



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

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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).

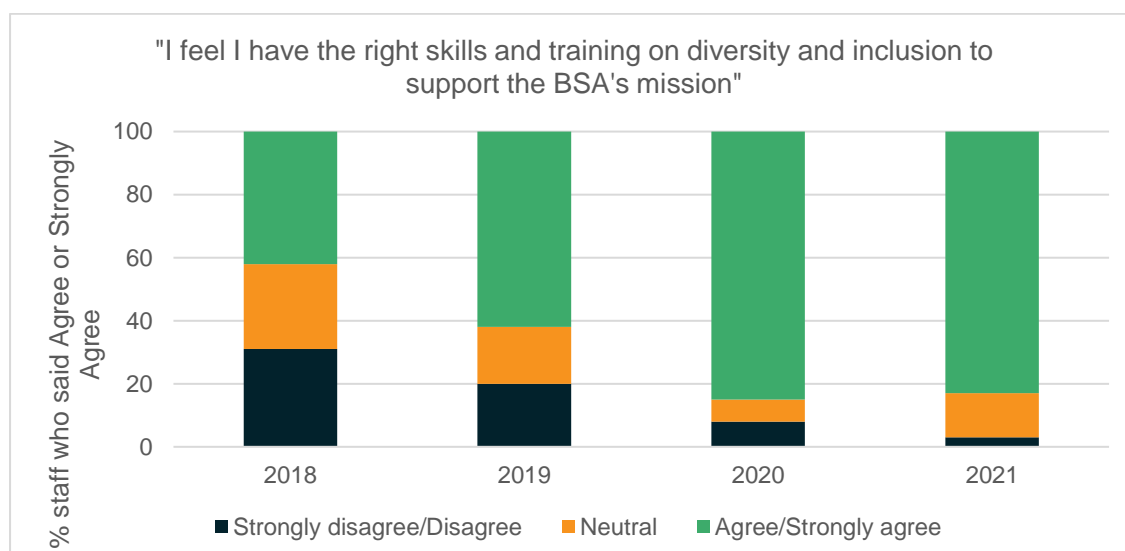
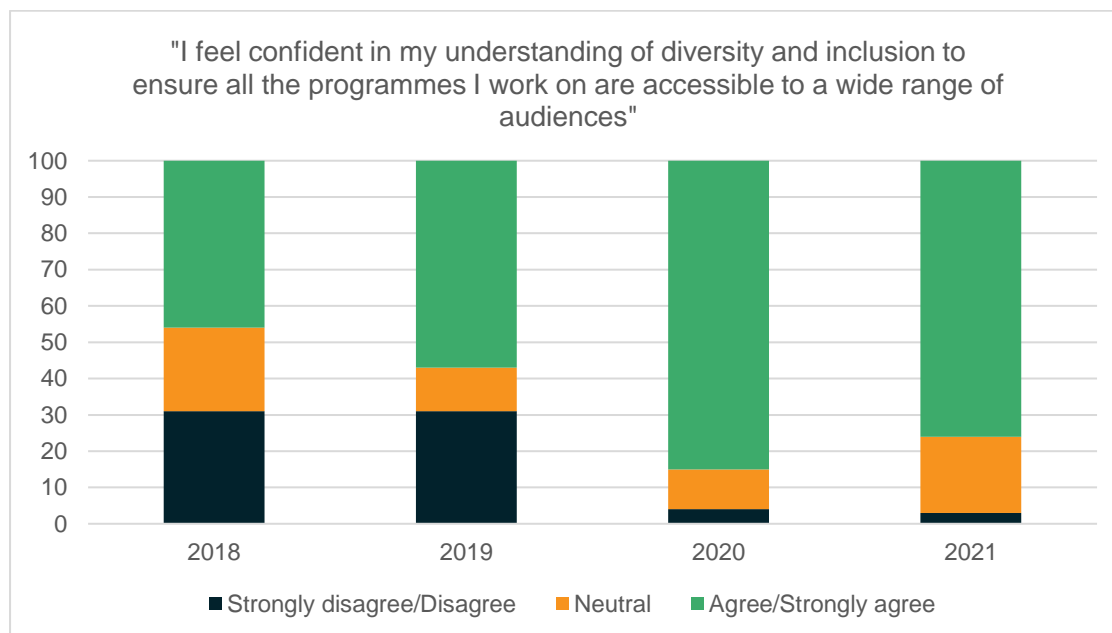
The data, from our annual survey undertaken in autumn 2020, showed that in 2020 the 'typical' member of BSA staff was a White, cisgender woman, aged under 40, who does not identify as having a disability or long-term health condition.

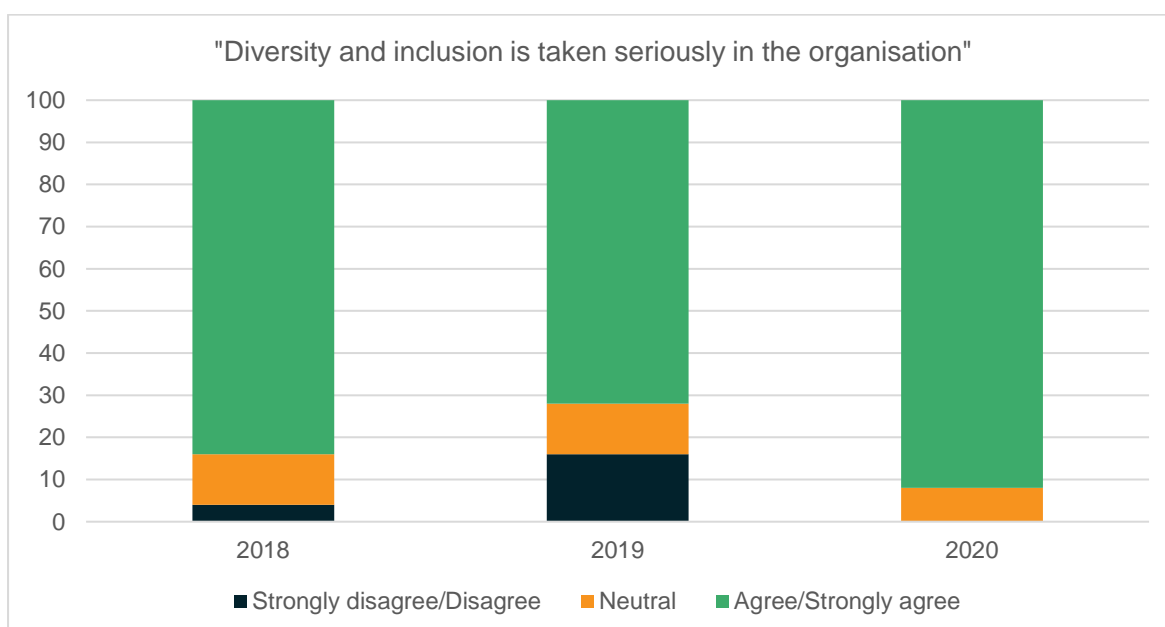
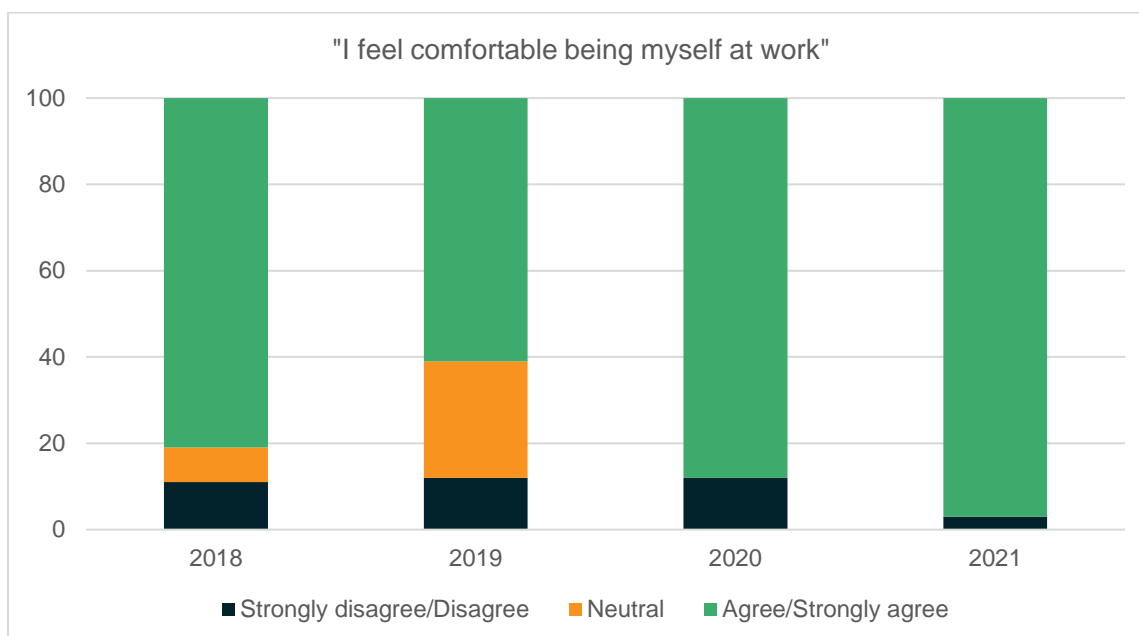
The report showed that, over the past four years, the BSA staff body has become slightly more diverse with a small increase in the proportion of colleagues from Black, Asian or Minority Ethnic backgrounds. While at Council-level, we saw an increase in the number of Black and Asian trustees, as a result 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