450	13,500

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	1,357,988	1,275,583
Social security costs	138,343	134,811
Employer's contribution to defined contribution pension schemes	62,199	65,995
	1,558,530	1,476,388

The following number of employees received employee benefits (excluding employer pension costs) during the period between:

	2024 No.	2023 No.
£60,000 – £69,999	1	1
£70,000 – £79,999	1	1
£90,000 – £99,999	–	–
> £100,000	–	–

The total employee benefits including pension contributions of the key management personnel were £236,187.70 (2023: £220,430.58).

The Council members were not paid nor received any other benefits from employment with the Association in the year (2023: £nil). No Council member received payment for professional or other services supplied to the Association (2023: £nil).

Council members' expenses represent the payment or reimbursement of travel and subsistence costs totalling £925 (2023: £648) incurred by 4 (2023: 2) members relating to attendance at Council meetings.

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the period was as follows:

	2024 No.	2023 No.
Fundraising, marketing and public relations	5.7	5.3
Engagement programmes	8.8	9.1
Educational programmes	6.8	7.8
Policy, Partnerships & Impact	6.0	5.0
Ideas Fund	3.4	3.0
Support and Governance	6.6	6.1
	37.3	36.2

10 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At the start of the year	30,211	43,578	73,789
Additions in year	365	2,645	3,010
At the end of the year	30,576	46,223	76,799
Depreciation			
At the start of the year	28,730	19,404	48,134
Charge for the year	693	14,781	15,474
At the end of the year	29,423	34,185	63,608
Net book value			
At the end of the year	1,153	12,038	13,191
At the start of the Year	1,481	24,174	25,655

All of the above assets are used for charitable purposes.

13 Listed investments

	2024 £	2023 £
Fair value at the start of the year	1,228,408	1,216,970
Additions at cost	395,182	429,981
Disposal proceeds	(360,218)	(366,128)
Net (loss)/gain on change in fair value	83,755	(52,415)
	<u>1,347,127</u>	<u>1,228,408</u>
Cash held by investment broker pending reinvestment	7,400	36,395
	<u>1,354,527</u>	<u>1,264,804</u>
Fair value at the end of the year	<u>1,354,527</u>	<u>1,264,804</u>
Historic cost at the end of the year	<u>1,145,475</u>	<u>1,190,336</u>

Investments comprise:

	2024 £	2023 £
Shares listed on the London Stock Exchange	1,347,127	1,228,408
Cash	7,400	36,395
	<u>1,354,527</u>	<u>1,264,804</u>

14 Debtors

	2024 £	2023 (Restated) £
Trade debtors	443,734	103,755
Other debtors	915	209
Prepayments	74,159	48,933
Accrued income	1,163,409	1,601,217
	<u>1,682,216</u>	<u>1,754,114</u>

15 Creditors: amounts falling due within one year

	2024 £	2023 (Restated) £
Trade creditors	144,139	145,635
Taxation and social security	72,474	64,356
Other creditors	61,487	84,120
Accruals	188,037	410,873
Grant accruals	677,285	1,630,354
Deferred income	760,707	299,250
	<u>1,904,128</u>	<u>2,634,587</u>

16 Deferred income

Deferred income comprises both fees received in advance of the delivery of the services and grants received for future financial periods.

	2024 £	2023 £
Balance at the beginning of the period	299,250	460,577
Amount released to income in the period	(299,250)	(460,577)
Amount deferred in the period	760,707	299,250
Balance at the end of the period	<u>760,707</u>	<u>299,250</u>

17a Analysis of net assets between funds (current year)

	Unrestricted £	Restricted £	2024 Total £
Tangible fixed assets	13,191	–	13,191
Investments	1,354,527	–	1,354,527
Net current assets	500,462	251,567	752,029
Net assets at the end of the year	<u>1,868,181</u>	<u>251,567</u>	<u>2,119,748</u>

17b Analysis of net assets between funds (prior period)

	Unrestricted £	Restricted £	2023 Total £
Tangible fixed assets	25,654	–	25,654
Investments	1,264,804	–	1,264,804
Net current assets	531,845	238,049	769,894
Net assets at the end of the period	<u>1,822,303</u>	<u>238,049</u>	<u>2,060,352</u>

18a Movements in funds (current year)

	At 1 April 2023 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
Engagement programmes					
British Science Festival	()	399,354	(392,054)	(7,300)	()
Other engagement programmes	-	1,166,672	(1,166,672)	-	-
Education programmes	69,403	1,017,080	(1,007,127)	-	79,356
Policy, Partnerships & Impact	-	-	-	-	-
Grants programme	148,024	1,504,908	(1,503,951)	-	148,981
Sections and regions	20,623	-	(6,993)	9,600	23,230
Total restricted funds	238,049	4,088,015	(4,076,797)	2,300	251,567
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	100,828	34,000	(188,713)	53,885	()
Other engagement programmes	90,000	75,283	(7,929)	(57,354)	100,000
Education programmes	120,001	303,559	(56,689)	(157,871)	209,000
Policy, Partnerships & Impact	205,000	149,606	(310,734)	86,128	130,000
Contingency for wind-down costs	500,000	-	-	-	500,000
Innovation Fund	15,861	-	-	-	15,861
Total designated funds	1,031,690	562,449	(564,065)	(75,212)	954,861
General funds	790,613	206,545	(156,750)	72,912	913,320
Total unrestricted funds	1,822,303	768,994	(720,815)	(2,300)	1,868,181
Total funds	2,060,352	4,857,008	(4,797,612)	-	2,119,748

18b Movements in funds (prior period)

	At 1 April 2022 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2023 (Restated) £
Restricted funds:					
Engagement programmes					
British Science Festival	-	1,056,560	(1,046,960)	(9,600)	()
Other engagement programmes	17,392	869,754	(887,146)	-	-
Education programmes	170,388	928,146	(1,029,131)	-	69,403
Policy, Partnerships & Impact	-	144,717	(144,717)	-	-
Grants programme	134,666	2,775,398	(2,762,040)	-	148,024
Sections and regions	16,672	-	(5,649)	9,600	20,623
Total restricted funds	339,118	5,774,574	(5,875,643)	-	238,049
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	80,000	-	(14,071)	34,899	100,828
Other engagement programmes	80,000	65,700	(77,983)	22,283	90,000
Education programmes	145,000	244,923	(76,839)	(193,083)	120,001
Policy, Partnerships & Impact	225,000	136,110	(246,098)	89,988	205,000
Contingency for wind-down costs	500,000	-	-	-	500,000
Innovation Fund	15,861	-	-	-	15,861
Total designated funds	1,045,861	446,733	(414,991)	(45,913)	1,031,690
General funds	787,990	156,269	(199,559)	45,913	790,613
Total unrestricted funds	1,833,851	603,002	(614,550)	-	1,822,303
Total funds	2,172,969	6,377,576	(6,490,193)	-	2,060,352

19 Movements in funds – descriptions

Purposes of restricted funds

Festival of Science

These are funds received specifically to deliver the Festival of Science and have been fully spent in the year.

Other engagement programmes

These are funds received specifically to deliver Engagement Programmes and have been fully spent in the year.

Grants Programme

These are funds received directly to deliver the Ideas Fund programme. At the year end some grant funding had not been fully spent and has been carried forward.

Education

These are funds received predominantly to deliver work relating to Educational programmes including CREST Awards. At the year end some grant funding (£60k) has been carried forward for use on the CREST Website development and the remainder is unspent grant funding from 1851 which is to be spent in 2024/35.

Policy, Partnerships & Impact

These are funds received in order to deliver PPI Programmes and have been fully spent in the year.

Sections

Sections raise their own funds as well as receive contributions from the engagement programmes. The majority of the balances are restricted funding from the British Science Festival.

19 Movements in funds – descriptions (continued)

Purposes of designated funds

Engagement

These are funds set aside by management in order to support the activities of the Engagement team in the coming financial year if required.

Education

These are funds set aside by management in order to support the activities of the Education Team in the coming financial year if required. There are also funds £109k) designated towards the continuing development of the CREST Website.

Policy, Partnerships & Impact

These are funds set aside by management in order to support the activities of the PPI Team in the coming financial year if required.

Contingency for wind-down costs

We currently hold £500,000 in designated reserves as a contingency in the case of wind down.

Innovation Fund

The availability of this fund encourages our staff to develop and implement ideas that contribute to our strategic goals during the year.

Transfers between funds

Transfers have been made between funds to enable the right reserves to be available in the right areas as described above.

20 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	59,396	(112,615)
Depreciation charges	15,474	13,169
(Profit)/loss on the disposal of fixed assets	–	345
(Gains)/losses on investments	(83,755)	52,414
Dividends, interest and rent from investments	(34,676)	(20,261)
(Increase)/decrease in debtors	71,897	127,601
Increase/(decrease) in creditors	(730,459)	78,231
Net cash provided by / (used in) operating activities	(702,122)	138,884

21 Analysis of cash and cash equivalents

	At 31 March 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	1,650,368	676,425	973,942
Cash awaiting investment	36,395	(28,995)	7,400
Total cash and cash equivalents	1,686,763	647,430	981,342

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods.

	Property	
	2024 £	2023 £
Less than 1 year	69,115	67,102
1 – 5 Years	276,460	268,408
Over 5 years	967,610	1,006,529
	1,313,185	1,342,039

The commitment relates to the service charge due under the Wellcome Wolfson Building lease. The term of the lease is for 40 years from 29 September 2003 increasing by inflation each year.

23 Detail of branches, and sections and regions restricted funds

	At 1 April 2023	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 March 2024
Sections and regions					
Agriculture & Food	834	–	(439)	450	845
Anthropology	(157)	–	(172)	450	121
Biological Sciences	338	–	(465)	450	323
Chemistry	5,073	–	(468)	(1,400)	3,205
Economics	1,871	–	(125)	450	2,196
Education	1,465	–	(176)	450	1,739
Engineering	3,065	–	(416)	450	3,099
General	1,270	–	(839)	450	881
Geography	2,336	–	(218)	450	2,568
Geology	1,007	–	–	450	1,457
History of Science	568	–	(471)	450	547
Mathematics	1,352	–	(866)	450	936
Medical Sciences	795	–	–	450	1,245
Physics	219	–	(200)	450	469
Psychology	2,398	–	(625)	450	2,223
Science & The Arts	136	–	(1,149)	1,950	937
Sociology	352	–	(363)	450	439
Total sections and regions restricted funds	22,923	–	(6,992)	7,300	23,230

Notes to the financial statements

For the year ended 31 March 2024

24 Prior Year Adjustment: Charity Reserves Position

	31 March 2023		
	Unrestricted £	Restricted £	Total £
Funds Previously Reported	1,822,303	238,049	2,060,352
Adjustments:			
Ideas Fund Income	–	(409,061)	(409,061)
Ideas Fund Expenditure	–	409,061	409,061
Funds restated	<u>1,822,303</u>	<u>238,049</u>	<u>2,060,352</u>

Prior Year Adjustment: Charity Income and Expense

	31 March 2023		
	Unrestricted £	Restricted £	Total £
Net movement of funds previously reported	(11,547)	(101,068)	(112,615)
Adjustments:			
Ideas Fund Income	–	(409,061)	(409,061)
Ideas Fund Expenditure	–	409,061	409,061
Funds restated	<u>(11,547)</u>	<u>(101,068)</u>	<u>(112,615)</u>

Details of adjustments

Ideas Fund Income and Expenditure have been adjusted to reflect more accurate information provided in relation to committed dates for grants, meaning that too high a value of grants was recognised in the year to 31 March 2023.

Accounts



The British Association for the Advancement of Science
Trading as
The British Science Association (BSA)

Trustees' Annual Report
1 April 2022 to 31 March 2023

Charity registration number: 212479
Scotland charity registration number: SC039236

Chair's foreword

This is my first year as Chair of the British Science Association (BSA) and the second year of our 10-year strategy. I am pleased to report an action-packed period of innovative programmes intended to make science more relevant, representative and connected to society. We maintained a sustainable operating model through the disruption caused at the height of the Covid-19 pandemic and our finances continue to be stable.



Notably, we recruited our new CEO, Hannah Russell, who joined us from the Association of Science Education, and I am delighted with how much of an impact she has made since she joined.

The BSA is a national charity that is working towards a future where everyone feels represented in science. Our work takes the form of education programmes; public-facing events and campaigns; grant-making; community-led engagement; and stakeholder influencing, and we have a particular focus on improving equity, diversity and inclusion (EDI) in science.

We have seen great success over the last twelve months and I would particularly like to highlight the following achievements:

- The British Science Festival took place in Leicester in September 2022, hosted by De Montfort University, featured over 100 events across five days including the world-premiere of *The Compass*, an installation developed in collaboration with a group of young people from Leicester.
- British Science Week 2023 ran in March under the theme of 'Connections'. We commissioned a photography exhibition to display in London Bridge Station featuring some of the BSA's recent Honorary Fellows, including Ade Adepitan, Mona Chalabi, and Helen Sharman, along with researchers from King's Engaged Researchers Network. School engagement with British Science Week was high, despite several days of teacher industrial action leading up to and during the Week itself. We achieved over 83k resource and activity pack downloads from our website and over 102k entries to the schools' poster competition. We also bolstered our digital offering for the Week working in partnership with YouTube content creator, TheDadLab and the BBC who ran a special British Science Week Teach Live lesson.
- A record 57,000 CREST Awards were awarded to young people, which represents a significant upturn since the early stages of the pandemic. It also reflects the important role that CREST, and project work more broadly, can play in supporting STEM education and engagement at all levels and with young people from all backgrounds. The BSA's reach into secondary schools in challenging circumstances continues to expand, as does our work in primary schools.
- 2022/23 also saw significant expansion of our community-led engagement work. Alongside our successful Community Buddies and Leaders programmes and awarding more grants through our innovative Wellcome-funded participatory grants programme, The Ideas Fund, we added a new programme, the Community-Led Research Pilot. Funded by UK Research and Innovation (UKRI) and delivered in partnership with the University of Reading, this innovative pilot puts local communities at the heart of the research process and invites them to develop their own research proposals on topics relevant to them.
- The BSA also supported a cohort of community organisations to engage with the 2021 United Nations Climate Change Conference (COP26), through our Highlands & Islands Climate Change Community Grants scheme. Also funded by UKRI, this programme has helped to demonstrate the potential impact that smaller grants and a

supported development process can have on establishing new relationships between grassroots climate action groups, their communities and researchers.

- Enabled by our long-standing reputation and the breadth of our work, the BSA has considerable convening power to bring together the wider science community. The BSA manages and chairs the UK Science Festivals Network, which has over 50 members. It awarded grants funded by UKRI to 10 science festivals to innovatively engage young people aged 11-17 from low socioeconomic backgrounds and who have identified as having a disinterest in science and research.
- *For Thought*, The BSA's thought leadership conference held in December, gave an opportunity for 100 leaders across business, policy, science and civil society to discuss how science and technology are shaping responses to global challenges, from net zero, to public health, and the metaverse. The event was opened by Science Minister, George Freeman MP.
- We continue to provide the Secretariat to the All-Party Parliamentary Group on Diversity & Inclusion in STEM and prepared to launch a new report exploring inequity in STEM skills by region. The report was published in June 2023.
- Future Forum is the BSA's youth voice programme, working with 14-18 year olds across the UK to let their voice be heard in science. In partnership with UNBOXED: Creativity in the UK, with support from UKRI and the Department for Business, Energy & Industrial Strategy, we explored young people's views on creativity and STEM, and the role of both in solving the issues of tomorrow.

The BSA's work attracts funding from a diverse range of institutions and commercial partners and I would like to thank all our many funders, in particular UKRI and Wellcome, whose support makes our work possible.

A Royal Charter organisation, the BSA sadly lost its Patron, the late Queen Elizabeth II, who was a keen supporter of our work.

I would also like to thank our departing trustees, Kafui Tay and Raj Jethwa, for their commitment to the organisation over the last few years and to welcome Sarah Chaytor, Phil Smith and Kevin Coutinho as new trustees. I would also like to extend a warm welcome and thanks for her inspiring energy and commitment to our President for the year, Anne Marie Imafidon.

We have a strong executive team and I pay tribute to our former Chief Executive, Katherine Mathieson, who left in April 2022, and thank Amy MacLaren and Gill Riches who led the organisation on an interim basis before Hannah Russell, joined as our new CEO in October 2022.

As we look ahead to 2024, we will review our impact and objectives and how we are delivering against our 10-year strategy. The voice of our audiences and beneficiaries will become remain paramount as we decide on our next steps. We move forward into the new financial year with healthy reserves, a high performing staff team, refreshed governance and successful programmes that are having a demonstrable impact on people's connection to and engagement with science. We continuously evolve and improve our programmes and have exciting plans for the years ahead.

Summary

The British Science Association (BSA) exists to ensure that all of society is represented in science. We do this through our education work; public facing events and campaigns; grant-making; community-led engagement; and stakeholder influencing, with a particular focus on improving equality, diversity and inclusion (EDI) in science.

Our purpose

We want a future where science is more relevant, representative, and connected to society

Science is more than a body of research, people working in a lab or even the wider industry that surrounds that. It's also a way of asking questions, making decisions, and understanding the world. Science is a tool that everyone in the UK could and should be able to use. In fact, for us to grow as a society, it's essential that they do.

The BSA helps to make all aspects of science more relevant, more representative, and more connected to everyday life.

Our mission

Let's break down barriers...

The science sector has many structural and system-wide barriers that it's time to remove. In particular, we're working with business leaders, policy makers, scientists, community leaders, teachers, and many others to say goodbye to the old stereotypes of who a scientist 'should be'. With their help, we're bringing more voices into the conversation, to help more people see science (in all its forms) as a relevant part of their lives.

Our vision

...So good ideas can thrive

The UK is bursting with potential. We're unlocking it. And we won't stop until people and communities who've typically been overlooked by science can confidently play their part.

We're striving for a future where everyone is represented and has their voice heard on the issues that matter to them. So, science goes beyond being a lesson at school and becomes a way of thinking and making decisions – about looking after your health, protecting the planet and choosing and using new technology.

In that future, everyone has the potential to contribute, whether it's through the ideas they engage with, the jobs they do or the lifestyles they lead.

In that future, scientists understand and include different perspectives, help more communities, and make even more breakthroughs.

In that future, society shapes science. And society is all the stronger for it.

Section One: Objectives and Achievements

Our ten-year objectives are:

A) For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

- **Provide engagement** activities that effectively **reach and engage underserved audiences** with science and use these activities to **understand** and **disseminate** good practice.
- **Enrich** young people's experience of science in a way that encourages more of them to see science as **relevant** to their lives and to **study/work** in science.
- Partner with **communities** to enable them to **conduct, influence or apply** science/research e.g. involvement in discussions about emerging technologies, decisions on research funding priorities, citizen science.

B) For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

- **Amplify** the 'missing voices' in science to champion those whose voices are often overlooked in science-based conversations.
- Set up **participatory structures** to facilitate dialogue, foster mutual understanding and transfer power between communities and science/research professionals.
- Enable **collaboration and dialogue** to improve the way science is applied and used among business, policy and third sectors.

C) Build the capacity of the BSA and the science community to:

- **Understand and address** structural inequalities in accessing science education, employment and engagement opportunities.
- **Advocate** for the adoption of a more participatory and transformative form of science engagement.
- **Improve** the BSA's and science community's diversity and inclusivity in order to represent all of society.

Objective C was broadened from its original version in March 2023, reflecting the BSA's work to support EDI across the wider science community as well as within the science/research engagement sector¹.

These objectives are supported by a three-year business plan. Our current business plan runs from April 2021 to March 2024.

The following pages provide an overview of the key achievements for our main projects and programmes under each of our three strategic objectives, for the period April 2022 to March 2023.

¹ Previous wording for Objective C:

To build the capacity of the BSA and the science/research engagement sector to:

- Understand and **address structural inequalities** in science engagement.
- Advocate for the adoption of a more **participatory** and transformative form of science engagement.
- Improve the BSA's/sector's **diversity** and **inclusivity**.

Strategic objective A

For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

British Science Festival

An annual five-day celebration of the people, stories and ideas at the heart of science, hosted by a different city each September.

The 2022 British Science Festival took place in Leicester, hosted by De Montfort University (DMU), with support from the University of Leicester, Loughborough University, Leicester City Council and other local partners.

103 events took place over the five days, 57 on campus and 46 in the city centre. This included the world-premiere of The Compass, an immersive, projection mapped installation² positioned in the heart of Leicester, bringing to life how we navigate knowledge, and how scientific research can be a compass to guide our curiosity.

As well as raising the profile of the host institution(s), the British Science Festival aims to support a legacy of public engagement with adult audiences within the host city. 35% of events and activities at the 2022 Festival were delivered by DMU researchers/academics. 91% of DMU academics rated their Festival experience as 'Good' or 'Excellent' and all DMU academics who reported not being 'Very confident' with engaging with the public before taking part in the Festival noted that their confidence had increased because of the event.

Of the 221 speakers and facilitators at this year's Festival, 59% identified as a 'Woman', 39% as a 'Man' and 2% as 'Non-binary'. Overall, 12,611 visitors joined bookable and drop-in activities across the Festival, with 23.5% identifying as being from non-White backgrounds. 8% of attendees reported that they had a disability. The majority of the audience was aged 35+, with an even distribution of age groups across campus and city centre events.

Our social and digital media campaign achieved over 1m organic impressions and 77.5k page views of the Festival website.

We also achieved some excellent national and local media coverage in the lead up to and during the Festival, including BBC News website, ITV Central, BBC Radio Leicester, The Times, Financial Times, Daily Mail and Daily Telegraph.

Hosting the British Science Festival at DMU was one of the highlights of our year. The events throughout the festival were hugely varied and helped the university to engage with academic colleagues to bring their areas of expertise to life and also to explore new public engagement opportunities with the local communities of Leicester and Leicestershire. The team at the BSA who organise the festival were brilliant to work alongside, and we thoroughly enjoyed working with them to bring the festival to life. An absolutely incredible project to be involved with, which has left a fantastic opportunity to build a strong legacy programme going forward.

Sarah Thomson, Director of Engagement, De Montfort University

² The Compass was commissioned by the BSA, designed, developed and delivered in partnership with Illuminos and Inspirate, and funded as part of 2022 Unboxed: Creativity in the UK

British Science Week

An annual grassroots celebration of science with events and activities taking place in schools, local community groups and national cultural institutions across the UK. As well as free resources (schools' activity packs, marketing resources) and opportunities for the public to engage in the Week, we provide 'micro grants' to schools and community groups to enable them to participate.

British Science Week (BSW) 2023 took place between 10-19 March 2023. This year's theme was 'Connections', which was used in the curation of the content for the activity packs and as inspiration for the poster competition.

As always, school engagement was high; despite industrial action during the week itself, we received over 83k resource downloads and over 102k entries to the schools' poster competition. For the second year running we partnered with YouTube content creator, [TheDadLab](#), leading to over 24,000 views, while 111,000 primary school children watched the BBC's special British Science Week [Teach Live](#) lesson.

Strong engagement was also reflected through the wide range of national cultural and STEM organisations taking part in activities, including the London Transport Museum, British Museum, UK Space Agency, Royal Navy and many more.

Thanks to support from UKRI we awarded 237 Kickstart grants this year, together with 96 community grants. These micro grants continue to be an important gateway for first time science engagement and development of activities with diverse audiences.

It was the fourth year of our popular [Smashing Stereotypes](#) campaign, celebrating the diverse people and careers in science and engineering. In 2023, a total of 14 new profiles were produced. There were over 37,000 unique page views of the content and case studies were also featured on BBC Science Café and Newsround as well as on the BSA's new [TikTok account](#) which was launched during the week

Also new for 2023, and inspired by our previous polling suggesting that relatively few young people feel connected with science, we held a photography exhibition at London Bridge station (which was also [available online](#)). The exhibition featured some of our Honorary Fellows (Ade Adepitan, Mona Chalabi, and Helen Sharman) along with researchers from King's Engaged Researchers Network.

Alongside the exhibition, we held a Question Time-style BSW launch event at Science Gallery London. Chaired by our President, Dr Anne-Marie Imafidon, the panel (including George Freeman MP, Ali Speechly from the FA, Michael Sulu from University College London, Bob Ward, from the London Climate Change Partnership, and Aisha Kukoyi, an A-Level student studying Further Maths, Physics and Product Design) faced questions from an audience of students from around London, together with representatives from the science sector.

British Science Week 2023 was supported by UKRI, together with a number of sponsors, including 3M, MSD and Urenco.

Case study:

One of our new Smashing Stereotype profiles for 2023 was Maya Hanspal, a neuroscientist at MSD. Speaking about the importance of the campaign, Maya said:

“People often think that scientists must be incredibly analytical and mathematically minded. These skills are important, but I think creativity and thinking outside of the box are just as valuable. Science is all about problem-solving after all!”

“I didn’t have many role models working in science who looked like me when I was growing up, and I certainly had little in common with most of the scientists I idolised in my books (queue a picture of a white man in a lab coat). One of the best things I have discovered since becoming a scientist is that all kinds of people can contribute to science, and we all have unique life stories and backgrounds.”

“Increasing the visibility of people who don’t look like stereotypical scientists is really important to make sure that more people realise this can be a career option for them.”

CREST Awards

The BSA’s flagship education programme, which inspires young people to think and behave like scientists and engineers. [CREST](#) recognises young people’s achievement in STEM project work and is available at a range of levels to suit students aged 3 to 19.

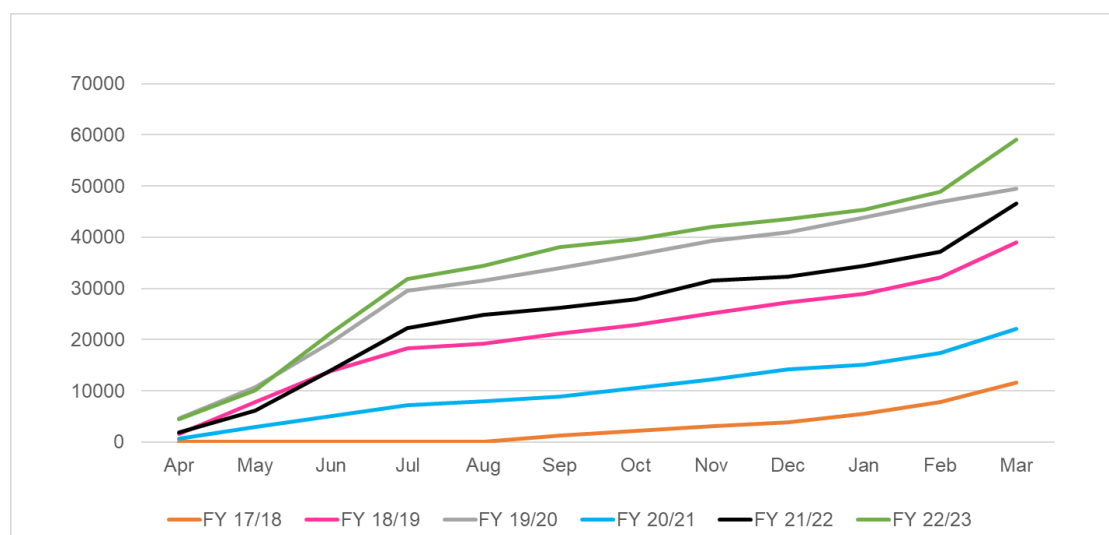
A record 57,000 CREST Awards were awarded in 2022/23. This represents a significant upturn since the early stages of the pandemic – see Figure 1 below and reflects the important role played by CREST, and project-work more broadly, in supporting STEM education and engagement at all levels and with young people from all backgrounds.

Analysis through the year showed that between 2018 and 2022 45% of secondary schools in England had taken part in CREST, including 43% of schools classified as being in challenging circumstances³. Similarly in Wales, 57% of secondary schools had taken part in CREST between 2018 and 2022, including 48% of schools in challenging circumstances.

Our work in primary schools has also continued to grow; since 2018, almost 100,000 primary school students have completed a CREST Award through the Star (aimed at 3-to-7-year-olds) and SuperStar (aimed at 7-to-11-year-olds) schemes.

³ The criteria we use for schools in challenging circumstances are: has at least 30% of pupils eligible for pupil premium (or equivalent); has at least 30% of pupils from ethnic minority backgrounds; is located in a designated rural postcode. <https://www.crestawards.org/urateachernetwork>

Figure 1 – CREST submissions year on year (2017/18 to 2022/23)



Projects and Resource development

A key development for 2022-23 was our new kit box initiative to increase our support for primary schools in challenging circumstances. With support from the NCR Foundation, we developed a set of 'Everything' kit boxes and training to engage approximately 700 students in deprived areas of Scotland with CREST. We know that the key barriers to primary schools engaging with quality student-led projects like CREST are teacher time, confidence and resource. This pilot has aimed to address each of these barriers - providing schools with all of the resources required to run a CREST SuperStar activity (age 7-11), even down to the Sellotape and scissors, significantly reducing the preparation time required. Feedback so far has been highly positive. One teacher told the evaluator *"We would not have done any of this work had it not been for the kit boxes. It's opened up a whole new opportunity for us in terms of STEM."*

With support from the Horners' Education Charity, we also developed a number of 'Essentials' kit boxes for schools in England. These are a slimmed down version of the 'Everything' box but still provide schools with key equipment they need to complete their SuperStar CREST project that schools would be unlikely to have in the classroom already.

New CREST resources developed in 2022-23 included a new Bronze pack for the Wellcome Centre for Human Genetics, redevelopment of our 'Wild Creations' Discovery challenge in association with Unboxed: Creativity in the UK and a new accessible CREST activity funded by UKRI.

We also worked in partnership with Mewburn Ellis and with DeepMind to develop and run CREST Discovery days. In addition to the benefits of this work for schools, these projects have provided valuable opportunities for employees at the two organisations to get involved in working with and inspiring young people.

CREST Under-represented audiences (URA) grants & teacher network

Our URA network continues to grow and now includes over 1,600 teachers from primary, secondary and special schools across the UK.

Through our URA grants scheme, funded by UKRI, we supported teachers in 106 schools to complete CREST projects in the 22/23 academic year, and trained and matched 14 'buddies'

(teachers with experience of delivering CREST) to 30 teachers in the URA network who had received CREST grants.

Over the course of the year we ran 25 sessions for the URA network teachers, 20 of which, were though an online conference in June-July 2022, engaging over 200 teachers to either watch sessions live or via flexible catch up..

CREST International

We have started to explore the potential to support young people outside the UK to engage with CREST. In 2022 we signed an agreement with Pearson to promote the use of CREST by schools in China.

Funding

We are grateful for the support of our funders in helping to keep CREST affordable for young people of all backgrounds across the UK. In addition to UKRI and other funders included above, CREST funders in 2022-2023 included the Gatsby Foundation, Ogden Trust, Urenco, Silence Therapeutics, and the Welsh Government, whose support allows schools in Wales to access CREST free of charge. We also continue to be grateful for the support of our Regional CREST Support Organisations, who work with schools across the UK.

Case study:

George, a 14-year-old autistic student at Lighthouse School in Leeds, achieved a Silver CREST Award for his invention of an automated biscuit-dunking machine, built from Lego.

The machine – which was inspired by experiments in class to find the best biscuit to dunk in a cup of tea – included a cupholder, extendable arm with a rubber claw, two motors, a main data hub and buttons to give the machine exact instructions. George plans to follow his aptitude for STEM into a career in cyber security.

George was interviewed on ITV News Yorkshire about his CREST Award and said, “*(This project) has given me more confidence, as it is physical proof that you can achieve something*”.

George’s science teacher, Caroline Maston, said: “*The CREST Awards gave George a springboard to explore his areas of interest and independently showcase his skills and knowledge*”.

Strategic Objective B

For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

Community Engagement Programmes

The British Science Association is committed to supporting community organisations who work with groups underserved and under-represented in science. Since 2015, the BSA has supported communities to feel more involved with science. We run a growing number of programmes providing communities with an opportunity to engage with science, have a voice in science and explore science-related issues such as mental health and climate change in a way that is relevant to them.

Community Engagement Network, Leaders and Buddies

Our **Community Engagement Network** aims to support, connect and inspire community organisations interested in providing science content to their audiences/users. We work with over 1,000 community groups as part of the network, enabling us to reach a diverse range of audiences across the UK.

Our **Community Leaders and Buddies programmes** harness the passion and ideas of individuals who work with underserved audiences, enhance their skills to enable them to become leaders in science engagement in their communities and support them to access local researchers who they can work together with in their engagement activities.

In 2022-23 we recruited our fifth cohort of Community Leaders. With funding from UKRI, 11 pairs attended a number of training and networking sessions across the year, and prepared projects for British Science Week in March 2023.

“Being a ‘BSA Community Leader’ adds value and legitimacy to holding science events, and sparks interest from teachers, community leaders, councillors and budget holders.”

We also supported 11 pairs of Community Leaders and researcher buddies and offered grants to seven of last year’s cohort of buddy pairs to enable them to co-create a project which responds to a local need and benefits the local community. The project ideas were developed as a result of the ongoing relationship developed between the pairs and we were able to fund seven projects.

Case study: The buddy programme allows researcher and communities to building new connections and using the ‘people before programme’ model

Mohammed, from the East African Education (EAE) Foundation, a longstanding Community Leader linked to the BSA was matched with Gary, a Research Fellow in Epidemiology and Biostatistics at London at Imperial College London. The EAE Foundation’s mission is to empower people to make informed choices and live independent lives; they aim to do this by supporting their users to access quality education opportunities. Their project explored the causes of COVID vaccine hesitancy among East African community members in Barking and Dagenham in East London through interviews and online surveys. Mohammed designed, conducted and wrote up the research which was collated and analysed by Gary and his team. The researcher highlighted that the project changed his attitudes and approach to carrying out public health surveys and that he will take this learning back to his wider department. The results of the research revealed helpful insights into why the community was hesitant to receive COVID vaccines and how to positively influence their perceptions.

Highlands and Islands COP 26 Grant Programme

The Highlands and Islands Climate Change Community Grant scheme, funded by UKRI and delivered by the BSA and Science Ceilidh, supports community groups in the Highlands and Islands of Scotland to work with a researcher and run a project on a local climate change issue that matters to them.

This impactful programme has helped to demonstrate the potential impact of smaller grants and a supported development process to establish new relationships between grassroots climate action groups, their communities and researchers. In 2022/23 we supported 10 community groups to take part in the programme. Building on our learnings, and with further support from UKRI, we will be running a second phase in 2022/23.

UKRI published a short video on the Seaweed Gardens project, which you can find [here](#).

Antarctica in the Community Grant Scheme

In 2022-23 we funded 15 projects providing community groups with grants of £500 to help them explore and celebrate Antarctica's important role in climate science. We have been delighted to work with the UK Antarctic Heritage Trust on this new programme.

Community-led research pilot programme

Exploring an approach to more equitable, community-driven research.

The Community Led Research Pilot is putting local communities based in Reading and Slough at the heart of the research process - inviting them to develop and deliver their own research projects. This cutting edge pilot aims to support local communities to feel that science and research is more accessible, and to highlight the value communities can bring to research by improving both its quality and relevance. In addition to the University of Reading, we are working alongside two community partners in Reading and Slough (Reading Voluntary Action and Slough Community Voluntary Services), with the Social Change Agency appointed as the learning partner. The pilot delivery stages, from outreach to engage communities that are new to and underrepresented in research and to understand their local priorities, developing the theme and research questions, and designing the research, will take us to October 2023. Research projects will be carried out over the next 9-12 months into 2024. Senior leadership at the University of Reading are supporting us to share the CLRP approach across disciplines at the University and explore how learning can be embedded in their participatory action research.

The Ideas Fund

The Ideas Fund launched in January 2021 with the aim of enabling the UK public to develop and try out ideas that address problems related to mental wellbeing, by working in partnership with researchers. Supported by Wellcome, the Fund has offered an exciting opportunity to test out a different approach, of community-led collaboration with researchers, with individuals, community groups and charities being invited to apply for and hold the funds, and supported to build relationships with researchers on their own terms.

The Ideas Fund was set up in recognition of the significant barriers faced by communities in ensuring that research is meaningful and relevant to their lives, including practices being commonplace that exacerbate power imbalances between the value of lived and learned experience. We know that communities often feel 'done to' and traditional forms of engagement can feel extractive, limiting the potential for long-term impact. Funding practices themselves add to these issues, with public engagement funding often being short term and restrictive, difficult to attain, not held by the community and unlikely to be rooted in or starting with communities' day to day aspirations or needs.

The Ideas Fund has taken a place based approach, and is being delivered in four locations across the UK: Oldham, Hull, North-West Northern Ireland, and the Highlands and Islands of Scotland. Having taken a flexible and community-centred approach, working closely with 'Development Co-ordinators' in each region, over £3.8m in funding has now been awarded to over [70 partnerships](#) across two rounds of funding: 49 projects were awarded through the first round (2021-2022), some of which are now either being offered extensions or coming to a close. A further 28 ideas were shortlisted in the second round in 2022, and 27 of these have now been awarded full grants, with projects beginning in January 2023. The grants awarded vary from £12k to around £90k. From looking at the wider impact of the behavioural and psychological symptoms of dementia, to the long-term wellbeing needs of survivors of cardiac arrest, or better understanding how to best support people in recovery from addiction, the Ideas Fund is supporting a breadth of communities and initiatives. The vast majority of these communities are new to receiving support from both Wellcome and the BSA.

Our analysis of the supported partnerships demonstrates that around 31% have been working in remote and/or rural communities, 17% are supporting disabled people or those with cognitive impairments, 26% work directly with young people and around 17% have

reached people from a minoritised ethnic background. We are also now supporting a number of projects working with the LGBTQ+ community, older people, women who have experienced domestic abuse, and those recovering from addiction.

In addition to these projects, in 2022-2023 we also awarded three further grants to partners in Hull, the Highlands & Islands and North West Northern Ireland focusing on making changes within their local systems to enable more equitable community-researcher relationships. Discussions are also taking place with partners in Oldham to explore this opportunity for 'infrastructure' activity.

Case study:

The Building Natural Capital project is a collaboration between Ewen's Room, a charity that actively improves mental wellbeing throughout Lochaber, and researchers from the University of Highlands and Islands (UHI). It aims to investigate, through peer-research, the existing barriers to local young people using the outdoors, and to consider how being in the outdoors impacts mental wellbeing. Trish McQueen, of Ewen's Room, explains the impact of the Ideas Fund grant:

"Our project recruits young volunteers to conduct research amongst their peers in schools. Researchers from UHI train our young volunteers at the UHI West Highland College, and Ewen's Room staff support the young people with learning in college, conducting research in school, and analysing the findings. The findings highlight the need for greater outdoor opportunities and organised outdoor activities within the local area.

"It is unusual for these young people to come into contact with professional researchers, so the impact of being able to work alongside them in this way and learn from them cannot be overstated. We could not otherwise have achieved the feeling these young people get from this engagement. It was utterly inspiring to watch this relationship develop, and see their confidence and self-belief grow alongside their ability to innovate and adapt in response to changing circumstances.

"The iterative process has also allowed us to learn as we go, tweaking and adapting our programme, and through delivering the project, we have made new connections with other organisations in our wider community. However, the big success of the programme is in the outcomes for participants; the young people frequently say they don't want the programme to end, so we are currently planning a proposal to extend the project with further funding."

For Thought

A thought leadership programme which gives leaders from business, policy, science and civil society a platform for cross-sector discussion and collaboration around the role of science in solving the greatest challenges of the day, and how science can better work alongside other sectors.

The 2022 For Thought event took place in December 2022 at One Moorgate Place, London.

With panel discussions and provocations from speakers ranging from Science Minister, George Freeman MP and Professor Dame Anne Johnson, President of the Academy of Medical Sciences, to investigative journalist Rosa Furneaux and young campaigner Evie Aspinall, and hosted by Samira Ahmed, attendees discussed how science and technology are shaping responses to global challenges, from net zero, to public health, and the metaverse.

The event was supported by the Natural Environment Research Council (NERC).

Future Forum

Empowering young people to share their views on cutting-edge innovations that will affect their futures.

The next generation are tasked with solving the greatest challenges in our time, yet our research has found that they do not feel able to have their say on the issues affecting their future and they don't feel spoken to by politicians, scientists and other influential figures.

Future Forum, is the British Science Association's youth voice programme, working with 14-18 year olds across the UK. This growing programme provides opportunities for young people to have a say on key issues involving science, and for organisations who want to better serve young people, the opportunity to find out more about what they value.

In 2022, Future Forum focused on young people's views on creativity and science, technology, engineering and maths (STEM) and the role of both in solving the issues of tomorrow.

"So I can say that my opinions are quite different to my mum and dad's, but also very different to say my nan and grandad's. I think people, say, our age are quite aware of the stuff that people have done in the past, but also what people are doing now, it's going to impact our futures. Whereas people who are in their like 60s to 80s, they go, 'Well, look, we've had our life, this is how it was back in my day, why should we bother changing?' And I think we kind of need to show it in the respect of this is what effect it's having on you now in terms of health benefits and pollution, but also in the respect of that in 20-40 years down the line, your grandchildren or your children, this is what they're realistically going to be up against. And this is what we need to do."

Future Forum 'creativity & science' workshop participant

The survey and workshops were conducted in partnership with UNBOXED: Creativity in the UK, with support from UK Research and Innovation (UKRI) and the Department for Business, Energy & Industrial Strategy.

We also began work on our next report, on climate change education, in partnership with the University of Plymouth, and worked in partnership with Stemettes on a youth voice survey around GCSE subject choices and role models in the science curriculum as part of their 10th birthday celebrations.

Strategic Objective C

To build the capacity of the BSA and the science/research engagement sector around issues relating to equality, diversity & inclusion (EDI).

Stakeholder influencing and policy

Statements and Consultations

Through 2022/23 the BSA continued to respond to consultations and to publish news stories and blog posts on key areas relating to our strategic objectives. These included: written evidence to the House of Lords Science and Technology Select Committee inquiry on Science Superpower, and People and Skills in STEM; a response to the Department for Business, Energy and Industrial Strategy consultation on Net Zero; and written evidence to the House of Commons Culture, Media, and Sport Select Committee inquiry on Misinformation and trusted voices.

We also published new pieces welcoming the formation of the new Department of Science, Innovation, and Technology, and advocating for diversity and inclusion to be a core part of the Government 'science superpower' ambitions.

The APPG for Diversity & Inclusion in STEM

The All-Party Parliamentary Group (APPG) on Diversity & Inclusion (D&I) in STEM aims to promote inclusion and progression of people from diverse backgrounds in STEM, and to encourage government, parliamentarians, academics, businesses, and other stakeholders to work towards a STEM sector that is representative of the population. The Group is funded by a wide range of [sponsors](#).

The BSA has provided the Secretariat for the Group since its inception in 2018/19. 2022/23 saw a return to face to face events, with a broad and lively panel discussion in Autumn 2022 on diversity and inclusion in STEM education and the workforce, revisiting recommendations from our previous reports. Our next report, on regional inequity in STEM, is due to be published in 2023.

Sciencewise

Sciencewise is a public dialogue programme providing insights into what people think about science & emerging technology. BSA works as part of the Sciencewise consortium (alongside Involve and NCCPE, funded by UKRI). In 2022/23 we published a new report on [*'Tomorrow's Tech Today: Public opinion on emerging technology and opportunities for future engagement'*](#).

Science Learning+

In 2021 we were awarded a contract to evaluate the Wellcome Trust's long-running Science Learning+ scheme (funding for informal science learning) as part of a consortium with NCCPE and NatCen; our role was to disseminate and discuss the findings of Science Learning+ with stakeholders in education policy, youth, and community organisations.

In 2022/23 we organised four workshops and discussions on the current landscape and future needs of informal science learning (ISL). Themes included:

- Current priorities ISL practice
- Defining success in ISL
- The funding landscape for ISL
- Connections to formal education

These were further disseminated at an event with NCCPE in October 2022.

Building the capacity of the Science Engagement sector

UK Science Festivals Network

The BSA manages and chairs the UK Science Festivals Network (UKSFN), which now has over 50 members, including science festivals and other festivals who feature science content. The Network aims to unite, celebrate and grow the science festivals sector in the UK.

In 2022/23 we ran bi-monthly meetings for the network, addressing a range of topics through in-person and virtual meetings.

With funding from UKRI, the UK Science Festivals Network awarded funding to ten science festivals to develop innovative approaches to engaging young people aged 11-to-17-years-old, from low socioeconomic backgrounds and 'inactive' science identities, with research and researchers.

We continued to work with [Culture Counts](#) on an evaluation pilot project, also funded by UKRI. The project has involved eight UKSFN members and aims to encourage more data-

driven decision making in the science festivals sector; create an aggregated account of value and impact; and build a stronger data culture across science festivals in the UK. We will be using findings to produce a collaborative evaluation plan for 2023/24.

Inequity in UK science engagement

Following the publication of our widely-used report on [inequity of science engagement in the UK](#), published in March 2022, we hosted a webinar in May 2022 to discuss findings and next steps.

People and culture

2022 saw some significant changes to senior leadership at the BSA, with our outgoing CEO, Katherine Mathieson leaving in April 2022 and our new CEO, Hannah Russell joining in October 2022. In the intervening period, CEO responsibilities were shared between Amy MacLaren, Director of External Relations, who took on the role of Interim Chief Executive and Gill Riches, Director of Programmes, who took on the role of Interim Chief Operating Officer. An interim Head of Operations post was also introduced to support the organisation through this period and Hannah's first few months in the role. This additional operations support has proved valuable and has led to a restructure of the core services team to introduce more internal operations capacity.

Overall staff turnover remained steady compared to the previous year: 01 April 2022 – 31 March 2023: 11 starters and 7 leavers compared to 01 April 2021 – 31 March 2022: 9 starters and 10 leavers.

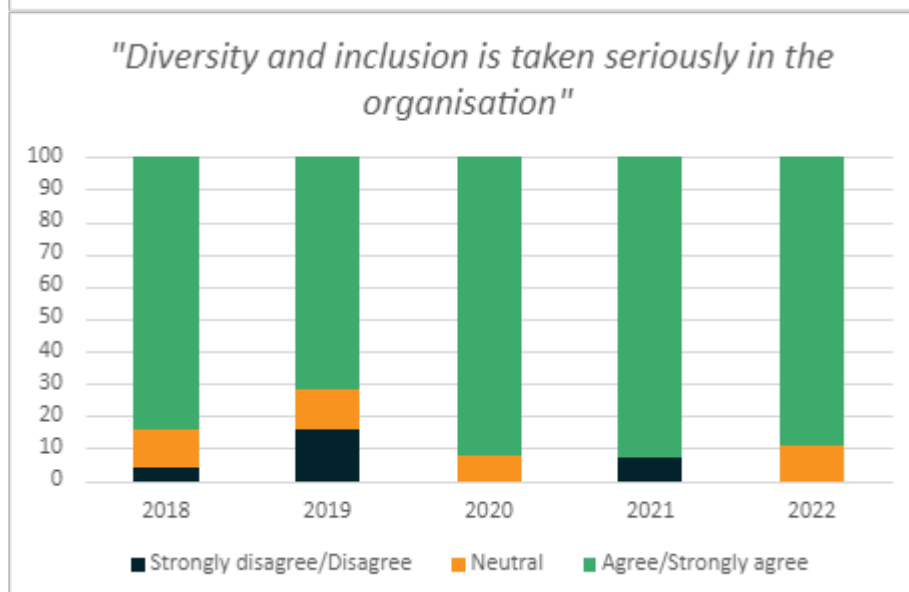
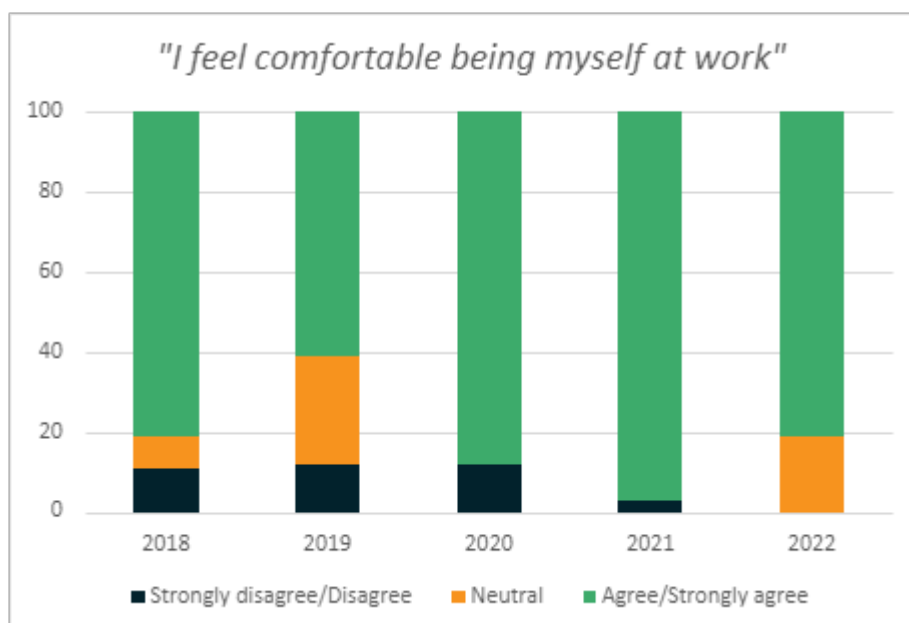
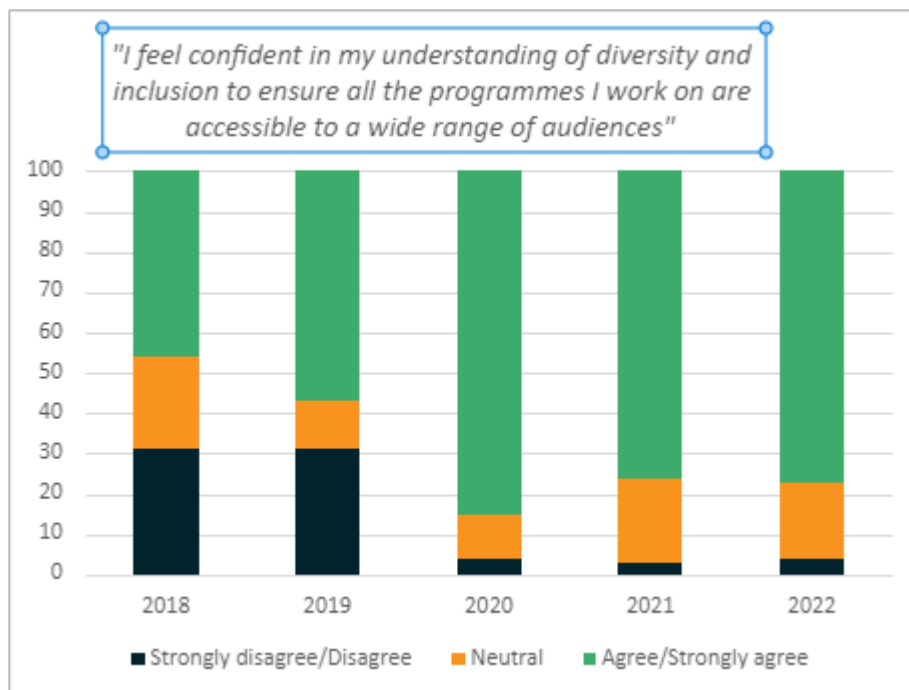
Equality, diversity and inclusion (EDI)

The BSA believes that, for too long, science has been the preserve of professional scientists. We believe science should be open to everyone, regardless of background or experience.

We know there are persistent structural barriers to equality in many areas of UK society, culture and work, and we believe that transforming the diversity and inclusivity of science can play a part in tackling them.

Our **Sustaining Excellence** grant from the Wellcome Trust came to an end in June 2022, and provided an opportunity to review the progress that the organisation has made on its EDI journey, including re-running the EDI audit we had undertaken in 2018. We [published a report](#) in July 2022 '*Sustaining Excellence: Developing our practice with grant funding and beyond*' to mark the end of this project.

We have continued to ensure that a focus on equality, diversity and inclusion sits right at the heart of our programmes and to look at ways to ensure this focus is also reflected through our internal systems and processes. We monitor staff views on our EDI work as an organisation (as reported by staff in our annual staff survey, see, for example, graphs below). We also have an EDI action plan which is reviewed annually. Recognising that there is more to do, in 2022-23 we recruited a new EDI lead Trustee to sit on Council and support the team in identifying next steps to drive forward this work.



Diversity data

The BSA has been monitoring staff EDI data since 2017 and trustee EDI data since 2019. We published this for the first time in 2020 and believe this is an important indication of our commitment to EDI. Our most recent data, from our survey in Autumn 2022, has shown the following:

Gender identity

- While the balance between men : women is typically stronger on Council than on the staff team, the percentage of men has reduced somewhat since 2020;
- The proportion of men : women on the staff team has increased slightly since 2020, but at 22%, men are still under-represented compared with the charity and voluntary sector average of 33%.

Ethnicity

Collectively 73% of respondents described their ethnic origin as White (British, Irish or other White).

- Staff: 74% (a decrease of 13% since 2021);
- Council: 67% (an increase of 17% since 2020).

This compares to approx. 86% of the England and Wales population and 61% of the London population.

Age

- The proportion of staff respondents within the 21-30 age range has declined somewhat, while the proportion 41 and above has grown;
- 50% of Council respondents are within the 51-60 age range, compared to 11% of staff.

Some of the age categories were merged in the years of reporting to avoid individuals being identifiable.

Other characteristics

- **Neurodiversity** – 15% of staff consider themselves to be neurodiverse, an increase of 5% compared to 2021 although the same level as in 2020.
- **Caring responsibilities** – The proportion of staff and Council members with caring responsibilities has grown (collectively, 54% of respondents have some form of caring responsibility (compared with 43% in 2021 and 39% in 2020).
- **Sexual orientation** – 79% of all respondents consider their sexual orientation to be Heterosexual, broadly the same as in 2020 & 2021.
- **Long-term illness or disability** – 15% of staff responded positively to this question, an increase of 5% from 2021, but broadly stable on an average of 13% over the last five years.
- **Social mobility** – 18% of collective respondents were eligible for free school meals – an increase from 13% in 2021.
- **Religion or belief** – Collectively, 61% of respondents selected 'no religion or belief / atheist' (compared with 59% in 2021).

Heritage & Identity Review

The BSA is seeking to catalyse change both internally within our organisation and within the wider science engagement sector, to make science and science engagement more equitable, diverse and inclusive. In the context of ongoing institutional improvement – specifically in relation to our organisational focus on equality, diversity and inclusion – we embarked on a project to explore how we might understand and contextualise the BSA's history.

This review was completed in 2022/23 and has now been reported internally to staff and our Council. We plan to publish a series of recommendations and Guiding Principles that we will use to inform our practice, programmes and communications in the future.

Section Two: Our future plans

This section sets out our cross-organisational priorities for 2023/24.

- 1) **Continue to grow our reputation and networks**, increasing the visibility and profile of our programmes and of BSA as an organisation, as well as being alert to opportunities to work in partnership and to new funding opportunities.
- 2) **Agree a clear set of policy asks and messages across education, community engagement and diversity & inclusion within the STEM sector more broadly**. These messages and asks will be used to support our advocacy work as well as feeding into our wider programmes.
- 3) **Review how we evaluate our programmes and implement a clear set of impact outcomes and measures** that can be used to evidence the value of our work as well as to reinforce our reputation as a trusted leader and partner.
- 4) **Review our use of language and tone of voice**, ensuring this is appropriate for the different audiences we are trying to reach (including communities, young people, policy makers, science communicators, universities and others).
- 5) **Continue to refine our strong governance and explore opportunities to work more closely with our Honorary roles**
- 6) **Ensure we have the capacity to deliver to a high standard**, including working with the team to make sure we remain a welcoming, inclusive and attractive employer, ensuring that our internal culture, systems and processes reflect our external focus on EDI.
- 7) **Aim for operating breakeven**, excluding already agreed use of reserves for the 2023 British Science Festival, and other investment of resources where agreed by Council.

Section Three: Financial Review

The Statement of Financial Activities shows a net deficit for the year of £60,200 (2022: net income of £149,917) excluding net losses on investment assets of £52,415 (2022: £12,189 gain).

Key funders of activities during the year include UKRI, De Montfort University and the Wellcome Trust. The BSA does not engage in fundraising from the public.

Total income of £6.84 million was higher than last year (2022: £5.28 million).

Total expenditure of £6.89 million was higher than last year (2022: £5.12 million).

The expenditure on individual programmes shown on the SOFA is dependent on the activities within the programmes and the funding received.

Funders/ sponsors:

3M
ACS
Advanced Microbiology International (AMI)
Association of Reproductive and Clinical Scientists
AstraZeneca
Atos
BBC Studios Science Unit
British Society for Haematology
British Society for Immunology
Brooklands Museum
Collective Act
Crossland Tankers
De Montfort University
DeepMind
Drax
Evolution Education Trust (EET)
Explorify
Fund for the replacement of animals in medical experiments (FRAME)
Futurecodersse Community Interest Company
Gatsby Charitable Foundation
Harper Collins
The Worshipful Company of Horners
Institution of Engineering and Technology (IET)
Institute of Physics
The Institute for Research in Schools (IRIS)
James Weir Foundation
King's College London
Marine Stewardship Council
MSD
National Farmers' Union (NFU)
Natural History Museum (NHM)
Nutrition Society
OCR

PerkinElmer
Physiological Society
Primary Science Teaching Trust
PWIS
Royal Academy of Engineering
Royal Society of Chemistry
Salters' Institute
Sciencewise
Silence Therapeutics
STEM Learning
Stemettes Limited
The Country Trust
The National Archives
The Reading Agency
UK Antarctic Heritage Trust (UKAHT)
UK Centre for Ecology & Hydrology (UKCEH)
UK Research & Innovation (UKRI)
University of Exeter
University of Glasgow
University of Leeds
University of Plymouth
University of Reading
University of the West of England
University of York
URENCO
Wellcome Centre for Human Genetics
Wellcome Trust
Welsh Government
World Wide Fund for Nature (WWF)
Zinc (on behalf of HS2)

Risk Management

The purpose of the BSA's Risk Register is to enable the British Science Association's Trustees to identify the main risks the charity faces and record how to deal with them. The information in this framework is reviewed by the Senior Management Team on a monthly basis and at least twice-yearly by the Audit & Risks Committee. Principal risks (those identified as ones that would have a significant impact on ability to deliver our charitable objectives) are reported by default at each Council meeting, alongside other risks where ratings have changed significantly since the last meeting. A review of the risk register was undertaken in Autumn 2022. This led to the introduction of an Issue log alongside the risk register to allow greater differentiation between things that might happen and those that are already taking place.

Both the risk and issue frameworks are divided into five areas based on Charity Commission guidance (CC26⁴):

1. Strategic risks and issues

⁴ <https://www.gov.uk/government/publications/charities-and-risk-management-cc26/charities-and-risk-management-cc26#annex-1-risk-register-template-with-examples-of-use>

2. Operational risks and issues
3. Financial risks and issues
4. Governance risks and issues
5. Compliance and legislative risks and issues

Principal risks identified for the organisation include:

- **Programmes being ineffective or not being aligned to strategy.** This is mitigated by our strategy, mission, vision and aims being developed and prominently shared on our communications channels, regular review of programmes and strategy by Council and active consideration of the extent to which potential new programmes meet our strategic needs.
- **Loss of funding through competition or change in funding model or strategic direction of major funders.** This is mitigated by regular analysis to identify competitors and (more often) potential partners, focus on capturing our impact, working closely with funding partners to understand and adapt to changes in funding models and regular review of the funding landscape to identify prospective new funders aligned to our strategic objectives.
- **Team capacity not being sufficient to deliver programmes.** This is mitigated by using a thorough process for allocating staff time and resources, effective record-keeping and handovers and using interim appointments, freelance staff and agencies to help address gaps.

Reserves policy

At their meeting in March 2020, Council approved a revised, risk-based reserves policy, proposed by the Finance Committee. Reserves are based on the following key principles:

1. Working capital provision - £500k to 800k
2. Loss or delay in funding - £800k
3. Wind down costs - £300k - £500k

On this basis, the BSA aims for reserves between £1.6m and £2.1m

The designated reserves are based on forward looking risk and therefore included in free reserves as not designated for future spend.

The Trustees recognise that the current reserves are £2.08m and will continue to aim to work towards holding unrestricted reserves within the above range in the coming years.

The BSA's Trustees are satisfied that there are no concerns about the BSA's existence as a going concern, for at least the next 12 months from signing the accounts.

Section Four: Structure, Governance and Management

The Trustees confirm they have had regard to the guidance issued by the Charity Commission on public benefit.

The financial statements comply with current statutory requirements, the charity's Royal Charter and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Charter, statutes and rules

The British Association for the Advancement of Science was founded in 1831 and is incorporated by Royal Charter. The Charter is dated 21 April 1928 and there have been Supplemental Charters dated 15 August 1960, 10 February 1997. The Association's Statutes were revised and approved by the Privy Council in May 2006. In April 2020, the Privy Council approved an updated version of the BSA's Charter and Statutes.

Council has approved Rules which are reviewed regularly by Council and may be altered by a majority vote in Council.

Registered and operating names

The British Science Association is the operating name for (and a registered trademark of) the British Association for the Advancement of Science. The registered name of the charity remains as the British Association for the Advancement of Science.

Council

The governing body of the British Science Association is Council. Members of Council comprise the following people who are entitled to vote at Council meetings:

- The Chair
- The Vice (deputy) Chair
- The Treasurer
- Up to three Vice-Presidents who advise on specific matters
- Up to eight people appointed as determined by Council

In addition, the President, President-elect and immediate Past President, if not Trustees, are entitled to attend Council but not to vote.

Council normally meets four times a year, once per quarter. Its function is to agree a vision and strategy for the charity and to direct all the affairs and business of the organisation. Council may delegate its powers to the staff or its Committees.

Members of Council normally serve for a period of three years with the option of being reappointed for a further three years as long as any continuous period in office does not normally exceed six years. In exceptional circumstances, by two thirds majority vote in Council of all members present, a further year's extension is permitted.

induction and training

Following their election or appointment, induction information is sent to all new Trustees before they attend their first Council meeting. This comprises relevant Association and Charity Commission documents and information including the Charity Governance Code. External training opportunities for new and existing Trustees are offered in addition to away days and ad hoc meetings. Council members are invited to many of the Association's external events.

Finance Committee (incorporating the Investment Committee)

The Finance Committee comprises four members of the Council plus the Treasurer. Meetings are usually held four times a year and attended by the Finance Director and Chief Executive. Finance Committee advises Council on financial strategy and, in its role as the Investment Committee, oversees the work of our investment managers.

Audit & Risks Committee

The Audit & Risks Committee appointments comprises three members of Council (including the Treasurer). Council is able to co-opt further persons if needed to provide additional expertise or an external perspective, provided they do not outnumber the Council appointees. Currently there are two independent members. The Committee meets at least twice a year and meetings are attended by the Finance Director and Chief Executive.

Council has appointed a professional auditor of the Association, who is qualified for appointment as auditor of a company in accordance with the provisions of the Charities Act. The auditor attends meetings of the Committee as and when required.

Council Members

Council member roles and terms of office

Name	Role	Elected /appointed	Retiring
Hilary Newiss	Chair	March 2022	March 2025
Stephen Nuttall	Deputy Chair and VP Engagement	July 2017	Mar 2024
Kalli Bowyer	Treasurer	June 2018	July 2024
Heather King	VP Education	Oct 2021	Nov 2024
Sarah Chaytor	VP Policy, Partnerships & Impact	Mar 2023	Apr 2026
Sarah Main	Trustee (elected)	Oct 2017	Nov 2023
Joe de Sousa	Trustee (appointed)	Aug 2020	Sept 2026
Rubina Ahmed	Trustee (appointed)	Aug 2020	Sept 2026
Kate Mingay	Trustee (appointed)	Aug 2020	December 2023
Kevin Coutinho	Trustee (appointed) - EDI lead	Mar 2023	Apr 2026
Phil Smith	Trustee (appointed) - Community engagement lead	Mar 2023	Apr 2026

Council membership of sub-Committees

Name	Finance Committee	Audit & Risk Committee	Nominations Committee
Hilary Newiss	Y	Y	Y
Stephen Nuttall	Y	Y	
Kalli Bowyer	Y	Y	
Sarah Main	Y		
Rubina Ahmed			Y
Joe de Sousa		Y	Y
Kate Mingay	Y	Y	
Heather King			Y
Sarah Chaytor*			
Kevin Coutinho*			Y
Phil Smith*	Y		
Raj Dadra (non-Trustee role)		Y	
John Misselbrook (non-Trustee role)		Y	

*term began January 2023

President

September 2021 to August 2022 – Dr Maggie Aderin-Pocock (moving to Immediate Past President from September 2022 to August 2023)

September 2022 to August 2023 – Dr Anne-Marie Imafidon

Royal Patron

In September 2022 we were saddened to learn about the death of our Royal Patron, Her Majesty Queen Elizabeth II.

As recently as March 2022, Her Majesty had hosted a special online event as part of British Science Week, where she joined a group of schoolchildren from Thomas Jones Primary School, as well as the BSA's then President, Dr Maggie Aderin-Pocock, to celebrate the role that science, technology, engineering and maths plays in UK society.

As a mark of respect in response to the news of Her Majesty's death, we cancelled the British Science Festival stakeholder reception in September 2022, while the Festival's public programme went ahead in line with other large-scale events at the time.

Section Five: Reference and Administrative details

Senior Staff

Katherine Mathieson	Chief Executive (Resigned 8 April 2022)
Hannah Russell	Chief Executive (Joined 11 October 2022)
Gill Riches	Director of Programmes (Acting COO from 9 April- 10 October 2022)
Amy MacLaren	Director of External Relations (Acting CEO from 9 April – 10 October 2022)
Dave Lloyd	Director of Finance (outsourced)

Advisors

Bankers	NatWest Bank plc, 208 Piccadilly, London, W1A 2DG
Solicitors	Veale Wasbrough Vizards LLP, 45 Clarendon Road, Watford, WD17 1SZ
Accounting	Crossley Group, Star House, Star Hill, Rochester, ME1 1UX
Independent auditors	Sayer Vincent, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL
Investment advisors	James Hambro Partners LLP, 45 Pall Mall, London, SW1Y 5JG

Principal and registered office

Wellcome Wolfson Building 165 Queen's Gate London SW7 5HD

Declarations

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the BSA's Council

Signature:

Name: Hilary Newiss

Position: Chair

Date: 3rd October 2023

Independent Auditor's report to the members of The British Association for the Advancement of Science

Opinion

We have audited the financial statements of The British Association for the Advancement of Science (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011 and of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 British Association for the Advancement of Science's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for

the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; 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 in the trustees' annual report, 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's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act.

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Finance and Audit Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

Date: 23 November 2023

Sayer Vincent LLP, Statutory Auditor

Invicta House, 108–114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	84,196	104,230	188,427	94,027	81,994	176,021
Charitable activities							
Engagement programmes	3	65,700	1,926,316	1,992,016	68,257	1,247,036	1,315,293
Education programmes	3	244,922	928,146	1,173,068	229,759	934,751	1,164,510
Policy, Partnerships & Impact	3	136,109	144,717	280,826	186,259	50,805	237,064
Grants Programme	3	–	3,184,458	3,184,458	–	2,371,862	2,371,862
Investments	4	20,260	–	20,260	13,829	–	13,829
Total income		551,187	6,287,867	6,839,054	592,131	4,686,447	5,278,579
Expenditure on:	5						
Raising funds		79,989	104,230	184,220	54,115	81,994	136,109
Charitable activities							
Engagement programmes	5	92,054	1,934,106	2,026,160	109,153	1,262,793	1,371,946
Education programmes	5	76,839	1,029,131	1,105,970	50,182	844,670	894,852
Policy, Partnerships & Impact	5	246,098	144,717	390,814	270,659	155,498	426,157
Grants Programme	5	–	3,171,102	3,171,102	–	2,262,761	2,262,761
Regions, branches and sections	5	–	5,649	5,649	–	11,427	11,427
Other (Overhead allocation allocated to		15,339	–	15,339	25,408	–	25,408
Total expenditure		510,319	6,388,936	6,899,255	509,518	4,619,143	5,128,660
Net (expenditure) / income before net gains on investments		40,868	(101,068)	(60,200)	82,613	67,304	149,917
Net gains on investments		(52,415)	–	(52,415)	12,188	–	12,188
Net expenditure for the period/year	7	(11,547)	(101,068)	(112,615)	94,801	67,304	162,107
Transfers between funds	18	–	–	–	2,350	(2,350)	–
Net income / (expenditure) before other recognised gains and losses		(11,547)	(101,068)	(112,615)	97,151	64,954	162,107
Other gains / (losses)		–	–	–	–	–	–
Net movement in funds		(11,547)	(101,068)	(112,615)	97,151	64,954	162,105
Reconciliation of funds:							
Total funds brought forward		1,833,850	339,117	2,172,967	1,736,700	274,163	2,010,863
Total funds carried forward	17	1,822,303	238,049	2,060,352	1,833,850	339,117	2,172,970

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Balance sheet

As at 31 March 2023

	Note	£	2023 £	2022 £
Fixed assets:				
Tangible assets	12		25,654	25,910
Investments	13		1,264,804	1,314,341
			<u>1,290,458</u>	<u>1,340,251</u>
Current assets:				
Debtors	14	1,144,436	1,272,037	
Cash at bank and in hand		1,650,368	1,507,360	
		<u>2,794,803</u>	<u>2,779,397</u>	
Liabilities:				
Creditors: amounts falling due within one year	15	(2,024,909)	(1,946,678)	
Net current assets			<u>769,894</u>	<u>832,719</u>
Total net assets	17		<u><u>2,060,352</u></u>	<u><u>2,172,970</u></u>
The funds of the charity:	18			
Restricted income funds			238,049	339,118
Unrestricted income funds:				
Designated funds		1,031,691	1,045,861	
General funds		790,612	787,991	
Total unrestricted funds			<u>1,822,303</u>	<u>1,833,852</u>
Total charity funds			<u><u>2,060,352</u></u>	<u><u>2,172,970</u></u>

Approved by the trustees on 27th September 2023 and signed on their behalf by

Hilary Newiss
Chair of CouncilKalli Bowyer
General Treasurer

Statement of cash flows

For the year ended 31 March 2023

	Note	2023		2022	
		£	£	£	£
Cash flows from operating activities	20				
Net cash provided by / (used in) operating activities			138,884		337,825
Cash flows from investing activities:					
Dividends, interest and rents from investments		20,260		13,829	
Purchase of fixed assets		(13,259)		(31,119)	
Proceeds from sale of investments		366,128		338,165	
Purchase of investments		(429,981)		(314,881)	
Net cash provided by / (used in) investing activities			(56,853)		5,994
Change in cash and cash equivalents in the period			82,032		343,819
Cash and cash equivalents at the beginning of the period			1,604,731		1,260,913
Cash and cash equivalents at the end of the period	21		1,686,763		1,604,731

Notes to the financial statements

For the year ended 31 March 2023

1 Accounting policies

a) Statutory information

British Association for the Advancement of Science is an unincorporated charity registered with the Charity Commission in England & Wales and Scotland. The registered office address is Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD.

b) 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 in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102). The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value except that investments held as fixed assets are carried at market value as at the balance sheet date.

c) Public benefit entity

The Association meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Association has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received for general purposes of the Association is credited to unrestricted funds. Income subject to specific wishes of the donor is credited to relevant restricted funds.

Subscription income is taken into the financial statements as a receipt in the year in which the subscription is received.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Provision is made in the financial statements for income tax recoverable on gift aid donations.

Gross income received from the Association's investment portfolio is reinvested with the Association's portfolio fund managers for the acquisition of further stocks.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Association; this is normally upon notification of the interest paid or payable by the bank.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Association has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Association of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised. The trustees' annual report sets out more information about their contribution to the work of the Association.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the financial statements

For the year ended 31 March 2023

1 Accounting policies (continued)

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

p) Creditors and provisions

Creditors and provisions are recognised where the Association has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Association 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 bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The Association operates under an auto enrolment scheme and auto enrolls the new employees into the Government's NEST scheme. Pre 1 July 2014, employees are in an AEGON pension scheme. The Association matches the minimum 1% contribution and pays (on a sliding scale) up to two times the contributions made by employees to the schemes which can range between 1% and 5% of gross salary. The pension charge recorded in these financial statements is the amount of contributions payable by the Association in the accounting year.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Subscriptions and donations	9,353	–	9,353	8,308	–	8,308
Donations and legacies income	–	–	–	2,077	–	2,077
Donated services and facilities – office space	70,182	–	70,182	65,591	–	65,591
Other income	4,660	104,230	108,891	18,051	81,994	100,045
	84,196	104,230	188,427	94,027	81,994	176,021

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
British Science Festival	–	1,056,562	1,056,562	–	523,973	523,973
Other engagement programmes	65,700	869,754	935,454	68,257	723,063	791,320
Sub-total for engagement programmes	65,700	1,926,316	1,992,016	68,257	1,247,036	1,315,294
Education programmes	244,922	928,146	1,173,068	229,759	934,751	1,164,510
Policy, Partnerships & Impact	136,110	144,717	280,826	186,259	50,805	237,064
Grants Programme	–	3,184,458	3,184,458	–	2,371,862	2,371,862
Total income from charitable activities	446,732	6,183,637	6,630,368	484,275	4,604,453	5,088,729

4 Income from investments

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Dividends	15,248	–	15,248	13,736	–	13,736
Interest	5,012	–	5,012	93	–	93
	20,260	–	20,260	13,829	–	13,829

Notes to the financial statements

For the year ended 31 March 2023

5a Analysis of expenditure (current year)

	Charitable activities								
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £	2023 Total £
Staff costs (Note 8)	86,431	467,487	323,891	153,550	–	187,940	24,037	233,052	1,476,388
Direct costs	30,635	1,195,446	530,421	127,750	5,649	2,852,475	–	48,985	4,791,361
Investment managers' fees	–	–	–	–	–	–	–	10,310	10,310
Office costs	–	–	–	–	–	–	–	250,948	250,948
Depreciation and disposals	–	–	–	–	–	–	–	13,902	13,902
Legal and professional	–	–	–	–	–	–	–	23,807	23,807
Irrecoverable VAT	–	–	–	–	–	–	–	180,607	180,607
Office service charge	–	–	–	–	–	–	–	131,103	131,103
Office equipment	–	–	–	–	–	–	–	221	221
Insurance	–	–	–	–	–	–	–	11,452	11,452
Marketing and PR	–	–	–	–	–	–	–	9,156	9,156
	117,066	1,662,933	854,312	281,300	5,649	3,040,415	24,037	913,542	6,899,254
Support costs	65,433	353,914	245,205	106,706	–	126,943	–	(898,203)	.00
Governance costs	1,722	9,312	6,452	2,808	–	3,744	(24,037)	–	(.00)
Total expenditure 2023	184,220	2,026,160	1,105,970	390,814	5,649	3,171,102	–	15,339	6,899,254

5b Analysis of expenditure (prior year)

	Charitable activities								2022 Total £
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £	
Staff costs (Note 8)	68,746	431,741	270,500	227,729	–	147,706	26,077	188,555	1,361,054
Direct costs	17,665	631,099	426,399	111,983	11,427	2,003,299	–	56,073	3,257,945
Investment managers' fees	–	–	–	–	–	–	–	11,171	11,171
Office costs	–	–	–	–	–	–	574	222,434	223,008
Depreciation and disposals	–	–	–	–	–	–	–	14,093	14,093
Legal and professional	–	–	–	–	–	–	11,750	154	11,904
Irrecoverable VAT	–	–	–	–	–	–	–	128,306	128,306
Office service charge	–	–	–	–	–	–	–	101,039	101,039
Office equipment	–	–	–	–	–	–	–	–	–
Insurance	–	–	–	–	–	–	–	8,238	8,238
Marketing and PR	–	–	–	–	–	–	–	11,902	11,902
	86,411	1,062,840	696,899	339,712	11,427	2,151,005	38,401	741,965	5,128,660
Support costs	47,170	293,383	187,884	82,048	–	106,072	–	(716,557)	–
Governance costs	2,528	15,723	10,069	4,397	–	5,684	(38,401)	–	–
Total expenditure 2022	136,109	1,371,946	894,852	426,157	11,427	2,262,761	–	25,408	5,128,660

Notes to the financial statements

For the year ended 31 March 2023

6 Grant making

	2023 £	2022 £
Cost		
Wellcome Trust grants	2,506,777	1,788,659
Engagement Grants	151,425	155,223.00
Education Grants	112,750	121,300.00
PPI Grants	–	10,000.00
At the end of the year	2,770,952	2,075,182

7 Net income / (expenditure) for the period

This is stated after charging :

	2023 £	2022 £
Depreciation	13,902	10,658
Operating lease rentals:		
Property	60,920	35,381
Auditors' remuneration (excluding VAT):		
Audit	13,500	11,750

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,275,583	1,173,864
Social security costs	134,811	107,267
Employer's contribution to defined contribution pension schemes	65,995	79,923
	1,476,388	1,361,054

The following number of employees received employee benefits (excluding employer pension costs) during the period between:

	2023 No.	2022 No.
£60,000 – £69,999	1	–
£70,000 – £79,999	1	2
£90,000 – £99,999	–	1
> £100,000	–	–

The total employee benefits including pension contributions of the key management personnel were £220,430.58 (2022: £261,916).

The Council members were not paid nor received any other benefits from employment with the Association in the year (2023: £nil). No Council member received payment for professional or other services supplied to the Association (2022: £nil).

Council members' expenses represent the payment or reimbursement of travel and subsistence costs totalling £647.88 (2022: £248) incurred by 2 (2022: 2) members relating to attendance at Council meetings.

Notes to the financial statements

For the year ended 31 March 2023

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the period was as follows:

	2023 No.	2022 No.
Fundraising, marketing and public relations	5.3	4.0
Engagement programmes	9.1	6.9
Educational programmes	7.8	7.3
Policy, Partnerships & Impact	5.0	5.6
Ideas Fund	3.0	2.5
Support and Governance	6.1	6.2
	36.2	32.5

10 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At the start of the year	30,211	33,030	63,241
Additions in year	–	13,259	13,259
Disposals in year	–	(2,711)	(2,711)
At the end of the year	30,211	43,578	73,789
Depreciation			
At the start of the year	28,063	9,268	37,330
Charge for the year	669	12,500	13,169
Eliminated on disposal		(2,364)	(2,364)
At the end of the year	28,730	19,404	48,135
Net book value			
At the end of the year	1,481	24,174	25,654
At the start of the Year	2,148	23,763	25,911

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2023

13 Listed investments

	2023 £	2022 £
Fair value at the start of the year	1,216,970	1,228,066
Additions at cost	429,981	314,881
Disposal proceeds	(366,128)	(338,165)
Net (loss)/gain on change in fair value	(52,415)	12,188
	<u>1,228,408</u>	<u>1,216,970</u>
Cash held by investment broker pending reinvestment	36,395	97,371
	<u>1,264,804</u>	<u>1,314,340</u>
Fair value at the end of the year		
	<u>1,264,804</u>	<u>1,314,340</u>
Historic cost at the end of the year	<u>1,190,336</u>	<u>1,178,874</u>

Investments comprise:

	2023 £	2022 £
Shares listed on the London Stock Exchange	1,228,408	1,216,970
Cash	36,395	97,371
	<u>1,264,804</u>	<u>1,314,341</u>

14 Debtors

	2023 £	2022 £
Trade debtors	103,755	98,082
Other debtors	209	17
Prepayments	48,933	47,399
Accrued income	991,539	1,126,541
	<u>1,144,436</u>	<u>1,272,040</u>

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	145,635	149,799
Taxation and social security	64,356	71,663
Other creditors	84,120	68,457
Accruals	410,873	177,445
Grant accruals	1,020,676	1,018,738
Deferred income	299,250	460,577
	<u>2,024,909</u>	<u>1,946,680</u>

Notes to the financial statements

For the year ended 31 March 2023

16 Deferred income

Deferred income comprises both fees received in advance of the delivery of the services and grants received for future financial periods.

	2023 £	2022 £
Balance at the beginning of the period	460,577	616,573
Amount released to income in the period	(460,577)	(616,573)
Amount deferred in the period	299,250	460,577
Balance at the end of the period	299,250	460,577

17a Analysis of net assets between funds (current year)

	Unrestricted £	Restricted £	2023 Total £
Tangible fixed assets	25,654	–	25,654
Investments	1,264,804	–	1,264,804
Net current assets	531,845	238,049	769,894
Net assets at the end of the year	1,822,303	238,049	2,060,352

17b Analysis of net assets between funds (prior period)

	Unrestricted £	Restricted £	2022 Total £
Tangible fixed assets	25,910	–	25,910
Investments	1,314,341	–	1,314,341
Net current assets	493,601	339,118	832,719
Net assets at the end of the period	1,833,852	339,118	2,172,970

Notes to the financial statements

For the year ended 31 March 2023

18a Movements in funds (current year)

	At 1 April 2022 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Engagement programmes					
British Science Festival	–	1,056,560	(1,046,960)	(9,600)	0
Other engagement programmes	17,392	869,754	(887,146)	–	–
Education programmes	170,388	928,146	(1,029,131)	–	69,403
Policy, Partnerships & Impact	–	144,717	(144,717)	–	–
Grants programme	134,666	3,184,458	(3,171,101)	–	148,024
Sections and regions	16,672	–	(5,649)	9,600	20,623
Total restricted funds	339,118	6,183,634	(6,284,704)	–	238,049
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	80,000	–	(14,071)	34,899	100,828
Other engagement programmes	80,000	65,700	(77,983)	22,283	90,000
Education programmes	145,000	244,923	(76,839)	(193,083)	120,001
Policy, Partnerships & Impact	225,000	136,110	(246,098)	89,988	205,000
Contingency for wind-down costs	500,000	–	–	–	500,000
Innovation Fund	15,861	–	–	–	15,861
Total designated funds	1,045,861	446,733	(414,991)	(45,913)	1,031,690
General funds	787,990	156,269	(199,559)	45,913	790,613
Total unrestricted funds	1,833,851	603,002	(614,550)	–	1,822,303
Total funds	2,172,969	6,786,636	(6,899,254)	–	2,060,352

18b Movements in funds (prior period)

	At 1 April 2021 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Engagement programmes					
British Science Festival	–	523,973	(525,122)	1,149	–
Other engagement programmes	32,000	723,063	(737,671)	–	17,392
Education programmes	80,307	934,751	(844,670)	–	170,388
Policy, Partnerships & Impact	104,693	50,805	(155,498)	–	–
Grants programme	25,565	2,371,862	(2,262,761)	–	134,666
Branches	2,350	–	–	(2,350)	–
Sections and regions	29,248	–	(11,427)	(1,149)	16,672
Other	–	81,994	(81,994)	–	–
Total restricted funds	274,163	4,686,448	(4,619,143)	(2,350)	339,118
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	148,187	–	–	(68,187)	80,000
Other engagement programmes	70,000	68,257	(109,153)	50,896	80,000
Education programmes	167,000	229,759	(50,182)	(201,577)	145,000
Policy, Partnerships & Impact	237,500	186,259	(270,660)	71,901	225,000
Contingency for wind-down costs	500,000	–	–	–	500,000
Innovation Fund	15,861	–	–	–	15,861
Total designated funds	1,138,548	484,275	(429,995)	(146,967)	1,045,860
General funds	598,152	120,046	(79,524)	149,317	787,991
Total unrestricted funds	1,736,700	604,321	(509,519)	2,350	1,833,851
Total funds	2,010,863	5,290,769	(5,128,662)	–	2,172,969

19 Movements in funds – descriptions

Purposes of restricted funds

Festival of Science

These are funds received specifically to deliver the Festival of Science and have been fully spent in the year.

Other engagement programmes

These are funds received specifically to deliver Engagement Programmes.

Grants Programme

These are funds received directly to deliver the Ideas Fund programme. At the year end some grant funding had not been fully spent and has been carried forward.

Education

These are funds received predominantly to deliver work relating to the CREST awards. At the year end some grant funding had not been fully spent and has been carried forward.

Policy, Partnerships & Impact

These are funds received in order to deliver work in relation to the For Thought Summit.

Sections

Sections raise their own funds as well as receive contributions from the engagement programmes. The majority of the balances are restricted funding from the British Science Festival.

19 Movements in funds – descriptions (continued)

Purposes of designated funds

British Science Festival

These are funds set aside by management in order to support the activities of the Science Festival during the coming financial year if required.

Engagement

These are funds set aside by management in order to support the activities of the Engagement team in the coming financial year if required.

Education

These are funds set aside by management in order to support the activities of the Education Team in the coming financial year if required.

Policy, Partnerships & Impact

These are funds set aside by management in order to support the activities of the PPI Team in the coming financial year if required.

Contingency for wind-down costs

We currently hold £500,000 in designated reserves as a contingency in the case of wind down.

Innovation Fund

The availability of this fund encourages our staff to develop and implement ideas that contribute to our strategic goals during the year.

Transfers between funds

Transfers have been made between funds to enable the right reserves to be available in the right areas as described above.

Notes to the financial statements

For the year ended 31 March 2023

20 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(112,615)	162,107
Depreciation charges	13,169	10,658
(Profit)/loss on the disposal of fixed assets	345	3,435
(Gains)/losses on investments	52,414	(12,188)
Dividends, interest and rent from investments	(20,261)	(13,829)
(Increase)/decrease in debtors	127,601	(781,662)
Increase/(decrease) in creditors	78,231	969,304
Net cash provided by / (used in) operating activities	138,884	337,825

21 Analysis of cash and cash equivalents

	At 31 March 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	1,507,360	143,008	1,650,368
Cash awaiting investment	97,372	(60,977)	36,395
Total cash and cash equivalents	1,604,731	82,031	1,686,763

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods.

	Property	
	2023 £	2022 £
Less than 1 year	67,102	62,712
1 – 5 Years	268,408	250,848
Over 5 years	1,006,529	1,003,394
	1,342,039	1,316,953

The commitment relates to the service charge due under the Wellcome Wolfson Building lease. The term of the lease is for 40 years from 29 September 2003 increasing by inflation each year.

Notes to the financial statements

For the year ended 31 March 2023

23 Detail of branches, and sections and regions restricted funds

	At 1 April 2022	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 March 2023
Sections and regions					
Agriculture & Food	109	–	(75)	800	834
Anthropology	–	–	(557)	400	(157)
Biological Sciences	–	–	(63)	400	338
Chemistry	4,673	–	–	400	5,073
Economics	1,871	–	–	–	1,871
Education	1,465	–	–	–	1,465
Engineering	2,265	–	–	800	3,065
General	1,178	–	(708)	800	1,270
Geography	2,302	–	(366)	400	2,336
Geology	816	–	(608)	800	1,007
History of Science	–	–	(232)	800	568
Mathematics	552	–	–	800	1,352
Medical Sciences	595	–	(200)	400	795
Physics	469	–	(1,050)	800	219
Psychology	2,662	–	(1,065)	800	2,398
Science & The Arts	–	–	(664)	800	136
Sociology	15	–	(63)	400	352
Total sections and regions restricted funds	18,971	–	(5,648)	9,600	22,923

24 Post Balance Sheet Events

Since the year end there has been a material change in the VAT recognition on CREST income. This was agreed with HMRC in July 2023. This does not require an adjustment to the accounts, however this has been disclosed as information for the reader of the accounts.

Accounts



The British Association for the Advancement of Science
Trading as
The British Science Association (BSA)

Trustees' Annual Report
1 April 2021 to 31 March 2022

Charity registration number: 212479
Scotland charity registration number: SC039236

Summary

2021/22 was the first year of our new three-year business plan, which also saw the British Science Association (BSA) launch our ambitious new vision, mission and strategic goals for the next ten years, leading up to the organisation's bicentenary in 2031.

During the period of this report, the BSA has experienced several changes within Council and its Senior Management Team. We are delighted to welcome Hilary Newiss as our new Chair and Hannah Russell as our new Chief Executive Officer.

The BSA is extremely grateful to Gisela Abbam (Chair), Katherine Mathieson (CEO) and other outgoing Trustees and members of staff for their outstanding service. The BSA extends its thanks and warmest wishes for their future careers.

Our purpose

We want a future where science is more relevant, representative, and connected to society

Science is more than a body of research, people working in a lab or even the wider industry that surrounds that. It's also a way of asking questions, making decisions, and understanding the world. Science is a tool that everyone in the UK could and should be able to use. In fact, for us to grow as a society, it's essential that they do.

The BSA helps to make all aspects of science more relevant, more representative, and more connected to everyday life.

Our mission

Let's break down barriers...

The science sector has many structural and system-wide barriers that it's time to remove. In particular, we're working with business leaders, policy makers, scientists, community leaders, teachers, and many others to say goodbye to the old stereotypes of who a scientist 'should be'. With their help, we're bringing more voices into the conversation, to help more people see science (in all its forms) as a relevant part of their lives.

Our vision

...So good ideas can thrive

The UK is bursting with potential. We're unlocking it. And we won't stop until people and communities who've typically been overlooked by science can confidently play their part.

We're striving for a future where everyone is represented and has their voice heard on the issues that matter to them. So, science goes beyond being a lesson at school and becomes a way of thinking and making decisions – about looking after your health, protecting the planet and choosing and using new technology.

In that future, everyone has the potential to contribute, whether it's through the ideas they engage with, the jobs they do or the lifestyles they lead.

In that future, scientists understand and include different perspectives, help more communities, and make even more breakthroughs.

In that future, society shapes science. And society is all the stronger for it.

Section One: Objectives and Achievements

Our ten-year objectives are:

A) For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

- **Provide engagement** activities that effectively **reach and engage underserved audiences** with science and use these activities to **understand** and **disseminate** good practice.
- **Enrich** young people's experience of science in a way that encourages more of them to see science as **relevant** to their lives and to **study/work** in science.
- Partner with **communities** to enable them to **conduct, influence or apply** science/research e.g. involvement in discussions about emerging technologies, decisions on research funding priorities, citizen science.

B) For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

- **Amplify** the 'missing voices' in science to champion those whose voices are often overlooked in science-based conversations.
- Set up **participatory structures** to facilitate dialogue, foster mutual understanding and transfer power between communities and science/research professionals.
- Enable **collaboration and dialogue** to improve the way science is applied and used among business, policy and third sectors.

C) To build the capacity of the BSA and the science/research engagement sector to:

- Understand and **address structural inequalities** in science engagement.
- Advocate for the adoption of a more **participatory** and transformative form of science engagement.
- Improve the BSA's/sector's **diversity** and **inclusivity**.

What follows is an overview of the key achievements for our main projects and programmes under each of these three strategic objectives, for the period April 2021 to March 2022.

Strategic objective A

For more people, especially those from currently underrepresented groups, to feel that science is relevant to their lives

British Science Festival

Annual five-day celebration of the people, stories and ideas at the heart of science, hosted by a different city each September.

Following the Festival's postponement in September 2020 due to the COVID-19 pandemic, we held a successful [British Science Festival](#), from 7 – 11 September 2021, hosted by Anglia Ruskin University in Chelmsford. With over 100 (131) free events, including the world premiere of an evening outdoors immersive experience (BODY by Walk the Plank), it was the most ambitious science festival held in-person since the advent of the pandemic. A small number of events (less than 10%) had to be cancelled due to speaker unavailability, but otherwise there was very little COVID-related disruption during the Festival.

The Festival involved 166 speakers and facilitators. 62% of Festival speakers identified as a 'Woman'; 32% as a 'Man' and the remainder preferred to self-describe or not to say.

We achieved 9,249 engagements with events and digital content. In addition to the pandemic's impact on audience appetite for large-scale in-person events, many venues were at 50% capacity to allow for social distancing, which affected our total footfall (our pre-pandemic target was 10,000 – 15,000).

60% of Festival attendees were local (Chelmsford postcode) and Festival audiences were more diverse than the local and regional population. 93% of respondents rated Festival events as excellent or good; 91% were more likely to look out for and attend science events and activities in the future; 84% were more aware of current scientific research and 72% felt more interested in science after attending a Festival event.

We also achieved some excellent national and local media coverage, in the lead up to and during the Festival, and saw great engagement on social media – over 10 million opportunities to see or hear about the Festival, 1.4 million impressions via organic social media content and an additional 1.1 million impressions via paid content.

British Science Week

An annual grassroots celebration of science with events and activities taking place in schools, local community groups and national cultural institutions across the UK. As well as free resources (schools' activity packs, marketing resources) and opportunities for the public to engage in the Week, we provide 'micro grants' to schools and community groups to enable them to participate. [British Science Week](#) 2022 took place between 11 and 20 March.

The Kick Start grants programme for schools was over subscribed again this year; we received 1,049 applications for 222 grants. Kick Start-funded activities reached an estimated 68,580 students with almost a third of these from Black, Asian or Minority Ethnic backgrounds.

We reached an estimated 4,700 people through British Science Week Community grant-funded activities (91 grants, from 222 applications), with 82% reporting an increase in their interest in science as a result of participating.

This year we added a new Activity Pack, a Community Pack, in addition to the Early Years, Primary and Secondary packs. In total, the packs were downloaded 101,121 times between their publication in January 2022 and the end of March 2022. In addition, 103,970 students

took part in our poster competition (a huge increase in participation compared with the two pandemic-affected previous years).

We created 14 new profiles for our Smashing Stereotypes campaign, which aims to showcase diverse role models who work in STEM careers. We commissioned new photography and also created some video profiles for the first time. The webpage received 52,000 page views.

Case study:

Pearce Jarrett studied economics at university, but later found his true passion in machine learning and expanding the possibilities of technology through attending online courses and working YouTube videos on Artificial Intelligence and data science. He is the founder of Gwaan, an AI-powered personal training app.

“Typically in the media, there is a focus on young, Black men mentioned in news stories in relation to knife crime. By naming my company Gwaan – patois for “Go on!”, I wanted people to subconsciously connect my Afro-Caribbean culture, and being a young, Black man myself to something that empowers people to pursue their goals, and to foster a better-connected community through fitness.” Pearce Jarrett

Pearce was featured on BBC News during British Science Week, speaking to children in a South London primary school about [his #SmashingStereotypes story](#).

The expansion of our Smashing Stereotypes campaign was enabled by new sponsors, MSD and Thales, and renewed sponsorship from 3M, who have supported the campaign since its launch in British Science Week 2020. British Science Week is supported by UKRI.

CREST Awards

The BSA’s flagship education programme, which inspires young people to think and behave like scientists and engineers. [CREST](#) recognises young people’s achievement in STEM project work and is available at a range of levels to suit students aged 5 to 19.

We have seen participation in CREST Awards recover well this Financial Year (over double the number of Awards versus the previous year), despite some continued disruption to schools due to the pandemic. The total number of CREST Award submissions between April 2021 and March 2022 was 46,672.

We ran several events for teachers, educators and professionals working in STEM education and outreach, including:

- A virtual conference for teachers in our Underrepresented Audiences network for over 50 teachers over a two-week period.
- A virtual ‘STEM in Education’ evening, with over 70 attendees. Speakers included Sir John Holman and the Independent Research in Schools group.
- A blended conference for our Regional Support Organisations, with the majority attending in-person, and some dialling into the event.

We released a resource, *Investigative practical science in the curriculum: making it happen*, to support and promote the running of [CREST in the secondary curriculum](#).

Case study:

James Allen, Head of Biology at Helston Community College, helped pilot the curriculum guide by using CREST Awards in practical lessons with his A-level biology students.

"It was really good, it helped them with their investigation and critical thinking skills, which is not only important for them to be good scientists but that is tested in the exams, so it stood them in really good stead for their examinations."

"The top tips section [of the guide] is really useful for secondary teachers, giving step-by-step advice – it's far simpler than you think. Try to get them to do some preliminary work. Students don't normally get the opportunity to do that, and it will help them refine and develop their method and become more independent as they move through their project."

The secondary curriculum guide was supported by the Gatsby Charitable Foundation. CREST Awards are supported by UKRI. The Welsh Government funds free CREST Awards for students in Wales. We are continuing our progress with international partnerships; we have renewed our agreement with our partner in Vietnam and are working with Pearson China on a future three-year partnership.

CREST for Underrepresented Audiences

Supporting schools in challenging circumstances, and those working with students from backgrounds who are underrepresented in science.

With support from UKRI, we awarded 106 'URA grants' to schools to support their students to participate in CREST, compared with our target of 91 for the year.

Our Underrepresented Audiences teacher network now has over 1,000 members; around a third are primary, one third secondary and the final third SEND schools.

We have trained and matched eight experienced CREST teacher buddies with 26 teachers new to CREST in schools in challenging circumstances.

Strategic Objective B

For more people, especially those from currently underrepresented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

Community Engagement Programmes

We published a [Community Engagement showcase report](#) in July 2021, looking at the impact of our Community Engagement programmes over the last six years, showcasing our work through the inspiring stories of participants and stakeholders.

Community Leaders

A UKRI-funded programme that harnesses the passion and ideas of individuals who work with underserved audiences and enhance their skills to enable them to become leaders in science engagement in their communities.

We recruited a new (our fourth) cohort of Community Leaders in the summer. Drawn from across the UK, our Leaders have a range of experiences working with underrepresented audiences in science including running community gardens, supporting young people with visual impairments, empowering women and children from minoritised communities, and supporting multi-faith organisations. Across the year, Leaders attended a number of training

and networking sessions, and prepared projects to take place during British Science Week in March 2022.

Community Buddies

This UKRI-funded programme is designed to address a need identified by Community Leaders who felt they had little access to researchers; looking for science role models that live locally who they can build into their engagement activities.

This year we have been supporting 11 pairs of Community Leaders and researcher buddies. Building on the pilot year (2020-2021) we have continued to explore approaches to create strong community and researcher relationships using community organising practices of [‘People before Programme’](#), a relational approach where the goal is to build a relationship before developing a project. The training was hosted by the BSA community engagement team with input from Citizen’s UK and Imperial College London.

As an extension to the programme this year, we offered grants to some of last year’s cohort of buddy pairs to enable them to co-create a project which responds to a local need and benefits the local community. The project ideas have been developed as a result of the ongoing relationship developed between the pairs and we were able to fund seven projects.

Case study:

Community leader Mohammed Rahman, Wardleworth Community Centre/Rochdale Science Initiative working in partnership with researcher Claire Garside, University of Leeds will design a series of workshops to inspire Muslim youths and elders from the community to feel proud of their own STEM heritage. Participants will research Muslim scientists aided by Claire’s research into Al Khawarizmi, a 9th century mathematician to whom the origins of algebra and algorithm is ascribed to.

Highlands and Islands COP 26 Grant Programme

As a legacy of the UK hosting COP26 in Glasgow in November, we launched a new UKRI-funded [community grant scheme to support communities based in the Highlands and Islands](#) to run a project or activity with a researcher which benefits and explores climate change issues that matter to their communities.

We received 33 applications from diverse Highland and Island community organisations wishing to address grass roots climate change; 24 were totally new to engaging with research and nine already working with a researcher. Applications received for projects cover a range of topics addressing local resilience and adaptation to the effects of climate change including: food waste reduction, composting and waste management, sustainable transport and fuel poverty, impact of land use, carbon impact indicators, behaviour change and feasibility studies and conservation/biodiversity projects including coastal erosion, habitat and species preservation.

While we were only able to fund ten projects, in keeping with the development ethos of the grant, our stakeholder group (which we formed to disseminate the grant opportunity) will help signpost unsuccessful applicants to further advice, opportunities and support. The successful community groups are being matched with researchers.

Community-led research pilot programme

Exploring an approach to more equitable, community-driven research.

Supported by UKRI, we have designed a new UKRI-funded community engagement pilot programme to explore more equitable, community-driven research – where community groups decide the research questions they would like to explore, working with early career researchers.

The first stage has been to design the criteria for the geographical location, a lead University research partner and community partners. We will be reviewing a shortlist of locations and selecting a University partner to move forward with later in the spring.

For Thought

A thought leadership programme which gives leaders from business, policy, science and civil society a platform to address current and future scientific and social challenges.

Our first [For Thought](#) report entitled '[Build Better: What can be learned from the COVID-19 pandemic to construct a resilient, innovative and prosperous future for all?](#)' was developed using the discussions at our virtual roundtables and online panel events held last Financial Year (January – March 2021) and launched at the [For Thought Summit](#) on 16 June.

The virtual Summit brought together over 120 C-suite leaders in business, policy, science & research and civil society, and the report launched three recommendations:

1. Put future generations at the heart of our institutional and systems decision-making
2. Share benefits of research and innovation across different communities
3. Create a long-term leadership coalition to deliver the UK's Net Zero ambition.

We held a virtual *For Thought* event for stakeholders during the British Science Festival in September 2021 on '[Creating environmental prosperity, but for who?](#)' and, in partnership with Lloyd's Register Foundation, undertook a further strand of work on the public understanding of risk. This included publishing a set of '[new relationship with risk](#)' principles, introduced at an online event in December 2021.

Future Forum

Empowering young people to share their views on cutting-edge innovations that will affect their futures.

This year, we ran a [Future Forum](#) on the topic of AI in society in partnership with the Alan Turing Institute. The Institute was interested in involving young people in decision-making on science and research priorities; the recommendations from our Future Forum participants will inform their future strategy, alongside the views of other stakeholders.

We delivered a national survey exploring young people's understanding and views on AI technologies, and four online workshops with a demographically representative group of 14-to-19-year-olds. Prior to the workshops, we ran an equity training session for researchers from the Alan Turing Institute who would be participating in the youth voice sessions.

We found that young people were engaged with the topic of AI technologies; were particularly interested in where it intersected with their own environments (social media, gaming, entertainment, shopping); and that they were interested in the broader, more outward-looking challenges and opportunities that AI can help address, such as health (in particular mental health was considered a priority topic) and climate change.

The Ideas Fund

A grants programme run by the BSA and funded by Wellcome, which enables communities to work with researchers to develop and try out ideas that address problems related to mental wellbeing.

Our first application deadline for The Ideas Fund was in May 2021; we were pleased to receive a total of 146 proposals from across our target areas of Hull, Oldham, North West Northern Ireland, and the Highlands & Islands of Scotland. These were fairly evenly split between early stage ideas (up to £25,000: 75 applications received) and proposals for more developed projects (around £90,000: 71 applications received), and across a huge variety of themes.

Of these, we funded 42 applications, with a total value of £1.6m. We took a participatory approach to the grant decisions, with a panel comprising experts in public engagement and mental wellbeing, alongside members of the local community from each of our four areas. Projects were assessed on the clarity of their plans around relationship building between communities and researchers; the skills and motivations of communities to engage with mental wellbeing research; and the skills and motivation of researchers to engage communities and make their health research more people-centred.

The Fund has a particular interest in identifying ideas that are community-led and those from groups that have traditionally received less of this type of funding, such as rural or minority ethnic communities, or other communities who have been overlooked in the past. Our portfolio of projects broadly meets this ambition, with a huge range of project ideas and themes being funded, and a variety of different roles for researchers being explored. We have received our first monitoring reports from the initial cohort of projects, and have published information about the applicants and stories from the funded projects on [The Ideas Fund website](#).

We also worked with eight unsuccessful applicants from the first round in supporting them through an ‘incubator’ process, to further develop their ideas before inviting them to resubmit their application. As well as enabling us to complement the existing portfolio by bringing a selection of additional projects forward, this also gave us the opportunity to learn whether a more supported application journey ultimately leads to stronger proposals. Seven of these proposals were funded, and learning from the process will directly inform our approach to future funding rounds.

Case study:

One successful project will be delivered by [The Proud Trust](#) in Oldham, who have been awarded £24k for a project which introduces young people from the LGBT+ community to the impact of food choices and food consumption on mental wellbeing.

Researchers will host a number of sessions with the young people, sharing evidence as to how food can impact the brain. This will then lead on to the creation of recipes that take account of this learning, and the opportunity for learning how to cook as a fun skill to gain. It is envisaged that the project will increase researchers’ confidence in engaging with young people from this community, whilst also serving to improve the wellbeing of the young people themselves.

We are working with the Social Change Agency and The Liminal Space as ‘learning partners’ for the programme, and have developed a detailed monitoring and evaluation framework. We have commissioned an enquiry into wider examples of best practice in terms of community-led engagement with research, and whether there are opportunities for greater sharing of learning and/or collaboration in this regard.

Strategic Objective C

To build the capacity of the BSA and the science/research engagement sector around issues relating to equality, diversity & inclusion (EDI).

Stakeholder influencing and policy

The BSA submitted written evidence to the House of Commons Science and Technology Select Committee Inquiry on Diversity in STEM. The Inquiry launch and the submissions of evidence heavily referenced the APPG on Diversity & Inclusion in STEM. The BSA were [invited to give Oral Evidence](#) to the Committee on 23 February.

We [welcomed some of the policies announced](#) in the Government Levelling Up White Paper, which mirrored recommendations we have made in *For Thought* (investment in regional R&D) and APPG (a Future Skills Unit within the Department for Education) publications.

The APPG for Diversity & Inclusion in STEM

The BSA provides the Secretariat for this APPG. It is chaired by Chi Onwurah MP and has Members and Officers from across the political spectrum and both Houses. In July 2021, the Group published a report in response to its inquiry on [Equity in the STEM workforce](#).

The report's key findings were:

- The STEM workforce is less diverse than the wider workforce but consistent data collection and sharing is lacking.
- There is a need for the Government to take a multi-pronged approach to drive equity in the STEM workforce.
- Intersectional barriers continue from STEM education into the workforce.
- There is awareness of structural inequity in some large STEM organisations, but no consensus on solutions.
- There is already considerable inequity in STEM but COVID-19 has made it worse.

The recommendations were:

1. The UK Government and STEM organisations, across the private, public and voluntary sectors should commit to leading a 'STEM Diversity Decade of Action' to tackle the historic and systemic underrepresentation of minoritised groups at all levels in the sector.
 - a. The Prime Minister and UK Government should set a bold vision for a diverse and equitable STEM sector at the heart of their ambitions for the UK to become a 'global science superpower'.
 - b. STEM leaders from organisations from across the private, public and voluntary sectors should work together to form and co-fund an Employers' Coalition for STEM Diversity to address the structural inequity in the STEM workforce and drive long-term change.
2. The UK Government must deliver a statutory workforce data strategy and drive forward changes in policy and legislation to support employers to improve equity for minoritised communities in many sectors of the UK workforce, including STEM.
3. The UK Government and STEM organisations must quickly look to address and reverse worsening inequity within the STEM workforce as a result of the pandemic.

The report was well received by key players in the STEM sector. All relevant Ministers and Departments were written to by the APPG Chair, Chi Onwurah MP. We went on to organise four roundtables January 2022, with 35 leaders from across the STEM sector and policy, to explore the possibility of scoping the feasibility of a STEM Employers' Coalition.

We received over 40 responses to our 'call for ideas' for future topics for the Group to address.

Sciencewise

As part of the Sciencewise consortium (alongside Involve and NCCPE, funded by UKRI) the BSA researched and wrote a social intelligence report on public attitudes and values around five emerging technology areas: Augmented & Virtual Reality; AI automation in the workplace; Data linkage and reuse; Human enhancement; New gene therapies.

The report '*Anticipatory Public Engagement: Identifying opportunities for early-stage public dialogue on emerging technology*' was [published on the BSA website](#) and we convened a roundtable on 'Public perspectives on emerging technologies' with senior policy leaders in March 2022.

Science Learning+

We were awarded a contract to evaluate the Wellcome Trust's long-running Science Learning+ scheme (funding for informal science learning) as part of a consortium with NCCPE and NatCen; our role is to disseminate and discuss the findings of Science Learning+ with stakeholders in education policy, youth, and community organisations.

We organised four workshops and discussions on the current landscape and future needs of informal science learning (ISL). Themes included:

- Current priorities ISL practice
- Defining success in ISL
- The funding landscape for ISL
- Connections to formal education

Mapping science engagement and inequity

We used some of the Sustaining Excellence grant to commission an economics agency to create an index for science engagement provision across the UK. The index and maps show which areas of the UK have most and least opportunities to encounter science – through local industry, education, research, and engagement.

We launched the index during British Science Week, at an event featuring a keynote speech from science minister, George Freeman MP, and a panel discussion with the CEO of UKRI, the Chief Executive of the British Academy, and one of the BSA's Community Leaders. The event was attended by over 40 senior leaders from the science engagement sector, business and policy.

Building the capacity of the Science Engagement sector

Inclusive Science Engagement Network

Working with people in science engagement roles and taking an action-learning and case study approach to demonstrating change on Equality, Diversity & Inclusion (EDI).

We distributed six grants to members of the [Inclusive Science Engagement Network](#) (ISEN) for:

- running a microgrant scheme for freelancers (BIG);
- staff training and neurodiversity (Science Oxford);
- leadership meetings on improving EDI in recruitment & enabling digital accessibility in science museums and discovery centres (ASDC);
- training visitor services teams on inclusive approaches (Colchester & Ipswich Museums);
- Makaton training for all staff (National Coal Mining Museum); and
- consultancy for embedding EDI across all processes and systems (Francis Crick Institute).

This year's ISEN Group meetings covered topics including EDI language and terminology; and Disability Inclusive Recruitment (delivered in partnership with Evenbreak).

Media Fellows

Following the announcement that the BSA would no longer be running the Media Fellows scheme (in order to focus on activities more in line with our new strategic objectives), we received five expressions of interest from organisations who were interested in running the scheme in the future. We have handed over the running of Media Fellowships to the Association of British Science Writers (ABSW), who will take on the scheme for a one-year trial period, with a view to continue running it if it is a successful programme for them.

UK Science Festivals Network

This year we have run bi-monthly virtual meetings for the UK Science Festivals Network (UKSFN), addressing topics including how to best manage the Health & Safety of Festival events during the pandemic and the Protect Duty public consultation.

The fifth UKSFN conference took place in January 2022 and welcomed over 100 science festival organisers and other public engagement practitioners from across the UK (and beyond) who convened online to share ideas, explore opportunities for the future, get inspired and to celebrate some of the sector's remarkable achievements over the last 12 months.

Attendees discussed the subject of digital engagement during and after the pandemic, gained practical insight into co-production and learnt about new approaches to working more closely with local communities.

With funding from UKRI, the UK Science Festivals Network awarded ten science festivals funding (up to £8k per project) to develop innovative approaches to engage young people aged 11-to-17-years-old, from low socioeconomic backgrounds and 'inactive' science identities, with research and researchers.

We have also been working with [Culture Counts](#) on an evaluation pilot project, funded by UKRI. The project involves eight UKSFN members and aims to encourage more data-driven decision making in the science festivals sector; create an aggregated account of value and impact; and build a stronger data culture across science festivals in the UK.

People and culture

After an initial three-month trial of our new 'Agile Working Policy' received broadly positive support, we extended the trial until the end of December 2021 to test it out in a more 'normal' working environment as office/in-person working becomes more common. The policy has now been introduced on a permanent basis.

Also on the theme of increasing flexibility, we consulted on – and will roll out from the start of the new annual leave year (April 2022) – a new policy that will enable staff to buy or sell up to three days' of annual leave each year.

We saw turnover increase, as the external jobs market picks up following a period of depressed turnover during the pandemic.

Diversity data

In summer 2021, we [published our first ever report](#) into staff and trustee diversity (since the organisation began monitoring EDI staff data in 2017 and trustee data in 2019).

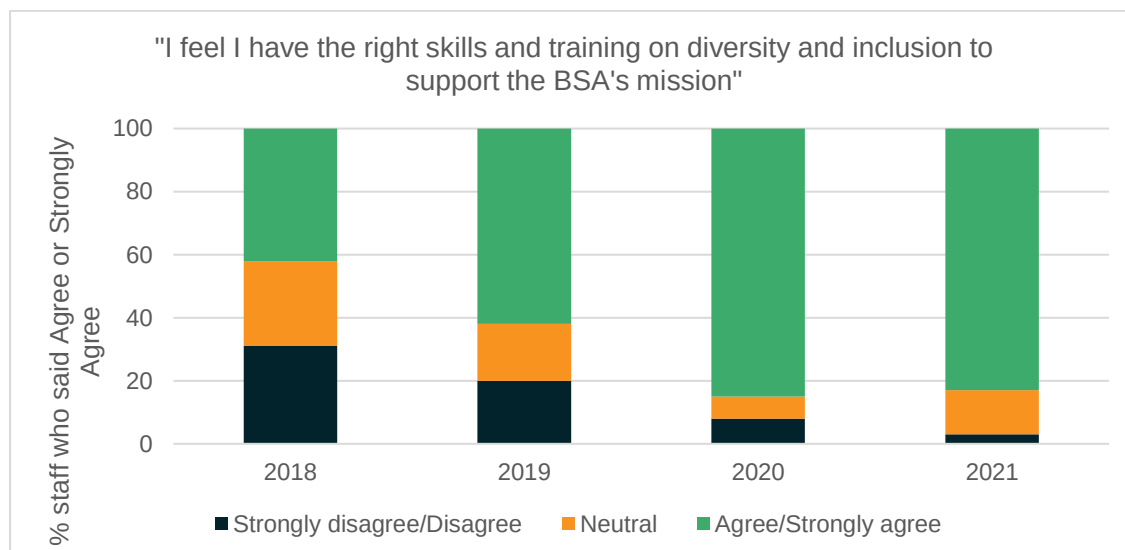
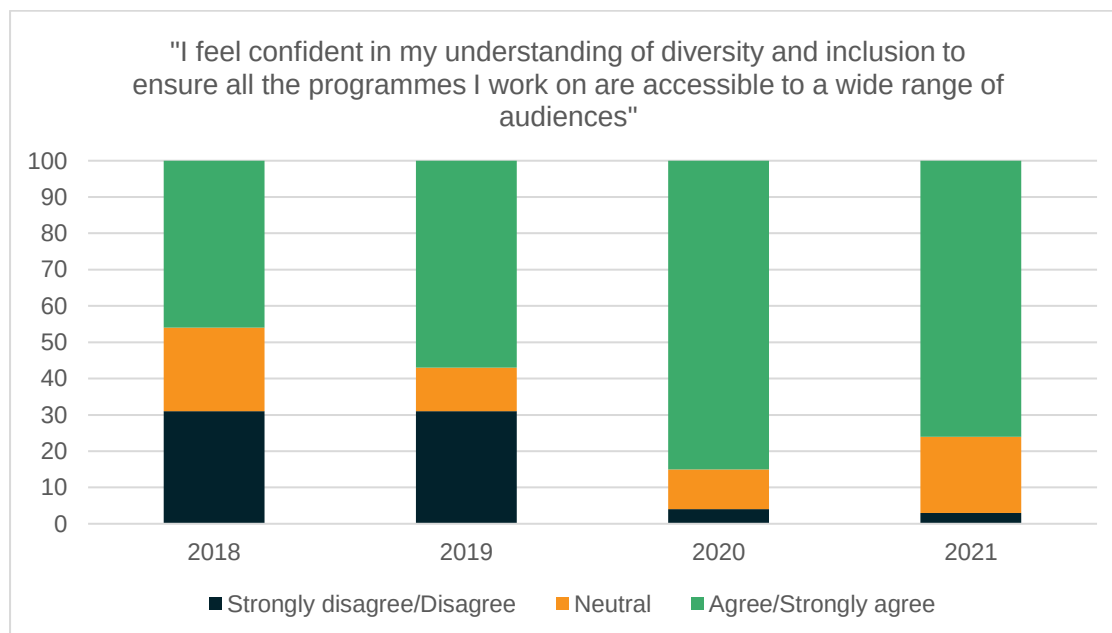
The data, from our annual survey undertaken in autumn 2020, showed that in 2020 the 'typical' member of BSA staff was a White, cisgender woman, aged under 40, who does not identify as having a disability or long-term health condition.

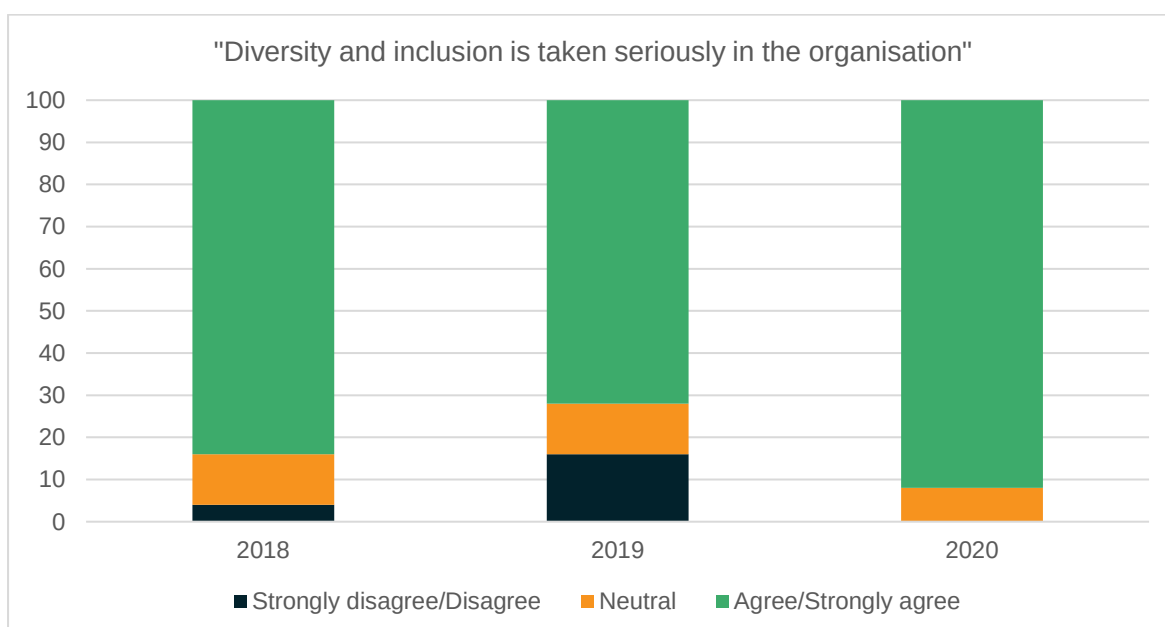
The report showed that, over the past four years, the BSA staff body has become slightly more diverse with a small increase in the proportion of colleagues from Black, Asian or Minority Ethnic backgrounds. While at Council-level, we saw an increase in the number of Black and Asian trustees, as a result of focusing on and investing in diverse recruitment earlier in 2020.

The survey undertaken in autumn 2021 will be published in 2022 within the BSA's Impact Report for 2021/22.

Equality, diversity and inclusion

We have continued to ensure that a focus on equality, diversity and inclusion [sits right at the heart of our work](#) – from our externally-facing programmes to our internal activities. We continue to monitor rates of staff understanding of EDI and inclusivity (as reported by staff in our annual staff survey, see graphs below).





Our [EDI Advisory Group](#) (funded through our Sustaining Excellence programme) held their last meeting in November 2021, and we are exploring future structures for EDI governance.

Heritage & Identity Review

The BSA is seeking to catalyse change both internally within our organisation and within the wider science engagement sector, to make science and science engagement more equitable, diverse and inclusive. In the context of ongoing institutional improvement – specifically in relation to our organisational focus on equality, diversity and inclusion – we embarked on a project to explore how we might understand and contextualise the BSA's history.

The Terms of Reference for our Heritage & Identity Review are to:

- Create space for internal stakeholders to understand and interpret the value of the BSA's heritage in relation to its current and future challenges;
- Establish how the BSA wants to relate its heritage and current identity to its beneficiaries and stakeholders;
- Develop a clear organisational memory for key internal and external stakeholders to be able communicate the BSA's heritage in a 21st century context;

- Provide tools, recommendations and learnings that will help discussions on how we use the BSA's heritage to influence our future strategy and programmes.

We formed a Staff Working Group, and an Oversight Group, with representatives from our EDI Advisory Board, our Council, and external stakeholders (including the *BSA's History of Science Section*).

The aim of the review process is to develop a series of recommendations and Guiding Principles that we will use to inform our practice, programmes and communications in the future.

Section Two: Our future plans

During the second year of our current three-year business plan, we will be prioritising work on impact measures, so that we can measure progress against our 10-year strategy, and also continuing to develop our programmes (through our new programme development tool) to ensure that they meet our strategic objectives.

Our Sustaining Excellence grant comes to an end in June 2022, and we will be reviewing the progress that the organisation has made on its EDI journey, including re-running the EDI audit we undertook in 2018.

Section Three: Financial Review

The Statement of Financial Activities shows net income for the year of £149,176 (2021: net income of £158,282) excluding net gains on investment assets of £12,189 (2021: £158,678 gain).

Key funders of activities during the year include UKRI, Anglia Ruskin University and the Wellcome Trust. The BSA does not engage in fundraising from the public.

Total income of £5.29 million was higher than last year (2021: £3.12 million).

Total expenditure of £5.15 million was higher than last year (2021: £2.96 million).

The expenditure on individual programmes shown on the SOFA is dependent on the activities within the programmes and the funding received.

Funders/ sponsors:

3M
 ACS
 Anglia Ruskin University
 Association of Reproductive and Clinical Scientists
 Association of British Science Writers
 Astra Zeneca
 Bayer
 Boeing UK Limited
 British Society for Immunology
 Collective Act
 Drax
 De Montfort University

Ernst & Young (EY)
Food & Farming Discovery Trust
Gatsby Charitable Foundation
Harper Collins UK Publishers Ltd
High Speed Two Limited
Hopscotch Consulting
Institution for Engineering & Technology (IET)
Institute of Physics
Institute for Research in Schools (IRIS)
James Weir Foundation
Leeds Museums and Galleries
Lloyds Register Foundation
Make Happen
Mewburn Ellis LLP
MSD
National Farmers Union (NFU)
Natural Environment Research Council (NERC)
Natural History Museum (NHM)
Nutrition Society
Oxford Cambridge and RSA Examinations
PETROC
Perkinelmer LAS (UK) Ltd
Primary Science Teaching Trust
Physiological Society
Royal Air Force Museum
Roche
RELX /Elsevier
Royal Academy of Engineering
Royal Commission for the Exhibition of 1851
Royal Society of Chemistry
Salters Institute
Sciencewise
Science Made Simple
Silence Therapeutics
Society for Applied Microbiology
STEM Learning
Thales
The Country Trust
The Reading Agency
The Royal Society
The Worshipful Company of Horners
Trainline
University College London (UCL)
UK Antarctic Heritage Trust (UKAHT)
UK Centre for Ecology & Hydrology (UKCEH)
UK Research and Innovation (UKRI)
University of Cambridge
University of East Anglia
University of Southampton

University of the West of England
University of York
URENCO
VSC
Warwick Institute of Engagement
Wellcome Centre for Human Genetics
Wellcome Trust
Welsh Government
WWF UK
Yorkshire Purchasing Organisation

Risk Management

The purpose of the BSA's Risk Register is to enable the British Science Association's trustees to identify the main risks the charity faces and record how to deal with them. The information in this framework is reviewed by the Senior Management Team on a monthly basis and twice-yearly by the Audit & Risks Committee. The register is then available for review at Council meetings. A full overhaul of the risk register was undertaken in winter 2019.

This framework is divided into five areas based on Charity Commission guidance (CC26¹):

1. Strategic risks
2. Operational risks
3. Financial risks
4. Governance risks
5. Compliance and legislative risks

Key areas of risk include:

1. Impact - risk of not achieving our desired impact. This is mitigated through breaking our strategic objectives into programme activities which are effectively evaluated. Progress is tracked quarterly against business plan and balanced scorecard measures.
2. Income – the risk of a shortfall against fundraising targets and a drop in investment value rose with the outbreak of coronavirus and consequent economic damage. Management accounts are reviewed monthly & forecast income/spend altered accordingly.

Reserves policy

At their meeting in March 2020, Council approved a prudent and realistic risk-based reserves policy, proposed by the Finance Committee. Reserves are based on the following key principles:

1. Working capital provision - £500k to 800k
2. Loss or delay in funding - £800k
3. Wind down costs - £300k - £500k

¹ <https://www.gov.uk/government/publications/charities-and-risk-management-cc26/charities-and-risk-management-cc26#annex-1-risk-register-template-with-examples-of-use>

Proposed reserves range to *aim for*: between £1.6m and £2.1m

The Trustees recognise that the current reserves are £2.1m and will continue to aim to work towards holding unrestricted reserves within the above range in the coming years.

The BSA's trustees are satisfied that there are no concerns about the BSA's existence as a going concern.

Section Four: Structure, Governance and Management

The trustees confirm they have had regard to the guidance issued by the Charity Commission on public benefit.

Charter, statutes and rules

The British Association for the Advancement of Science was founded in 1831 and is incorporated by Royal Charter. The Charter is dated 21 April 1928 and there have been Supplemental Charters dated 15 August 1960, 10 February 1997. The Association's Statutes were revised and approved by the Privy Council in May 2006. In April 2020, the Privy Council approved an updated version of the BSA's Charter and Statutes.

Council has approved Rules which are reviewed regularly by Council and may be altered by a majority vote in Council.

Registered and operating names

The British Science Association is the operating name for (and a registered trademark of) the British Association for the Advancement of Science. The registered name of the charity remains as the British Association for the Advancement of Science.

Council

The governing body of the British Science Association is Council. Members of Council comprise the following people who are entitled to vote at Council meetings:

- The Chair
- The Vice (deputy) Chair
- The Treasurer
- Up to three Vice-Presidents who advise on specific matters
- Up to eight people appointed as determined by Council

In addition, the President, President-elect and immediate Past President, if not Trustees, are entitled to attend Council but not to vote.

Council normally meets four times a year, once per quarter. Its function is to agree a vision and strategy for the charity and to direct all the affairs and business of the organisation. Council may delegate its powers to the staff or its Committees.

Members of Council normally serve for a period of three years with the option of being reappointed for a further three years as long as any continuous period in office does not

normally exceed six years. In exceptional circumstances, by two thirds majority vote in Council of all members present, a further year's extension is permitted.

Trustee induction and training

Following their election or appointment, a standard induction pack is sent to all new Trustees before they attend their first Council meeting. The induction pack comprises relevant Association and Charity Commission documents and information including the Charity Governance Code. External training opportunities for new and existing Trustees are offered in addition to away days and ad hoc meetings. Council members are invited to meet staff to learn more about the Association's work before the beginning of each meeting, and also invited to many of the Association's events.

Finance Committee (incorporating the Investment Committee)

The Finance Committee comprises four members of the Council plus the Treasurer. Meetings are usually held four times a year and attended by the Finance Director and Chief Executive. Finance Committee advises Council on financial strategy and, in its role as the Investment Committee, oversees the work of our investment managers.

Audit & Risks Committee

The Audit & Risks Committee appointments comprises two members of Council (including the Treasurer), an independent chair and one further independent member. It meets twice a year and meetings are attended by the Finance Director and Chief Executive.

Council has appointed a professional auditor of the Association, who is qualified for appointment as auditor of a company in accordance with the provisions of the Charities Act. The auditor attends meetings of the Committee as and when required.

Council Members

Gisela Abbam, completed her term as Chair on 31 January 2022. She was succeeded by Hilary Newiss on 28 March 2022. Stephen Nuttall, Vice Chair, assumed the position of Acting Chair during the intervening period.

Deputy Chair, Matt Locke, and Vice President, Louise Archer, completed their terms in June 2021. Catherine Brown stood down in March 2022, [Kafui Tay in May 2022](#), and [Raj Jethwa in June 2022](#).

[We are grateful to our outgoing Chair and Council members for their service. Further appointments are anticipated in the forthcoming year.](#)

Council member attendance 2021/22

Name	Role	Elected /appointed	Retiring /resigned	22 June 2021	5 October 2021	8 December 2021	21 March 2022
Gisela Abbam	Chair	2019	2022	Y	Y	Y	N/A
Matt Locke	Deputy Chair	2015	2021	Y	N/A	N/A	N/A
Kalli Bowyer	Treasurer	2018	2024	Y	Y	N	Y
Stephen Nuttall	VP Engagement (and Vice Chair)	2017	2024	Y	Y	Y	Y

Catherine Brown	VP Policy, Partnerships & Impact	2019	2022	Y	Y	N	Y
Louise Archer	VP Education	2015	2021	Y	N/A	N/A	N/A
Heather King	VP Education	2021	2024	N/A	Y	Y	Y
Sarah Main	Trustee (elected)	2017	2023	Y	Y	Y	Y
Kafui Tay	Trustee (appointed)	2020	2022	Y	Y	Y	N
Joe de Sousa	Trustee (appointed)	2020	2023	Y	Y	Y	Y
Kate Mingay	Trustee (appointed)	2020	2023	Y	Y	Y	Y
Raj Jethwa	Trustee (appointed)	2020	2022	Y	Y	N	N
Rubina Ahmed	Trustee (appointed)	2020	2023	Y	N	Y	Y

Council membership of sub-Committees

Name	Finance Committee	Audit & Risk Committee	Honorary Fellowship Committee	Nominations Committee
Gisela Abbam*			Y	Y
Hilary Newiss**				
Stephen Nuttall	Y			
Kalli Bowyer	Y	Y		
Catherine Brown***				Y
Sarah Main	Y			
Rubina Ahmed	Y			Y
Joe de Sousa		Y	Y	Y
Raj Jethwa		Y		Y
Kate Mingay	Y			
Heather King				Y
Kafui Tay	Y		Y	

*term ended 31 January 2022

**term began 28 March 2022

***term ended 21 March 2022

Section Five: Reference and Administrative details

Senior Staff

Katherine Mathieson	Chief Executive (Resigned 8 th April 2022)
Hannah Russell	Chief Executive (Appointed 11 th October 2022)
Gill Riches	Director of Programmes (Acting COO from 8 th April 2022 to 11 th October 2022)
Amy MacLaren	Director of External Relations (Acting CEO from 8 th April 2022 to 11 th October 2022)
Graeme Copestake	Director of Finance (outsourced)

Advisors

Bankers	NatWest Bank plc, 208 Piccadilly, London, W1A 2DG
Solicitors	Veale Wasbrough Vizards LLP, 45 Clarendon Road, Watford, WD17 1SZ
Accounting	Crossley Group, Star House, Star Hill, Rochester, ME1 1UX
Independent auditors	Sayer Vincent, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL
Investment advisors	James Hambro Partners LLP, 45 Pall Mall, London, SW1Y 5JG

Principal and registered office

Wellcome Wolfson Building 165 Queen's Gate London SW7 5HD

Declarations

The trustees declare that they have approved the Trustees' report above.

Signed on behalf of the BSA's Council

Signature:

Name: Hilary Newiss
Position: Chair
Date: []

Statement of financial activities

For the year ended 31 March 2022

				2022			2021
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and legacies	2	94,027	81,994	176,021	151,931	92,841	244,772
Charitable activities							
Engagement programmes	3	68,257	1,247,036	1,315,293	46,484	730,908	777,392
Education programmes	3	229,759	934,751	1,164,510	217,483	1,082,720	1,300,203
Policy, Partnerships & Impact	3	186,259	50,805	237,064	140,949	219,197	360,146
Grants Programme	3	–	2,371,862	2,371,862	–	430,101	430,101
Investments	4	13,829	–	13,829	11,927	–	11,927
Total income		592,131	4,686,448	5,278,579	568,775	2,555,767	3,124,541
Expenditure on:	5						
Raising funds		54,115	81,994	136,109	88,444	92,841	181,285
Charitable activities							
Engagement programmes	5	109,153	1,262,793	1,371,946	184,353	698,908	883,260
Education programmes	5	50,182	844,670	894,852	6,434	1,077,064	1,083,498
Policy, Partnerships & Impact	5	270,659	155,498	426,157	218,586	127,506	346,092
Grants Programme	5	–	2,262,761	2,262,761	–	468,493	468,493
Regions, branches and sections	5	–	11,427	11,427	–	3,630	3,630
Other (recruitment spend from reserves)		25,408	–	25,408	–	–	–
Total expenditure		509,517	4,619,143	5,128,660	497,817	2,468,442	2,966,259
Net (expenditure) / income before net gains on investments		82,614	67,305	149,919	70,958	87,325	158,283
Net gains on investments		12,188	–	12,188	158,678	–	158,678
Net expenditure for the period/year	7	94,802	67,305	162,107	229,636	87,325	316,961
Transfers between funds	18	2,350	(2,350)	–	–	–	–
Net income / (expenditure) before other recognised gains and losses		97,152	64,955	162,107	229,636	87,325	316,961
Other gains / (losses)		–	–	–	–	–	–
Net movement in funds		97,152	64,955	162,107	229,636	87,325	316,961
Reconciliation of funds:							
Total funds brought forward		1,736,700	274,163	2,010,863	1,507,065	186,838	1,693,903
Total funds carried forward	17	1,833,852	339,118	2,172,970	1,736,700	274,163	2,010,864

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Balance sheet

As at 31 March 2022

	Note	£	2022 £	2021 £
Fixed assets:				
Tangible assets	12		25,910	8,884
Investments	13		1,314,341	1,301,822
			<u>1,340,251</u>	<u>1,310,706</u>
Current assets:				
Debtors	14	1,272,037		490,375
Cash at bank and in hand		1,507,360		1,187,156
		<u>2,779,397</u>		<u>1,677,531</u>
Liabilities:				
Creditors: amounts falling due within one year	15	(1,946,679)		(977,374)
Net current assets			<u>832,718</u>	<u>700,157</u>
Total net assets	17		<u>2,172,969</u>	<u>2,010,862</u>
The funds of the charity:	18			
Restricted income funds			339,118	274,163
Unrestricted income funds:				
Designated funds		1,045,861		1,138,548
General funds		787,991		598,152
Total unrestricted funds			<u>1,833,852</u>	<u>1,736,700</u>
Total charity funds			<u>2,172,970</u>	<u>2,010,863</u>

Approved by the trustees on 14 September 2022 and signed on their behalf by

Hilary Newiss
Chair of CouncilKalli Bowyer
General Treasurer

Statement of cash flows

For the year ended 31 March 2022

	Note	2022	2021
		£	£
Cash flows from operating activities	20		
Net cash provided by / (used in) operating activities		337,826	384,555
Cash flows from investing activities:			
Dividends, interest and rents from investments		13,829	11,927
Purchase of fixed assets		(31,119)	(3,955)
Proceeds from sale of investments		338,165	338,373
Purchase of investments		(314,881)	(457,741)
Net cash provided by / (used in) investing activities		5,994	(111,396)
Change in cash and cash equivalents in the period		343,820	273,159
Cash and cash equivalents at the beginning of the period		1,260,912	987,753
Cash and cash equivalents at the end of the period	21	1,604,732	1,260,912

1 Accounting policies

a) Statutory information

British Association for the Advancement of Science is an unincorporated charity registered with the Charity Commission in England & Wales and Scotland. The registered office address is Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD.

b) 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 in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102). The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value except that investments held as fixed assets are carried at market value as at the balance sheet date.

c) Public benefit entity

The Association meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Association has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received for general purposes of the Association is credited to unrestricted funds. Income subject to specific wishes of the donor is credited to relevant restricted funds.

Subscription income is taken into the financial statements as a receipt in the year in which the subscription is received.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Provision is made in the financial statements for income tax recoverable on gift aid donations.

Gross income received from the Association's investment portfolio is reinvested with the Association's portfolio fund managers for the acquisition of further stocks.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Association; this is normally upon notification of the interest paid or payable by the bank.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Association has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Association of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised. The trustees' annual report sets out more information about their contribution to the work of the Association.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies (continued)

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

p) Creditors and provisions

Creditors and provisions are recognised where the Association has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Association 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 bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The Association operates under an auto enrolment scheme and auto enrolls the new employees into the Government's NEST scheme. Pre 1 July 2014, employees are in an AEGON pension scheme. The Association matches the minimum 1% contribution and pays (on a sliding scale) up to two times the contributions made by employees to the schemes which can range between 1% and 5% of gross salary. The pension charge recorded in these financial statements is the amount of contributions payable by the Association in the accounting year.

2 Income from donations and legacies

	2022			2021		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Subscriptions and donations	8,308	–	8,308	11,077	–	11,077
Donations and legacies income	2,077	–	2,077	65,383	–	65,383
Donated services and facilities – office space	65,591	–	65,591	62,468	–	62,468
Other income	18,051	81,994	100,045	13,003	92,841	105,844
	94,027	81,994	176,021	151,931	92,841	244,772

3 Income from charitable activities

	2022			2021		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
British Science Festival	–	523,973	523,973	–	91,939	91,939
Other engagement programmes	68,257	723,063	791,320	46,484	638,968	685,452
Sub-total for engagement programmes	68,257	1,247,036	1,315,293	46,484	730,907	777,392
Education programmes	229,759	934,751	1,164,510	217,483	1,082,721	1,300,204
Policy, Partnerships & Impact	186,259	50,805	237,064	140,949	219,197	360,146
Grants Programme	–	2,371,862	2,371,862	–	430,100	430,100
Branches and sections	–	–	–	–	–	–
Total income from charitable activities	484,275	4,604,454	5,088,729	404,916	2,462,926	2,867,842

4 Income from investments

	2022			2021		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Dividends	13,736	–	13,736	11,607	–	11,607
Interest	93	–	93	320	–	320
	13,829	–	13,829	11,927	–	11,927

Notes to the financial statements

For the year ended 31 March 2022

update

5a Analysis of expenditure (current year)

	Charitable activities								2022 Total £
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £	
Staff costs (Note 8)	68,746	431,741	270,500	227,729	–	147,706	26,077	188,555	1,361,054
Direct costs	17,665	631,099	426,399	111,983	11,427	2,003,299	–	56,073	3,257,945
Investment managers' fees	–	–	–	–	–	–	–	11,171	11,171
Office costs	–	–	–	–	–	–	574	222,434	223,008
Depreciation and disposals	–	–	–	–	–	–	–	14,093	14,093
Legal and professional	–	–	–	–	–	–	11,750	154	11,904
Irrecoverable VAT	–	–	–	–	–	–	–	128,306	128,306
Office service charge	–	–	–	–	–	–	–	101,039	101,039
Office equipment	–	–	–	–	–	–	–	–	–
Insurance	–	–	–	–	–	–	–	8,238	8,238
Marketing and PR	–	–	–	–	–	–	–	11,902	11,902
	86,411	1,062,840	696,899	339,712	11,427	2,151,005	38,401	741,965	5,128,660
Support costs	47,170	293,383	187,884	82,048	–	106,072	–	(716,557)	.00
Governance costs	2,528	15,723	10,069	4,397	–	5,684	(38,401)	–	–
Total expenditure 2022	136,109	1,371,946	894,852	426,157	11,427	2,262,761	–	25,408	5,128,660

Notes to the financial statements

For the year ended 31 March 2022

5b Analysis of expenditure (prior year)

	Charitable activities								2021	Total £
	Cost of raising funds £	Engagement programmes £	Education programmes £	Policy, Partnerships & Impact £	Regions, branches and sections £	Grants Programme £	Governance costs £	Support costs £		
Staff costs (Note 8)	93,754	297,629	265,685	204,688	–	100,219	37,317	155,114		1,154,406
Direct costs	8,138	333,640	592,792	59,624	3,630	283,385	–	–		1,281,209
Investment managers' fees	–	–	–	–	–	–	–	10,430		10,430
Office costs	–	–	–	–	–	–	364	283,189		283,553
Depreciation and disposals	–	–	–	–	–	–	–	15,488		15,488
Legal and professional	–	–	–	–	–	–	7,331	28,654		35,985
Irrecoverable VAT	–	–	–	–	–	–	–	148,090		148,090
Office service charge	–	–	–	–	–	–	–	29,815		29,815
Office equipment	–	–	–	–	–	–	–	49		49
Insurance	–	–	–	–	–	–	–	7,135		7,135
Marketing and PR	–	–	–	–	–	–	–	99		99
	101,892	631,269	858,477	264,312	3,630	383,604	45,012	678,063		2,966,259
Support costs	74,451	236,305	211,013	76,689	–	79,605	–	(678,063)		–
Governance costs	4,942	15,687	14,008	5,091	–	5,284	(45,012)	–		–
Total expenditure 2021	181,285	883,261	1,083,498	346,092	3,630	468,493	–	–		2,966,259

Notes to the financial statements

For the year ended 31 March 2022

6 Grant making

	2022 £	2021 £
Cost		
Wellcome Trust grants	1,788,659	–
Engagement Grants	155,223	–
Education Grants	121,300	–
PPI Grants	10,000	–
At the end of the year	2,075,182	–

7 Net income / (expenditure) for the period

This is stated after charging :

	2022 £	2021 £
Depreciation	10,658	15,101
Operating lease rentals:		
Property	35,381	29,815
Auditors' remuneration (excluding VAT):		
Audit	11,750	9,000

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,173,864	987,727
Social security costs	107,267	100,425
Employer's contribution to defined contribution pension schemes	79,923	66,254
	1,361,054	1,154,406

The following number of employees received employee benefits (excluding employer pension costs) during the period between:

	2022 No.	2021 No.
£60,000 – £69,999	–	2
£70,000 – £79,999	2	–
£80,000 – £89,999	–	1
£90,000 – £99,999	1	–
> £100,000	–	–

The total employee benefits including pension contributions of the key management personnel were £261,916 (2021: £260,389).

The Council members were not paid nor received any other benefits from employment with the Association in the year (2021: £nil). No Council member received payment for professional or other services supplied to the Association (2021: £nil).

Council members' expenses represent the payment or reimbursement of travel and subsistence costs totalling £248 (2021: £98) incurred by 2 (2021: 1) members relating to attendance at Council meetings.

Notes to the financial statements

For the year ended 31 March 2022

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the period was as follows:

	2022 No.	2021 No.
Fundraising, marketing and public relations	4.0	6.2
Engagement programmes	6.9	5.3
Educational programmes	7.3	8.2
Policy, Partnerships & Impact	5.6	4.4
Ideas Fund	2.5	1.2
Support and Governance	6.2	5.0
	32.5	30.3

10 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At the start of the year	29,269	31,883	61,152
Additions in year	942	30,177	31,119
Disposals in year	–	(29,030)	(29,030)
At the end of the year	30,211	33,030	63,241
Depreciation			
At the start of the year	25,555	26,713	52,268
Charge for the year	2,508	8,150	10,658
Eliminated on disposal	–	(25,595)	(25,595)
At the end of the year	28,063	9,268	37,331
Net book value			
At the end of the year	2,148	23,762	25,910
At the start of the Year	3,714	5,170	8,884

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2022

13 Listed investments

	2022 £	2021 £
Fair value at the start of the year	1,228,066	950,020
Additions at cost	314,881	457,741
Disposal proceeds	(338,165)	(338,373)
Net (loss)/gain on change in fair value	12,188	158,678
	1,216,970	1,228,066
Cash held by investment broker pending reinvestment	97,371	73,756
Fair value at the end of the year	1,314,341	1,301,822
Historic cost at the end of the year	1,178,874	1,146,270

Investments comprise:

	2022 £	2021 £
Shares listed on the London Stock Exchange	1,216,970	1,228,066
Cash	97,371	73,756
	1,314,341	1,301,822

14 Debtors

	2022 £	2021 £
Trade debtors	98,082	103,660
Other debtors	17	65
Prepayments	47,399	52,446
Accrued income	1,126,541	334,204
	1,272,039	490,375

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	149,799	118,809
Taxation and social security	71,663	47,588
Other creditors	68,457	114,354
Accruals	177,445	80,050
Grant accruals	1,018,738	–
Deferred income	460,577	616,573
	1,946,679	977,374

Notes to the financial statements

For the year ended 31 March 2022

16 Deferred income

Deferred income comprises both fees received in advance of the delivery of the services and grants received for future financial periods.

	2022 £	2021 £
Balance at the beginning of the period	616,573	281,257
Amount released to income in the period	(616,573)	(281,257)
Amount deferred in the period	460,577	616,573
Balance at the end of the period	460,577	616,573

17a Analysis of net assets between funds (current year)

	Unrestricted £	Restricted £	2022 Total £
Tangible fixed assets	25,910	–	25,910
Investments	1,314,341	–	1,314,341
Net current assets	493,601	339,118	832,719
Net assets at the end of the year	1,833,852	339,118	2,172,970

17b Analysis of net assets between funds (prior period)

	Unrestricted £	Restricted £	2021 Total £
Tangible fixed assets	8,884	–	8,884
Investments	1,301,822	–	1,301,822
Net current assets	425,994	274,163	700,157
Net assets at the end of the period	1,736,700	274,163	2,010,863

Notes to the financial statements

For the year ended 31 March 2022

18a Movements in funds (current year)

	At 1 April 2021 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Engagement programmes					
British Science Festival	–	523,973	(525,122)	1,149	–
Other engagement programmes	32,000	723,063	(737,671)	–	17,392
Education programmes	80,307	934,751	(844,670)	–	170,388
Policy, Partnerships & Impact	104,693	50,805	(155,498)	–	–
Grants programme	25,565	2,371,862	(2,262,761)	–	134,666
Branches	2,350	–	–	(2,350)	–
Sections and regions	29,248	–	(11,427)	(1,149)	16,672
Other	–	81,994	(81,994)	–	–
Total restricted funds	274,163	4,686,448	(4,619,143)	(2,350)	339,118
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	148,187	–	–	(68,187)	80,000
Other engagement programmes	70,000	68,257	(109,153)	50,896	80,000
Education programmes	167,000	229,759	(50,182)	(201,577)	145,000
Policy, Partnerships & Impact	237,500	186,259	(270,660)	71,901	225,000
Contingency for wind-down costs	500,000	–	–	–	500,000
Innovation Fund	15,861	–	–	–	15,861
Total designated funds	1,138,548	484,275	(429,995)	(146,967)	1,045,861
General funds	598,152	120,046	(79,524)	149,317	787,991
Total unrestricted funds	1,736,700	604,321	(509,519)	2,350	1,833,852
Total funds	2,010,863	5,290,769	(5,128,662)	–	2,172,970

Notes to the financial statements

For the year ended 31 March 2022

18b Movements in funds (prior period)

	At 1 April 2020 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
Engagement programmes					
British Science Festival	–	91,939	(91,939)	–	–
Other engagement programmes	–	638,969	(606,969)	–	32,000
Education programmes	74,650	1,082,721	(1,077,064)	–	80,307
Policy, Partnerships & Impact	13,002	219,197	(127,506)	–	104,693
Grants programme	63,958	430,100	(468,493)	–	25,565
Branches	5,980	–	(3,630)	–	2,350
Sections and regions	29,248	–	–	–	29,248
Other	–	92,841	(92,841)	–	–
Total restricted funds	186,838	2,555,768	(2,468,442)	–	274,163
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	94,000	–	(61,606)	115,793	148,187
Other engagement programmes	95,000	46,484	(122,746)	51,262	70,001
Education programmes	128,000	217,483	(6,435)	(172,048)	167,000
Policy, Partnerships & Impact	294,000	140,949	(218,586)	21,137	237,500
Contingency for wind-down costs	500,000	–	–	–	500,000
Innovation Fund	15,861	–	–	–	15,861
Total designated funds	1,126,861	404,916	(409,372)	16,144	1,138,548
General funds	380,204	322,536	(88,444)	(16,144)	598,152
Total unrestricted funds	1,507,065	727,452	(497,816)	–	1,736,700
Total funds	1,693,903	3,283,220	(2,966,258)	–	2,010,863

19 Movements in funds – descriptions

Purposes of restricted funds

Festival of Science

These are funds received specifically to deliver the Festival of Science and have been fully spent in the year.

Other engagement programmes

These are funds received specifically to deliver Engagement Programmes. At the year end some grant funding had not been fully spent and has been carried forward.

Grants Programme

These are funds received directly to deliver the Ideas Fund programme. At the year end some grant funding had not been fully spent and has been carried forward.

Education

These are funds received predominantly to deliver work relating to the CREST awards. At the year end some grant funding had not been fully spent and has been carried forward.

Policy, Partnerships & Impact

These are funds received in order to deliver work in relation to the For Thought Summit. At the end of the year some grant funding had not been fully spent so this has been carried forward.

Sections

Sections raise their own funds as well as receive contributions from the engagement programmes. The majority of the balances are restricted funding from the British Science Festival.

Notes to the financial statements

For the year ended 31 March 2022

19 Movements in funds – descriptions (continued)

Purposes of designated fundsBritish Science Festival

These are funds set aside by management in order to support the activities of the Science Festival during the coming financial year if required.

Engagement

These are funds set aside by management in order to support the activities of the Engagement team in the coming financial year if required.

Education

These are funds set aside by management in order to support the activities of the Education Team in the coming financial year if required.

Policy, Partnerships & Impact

These are funds set aside by management in order to support the activities of the PPI Team in the coming financial year if required.

Contingency for wind-down costs

We currently hold £500,000 in designated reserves as a contingency in the case of wind down.

Innovation Fund

The availability of this fund encourages our staff to develop and implement ideas that contribute to our strategic goals during the year.

Transfers between funds

Transfers have been made between funds to enable the right reserves to be available in the right areas as described above.

20 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022	2021
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	162,107	158,282
Depreciation charges	10,658	15,101
(Profit)/loss on the disposal of fixed assets	3,435	388
(Gains)/losses on investments	(12,188)	–
Dividends, interest and rent from investments	(13,829)	(11,927)
(Increase)/decrease in debtors	(781,662)	(69,905)
Increase/(decrease) in creditors	969,305	292,616
Net cash provided by / (used in) operating activities	337,826	384,555

21 Analysis of cash and cash equivalents

	At 31 March 2021	Cash flows	At 31 March 2022
	£	£	£
Cash at bank and in hand	1,187,156	320,204	1,507,360
Cash awaiting investment	73,756	23,615	97,371
Total cash and cash equivalents	1,260,912	343,819	1,604,731

Notes to the financial statements

For the year ended 31 March 2022

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods.

		Property	
		2022	2021
		£	£
Less than 1 year		62,712	58,609
1 – 5 Years		250,848	234,438
Over 5 years		1,003,394	996,360
		1,316,954	1,289,407

The commitment relates to the service charge due under the Wellcome Wolfson Building lease. The term of the lease is for 40 years from 29 September 2003 increasing by inflation each year.

Notes to the financial statements

For the year ended 31 March 2022

23 Detail of branches, and sections and regions restricted funds

	At 1 April 2021 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2022 £
Branches					
Cardiff	-	-	-	-	-
Derby	-	-	-	-	-
Exeter	-	-	-	-	-
North West Scibar Network	-	-	-	-	-
Reading	-	-	-	-	-
South East	-	-	-	-	-
South Wales	-	-	-	-	-
South Yorkshire	-	-	-	-	-
Swansea	-	-	-	-	-
For branches set-up	2,350	-	-	(2,350)	-
Total branches restricted funds	2,350	-	-	(2,350)	-

	At 1 April 2021	Incoming resources & gains	Outgoing resources & losses	Transfers	At 31 March 2022
Sections and regions					
Agriculture & Food	391	-	(282)	-	109
Anthropology	358	-	(1,034)	676	-
Biological Sciences	1,663	-	(1,900)	237	-
Chemistry	6,239	-	(1,566)	-	4,673
Economics	2,180	-	(309)	-	1,871
Education	1,465	-	-	-	1,465
Engineering	2,764	-	(499)	-	2,265
General	1,178	-	-	-	1,178
Geography	2,659	-	(357)	-	2,302
Geology	1,618	-	(802)	-	816
History of Science	239	-	(443)	204	-
Mathematics	1,625	-	(1,074)	-	551
Medical Sciences	1,819	-	(1,224)	-	595
Physics	762	-	(293)	-	469
Psychology	3,682	-	(1,020)	-	2,662
Science & The Arts	(32)	-	-	32	-
Sociology	638	-	(623)	-	15
Total sections and regions restricted funds	29,248	-	(11,426)	1,149	18,971

Accounts



The British Association for the Advancement of Science
Trading as
The British Science Association (BSA)

Trustees' Annual Report
1 April 2020 to 31 March 2021

Charity registration number: 212479
Scotland charity registration number: SC039236

Summary

The BSA coped well with the challenges presented by the COVID-19 pandemic. Through a combination of adapting, virtualising and pausing our activities, we were able to achieve the majority of our programme goals. With support from our funders and the Coronavirus Job Retention Scheme, we avoided financial difficulties and achieved a modest surplus. We have developed an exciting and ambitious new vision, mission and strategic goals for the next ten years, leading up to the organisation's bicentenary in 2031.

Section One: Objectives and Achievements

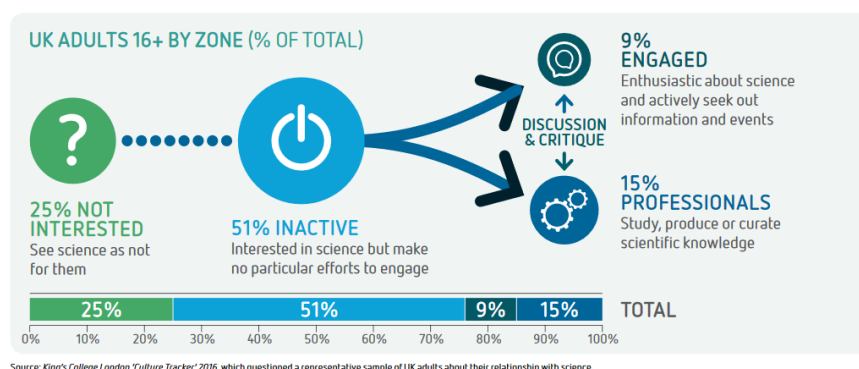
This year represented the final year of a three-year business plan in which our **vision** was of a world where science is seen as a fundamental part of our culture and society. Our **mission** was to transform the diversity and inclusivity of science; to reach under-served audiences and increase the number of people who are actively engaged and involved in science.

Our **strategic objectives** were:

1. Focus our activities on 'Not interested' and 'Inactive' audiences
2. Campaign for young people's experience of science education to engage all students, not just future scientists
3. Influence people who have a professional link with science to be more inclusive, reach more diverse audiences and see science as a cultural activity

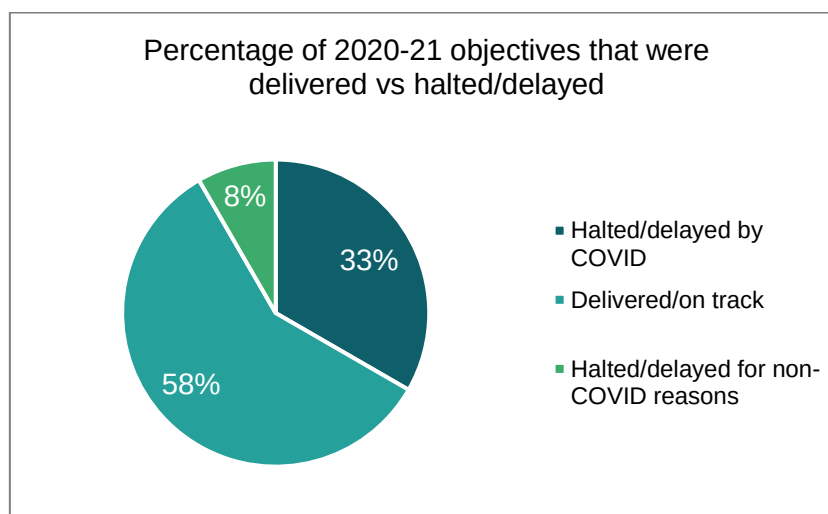
Our **audience model** helped us understand our audiences and our impact. The model divides people into four groups, called 'zones', depending on their relationship with science – their attitudes, behaviours and confidence around science.

The British Science Association's mission is to transform the diversity and inclusivity of science; to reach under-served audiences; and to increase the percentage of the UK population who are actively engaged and involved in science.



Our programmes and other activities aim to increase the number of people who are actively engaged in science, and ensure that this group is diverse, inclusive and representative of society.

Overall we achieved 76% of our 2020-21 business plan goals, though a sizable minority were delayed due to Covid.



Our main programmes, along with their key achievements during 2020-21, are described below.

British Science Festival <https://britishsciencefestival.org/>

An annual five-day celebration of science, hosted by a different University each September. The 2020 Festival was due to be hosted by Anglia Ruskin University in Chelmsford but was postponed until September 2021 due to the pandemic.

British Science Week www.britishscienceweek.org/

An annual grassroots celebration of science with events and activities taking place in schools, local community groups and national cultural institutions across the UK. As well as free resources (schools' activity packs, marketing resources) and opportunities for the public to engage in the Week, we also provide 'micro grants' to schools and community groups to enable them to participate.

The 2021 British Science Week was mostly online and reached thousands of people across the UK. The theme for the Week was 'Innovating for the Future' and this inspired over 70,000 students to take part in our schools' poster competition with top entries selected by teachers and submitted digitally. We worked with presenters Maddie Moate and Greg Foot to commission two special editions of their 'Let's Go Live' YouTube show, for families and schools, which have received almost 30,000 views.

After the success of the Smashing Stereotypes digital campaign from the previous year, we continued with the campaign this year and provided a range of case studies from scientists, engineers and technicians to encourage STEM employees and researchers to share their stories about what they do in their day-to-day work – to highlight the diversity of the STEM workforce and the broad range of jobs and careers available.

We developed three activity packs for schools – Early Years, Primary and Secondary and explicitly linked them to our Smashing Stereotypes campaign to highlight diverse STEM role models. Our activity packs received over 100,000 downloads.

We awarded over 500 Kick Start grants to schools, for activities which reached over 12,000 participants. To be eligible, schools had to have a high proportion of pupils either eligible for pupil premium or from BAME backgrounds or be a small school in a remote and rural location. 68% of schools awarded grants met the pupil premium criteria, 35% met the BAME criteria and 29% were remote and rural. British Science Week coincided with the first week that schools went back post lockdown so many of the events and activities were run either virtually or socially distanced.

We awarded over 120 community grants to community groups to run events and activities both during and beyond British Science Week. To be eligible, community groups had to work with audiences who are traditionally under-represented in science - either people from ethnic minorities or disadvantaged in terms of education and income or with disabilities or living in a remote and rural location. The grants enabled over 13,000 participants to be involved - 31% of participants identified as non-White, 34% to have a disability and 14% of events were held in remote and rural locations. We asked all applicants to have a contingency plan in place in case of lockdown and most of the events and activities during the week were carried out virtually or in a socially distanced way.

Case study:

Transition Buxton is a climate change and environment Community Interest Company based in the north of England. Their aim is to bring people in the community together to work on projects that will help Buxton thrive and adapt in the face of climate change. For British Science Week, they sent out soil testing kits to families all around Buxton and used the results to create the Buxton Soil Map.

More detail here: www.britishscienceweek.org/transition-buxton/

CREST Awards www.crestawards.org/

The BSA's flagship education programme, which inspires young people to think and behave like scientists and engineers. CREST recognises young people's achievement in STEM project work and is available at a range of levels to suit students aged 5 to 19. Participation dipped while schools were closed but rose again afterwards.

We released a free 'CREST at home' resource for families, and then a '[low-resource](#)' section of the resource library to enable teachers and students to continue to run CREST remotely. Considering the challenges of the past year, we are delighted that over 22,000 young people across the UK have engaged in hands on STEM projects either at home or through school and achieved CREST Awards.

Level	CREST Submissions April 2020 - March 2021
Star	4,953
SuperStar	8,940
Discovery	2,470
Bronze	3,807
Silver	672
Gold	1,309
Total	22,151

This year, we developed two mapping/guidance resources to help teachers deliver the curriculum using CREST:

- Our CREST in the primary curriculum resource, funded by the Worshipful Company of Horners, was released in the Autumn term, and it has been well received online.
- In March, we then released the Gatsby funded guidance pack for running CREST to support the secondary curriculum: 'Investigative Practical Science in the Curriculum: Making it Happen'.

We have continued to promote CREST via CREST accreditation, using our new suite of accreditation materials, including kitemark and accreditation guidelines, gifs and statics to help cement partner links to CREST. Recent accreditations have included partnerships with Curiosity Box and Letterbox Lab. These STEM subscription box schemes represent an opportunity for much wider partnership building, and more fundable opportunities, for example, the Discovery level 'Potterbot' project run by Curiosity Box, which also linked up with British Science Week. During the week, over 70 schools in the Stoke opportunity area participated, as well as accredited boxes being distributed via foodbanks: [Pupils create 'potterbots' to explore science - Stoke-on-Trent Live \(stokesentinel.co.uk\)](#)

In 2020/21, the team have worked hard to move CREST Star, Superstar, Silver and Gold levels over to the Survey Monkey Apply platform, since the previous 'Fluid Review' platform was being discontinued. This involved a huge amount of technical work, as well as communications with users and the safe transfer of data. The transition has been successful, with very little disruption to CREST users.

CREST for Under-represented Audiences

In order to fulfil our strategic aims of reaching audiences under-represented in science, we have continued to offer micro-grants, funded by UKRI, to help schools working with target audiences (pupils eligible for pupil premium or equivalent, or from minority ethnic backgrounds, or based in rural and remote locations) to engage with the CREST Award scheme. Despite school closures, demand for these grants remained healthy, and we were able to award 91 grants to schools around the UK, as well as offering these schools free CREST Awards for the year. 53% of the total grants were offered to primary schools, in line with our strategic aim to increase primary participation in CREST.

Case studies:

A primary school in Cheshire organised various projects eligible for Star/Superstar and Discovery awards including: a wind power machine, an alarm making kit, soap making kit, plastic sorting kit, dissolving kit and make your own plasma. They also planned to use STEM Ambassadors to support the projects via zoom meetings.

A community group in Lancashire delivered a STEM club for children aged 11 to 14, exploring the science behind different activities which the young people like to take part in e.g. magic, music, sport and art. Workshops were led by youth workers who encouraged the group to deliver their own STEM projects based on their own interests working towards

CREST Bronze and Silver awards. They then shared these with other young people to demonstrate their learning and new skills.

Under-represented Audiences (URA) Network

In order to better meet the needs of young people from background that are underrepresented in science (and those who are teaching them) we have set up a new network of schools who have either received Kick Start (British Science Week) grants, or the CREST URA grants. These schools will be offered additional and ongoing opportunities and support to engage with our programme. So far we have over 300 teachers in the network, with approximately 1/3 being from secondary, 1/3 from primary and 1/3 from SEN schools.

We held focus group sessions with the URA network in November and March, with teachers from Primary, Secondary, FE and SEND settings. We discussed the immediate challenges they faced due to the pandemic, and also sought to understand how we could improve our grants programmes in the future. Appetite for STEM enrichment is high amongst this group as they see the benefits to their students at this time, however there was concern amongst the teachers that the 'catch up' narrative might mean that the focus is taken away from STEM and practical subjects by senior leaders, and resources removed from extra-curricular activities.

We discussed the needs of the teachers at this time and will be feeding this into our summer term plans for an online 'conference', as well as starting a new 'Buddies' program next year to connect more experienced CREST teachers with those new to doing CREST with their students.

CREST in Wales

CREST has been supported by the Welsh government for many years, with all the secondary CREST levels being completely free for Welsh schools and increasing banks of translated resources available in both Welsh and English. We have continued this relationship this year, and made plans to extend the support offered, so that all CREST levels will be free in Wales from Summer 2021. This represents a significant show of confidence from the Welsh government both in the power of CREST to impact young people, and also in the BSA.

For Thought <https://forthought.uk/>

This year, we also re-launched the former Huxley Summit under a new name, *For Thought*. When we originally named the Summit after Thomas Huxley, we did so because we felt he (and, specifically, the famous Huxley/Wilberforce debate at our [annual meeting](#) in 1860) epitomised the spirit of the Summit: a platform to exchange ideas on emerging topics and pressing issues. But, throughout the course of 2020, we began looking more deeply at Huxley. We found he held views on race and genetics that aren't just antiquated by today's standards, they are offensive; they do not represent our views, values, philosophy or focus, nor our diverse community of speakers and attendees.

We have also expanded *For Thought* from a day-long event, held in London each November, to a series of events and activities. Due to the pandemic, these were all held online. The thought leadership programme aims to give leaders from business, policy, science and civil society a platform to address the key scientific and social challenges facing the world in the 21st century.

From January – March 2021, we held six virtual roundtables and three public-facing panel discussions on the topics of resilience, innovation and environmental prosperity. The roundtables involved around 80 leaders from business, science, policy and civil society while the events attracted an audience of almost 400 leaders which led to the *For Thought* report, 'Build Better: what can be learned from the COVID-19 pandemic to a resilient, innovative and prosperous future for all'.

All-Party Parliamentary Group (APPG) on Diversity & Inclusion in STEM

www.britishtscienceassociation.org/appg

The BSA provides the Secretariat for this APPG. It is chaired by Chi Onwurah MP and has members and officers from across the political spectrum and both Houses. The Group was re-formed in the wake of the general election and published the findings of its first inquiry into equity in STEM education in June 2020. The publication of the report generated coverage in national and education sector media and was well received by stakeholders in the sector. The Group will continue to press for reforms towards its recommendations.

In November, the Group launched its second inquiry about equity in the STEM workforce. During the call for evidence window (November 2020 to February 2021), the inquiry received over 80 submissions. We also held four expert roundtables in February and March to further explore the key issues.

UK Science Festivals Network (UKSFN) <http://sciencefestivals.uk/>

The BSA manages the UKSFN which has a membership of more than 40 science festivals (and non-science festivals who programme science content) across the UK.

The fourth UK Science Festivals Network conference was held virtually and attracted 142 science festival organisers, partners and collaborators from 11 different countries. The effects of a global pandemic on festivals were one of the main topics for discussion – particularly the rise of remote engagement and combatting misinformation.

Our 'Making Connections' programme awards grants to Science Festivals to support them in engaging young people from low socio-economic backgrounds with research and provide a safe place for researchers to test out public engagement activities. We funded 10 projects across the UK. Projects ranged from digital dance workshops with young people with disabilities and movement specialists, to co-designing skateparks with young skaters and architectural researchers.

Future Forums <https://www.britishtscienceassociation.org/future-forums>

Research undertaken by the BSA indicates young people do not feel able to have their say on the issues affecting their future. In our Future Forums programme, we work with research or policy organisations to gather the views of young people on new and emerging science and technology topics. This year we partnered with the Wellcome Centre for Human Genetics and Fusion to understand young people's views of COVID-19, genetics research and medical data.

Media Fellows www.britishtscienceassociation.org/media-fellows

The BSA's Media Fellowships provide a unique opportunity for practising scientists, clinicians and engineers to spend two to six weeks working at the heart of a media outlet such as the Guardian, BBC Breakfast or the Daily Mail. The Fellows are mentored by professional journalists and learn how the media operates and reports on science, how to communicate with the media and to engage the wider public with science through the media. The 2020-21 scheme was especially challenging due to widespread homeworking, however, we successfully placed five Fellows at national media outlets including BBC News, *The Economist*, WIRED UK and New Scientist. The BSA has decided to seek a new partner to host the scheme from next year.

Sustaining Excellence programme

We continued to make good strides with this programme, despite the pandemic. We initially paused our organisation-wide equality, diversity & inclusion (EDI) training programme and meetings of the Inclusive Science Engagement Network (ISEN) in spring and summer; these resumed in the autumn. Once the training sessions had concluded, we worked with our learning partners to develop a legacy pack from the internal training sessions, to act as refresher content for existing staff and self-guided learning for new starters.

Our research agency delivered the results of their study of people self-identify as not interested or inactive towards science, which we have used to develop a series of principles to inform our future work. These were also discussed at a roundtable, hosted by BSA President Professor Lord Ara Darzi, with leaders from the science and science engagement sector alongside two of the BSA's Community Leaders.

The Ideas Fund www.theideasfund.org

In January 2021 we launched a new grants programme, which looks to support communities to work with researchers in trying out new ideas related to mental wellbeing. Funded by the Wellcome Trust, this pilot programme is being delivered in four areas of the UK (Hull, Oldham, North West, Northern Ireland and the Highlands and Islands of Scotland) and has a particular focus on reaching groups who have been under-served by this type of opportunity in the past. An intensive period of co-design work prior to the launch led to a supported application journey involving webinars, 1:1 discussions and the opportunity to be matched with a researcher. We'll be gathering learning on the approach of the Fund to both inform future rounds and share with the wider public engagement and research sectors.

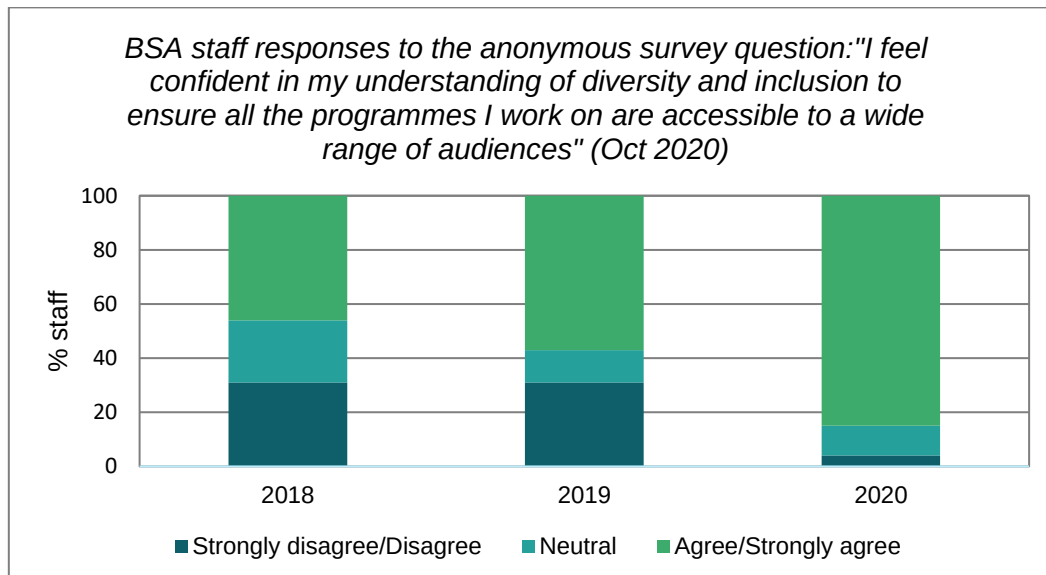
BSA'S Historic Archive

<https://www.wileydigitalarchives.com/british-association-for-the-advancement-of-science/>

Wiley launched an online digitised collection of the British Association's archives from 1831 to the 1970s, with funding from JISC.

Equality, diversity and inclusion <https://www.britishtscienceassociation.org/edi>

We succeeded in our aim to have a balance of speakers (no all-male or all-white panels) and audiences (50/50 male/female and representing different communities of the UK including non-scientists). We increased rates of staff understanding of EDI and inclusivity (as reported by staff in our annual staff survey, see graph below) and rolled out Time to Change and Disability Confident across the organisation.



The trustees confirm they have had regard to the guidance issued by the Charity Commission on public benefit.

Key performance measures

Council uses a handful of key measures to track the BSA's performance and effectiveness.

Financial efficiency: This is calculated as the BSA's total overheads (Core Services and External Relations costs as a proportion of our total turnover) and remained similar to last year (23% in January 2021 compared to 22% in December 2019).

Audience measures: These measures capture the number of people participating in our programme and communications activities. Comparisons with last year are difficult because the previous financial year was 15 months long (in order to move our financial year period from a calendar year to a tax year) and due to Covid we did not capture audience participation data during the final quarter of this year. Even given the challenges of data capture and comparison, it is clear that our reach has been significantly affected by the pandemic.

Number of adults participating in BSA programmes

This figure was 15,421 for the period April to December 2020 which is 36% lower than the figure for the same period the previous year, largely due to the postponement of the annual British Science Festival.

We also look at the number of instances of BSA's work influencing policy which was three in this financial year – the same as in an equivalent period of the previous year.

Number of children and young people participating in BSA programmes

This figure was 40,245 for the period April to December 2020, which is 66% lower than the same period last year as a result of the school closures during the pandemic.

Number of people reached by our printed communications

This figure was 19,512,766 for the period April to December 2020, which is 35% lower than the figure for the same period last year, mostly due to the postponement of the British Science Festival and the impact of Covid on British Science Week.

Number of people reached by our digital communications

This figures was 74,174,305 for the period April to December 2020, which although still high, is 67% lower than the figure for the same period last year and reflects the postponement and scaling back of a handful of our programmes.

Section Two: Our future plans

Our purpose

We want a future where science is more relevant, representative, and connected to society

Science is more than a body of research, people working in a lab or even the wider industry that surrounds that.

It's also a way of asking questions, making decisions, and understanding the world. Science is a tool that everyone in the UK could and should be able to use. In fact, for us to grow as a society, it's essential that they do.

The BSA helps to make all aspects of science more relevant, more representative, and more connected to everyday life.

Our mission

Let's break down barriers...

The science sector has many structural and system-wide barriers that it's time to remove. In particular, we're working with business leaders, policy makers, scientists, community leaders, teachers, and many others to say goodbye to the old stereotypes of who a scientist 'should be'. With their help, we're bringing more voices into the conversation, to help more people see science (in all its forms) as a relevant part of their lives.

Our vision

...So good ideas can thrive

The UK is bursting with potential. We're unlocking it. And we won't stop until people and communities who've typically been overlooked by science can confidently play their part.

We're striving for a future where everyone is represented and has their voice heard on the issues that matter to them. So, science goes beyond being a lesson at school and becomes a way of thinking and making decisions – about looking after your health, protecting the planet and choosing and using new technology.

In that future, everyone has the potential to contribute, whether it's through the ideas they engage with, the jobs they do or the lifestyles they lead.

In that future, scientists understand and include different perspectives, help more communities, and make even more breakthroughs.

In that future, society shapes science. And society is all the stronger for it.

Strapline

A future where science is more relevant, representative, and connected to society.

Our values, personality and tone of voice

Our values How we behave as an organisation	We are audience-focused	We are connective and inclusive	We are forward thinking	We are brave and challenging
Our personality How people can relate to us	Open	Collaborative	Bold	Optimistic
Our tone of voice How we communicate	Understandable We use everyday language that is open and inviting. Our communications aim to involve and engage more people – especially those from currently under-represented or marginalised groups – whilst being carefully tailored for the audience in question.	Approachable We actively encourage open dialogue, listen to others' points of view, and, champion missing voices.	Spirited We are honest and reflective about our work. We seek to both learn from and share best practice.	Confident We are positive, energetic and pose interesting questions. We seek to challenge the status quo and are clear and upfront where we need to be.

Ten-year objectives

A) For more people, especially those from currently under-represented groups, to feel that science is relevant to their lives

Provide engagement activities that effectively **reach and engage under-served audiences** with science and use these activities to **understand** and **disseminate** good practice.

Enrich young people's experience of science in a way that encourages more of them to see science as **relevant** to their lives and to **study/work** in science.

Partner with **communities** to enable them to **conduct, influence or apply** science/research e.g. involvement in discussions about emerging technologies, decisions on research funding priorities, citizen science.

B) For more people, especially those from currently under-represented groups, to play a bigger role, have a more powerful voice, and build stronger relationships in/with the STEM sector

Amplify the 'missing voices' in science to champion those whose voices are often overlooked in science-based conversations.

Set up **participatory structures** to facilitate dialogue, foster mutual understanding and transfer power between communities and science/research professionals.

Enable **collaboration and dialogue** to improve the way science is applied and used among business, policy and third sectors.

C) Build the capacity of the BSA and the science/research engagement sector to:

Understand and **address structural inequalities** in science engagement.

Advocate for the adoption of a more **participatory** and transformative form of science engagement.

Improve the BSA's/sector's **diversity** and **inclusivity**.

Section Three: Financial Review

The Statement of Financial Activities shows net income for the year of £158,282 (2020: net income of £131,023) excluding net gains on investment assets of £158,678 (2020: £28,148 gain).

Key funders of activities during the year include UKRI, Anglia Ruskin University and the Wellcome Trust. The BSA does not engage in fundraising from the public.

Total income of £3.12 million was lower than last year (2020: £4.19 million).

Total expenditure of £2.96 million was lower than last year (2020: £4.0 million).

The expenditure on individual programmes shown on the SOFA is dependent on the activities within the programmes and the funding received.

Funders/ sponsors:

3M
ACS
Anglia Ruskin University
Astra Zeneca
Atos
British Pharmacological Society
British Society of Haematology
British Society for Immunology
Business Support Centre Leeds
Drax
Edinburgh Napier University
Education Endowment Foundation (EEF)
Ernst & Young (EY)
Food & Farming Discovery Trust
Future Plc (How It Works magazine)
Gatsby Charitable Foundation
Greater London Authority
Harper Collins Publishers
Hopscotch Consulting
Institution for Engineering & Technology (IET)
Institute of Biomedical Sciences
Institute of Physics
Into Film
Institute for Research in Schools (IRIS)
James Weir Foundation
John Innes Centre
Leeds Museums and Galleries
Lloyds Register Foundation
Mewburn Ellis
National Farmers Union
Natural Environment Research Council (NERC)

Natural History Museum (NHM)
Nutrition Society
OCR
Physiological Society
Quadram Institute Bioscience
RELX /Elsevier
Royal Academy of Engineering
Royal Commission for the Exhibition of 1851
Royal Society of Chemistry
Sciencewise
Society for Advanced Microbiology
STEM Learning
The Reading Agency
The Royal Society
The Worshipful Company of Horners
Trainline
University College London (UCL)
UK Antarctic Heritage Trust (UKAHT)
UK Centre for Ecology & Hydrology (UKCEH)
UK Research and Innovation (UKRI)
University of Cambridge
University of the West of England
University of York
URENCO
Wellcome Centre for Human Genetics
Wellcome Trust
Welsh Government
WWF UK
Yakult
Zinc

Risk Management

The purpose of the BSA's Risk Register is to enable the British Science Association's trustees to identify the main risks the charity faces and record how to deal with them. The information in this framework is reviewed by the Senior Management Team on a monthly basis and twice-yearly by the Audit & Risks Committee. The register is then available for review at Council meetings. A full overhaul of the risk register was undertaken in winter 2019.

This framework is divided into five areas based on Charity Commission guidance (CC26¹):

1. Strategic risks
2. Operational risks
3. Financial risks
4. Governance risks

¹ <https://www.gov.uk/government/publications/charities-and-risk-management-cc26/charities-and-risk-management-cc26#annex-1-risk-register-template-with-examples-of-use>

5. Compliance and legislative risks

Key areas of risk include:

1. Impact - risk of not achieving our desired impact. This is mitigated through breaking our strategic objectives into programme activities which are effectively evaluated. Progress is tracked quarterly against business plan and balanced scorecard measures.
2. Income – the risk of a shortfall against fundraising targets and a drop in investment value rose with the outbreak of coronavirus and consequent economic damage. Management accounts are reviewed monthly & forecast income/spend altered accordingly.
3. Ongoing implications of the pandemic – it is unclear what the picture for autumn 2021 and beyond will look like in the UK. Therefore we need to retain flexibility with our policies and guidelines in the event that our offices and facilities become unavailable again or programmes have to be adapted, postponed or cancelled at short notice.

Reserves policy

At their meeting in March 2020, Council approved a revised, risk-based reserves policy, proposed by the Finance Committee. Reserves will be based on the following key principles:

1. Working capital provision - £500k to 800k
2. Loss or delay in funding - £800k
3. Wind down costs - £300k - £500k

Proposed reserves range to *aim for*: between £1.6m and £2.1m

The Trustees recognise that the current reserves are £1.7m and will continue to aim to work towards holding unrestricted reserves within the above range in the coming years.

The BSA's trustees are satisfied that there are no concerns about the BSA's existence as a going concern.

Section Four: Structure, Governance and Management

Charter, statutes and rules

The British Association for the Advancement of Science was founded in 1831 and is incorporated by Royal Charter. The Charter is dated 21 April 1928 and there have been Supplemental Charters dated 15 August 1960, 10 February 1997. The Association's Statutes were revised and approved by the Privy Council in May 2006. In April 2020, the Privy Council approved an updated version of the BSA's Charter and Statutes.

Council has approved Rules which are reviewed regularly by Council and may be altered by a majority vote in Council.

Registered and operating names

The British Science Association is the operating name for (and a registered trademark of) the British Association for the Advancement of Science. The registered name of the charity remains as the British Association for the Advancement of Science.

Council

The governing body of the British Science Association is Council. Members of Council comprise the following people who are entitled to vote at Council meetings:

- The Chair of
- The Vice (deputy) Chair
- The Treasurer
- Up to three Vice-Presidents who advise on specific matters
- Up to eight people appointed as determined by Council

In addition, the President, President-elect and immediate Past President, if not Trustees, are entitled to attend Council but not to vote.

Council normally meets four times a year, once per quarter. Its function is to agree a vision and strategy for the charity and to direct all the affairs and business of the organisation. Council may delegate its powers to the staff or its Committees.

Members of Council normally serve for a period of three years with the option of being reappointed for a further three years as long as any continuous period in office does not normally exceed six years. In exceptional circumstances, by two thirds majority vote in Council of all members present, a further year's extension is permitted.

Trustee induction and training

Following their election or appointment, a standard induction pack is sent to all new Trustees before they attend their first Council meeting. The induction pack comprises relevant Association and Charity Commission documents and information including the Charity Governance Code. External training opportunities for new and existing Trustees are offered in addition to away days and ad hoc meetings. Council members are invited to meet staff to learn more about the Association's work before the beginning of each meeting, and also invited to many of the Association's events.

Finance Committee (incorporating the Investment Committee)

The Finance Committee comprises four members of the Council plus the treasurer. Meetings are usually held four times a year and attended by the Finance Director and Chief Executive. Finance Committee advises Council on financial strategy and, in its role as the Investment Committee, oversees the work of our investment managers.

Audit & Risks Committee

The Audit & Risks Committee appointments comprises two members of Council (including the Treasurer), an independent chair and one further independent member. It meets twice a year and meetings are attended by the Finance Director and Chief Executive.

Council has appointed a professional auditor of the Association, who is qualified for appointment as auditor of a company in accordance with the provisions of the Charities Act. The auditor attends meetings of the Committee as and when required.

Council Members

Brian Ratcliffe and Suzi Gage extended their terms by 6 months whilst discussions regarding the future of General Committee were on-going, and then stepped down from Council in March 2020. Steven Hill stepped down in October after completing two terms. Five new trustees were appointed to Council through an open appointments process: Kate Mingay, Joe de Sousa, Rubina Ahmed, Kafui Tay and Raj Jethwa. Darryl Brissett-Dowe stepped down in March 2021 for personal reasons.

Council: term dates, attendance register and membership of sub-Committees

Council member attendance 2020

Name	Role	Elected /appointed	Retiring	26 th March 2020	23 rd June 2020	1 st October 2020	10 th December 2020
Gisela Abbam	Chair	2019	2022	Y	Y	Y	Y
Matt Locke	Deputy Chair	2015	2021	Y	Y	Y	Y
Kalli Bowyer	Treasurer	2018	2021	Y	Y	Y	Y
Catherine Brown	VP Policy, Partnership & Impact	2019	2022	N	Y	N	Y
Stephen Nuttall	VP Engagement	2017	2024	Y	Y	Y	N
Louise Archer	VP Education	2015	2021	Y	Y	Y	Y
Suzi Gage	Trustee (elected)	2013	2020	Y	N/A	N/A	N/A
Sarah Main*	Trustee (elected)	2017	2023	N	Y	N	N
Brian Ratcliffe	Trustee (elected)	2013	2020	Y	N/A	N/A	N/A
Darryl Brissett-Dowe	Trustee (elected)	2019	2022	Y	Y	N	Y

Steven Hill	Trustee (appointed)	2014	2020	Y	Y	Y	N/A
Kafui Tay	Trustee (appointed)	2020	2023	N/A	N/A	Y	Y
Joe de Sousa	Trustee (appointed)	2020	2023	N/A	N/A	Y	Y
Kate Mingay	Trustee (appointed)	2020	2023	N/A	N/A	Y	Y
Raj Jethwa	Trustee (appointed)	2020	2023	N/A	N/A	Y	Y
Rubina Ahmed	Trustee (appointed)	2020	2023	N/A	N/A	Y	Y

**Sarah Main had a recurring conflict when most Council meetings were scheduled for the same day of the week and consequently the schedule for 2021 has been changed*

Membership of sub-Committees

Name	Finance Committee	Audit & Risk Committee	Honorary Fellowship Committee	Nominations Committee
Gisela Abbam			Y	
Matt Locke	Y			Y
Kalli Bowyer	Y	Y		
Catherine Brown		Y		
Stephen Nuttall	Y			Y
Louise Archer			Y	
Sarah Main	Y			
Darryl Brissett-Dowe				Y
Steven Hill (Retired from Council Oct 2020)	Y			
Rubina Ahmed*	Y			
Joe de Sousa*			Y	
Raj Jethwa*		Y		
Kate Mingay*	Y	Y		
Kafui Tay*	Y		Y	

*from October 2020

Section Five: Reference and Administrative details

Senior Staff

Katherine Mathieson	Chief Executive
Gill Riches	Director of Programmes
Amy MacLaren	Director of External Relations
Graeme Copestake	Director of Finance (outsourced)

Advisors

Bankers	NatWest Bank plc, 208 Piccadilly, London, W1A 2DG
Solicitors	Veale Wasbrough Vizards LLP, 45 Clarendon Road, Watford, WD17 1SZ
Accounting	Crossley Group, Star House, Star Hill, Rochester, ME1 1UX
Independent auditors	Sayer Vincent, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL
Investment advisors	James Hambro Partners LLP, 45 Pall Mall, London, SW1Y 5JG

Principal and registered office

Wellcome Wolfson Building 165 Queen's Gate London SW7 5HD

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the BSA's Council

Signature:

Name:	Gisela Abbam
Position:	Chair
Date:	5 October 2021

Independent Auditor's report to the members of The British Association for the Advancement of Science

Opinion

We have audited the financial statements of The British Association for the Advancement of Science (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011 and of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 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 British Association for the Advancement of Science's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient and proper accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; 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 in the trustees' annual report, 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's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Finance and Audit Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The

risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

17 December 2021

Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

British Association for the Advancement of Science

Statement of financial activities

For the year ended 31 March 2021

	Note	Unrestricted £	Restricted £	Year to 31 March 2021 Total £	Unrestricted £	Restricted £	31 March 2020 Total £
Income from:							
Donations and legacies	2	151,931	92,841	244,772	123,556	90,811	214,367
Charitable activities							
Engagement programmes	3	46,484	730,908	777,392	217,800	1,198,344	1,416,144
Education programmes	3	217,483	1,082,721	1,300,204	318,134	1,532,815	1,850,949
Policy, Partnerships & Impact	3	140,949	219,197	360,146	253,868	336,966	590,834
Grants Programme	3	-	430,100	430,100	-	96,703	96,703
Regions, branches and sections	3	-	-	-	-	4,604	4,604
Investments	4	11,927	-	11,927	20,377	-	20,377
Total Income		568,774	2,555,767	3,124,541	933,735	3,260,243	4,193,978
Expenditure on:	5						
Raising funds		88,444	92,841	181,285	116,077	-	116,077
Charitable activities							
Engagement programmes	5	184,353	698,908	883,261	321,253	1,190,548	1,511,801
Education programmes	5	6,434	1,077,064	1,083,498	(16,392)	1,548,976	1,532,584
Policy, Partnerships & Impact	5	218,586	127,506	346,092	385,928	404,917	790,845
Grants Programme	5	-	468,493	468,493	-	32,745	32,745
Regions, branches and sections	5	-	3,630	3,630	-	78,903	78,903
Total expenditure		497,817	2,468,442	2,966,259	806,866	3,256,089	4,062,955
Net (expenditure) / Income before net gains on investments		70,957	87,325	158,282	126,869	4,154	131,023
Net gains on investments		158,678	-	158,678	28,148	-	28,148
Net expenditure for the period/year	6	229,635	87,325	316,960	155,017	4,154	159,171
Transfers between funds	17	-	-	-	-	-	-
Net Income / (expenditure) before other recognised gains and losses		229,635	87,325	316,960	155,017	4,154	159,171
Other gains / (losses)		-	-	-	-	-	-
Net movement in funds		229,635	87,325	316,960	155,017	4,154	159,171
Reconciliation of funds:							
Total funds brought forward		1,507,065	186,838	1,693,903	1,352,048	182,684	1,534,732
Total funds carried forward	16	1,736,700	274,163	2,010,863	1,507,065	186,838	1,693,903

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Balance sheet

As at 31 March 2021

	Note	£	2021 £	2020 £
Fixed assets:				
Tangible assets	11		8,884	20,418
Investments	12		1,301,822	1,144,052
			<u>1,310,706</u>	<u>1,164,470</u>
Current assets:				
Debtors	13	490,375	420,470	
Cash at bank and in hand		1,187,156	793,721	
		<u>1,677,531</u>	<u>1,214,191</u>	
Liabilities:				
Creditors: amounts falling due within one year	14	(977,374)	(684,758)	
Net current assets			<u>700,157</u>	<u>529,433</u>
Total net assets	16		<u><u>2,010,863</u></u>	<u><u>1,693,903</u></u>
The funds of the charity:	17			
Restricted income funds			274,163	186,838
Unrestricted income funds:				
Designated funds		1,138,548	1,126,861	
General funds		598,152	380,204	
		<u></u>	<u>1,736,700</u>	<u>1,507,065</u>
Total unrestricted funds			<u>1,736,700</u>	<u>1,507,065</u>
Total charity funds			<u><u>2,010,863</u></u>	<u><u>1,693,903</u></u>

Approved by the trustees on

. and signed on their behalf by

Gisela Abbam
Chair of Council

Kalli Bowyer
General Treasurer

5th October 2021

British Association for the Advancement of Science

Statement of cash flows

For the year ended 31 March 2021

	Note	Year to 31 March 2021		15 months to 31 March 2020	
		£	£	£	£
Cash flows from operating activities	19				
Net cash provided by / (used in) operating activities			384,555		148,041
Cash flows from investing activities:					
Dividends, interest and rents from investments		11,927		20,377	
Purchase of fixed assets		(3,955)		(2,663)	
Proceeds from sale of investments		338,373		694,642	
Purchase of investments		(457,741)		(610,941)	
Net cash provided by / (used in) investing activities			(111,396)		101,415
Change in cash and cash equivalents in the period			273,159		249,456
Cash and cash equivalents at the beginning of the period			987,753		738,297
Cash and cash equivalents at the end of the period	20		1,260,912		987,753

1 Accounting policies

a) Statutory Information

British Association for the Advancement of Science is an unincorporated charity registered with the Charity Commission in England & Wales and Scotland. The registered office address is Wellcome Wolfson Building, 165 Queen's Gate, London, SW7 5HD.

b) 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 in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102). The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value except that investments held as fixed assets are carried at market value as at the balance sheet date.

c) Public benefit entity

The Association meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the Association has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received for general purposes of the Association is credited to unrestricted funds. Income subject to specific wishes of the donor is credited to relevant restricted funds.

Subscription income is taken into the financial statements as a receipt in the year in which the subscription is received.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Provision is made in the financial statements for income tax recoverable on gift aid donations.

Gross income received from the Association's investment portfolio is reinvested with the Association's portfolio fund managers for the acquisition of further stocks.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Association; this is normally upon notification of the interest paid or payable by the bank.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Association has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Association of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised. The trustees' annual report sets out more information about their contribution to the work of the Association.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

h) Expenditure and Irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Association in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the Association and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to a particular activity where the cost relates directly to that activity. However, support cost (the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function) is apportioned on the bases of an estimate, based on staff time, of the amount attributable to each activity.

Governance costs are the costs associated with the governance arrangements of the Association. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the Association's activities. These costs are allocated to each activity based on staff time.

Cost of Raising Funds:	11%
Engagement programmes:	35%
Education programmes:	31%
Policy, Partnerships & Impact	11%
New Grants programme	12%

j) Operating leases

Where assets are financed by leasing agreement that give rights approximating to ownership ("finance leases"), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments during the lease term. The corresponding leasing commitments are shown as obligations to the lessor.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £100. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment Straight line over 5 years
- Computer equipment Straight line over 3 years

l) Listed Investments

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. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "net gains/(losses) on investments" in the statement of financial activities. The Association does not acquire put options, derivatives or other complex financial instruments.

The Association's Investment Fund is invested in accordance with the Powers of Investment set out in the Schedule to the 1977 Supplemental Charter, which requires that at least 15% of the fund must comprise investments in Government and/or fixed interest securities, including interest-bearing cash deposits. Council has determined that the primary objective of investment policy should be to maintain the capital value of the fund in real terms over the long term.

m) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

n) Cash at bank and In hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

For the year ended 31 March 2021

1 Accounting policies (continued)

o) Creditors and provisions

Creditors and provisions are recognised where the Association has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The Association 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 bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The Association operates under an auto enrolment scheme and auto enrolls the new employees into the Government's NEST scheme. Pre 1 July 2014, employees are in an AEGON pension scheme. The Association matches the minimum 1% contribution and pays (on a sliding scale) up to two times the contributions made by employees to the schemes which can range between 1% and 5% of gross salary. The pension charge recorded in these financial statements is the amount of contributions payable by the Association in the accounting year.

2 Income from donations and legacies

	Year to 31 March 2021			15 months to 31 March 2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Subscriptions and donations	11,077	-	11,077	21,537	-	21,537
Donations and legacies income	65,383	-	65,383	-	-	-
Donated services and facilities – office space	62,468	-	62,468	76,554	-	76,554
Other income	13,003	92,841	105,844	25,465	90,811	116,276
	151,931	92,841	244,772	123,556	90,811	214,367

3 Income from charitable activities

	Year to 31 March 2021			15 months to 31 March 2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
British Science Festival	-	91,939	91,939	16,982	504,041	521,023
Other engagement programmes	46,484	638,969	685,453	200,818	694,303	895,121
Sub-total for engagement programmes	46,484	730,908	777,392	217,800	1,198,344	1,416,144
Education programmes	217,483	1,082,721	1,300,204	318,134	1,532,815	1,850,949
Policy, Partnerships & Impact	140,949	219,197	360,146	253,868	336,966	590,834
Grants Programme	-	430,100	430,100	-	96,703	96,703
Branches and sections	-	-	-	-	4,604	4,604
Total income from charitable activities	404,916	2,462,926	2,867,842	789,802	3,169,432	3,959,234

4 Income from Investments

	Year to 31 March 2021			15 months to 31 March 2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Dividends	11,607	-	11,607	18,970	-	18,970
Interest	320	-	320	1,407	-	1,407
	11,927	-	11,927	20,377	-	20,377

5a Analysis of expenditure (current year)

	Charitable activities					Grants Programme	Governance costs	Support costs	Year to 31 March 2021
	Cost of raising funds	Engagement programmes	Education programmes	Policy, Partnerships & Impact	Regions, branches and sections				
	£	£	£	£	£	£	£	£	£
Staff costs (Note 7)	93,754	297,629	265,685	204,688	-	100,219	37,317	155,114	1,154,406
Direct costs	8,138	333,640	592,792	59,624	3,630	283,385	-	-	1,281,209
Investment managers' fees	-	-	-	-	-	-	-	10,430	10,430
Office costs	-	-	-	-	-	-	364	283,189	283,553
Depreciation and disposals	-	-	-	-	-	-	-	15,488	15,488
Legal and professional	-	-	-	-	-	-	7,331	28,654	35,985
Irrecoverable VAT	-	-	-	-	-	-	-	148,090	148,090
Office service charge	-	-	-	-	-	-	-	29,815	29,815
Office equipment	-	-	-	-	-	-	-	49	49
Insurance	-	-	-	-	-	-	-	7,135	7,135
Marketing and PR	-	-	-	-	-	-	-	99	99
	101,892	631,269	858,477	264,312	3,630	383,604	45,012	678,063	2,966,259
Support costs	74,451	236,305	211,013	76,689	-	79,605	-	(678,063)	-
Governance costs	4,942	15,687	14,008	5,091	-	5,284	(45,012)	-	-
Total expenditure for the year 31 March 2021	181,285	883,261	1,083,498	346,092	3,630	468,493	-	-	2,966,259

5b Analysis of expenditure (prior period)

	Charitable activities					Grants Programme	Governance costs	Support costs	15 months to 31 March 2020
	Cost of raising funds	Engagement programmes	Education programmes	Policy, Partnerships & Impact	Regions, branches and sections				
	£	£	£	£	£	£	£	£	£
Staff costs (Note 7)	46,105	443,480	396,846	280,903	-	3,007	30,593	225,286	1,426,220
Direct costs	51,603	663,999	773,896	340,502	78,903	26,963	-	-	1,935,866
Investment managers' fees	-	-	-	-	-	-	-	10,261	10,261
Office costs	-	-	-	-	-	-	3,323	376,304	379,627
Depreciation	-	-	-	-	-	-	-	21,281	21,281
Legal and professional	-	-	-	-	-	-	8,800	7,570	16,370
Irrecoverable VAT	-	-	-	-	-	-	-	193,861	193,861
Office service charge	-	-	-	-	-	-	-	68,676	68,676
Office equipment	-	-	-	-	-	-	-	945	945
Insurance	-	-	-	-	-	-	-	8,006	8,006
Marketing and PR	-	-	-	-	-	-	-	1,842	1,842
	97,708	1,107,479	1,170,742	621,405	78,903	29,970	42,716	914,032	4,062,955
Support costs	17,549.00	386,270	345,687	161,875	-	2,651	-	(914,032)	-
Governance costs	820.00	18,052	16,155	7,565	-	124	(42,716)	-	-
Total expenditure for the period 31 March 2020	116,077	1,511,801	1,532,584	790,845	78,903	32,745	-	-	4,062,955

Within direct costs, 1,386 grants totalling £592,467 were paid to institutions in the year.

6 Net Income / (expenditure) for the period

This is stated after charging :

	Year to 31 March 2021 £	15 months to 31 March 2020 £
Depreciation	15,101	21,281
Operating lease rentals:		
Property	29,815	68,676
Auditors' remuneration (excluding VAT):		
Audit	9,000	8,800

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	Year to 31 March 2021 £	15 months to 31 March 2020 £
Salaries and wages	987,727	1,214,620
Social security costs	100,425	121,540
Employer's contribution to defined contribution pension schemes	66,254	90,060
	1,154,406	1,426,220

The following number of employees received employee benefits (excluding employer pension costs) during the period between:

	Year to 31 March 2021 No.	15 months to 31 March 2020 No.
£60,000 – £69,999	2	–
£70,000 – £79,999	–	1
£80,000 – £89,999	1	1
£90,000 – £99,999	–	–
> £100,000	–	1

The total employee benefits including pension contributions of the key management personnel were £260,389 (2020: £316,523).

The Council members were not paid nor received any other benefits from employment with the Association in the year (2020: £nil). No Council member received payment for professional or other services supplied to the Association (2020: £nil).

Council members' expenses represent the payment or reimbursement of travel and subsistence costs totalling £98 (2020: £2,201) incurred by 1 (2020: 8) members relating to attendance at Council meetings.

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the period was as follows:

	Year to 31 March 2021 No.	15 months to 31 March 2020 No.
Fundraising, marketing and public relations	6.2	8.3
Engagement programmes	5.3	6.8
Educational programmes	8.2	6.8
Policy, Partnerships & Impact	4.4	4.7
Ideas Fund	1.2	-
Support and Governance	5.0	5.1
	30.3	31.7

9 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At the start of the year	28,082	111,579	139,661
Additions in year	1,187	2,768	3,955
Disposals in year	-	(82,463)	(82,463)
At the end of the year	29,269	31,884	61,153
Depreciation			
At the start of the year	21,582	97,661	119,243
Charge for the year	3,973	11,128	15,101
Eliminated on disposal	-	(82,075)	(82,075)
At the end of the year	25,555	26,714	52,269
Net book value			
At the end of the year	3,714	5,170	8,884
At the start of the Year	6,500	13,918	20,418

All of the above assets are used for charitable purposes.

12 Listed Investments

	2021 £	2020 £
Fair value at the start of the year	950,020	1,005,573
Additions at cost	457,741	610,941
Disposal proceeds	(338,373)	(694,642)
Net (loss)/gain on change in fair value	158,678	28,148
	1,228,066	950,020
Cash held by investment broker pending reinvestment	73,756	194,032
	1,301,822	1,144,052
Fair value at the end of the year		
	1,301,822	1,144,052
Historic cost at the end of the year	1,146,270	955,912

Investments comprise:

	2021 £	2020 £
Shares listed on the London Stock Exchange	1,228,066	950,020
Cash	73,756	194,032
	1,301,822	1,144,052

13 Debtors

	31 March 2021 £	31 December 2020 £
Trade debtors	103,660	161,188
Other debtors	65	5,182
Prepayments	52,446	67,533
Accrued income	334,204	186,567
	490,375	420,470

14 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	118,809	26,549
Taxation and social security	47,588	51,309
Other creditors	114,354	106,497
Accruals	80,050	219,146
Deferred income	616,573	281,257
	977,374	684,758

15 Deferred Income

Deferred income comprises both fees received in advance of the delivery of the services and grants received for future financial periods.

	2021 £	2020 £
Balance at the beginning of the period	281,257	293,983
Amount released to income in the period	(281,257)	(293,983)
Amount deferred in the period	616,573	281,257
Balance at the end of the period	<u>616,573</u>	<u>281,257</u>

16a Analysis of net assets between funds (current year)

	Unrestricted £	Restricted £	2021 Total £
Tangible fixed assets	8,884	–	8,884
Investments	1,301,822	–	1,301,822
Net current assets	425,994	274,163	700,158
Net assets at the end of the year	<u>1,736,700</u>	<u>274,163</u>	<u>2,010,863</u>

16b Analysis of net assets between funds (prior period)

	Unrestricted £	Restricted £	2020 Total £
Tangible fixed assets	20,418	–	20,418
Investments	1,144,052	–	1,144,052
Net current assets	342,595	186,838	529,433
Net assets at the end of the period	<u>1,507,065</u>	<u>186,838</u>	<u>1,693,903</u>

17a Movements In funds (current year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
Engagement programmes					
British Science Festival	-	91,939	(91,939)	-	-
Other engagement programmes	-	638,969	(606,969)	-	32,000
Education programmes	74,650	1,082,721	(1,077,064)	-	80,307
Policy, Partnerships & Impact	13,002	219,197	(127,506)	-	104,693
Grants programme	63,958	430,100	(468,493)	-	25,565
Branches	5,980	-	(3,630)	-	2,350
Sections and regions	29,248	-	-	-	29,248
Other	-	92,841	(92,841)	-	-
Total restricted funds	186,838	2,555,767	(2,468,442)	-	274,163
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	94,000	-	(61,606)	115,793	148,187
Other engagement programmes	95,000	46,484	(122,746)	51,262	70,000
Education programmes	128,000	217,483	(6,435)	(172,048)	167,000
Policy, Partnerships & Impact	294,000	140,949	(218,586)	21,137	237,500
Grants programme	-	-	-	-	-
Contingency for wind-down costs	500,000	-	-	-	500,000
Innovation Fund	15,861	-	-	-	15,861
Total designated funds	1,126,861	404,916	(409,373)	16,144	1,138,548
General funds	380,204	322,536	(88,444)	(16,144)	598,152
Total unrestricted funds	1,507,065	727,452	(497,817)	-	1,736,700
Total funds	1,693,903	3,283,219	(2,966,259)	-	2,010,863

17b Movements in funds (prior period)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
George Green Memorial Fund	2,404	-	(2,404)	-	-
Engagement programmes					
British Science Festival	-	504,041	(492,841)	(11,200)	-
Other engagement programmes	-	694,303	(695,303)	1,000	-
Education programmes	-	1,532,815	(1,458,165)	-	74,650
Policy, Partnerships & Impact	80,953	336,966	(404,917)	-	13,002
Grants programme	-	96,703	(32,745)	-	63,958
Branches	67,864	4,504	(65,388)	(1,000)	5,980
Sections and regions	31,463	100	(13,515)	11,200	29,248
Other	-	90,811	(90,811)	-	-
Total restricted funds	182,684	3,260,243	(3,256,089)	-	186,838
Unrestricted funds:					
Designated funds:					
Engagement programmes					
British Science Festival	89,138	16,982	(93,682)	81,562	94,000
Other engagement programmes	144,515	200,818	(220,070)	(30,263)	95,000
Education programmes	34,798	318,134	(74,419)	(150,513)	128,000
Policy, Partnerships & Impact	176,392	253,868	(385,928)	249,668	294,000
Grants programme	-	-	-	-	-
Contingency for wind-down costs	500,000	-	-	-	500,000
Innovation Fund	23,361	-	(7,500)	-	15,861
Total designated funds	968,204	789,802	(781,599)	150,454	1,126,861
General funds	383,844	172,081	(25,267)	(150,454)	380,204
Total unrestricted funds	1,352,048	961,883	(806,866)	-	1,507,065
Total funds	1,534,732	4,222,126	(4,062,955)	-	1,693,903

18 Movements in funds – descriptions

Purposes of restricted funds

Festival of Science

These are funds received specifically to deliver the Festival of Science and have been fully spent in the year.

Other engagement programmes

These are funds received specifically to deliver Engagement Programmes. At the year end some grant funding had not been fully spent and has been carried forward.

Ideas Fund

These are funds received directly to deliver the Ideas Fund programme. At the year end some grant funding had not been fully spent and has been carried forward.

18 Movements In funds – descriptions (continued)

Education

These are funds received predominantly to deliver work relating to the CREST awards. At the year end some grant funding had not been fully spent and has been carried forward.

Policy, Partnerships & Impact

These are funds received in order to deliver work in relation to the For Thought Summit. At the end of the year some grant funding had not been fully spent so this has been carried forward.

Sections

Sections raise their own funds as well as receive contributions from the engagement programmes. The majority of the balances are restricted funding from the British Science Festival.

Purposes of designated funds

British Science Festival

These are funds set aside by management in order to support the activities of the Science Festival during the coming financial year if required.

Engagement

These are funds set aside by management in order to support the activities of the Engagement team in the coming financial year if required.

Education

These are funds set aside by management in order to support the activities of the Education Team in the coming financial year if required.

Policy, Partnerships & Impact

These are funds set aside by management in order to support the activities of the PPI Team in the coming financial year if required.

Contingency for wind-down costs

We currently hold £500,000 in designated reserves as a contingency in the case of wind down.

Innovation Fund

The availability of this fund encourages our staff to develop and implement ideas that contribute to our strategic goals during the year.

Transfers between funds

Transfers have been made between funds to enable the right reserves to be available in the right areas as described above.

19 Reconciliation of net Income / (expenditure) to net cash flow from operating activities

	Year to 31 March 2021 £	15 months to 31 March 2021 £
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	316,960	159,171
Depreciation charges	15,101	21,281
(Profit)/loss on the disposal of fixed assets	388	-
(Gains)/losses on investments	(158,678)	(28,148)
Dividends, interest and rent from investments	(11,927)	(20,377)
(Increase)/decrease in debtors	(69,905)	78,060
Increase/(decrease) in creditors	292,616	(61,946)
Net cash provided by / (used in) operating activities	384,555	148,041

20 Analysis of cash and cash equivalents

	At 31 March 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	793,721	393,435	1,187,156
Cash awaiting investment	194,032	(120,276)	73,756
Total cash and cash equivalents	987,753	273,159	1,260,912

21 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods.

	Property	
	2021 £	2020 £
Less than 1 year	58,609	57,460
1 – 5 Years	234,438	229,841
Over 5 years	996,360	1,034,284
	1,289,407	1,321,585

The commitment relates to the service charge due under the Wellcome Wolfson Building lease. The term of the lease is for 40 years from 29 September 2003 increasing by inflation each year.

22 Detail of branches, and sections and regions restricted funds

	At the start of the period £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the period £
Branches					
Cardiff	397	-	-	(397)	-
Derby	571	-	-	(571)	-
Exeter	483	-	-	(483)	-
North West Scibar Network	25	-	-	(25)	-
Reading	315	-	-	(315)	-
South East	295	-	-	(295)	-
South Wales	603	-	-	(603)	-
South Yorkshire	541	-	-	(541)	-
Swansea	400	-	-	(400)	-
For branches set-up	2,350	-	-	-	2,350
Total branches restricted funds	5,980	-	-	(3,630)	2,350

22 Detail of branches, sections and regions restricted funds (continued)

	At the start of the period	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the period
Sections and regions					
Agriculture & Food	391	-	-	-	391
Anthropology	358	-	-	-	358
Biological Sciences	1,663	-	-	-	1,663
Chemistry	6,239	-	-	-	6,239
Economics	2,180	-	-	-	2,180
Education	1,465	-	-	-	1,465
Engineering	2,764	-	-	-	2,764
General	1,178	-	-	-	1,178
Geography	2,659	-	-	-	2,659
Geology	1,618	-	-	-	1,618
History of Science	239	-	-	-	239
Mathematics	1,625	-	-	-	1,625
Medical Sciences	1,819	-	-	-	1,819
Physics	762	-	-	-	762
Psychology	3,682	-	-	-	3,682
Science & The Arts	(32)	-	-	-	(32)
Sociology	638	-	-	-	638
Total sections and regions restricted funds	29,248	-	-	-	29,248