

# THE BIOCHEMICAL SOCIETY

England & Wales · Charity number 253894

## Details

**Status** Registered

**Legal form** Charitable company

**Company number** [00892796](#)

**Registered** 1967-10-18

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

## Contact

**Address** Office 605  
Albert House  
256-260 Old Street  
London  
EC1V 9DD

**Phone** 02038802793

**Website** [www.biochemistry.org](http://www.biochemistry.org)

## Activities

**Objects:** TO PROMOTE THE SCIENCE OF BIOCHEMISTRY AND THE CELLULAR AND MOLECULAR LIFE SCIENCES IN GENERAL

**Activities:** THE BIOCHEMICAL SOCIETY EXISTS FOR THE ADVANCEMENT OF THE MOLECULAR AND CELLULAR BIOSCIENCES, BOTH AS AN ACADEMIC DISCIPLINE AND TO PROMOTE ITS IMPACT ON AREAS OF SCIENCE INCLUDING BIOTECHNOLOGY, AGRICULTURE, AND MEDICINE. WE ACHIEVE OUR MISSION THROUGH OUR PUBLICATIONS AND JOURNALS, SCIENTIFIC MEETINGS, EDUCATIONAL ACTIVITIES, POLICY WORK, AWARDS AND GRANTS TO SCIENTISTS AND STUDENTS.

## Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Arts/culture/heritage/science
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

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- **Area of benefit:** NATIONAL
- Albania
- Argentina
- Australia
- Austria
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Bosnia And Herzegovina
- Botswana
- Brazil
- British Indian Ocean Territory
- Canada
- Chile
- China
- Costa Rica
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Denmark
- Egypt
- Estonia
- Ethiopia
- Finland
- France
- Germany
- Ghana
- Greece
- Grenada
- Hong Kong
- Hungary

- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Jordan
- Kenya
- Kuwait
- Latvia
- Lebanon
- Macau
- Malaysia
- Malta
- Mauritius
- Mexico
- Mongolia
- Morocco
- Nepal
- Netherlands
- New Zealand
- Nigeria
- Northern Ireland
- Norway
- Pakistan
- Panama
- Peru
- Philippines
- Poland
- Portugal
- Romania

- Russia
- Saudi Arabia
- Scotland
- Serbia
- Singapore
- Slovakia
- Slovenia
- South Africa
- South Korea
- Spain
- Sri Lanka
- Sweden
- Switzerland
- Taiwan
- Thailand
- The Gambia
- Trinidad And Tobago
- Tunisia
- Turkey
- Uganda
- Ukraine
- United Arab Emirates
- United States
- Uruguay
- Vietnam
- Zimbabwe
- Throughout England And Wales

## Finances

| Period end | Income     | Expenditure | Assets      | Employees |
|------------|------------|-------------|-------------|-----------|
| 2024-12-31 | £4,802,000 | £3,965,000  | £12,470,000 | 43        |
| 2023-12-31 | £4,723,000 | £4,752,000  | £11,081,000 | 43        |
| 2022-12-31 | £4,766,000 | £4,705,000  | £11,161,000 | 42        |
| 2021-12-31 | £4,370,000 | £4,784,000  | £12,335,000 | 39        |
| 2020-12-31 | £4,890,000 | £4,277,000  | £12,377,000 | 41        |

## Trustees

| Name                                         | Role | Appointed  |
|----------------------------------------------|------|------------|
| Dr Hannah Mary Chisholm-Britt                |      | 2023-02-20 |
| Dr Susan Gerarda Campbell                    |      | 2023-02-20 |
| Professor Dame Julia Mary Goodfellow         |      | 2022-07-21 |
| Professor David Paul Smith                   |      | 2024-03-01 |
| Professor Nicholas Michael Morton            |      | 2025-10-20 |
| Professor Nigel Mark Hooper                  |      | 2022-07-21 |
| Professor Richard Jonathan Reece             |      | 2024-07-11 |
| Professor Sonia Maria Campos Soares da Rocha |      | 2026-01-01 |

## Linked charities

- CHARITY OF SIR ARTHUR HARDEN (253894-1)
- SIR FREDERICK GOWLAND HOPKINS MEMORIAL LECTURE FUND (253894-2)
- JUBILEE LECTURE FUND (253894-3)
- THE MORTON MEMORIAL FUND (253894-4)
- KEILIN MEMORIAL FUND (253894-5)
- THE KREBS MEMORIAL SCHOLARSHIP APPEAL FUND (253894-6)

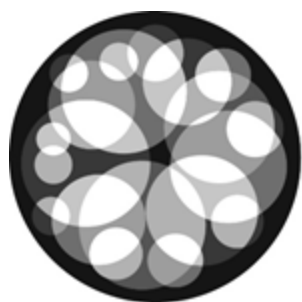
**THE BIOCHEMICAL SOCIETY**

England & Wales - Charity number 253894

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# Accounts

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**BIOCHEMICAL**  
SOCIETY

# **Trustees' Report and Accounts for the year ended 31 December 2024**

## CONTENTS

|                                                                                    |    |
|------------------------------------------------------------------------------------|----|
| OUR MISSION                                                                        | 2  |
| PUBLIC BENEFIT STATEMENT                                                           | 2  |
| FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE                                    | 3  |
| STRATEGIC REPORT ON GROUP ACTIVITIES                                               | 5  |
| Promoting and sharing knowledge                                                    |    |
| Supporting career development and lifelong engagement                              |    |
| Bringing together molecular bioscientists and encouraging wider dialogue           |    |
| Developing and transforming our working practices and business model               |    |
| GOVERNANCE AND MANAGEMENT                                                          | 15 |
| Principal Risks and Uncertainties                                                  |    |
| Biochemical Society Trustees                                                       |    |
| Directors of Portland Press Limited                                                |    |
| Senior Management Team                                                             |    |
| Key Contacts                                                                       |    |
| Financial Review                                                                   |    |
| Reserves Policy and Going Concern                                                  |    |
| Remuneration Policy                                                                |    |
| Investment Policy                                                                  |    |
| INDEPENDENT AUDITOR'S REPORT                                                       | 30 |
| FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024                           | 35 |
| Consolidated Statement of Financial Activities for the year ended 31 December 2024 |    |
| Consolidated and Charity Statements of Financial Position as of 31 December 2024   |    |
| Consolidated Statement of Cash Flows for the year ended 31 December 2024           |    |
| Notes to the Financial Statements                                                  |    |



## OUR MISSION

The Biochemical Society exists for the advancement of the molecular biosciences. Together with our publishing subsidiary Portland Press Limited, the Group promotes and facilitates the sharing of knowledge and expertise, supporting the advancement of biochemistry and molecular biology, and raising awareness of their importance in addressing societal grand challenges.

## PUBLIC BENEFIT STATEMENT

The Biochemical Society promotes the advancement of the molecular biosciences. The Society's activities support the development of individual and collective understanding of biochemistry through dissemination of research and the provision of resources and activities to support the education of students, researchers and the general public. The molecular biosciences impact on many areas of science including biotechnology, agriculture and medicine, helping to play a key role in tackling global issues such as improving lifelong health, treatment of disease, biotechnology and food security.

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

**Registered charity name:** Biochemical Society

**Charity registered number:** 253894

**Company number:** 00892796

**Registered Office:** Office 605, Albert House, 256-260 Old Street, London EC1V 9DD

**Telephone:** +44 (0)20 3880 2793

**Email:** [info@biochemistry.org](mailto:info@biochemistry.org)

**Website:** [www.biochemistry.org](http://www.biochemistry.org)

**Twitter:** @BiochemSoc

**Company name:** Portland Press Limited

**Company number:** 02453983

**VAT No:** GB 523 2392 69

**Email:** [editorial@portlandpress.com](mailto:editorial@portlandpress.com)

**Website:** [www.portlandpress.com](http://www.portlandpress.com)

**Twitter:** @PPPublishing

## FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE

In 2024 the Group delivered a full programme of activities and support for both members and the wider molecular bioscience community, whilst navigating the ongoing challenges presented by the changing landscape of academic publishing. The year also saw us bid farewell to former Society CEO and Portland Press MD [Kate Baillie](#), who retired in December 2024 after over 12 years at the helm of the organisation. Kate delivered a hugely successful programme of change which has laid the foundations for us to embrace new and future opportunities.

Our [events programme](#) continued to provide opportunities for collaboration, the sharing of ideas and the dissemination of knowledge throughout 2024, with 24 events reaching over 1,300 delegates from 59 countries. The programme delivered new events on topics such as [PINK1](#) and [glycobiology](#), alongside more established offerings such as [Synbio UK 2024](#), our highest attended event of the year. Plans to deliver a Society Festival did not come to fruition but provided learnings that will be taken forward for any future large-scale events.

Our [Biochemistry Focus webinar series](#) continued to demonstrate significant reach, promoting content across the Group with 15 webinars run on a variety of topics during the year, attracting a total of 2,128 delegate registrations. Since its launch in 2020 the webinar series has amassed over 65,000 views across 120 countries, with the most viewed webinar of 2024 being '[Computer-Aided Drug Design: Types, Uses and Opportunities](#)'.

We were honoured to present [Biochemical Society Awards](#) to 14 eminent winners in 2024. Five new awards were introduced, covering teaching excellence, research support, significant breakthroughs and sustained excellence. Through our [grants and bursaries](#) we provided over £400k of support for our members and the wider molecular bioscience community, including support for research, conference attendance and events in 2024. This year was the first in which we awarded international sponsored places at the [IUBMB](#) conference, as well as launching our [Lab Visit Grants](#), which provide funding of up to £2k for collaborative visits to UK and international laboratories.

Our community and early career focus continued, with an [Early Career \(EC\) Symposium](#) held in October that explored a range of professional development themes and celebrated the diversity of research careers. Through our [Local Ambassadors](#) (LAs) the Society had a presence at career-related events and public engagement events throughout the year, including the Institute of Cancer Research Careers Evening, Somerscience 2024 and Pharmacology 2024. Fifteen [LA recruitment grants](#) were awarded in 2024 to support events that raised the profile of the Society and promoted [Society membership](#), which itself grew by 8.6% during the year.

Two of the Society's 2024 training courses sold out to registrants: the [5<sup>th</sup> UK workshop on Membrane Proteins](#) and a joint event with the Anatomical Society titled [Educational Research in the Biosciences](#). Our [Summer Vacation Studentship](#) (SVS) scheme also proved popular, with 327 applications for the 85 spaces available in placements across four areas: research, programming skills, scientific publishing, and public engagement and science communication.

We continued our support for the [STEM for Britain awards](#), sponsoring the bronze award in the biochemistry and biological sciences section which was won by Natalie Jenkinson from the University of Glasgow, with two EC members representing the Society at the Royal Society of Biology's (RSB) [Voice of the Future](#) event in March.

Working Groups were set up during the year to look at new and emerging opportunities such as artificial intelligence and income generation, with ongoing work on the Governance Review culminating in a 4-week consultation period (November – December) with Committee and Panel members. The Society's closed pension scheme was transitioned to a Master Trust in April, and an upgrade and migration of our finance system was successfully completed with minimal disruption.

The Society's wholly owned subsidiary, [Portland Press](#), saw a slowing down of the continuing downward sector-wide trend in publications, with total publications for 2024 down 10% on the previous year (2023 saw a decrease of 18%), and 385 open access (OA) articles published in the year (a 5% decline on 2023). 2024 saw the highest number of articles published OA through our Read & Publish (R&P) route since its introduction, with the proportion of OA in our hybrid titles increasing by 5% in 2024.

Submissions for the year sat at just over 5k, the highest level since 2020 due to a significant rise in [Clinical Science](#) (CS) submissions, often of variable quality. With [CS](#) submissions removed, the total for the year was just over 2k, the lowest level we have seen in at least the last 8 years. Commissioning efforts and associated marketing campaigns continue to be prioritized as part of a wider strategy to stabilize the journal portfolio in the fast-changing landscape of academic publishing.

Total usage (PDF and HTML) sat at ~5.3m, an increase of almost 9% on 2023, driven in particular by [CS](#), [Biochemical Society Transactions](#) (BST), and the [Biochemical Journal](#) (BCJ). Once again annual institutional usage increased, with ~2.4m downloads; the highest level we have seen since moving to the Silverchair journal platform. Usage on PubMed Central and Europe PMC was over 5.1m full-text views, an increase of over 15% on 2023, with an additional 139k full-text views registered on the ScienceDirect platform, which we integrated in August 2024.

The Society's long-standing commitment to [open scholarship](#) which is embedded into our [2022-2025 strategy](#), saw a 'dry run' of the transition to open access undertaken in February 2024, to ensure sufficient planning ahead of the decision to transition the portfolio being made in early 2025. We continue to stand by the principles set out in our 2023 [open science position statement](#) along with our pledge to implement equitable, inclusive and sustainable routes for publishing across the Society's publications, particularly considering funder mandates and landscape changes.

As always, we thank our Trustees, Members of PPL Board, Local Ambassadors, Committee and Panel members, Editorial Board members, Society members, peer reviewers, authors, partner organizations and the staff team for their ongoing support and commitment that allows us to deliver for the molecular biosciences community.

**Professor Dame Julia Goodfellow**  
**President, Biochemical Society**

**Phil Morgan**  
**CEO, Biochemical Society**

## STRATEGIC REPORT ON GROUP ACTIVITIES

2024 was the second full year of delivery for the Group's current [2022-2025 strategy](#). What follows is an assessment of Group business within this period as it relates to the strategic objectives contained therein.

### Promoting and sharing knowledge

#### Key objectives for the strategic period

- Promote the importance of our discipline to all relevant audiences, championing a representative cross-section of all those working across the community.
- Maximize collaborative, interdepartmental content opportunities for our activities and resources, embedding synergistic working across the organization.
- Harness the Society's publishing activities, events programme, and outreach activities to disseminate knowledge, build our international reputation and grow content.
- Reinforce our commitment to an open research landscape that supports global scientific advancement.

As in previous years, our [events programme](#) continued to provide opportunities for collaboration and the promotion and sharing of knowledge. A total of 24 events, including nine scientific meetings, three Harden Conferences, and 12 online and in-person training events, reached over 1,300 delegates from 59 countries. The annual [Synthetic Biology meeting](#) held in November 2024 proved as popular as ever, with 255 delegates enjoying a showcase of recent breakthroughs and advancements across the synthetic and engineering biology communities. Conference themes included Future Food Therapeutics, AI and Machine learning, and Responsible Innovation. The programme also included new events such as [PINK1 pathway to Parkinson's disease: 20 years on](#), which commemorated 20 years of PTEN-induced kinase 1's (PINK1) significance in Parkinson's disease research, and [Advances and New Horizons in Glycobiology](#), which covered topics across glycobiology, including glycan structure and function, analytics and medical applications.

The Society Festival, planned for July 2024, was unfortunately cancelled due to lower than expected numbers of registrations which presented reputational and financial risks for the organisation should the event have proceeded. Feedback from registered delegates and speakers was very supportive; it was noted that challenges in the external environment, such as travel bans at some UK universities, had adversely affected plans.

Throughout the events programme efforts continued to ensure welcoming and inclusive spaces for all with the creation and implementation of our [inclusive events statement](#). In 2024 47% of our speakers identified as female (46% in 2023), and 12% were from our early career (EC) community, as were 24% of event delegates (the same level as in 2023).

2024 was another successful year for our [Biochemistry Focus webinar series](#), with 15 webinars run covering a variety of subjects and attracting a total of 2,128 registrations. Figure 1 below shows the geographical reach of the webinar series in 2024. The programme was slightly smaller than in 2023 due to speaker availability, with several planned webinars rescheduled for 2025. Webinars are provided free of charge to view on the [Society's Youtube channel](#) and

during 2024 we amassed 65k views of our recorded sessions. Our highest viewed webinar overall in 2024 was [Computer Aided Drug Design: Types, Uses and Opportunities](#), with the highest viewed webinar delivered by our EC community being [Engineering the future: from metalloenzymes to synthetic cells and therapeutic proteins](#). We also featured a webinar by the first winner of the Society's Early Career Teaching Excellence Award, Dr Emma Yhnell, titled [Why I treat every lecture like a performance: the privilege of being able to inspire in every teaching session](#). In 2024 53% of chairs and speakers for webinars identified as female, 42% of chairs and speakers for webinars were students or members of the EC community, and 31% of chairs and speakers for webinars were based outside of the United Kingdom.

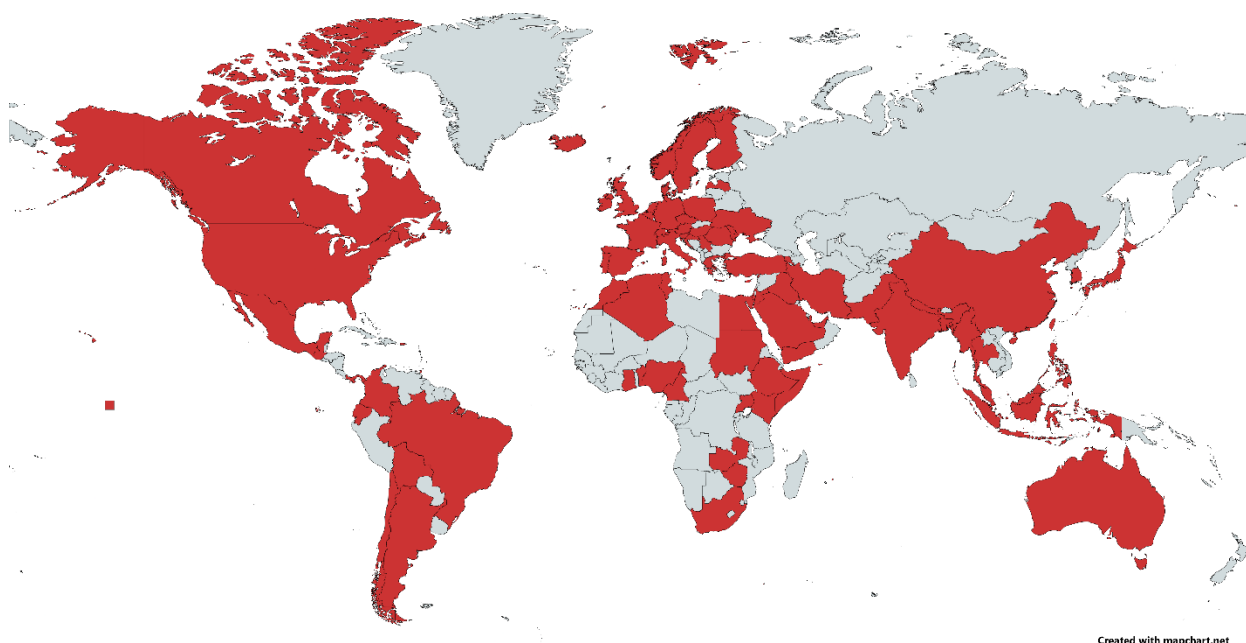


**Figure 1:** Map to show countries reached by our Biochemistry Focus webinar series in 2024

Twelve projects were awarded funding in 2024 through our [Scientific Outreach Grants](#), including a virtual escape room game to showcase careers in biochemistry and the upgrading of a reusable and accessible microscopy kit for public engagement. Our [Science Communication Prize](#), which received 103 entries in 2024, 49 for the Further Education category and 54 for the Higher Education category (up from the total of 80 entries received in 2023), saw winning projects on topics such as [plants and fungi](#), [microbial identification](#) and [cancer targeting](#).

Our [Society awards programme](#) continued to showcase excellence in the field. Surpassing the success of the 2025 Awards cycle, nominations for the [2026 Awards](#) closed on 1 November 2024 with a 14% increase in initial nominations. The diversity of these nominations improved in most areas with 46% of nominations for international candidates (39% in the previous awards round) and 31% of nominations received for women (37% in the previous awards round). In terms of nominators, 42% identified as female (28% in the previous awards round), and 41% were international (35% in the previous awards round), demonstrating the way in which the awards programme builds the Society's reputation through its connections with the wider molecular bioscience community, and the international bioscience community.

Continuing changes in the social media landscape saw the Society regularly monitoring the external environment and asking Committee and Panel members for feedback on their usage of various platforms. The Society opened a [BlueSky account](#) in December 2024 which had achieved 1k followers by March 2025, with the Society's [Instagram account](#), launched in May 2023, attracting 865 followers by 31 December 2024. Over the year the Society's social media accounts achieved an overall increase in average post engagement rate of 18.9%, with followers increasing by 4.1%. The most significant increases were seen on [X](#), where engagement increased by 39%, and on [LinkedIn](#), where profile impressions increased by 21.5%.

Six issues of the Society's magazine, [The Biochemist](#), were published in 2024, with themes including [psychedelic therapies](#), [careers and research culture](#) and [robotics and human-machine interfaces](#). Articles linked across different areas, including policy activities such as [Voice of the Future](#), our central strategic commitment to EDI ([Taking Pride in STEMM by taking STEMM to Pride!](#)) and our [Science Communication Prizes](#).

In 2024 we saw corresponding authors for our scientific journals from a total of 48 different countries (down slightly from the 49 different countries in 2023) and contributing authors from 53 different countries. The highest number of both corresponding and contributing authors came from the United States (582 total authors), the United Kingdom (501 authors) and China (295 total authors), with the highest cited article of the year, according to Web of Science, being [How mitochondria produce reactive oxygen species](#) in the Biochemical Journal (BCJ).

Following the 2023 announcement of our intention to transition to full open access (OA) by 2025, 2024 saw the continuation of related preparations ahead of the transition taking place in February 2025. The changes in the wider scholarly publishing landscape continued to have an impact on our journal portfolio. There was a slowing down of the continuing downward trend in publications, with our total publications for 2024 down 10% on the previous year (2023 saw a decrease of 18%), with 80% of 2024 publications being in hybrid journals with the remainder in the fully open access journal Bioscience Reports (BSR) (there were also two articles published in Neuronal Signaling in its final January 2024 issue).

Papermills continued to impact submission levels which sat at just over 5k, the highest level since 2020. This was due to a significant rise in Clinical Science (CS) papermill-style submissions; with those removed the total submissions for the year was just over 2k, the lowest level we have seen since 2017. In March 2025 PPL Board approved a refreshed strategic approach to building back the journal portfolio, focusing on stabilizing submission and publication levels, engaging with Editorial Boards and considering associated marketing. Commissioning efforts continue to be prioritized as part of this wider strategy in what remains a very fast-moving landscape.

Across the year, business-as-usual editorial handling timelines increased for Biochemical Society Transactions (BST) and BSR, with the other journals remaining steady, except for Essays in Biochemistry (EBC) for which the median editorial handling time decreased from 42 to 34 days. All editorial timelines remained above the target of 28 days.

2024 saw the publication of 385 OA articles across the portfolio, a 5% decline on 2023 which was slightly less than the overall 10% decline in total publishing. The proportion of OA in the hybrid titles across the year increased from 54% in 2023 to 59% with 225 articles published OA via Read & Publish (R&P). This was the highest level since the introduction of R&P.



## Supporting career development and lifelong learning

### Key objectives for the strategic period

- Develop support across all career stages and transitions, working alongside key stakeholders to align our resources and activities with the evolving needs of the community.
- Support and engage early career molecular bioscientists across all academic and vocational pathways.
- Provide training and opportunity for our communities to deliver Society activities, enhancing professional development for these groups.
- Collaborate with external partners and specialist organizations to serve allied cohorts beyond our primary remit.
- Ensure our grants, bursaries and awards reflect the needs of the entire molecular bioscience community, facilitating development and engagement for all representative groups.

The Society's [Summer Vacation Studentships scheme](#) (SVS) saw continued demand in 2024 with a total of 327 eligible applications for placements across four areas: research studentships (165 applications, increased from 137 in 2023), self-led programming skills studentships (81 applications, reduced from 109 in 2023), public engagement and science communication studentships (49 applications, increased from 29 in 2023) and scientific publishing studentships (32 applications, reduced from 62 in 2023). In total 85 studentships were awarded, a slight increase on the 82 placements awarded in 2023. We also continued our participation in the City, University of London [Microplacement scheme](#), hosting two students within our EDI and Insight teams across a 4-week period in June/July.

Several STEM career-related initiatives were supported throughout the year. These included the [Royal Society of Biology Biosciences Careers Day](#) in March, where the Society's Education, Public Engagement and Training Manager took part in a workshop session entitled: Next steps: where to find further study, and [National Careers Week](#) in the same month, for which we promoted the 'day in the life' series of articles in [The Biochemist](#) and our suite of [careers resources](#). [British Science Week](#) 2024 focused on the theme of time, during which we promoted the [Biochemist issue on the theme of biological clocks](#) and a Science Communication Prize [winning article on plants telling the time](#).

Career materials were shared with a variety of audiences, including secondary schools, A-Level students and both undergraduate and postgraduate students during the year, and our support of the charity [In2Science](#) continued with a donation of £2,500 being used to support two students on their [In2Stem programme](#); focused on introducing 16-19 year olds from minoritized backgrounds to potential STEM careers.

Our [Early Career Symposium](#) held in October brought together 32 delegates from our student and EC communities to hear from speakers on a range of professional development themes, including 'Starting your own lab' and 'Entrepreneurship and commercialisation of research'. As in 2023, the event received excellent feedback from attendees. We continued to focus on topics of interest to the EC community throughout our 2024 [webinar programme](#), including [a webinar](#)

from the first winner of the Society's Early Career Teaching Excellence Award, Dr Emma Yhnell. EC members also made up cohorts of our in-person event attendees, including 54 EC members in attendance at [Synthetic Biology 2024](#) in November, and 35 EC members in attendance at [UK DNA Replication](#) in September.

Our five 2024 in-person training events welcomed 152 delegates (increased from the 138 delegates in 2023), with offerings including the [5th UK Workshop on Membrane Proteins](#), [Protein Purification and Biophysical Characterisation 2024](#) and [Key Aspects of Modern Drug Discovery 2024 - a focus on small molecule drug discovery](#). In addition we ran repeat online training events, such as [R for Biochemists 101](#) and [201](#), and [Practical Python](#), with a total of 424 sign-ups for our online training (increased from the 311 sign-ups in 2023). Our online offering included a new training event introduced as a pilot in March, [Introduction to statistics for the life sciences](#), which had 20 online attendees, 100% of whom said they would recommend the training to their peers and colleagues.

2024 saw an unprecedented rise in the demand for grant support from our members and the wider molecular bioscience community, as changes at UK universities began to affect funding available for conference travel in particular. Our [grants and bursaries](#) continued to provide support across all career stages, with over £406k awarded across our full portfolio to applicants from 41 different countries (~£322k awarded to applicants from 34 different countries in 2023). The largest percentage of grants were awarded to students (49%) and those in the early stages of their career (27%). The number of successful international applications was the same as last year at 22%.

Following the success of the grant call for The Korner Fund in 2023, a new Society-owned scheme '[Lab Visit Grants](#)' was introduced for 2024 as a permanent sub-section of the [General Travel Grant scheme](#) to support collaborative visits to UK and international laboratories for postgraduate, EC and full members up to the value of £2,000. The scheme, open to postgraduate, EC, full and emeritus members awarded ~£26k in 2024 across 23 applications.

The uptake of our Ambassador Recruitment Grants increased in 2024 (£2,753 awarded to 15 recipients, up from £1,200 awarded in 2023 to six applicants), following more targeted promotion of the scheme. These grants funded several activities that promoted the Society and the benefits of membership, reaching ~600 attendees in total. We also celebrated the 40<sup>th</sup> anniversary of the awarding of the first [Krebs Memorial Scholarship](#), [interviewing the first ever recipient](#), Professor Mahvash Tavassoli, who now sits on the Krebs Memorial Scholarship Review Committee.



## Bringing together molecular bioscientists and encouraging wider dialogue

### Key objectives for the strategic period

- Provide learning and networking opportunities across the breadth of the molecular biosciences, ensuring all cohorts are represented.
- Assess the value of Society membership against the changing scientific landscape to develop a well-defined future offering.
- Harness our international links and networks for the purposes of collaboration and knowledge exchange.
- Build on and increase industry involvement across all our activities, providing a platform for collaboration, facilitating innovation, and supporting links across sectors.
- Engage our community on key policy issues relating to science and science education, channeling a diverse model of opinion and experience into our policy activities and those of partner organizations.

Following on from work in 2023, our [position statement on Animal Research](#) was updated and published in August 2024, summarizing the Society's position on the use of animals in research when properly regulated and when scientifically acceptable alternatives are not available. We continued our long-standing participation in a number of policy-related events during the year, including sponsorship of the [STEM for Britain](#) bronze award in the biochemistry and biological sciences section. In 2024 this was won by Natalie Jenkins from the University of Glasgow for work on understanding long-term brain health consequences of intimate partner violence and impacts on poorer cognitive performance in visuospatial tasks in mid-life. Society member Giulia Guiducci from Queen Mary University of London was also a finalist for their work on the role of Cherr long non-coding RNA in protein-mediated regulation of cell division.

[Voice of the Future](#) followed in mid-March, with EC scientists from across the STEM sector attending the Houses of Parliament to ask science policy related questions directly to politicians. Society members Lilli Illman and Sagar Batra attended the event, with Lilli asking her question "What role would you like to see the UK government play in ensuring scientific research is communicated clearly to the general public so speculation and misinformation can be avoided?" to two members of the House of Lords Science and Technology Select Committee, Viscount Stansgate and Baron Drayson.

[The Federation of European Biochemical Societies](#) (FEBS) celebrated its 60th anniversary in 2024, inviting member societies to be involved with special events and activities throughout the year. As part of these celebrations the Society successfully applied for a grant of €300 towards our [Biochemistry Focus ECR webinar series](#), as well as producing a special poster for the FEBS 2024 congress and promoting a call to members to share photographs of past FEBS events. Dr Gavin McStay (a member of our EDI Advisory Panel and Grants Committee) was also selected as the Society's new FEBS Member Society Representative.

During the year the Society also supported nominations for positions on the Executive Council of the [International Union of Biochemistry and Molecular Biology](#) (IUBMB), as well as sponsoring the registration costs of two outstanding Postgraduate or Early Career Members to attend the joint [IUBMB-FAOBMB-ComBio congress: Biomolecular Horizons 2024](#), the theme of which was 'Discover, Create, Innovate'.

This was the first full year of meetings for our Industry Advisory Panel (IAP) who came together to discuss industry-related input for areas of the Society's activities including careers, membership and awards. Members of the IAP, Dr Augustin Amour and Rick Davies, together with John Unitt from Sygnature Discovery, acted as Programme Coordinators for an in-person training event on [modern drug discovery](#).

Our Local Ambassadors represented the Society at a number of public engagement events throughout the year, including [Somerscience](#), attended by over 5k visitors, at which we shared Society resources and posters, and the Institute of Cancer Research Careers evening at which Ambassadors delivered interactive activities including Genetic Jenga and Scientific Scissors to 50 A-level students from minoritized backgrounds. As at December 2024 the Society had 105 ambassadors across a total of 33 countries.

In 2024 [Society membership](#) grew by 8.6% to a total of 4,915 members by 31 December. The increases came chiefly from the postgraduate membership category (increased by 20%) and EC membership category (increased by 15%), with smaller increases in the full membership category (1%) and Associate membership category (3%). There were small decreases in the Emeritus membership category (2%) and undergraduate membership category (1%). Work is ongoing to refresh our membership offering and consider membership growth as we move into the next strategic period from 2026.

## Developing and transforming our working practices and business model

### Key objectives for the strategic period

- Embrace the opportunities of digital transformation, maintaining a forward-thinking, innovative approach to the delivery and fulfilment of our initiatives, resources, and activities.
- Identify a financially sustainable route to transition to full open access publishing.
- Establish a commitment to environmentally sustainable working practices, developing a clear framework for full accountability.
- Champion agile working for staff, governance meetings, conferences, and training.
- Maintain appropriate infrastructure and frameworks for finance and governance functions.

Following the successful one-year pilot of a four-day week (4DW) in 2023 we continued to run this working model successfully throughout 2024, still operating as a remote organization, maintaining our commitment to flexible working practices. Levels of productivity were monitored closely by the Society's Executive Management Committee, with a final report discussed by the Council of Trustees in November. It was noted this had proved a hugely successful approach, both for staff work/life balance as well as staff retention.

The hybrid governance calendar continued to operate effectively, maintaining a focus on inclusive meeting options wherever possible, including at the 2024 AGM which was held online. As in 2023, we worked to plan the calendar around major religious and national holidays, timing meetings to ensure participation of international members and those with caring responsibilities.

The review of the Society's governance arrangements, commenced in October 2023, continued throughout the year with the Working Group meeting on a monthly basis to review and discuss a number of workstreams. These included the Society's Committee and Panel structure, Trustee appointments and succession planning, and governing documents and bylaws.

Recommendations, in particular those to refresh the Committee structure and reconsider Trustee appointments, were put out to all Board, Committee and Panel members during a 4-week consultation period at the end of the year, with feedback collated and taken forward to inform Council discussion in early 2025. Work continues to refine the proposals and prepare the necessary resolutions for member voting at the AGM in July 2025.

The transition of the closed pension scheme to [Citrus](#), the provider of a Master Trust service, was successfully completed in April 2024 in line with the transfer of the administration services and the scheme's assets and liabilities. This will bring annual efficiencies and cost savings of at least £10k per annum, together with providing a strong route to eventual buy-out.

A new cloud-based Azure database was built and implemented to improve the gathering and reporting capability in the Society during 2024. This transition streamlined data input processes, allowing us to transition from static PDF-based reporting to online dashboards that can be accessed by anyone within the organisation. The dashboards cover publishing (editorial and peer review metrics, article usage and citations, subscription income etc.), marketing and website usage.

A Working Group was convened following the May 2024 Council of Trustees meeting to consider the opportunities and risks of artificial intelligence (AI) across the Group, as technological advances continued in the wider landscape.

[New guidance](#) for authors and reviewers in Society publications in relation to the use of generative AI were produced, with guidelines developed based on COPE (Committee on Publication Ethics) recommendations, together with a [policy and associated guidance](#) for other key areas of operations, including staff, events and recruitment, which were drafted and approved. Grant guidelines were also developed, in line with a [joint statement from the Research Funders Policy Group](#).

Income generation was also brought into focus during 2024, in line with work to mitigate the impact of the transition to open on Group-level finances, with the establishment of a Working Group to look at a development and growth strategy. This group has focused on sponsorship, corporate membership and advertising, with packages and costs scoped and defined within 2024. Work continues to implement agreed recommendations by year-end 2025.

Sustainability discussions with staff and panels considered the Society's environmental impact, recognising the more sustainable practices already in place across the organisation, including in day-to-day operations, our events programme and publishing activity. A Working Group of representatives from the governance and policy teams was convened to develop environmentally friendly working practices further, starting with initial calculations of the Society's carbon emissions, utilizing support from partner organisations in the sector such as the [carbon calculation tool](#) available from the Publishers' Association.

In line with our current strategic commitments, EDI ran throughout all activities and operations during the year, with a focus on providing welcoming and inclusive spaces for all. Particular highlights include the production of video guides to support grant applicants, a refreshed approach to the [Diversity in Science grants](#) scheme that produced higher quality applications from a wider range of applicants in 2024, and the creation of an [EDI statement on Society events](#). A 1-year partnership with the [Afro-Caribbean Commercial Science Network](#) (ACCSN) was set up as a pilot from July 2024, with further collaborative working arrangements being established with EDI in STEM organisations throughout the year, ahead of the planned launch of a formal EDI Network in the autumn of 2025.

2024 was the fourth year of the [Group's EDI Data Survey](#), the results of which informed the EDI focus across the organisation. In 2024 a total of 452 responses were received with five main themes for action identified across all respondent groups. These included engagement with underrepresented young people and the promotion of access to STEM, improvement of support and accessibility for people with disabilities and ensuring diversity amongst Trustees and leaders. The survey showed that 41% of our community respondents and 58% of our Board, Committee and Panel respondents strongly agreed that EDI was embedded within the ethos and culture of the organisation.

Portland Press (PPL) publishing data was used and quoted in a report on publishing industry engagement that reviewed transitional agreements in the UK, and engagement continued with Jisc to determine the next basis of agreements with UK institutions from 2025 onwards. The Group's 'OA-positive' stance was demonstrated through our participation in a Jisc-organised [ALPSP](#) panel in September 2024. As well as this event, we also participated in a panel session to provide a perspective on the findings at [UKSG](#) in April.

## Looking forward

2025 will be the first full year in post for the newly appointed CEO Phil Morgan and will see the completion of the current 2022-2025 strategic period. A stabilization strategy has been agreed by PPL Directors and will be implemented in support of the wider organizational strategy currently under development, with financial sustainability at its heart.

EDI remains central to all that we do, with consideration of the financial implications of the transition to open incorporated at all levels of decision making across the organisation.

Recommendations from the Governance Review have been through the first round of approval with Trustees and will be presented to the wider membership community ahead of the AGM in July. Final recommendations will be presented as resolutions to be voted on by members, after which implementation of the agreed changes will be phased in, aligned with the development of new strategic objectives.

## Volunteers

Volunteers remain key to the Society effectively delivering many of its activities and community outreach programmes, as well as providing the membership for our key governance bodies. Nearly all Society [Board, Committee and Panel members](#) are volunteers, giving their time to attend meetings and provide their subject-specific expertise to advise on Society strategy and activities. A small number of positions (six) carry an honorarium to ensure appropriate expertise and experience is available to support delivery of the organisation's strategy and objectives.

Our extensive network of [Local, Student, International and Industry Ambassadors](#) are also volunteers, who support our work by encouraging new membership, serving as a conduit for the transfer of ideas between local molecular bioscientists and the Society, disseminating information about the Society's activities and helping to organize local events. Our 'train-the-trainer' approach has proved successful in empowering volunteers to deliver a number of Society activities and has also provided opportunities for volunteers to gain experience in public engagement that has supported their own career progression. Ambassadors also strengthen relationships and collaboration between the Society and their respective institutions/companies.

Our [Policy Network](#) members volunteer their time to input into discussions related to specific policy topics via a series of short surveys, and are increasingly engaging with and attending policy events to represent us.

We are hugely grateful to all our volunteers for the time they freely give to support the Society in our endeavors.

## GOVERNANCE AND MANAGEMENT

### Corporate Status and Constitutional Documentation

The Society is a charitable company registered in England and Wales and was incorporated by guarantee on 25 November 1966. It has no share capital and the liability of each member is limited to £1.00. The governance document is the [Articles of Association](#), which can be found on the Society's website, on Companies House, or is available by request.

The Society's Trustees are also Directors of the Company. Trustees pay due regard to the Charity Commission guidance on public benefit and commission annual audits of Society activities to ensure compliance.

### Governance Committee Structure

The Biochemical Society delivered its mission and charitable objectives in 2024 through its members, who were represented on the Council of Trustees and its contributing subcommittees, as well as the Executive Management Committee. A structure of all related committees can be found on [the Society's website](#).

- Council of Trustees

The Council of Trustees is the governing body of the Biochemical Society. It meets four times a year and addresses Society strategy and matters reserved for consideration by Directors/Trustees. Its full composition is detailed on page 20 of this report. During the period covered by this report there were 12 Trustees, as shown on page 20.

- Executive Management Committee

The Executive Management Committee has the remit of overseeing the implementation of the Society strategy, as set by the Council of Trustees. It meets a minimum of five times a year and met nine times in 2024. It comprises the Chair of the Executive Management Committee, the Honorary Treasurer, the Chair of Portland Press Board, an Independent Member (post vacant since July 2023) and the Chief Executive Officer.

- Finance Committee

The Finance Committee has delegated authority to oversee financial matters on behalf of the Council of Trustees and make recommendations for action. Final authority remains with the Trustees. It meets four times a year and is comprised of the Honorary Treasurer, Chair of the Executive Management Committee, Chair of the Board of Portland Press Limited, and two Independent Members appointed from outside the Society with expertise in general financial and charity financial matters. Independent Members are appointed via an external recruitment process overseen by the Honorary Treasurer.

- Audit Committee

All audit activity is initially managed by the Audit Committee, which is chaired by an independent appointee from outside the Society membership, with demonstrable skills and experience in compliance and audit-related matters. The Honorary Treasurer attends by request. The President of the Society may not attend these meetings.

- Additional Sub-Committees of the Council of Trustees

In addition to the above, within 2024, the Council of Trustees also had the following subcommittees:

- Awards Committee
- Conferences Committee (into which three Theme Panels feed: Basic Bioscience Theme Panel, Clinical and Translational Research Theme Panel and Training Theme Panel)
- Early Career Advisory Panel
- Education, Training and Public Engagement Committee
- Equity, Diversity and Inclusion (EDI) Advisory Panel
- Grants Committee
- Industry Advisory Panel
- Policy Advisory Panel
- Nominations Panel

### **Elections and Appointment of Trustees**

The Society is keen to encourage as wide a representation of its members as possible among its Trustees, as well as ensuring sufficient breadth of skill and experience. Members are invited to nominate themselves or others for consideration through announcements placed on the website and delivered directly by email, or via post if no valid email address is held. During 2024, the Society operated two nominations cycles, with the process overseen by the Nominations Panel. The Panel is mindful of the particular skills of existing Trustees and Committee members and areas of Trustee skills that might be strengthened.

### **Trustee Induction and Access to Training**

On appointment new Trustees receive an induction pack consisting of all key Society governance documents, including the Articles of Association, the annual Accounts for the previous financial year, Terms of Reference for their Society Committee(s) and policies related to conduct and financial security. Trustees who will have specific responsibility for a Committee/Sub-Committee also receive copies of the minutes from any appropriate meetings that have taken place within at least the last 12 months.

All Trustees are required to adhere to the Code of Conduct and register any applicable interests upon the Society's Interests Register, which is updated throughout the year and available for review upon request. This information is managed and maintained and is reviewed at the beginning of all Trustee meetings.

All Trustees are invited to attend a series of introductory sessions which comprise their induction, including a governance induction, a meeting with key Trustees and Senior Management Team (SMT) personnel related to their roles, as well as sessions on charity finance and a meeting with the President of the Society.

## **Statement of Trustee Responsibilities**

The Trustees (who are also Directors of the Biochemical Society for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable legislation and regulations.

Company Law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for the Charitable Company and of the income resources, and the application of resources, of the Charitable Company for the period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities Statement of Recommended Practice and FRS-102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organization will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose, with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

- insofar as each Trustee is aware, there is no relevant audit information for which the Charitable Company's Auditor is unaware; and
- they have taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and to establish that the Charitable Company's Auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom (particularly in England and Wales) governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **Management of the Society's Business and Activities**

The Trustees have delegated the authority to manage the Society to the Chief Executive Officer (CEO) who reports on the performance of the Society against the strategic and operational plans approved by the Trustees. The Chief Executive is supported by other members of the SMT which, as of 31 December 2024, comprised of the CEO, Associate Director of Content and Engagement, Associate Director of Events and Marketing, Associate Director of Human Resources, EDI and Technology, Associate Director of Finance and Governance, and Associate Director of Business Development and Sales. The SMT progresses the Society's activities and strategy, and members deputize for the CEO in their absence. All Associate Directors report to the CEO.



**Portland Press Limited**

Portland Press is a trading subsidiary wholly owned by the Biochemical Society, responsible for publishing, marketing, selling and distributing the Society's journals and other publications, as well as offering related services to third parties.

Portland Press has its own Board of Directors, on which sit three Society Trustees. The full membership of the Portland Press Board of Directors in 2024 is listed on page 20.

The Group employs three personnel responsible for Human Resources utilizing 27% of their time. The remaining 73% of their time is contracted, via Portland Press Limited, to provide HR guidance to the Microbiology Society, Society for Experimental Biology, and Applied Microbiology International.

## **Principal Risks and Uncertainties**

### **Risk Management**

In addition to overseeing the annual audit, the Audit Committee undertakes detailed reviews of the Society's Risk Register, wherein measures to mitigate individual risk are agreed and monitored. The outcomes of these reviews are reported to the Trustees and inform their deliberations when making decisions affecting the Society.

### **Principal Risks**

The Trustees consider the principal risks to the Society to be as follows (as at end December 2024):

- The Society being overdependent on revenue from surpluses generated by the Biochemical Journal particularly and the whole journal portfolio in general;
- Changes in Chinese governmental policy and or current publishing approaches negatively impacting upon journal revenues;
- World events, including global events, government and funder policies, Open Science mandates and agendas, negatively impacting upon library/institutional/subscriber base budgets and/or research funding, reducing publishing income; and
- Fluctuations in copy flow (submissions and publications) threatening the financial stability of the journals programme.

Mitigating activities, both pro-active and reactive, associated with each risk are identified by the 'Risk Owner' within the Senior Management Team and presented to the Audit Committee for discussion. The application and efficacy of mitigations are approved by the Council of Trustees under guidance from the Audit Committee. The Trustees consider that the plans outlined within the mitigations currently listed within the Group Risk Register (including the regular updating of business and strategic plans; scrutiny of the Society's accounts against budget; review of key performance indicators throughout the year; and close engagement with trends within the sector) will address these risks.

## Biochemical Society Trustees

The following are Members of the Council of Trustees (Board of Trustees and Directors of the Society) or were members of the Council of Trustees for the year under review and up to the date of this report:

|                         |                                                                                                                            |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Julia Goodfellow        | Society President                                                                                                          |
| Sheila Graham           | Society Chair and Chair, Executive Management Committee (until 11 July 2024)                                               |
| Richard Reece           | Society Chair and Chair, Executive Management Committee (from 11 July 2024)                                                |
| Frank Sargent           | Honorary Treasurer                                                                                                         |
| Derry Mercer            | Honorary Policy Officer                                                                                                    |
| Nigel Hooper            | Chair, Portland Press Limited Board of Directors                                                                           |
| David Smith             | Chair, Education, Training and Public Engagement Committee (from 1 March 2024)                                             |
| Luciane Vieira de Mello | Chair, Training Theme Panel                                                                                                |
| Michelle West           | Honorary Meetings Secretary (until 31 December 2024)                                                                       |
| Susan Campbell          | Local Ambassador Representative                                                                                            |
| Hannah Chisholm-Britt   | Early Career Member Representative                                                                                         |
| Augustin Amour          | Industry Representative (until 20 March 2025)                                                                              |
| Lisa Chakrabarti        | Chair, Basic Bioscience Theme Panel (until 31 December 2024) and Interim Honorary Meetings Secretary (from 1 January 2025) |

## Directors of Portland Press Limited

The following were Directors of Portland Press Limited for the year under review:

|                |                                                                            |
|----------------|----------------------------------------------------------------------------|
| Nigel Hooper   | Chair, Portland Press Limited Board of Directors                           |
| Sarah Greaves  | Non-Executive Director                                                     |
| Chloe Frankish | Non-Executive Director (from 1 January 2024)                               |
| Kamran Naim    | Non-Executive Director (from 1 January 2024)                               |
| Sheila Graham  | Non-Executive Director and Chair, Biochemical Society (until 11 July 2024) |
| Richard Reece  | Director and Chair, Biochemical Society (from 11 July 2024)                |
| Frank Sargent  | Director and Honorary Treasurer, Biochemical Society                       |
| Kate Baillie   | Director and CEO, Biochemical Society (until 31 December 2024)             |
| Helen Walden   | Director and Chair, Publications Committee                                 |

## Senior Management Team

### **Kate Baillie**

CEO, Biochemical Society and Managing Director, Portland Press (retired 31 December 2024)

[kate.baillie@biochemistry.org](mailto:kate.baillie@biochemistry.org)

### **Phil Morgan**

CEO, Biochemical Society (started 2 December 2024)

[phil.morgan@biochemistry.org](mailto:phil.morgan@biochemistry.org)

### **Doug Armin**

Associate Director, Finance and Governance

(Director, Finance and Governance from 26 May 2025)

[doug.armin@biochemistry.org](mailto:doug.armin@biochemistry.org)

### **Kofo Balogun**

Associate Director, Human Resources, EDI and Technology

(Director, Human Resources, EDI and Technology from 26 May 2025)

[kofo.balogun@biochemistry.org](mailto:kofo.balogun@biochemistry.org)

### **Clare Curtis**

Associate Director, Content and Engagement

(Director, Content and Engagement from 26 May 2025)

[clare.curtis@biochemistry.org](mailto:clare.curtis@biochemistry.org)

### **Gaynor Redvers-Mutton**

Associate Director, Business Development and Sales

[Gaynor.Redvers-Mutton@biochemistry.org](mailto:Gaynor.Redvers-Mutton@biochemistry.org)

### **Lorraine Reese**

Associate Director, Events and Marketing

(Director, Events and Marketing from 26 May 2025)

[lorraine.reese@biochemistry.org](mailto:lorraine.reese@biochemistry.org)

## **Key contacts**

### Bankers

Coutts & Co.  
440 Strand  
London  
WC2R 0QS  
appointed.

National Westminster Bank Plc  
100 The Crescent  
Colchester  
CO4 9GN

### Solicitors

Bates Wells LLP  
10 Queen Street Place  
London  
EC4R 1BE

### Auditor

Sayer Vincent  
110 Golden Lane  
London  
EC1Y 0TG

### Investment Consultants

Epoch Consulting  
12 Smithfield Street  
London  
EC1A 9BD

### Investment managers

Sarasin & Partners LLP  
Juxon House  
100 St. Paul's Churchyard  
London  
EC4M 8BU

Ruffer LLP  
80 Victoria Street  
London  
SW1E 5JL

Brooks Macdonald Asset Management Limited  
21 Lombard Street  
London  
EC3V 9AH

Registered office  
Biochemical Society  
Office 605  
Albert House  
256-260 Old Street  
London  
EC1V 9DD

## Financial review

The Group results for the year are set out in the Statement of Financial Activities from page 35.

The financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) [the Charities SORP (FRS 102) effective 1 January 2019].

The Group made a net surplus of £1,389,000 (2023: £80,000 deficit) for the year that includes a credit in the profit and loss account of £1,212,562 (2023: £253,261) against staff employment costs. This accounting transaction has been made to release the USS Pension Scheme provision at year end as the scheme was in surplus on a technical provisions basis, and the Group was no longer required to make deficit recovery contributions from 1 January 2024. See notes 8,18 and 20B to the accounts for more information.

Before accounting for movements in the pension scheme provision, the Group made a net surplus in 2024 of £176,438 (2023: £173,261).

Total income from Charitable Activities was £4,319,000 (2023: £4,360,000) which included income of £3,536,000 (2023: £3,592,000) from publishing activities.

Portland Press continued to operate successfully throughout 2024 to generate a surplus returnable to the Society. Journal sales revenue (including subscriptions and sales under the transitional Read & Publish model) decreased by £84,000 in 2024 to £3,159,828 with £933,631 (2023: £720,000) generated from Read & Publish deals which supports ‘read’ access and OA (open access) publishing.

The downward trend in publications continued across the sector in 2024, although not as steeply as that seen the previous year, and consequently, revenue generated from per-article charges (article publishing charges/APCs) reduced by £9,000 to £254,000 (2023: £263,000).

Conferences and events (including webinars and training days) continued to be popular and well attended throughout 2024. These activities ensured that revenue for the year from Scientific Conferences activities was £491,000 (2023: £495,000) and from Policy, Education and Professional activities was £48,000 (2023: £60,000). The events continued to attract significant sponsorship and donations across the 2024 programme from both regular and new sponsors, raising £132,000 (2023: £118,000) in revenue.

Revenue from membership fees continued its steady increase to £209,000 (2023: £194,000) following a targeted growth and retention plan.

Following the increase in interest rates throughout the year and growth within the investment portfolios, investment income in 2024 increased to £351,000 (2023: £245,000).

Total expenditure relating to Charitable Activities has decreased to £3,927,000 (2023: £4,737,000) but includes a credit in the profit and loss account of £1,212,562 (2023: £253,261) against staff employment costs relating to the USS pension scheme provision as explained above.

Before accounting for movements in the pension scheme provision, total expenditure relating to Charitable Activities in 2024 is slightly increased from the previous year at £5,105,562 (2023: £4,990,261).

The Society accounted for net gains on investments of £518,000 (2023: £280,000) from the equity investments.

Net income before other recognized gains and losses for the year was £1,355,000 (2023: £251,000).

The majority of the Society's funding comes from publishing activities (see below); other major sources stem from membership subscriptions, event registration fees and sponsorship, totaling £880,000 (2023: £887,000) and investment income of £351,000 (2023: £245,000).

The Society's charitable expenditure, excluding Portland Press trading activities, amounted to £1,585,000 (2023: £2,053,000).

Portland Press Limited, the Society's trading subsidiary, made a pre-tax profit for the period of £2,029,627 (2023: £1,585,341). These profits will be distributed to the Society during 2025 under deed of covenant and are included in the figures stated above.

The Biochemical Society Staff Pension Scheme, a defined benefit scheme, was closed to new entrants and future accrual from March 2011. The Society currently offers staff the opportunity to be members of the Universities Superannuation Scheme, a multi-employer defined benefit scheme. In line with Pensions regulations this is the scheme in which all Society employees are initially 'auto enrolled'. This is summarized further in Note 20.

The closed pension fund is subject to triennial valuations by an independent actuary. The last valuation as at 31 March 2024 showed a surplus of £0.6m and a funding level of 105%. In conjunction with the valuation, a schedule of contributions was signed with the employer and no deficit recovery payments were agreed. The Group had previously been making deficit contribution payments of £285,000 per annum.

After accounting for actuarial gains on the defined benefit pension scheme totaling £34,000 (2023: £331,000 loss) the Group made a net surplus of £1,389,000 (2023: £80,000 deficit) for the year, with closing reserves of £12.5 million (31 December 2023: £11.1 million).



## **Reserves Policy and Going Concern**

The Biochemical Society's Reserves Policy enables management of funds to ensure an appropriate level is held to mitigate against identified risks, whilst ensuring timely and strategic use of funds to maximize available opportunities.

As such sufficient reserves are held to provide a source of funds for situations such as a change in circumstances, a sudden increase in expenses, unanticipated loss in funding, or uninsured losses, including unexpected movements in the Society's investment portfolio. Reserves may also be used for one-time, non-recurring opportunities that build long-term capacity, such as investment in infrastructure or collaboration opportunities.

The Society plans to fund its ongoing charitable activities from its free reserves. Free reserves are the unrestricted funds not designated for other purposes and readily available in the short to medium term. For this purpose, free reserves are calculated as 'Other Charitable Funds' less the value of intangible assets.

The Society also holds designated reserves, referred to as 'The Development Fund' for the purposes of supporting the Society's wholly owned trading subsidiary Portland Press Ltd to transition its journal titles to become fully open access by 2025. This transition to open is a core strategic commitment for the organisation, and the challenges of the external environment are such that this also presents a recognized risk to overall income. As such the designated reserve allows for additional investment to support the transition and time for such changes to be embedded and take effect.

The Trustees consider it ideal to maintain a range of free reserves between £5m and £6m in line with the above and to cover one year of anticipated operating expenditure. The reserves range is reviewed annually by the Society's Finance Committee with a recommendation presented to the Council of Trustees for approval as part of the annual budget setting process. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

### **Going Concern**

The Trustees have assessed whether the use of the going concern basis is appropriate, particularly after considering the impact of open access publishing and after taking the threats to declining subscription income into account. They have reassessed the business plans, income and expenditure projections and considered the Charity's reserves levels. Their conclusion is that there is no significant doubt about the Charity's ability to continue operating as a going concern.

Portland Press undertook a profitability analysis for the years between 2026 and 2028 considering scenarios based on staging the transition to open access in 2025 and the impact on journal portfolio and price changes in 2026, with assumptions ranging from a probable outcome to a worst-case scenario. Probable and worst-case scenarios of the likely impacts of the transition were based on a drop in income during the 3 years (2026–2028) due to several channels of revenue either ceasing completely or being at risk of doing so. Profit is anticipated in each year, even in the most extreme scenario modelled.

By the end of April 2025, Portland Press had already received 94% of its budgeted revenue for 2025 subscription sales totaling £2.8M and forecasts to be within 97% of budget by the end of the year.

We remain alert to the possibility of future disruption caused by the current economic climate but note that the income-generation functions remain entirely equipped to operate at full capacity online, with remote working in place and monitoring of market conditions.

The Group currently holds significant values of cash at bank in addition to a significant level of liquid investments held as part of an investment portfolio.

The Trustees have made their assessment for a period of at least 1 year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

## **Remuneration Policy**

The Trustees, being the Non-Executive Directors of the Society, receive no direct remuneration for the duties they undertake on behalf of the Society.

All employee remuneration is benchmarked against similar positions within the sector and against comparative professional positions where possible. The Council of Trustees delegates the responsibility for setting the budget for 'cost of living'-related increases, as well as the level of funds available for performance-related bonuses, to the Finance Committee. Responsibility for management of general staff remuneration levels, as well as the allocation of performance-related bonuses, is delegated to the Remuneration Committee.

## **Investment policy**

The [Articles of Association](#) give the Trustees the power to invest as necessary to support the promotion of the objects of the Society.

The Society continues to engage with Epoch Consulting who assist in monitoring and reporting on the Society's investment performance and advise on the appointment of investment managers when appropriate. Epoch provides quarterly investment performance reports and attend Finance Committee meetings annually to provide a detailed analysis of investment performance.

The investment managers were appointed not only for being skilled in generating good investment returns but who are also committed to and expert in ethical investment.

The Trustees' expectation is that an investment manager adopts an environmental, social and governance (ESG) criteria when constructing their portfolios. The investment mandate identifies two categories of the expected approach to investment: the expectation of the investment manager to implement an Environmental, Social and Governance overlay (ESG) when investing and the expectation that the investment manager is a signatory to the UN Principles of Responsible Investment (UN PRI).

Whilst the most important benchmark to assess is the extent to which the portfolio has achieved its primary objectives, relative comparisons are also made. The relative performance of this element of the portfolio is assessed against the ARC Cautious Asset Charity Index. This index incorporates portfolio performance data from over 30 leading charity investment managers encompassing more than 1,500 discretionary portfolios.

As well as benchmarking to review performance, the portfolio is assessed for relative risk comparisons. This will be measured by volatility and maximum drawdown data.

The performance and overall suitability of the Investment Managers will be reviewed by the Finance Committee, acting on behalf of the Trustees, on an ongoing basis, with the assistance of Epoch Consulting.

### **Brooks Macdonald & Ruffer**

The primary financial objectives relating to these portfolios are for the targeted total return (income plus capital growth) to be CPI (inflation) plus 1% per annum and for our investment assets to provide diversification, flexibility, and liquidity to cater for unforeseen changes in our situation and requirements. We wish to avoid the negative implications of selling assets at the wrong time to meet urgent funding requirements and we therefore expect to be able to access our investments within 14 days.

Given the time horizon of 3–5 years for this element of the portfolio and the higher risk investments held by the Society, the Trustees have agreed to take a cautious approach to risk regarding this portfolio. Critically, in respect of this element of the portfolio, the Finance Committee, acting on behalf of the Trustees, indicated that they would be unhappy if there was a drop of more than 10% in the value of the portfolio on a given anniversary. The Trustees understand that there is always a possibility that this amount of loss could be exceeded, which must be considered when deciding on the level of short-term reserves to be retained.

The Ruffer portfolio has underperformed against its benchmark, down 3.67% in the year, and the Brooks Macdonald portfolio also underperformed against the benchmark returning 2.7% in the year. The benchmark (ARC Cautious) was 4.08% and CPI +1% was 2.57% for the year.

### **Sarasin**

The primary financial objectives relating to these portfolios are for the targeted total return (income plus capital growth) to be CPI (inflation) plus 4% per annum and for our investment assets to provide diversification, flexibility, and liquidity to cater for unforeseen changes in our situation and requirements. We wish to avoid the negative implications of selling assets at the wrong time to meet urgent funding requirements and we therefore expect to be able to access our investments within 28 days.

Given the long-term nature of this portfolio and the other lower risk investments held by the organisation, the Finance Committee, acting on behalf of the Trustees are happy to take a balanced to speculative approach to risk with the regard to this portfolio. Critically, in respect of this element of the portfolio, the Trustees indicated that it would be unhappy if there was a drop of more than 25% in the value of the portfolio on a given anniversary. The Trustees understand that there is always a possibility that this amount of loss could be exceeded which must be considered when deciding on the level of short-term reserves to be retained.

The Sarasin portfolio has outperformed against its benchmark, returning 11.77% in the year. The benchmark (ARC Steady Growth) was 7.89% and CPI +4% was 6.7% for the year.

### **Auditor**

Sayer Vincent were reappointed in 2024 and offer themselves for reappointment as Auditor.

### **Trustees' Approval**

In approving the Trustees Annual Report, the Trustees are also approving the Strategic Report in their capacity as Trustees of a charitable group.

**Professor Dame Julia Goodfellow**  
President  
Biochemical Society

**Professor Richard Reece**  
Chair, Executive Management Committee  
Biochemical Society

Date: 27th June 2025

## Opinion

We have audited the financial statements of The Biochemical Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2024 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

## 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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Biochemical Society'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 group 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 group 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 group 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 group 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.

## Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in

preparing the trustees' annual report and from the requirement to prepare a strategic report.

## Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 group's and the parent charitable company'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 group or the parent charitable company 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 auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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, which included obtaining and reviewing supporting documentation, concerning the group'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 group 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 group 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](http://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 charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the



charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

8 July 2025

for and on behalf of 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

The Biochemical Society

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2024

|                                                                              | Note | Unrestricted<br>£'000 | Restricted<br>£'000 | 2024<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 |
|------------------------------------------------------------------------------|------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| <b>Income from:</b>                                                          |      |                       |                     |                        |                       |                     |                        |
| Donations and sponsorship                                                    | 2    | 132                   | –                   | 132                    | 118                   | –                   | 118                    |
| Charitable activities                                                        |      |                       |                     |                        |                       |                     |                        |
| Scientific Conferences                                                       | 3    | 491                   | –                   | 491                    | 495                   | –                   | 495                    |
| Membership fees                                                              | 3    | 209                   | –                   | 209                    | 194                   | –                   | 194                    |
| Policy, Education, Professional                                              | 3    | 48                    | –                   | 48                     | 60                    | –                   | 60                     |
| Journals                                                                     | 3    | 3,536                 | –                   | 3,536                  | 3,592                 | –                   | 3,592                  |
| Other                                                                        | 3    | 35                    | –                   | 35                     | 19                    | –                   | 19                     |
| Investments                                                                  | 4    | 317                   | 34                  | 351                    | 224                   | 21                  | 245                    |
| <b>Total income</b>                                                          |      | <b>4,768</b>          | <b>34</b>           | <b>4,802</b>           | <b>4,702</b>          | <b>21</b>           | <b>4,723</b>           |
| <b>Expenditure on:</b>                                                       |      |                       |                     |                        |                       |                     |                        |
| Raising funds                                                                | 5    | 38                    | –                   | 38                     | 15                    | –                   | 15                     |
| Charitable activities                                                        |      |                       |                     |                        |                       |                     |                        |
| Membership recruitment                                                       | 5    | 4                     | –                   | 4                      | 10                    | –                   | 10                     |
| Membership                                                                   | 5    | 174                   | –                   | 174                    | 303                   | –                   | 303                    |
| Grants and Awards                                                            | 5    | 410                   | 82                  | 492                    | 336                   | 113                 | 449                    |
| Scientific Conferences                                                       | 5    | 990                   | –                   | 990                    | 1,257                 | –                   | 1,257                  |
| Policy, Education, Professional                                              | 5    | 317                   | –                   | 317                    | 389                   | –                   | 389                    |
| Journals: Production                                                         | 5    | 1,667                 | –                   | 1,667                  | 2,017                 | –                   | 2,017                  |
| Journals: Distribution                                                       | 5    | 5                     | –                   | 5                      | 4                     | –                   | 4                      |
| Administration: Portland Press Limited                                       | 5    | 278                   | –                   | 278                    | 308                   | –                   | 308                    |
| <b>Total expenditure</b>                                                     |      | <b>3,883</b>          | <b>82</b>           | <b>3,965</b>           | <b>4,639</b>          | <b>113</b>          | <b>4,752</b>           |
| <b>Net income / (expenditure) before net gains / (losses) on investments</b> |      | <b>885</b>            | <b>(48)</b>         | <b>837</b>             | <b>63</b>             | <b>(92)</b>         | <b>(29)</b>            |
| Net gains / (losses) on investments                                          |      | <b>424</b>            | <b>94</b>           | <b>518</b>             | <b>221</b>            | <b>59</b>           | <b>280</b>             |
| <b>Net income / (expenditure) for the year</b>                               | 7    | <b>1,309</b>          | <b>46</b>           | <b>1,355</b>           | <b>284</b>            | <b>(33)</b>         | <b>251</b>             |
| Transfers between funds                                                      |      | –                     | –                   | –                      | –                     | –                   | –                      |
| <b>Net income / (expenditure) before other recognised gains and losses</b>   |      | <b>1,309</b>          | <b>46</b>           | <b>1,355</b>           | <b>284</b>            | <b>(33)</b>         | <b>251</b>             |
| Actuarial gains / (losses) on defined benefit pension schemes                |      | 34                    | –                   | 34                     | (331)                 | –                   | (331)                  |
| <b>Net movement in funds</b>                                                 |      | <b>1,343</b>          | <b>46</b>           | <b>1,389</b>           | <b>(47)</b>           | <b>(33)</b>         | <b>(80)</b>            |
| <b>Reconciliation of funds:</b>                                              |      |                       |                     |                        |                       |                     |                        |
| Total funds brought forward                                                  |      | 9,991                 | 1,090               | 11,081                 | 10,038                | 1,123               | 11,161                 |
| <b>Total funds carried forward</b>                                           |      | <b>11,334</b>         | <b>1,136</b>        | <b>12,470</b>          | <b>9,991</b>          | <b>1,090</b>        | <b>11,081</b>          |

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 22 to the financial statements.

# The Biochemical Society

## Balance sheet

Company no. 00892796

As at 31 December 2024

|                                                |      | The group     |               | The charity   |               |
|------------------------------------------------|------|---------------|---------------|---------------|---------------|
|                                                | Note | 2024<br>£'000 | 2023<br>£'000 | 2024<br>£'000 | 2023<br>£'000 |
| <b>Fixed assets:</b>                           |      |               |               |               |               |
| Tangible assets                                | 12   | 5             | 4             | 5             | 4             |
| Investments                                    | 13   | 11,210        | 10,518        | 11,210        | 10,518        |
|                                                |      | <u>11,215</u> | <u>10,522</u> | <u>11,215</u> | <u>10,522</u> |
| <b>Current assets:</b>                         |      |               |               |               |               |
| Debtors                                        | 16   | 446           | 427           | 1,215         | 1,702         |
| Cash at bank and in hand                       |      | 3,086         | 3,630         | 538           | 451           |
|                                                |      | <u>3,532</u>  | <u>4,057</u>  | <u>1,753</u>  | <u>2,153</u>  |
| <b>Liabilities:</b>                            |      |               |               |               |               |
| Creditors: amounts falling due within one year | 17   | (2,277)       | (2,308)       | (499)         | (405)         |
|                                                |      | <u>1,255</u>  | <u>1,749</u>  | <u>1,254</u>  | <u>1,748</u>  |
| <b>Total assets less current liabilities</b>   |      | <b>12,470</b> | <b>12,271</b> | <b>12,469</b> | <b>12,270</b> |
| Pension scheme provision                       | 18   | –             | (1,190)       | –             | (1,190)       |
|                                                |      | <u>12,470</u> | <u>11,081</u> | <u>12,469</u> | <u>11,080</u> |
| <b>Total net assets</b>                        |      | <b>12,470</b> | <b>11,081</b> | <b>12,469</b> | <b>11,080</b> |
| <b>Funds:</b>                                  | 22   |               |               |               |               |
| Restricted income funds                        |      | 1,136         | 1,090         | 1,136         | 1,090         |
| Unrestricted income funds:                     |      |               |               |               |               |
| Fair value reserve                             |      | 5             | 4             | 5             | 4             |
| General funds                                  |      | 11,328        | 9,986         | 11,328        | 9,986         |
| Non-charitable subsidiary funds                |      | 1             | 1             | –             | –             |
|                                                |      | <u>11,334</u> | <u>9,991</u>  | <u>11,333</u> | <u>9,990</u>  |
| <b>Total unrestricted funds</b>                |      | <b>11,334</b> | <b>9,991</b>  | <b>11,333</b> | <b>9,990</b>  |
| <b>Total funds</b>                             |      | <b>12,470</b> | <b>11,081</b> | <b>12,469</b> | <b>11,080</b> |

Approved by the trustees on 27th June 2025 and signed on their behalf by

Professor Dame Julia Goodfellow  
President

Professor Richard Reece  
Chair

**The Biochemical Society**  
**Consolidated statement of cash flows**

**For the year ended 31 December 2024**

|                                                                                                       | Note | 2024<br>£'000 | 2023<br>£'000 |
|-------------------------------------------------------------------------------------------------------|------|---------------|---------------|
| <b>Cash flows from operating activities</b>                                                           |      |               |               |
| Net income / (expenditure) for the reporting period<br>(as per the statement of financial activities) |      | 1,355         | 251           |
| Depreciation charges                                                                                  |      | 6             | 6             |
| Amortisation of intangible asset                                                                      |      | –             | –             |
| (Gains)/losses on investments                                                                         |      | (518)         | (280)         |
| Dividends, interest and rent from investments                                                         |      | (351)         | (245)         |
| Decrease/(increase) in debtors                                                                        |      | (19)          | 32            |
| Decrease in creditors                                                                                 |      | (31)          | (245)         |
| Closed pension scheme deficit funding                                                                 |      | –             | (285)         |
| Pension scheme costs charged                                                                          |      | (1,212)       | (254)         |
| Pension schemes interest                                                                              |      | 56            | 23            |
| <b>Net cash provided by / (used in) operating activities</b>                                          |      | <b>(714)</b>  | <b>(997)</b>  |
| <b>Cash flows from investing activities:</b>                                                          |      |               |               |
| Dividends, interest and rents from investments                                                        |      | 351           | 245           |
| Purchase of fixed assets                                                                              |      | (7)           | (2)           |
| Proceeds from sale of investments                                                                     |      | 606           | 6,979         |
| Purchase of investments                                                                               |      | (780)         | (7,118)       |
| <b>Net cash provided by / (used in) investing activities</b>                                          |      | <b>170</b>    | <b>104</b>    |
| <b>Change in cash and cash equivalents in the year</b>                                                |      | <b>(544)</b>  | <b>(893)</b>  |
| Cash and cash equivalents at the beginning of the year                                                |      | 3,630         | 4,523         |
| <b>Cash and cash equivalents at the end of the year</b>                                               |      | <b>3,086</b>  | <b>3,630</b>  |

**1 Accounting policies**

**a) Statutory information**

The Biochemical Society is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is Office 605, Albert House, 256–260 Old St, London EC1V 9DD.

**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 Companies Act 2006.

These financial statements consolidate the results of the charity and its wholly-owned subsidiary Portland Press Limited on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006. A summary of the result for the year is disclosed in the notes to the accounts.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

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.

**c) Public benefit entity**

The charity 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 charity's ability to continue as a going concern.

The Group is forecasting a small operating deficit for the 2025 financial year and currently holds in excess of £3.34m cash at bank which is in addition to a significant level of liquid investments held as an investment portfolio which had a market value in excess of £11m at March 2025.

Whilst the Society benefits from the gifting of profits by Portland Press Limited, enabling it to widen its reach, in the short-term, due to the Societys access to liquid assets, it doesn't need to rely on Portland Press to generate a profit.

**e) Income**

Income is recognised when the charity 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 from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

**f) Donations of gifts, services and facilities**

Donated professional services and donated facilities are recognised as income when the charity 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 charity 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 so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**1 Accounting policies (continued)**

**g) Interest receivable**

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

**h) 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 the charitable purposes.

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

**i) 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 charity in attracting voluntary income, in managing the Society's investments, and those incurred in trading activities that raise funds, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of the core work of the Society in promoting the advancement of biochemistry, undertaken to further the purposes of the charity 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.

**j) 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.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

**k) Allocation of support costs**

Support costs are those functions that assist the work of the Society but do not directly undertake charitable activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. Costs are allocated through activity-based costing using the most appropriate method e.g., staff time, transaction numbers, headcount.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**l) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**m) 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.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown in the Fair value reserve.

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:

- Fixtures and fittings 3–5 years

**1 Accounting policies (continued)**

**n) Intangible assets**

The costs of developing the new membership fulfilment system and publishing online hosting system were capitalized as an intangible asset. These costs are being amortized by equal annual instalments over 3 years.

**o) 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 charity does not acquire put options, derivatives or other complex financial instruments.

**p) Investments in subsidiaries**

Investments in subsidiaries are at cost.

**q) 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.

**r) 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.

**s) Creditors and provisions**

Creditors and provisions are recognised where the charity 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.

**t) Financial instruments**

The charity 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.

For the year ended 31 December 2024

1 Accounting policies (continued)

u) Pensions

The Society operates defined benefit pension provision through two Schemes, the Biochemical Society Pension Scheme and the Universities Superannuation Scheme (USS).

**Biochemical Society Pension Fund**

Biochemical Society operates a pension scheme for all qualifying employees. The assets of the Scheme are held in a separate trustee-administered fund. The Biochemical Society Staff Pension Scheme was closed to new entrants and future accrual with effect from 1st March 2011, and employees were given the opportunity to join the USS from this date.

The defined net benefit pension asset or liability in the statement of financial position comprises the total of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. The net surplus or deficit is presented separately from other net assets on the statement of financial position. A net surplus is only recognized to the extent that it is recoverable by the Society and a pension asset is only recognized when rules entitle the Society to either reduced contributions in the future or a refund.

The cost of providing benefits is determined on an actuarial basis using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations). The current service cost and costs from settlements are charged against operating surplus. Past costs are spread over the period until the benefit vests. Net interest on the net defined liability during the reporting period is included in other finance costs.

Re-measurements, comprising actuarial gains and losses and the return on the net defined benefit liability (excluding amounts included in net interest) are reported as other recognized gains and losses in the statement of financial activities.

**Universities Superannuation Scheme (USS)**

The Society participates in the USS. Throughout the current and preceding periods, the Scheme was a defined benefit only pension scheme until 31 March 2016 which was contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set.

The Biochemical Society is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme and therefore, as required by Section 28 of FRS 102 "Employee benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme in respect of the accounting period. Since the Society has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the Society recognizes a liability for the contributions payable that arise from the agreement to the extent that they relate to the deficit and the resulting expense in the income and expenditure account.

2 Income from donations and sponsorship income

|             | Unrestricted<br>£'000 | Restricted<br>£'000 | 2024<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 |
|-------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| Donations   | 35                    | –                   | 35                     | –                     | –                   | –                      |
| Sponsorship | 97                    | –                   | 97                     | 118                   | –                   | 118                    |
|             | 132                   | –                   | 132                    | 118                   | –                   | 118                    |



For the year ended 31 December 2024

3 Income from charitable activities

|                                             | Unrestricted<br>£'000 | Restricted<br>£'000 | 2024<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 |
|---------------------------------------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| Scientific Conferences                      | 491                   | –                   | 491                    | 495                   | –                   | 495                    |
| Membership fees                             | 209                   | –                   | 209                    | 194                   | –                   | 194                    |
| Policy, Education, Professional<br>Journals | 48                    | –                   | 48                     | 60                    | –                   | 60                     |
| Other                                       | 3,536                 | –                   | 3,536                  | 3,592                 | –                   | 3,592                  |
|                                             | 35                    | –                   | 35                     | 19                    | –                   | 19                     |
| Total income from charitable activities     | 4,319                 | –                   | 4,319                  | 4,360                 | –                   | 4,360                  |

4 Income from investments

|                                                              | Unrestricted<br>£'000 | Restricted<br>£'000 | 2024<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 |
|--------------------------------------------------------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| Dividend income                                              | 259                   | 34                  | 293                    | 180                   | 20                  | 200                    |
| Interest receivable from banks and<br>financial institutions | 58                    | –                   | 58                     | 44                    | 1                   | 45                     |
|                                                              | 317                   | 34                  | 351                    | 224                   | 21                  | 245                    |

For the year ended 31 December 2024

5a Analysis of expenditure (current year)

|                               | Charitable activities     |                                    |                     |                               |                                    |                                                |                                              |                                                |                                                       |                              |                           |                     |                        |
|-------------------------------|---------------------------|------------------------------------|---------------------|-------------------------------|------------------------------------|------------------------------------------------|----------------------------------------------|------------------------------------------------|-------------------------------------------------------|------------------------------|---------------------------|---------------------|------------------------|
|                               | Raising<br>funds<br>£'000 | Membership<br>recruitment<br>£'000 | Membership<br>£'000 | Grants and<br>awards<br>£'000 | Scientific<br>Conferences<br>£'000 | Policy,<br>Education,<br>Professional<br>£'000 | Journal and<br>Books:<br>Production<br>£'000 | Journal and<br>Books:<br>Distribution<br>£'000 | Administration:<br>Portland Press<br>Limited<br>£'000 | Governance<br>costs<br>£'000 | Support<br>costs<br>£'000 | 2024 Total<br>£'000 | 2023<br>Total<br>£'000 |
| Staff costs* (Note 8)         | –                         | –                                  | 100                 | 55                            | 63                                 | 118                                            | 484                                          | –                                              | 159                                                   | 196                          | –                         | 1,175               | 2,059                  |
| Cost of investment            | 38                        | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 38                  | 15                     |
| Membership recruitment costs  | –                         | 4                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 4                   | 10                     |
| Direct costs                  | –                         | –                                  | 27                  | 437                           | 798                                | 136                                            | 941                                          | 5                                              | 52                                                    | 35                           | –                         | 2,431               | 2,355                  |
| Other support costs           | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 7                            | 254                       | 261                 | 290                    |
| Pension schemes interest      | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 56                           | –                         | 56                  | 23                     |
|                               | 38                        | 4                                  | 127                 | 492                           | 861                                | 254                                            | 1,425                                        | 5                                              | 211                                                   | 294                          | 254                       | 3,965               | 4,752                  |
| Support costs                 | –                         | –                                  | 22                  | –                             | 60                                 | 29                                             | 112                                          | –                                              | 31                                                    | –                            | (254)                     | –                   | –                      |
| Governance costs              | –                         | –                                  | 25                  | –                             | 69                                 | 34                                             | 130                                          | –                                              | 36                                                    | (294)                        | –                         | –                   | –                      |
| <b>Total expenditure 2024</b> | <b>38</b>                 | <b>4</b>                           | <b>174</b>          | <b>492</b>                    | <b>990</b>                         | <b>317</b>                                     | <b>1,667</b>                                 | <b>5</b>                                       | <b>278</b>                                            | <b>–</b>                     | <b>–</b>                  | <b>3,965</b>        |                        |
| Total expenditure 2023        | 15                        | 10                                 | 303                 | 449                           | 1,257                              | 389                                            | 2,017                                        | 4                                              | 308                                                   | –                            | –                         |                     | 4,752                  |

\* Staff costs include a credit of £1.19m relating to movement in the USS pension scheme provision (obligation to fund deficit). See note 20 for further information.

For the year ended 31 December 2024

5b Analysis of expenditure (prior year)

|                               | Charitable activities     |                                    |                     |                               |                                    |                                                |                                              |                                                |                                                       |                              |                           | 2023 Total<br>£'000 |
|-------------------------------|---------------------------|------------------------------------|---------------------|-------------------------------|------------------------------------|------------------------------------------------|----------------------------------------------|------------------------------------------------|-------------------------------------------------------|------------------------------|---------------------------|---------------------|
|                               | Raising<br>funds<br>£'000 | Membership<br>recruitment<br>£'000 | Membership<br>£'000 | Grants and<br>awards<br>£'000 | Scientific<br>Conferences<br>£'000 | Policy,<br>Education,<br>Professional<br>£'000 | Journal and<br>Books:<br>Production<br>£'000 | Journal and<br>Books:<br>Distribution<br>£'000 | Administration:<br>Portland Press<br>Limited<br>£'000 | Governance<br>costs<br>£'000 | Support<br>costs<br>£'000 |                     |
| Staff costs* (Note 8)         | –                         | –                                  | 256                 | 57                            | 360                                | 175                                            | 861                                          | –                                              | 185                                                   | 165                          | –                         | 2,059               |
| Cost of investment            | 15                        | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 15                  |
| Membership recruitment costs  | –                         | 10                                 | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 10                  |
| Direct costs                  | –                         | –                                  | 10                  | 392                           | 759                                | 149                                            | 967                                          | 4                                              | 58                                                    | 16                           | –                         | 2,355               |
| Other support costs           | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 8                            | 282                       | 290                 |
| Pension schemes interest      | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 23                           | –                         | 23                  |
|                               | 15                        | 10                                 | 266                 | 449                           | 1,119                              | 324                                            | 1,828                                        | 4                                              | 243                                                   | 212                          | 282                       | 4,752               |
| Support costs                 | –                         | –                                  | 21                  | –                             | 79                                 | 37                                             | 108                                          | –                                              | 37                                                    | –                            | (282)                     | –                   |
| Governance costs              | –                         | –                                  | 16                  | –                             | 59                                 | 28                                             | 81                                           | –                                              | 28                                                    | (212)                        | –                         | –                   |
| <b>Total expenditure 2023</b> | <b>15</b>                 | <b>10</b>                          | <b>303</b>          | <b>449</b>                    | <b>1,257</b>                       | <b>389</b>                                     | <b>2,017</b>                                 | <b>4</b>                                       | <b>308</b>                                            | <b>–</b>                     | <b>–</b>                  | <b>4,752</b>        |

\* Staff costs include a credit of £185k relating to movement in the USS pension scheme provision (obligation to fund deficit). See note 20 for further information.

For the year ended 31 December 2024

6 Grant making

|                                   | Grants to<br>institutions<br>£'000 | Grants to<br>individuals<br>£'000 | Support<br>costs<br>£'000 | 2024<br>£'000 | 2023<br>£'000 |
|-----------------------------------|------------------------------------|-----------------------------------|---------------------------|---------------|---------------|
| <b>Cost</b>                       |                                    |                                   |                           |               |               |
| Bursaries and honorarium payments | 18                                 | 326                               | –                         | 344           | 260           |
| Royal Society of Biology          | 15                                 | –                                 | –                         | 15            | 15            |
| Summer Vacation Studentships      | 110                                | –                                 | –                         | 110           | 96            |
| Scientific Outreach               | 22                                 | –                                 | –                         | 22            | 19            |
| In2science UK                     | 2                                  | –                                 | –                         | 2             | 2             |
| At the end of the year            | 167                                | 326                               | –                         | 493           | 392           |

6b Grant making (prior year)

|                                   | Grants to<br>institutions<br>£'000 | Grants to<br>individuals<br>£'000 | Support<br>costs<br>£'000 | 2023<br>£'000 |
|-----------------------------------|------------------------------------|-----------------------------------|---------------------------|---------------|
| <b>Cost</b>                       |                                    |                                   |                           |               |
| Bursaries and honorarium payments | 52                                 | 208                               | –                         | 260           |
| Royal Society of Biology          | 15                                 | –                                 | –                         | 15            |
| Summer Vacation Studentships      | 96                                 | –                                 | –                         | 96            |
| Scientific Outreach               | 19                                 | –                                 | –                         | 19            |
| In2science UK                     | 2                                  | –                                 | –                         | 2             |
| At the end of the year            | 184                                | 208                               | –                         | 392           |

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):

|                                            | 2024<br>£'000 | 2023<br>£'000 |
|--------------------------------------------|---------------|---------------|
| Depreciation and amortisation              | 6             | 11            |
| Loss or profit on disposal of fixed assets | –             | –             |
| Irrecoverable VAT                          | 62            | 30            |
| Auditor's remuneration (excluding VAT):    |               |               |
| Audit fees                                 | 34            | 33            |
| Taxation services                          | 5             | 5             |
| Foreign exchange gains or losses           | (18)          | 29            |

For the year ended 31 December 2024

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

Staff costs were as follows:

|                                                                       | 2024<br>£'000 | 2023<br>£'000 |
|-----------------------------------------------------------------------|---------------|---------------|
| Salaries and wages                                                    | 1,894         | 1,796         |
| Redundancy and termination costs                                      | 38            | –             |
| Social security costs                                                 | 209           | 196           |
| Employer's contribution to defined contribution pension schemes       | 224           | 252           |
|                                                                       | <b>2,365</b>  | <b>2,244</b>  |
| Closed pension scheme deficit funding                                 | –             | 285           |
| Movement in USS pension scheme provision (obligation to fund deficit) | (1,190)       | (185)         |
|                                                                       | <b>1,175</b>  | <b>2,344</b>  |

Included in pension costs is £(224,000) (2023: £252,000) in respect of employer contributions to the defined benefit Universities Superannuation Scheme.

Under the 2023 valuation, the USS scheme was in surplus on a technical provisions basis and no deficit recovery plan was required. The Society was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision (£1.19m) to the profit and loss account in the current year. See notes 18 and 20 for further information.

Under the 2024 valuation, the closed pension scheme was in surplus on a technical provisions basis and no deficit recovery plan was required. The Society was no longer required to make deficit recovery contributions from 1 January 2024. See note 20 for more information.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

|                     | 2024<br>No. | 2023<br>No. |
|---------------------|-------------|-------------|
| £60,000 – £69,999   | –           | –           |
| £70,000 – £79,999   | 3           | 3           |
| £80,000 – £89,999   | 1           | 1           |
| £90,000 – £99,999   | 1           | 1           |
| £170,000 – £179,999 | –           | 1           |
| £190,000 – £199,999 | 1           | –           |

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £784,882 (2023: £744,000).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil). No charity trustee (2023: nil) received payment in respect of a Guest Editor Honorarium for Essays in Biochemistry (2023: £nil). No charity trustee (2023: 1) received payment in respect to a Local Ambassador Grant.

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £2,849 (2023: £3,784) incurred by 11 (2023: 11) members relating to attendance at meetings of the trustees.

For the year ended 31 December 2024

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**9 Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was 43 (2023: 43).

**10 Related party transactions**

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited. All transactions between the two entities during the year have been concluded under normal market conditions.

During the year, Portland Press Limited paid the Society £1.585m (2023: £1.767m), being the amount distributable to the Society under gift aid for the year ended 31 December 2023.

At the year end, the Society was owed £984,000 (2023: £1.495m) from Portland Press Limited due from group undertakings.

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. The charity's trading subsidiary Portland Press Limited Gift Aid available profits to the parent charity.

**12 Tangible fixed assets**

| <b>The group and charity</b>  | <b>Fixtures<br/>and fittings<br/>£'000</b> | <b>Total<br/>£'000</b> |
|-------------------------------|--------------------------------------------|------------------------|
| <b>Cost or valuation</b>      |                                            |                        |
| At the start of the year      | 269                                        | <b>269</b>             |
| Additions in year             | 7                                          | <b>7</b>               |
| Disposals in year             | (250)                                      | <b>(250)</b>           |
|                               | <hr/>                                      | <hr/>                  |
| At the end of the year        | 26                                         | <b>26</b>              |
|                               | <hr/>                                      | <hr/>                  |
| <b>Depreciation</b>           |                                            |                        |
| At the start of the year      | 265                                        | <b>265</b>             |
| Charge for the year           | 6                                          | <b>6</b>               |
| Eliminated on disposal        | (250)                                      | <b>(250)</b>           |
|                               | <hr/>                                      | <hr/>                  |
| At the end of the year        | 21                                         | <b>21</b>              |
|                               | <hr/>                                      | <hr/>                  |
| <b>Net book value</b>         |                                            |                        |
| <b>At the end of the year</b> | 5                                          | <b>5</b>               |
|                               | <hr/> <hr/>                                | <hr/> <hr/>            |
| At the start of the year      | 4                                          | <b>4</b>               |
|                               | <hr/> <hr/>                                | <hr/> <hr/>            |

All of the above assets are used for charitable purposes.

For the year ended 31 December 2024

13 Listed investments

|                                           | The group |         | The charity |         |
|-------------------------------------------|-----------|---------|-------------|---------|
|                                           | 2024      | 2023    | 2024        | 2023    |
|                                           | £'000     | £'000   | £'000       | £'000   |
| Fair value at the start of the year       | 10,518    | 10,099  | 10,518      | 10,099  |
| Additions at cost                         | 780       | 7,118   | 780         | 7,118   |
| Disposal proceeds                         | (606)     | (6,979) | (606)       | (6,979) |
| Net gain / (loss) on change in fair value | 518       | 280     | 518         | 280     |
|                                           | 11,210    | 10,518  | 11,210      | 10,518  |
| Fair value at the end of the year         | 11,210    | 10,518  | 11,210      | 10,518  |

For the year ended 31 December 2024

14 Subsidiary undertaking

The charity owns 100 ordinary shares of £1 each at a total of value of £100, representing the whole of the issued share capital of Portland Press Limited, a company registered in England and Wales. The company number is 02453983. The registered office address is Office 605, Albert House, 256–260 Old St, London EC1V 9DD.

The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the parent charity.

The trustees Richard Reece, Nigel Hooper and Frank Sargent are also directors of the subsidiary.

A summary of the results of the subsidiary is shown below:

|                                                                          | 2024<br>£'000 | 2023<br>£'000 |
|--------------------------------------------------------------------------|---------------|---------------|
| Turnover                                                                 | 3,552         | 3,641         |
| Cost of sales                                                            | (1,273)       | (1,668)       |
| <b>Gross profit/(loss)</b>                                               | <b>2,279</b>  | <b>1,973</b>  |
| Administrative expenses                                                  | (313)         | (385)         |
| Exchange gains / (losses)                                                | 18            | (29)          |
| <b>Profit/(loss) on ordinary activities before interest and taxation</b> | <b>1,984</b>  | <b>1,559</b>  |
| Interest receivable and similar income                                   | 46            | 26            |
| <b>Profit / (loss) on ordinary activities before taxation</b>            | <b>2,030</b>  | <b>1,585</b>  |
| <b>Profit / (loss) for the financial year</b>                            | <b>2,030</b>  | <b>1,585</b>  |
| <b>Retained earnings</b>                                                 |               |               |
| Total retained earnings brought forward                                  | 1             | 1             |
| Profit / (loss) for the financial year                                   | 2,030         | 1,585         |
| Distribution under Gift Aid to parent charity                            | (2,030)       | (1,585)       |
| <b>Total retained earnings carried forward</b>                           | <b>1</b>      | <b>1</b>      |
| The aggregate of the assets, liabilities and reserves was:               |               |               |
| Assets                                                                   | 2,762         | 3,398         |
| Liabilities                                                              | (2,761)       | (3,397)       |
| <b>Reserves</b>                                                          | <b>1</b>      | <b>1</b>      |

Amounts owed to/from the parent undertaking are shown in note 10.



For the year ended 31 December 2024

15 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

|                     | 2024<br>£'000 | 2023<br>£'000 |
|---------------------|---------------|---------------|
| Gross income        | 3,217         | 2,670         |
| Result for the year | 1,389         | (80)          |

16 Debtors

|                                     | The group     |               | The charity   |               |
|-------------------------------------|---------------|---------------|---------------|---------------|
|                                     | 2024<br>£'000 | 2023<br>£'000 | 2024<br>£'000 | 2023<br>£'000 |
| Trade debtors                       | 121           | 112           | 5             | 14            |
| Other debtors                       | 49            | 23            | 49            | 23            |
| Amounts due from group undertakings | –             | –             | 984           | 1,495         |
| Social security and other taxes     | 69            | 78            | 69            | 78            |
| Prepayments and accrued income      | 207           | 214           | 108           | 92            |
|                                     | 446           | 427           | 1,215         | 1,702         |

17 Creditors: amounts falling due within one year

|                              | The group     |               | The charity   |               |
|------------------------------|---------------|---------------|---------------|---------------|
|                              | 2024<br>£'000 | 2023<br>£'000 | 2024<br>£'000 | 2023<br>£'000 |
| Trade creditors              | 180           | 71            | 180           | 66            |
| Taxation and social security | 77            | 101           | 77            | 101           |
| Other creditors              | 323           | 218           | 14            | 7             |
| Accruals                     | 227           | 239           | 101           | 112           |
| Deferred income (note 19)    | 1,470         | 1,679         | 127           | 119           |
|                              | 2,277         | 2,308         | 499           | 405           |

18 Provision for liabilities

Provision for liabilities comprises an obligation to fund deficit on USS pension.

|                                                | The group     |               | The charity   |               |
|------------------------------------------------|---------------|---------------|---------------|---------------|
|                                                | 2024<br>£'000 | 2023<br>£'000 | 2024<br>£'000 | 2023<br>£'000 |
| Balance at the beginning of the year           | 1,190         | 1,375         | 1,190         | 1,375         |
| (Decrease) / Increase in provision in the year | (1,190)       | (185)         | (1,190)       | (185)         |
| Balance at the end of the year                 |               | 1,190         | –             | 1,190         |

No deficit recovery plan for the USS pension scheme was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The Charity was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision (£1.19m) to the profit and loss account in the current year.

For the year ended 31 December 2024

19 Deferred income

Deferred income primarily arises from journal subscription receipts received in advance, which is then unwound through the year.

|                                       | The group |         | The charity |       |
|---------------------------------------|-----------|---------|-------------|-------|
|                                       | 2024      | 2023    | 2024        | 2023  |
|                                       | £'000     | £'000   | £'000       | £'000 |
| Balance at the beginning of the year  | 1,679     | 1,929   | 119         | 86    |
| Amount released to income in the year | (1,679)   | (1,929) | (119)       | (86)  |
| Amount deferred in the year           | 1,470     | 1,679   | 127         | 119   |
| Balance at the end of the year        | 1,470     | 1,679   | 127         | 119   |

For the year ended 31 December 2024

## 20 Pension scheme

The Biochemical Society operates a defined benefit pension provision through two Schemes, the Biochemical Society Staff Pension Scheme and the Universities Superannuation Scheme.

The amounts recognised in the statement of financial position are as follows:

|                                                                           | 2024<br>£'000 | 2023<br>£'000 |
|---------------------------------------------------------------------------|---------------|---------------|
| Biochemical Staff Pension scheme (See Note 20A)                           | -             | -             |
| Universities Superannuation Scheme (See Note 18)                          | -             | 1,190         |
| Provision for liability recognised in the statement of financial position | -             | 1,190         |

### A. The Biochemical Staff Pension Scheme

The Biochemical Society Staff Pension Scheme provides final salary defined benefits for service up to and including 28 February 2011. The scheme is closed to new entrants and future accrual. The assets of the scheme are held in a separate trustee administered fund and subject to independent triennial actuarial valuations.

The level of benefits provided by the Scheme depends on a member's length of service and their salary at their date of leaving the scheme.

On April 8 2024, The schemes assets and liabilities were transferred to a Defined Benefit (DB) Master Trust and the old scheme was wound down. The DB Master Trust has its own advisors and is supported by an appointed Trustee for the section.

The pension fund is subject to triennial valuations by an independent actuary. The last valuation as at 31 March 2024 showed a surplus of £0.6m and a funding level of 105%.

In conjunction with the valuation, a schedule of contributions was signed with the employer and no deficit recovery payments were agreed.

The prior year disclosure is made on the 2023 FRS102 disclosure report pre-transition to the Master Trust. The 2024 disclosure is made using the post-transition disclosure report. The figures in both disclosures were measured using the Projected Unit Method.

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable.

The principal assumptions used to calculate the liabilities under FRS102 are set out below:

| Main financial assumptions               | Master Trust<br>31-Dec-24<br>%pa | Pre-Master Trust<br>31-Dec-23<br>%pa |
|------------------------------------------|----------------------------------|--------------------------------------|
| RPI inflation                            | 3.1                              | 3.15                                 |
| CPI inflation                            | 2.8                              | 2.35                                 |
| Pension increases in payment (Pre 2030)  | 3.1                              | 3.15                                 |
| Pension increases in payment (Post 2030) | 2.8                              | 2.95                                 |
| Discount rate for Scheme liabilities     | 5.5                              | 4.7                                  |

For the year ended 31 December 2024

**Pensions continued**

**Main demographic assumptions**

|                     | <b>Master Trust</b>                                                                                                                                                                                     | <b>Pre-Master Trust</b> |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
|                     | <b>31-Dec-24</b>                                                                                                                                                                                        | <b>31-Dec-23</b>        |
| <b>Mortality</b>    |                                                                                                                                                                                                         |                         |
| Base table          | Standard tables using Club VITA experience based on member's year of birth                                                                                                                              | 100% of S3PxA_L         |
| Future improvements | CMI 2023 with peaked short rates, long term improvement of 1.5% pa, 15% weighting to 2022 and 2023 data, 0% weighting to 2020 and 2021 data, a smoothing parameter of Sk = 7.0, an A parameter of 0.25% | CMI 2021                |

**Scheme asset allocation:**

|                                      | <b>Master Trust</b> | <b>Pre-Master Trust</b> |
|--------------------------------------|---------------------|-------------------------|
|                                      | <b>31-Dec-24</b>    | <b>31-Dec-23</b>        |
|                                      | <b>£'000</b>        | <b>£'000</b>            |
| Target return funds                  | 3,999               | 1,386                   |
| Insured annuities                    | 445                 | –                       |
| Income                               | 1,281               | –                       |
| Infrastructure                       | 349                 | –                       |
| Private lending/debt                 | 175                 | –                       |
| Bonds (including insured pensioners) | –                   | 5,221                   |
| Cash and cash equivalents            | 2,046               | –                       |
| Liability driven investments         | 3,985               | –                       |
| Swaps/Gilts (including cash)         | –                   | 6,751                   |
| Closing fair value of scheme assets  | <u>12,280</u>       | <u>13,358</u>           |

The scheme has no investments in the Society or in the property occupied by the company.

**Changes to the present value of the defined benefit obligation during the year:**

|                                                  | <b>Master Trust</b> | <b>Pre-Master Trust</b> |
|--------------------------------------------------|---------------------|-------------------------|
|                                                  | <b>2024</b>         | <b>2023</b>             |
|                                                  | <b>£'000</b>        | <b>£'000</b>            |
| Opening defined benefit obligation (DBO)         | 12,481              | 12,393                  |
| Administration costs                             | 77                  | –                       |
| Interest expense on DBO                          | 565                 | 593                     |
| Actuarial (gains) / losses on scheme liabilities | (1,467)             | 90                      |
| Net benefits paid                                | (473)               | (595)                   |
| Closing defined benefit obligation               | <u>11,183</u>       | <u>12,481</u>           |

**Changes to the fair value of scheme assets during the year:**

|                                     | <b>Master Trust</b> | <b>Pre-Master Trust</b> |
|-------------------------------------|---------------------|-------------------------|
|                                     | <b>2024</b>         | <b>2023</b>             |
|                                     | <b>£'000</b>        | <b>£'000</b>            |
| Opening fair value of scheme assets | 13,358              | 13,201                  |
| Interest income on scheme assets    | 608                 | 639                     |
| (Loss) / Gain on scheme assets      | (1,434)             | (172)                   |
| Contributions by the employer       | 221                 | 285                     |
| Net benefits paid out               | (473)               | (595)                   |
| Closing fair value of scheme assets | <u>12,280</u>       | <u>13,358</u>           |

|                                |       |     |
|--------------------------------|-------|-----|
| Actual return on Scheme assets | (826) | 467 |
|--------------------------------|-------|-----|

For the year ended 31 December 2024

**Pensions continued**

**Reconciliation of funded status to Statement of Financial Position:**

|                                             | <b>Master Trust</b> | <b>Pre-Master Trust</b> |
|---------------------------------------------|---------------------|-------------------------|
|                                             | <b>2024</b>         | <b>2023</b>             |
|                                             | <b>£'000</b>        | <b>£'000</b>            |
| Fair value of assets                        | 12,280              | 13,358                  |
| Present value of funded benefit obligations | (11,183)            | (12,481)                |
| Funded status                               | <u>1,097</u>        | <u>877</u>              |

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable

**Amounts recognised in Statement of Financial Activities (SOFA):**

|                                                                                | <b>Master Trust</b> | <b>Pre-Master Trust</b> |
|--------------------------------------------------------------------------------|---------------------|-------------------------|
|                                                                                | <b>2024</b>         | <b>2023</b>             |
|                                                                                | <b>£'000</b>        | <b>£'000</b>            |
| Interest on defined benefit liability                                          | 565                 | (593)                   |
| Past service cost                                                              | –                   | –                       |
| Pension (credit) / expense recognized in the Statement of Financial Activities | <u>565</u>          | <u>(593)</u>            |

|                                                                | <b>Master Trust</b> | <b>Pre-Master Trust</b> |
|----------------------------------------------------------------|---------------------|-------------------------|
|                                                                | <b>2024</b>         | <b>2023</b>             |
|                                                                | <b>£'000</b>        | <b>£'000</b>            |
| Return less interest income on scheme assets                   | (1,434)             | (172)                   |
| Actuarial gain / (loss) on liabilities                         | 1,467               | (90)                    |
| Irrecoverable surplus on pension scheme                        | 1                   | (69)                    |
| Gain / (loss) arising in the Statement of Financial Activities | <u>34</u>           | <u>(331)</u>            |

Pensions continued

B. Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. No deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision (£1.19m) to the profit and loss account in the current year.

The Society employer contributions for the year ended 31st December 2024 amounted to £246,608 (2023: £319,982). There was neither a prepayment nor an accrual at the end of the financial year in respect of these contributions. The disclosures below represent the position from the scheme's financial statements.

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2023 (the valuation date), which was carried out using the projected unit method.

Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

Defined benefit liability numbers for the scheme have been produced using the following assumptions:

|                           | 2024  | 2023  |
|---------------------------|-------|-------|
| Discount rate             | 5.50% | 4.50% |
| Pensionable salary growth | n/a   | n/a   |
| Price inflation (CPI)     | 3.00% | 1.10% |

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2023 actuarial valuation. The mortality assumptions used in these figures are as follows:

|                           |                       |
|---------------------------|-----------------------|
| Male members' mortality   | 101% of S2PMA "light" |
| Female members' mortality | 95% of S3PFA          |

For the year ended 31 December 2024

**Pensions continued**

Use of these mortality tables reasonably reflects the actual USS experience. To allow for future improvements in mortality rates the CMI 2021 projections with a smoothing parameter of 7.5, an initial addition of 0.4% p.a., 10% w2020 and w2021 parameters, and a look-term improvement rate of 1.8% pa for males and 1.6% pa for females were also adopted. The current life expectancies on retirement at age 65 are:

|                                 | 2024 | 2023 |
|---------------------------------|------|------|
| Males currently aged 65 years   | 23.7 | 24   |
| Females currently aged 65 years | 25.6 | 25.6 |
| Males currently aged 45 years   | 25.4 | 26   |
| Females currently aged 45 years | 27.2 | 27.4 |

**21a Analysis of group net assets between funds (current year)**

|                                       | General<br>unrestricted<br>£'000 | Designated<br>funds<br>£'000 | Restricted<br>funds<br>£'000 | Total funds<br>£'000 |
|---------------------------------------|----------------------------------|------------------------------|------------------------------|----------------------|
| Tangible fixed assets                 | 5                                | –                            | –                            | 5                    |
| Investments                           | 10,013                           | –                            | 1,197                        | 11,210               |
| Net current assets / (liabilities)    | 1,317                            | –                            | (62)                         | 1,255                |
| Provision for liabilities             | –                                | –                            | –                            | –                    |
| <b>Net assets at 31 December 2024</b> | <b>11,335</b>                    | <b>–</b>                     | <b>1,135</b>                 | <b>12,470</b>        |

**21b Analysis of group net assets between funds (prior year)**

|                                       | General<br>unrestricted<br>£'000 | Designated<br>funds<br>£'000 | Restricted<br>funds<br>£'000 | Total funds<br>£'000 |
|---------------------------------------|----------------------------------|------------------------------|------------------------------|----------------------|
| Tangible fixed assets                 | 4                                | –                            | –                            | 4                    |
| Investments                           | 9,433                            | –                            | 1,085                        | 10,518               |
| Net current assets                    | 1,744                            | –                            | 5                            | 1,749                |
| Provision for liabilities             | (1,190)                          | –                            | –                            | (1,190)              |
| <b>Net assets at 31 December 2023</b> | <b>9,991</b>                     | <b>–</b>                     | <b>1,090</b>                 | <b>11,081</b>        |

For the year ended 31 December 2024

22a Movements in funds (current year)

|                                     | At 1<br>January<br>2024<br>£'000 | Income &<br>gains<br>£'000 | Expenditure<br>& losses<br>£'000 | Transfers<br>£'000 | At 31<br>December<br>2024<br>£'000 |
|-------------------------------------|----------------------------------|----------------------------|----------------------------------|--------------------|------------------------------------|
| <b>Restricted funds:</b>            |                                  |                            |                                  |                    |                                    |
| Keilin Memorial Lecture Fund        | 62                               | 5                          | (2)                              | –                  | 65                                 |
| Morton Memorial Lecture Fund        | 65                               | 5                          | (2)                              | –                  | 68                                 |
| Harden Legacy Fund                  | 195                              | 20                         | (5)                              | –                  | 210                                |
| Centenary Award Fund                | 114                              | 10                         | (3)                              | –                  | 121                                |
| Krebs Memorial Scholarship Fund     | 376                              | 62                         | (23)                             | –                  | 415                                |
| Eric Reid Fund for Methodology      | 251                              | 26                         | (40)                             | –                  | 237                                |
| Randle Lecture Fund                 | 6                                | –                          | –                                | –                  | 6                                  |
| Synthetic Biology Fund              | 21                               | –                          | (7)                              | –                  | 14                                 |
| <b>Total restricted funds</b>       | <b>1,090</b>                     | <b>128</b>                 | <b>(82)</b>                      | <b>–</b>           | <b>1,136</b>                       |
| <b>Unrestricted funds:</b>          |                                  |                            |                                  |                    |                                    |
| <b>Fixed asset fund</b>             | <b>4</b>                         | <b>1</b>                   | <b>–</b>                         | <b>–</b>           | <b>5</b>                           |
| <b>Other charitable funds</b>       | <b>9,986</b>                     | <b>5,225</b>               | <b>(3,883)</b>                   | <b>–</b>           | <b>11,328</b>                      |
| <b>Total unrestricted funds</b>     | <b>9,990</b>                     | <b>5,226</b>               | <b>(3,883)</b>                   | <b>–</b>           | <b>11,333</b>                      |
| <b>Non-charitable trading funds</b> | <b>1</b>                         | <b>–</b>                   | <b>–</b>                         | <b>–</b>           | <b>1</b>                           |
| <b>Total funds</b>                  | <b>11,081</b>                    | <b>5,354</b>               | <b>(3,965)</b>                   | <b>–</b>           | <b>12,470</b>                      |

The narrative to explain the purpose of each fund is given at the foot of the note below.



For the year ended 31 December 2024

22b Movements in funds (prior year)

|                                     | At 1<br>January<br>2023<br>£'000 | Income &<br>gains<br>£'000 | Expenditure<br>& losses<br>£'000 | Transfers<br>£'000 | At December<br>2023<br>£'000 |
|-------------------------------------|----------------------------------|----------------------------|----------------------------------|--------------------|------------------------------|
| <b>Restricted funds:</b>            |                                  |                            |                                  |                    |                              |
| Keilin Memorial Lecture Fund        | 61                               | 3                          | (2)                              | –                  | 62                           |
| Morton Memorial Lecture Fund        | 62                               | 3                          | –                                | –                  | 65                           |
| Harden Legacy Fund                  | 184                              | 13                         | (2)                              | –                  | 195                          |
| Centenary Award Fund                | 121                              | 6                          | (13)                             | –                  | 114                          |
| Krebs Memorial Scholarship Fund     | 380                              | 39                         | (43)                             | –                  | 376                          |
| Eric Reid Fund for Methodology      | 278                              | 16                         | (43)                             | –                  | 251                          |
| Randle Lecture Fund                 | 8                                | –                          | (2)                              | –                  | 6                            |
| Synthetic Biology Fund              | 29                               | –                          | (8)                              | –                  | 21                           |
| <b>Total restricted funds</b>       | <b>1,123</b>                     | <b>80</b>                  | <b>(113)</b>                     | <b>–</b>           | <b>1,090</b>                 |
| <b>Unrestricted funds:</b>          |                                  |                            |                                  |                    |                              |
| <b>Fixed asset fund</b>             | <b>8</b>                         | <b>–</b>                   | <b>(4)</b>                       | <b>–</b>           | <b>4</b>                     |
| <b>Other charitable funds</b>       | <b>10,029</b>                    | <b>4,923</b>               | <b>(4,966)</b>                   | <b>–</b>           | <b>9,986</b>                 |
| <b>Total unrestricted funds</b>     | <b>10,037</b>                    | <b>4,923</b>               | <b>(4,970)</b>                   | <b>–</b>           | <b>9,990</b>                 |
| <b>Non-charitable trading funds</b> | <b>1</b>                         | <b>–</b>                   | <b>–</b>                         | <b>–</b>           | <b>1</b>                     |
| <b>Pension reserve</b>              |                                  |                            |                                  |                    | <b>–</b>                     |
| <b>Total funds</b>                  | <b>11,161</b>                    | <b>5,003</b>               | <b>(5,083)</b>                   | <b>–</b>           | <b>11,081</b>                |

### **Purposes of restricted funds**

#### **Keilin Memorial Lecture Fund**

The Keilin Fund was instituted in 1964 by means of an appeal to commemorate the late David Keilin and income is used to pay for the costs of the speaker in giving a lecture, generally every other year.

#### **Morton Memorial Lecture Fund**

The fund was instituted in 1978 following an appeal at which some £3,400 was received in donations. Income from the fund is used to pay for the speaker's costs in giving a lecture biennially at a meeting of the Society and at the University of Liverpool. The lecture commemorates R.A. Morton.

#### **Harden Legacy Fund**

In his will in 1940 Sir Arthur Harden left funds to support publication of original scientific research. The income from the fund can be applied to assisting scientists with their travel and accommodation costs incurred in attendance of Harden conferences.

#### **Centenary Award Fund**

In recognition of the Society's centenary in 2011, this fund was created through the merger of the former Jubilee Lecture and the Hopkins Memorial Lecture funds. The Centenary Award Fund facilitates an annual award to a biochemist of distinction from any part of the world, with the award winner presenting a Sir Frederick Gowland Hopkins Memorial Lecture.

#### **Krebs Memorial Scholarship Fund**

The Krebs fund resulted from an appeal launched in December 1982 to commemorate the life and work of Sir Hans Krebs. Income from the fund is used to fund a postgraduate scholarship in Biochemistry or allied biomedical science, tenable at any British university. The Scholarship, awarded every year, is primarily intended to help candidates whose careers have been interrupted for non-academic reasons beyond their own control and/or who are unlikely to qualify for a grant.

#### **Eric Reid Fund for Methodology**

This fund has been renamed from the Guilford Bench Methodology Fund in memory of the late Dr Eric Reid, and was set up through funds provided by him from a trust which he co-founded in 1981. It was set up with the aim of assisting 'non big league' investigators in bypassing benchwork bottlenecks. The fund's Capital is sufficient to award about eight grants each year. The fund is akin to the Royal Society of Chemistry's Research Fund, but extends to paying for vacation help.

#### **Randle Lecture Fund**

This fund was instituted in honour of the late Professor Sir Philip Randle who was one of the world's foremost researchers into mammalian metabolism. Income from the fund is used to finance a biennial award lecture by globally selected nominated scientists on the basis of their contribution to the understanding of mammalian metabolism.

#### **Synthetic Biology Fund**

This fund has been created by the organisers to underwrite future years' conferences.

In the opinion of the Trustees, all funds have adequate resources to fulfil their ongoing obligations.

### **23 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

**THE BIOCHEMICAL SOCIETY**

England & Wales - Charity number 253894

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# Accounts

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**BIOCHEMICAL  
SOCIETY**

**Trustees' Report and  
Accounts for the year  
ended 31 December 2023**

## CONTENTS

|                                                                                    |    |
|------------------------------------------------------------------------------------|----|
| OUR MISSION                                                                        | 2  |
| PUBLIC BENEFIT STATEMENT                                                           | 2  |
| FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE                                    | 3  |
| STRATEGIC REPORT ON GROUP ACTIVITIES                                               | 6  |
| Promoting and sharing knowledge                                                    |    |
| Supporting career development and lifelong engagement                              |    |
| Bringing together molecular bioscientists and encouraging wider dialogue           |    |
| Developing and transforming our working practices and business model               |    |
| GOVERNANCE AND MANAGEMENT                                                          | 17 |
| Principal Risks and Uncertainties                                                  |    |
| Biochemical Society Trustees                                                       |    |
| Directors of Portland Press Limited                                                |    |
| Senior Management Team                                                             |    |
| Key Contacts                                                                       |    |
| Financial Review                                                                   |    |
| Reserves Policy and Going Concern                                                  |    |
| Remuneration Policy                                                                |    |
| Investment Policy                                                                  |    |
| INDEPENDENT AUDITOR'S REPORT                                                       | 32 |
| FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023                           | 37 |
| Consolidated Statement of Financial Activities for the year ended 31 December 2023 |    |
| Consolidated and Charity Statements of Financial Position as of 31 December 2023   |    |
| Consolidated Statement of Cash Flows for the year ended 31 December 2023           |    |
| Notes to the Financial Statements                                                  |    |

## OUR MISSION

The Biochemical Society exists for the advancement of the molecular biosciences. Together with our publishing subsidiary Portland Press Limited, the Group promotes and facilitates the sharing of knowledge and expertise, supporting the advancement of biochemistry and molecular biology, and raising awareness of their importance in addressing societal grand challenges.

## PUBLIC BENEFIT STATEMENT

The Biochemical Society promotes the advancement of the molecular biosciences. The Society's activities support the development of individual and collective understanding of biochemistry through dissemination of research and the provision of resources and activities to support the education of students, researchers and the general public. The molecular biosciences impact on many areas of science including biotechnology, agriculture and medicine, helping to play a key role in tackling global issues such as improving lifelong health, treatment of disease, biotechnology and food security.

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

**Registered charity name:** Biochemical Society

**Charity registered number:** 253894

**Company number:** 00892796

**Registered Office:** First Floor, 10 Queen Street Place, London EC4R 1BE

**Telephone:** +44 (0)20 3880 2793

**Email:** [info@biochemistry.org](mailto:info@biochemistry.org)

**Website:** [www.biochemistry.org](http://www.biochemistry.org)

**Twitter:** @BiochemSoc

**Company name:** Portland Press Limited

**Company number:** 02453983

**VAT No:** GB 523 2392 69

**Email:** [editorial@portlandpress.com](mailto:editorial@portlandpress.com)

**Website:** [www.portlandpress.com](http://www.portlandpress.com)

**Twitter:** @PPPublishing

## FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE

2023 saw the Group complete the first full year of its [current strategy](#) (launched in July 2022) and continue to innovate its working practices to operate at the forefront of change within the sector.

As in 2022, our [events programme](#) provided essential opportunities for collaboration and the sharing of ideas within our community and in collaboration with others. Our [Biochemistry Focus webinar series](#) continued to harness links and promote content across the Group with 22 webinars run, linking to awards, education, careers, grants, policy, and publishing. 2023 saw over 3,000 delegates register to attend our webinars with total on-demand views across all channels reaching 55,928 by 1 February 2024.

The success and reach of our webinar series provided an excellent opportunity for promoting [membership of the Society](#), with over 1,600 non-members and 265 lapsed members registering to attend. By December 2023 we had seen a 13% growth in our membership numbers, supported by the first full year of operation of our new membership CRM system, which has developed our reporting processes and overall data accuracy. A membership survey was sent out in November which showed member satisfaction rated as high by respondents, as well as identifying reasons why members joined the Society and what they considered were key member benefits. These results will inform future work to review and refresh the membership offering, ensuring it remains relevant and offers appropriate support for our community.

Work undertaken in 2022 to review both our [awards](#) and [grants](#) portfolios delivered impressive results in 2023.. Awards nominations increased by 70%, with an increase in female nominees to 33% and an increase in international nominators and nominees. We also introduced three new awards categories: Significant Breakthrough or Achievement and Sustained Excellence, the Research Support Award and Teaching Excellence Awards [with categories for both Early Career (EC) and Established Educators].

A total of £321,590 was awarded across our full grants portfolio to applicants from 34 different countries. Our first [Student Opportunities Grant](#) was awarded in October, with a further five funded by the end of the year supporting a variety of undergraduate and postgraduate projects, and our refreshed [Care and Assistance Grant](#) received its first four applications, supporting those with childcare and carer requirements when attending Society events. The largest percentage of grants was awarded to postgraduates (31%) and those in the early stages of their career (26%). The number of successful international applicants (22%) remained on par with last year, with our international reach particularly improved through our [Diversity in Science Grants](#) scheme, which awarded £7,372 to 15 applicants and continued to promote inclusivity on an international scale, with 87% of grants going to overseas projects.

We continued to focus on support for those in the early stages of their careers, with a sold-out EC networking event held in July that provided insights into non-academic careers; an offering we will be looking to repeat in 2024. The [Structural Mass Spectrometry issue of Essays in Biochemistry](#) published in March was EC led and specific EC sessions were held at several events within the year; a networking event at Dynamic Cell V in April, a breakfast at Mitochondrial Dysfunction and Neurodegeneration 2023 in April, and EC sessions at the 89<sup>th</sup> Harden Conference in September.

Expansion of the Society's flagship [Summer Vacation Studentships](#) successfully piloted placements in scientific publishing and public engagement and outreach in 2023, developing our offering outside 'traditional' careers and skills development. Eighty-two student placements were awarded (42 in research, 38 in programming, 1 in public engagement and 1 in publishing). The [careers section](#) of the Society website was fully revised, and we are working with university career departments to ensure our careers resources are disseminated as widely and effectively as possible. Careers-based webinars attracted over 500 delegate registrations, covering topics such as [careers in clinical trials](#), [alternative protein careers for biochemists](#) and the [transition between academia and industry](#), and vice versa.

Through our [Local Ambassadors](#) (LAs) the Society had a presence at career-related events and public engagement events throughout the year, with LAs also involved in reviewing grant applications and [Science Communication prize](#) entries.

The Society's [Industry Advisory Panel](#) met for the first time in 2023, allowing us to engage representatives with Society activities including our [Drug Discovery training event](#) which provided a comprehensive overview of the pre-clinical drug discovery process. We also worked closely with our [Policy Advisory Panel](#), [Policy Network](#) and [EC Advisory Panel](#) to develop a set of policy priority themes for the organisation, which have provided focus for our policy work: antimicrobial resistance, open science, STEM education and skills, genetic/genomic technologies and their applications, sustainability and drug development/discovery.

Our commitment to digital development and innovation continued this year, as the first implementation phase of our infrastructure review drew to a close. Work to migrate the Society's finance systems to the cloud was successfully completed which has increased system security and streamlined key processes. Google Analytics are now embedded on the [Society](#) and [Portland Press](#) websites and the design and use of imagery on both sites was also updated. We were able to further develop consistent output across all of the Society's social media channels, increasing the following of the [Society on X](#) (formerly known as Twitter) to 32k and opening an [Instagram account](#), which had 575 followers by the end of the year.

The Group's remote working model continued to operate effectively, maintaining flexible working options for staff, for example those with caring responsibilities and/or disabilities, as part of our wider [Equity, Diversity and Inclusion](#) (EDI) commitment. Having assessed similar organizations' successful adoption of a four-day working week (4DW), the Society commenced a trial of the scheme in January 2023, with regular reviews and monitoring of productivity and staff engagement. The trial was a success and, at the end of the year, Trustees confirmed the adoption of the 4DW as an approved non-contractual working pattern, for review and approval annually. We are proud to be operating a forward-thinking staffing model and have seen the benefits with staff recruitment and retention, as well as the work/life balance of employees.

Our wholly owned subsidiary, [Portland Press](#), saw a continuing downward trend in publications, as was the case across the sector, with a decrease of 18% in 2023, although the decline was less steep than that seen in 2022. We continue to prioritize commissioning efforts and associated marketing campaigns to address these issues.

We continue to beat industry sector article turnaround times, and total usage (PDF and HTML) sat at just over 4.8m; below last year's peak but still above average for the past three years. Institutional PDF usage continued to increase, mainly as a result of increased article views to



content in [Biochemical Society Transactions](#) (BST), [Clinical Science](#) (CS), [Emerging Topics in Life Sciences](#) (ETLS) and [Essays in Biochemistry](#) (EBC).

The Society's long-standing commitment to [open scholarship](#) is embedded into our 2022-2025 strategy, with a revised [open science position statement](#) published in October 2023. The statement outlined eight open science principles, from open access (OA) to research integrity. Covering not just publishing practices but also research culture, the statement included a pledge to implement equitable, inclusive and sustainable routes for publishing across the Society's publications, particularly considering funder mandates and landscape changes. The impact of the transition to OA on Group-level finances continues to be a major focus and in addition to work on identifying new revenue streams, work is in place across the Group to identify efficiency savings.

With growth of OA publishing an important indicator for us, the proportion of OA articles published in the hybrid journals increased from 48% in 2022 to 54% in 2023. Of particular note was the proportion of OA in the review-only journals, with EBC standing at 63%, BST at 57%, and ETLS at 56%. Articles funded through Read & Publish (R&P) agreements rose from 30% in 2022 to 35% in 2023 and, as expected, we saw decreased revenue from article publishing charges (APCs) compared with last year. This anticipated and planned transference of funding from APCs to R&P institutional agreements is set to continue through 2024 until APCs are fully eliminated in our hybrid journals in 2025.

As always, we thank our Trustees, Members of PPL Board, Local Ambassadors, Committee and Panel members, Editorial Board members, Society members, peer reviewers, authors, partner organizations and staff team for their ongoing support and commitment that allows us to deliver for the molecular biosciences community.



**Professor Dame Julia Goodfellow**  
**President, Biochemical Society**



**Kate Baillie**  
**CEO, Biochemical Society**  
**Managing Director, Portland Press Limited**

## STRATEGIC REPORT ON GROUP ACTIVITIES

2023 was the first full year of delivery for the Group's current [2022-2025 strategy](#). What follows is an assessment of Group business within this period as it relates to the strategic objectives contained therein.

### Promoting and sharing knowledge

#### Key objectives for the strategic period

- Promote the importance of our discipline to all relevant audiences, championing a representative cross-section of all those working across the community.
- Maximize collaborative, interdepartmental content opportunities for our activities and resources, embedding synergistic working across the organization.
- Harness the Society's publishing activities, events programme, and outreach activities to disseminate knowledge, build our international reputation and grow content.
- Reinforce our commitment to an open research landscape that supports global scientific advancement.

As in 2022, our [events programme](#) provided essential opportunities for the promotion and sharing of knowledge within our community and in collaboration with others. With 273 delegates, the [Synthetic Biology UK](#) meeting in November brought together the synthetic and engineering biology communities to share recent scientific advancements across the field. Conference themes included biomolecular design and engineering, cell and system-level design and synthetic and minimal cells. The [89<sup>th</sup> Harden Conference](#), focused on proteoglycans, was organized in collaboration with the British Society for Matrix Biology and drew 112 delegates. The meeting programme covered research areas at the forefront of the field, basic aspects of proteoglycan research including new technologies and tools, their functions and mechanisms of action, and advances in translation to biomedical applications. These two events ran as part of our full programme, which provided 15 scientific meetings, 6 in-person training events and 9 runs of online training events. We continued to focus on gender diversity with 46% of female speakers at our events and had 24% of total delegates from the Early Career (EC) community, (increased from 17% in 2022).

Our [Biochemistry Focus webinar series](#) continued to successfully harness links and promote content across the Group with a total of 22 webinars run, linking to awards, education, careers, grants, policy, and publishing. 2023 saw over 3,000 delegates register to attend our webinars with total on-demand views across all channels reaching 55,928 to date. Our most popular webinars attracted a total of 489 registrations; '[Antimicrobial resistance, the next pandemic?](#)' (250 registrations), and '[Transitioning between academia and industry and vice versa](#)' (239 registrations). Overall, the highest groups of delegates across the webinar programme were students and members of the EC community, with both members and non-members in attendance at each webinar run within the programme.

Our [Scientific Outreach Grants](#) received a total of 58 applications (up from 23 applications in 2022), 25 applications for the £1k grant and 33 applications for the £5k grant. [Funded projects](#) included an [outreach project at the University of Warwick](#) to provide laboratory experience to

secondary school students, the creation of an Activity Zone at the Cambridge Science Centre to provide hands on biochemical activities for school groups and families, and an event to disseminate current scientific research in Down Syndrome. We also saw an increase in eligible entries to our [Science Communication Prize](#); 80 entries in 2023 up from 35 entries in 2022. The winning entries came from a range of countries, including China, India, Malaysia, Singapore, Spain and Turkey and covered a variety of topics, including [cancer](#), [genes and DNA](#) and [women in STEM](#).

Our [Society awards programme](#) was refreshed in 2022, having a significant impact on the nominations received in 2023, which increased by 70% on the previous year. We also saw a 38% increase in female nominees and an increase in both international nominators and nominees. [Dr Kelly Nguyen](#) was the first Vietnamese winner of the Colworth Medal, given to EC researchers who are considered to have completed outstanding research. Our new award categories were presented for the first time, and we had our first team winners: the [University of Dundee Drug Discovery Unit and GSK Global Health](#) received the Industry and Academic Collaboration Award, and the [WEHI Bioservices Team](#) from the Walter and Eliza Hall Institute of Medical Research received the Research Support Award.

The Group's social media channels continued to perform well, despite the uncertainty about how the platform level changes would impact X (Twitter) over the course of 2023. This platform remained our [largest channel](#) of communication with an increase of 18% in engagements and 54% in impressions. Significant increases in engagement, impressions, posts and followers were seen with both our [LinkedIn](#) and [Facebook](#) accounts, most notably with increases of 58% (LinkedIn) and 93% (Facebook) in engagements. The launch of our new [Instagram account](#) in May 2023 was well received and by the end of the year had achieved 575 followers; valuable insights were gained into how to continue to improve the content offering into 2024.

The Group's [mitochondria content package](#), hosted on the PPL website, proved to be the most popular package offering, seeing 3,887 engagement activities, (numbers of unique users, views and engagements) compared to 2,125 engagement activities for the [synthetic biology content package](#) and 1,905 engagement activities for the [virology and vaccinology content package](#), both of which are hosted on the Society website.

In general, the open rates for mailing campaigns to promote the packages were comparable with the rates for other Society campaigns (mailing campaigns concerning packages achieved an average open rate of 29% compared to the overall mailing campaign average open rate of 33%). Click-to-open rates were lower for the mitochondria and synthetic biology packages (an average of 7% compared to 12% overall), but the virology and vaccinology package achieved a click-to-open rate of 24%, well above the 12% average. Work continues to assess the future development of content packages as part of our content offering.

Work was undertaken to broaden the content of the Society's science magazine, [The Biochemist](#), with the addition of representatives to the Editorial Board from the Training Theme Panel, Education Committee and Policy Advisory Panel. Articles published have covered engaging and inclusive teaching, science outreach, and policy topics such as Voice of the Future and Parliamentary Links Day. Issues were themed throughout the year covering a broad range of areas, including [protein engineering](#), [fungal economics](#), [gene therapies](#) and [death and decomposition](#).

Having placed a commitment to open science within our strategic objectives, Trustees agreed a [future roadmap for transition to open](#) in March 2023. The Society's President announced our intention to transition to full open access (OA) by 2025, which was followed in June with a significant change to our green OA policy – removal of all embargoes on author-deposited accepted manuscripts. In October, we started the countdown to the launch of a fourth OA business model, Subscribe to Open, which will complete our transition to open. We will be offering every author a route to OA publishing, compliant with funder and institutional mandates. October also saw publication of a revised [open science position statement](#).

The changes in the wider scholarly publishing landscape continued to have an impact on the sector, and while we saw an overall increase in our journal submissions compared with the previous year (3596 submissions in 2023 compared with 3394 submissions in 2022), this increase was due to increasing papermill-type submissions to Clinical Science ([CS](#)) and Bioscience Reports ([BSR](#)). Biochemical Society Transactions ([BST](#)) did see a genuine increase in submissions, which resulted in a slight increase in publication volume in 2023 compared with 2022 (174 publications versus 163 publications in 2022). Total publications decreased by 18% in 2023 when compared with the previous year, a less-steep decrease than had been seen in previous years (37% in 2022). We continue to implement quality control processes to support research integrity, with BSR (our fully OA sound science journal) being the most impacted journal in our portfolio. While we are still working with the BSR Editorial Board on correcting the scientific record for historical content, particularly in relation to articles suspected of coming from papermills, a new Editor-in-Chief is in place from January 2024 to ensure a pipeline of high-quality submissions. We continue to keep up to date with the research integrity landscape and consider our own practices to ensure we are providing the best possible service to our community.

To the end of 2023, there were 269 OA articles published in the hybrid journals which represents a decrease of around 8% against hybrid OA publications in 2022. But while the number of OA publications decreased this year, the proportion of OA articles in the hybrid journals increased slightly to 54% (compared with 48% in 2022). The proportion of OA in the review-only journals was particularly significant, with [EBC](#) standing at 63%, [BST](#) at 57%, and [ETLS](#) at 56%. There were around 205 articles published through R&P agreements in 2023 which equated to a third of all content published in the year; [BCJ](#) and [BST](#) accounted for over half of all published R&P content.

2023 saw corresponding authors from a total of 49 different countries, the same number of countries as in 2022, with the highest number of contributors coming from the United States (151), the United Kingdom (115), China (87), Australia (34) and India (30). The [BCJ](#) published article, '[Introduction to the human gut microbiota](#)', was the most cited article of the year, followed by '[New photosensitizers for photodynamic therapy](#)', also published in the [BCJ](#).

## Supporting career development and lifelong learning

### Key objectives for the strategic period

- Develop support across all career stages and transitions, working alongside key stakeholders to align our resources and activities with the evolving needs of the community.
- Support and engage early career molecular bioscientists across all academic and vocational pathways.
- Provide training and opportunity for our communities to deliver Society activities, enhancing professional development for these groups.
- Collaborate with external partners and specialist organizations to serve allied cohorts beyond our primary remit.
- Ensure our grants, bursaries and awards reflect the needs of the entire molecular bioscience community, facilitating development and engagement for all representative groups.

We have continued to develop our careers support and resources, including offerings outside of 'traditional' careers and skills development. This was supported by a refresh of the [careers section](#) of our website and an ongoing review of our [careers resources](#), for example work being undertaken with our Industry Advisory Panel to update our ['Biochemists in Industry' booklet](#).

The Society's [Summer Vacation Studentships scheme](#) (SVS) was expanded in 2023 to pilot additional placements within the Group itself, with a placement in scientific publishing (62 applications received for 1 placement) and another in public engagement and outreach (29 applications received for 1 placement). Overall, 82 student placements were awarded, and due to the success of the pilot we will be offering the publishing and public engagement placements again in 2024. Experiences of some of the SVS students were shared in an [article](#) in The Biochemist published in December 2023.

We also joined the City, University of London [Microplacement scheme](#), hosting two students within our EDI and Governance teams across a four-week period in June to July. The scheme provides opportunities for students from underrepresented backgrounds to gain valuable work experience, completing projects that contribute towards delivery of the Society's objectives. In 2023 this included the creation of an [EDI toolkit](#) and a review of key Society policies, with one of the students successfully winning the University's Student Researcher of the Year award as a result of the work she completed on her placement. We plan to continue our involvement with the scheme in 2024, as well as considering other placement opportunities where relevant to the organisation.

We continued our focus on support for those in the early stages of their careers, organizing a free EC networking event in July to provide late-stage PhD students and EC scientists with an opportunity to discover more about careers opportunities outside of bench research. Six varied science-related career pathways were covered, with a strong emphasis on how scientific skills and experience could be transferred to roles in those sectors (grants and funding, policy, patent law, communications, bioinformatics and regulatory affairs). The event sold out and received excellent feedback from attendees, and we are working to offer this again in 2024.

The [Structural Mass Spectrometry issue of Essays in Biochemistry](#) published in March was EC led and specific EC sessions were held at several events within the year, including a networking event at [Dynamic Cell V](#) and a breakfast at [Mitochondrial Dysfunction and Neurodegeneration 2023](#). Many of our webinars focused on topics of interest to the EC community, such as [‘Careers in Clinical Trials’](#) and [‘Alternative protein careers for biochemists’](#).

We provided a variety of [training events](#) in 2023, including in-person events on the engineering of recombinant proteins, drug discovery, and protein purification and biophysical characterization, as well as repeat online training events, such as [R for Biochemists 101](#) and [201](#), and [Practical Python](#). Our in-person training events were attended by 138 delegates, with 311 sign-ups for our online training events. An [area](#) in which individuals can suggest training courses was added to the Society website, with the continuing aim of proactively commissioning training events to add to the current offering. We have also convened a working group to consider a replacement for the Society’s massive open online course (MOOC), with the aim of showcasing biochemistry and related careers information. Cryo-electron microscopy will be the first pilot module, with work ongoing to complete the pilot in 2024.

Our [grants and bursaries](#) continued to provide support to the molecular bioscience community in 2023, with ~ £322k awarded across our full portfolio to applicants from 34 different countries (£309k awarded to applicants from 32 different countries in 2022). The largest percentage of grants was awarded to postgraduates (31%) and those in the early stages of their career (26%). The number of successful international applications was similar to last year at 22%, with the Society’s [Diversity in Science grant scheme](#) being particularly effective in providing international support with 87% of grants awarded within the scheme going to overseas projects.

The [Eric Reid Fund for Methodology](#) ran a grant call again in 2023 with increased funding levels to reflect the changes in the living wage. The fund awarded a total of £42,801 to nine projects which covered areas such as regenerative medicine, next-generation microbial cell factory design and dementia-focused biobanks. The revision of the previously named Carers Grant to the [‘Care and Assistance Grant’](#) attracted our first applicants in 2023 with a total of £1,685 awarded to provide for those needing childcare or other care-related support in order to attend Society events. 2023 also saw six undergraduate or postgraduate projects funded through the Society’s [Student Opportunities Grants](#), including the creation of a student podcast, organisation of a student symposium in Nigeria and a student science writing competition.

We also ran a grant call for The Korner Fund, created following a generous donation from the University of Sussex in late 2022, which offered up to £2,000 to students or EC members planning collaborative overseas laboratory visits. This closely aligned with the previous remit of the Korner Travelling Fellowship Fund and provided an opportunity to reinforce our commitment to international collaboration and the dissemination of knowledge on a global scale. Following a successful year of applications, the total fund of ~£7k was awarded to five applicants to support collaborative visits to Australia, Germany, Italy, Japan and the United States. Due to the success of this scheme, a new Society-owned scheme [‘Laboratory Visit Grants’](#) has been introduced for 2024 as a permanent sub-section of the [General Travel Grant scheme](#) to support collaborative visits to UK and international laboratories for postgraduate, EC and full members up to the value of £2,000.



## Bringing together molecular bioscientists and encouraging wider dialogue

### Key objectives for the strategic period

- Provide learning and networking opportunities across the breadth of the molecular biosciences, ensuring all cohorts are represented.
- Assess the value of Society membership against the changing scientific landscape to develop a well-defined future offering.
- Harness our international links and networks for the purposes of collaboration and knowledge exchange.
- Build on and increase industry involvement across all our activities, providing a platform for collaboration, facilitating innovation, and supporting links across sectors.
- Engage our community on key policy issues relating to science and science education, channeling a diverse model of opinion and experience into our policy activities and those of partner organizations.

During 2023 a set of policy priority themes were identified to provide clarity around our policy activities, supported by input from the [Policy Advisory Panel](#), [Early Career Advisory Panel](#) and the [Policy Network](#). The themes selected are antimicrobial resistance, open science, STEM education and skills, genetic/genomic technologies and their applications, sustainability and drug development/discovery. Following the update of our [antimicrobial position statement](#) in November 2022 an accompanying webinar ‘[Antimicrobial resistance, the next pandemic?](#)’ ran in July 2023, achieving the highest number of registrations (250), and live attendees (107), of all webinars within the 2023 programme. Our [Diversity in Science position statement](#) and [Open Science position statement](#) were also updated in 2023, with work ongoing to update [other statements](#) in 2024.

The Society participated in a number of policy-related events within the year, including [Voice of the Future](#), run by the Royal Society of Biology (RSB), which saw Society member and University of Birmingham student Rebecca Budden represent the Society, asking the Science and Technology Select Committee what more the government could be doing to encourage more scientists into policy roles. Members of the Society’s Policy Advisory Panel and Policy Network, together with EC representatives, were in attendance at the [2023 RSB Parliamentary Links Day](#), themed on ‘Science and Economic Development’ and we continued to sponsor the [STEM for Britain](#) bronze award in the biological and biomedical sciences section. In 2023 this was won by Sarah Dickson from Newcastle University for work on a system to monitor dolphins and porpoises at offshore wind farms. Society member Olivia Conway was also a finalist and received the silver award for her project ‘Mapping the subcellular adipocyte proteome in response to fed and fasted stimuli’.

The Society worked together with [FEBS](#) and [IUBMB](#) to deliver the ‘[Evolving Molecular Bioscience Education](#)’ event in May, a two-day event aimed at everyone teaching or supporting learning in higher education in the molecular biosciences. There was a particular focus on communities of practice in bioscience education, with two Society Trustees joining as speakers.

Governance positions at both FEBS and IUBMB are advertised to Society members and Society events and activities are shared with the FEBS Network.

The [Emerging Topics in Life Sciences journal](#) remains co-owned between RSB and the Society, and we continue to participate in meetings convened via the Strategic Partners Group to consider inter-Society collaboration. Our journal portfolio is also promoted through sponsorship of society meetings, e.g. the [European Council on Cardiovascular Research](#).

Our new [Local Ambassador](#) (LA) Representative Trustee, Dr Susan Campbell, was welcomed in early 2023 and represented the Society at the [RSB Biosciences Careers Day](#) in March, with LAs supporting four public engagement events throughout the year and acting as reviewers for [Society grants](#) as well as the [Science Communication Prize](#) entries. As at December 2023 the Society had 103 ambassadors across a total of 21 countries.

Work to re-engage our [Industry Advisory Panel](#) also took place in 2023, with their first meeting which focussed on planning priorities for the year ahead and involving members in consultation on potential income generation ideas, including sponsorship and content dissemination. Panel members supported the updating of industry-related careers resources during 2023, as well as the [Drug Discovery Training Event](#) held in November 2023, which brought together trainers from industry and academia to provide a comprehensive overview of the pre-clinical drug discovery process.

[Society membership](#) saw 13% growth by December 2023 (4,536 members) with our new membership system in place from November 2022, supporting the member journey and providing better data accuracy for overall membership reporting. Results from the membership survey sent out in November showed the most popular reasons for new members joining the Society were to keep up to date with developments in biochemistry, to become part of our community and to access grants, bursaries and career support. Our events and grants offerings were identified as the most valued member benefits with respondents keen to see more networking and local engagement opportunities.

These findings will be built into work to refresh our membership offering as we move through the rest of the strategic period, shifting our focus from membership retention to membership growth.



## Developing and transforming our working practices and business model

### Key objectives for the strategic period

- Embrace the opportunities of digital transformation, maintaining a forward-thinking, innovative approach to the delivery and fulfilment of our initiatives, resources, and activities.
- Identify a financially sustainable route to transition to full open access publishing.
- Establish a commitment to environmentally sustainable working practices, developing a clear framework for full accountability.
- Champion agile working for staff, governance meetings, conferences, and training.
- Maintain appropriate infrastructure and frameworks for finance and governance functions.

Having successfully embedded a remote working model across the organisation in 2022, the Society continued its commitment to flexible working practices, running a one-year trial of a four-day week (4DW) model throughout 2023, following careful assessment of other organisations' successful adoption of 4DW models. This proved very successful, with continued or increased levels of productivity across all staff teams and 100% of staff in support of the scheme, noting the benefits to work/life balance and more focused and productive ways of working. The 4DW was adopted as a non-contractual working pattern in November 2023, and continues to be regularly monitored by our Executive Management Committee, with reports submitted to the Council of Trustees on an annual basis.

A number of new staff policies were introduced in 2023 as part of our commitment to becoming a destination employer: Study Leave, Carers Leave and Volunteering Leave. By the end of February 2024, a total of 21.5 days had been awarded to staff under the three new policies. Line management training was rolled out to all relevant staff from 2023 and a benchmarking exercise undertaken with sister societies saw the review and adjustment of more junior Society staff salary bands where appropriate.

We continued to operate a hybrid governance calendar, focusing on inclusive governance meetings with online attendance options, including at our 2023 AGM. Guidance on how best to operate inclusive meetings has been produced and shared online as part of our [EDI toolkit](#), with the governance calendar planned around major religious and national holidays and meetings timed to account for international time differences and the caring responsibilities of members.

A review of the Society's governance arrangements commenced in October 2023 and will complete in 2024. An Advisory Group and Working Group were convened to engage key stakeholders from across the current governance framework to feed into discussions on a number of topics, including the current committee structure, appointments and succession planning and the operation of a trading subsidiary. Recommendations will be made to the Council of Trustees for consideration in 2024, with input from external legal advisors [Bates Wells](#). The Society's reserves policy was reviewed in the final quarter of the year, and following a recommendation from the Society's Finance Committee was adopted in November 2023.

Following a request for proposals process (RfP) in early 2023, [Citrus](#) was approved as the provider of a Master Trust service to the closed pension scheme in June 2023. Work to transition the scheme began in the latter half of the year and will complete in April 2024, in line with the transfer of the administration services and the scheme's assets and liabilities. Annual efficiencies and cost savings of at least £10k per annum will be achieved with the transition, as well as providing a strong route to eventual buy-out.

The Society continues to embrace the opportunities of digital transformation, upgrading CRM systems across the organisation to cloud-based systems to support business continuity and resilience, including the Access Dimensions financial system upgrade which was completed in 2023. This removes the need for servers and increases accessibility with centralised data security.

2023 focused on defining our roadmap to full open access (OA) publishing. Implementation plans are now on course for full delivery in 2025. The impact of the transition on Group-level finances has been modelled and mitigation strategies are an ongoing discussion within the organisation. With a renewed commitment to adaptation, innovation and collaboration, the approach during the remaining period of strategy and a major focus of our work is to identify and evaluate new revenue stream opportunities across all of our activities. A new Working Group is being convened to direct the work in the area of income generation and growth, providing governance oversight and coordination between all committees, boards and panels and the Council of Trustees.

Portland Press' investment in its sales and marketing support for the transition to open bore fruit in 2023. We increased our visibility in North and Latin America by engaging new sales representatives, Accucoms, who helped us to convert more traditional subscriptions to Read & Publish (R&P) agreements. The effect will be to bring many more US scholars the benefit of fee-free publishing in our journals.

We succeeded in winning new consortia business, helping to scale our presence quickly and efficiently, and enabling more molecular bioscientists across the globe to benefit from both reading our content for free as well as publishing their own research for free in our titles. We signed new R&P agreements with Bibsam in Sweden and with the Big Ten Academic Alliance (BTAA) consortium – who represent 13 major US university systems. We also upgraded our Canadian consortium deal with OCUL to a R&P option.

USACO, our sales agents in Japan, have been running R&P conversion campaigns throughout 2023. JISC continues as our flagship consortium agreement – revenue from our agreement with JISC was up 16%, with 40 UK institutions now participating in our R&P offering. Through this agency, OA publishing is now the default and dominant route to publish by UK corresponding authors.

With three years' data collected on R&P, we joined the sector in reviewing the success (or otherwise) of transformative agreements (TAs). We produced a [case study](#) reporting regional differences in OA uptake and determined several success factors. Key findings were presented at the [Open Access Scholarly Publishing Association](#) (OASPA) annual conference in September 2023. The study highlighted that in regions where R&P has the highest uptake, OA publishing now represents 87% of articles published from corresponding authors. Those regions (UK and Australia/New Zealand) have supported TAs from the start, had national library consortia

partners actively engaged in negotiating agreements with institutions, and had further backing from national research councils and funder mandates to move to full OA.

Initial scoping work on sustainability and a future sustainability position commenced in 2023, with discussions involving both our Policy Advisory Panel, Early Career Advisory Panel and Council of Trustees. A working group will be convened in 2024 to take this forward, in particular to look at formalizing a position around many of the sustainable practices already in place across the organisation, including the operation of a fully hybrid governance calendar with committees only meeting once a year in person, and a remote working model which does not require the operation of an office premises with its associated impacts.

## Looking forward

2024 will see us continue to deliver on the above strategic objectives as we move through the 2022–2025 strategic period. The topics of sustainability and Artificial Intelligence (AI) will be taken up by internal working groups as we consider the opportunities available to us and how we can continue to innovate ways of working and support for our community.

EDI will remain at the heart of all that we do, with consideration of the financial implications of the transition to open incorporated at all levels of decision making across the organisation.

Recommendations from the governance review will be considered by the Council of Trustees to deliver a refreshed approach in support of our strategic objectives.

Kate Baillie, CEO of the Biochemical Society and MD of Portland Press Ltd, announced her retirement in February 2024, and will retire on 31 December 2024. This was communicated to key stakeholders and Society members via email with a news item posted on the homepage of the Society website. The recruitment process for her successor is being overseen by the Associate Director for HR, EDI & Technology and the incoming Society Chair Professor Richard Reece.

## Volunteers

Volunteers remain key to the Society effectively delivering many of its activities and community outreach programmes, as well as providing the membership for our key governance bodies. All Society [board, committee and panel members](#) are volunteers, giving their time to attend meetings and provide their subject-specific expertise to advise on Society strategy and activities. A small number of positions (6) carry an honorarium to ensure appropriate expertise and experience is available to support delivery of the organisation's strategy and objectives.

Our extensive network of [Local, Student, International and Industry Ambassadors](#) are also volunteers, who support our work by encouraging new membership, serving as a conduit for the transfer of ideas between local molecular bioscientists and the Society, disseminating information about the Society's activities and helping to organize local events. Our 'train-the-trainer' approach has proved successful in empowering volunteers to deliver a number of Society activities and has also provided opportunities for volunteers to gain experience in public engagement that has supported their own career progression. Ambassadors also strengthen relationships and collaboration between the Society and their respective institutions/companies.

Our [Policy Network](#) members volunteer their time to input into discussions related to specific policy topics via a series of short surveys, and are increasingly engaging with and attending policy events to represent us.

We are hugely grateful to all our volunteers for the time they freely give to support the Society in our endeavors.

## GOVERNANCE AND MANAGEMENT

### Corporate Status and Constitutional Documentation

The Society is a charitable company registered in England and Wales and was incorporated by guarantee on 25 November 1966. It has no share capital and the liability of each member is limited to £1.00. The governance document is the [Articles of Association](#), which can be found on the Society's website, on Companies House, or is available by request.

The Society's Trustees are also Directors of the Company. Trustees pay due regard to the Charity Commission guidance on public benefit and commission annual audits of Society activities to ensure compliance.

### Governance Committee Structure

The Biochemical Society delivered its mission and charitable objectives in 2023 through its members, who were represented on the Council of Trustees and its contributing subcommittees, as well as the Executive Management Committee. A structure of all related committees can be found on [the Society's website](#).

- Council of Trustees

The Council of Trustees is the governing body of the Biochemical Society. It meets four times a year and addresses Society strategy and matters reserved for consideration by Directors/Trustees. Its full composition is detailed on page 22 of this report. During the period covered by this report there were 13 Trustees, as shown on page 22.

- Executive Management Committee

The Executive Management Committee has the remit of overseeing the implementation of the Society strategy, as set by the Council of Trustees. It meets a minimum of five times a year and met 11 times in 2023. It comprises the Chair of the Executive Management Committee, the Honorary Treasurer, the Chair of Portland Press Board, an Independent Member (post vacant since July 2023) and the Chief Executive Officer.

- Finance Committee

The Finance Committee has delegated authority to oversee financial matters on behalf of the Council of Trustees and make recommendations for action. Final authority remains with the Trustees. It meets four times a year and is comprised of the Honorary Treasurer, Chair of the Executive Management Committee, Chair of the Board of Portland Press Limited, and two Independent Members appointed from outside the Society with expertise in general financial and charity financial matters. Independent Members are appointed via an external recruitment process overseen by the Honorary Treasurer.

- Audit Committee

All audit activity is initially managed by the Audit Committee, which is chaired by an independent appointee from outside the Society membership, with demonstrable skills and experience in compliance and audit-related matters. The Honorary Treasurer

attends by request. The President of the Society may not attend these meetings.

- Additional Sub-Committees of the Council of Trustees

In addition to the above, within 2023, the Council of Trustees also had the following subcommittees:

- Awards Committee
- Conferences Committee (into which three Theme Panels feed: Basic Bioscience Theme Panel, Clinical and Translational Research Theme Panel and Training Theme Panel)
- Early Career Advisory Panel
- Education, Training and Public Engagement Committee
- Equity, Diversity and Inclusion (EDI) Advisory Panel
- Grants Committee
- Industry Advisory Panel
- Policy Advisory Panel
- Nominations Panel

### **Elections and Appointment of Trustees**

The Society is keen to encourage as wide a representation of its members as possible amongst its Trustees, as well as ensuring sufficient breadth of skill and experience. Members are invited to nominate themselves or others for consideration through announcements placed on the website and delivered directly by email, or via post if no valid email address is held. During 2023, the Society operated two nominations cycles, with the process overseen by the Nominations Panel. The panel is mindful of the particular skills of existing Trustees and Committee Members and areas of Trustee skills that might be strengthened.

### **Trustee Induction and Access to Training**

On appointment new Trustees receive an induction pack consisting of all key Society governance documents, including the Articles of Association, the annual Accounts for the previous financial year, Terms of Reference for their Society Committee(s) and policies related to conduct and financial security. Trustees who will have specific responsibility for a Committee/Sub-Committee also receive copies of the minutes from any appropriate meetings that have taken place within at least the last 12 months.

All Trustees are required to adhere to the Code of Conduct and register any applicable interests upon the Society's Interests Register, which is updated throughout the year and available for review upon request. This information is managed and maintained and is reviewed at the beginning of all Trustee meetings.

All Trustees are invited to attend a series of introductory sessions which comprise their induction, including a governance induction, a meeting with key Trustees and Senior Management Team (SMT) personnel related to their roles, as well as sessions on charity finance and a meeting with the President of the Society.

### **Statement of Trustee Responsibilities**

The Trustees (who are also Directors of the Biochemical Society for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable legislation and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for the Charitable Company and of the income resources, and the application of resources, of the Charitable Company for the period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities Statement of Recommended Practice and FRS-102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organization will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose, with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

- insofar as each Trustee is aware, there is no relevant audit information for which the Charitable Company's Auditor is unaware; and
- they have taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and to establish that the Charitable Company's Auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom (particularly in England and Wales) governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **Management of the Society's Business and Activities**

The Trustees have delegated the authority to manage the Society to the Chief Executive Officer (CEO) who reports on the performance of the Society against the strategic and operational plans approved by the Trustees. The Chief Executive is supported by other members of the SMT which, as of 31 December 2023, comprised of the CEO, Associate Director of Content and Engagement, Associate Director of Events and Marketing, Associate Director of Human Resources, EDI and Technology, Associate Director of Finance and Governance and Associate Director of Business Development and Sales. The SMT progresses the Society's activities and strategy, and members deputize for the CEO in her absence. All Associate Directors report to the CEO.

**Portland Press Limited**

Portland Press is a trading subsidiary wholly owned by the Biochemical Society, responsible for publishing, marketing, selling and distributing the Society's journals and other publications, as well as offering related services to third parties.

Portland Press has its own Board of Directors, on which sit three Society Trustees. The full membership of the Portland Press Board of Directors in 2023 is listed on page 22.

The Group employs three personnel responsible for Human Resources utilizing 27% of their time. The remaining 73% of their time is contracted, via Portland Press Limited, to provide HR guidance to the Microbiology Society, Society for Experimental Biology, and Applied Microbiology International.



## **Principal Risks and Uncertainties**

### **Risk Management**

In addition to overseeing the annual audit, the Audit Committee undertakes detailed reviews of the Society's Risk Register, wherein measures to mitigate individual risk are agreed and monitored. The outcomes of these reviews are reported to the Trustees and inform their deliberations when making decisions affecting the Society.

### **Principal Risks**

The Trustees consider the principal risks to the Society to be as follows (as at end December 2023):

- The introduction of new (or changing existing) OA models having unintended consequences;
- Open Access (OA) policies negatively impacting the publishing customer base as a result of institutional and/or consortia disengagement;
- The Society being overdependent on revenue from surpluses generated by the Biochemical Journal particularly and the whole journals portfolio in general; and
- Changes in Chinese governmental policy and or current publishing approaches negatively impacting upon journal revenues.

Mitigating activities, both pro-active and reactive, associated with each risk are identified by the 'Risk Owner' within the Senior Management Team and presented to the Audit Committee for discussion. The application and efficacy of mitigations are approved by the Council of Trustees under guidance from the Audit Committee. The Trustees consider that the plans outlined within the mitigations currently listed within the Group Risk Register (including the regular updating of business and strategic plans; scrutiny of the Society's accounts against budget; review of key performance indicators throughout the year; and close engagement with trends within the sector) will address these risks.

## Biochemical Society Trustees

The following are Members of the Council of Trustees (Board of Trustees and Directors of the Society) or were members of the Council of Trustees for the year under review and up to the date of this report:

|                         |                                                                                     |
|-------------------------|-------------------------------------------------------------------------------------|
| Julia Goodfellow        | Society President                                                                   |
| Sheila Graham           | Society Chair and Chair, Executive Management Committee                             |
| Frank Sargent           | Honorary Treasurer                                                                  |
| Derry Mercer            | Honorary Policy Officer                                                             |
| Nigel Hooper            | Chair, Portland Press Limited Board of Directors                                    |
| Helen Watson            | Chair, Education, Training and Public Engagement Committee (up to 31 December 2023) |
| David Smith             | Chair, Education, Training and Public Engagement Committee (from 1 March 2024)      |
| Luciane Vieira de Mello | Chair, Training Theme Panel                                                         |
| Michelle West           | Honorary Meetings Secretary                                                         |
| Susan Campbell          | Local Ambassador Representative (from 20 February 2023)                             |
| Hannah Chisholm-Britt   | Early Career Member Representative (from 20 February 2023)                          |
| Augustin Amour          | Industry Representative                                                             |
| Lisa Chakrabarti        | Chair, Basic Bioscience Theme Panel                                                 |
| Martin Lindley          | Chair, Clinical and Translational Research Theme Panel (up to 13 July 2023)         |

## Directors of Portland Press Limited

The following were Directors of Portland Press Limited for the year under review:

|                   |                                                      |
|-------------------|------------------------------------------------------|
| Nigel Hooper      | Chair, Portland Press Ltd Board of Directors         |
| Matthew Cockerill | Non-Executive Director (up to 31 December 2023)      |
| Philip Garner     | Non-Executive Director (up to 31 December 2023)      |
| Sarah Greaves     | Non-Executive Director                               |
| Chloe Frankish    | Non-Executive Director (from 1 January 2024)         |
| Kamran Naim       | Non-Executive Director (from 1 January 2024)         |
| Sheila Graham     | Director and Chair, Biochemical Society              |
| Frank Sargent     | Director and Honorary Treasurer, Biochemical Society |
| Kate Baillie      | Director and CEO, Biochemical Society                |
| Helen Walden      | Director and Chair, Publications Committee           |

## Senior Management Team

**Kate Baillie**

CEO, Biochemical Society and Managing Director, Portland Press

[kate.baillie@biochemistry.org](mailto:kate.baillie@biochemistry.org)

**Doug Armin**

Associate Director, Finance and Governance

[doug.armin@biochemistry.org](mailto:doug.armin@biochemistry.org)

**Kofo Balogun**

Associate Director, Human Resources, EDI and Technology

[kofo.balogun@biochemistry.org](mailto:kofo.balogun@biochemistry.org)

**Clare Curtis**

Associate Director, Content and Engagement

[clare.curtis@biochemistry.org](mailto:clare.curtis@biochemistry.org)

**Gaynor Redvers-Mutton**

Associate Director, Business Development and Sales

[Gaynor.Redvers-Mutton@biochemistry.org](mailto:Gaynor.Redvers-Mutton@biochemistry.org)

**Lorraine Reese**

Associate Director, Events and Marketing

[lorraine.reese@biochemistry.org](mailto:lorraine.reese@biochemistry.org)

## **Key contacts**

### Bankers

Coutts & Co.  
440 Strand  
London  
WC2R 0QS

National Westminster Bank Plc  
100 The Crescent  
Colchester  
CO4 9GN

### Solicitors

Bates Wells LLP  
10 Queen Street Place  
London  
EC4R 1BE

### Auditor

Sayer Vincent  
  
108-114 Golden Lane  
London  
EC1Y 0TL

### Investment consultants

Epoch Consulting  
12 Smithfield Street  
London  
EC1A 9BD

### Investment managers

Newton Investment Management Ltd (to March 2023)  
160 Queen Victoria Street  
London  
EC4V 4LA

Sarasin & Partners LLP (from April 2023)  
Juxon House  
100 St. Paul's Churchyard  
London  
EC4M 8BU

Ruffer LLP  
80 Victoria Street  
London  
SW1E 5JL

Brooks Macdonald Asset Management Limited  
21 Lombard Street  
London  
EC3V 9AH

Registered office  
Biochemical Society  
First Floor  
10 Queen Street Place  
London  
EC4R 1BE

## Financial review

The Group results for the year are set out in the Statement of Financial Activities from page 37.

The financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) [the Charities SORP (FRS 102) effective 1 January 2019].

Total income from Charitable Activities was £4,360,000 (2022: £4,441,000) which included income of £3,592,000 (2022: £3,760,000) from publishing activities.

Portland Press continued to operate successfully throughout 2023 to generate a surplus returnable to the Society. Journal sales revenue (including subscriptions and sales under the transitional Read & Publish model) increased by £21,000 in 2023 to £3,243,334 with £720,000 generated from Read & Publish deals which supports ‘read’ access and OA (open access) publishing.

The downward trend in publications continued across the sector in 2023 and consequently, revenue generated from per-article charges (article publishing charges/APCs) reduced by £88,000 in 2023 to £263,000 (2022: £351,000).

Conferences and events (including webinars and training days) continued to be popular and well attended throughout 2023. These activities ensured that revenue for the year from Scientific Conferences activities was £495,000 (2022: £452,000) and from Policy, Education and Professional activities was £60,000 (2022: £35,000). The events continued to attract significant sponsorship across the 2023 programme from both regular and new sponsors raising £118,000 (2022: £141,000) in revenue.

Following the review of membership data, marketing campaigns and the implementation of a new membership processing system in November 2022, revenue from membership fees increased to £194,000 (2022: £186,000).

Following the increase in interest rates throughout the year and growth within the investment portfolios, investment income in 2023 increased to £245,000 (2022: £149,000).

Total expenditure relating to Charitable Activities has increased slightly to £4,737,000 (2022: £4,652,000) but was within the operating budget.

Expenditure relating to Grants and Awards for the year was £449,000 (2022: £192,000) and the upward turn in main relates to the increase in submissions and quality of applications in 2023 compared to 2022.

Total expenditure relating to Charitable Activities accounts for a credit of £253,261 (2022: £66,637 charge) to staff employment costs that is a result of the USS Pension Scheme liability at year end. See note 20 to the accounts for further information.

The Society accounted for net gains on investments of £280,000 (2022: £889,000 loss) from the equity investments.

Net income before other recognized gains and losses for the year was £251,000 (2022: £828,000 expenditure).

The majority of the Society's funding comes from publishing activities (see below); other major sources stem from membership subscriptions, conference registration fees and sponsorship, totaling £886,000 (2022: £822,000) and investment income of £245,000 (2022: £149,000). The Society's charitable expenditure, excluding Portland Press trading activities, amounted to £2,407,000 (2022: £2,233,000).

Portland Press Limited, the Society's trading subsidiary, made a pre-tax profit for the period of £1,585,341 (2022: £1,767,338 profit). These profits will be distributed to the Society during 2024 under deed of covenant and are included in the figures stated above.

The Biochemical Society Staff Pension Scheme, a defined benefit scheme, was closed to new entrants and future accrual from March 2011. The Society currently offers staff the opportunity to be members of the Universities Superannuation Scheme, a multi-employer defined benefit scheme. In line with Pensions regulations this is the scheme in which all Society employees are initially 'auto-enrolled'. This is summarized further in Note 20.

After accounting for actuarial losses on the defined benefit pension scheme totaling £331,000, (2022: £346,000) the Group made a net deficit of £80,000 (2022: £1,174,000 deficit) for the year, with closing reserves of £11.1 million (31 December 2022: £11.2 million).

## **Reserves Policy and Going Concern**

The Biochemical Society's Reserves Policy enables management of funds to ensure an appropriate level is held to mitigate against identified risks, whilst ensuring timely and strategic use of funds to maximize available opportunities.

As such sufficient reserves are held to provide a source of funds for situations such as a change in circumstances, a sudden increase in expenses, unanticipated loss in funding, or uninsured losses, including unexpected movements in the Society's investment portfolio. Reserves may also be used for one-time, non-recurring opportunities that build long-term capacity, such as investment in infrastructure or collaboration opportunities.

The Society plans to fund its ongoing charitable activities from its free reserves. Free reserves are the unrestricted funds not designated for other purposes and readily available in the short to medium term. For this purpose, free reserves are calculated as 'Other Charitable Funds' less the value of intangible assets.

The Society also holds designated reserves, referred to as 'The Development Fund' for the purposes of supporting the Society's wholly owned trading subsidiary Portland Press Ltd to transition its journal titles to become fully open access by 2025. This transition to open is a core strategic commitment for the organisation, and the challenges of the external environment are such that this also presents a recognized risk to overall income. As such the designated reserve allows for additional investment to support the transition and time for such changes to be embedded and take effect.

The Trustees consider it ideal to maintain a range of free reserves between £5m and £6m in line with the above and to cover one year of anticipated operating expenditure. The reserves range is reviewed annually by the Society's Finance Committee with a recommendation presented to the Council of Trustees for approval as part of the annual budget setting process. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

### **Going Concern**

The Trustees have assessed whether the use of the going concern basis is appropriate, particularly after considering the impact of open access publishing and after taking the threats to declining subscription income into account. They have reassessed the business plans, income and expenditure projections and considered the Charity's reserves levels. Their conclusion is that there is no significant doubt about the Charity's ability to continue operating as a going concern.

Portland Press undertook a profitability analysis for the years between 2024 and 2027 considering scenarios based on staging the transition to open access in 2025, with assumptions ranging from a best-guess outcome to a worst-case scenario. Best-guess and worst-case scenarios of the likely impacts of the transition were based on a drop in income during the 3 years (2025–2027) due to several channels of revenue either ceasing completely or being at risk of doing so. Profit is anticipated in each year, even in the most extreme scenario modelled. By April 2024, Portland Press had already received 94% of its budgeted revenue for 2024 subscription sales totaling £2.925M and forecasts to achieve budget before the end of the year.



We remain alert to the possibility of future disruption caused by the current economic climate but note that the income-generation functions remain entirely equipped to operate at full capacity online, with remote working in place and monitoring of market conditions.

The Group currently holds significant values of cash at bank in addition to a significant level of liquid investments held as part of an investment portfolio.

The Trustees have made their assessment for a period of at least 1 year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

## **Remuneration Policy**

The Trustees, being the Non-Executive Directors of the Society, receive no direct remuneration for the duties they undertake on behalf of the Society.

All employee remuneration is benchmarked against similar positions within the sector and against comparative professional positions where possible. The Council of Trustees delegates the responsibility for setting the budget for 'cost of living'-related increases, as well as the level of funds available for performance-related bonuses, to the Finance Committee. Responsibility for management of general staff remuneration levels, as well as the allocation of performance-related bonuses, is delegated to the Remuneration Committee.

## **Investment policy**

The [Articles of Association](#) give the Trustees the power to invest as necessary to support the promotion of the objects of the Society.

The Trustees reviewed the investment policy during 2021 and identified the need for a more diversified portfolio which would reduce its dependence on the performance of a single investment fund.

In 2022, new investment portfolios intended for the short to medium term were set up with Brooks Macdonald and Ruffer. The Newton investment portfolio (held for the longer term) transferred to Sarasin & Partners in April 2023.

The Society continues to engage with Epoch Consulting who assist in monitoring and reporting on the Society's investment performance and advise on the appointment of investment managers when appropriate. Epoch provides quarterly investment performance reports and attend Finance Committee meetings annually to provide a detailed analysis of investment performance.

The investment managers were appointed not only for being skilled in generating good investment returns but who are also committed to and expert in ethical investment.

The Trustees' expectation is that an investment manager adopts an environmental, social and governance (ESG) criteria when constructing their portfolios. The investment mandate identifies

two categories of the expected approach to investment: the expectation of the investment manager to implement an Environmental, Social and Governance overlay (ESG) when investing and the expectation that the investment manager is a signatory to the UN Principles of Responsible Investment (UN PRI).

Whilst the most important benchmark to assess is the extent to which the portfolio has achieved its primary objectives, relative comparisons are also made. The relative performance of this element of the portfolio will be assessed against the ARC Cautious Asset Charity Index. This index incorporates portfolio performance data from over 30 leading charity investment managers encompassing more than 1,500 discretionary portfolios.

As well as benchmarking to review performance, the portfolio will be assessed for relative risk comparisons. This will be measured by volatility and maximum drawdown data.

The performance and overall suitability of the Investment Managers will be reviewed by the Finance Committee, acting on behalf of the Trustees, on an ongoing basis, with the assistance of Epoch Consulting.

### **Brooks Macdonald & Ruffer**

The primary financial objectives relating to these portfolios are for the targeted total return (income plus capital growth) to be CPI (inflation) plus 1% per annum and for our investment assets to provide diversification, flexibility, and liquidity to cater for unforeseen changes in our situation and requirements. We wish to avoid the negative implications of selling assets at the wrong time to meet urgent funding requirements and we therefore expect to be able to access our investments within 14 days.

Given the time horizon of 3–5 years for this element of the portfolio and the higher risk investments held by the Society, the Trustees have agreed to take a cautious approach to risk regarding this portfolio. Critically, in respect of this element of the portfolio, the Finance Committee, acting on behalf of the Trustees, indicated that they would be unhappy if there was a drop of more than 10% in the value of the portfolio on a given anniversary. The Trustees understand that there is always a possibility that this amount of loss could be exceeded, which must be considered when deciding on the level of short-term reserves to be retained.

The Ruffer portfolio has underperformed against its benchmark, down 7.1% in the year, whilst the Brooks Macdonald portfolio has outperformed against the benchmark returning 6.2% in the year. The benchmark (ARC Cautious) was 5.53% and CPI +1% was 4.97% for the year.

### **Sarasin**

The primary financial objectives relating to these portfolios are for the targeted total return (income plus capital growth) to be CPI (inflation) plus 4% per annum and for our investment assets to provide diversification, flexibility, and liquidity to cater for unforeseen changes in our situation and requirements. We wish to avoid the negative implications of selling assets at the wrong time to meet urgent funding requirements and we therefore expect to be able to access our investments within 28 days.

Given the long-term nature of this portfolio and the other lower risk investments held by the organisation, the Finance Committee, acting on behalf of the Trustees are happy to take a balanced to speculative approach to risk with the regard to this portfolio. Critically, in respect of

this element of the portfolio, the Trustees indicated that it would be unhappy if there was a drop of more than 25% in the value of the portfolio on a given anniversary. The Trustees understand that there is always a possibility that this amount of loss could be exceeded which must be considered when deciding on the level of short-term reserves to be retained.

The Sarasin portfolio has outperformed against its benchmark, returning 5.9% in the year since inception. The benchmark (ARC Steady Growth) was 5.04% and CPI +4% was 5.61% for the year since inception.

### **Auditor**

Sayer Vincent were reappointed in 2023 and offer themselves for reappointment as Auditor.

### **Trustees' Approval**

In approving the Trustees Annual Report, the Trustees are also approving the Strategic Report in their capacity as Trustees of a charitable group.

**Professor Dame Julia Goodfellow**  
President  
Biochemical Society

**Professor Sheila Graham**  
Chair, Executive Management Committee  
Biochemical Society

Date: 2 July 2024

## Opinion

We have audited the financial statements of The Biochemical Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2023 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

## 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 group financial statements section of our report. We are independent of the group and parent charitable company 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 Biochemical Society'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 group 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 group 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 group 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 group 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.

## Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or

- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

## Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 group's and the parent charitable company'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 group or the parent charitable company 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 auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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, which included obtaining and reviewing supporting documentation, concerning the group'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 group 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 group 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](http://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 charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

3 July 2024

for and on behalf of 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



**The Biochemical Society**  
**Consolidated statement of financial activities** (incorporating an income and expenditure account)

**For the year ended 31 December 2023**

|                                                                              | Note | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2022<br>Total<br>£'000 |
|------------------------------------------------------------------------------|------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| <b>Income from:</b>                                                          |      |                       |                     |                        |                       |                     |                        |
| Donations and sponsorship                                                    | 2    | 118                   | –                   | <b>118</b>             | 141                   | –                   | 141                    |
| Charitable activities                                                        |      |                       |                     |                        |                       |                     |                        |
| Scientific Conferences                                                       | 3    | 495                   | –                   | <b>495</b>             | 452                   | –                   | 452                    |
| Membership fees                                                              | 3    | 194                   | –                   | <b>194</b>             | 186                   | –                   | 186                    |
| Policy, Education, Professional                                              | 3    | 60                    | –                   | <b>60</b>              | 35                    | –                   | 35                     |
| Journals                                                                     | 3    | 3,592                 | –                   | <b>3,592</b>           | 3,760                 | –                   | 3,760                  |
| Other                                                                        | 3    | 19                    | –                   | <b>19</b>              | 8                     | –                   | 8                      |
| Investments                                                                  | 4    | 224                   | 21                  | <b>245</b>             | 130                   | 19                  | 149                    |
| <b>Total income</b>                                                          |      | <b>4,702</b>          | <b>21</b>           | <b>4,723</b>           | <b>4,712</b>          | <b>19</b>           | <b>4,731</b>           |
| <b>Expenditure on:</b>                                                       |      |                       |                     |                        |                       |                     |                        |
| Raising funds                                                                | 5    | 15                    | –                   | <b>15</b>              | 18                    | –                   | 18                     |
| Charitable activities                                                        |      |                       |                     |                        |                       |                     |                        |
| Membership recruitment                                                       | 5    | 10                    | –                   | <b>10</b>              | 3                     | –                   | 3                      |
| Membership                                                                   | 5    | 303                   | –                   | <b>303</b>             | 531                   | –                   | 531                    |
| Grants and Awards                                                            | 5    | 336                   | 113                 | <b>449</b>             | 110                   | 82                  | 192                    |
| Scientific Conferences                                                       | 5    | 1,257                 | –                   | <b>1,257</b>           | 1,175                 | –                   | 1,175                  |
| Policy, Education, Professional                                              | 5    | 389                   | –                   | <b>389</b>             | 332                   | –                   | 332                    |
| Journals: Production                                                         | 5    | 2,017                 | –                   | <b>2,017</b>           | 2,094                 | –                   | 2,094                  |
| Journals: Distribution                                                       | 5    | 4                     | –                   | <b>4</b>               | 5                     | –                   | 5                      |
| Administration: Portland Press Limited                                       | 5    | 308                   | –                   | <b>308</b>             | 320                   | –                   | 320                    |
| <b>Total expenditure</b>                                                     |      | <b>4,639</b>          | <b>113</b>          | <b>4,752</b>           | <b>4,588</b>          | <b>82</b>           | <b>4,670</b>           |
| <b>Net income / (expenditure) before net gains / (losses) on investments</b> |      | <b>63</b>             | <b>(92)</b>         | <b>(29)</b>            | <b>124</b>            | <b>(63)</b>         | <b>61</b>              |
| Net gains / (losses) on investments                                          |      | <b>221</b>            | <b>59</b>           | <b>280</b>             | <b>(754)</b>          | <b>(135)</b>        | <b>(889)</b>           |
| <b>Net income / (expenditure) for the year</b>                               | 7    | <b>284</b>            | <b>(33)</b>         | <b>251</b>             | <b>(630)</b>          | <b>(198)</b>        | <b>(828)</b>           |
| Transfers between funds                                                      |      | –                     | –                   | –                      | –                     | –                   | –                      |
| <b>Net income / (expenditure) before other recognised gains and losses</b>   |      | <b>284</b>            | <b>(33)</b>         | <b>251</b>             | <b>(630)</b>          | <b>(198)</b>        | <b>(828)</b>           |
| Actuarial gains / (losses) on defined benefit pension schemes                |      | (331)                 | –                   | <b>(331)</b>           | (346)                 | –                   | (346)                  |
| <b>Net movement in funds</b>                                                 |      | <b>(47)</b>           | <b>(33)</b>         | <b>(80)</b>            | <b>(976)</b>          | <b>(198)</b>        | <b>(1,174)</b>         |
| <b>Reconciliation of funds:</b>                                              |      |                       |                     |                        |                       |                     |                        |
| Total funds brought forward                                                  |      | 10,038                | 1,123               | <b>11,161</b>          | 11,014                | 1,321               | 12,335                 |
| <b>Total funds carried forward</b>                                           |      | <b>9,991</b>          | <b>1,090</b>        | <b>11,081</b>          | <b>10,038</b>         | <b>1,123</b>        | <b>11,161</b>          |

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 22 to the financial statements.

As at 31 December 2023

|                                                | Note | The group<br>2023<br>£'000 | 2022<br>£'000 | The charity<br>2023<br>£'000 | 2022<br>£'000 |
|------------------------------------------------|------|----------------------------|---------------|------------------------------|---------------|
| <b>Fixed assets:</b>                           |      |                            |               |                              |               |
| Tangible assets                                | 12   | 4                          | 8             | 4                            | 8             |
| Investments                                    | 13   | 10,518                     | 10,099        | 10,518                       | 10,099        |
|                                                |      | <u>10,522</u>              | <u>10,107</u> | <u>10,522</u>                | <u>10,107</u> |
| <b>Current assets:</b>                         |      |                            |               |                              |               |
| Debtors                                        | 16   | 427                        | 459           | 1,702                        | 1,692         |
| Cash at bank and in hand                       |      | 3,630                      | 4,523         | 451                          | 1,180         |
|                                                |      | <u>4,057</u>               | <u>4,982</u>  | <u>2,153</u>                 | <u>2,872</u>  |
| <b>Liabilities:</b>                            |      |                            |               |                              |               |
| Creditors: amounts falling due within one year | 17   | (2,308)                    | (2,553)       | (405)                        | (444)         |
|                                                |      | <u>1,749</u>               | <u>2,429</u>  | <u>1,748</u>                 | <u>2,428</u>  |
| <b>Net current assets</b>                      |      |                            |               |                              |               |
|                                                |      | <u>12,271</u>              | <u>12,536</u> | <u>12,270</u>                | <u>12,535</u> |
| <b>Total assets less current liabilities</b>   |      |                            |               |                              |               |
| Pension scheme provision                       | 18   | (1,190)                    | (1,375)       | (1,190)                      | (1,375)       |
|                                                |      | <u>11,081</u>              | <u>11,161</u> | <u>11,080</u>                | <u>11,160</u> |
| <b>Total net assets</b>                        |      |                            |               |                              |               |
| <b>Funds:</b>                                  | 22   |                            |               |                              |               |
| Restricted income funds                        |      | 1,090                      | 1,123         | 1,090                        | 1,123         |
| Unrestricted income funds:                     |      |                            |               |                              |               |
| Fair value reserve                             |      | 4                          | 8             | 4                            | 8             |
| General funds                                  |      | 9,986                      | 10,029        | 9,986                        | 10,029        |
| Non-charitable subsidiary funds                |      | 1                          | 1             | –                            | –             |
|                                                |      | <u>9,991</u>               | <u>10,038</u> | <u>9,990</u>                 | <u>10,037</u> |
| <b>Total unrestricted funds</b>                |      |                            |               |                              |               |
|                                                |      | <u>11,081</u>              | <u>11,161</u> | <u>11,080</u>                | <u>11,160</u> |
| <b>Total funds</b>                             |      |                            |               |                              |               |

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

Professor Dame Julia Goodfellow  
President

Professor Sheila Graham  
Chair

**The Biochemical Society**  
**Consolidated statement of cash flows**

**For the year ended 31 December 2023**

|                                                                                                       | Note | 2023<br>£'000 | 2022<br>£'000  |
|-------------------------------------------------------------------------------------------------------|------|---------------|----------------|
| <b>Cash flows from operating activities</b>                                                           |      |               |                |
| Net income / (expenditure) for the reporting period<br>(as per the statement of financial activities) |      | 251           | (828)          |
| Depreciation charges                                                                                  |      | 6             | 9              |
| Amortisation of intangible asset                                                                      |      | –             | 2              |
| (Gains)/losses on investments                                                                         |      | (280)         | 889            |
| Dividends, interest and rent from investments                                                         |      | (245)         | (149)          |
| Decrease/(increase) in debtors                                                                        |      | 32            | (83)           |
| Decrease in creditors                                                                                 |      | (245)         | (196)          |
| Closed pension scheme deficit funding                                                                 |      | (285)         | (285)          |
| Pension scheme costs charged                                                                          |      | (254)         | 67             |
| Pension schemes interest                                                                              |      | 23            | (35)           |
| <b>Net cash provided by / (used in) operating activities</b>                                          |      | <b>(997)</b>  | <b>(609)</b>   |
| <b>Cash flows from investing activities:</b>                                                          |      |               |                |
| Dividends, interest and rents from investments                                                        |      | 245           | 149            |
| Purchase of fixed assets                                                                              |      | (2)           | (8)            |
| Proceeds from sale of investments                                                                     |      | 6,979         | 46             |
| Purchase of investments                                                                               |      | (7,118)       | (3,955)        |
| <b>Net cash provided by / (used in) investing activities</b>                                          |      | <b>104</b>    | <b>(3,768)</b> |
| <b>Change in cash and cash equivalents in the year</b>                                                |      | <b>(893)</b>  | <b>(4,377)</b> |
| Cash and cash equivalents at the beginning of the year                                                |      | 4,523         | 8,900          |
| <b>Cash and cash equivalents at the end of the year</b>                                               | a    | <b>3,630</b>  | <b>4,523</b>   |

**1 Accounting policies**

**a) Statutory information**

The Biochemical Society is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is First Floor, 10 Queen Street Place, London EC4R 1BE.

**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 Companies Act 2006.

These financial statements consolidate the results of the charity and its wholly-owned subsidiary Portland Press Limited on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006. A summary of the result for the year is disclosed in the notes to the accounts.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

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.

**c) Public benefit entity**

The charity 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 charity's ability to continue as a going concern.

The Group is forecasting a small deficit for the 2024 financial year and currently holds in excess of £3.5m cash at bank which is in addition to a significant level of liquid investments held as an investment portfolio which had a market value in excess of £10.9m at March 2024.

Whilst the Society benefits from the gifting of profits by Portland Press Limited, enabling it to widen its reach, given the strength of its financial position, the Society does not need to rely on future profits in Portland Press to support its operations.

**e) Income**

Income is recognised when the charity 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 from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

**f) Donations of gifts, services and facilities**

Donated professional services and donated facilities are recognised as income when the charity 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 charity 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 so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**1 Accounting policies (continued)**

**g) Interest receivable**

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

**h) 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 the charitable purposes.

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

**i) 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 charity in attracting voluntary income, in managing the Society's investments, and those incurred in trading activities that raise funds, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of the core work of the Society in promoting the advancement of biochemistry. undertaken to further the purposes of the charity 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.

**j) 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.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

**k) Allocation of support costs**

Support costs are those functions that assist the work of the Society but do not directly undertake charitable activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. Costs are allocated through activity-based costing using the most appropriate method e.g., staff time, transaction numbers, headcount.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**l) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**m) 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.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown in the Fair value reserve.

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:

- Fixtures and fittings 3–5 years

**1 Accounting policies (continued)**

**n) Intangible assets**

The costs of developing the new membership fulfilment system and publishing online hosting system were capitalized as an intangible asset. These costs are being amortized by equal annual instalments over 3 years.

**o) 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 charity does not acquire put options, derivatives or other complex financial instruments.

**p) Investments in subsidiaries**

Investments in subsidiaries are at cost.

**q) 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.

**r) 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.

**s) Creditors and provisions**

Creditors and provisions are recognised where the charity 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.

**t) Financial instruments**

The charity 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.

For the year ended 31 December 2023

## 1 Accounting policies (continued)

### u) Pensions

The Society operates defined benefit pension provision through two Schemes, the Biochemical Society Pension Scheme and the Universities Superannuation Scheme (USS).

#### Biochemical Society Pension Fund

Biochemical Society operates a pension scheme for all qualifying employees. The assets of the Scheme are held in a separate trustee-administered fund. The Biochemical Society Staff Pension Scheme was closed to new entrants and future accrual with effect from 1st March 2011, and employees were given the opportunity to join the USS from this date.

The defined net benefit pension asset or liability in the statement of financial position comprises the total of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. The net surplus or deficit is presented separately from other net assets on the statement of financial position. A net surplus is only recognized to the extent that it is recoverable by the Society and a pension asset is only recognized when rules entitle the Society to either reduced contributions in the future or a refund.

The cost of providing benefits is determined on an actuarial basis using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations). The current service cost and costs from settlements are charged against operating surplus. Past costs are spread over the period until the benefit vests. Net interest on the net defined liability during the reporting period is included in other finance costs.

Re-measurements, comprising actuarial gains and losses and the return on the net defined benefit liability (excluding amounts included in net interest) are reported as other recognized gains and losses in the statement of financial activities.

#### Universities Superannuation Scheme (USS)

The Society participates in the USS. Throughout the current and preceding periods, the Scheme was a defined benefit only pension scheme until 31 March 2016 which was contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set.

The Biochemical Society is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme and therefore, as required by Section 28 of FRS 102 "Employee benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme in respect of the accounting period. Since the Society has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the Society recognizes a liability for the contributions payable that arise from the agreement to the extent that they relate to the deficit and the resulting expense in the income and expenditure account.

## 2 Income from donations and legacies

|             | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2022<br>Total<br>£'000 |
|-------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| Sponsorship | 118                   | –                   | 118                    | 141                   | –                   | 141                    |
|             | <u>118</u>            | <u>–</u>            | <u>118</u>             | <u>141</u>            | <u>–</u>            | <u>141</u>             |

For the year ended 31 December 2023

3 Income from charitable activities

|                                          | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2022<br>Total<br>£'000 |
|------------------------------------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| Scientific Conferences                   | 495                   | –                   | 495                    | 452                   | –                   | 452                    |
| Membership fees                          | 194                   | –                   | 194                    | 186                   | –                   | 186                    |
| Policy, Education, Professional Journals | 60                    | –                   | 60                     | 35                    | –                   | 35                     |
| Other                                    | 3,592                 | –                   | 3,592                  | 3,760                 | –                   | 3,760                  |
|                                          | 19                    | –                   | 19                     | 8                     | –                   | 8                      |
| Total income from charitable activities  | 4,360                 | –                   | 4,360                  | 4,441                 | –                   | 4,441                  |

4 Income from investments

|                                                           | Unrestricted<br>£'000 | Restricted<br>£'000 | 2023<br>Total<br>£'000 | Unrestricted<br>£'000 | Restricted<br>£'000 | 2022<br>Total<br>£'000 |
|-----------------------------------------------------------|-----------------------|---------------------|------------------------|-----------------------|---------------------|------------------------|
| Dividend income                                           | 180                   | 20                  | 200                    | 124                   | 19                  | 143                    |
| Interest receivable from banks and financial institutions | 44                    | 1                   | 45                     | 6                     | –                   | 6                      |
|                                                           | 224                   | 21                  | 245                    | 130                   | 19                  | 149                    |



For the year ended 31 December 2023

5a Analysis of expenditure (current year)

|                               | Charitable activities     |                                    |                     |                               |                                    |                                                |                                              |                                                |                                                       |                              |                           | 2023 Total<br>£'000 | 2022<br>Total<br>£'000 |
|-------------------------------|---------------------------|------------------------------------|---------------------|-------------------------------|------------------------------------|------------------------------------------------|----------------------------------------------|------------------------------------------------|-------------------------------------------------------|------------------------------|---------------------------|---------------------|------------------------|
|                               | Raising<br>funds<br>£'000 | Membership<br>recruitment<br>£'000 | Membership<br>£'000 | Grants and<br>awards<br>£'000 | Scientific<br>Conferences<br>£'000 | Policy,<br>Education,<br>Professional<br>£'000 | Journal and<br>Books:<br>Production<br>£'000 | Journal and<br>Books:<br>Distribution<br>£'000 | Administration:<br>Portland Press<br>Limited<br>£'000 | Governance<br>costs<br>£'000 | Support<br>costs<br>£'000 |                     |                        |
| Staff costs (Note 8)          | –                         | –                                  | 256                 | 57                            | 360                                | 175                                            | 861                                          | –                                              | 185                                                   | 165                          | –                         | 2,059               | 2,163                  |
| Cost of investment            | 15                        | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 15                  | 18                     |
| Membership recruitment costs  | –                         | 10                                 | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 10                  | 3                      |
| Other costs                   | –                         | –                                  | 10                  | 392                           | 759                                | 149                                            | 967                                          | 4                                              | 58                                                    | 16                           | –                         | 2,355               | 2,245                  |
| Other support costs           | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 8                            | 282                       | 290                 | 276                    |
| Pension schemes interest      | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 23                           | –                         | 23                  | (35)                   |
|                               | 15                        | 10                                 | 266                 | 449                           | 1,119                              | 324                                            | 1,828                                        | 4                                              | 243                                                   | 212                          | 282                       | 4,752               | 4,670                  |
| Support costs                 | –                         | –                                  | 21                  | –                             | 79                                 | 37                                             | 108                                          | –                                              | 37                                                    | –                            | (282)                     | –                   | –                      |
| Governance costs              | –                         | –                                  | 16                  | –                             | 59                                 | 28                                             | 81                                           | –                                              | 28                                                    | (212)                        | –                         | –                   | –                      |
| <b>Total expenditure 2023</b> | <b>15</b>                 | <b>10</b>                          | <b>303</b>          | <b>449</b>                    | <b>1,257</b>                       | <b>389</b>                                     | <b>2,017</b>                                 | <b>4</b>                                       | <b>308</b>                                            | <b>–</b>                     | <b>–</b>                  | <b>4,752</b>        |                        |
| Total expenditure 2022        | 18                        | 3                                  | 531                 | 192                           | 1,175                              | 332                                            | 2,094                                        | 5                                              | 320                                                   | –                            | –                         |                     | 4,670                  |

For the year ended 31 December 2023

5b Analysis of expenditure (prior year)

|                               | Charitable activities     |                                    |                     |                               |                                    |                                                |                                              |                                                |                                                       |                              |                           | 2022 Total<br>£'000 |
|-------------------------------|---------------------------|------------------------------------|---------------------|-------------------------------|------------------------------------|------------------------------------------------|----------------------------------------------|------------------------------------------------|-------------------------------------------------------|------------------------------|---------------------------|---------------------|
|                               | Raising<br>funds<br>£'000 | Membership<br>recruitment<br>£'000 | Membership<br>£'000 | Grants and<br>awards<br>£'000 | Scientific<br>Conferences<br>£'000 | Policy,<br>Education,<br>Professional<br>£'000 | Journal and<br>Books:<br>Production<br>£'000 | Journal and<br>Books:<br>Distribution<br>£'000 | Administration:<br>Portland Press<br>Limited<br>£'000 | Governance<br>costs<br>£'000 | Support<br>costs<br>£'000 |                     |
| Staff costs (Note 8)          | –                         | –                                  | 226                 | –                             | 438                                | 216                                            | 966                                          | –                                              | 184                                                   | 133                          | –                         | 2,163               |
| Cost of investment            | 18                        | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 18                  |
| Membership recruitment costs  | –                         | 3                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | –                            | –                         | 3                   |
| Other costs                   | –                         | –                                  | 200                 | 192                           | 645                                | 76                                             | 985                                          | 5                                              | 62                                                    | 80                           | –                         | 2,245               |
| Other support costs           | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | 25                           | 251                       | 276                 |
| Pension schemes interest      | –                         | –                                  | –                   | –                             | –                                  | –                                              | –                                            | –                                              | –                                                     | (35)                         | –                         | (35)                |
|                               | 18                        | 3                                  | 426                 | 192                           | 1,083                              | 292                                            | 1,951                                        | 5                                              | 246                                                   | 203                          | 251                       | 4,670               |
| Support costs                 | –                         | –                                  | 58                  | –                             | 51                                 | 22                                             | 79                                           | –                                              | 41                                                    |                              | (251)                     | –                   |
| Governance costs              | –                         | –                                  | 47                  | –                             | 41                                 | 18                                             | 64                                           | –                                              | 33                                                    | (203)                        | –                         | –                   |
| <b>Total expenditure 2022</b> | <b>18</b>                 | <b>3</b>                           | <b>531</b>          | <b>192</b>                    | <b>1,175</b>                       | <b>332</b>                                     | <b>2,094</b>                                 | <b>5</b>                                       | <b>320</b>                                            | <b>–</b>                     | <b>–</b>                  | <b>4,670</b>        |

For the year ended 31 December 2023

**6 Grant making**

|                                   | Grants to<br>institutions<br>£'000 | Grants to<br>individuals<br>£'000 | Support<br>costs<br>£'000 | 2023<br>£'000 | 2022<br>£'000 |
|-----------------------------------|------------------------------------|-----------------------------------|---------------------------|---------------|---------------|
| <b>Cost</b>                       |                                    |                                   |                           |               |               |
| Bursaries and honorarium payments | 52                                 | 208                               | –                         | 260           | 100           |
| Royal Society of Biology          | 15                                 | –                                 | –                         | 15            | 15            |
| Summer Vacation Studentships      | 96                                 | –                                 | –                         | 96            | 65            |
| Scientific Outreach               | 19                                 | –                                 | –                         | 19            | 11            |
| In2science UK                     | 2                                  | –                                 | –                         | 2             | 1             |
| At the end of the year            | 184                                | 208                               | –                         | 392           | 192           |

**6b Grant making (prior year)**

|                                   | Grants to<br>institutions<br>£'000 | Grants to<br>individuals<br>£'000 | Support<br>costs<br>£'000 | 2022<br>£'000 |
|-----------------------------------|------------------------------------|-----------------------------------|---------------------------|---------------|
| <b>Cost</b>                       |                                    |                                   |                           |               |
| Bursaries and honorarium payments | 46                                 | 54                                | –                         | 100           |
| Royal Society of Biology          | 15                                 | –                                 | –                         | 15            |
| Summer Vacation Studentships      | 65                                 | –                                 | –                         | 65            |
| Scientific Outreach               | 11                                 | –                                 | –                         | 11            |
| In2science UK                     | 1                                  | –                                 | –                         | 1             |
| At the end of the year            | 138                                | 54                                | –                         | 192           |

**7 Net income / (expenditure) for the year**

This is stated after charging / (crediting):

|                                                                      | 2023<br>£'000 | 2022<br>£'000 |
|----------------------------------------------------------------------|---------------|---------------|
| Depreciation and amortisation                                        | –             | 11            |
| Loss or profit on disposal of fixed assets                           | –             | –             |
| Irrecoverable VAT                                                    | 30            | 13            |
| Auditor's remuneration (excluding VAT):                              |               |               |
| Payments to current auditor – Sayer Vincent (2023 audit fees)        | 33            | –             |
| Payments to current auditor – Sayer Vincent (2022 audit fees)        | –             | 32            |
| Payments to previous auditor – BDO (2021 audit fees)                 | –             | 45            |
| Under / (over) accrual for 2021 audit fees                           | –             | 4             |
| Payments to current auditor – Sayer Vincent (2023 taxation services) | 5             | –             |
| Payments to current auditor – Sayer Vincent (2022 taxation services) | –             | 3             |
| Payments to previous auditor – BDO (2021 taxation services)          | –             | 6             |
| Foreign exchange gains or losses                                     | 29            | (67)          |

For the year ended 31 December 2023

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

Staff costs were as follows:

|                                                                 | 2023<br>£'000 | 2022<br>£'000 |
|-----------------------------------------------------------------|---------------|---------------|
| Salaries and wages                                              | 1,796         | 1,623         |
| Social security costs                                           | 196           | 183           |
| Employer's contribution to defined contribution pension schemes | 67            | 357           |
|                                                                 | <b>2,059</b>  | <b>2,163</b>  |
| Closed pension scheme deficit funding                           | <b>285</b>    | <b>285</b>    |
|                                                                 | <b>2,344</b>  | <b>2,448</b>  |

Included in pension costs is £67,000 (2022: £357,000) in respect of the defined benefit Universities Superannuation Scheme.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

|                     | 2023<br>No. | 2022<br>No. |
|---------------------|-------------|-------------|
| £60,000 – £69,999   | –           | 1           |
| £70,000 – £79,999   | 3           | 1           |
| £80,000 – £89,999   | 1           | 1           |
| £90,000 – £99,999   | 1           | 1           |
| £170,000 – £179,999 | 1           | 1           |

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £744,000 (2022: £702,000).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil). No charity trustee (2022: 2) received payment in respect of a Guest Editor Honorarium for Essays in Biochemistry (2022: £550). In addition, 1 Trustee (2022: none) received payment in respect to a Local Ambassador Grant totalling £200.

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £3,784 (2022: £2,396) incurred by 11 (2022: 11) members relating to attendance at meetings of the trustees.

For the year ended 31 December 2023

**9 Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was 43 (2022: 42).

**10 Related party transactions**

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited. All transactions between the two entities during the year have been concluded under normal market conditions.

During the year, Portland Press Limited paid the Society £1.767m (2022: £1.223m), being the amount distributable to the Society under gift aid for the year ended 31 December 2022.

At the year end, the Society was owed £1.495m (2022: £1.449m) from Portland Press Limited due from group undertakings.

Academic Support Grants were paid to the following university departments and organisations to cover time spent by Trustees on Society business:

L Vieira de Mello – University of Liverpool £nil (2022 £4,812); M Pool & N Hooper – University of Manchester £nil (2022 £9,624); S Graham – University of Glasgow £nil (2022 £4,812); M West – University of Sussex £nil (2022 £4,812); F Sargent – University of Newcastle £nil (2022 £4,812); D Mercer – Novabiotics Limited £nil (2022 £4,812); M Lindley – Loughborough University £nil (2022 £4,812); L Chakrabarti – University of Nottingham £nil (2022 £4,812); D Gruszka – University of Oxford £nil (2022 £4,812).

These grants contributed towards research activities that are in alignment with the objects of the Charity.

**11 Taxation**

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidiary Portland Press Limited Gift Aid available profits to the parent charity. Its charge to corporation tax in the year was:

**12 Tangible fixed assets**

| <b>The group and charity</b>  | <b>Fixtures<br/>and fittings<br/>£'000</b> | <b>Total<br/>£'000</b> |
|-------------------------------|--------------------------------------------|------------------------|
| <b>Cost or valuation</b>      |                                            |                        |
| At the start of the year      | 267                                        | 267                    |
| Additions in year             | 2                                          | 2                      |
|                               | <hr/>                                      | <hr/>                  |
| At the end of the year        | 269                                        | 269                    |
|                               | <hr/>                                      | <hr/>                  |
| <b>Depreciation</b>           |                                            |                        |
| At the start of the year      | 259                                        | 259                    |
| Charge for the year           | 6                                          | 6                      |
|                               | <hr/>                                      | <hr/>                  |
| At the end of the year        | 265                                        | 265                    |
|                               | <hr/>                                      | <hr/>                  |
| <b>Net book value</b>         |                                            |                        |
| <b>At the end of the year</b> | 4                                          | 4                      |
|                               | <hr/>                                      | <hr/>                  |
| At the start of the year      | 8                                          | 8                      |
|                               | <hr/>                                      | <hr/>                  |

All of the above assets are used for charitable purposes.

For the year ended 31 December 2023

13 Listed investments

|                                           | The group     |               | The charity   |               |
|-------------------------------------------|---------------|---------------|---------------|---------------|
|                                           | 2023          | 2022          | 2023          | 2022          |
|                                           | £'000         | £'000         | £'000         | £'000         |
| Fair value at the start of the year       | 10,099        | 7,079         | 10,099        | 7,079         |
| Additions at cost                         | 7,118         | 3,955         | 7,118         | 3,955         |
| Disposal proceeds                         | (6,979)       | (46)          | (6,979)       | (46)          |
| Net gain / (loss) on change in fair value | 280           | (889)         | 280           | (889)         |
|                                           | <b>10,518</b> | <b>10,099</b> | <b>10,518</b> | <b>10,099</b> |
| Fair value at the end of the year         | <b>10,518</b> | <b>10,099</b> | <b>10,518</b> | <b>10,099</b> |

For the year ended 31 December 2023

14 Subsidiary undertaking

The charity owns the whole of the issued ordinary share capital of Portland Press Limited, a company registered in England and Wales. The company number is 02453983. The registered office address is 10 Queen Street Place, London, EC4R 1BE.

The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the parent charity.

The trustees Sheila Graham, Nigel Hooper and Frank Sargent are also directors of the subsidiary.

A summary of the results of the subsidiary is shown below:

|                                                                          | 2023<br>£'000 | 2022<br>£'000 |
|--------------------------------------------------------------------------|---------------|---------------|
| Turnover                                                                 | 3,641         | 3,701         |
| Cost of sales                                                            | (1,668)       | (1,619)       |
| <b>Gross profit/(loss)</b>                                               | <b>1,973</b>  | <b>2,082</b>  |
| Administrative expenses                                                  | (385)         | (385)         |
| Exchange gains / (losses)                                                | (29)          | 67            |
| <b>Profit/(loss) on ordinary activities before interest and taxation</b> | <b>1,559</b>  | <b>1,764</b>  |
| Interest receivable and similar income                                   | 26            | 4             |
| <b>Profit / (loss) on ordinary activities before taxation</b>            | <b>1,585</b>  | <b>1,768</b>  |
| <b>Profit / (loss) for the financial year</b>                            | <b>1,585</b>  | <b>1,768</b>  |
| <b>Retained earnings</b>                                                 |               |               |
| Total retained earnings brought forward                                  | 1             | 1             |
| Profit / (loss) for the financial year                                   | 1,585         | 1,768         |
| Distribution under Gift Aid to parent charity                            | (1,585)       | (1,768)       |
| <b>Total retained earnings carried forward</b>                           | <b>1</b>      | <b>1</b>      |
| The aggregate of the assets, liabilities and reserves was:               |               |               |
| Assets                                                                   | 3,398         | 3,559         |
| Liabilities                                                              | (3,397)       | (3,558)       |
| <b>Reserves</b>                                                          | <b>1</b>      | <b>1</b>      |

Amounts owed to/from the parent undertaking are shown in note 10.

For the year ended 31 December 2023

**15 Parent charity**

The parent charity's gross income and the results for the year are disclosed as follows:

|                     | 2023<br>£'000 | 2022<br>£'000 |
|---------------------|---------------|---------------|
| Gross income        | 2,670         | 2,798         |
| Result for the year | (80)          | (1,102)       |

**16 Debtors**

|                                     | The group     |               | The charity   |               |
|-------------------------------------|---------------|---------------|---------------|---------------|
|                                     | 2023<br>£'000 | 2022<br>£'000 | 2023<br>£'000 | 2022<br>£'000 |
| Trade debtors                       | 112           | 106           | 14            | 11            |
| Other debtors                       | 23            | 33            | 23            | 33            |
| Amounts due from group undertakings | –             | –             | 1,495         | 1,449         |
| Social security and other taxes     | 78            | 101           | 78            | 101           |
| Prepayments and accrued income      | 214           | 219           | 92            | 98            |
|                                     | <b>427</b>    | <b>459</b>    | <b>1,702</b>  | <b>1,692</b>  |

**17 Creditors: amounts falling due within one year**

|                              | The group     |               | The charity   |               |
|------------------------------|---------------|---------------|---------------|---------------|
|                              | 2023<br>£'000 | 2022<br>£'000 | 2023<br>£'000 | 2022<br>£'000 |
| Trade creditors              | 71            | 122           | 66            | 118           |
| Taxation and social security | 101           | 102           | 101           | 102           |
| Other creditors              | 218           | 137           | 7             | 2             |
| Accruals                     | 239           | 263           | 112           | 136           |
| Deferred income (note 19)    | 1,679         | 1,929         | 119           | 86            |
|                              | <b>2,308</b>  | <b>2,553</b>  | <b>405</b>    | <b>444</b>    |



For the year ended 31 December 2023

**18 Provision for liabilities**

Provision for liabilities comprises an obligation to fund deficit on USS pension.

|                                                | <b>The group</b> |              | <b>The charity</b> |              |
|------------------------------------------------|------------------|--------------|--------------------|--------------|
|                                                | <b>2023</b>      | <b>2022</b>  | <b>2023</b>        | <b>2022</b>  |
|                                                | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Balance at the beginning of the year           | 1,375            | 1,282        | 1,375              | 1,282        |
| (Decrease) / Increase in provision in the year | (185)            | 93           | (185)              | 93           |
| Balance at the end of the year                 | <u>1,190</u>     | <u>1,375</u> | <u>1,190</u>       | <u>1,375</u> |

**19 Deferred income**

Deferred income primarily arises from journal subscription receipts received in advance, which is then unwound through the year.

|                                       | <b>The group</b> |              | <b>The charity</b> |              |
|---------------------------------------|------------------|--------------|--------------------|--------------|
|                                       | <b>2023</b>      | <b>2022</b>  | <b>2023</b>        | <b>2022</b>  |
|                                       | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Balance at the beginning of the year  | 1,929            | 2,157        | 86                 | 126          |
| Amount released to income in the year | (1,929)          | (2,157)      | (86)               | (126)        |
| Amount deferred in the year           | 1,679            | 1,929        | 119                | 86           |
| Balance at the end of the year        | <u>1,679</u>     | <u>1,929</u> | <u>119</u>         | <u>86</u>    |

For the year ended 31 December 2023

20 Pension scheme

The Biochemical Society operates a defined benefit pension provision through two Schemes, the Biochemical Society Staff Pension Scheme and the Universities Superannuation Scheme.

The amounts recognised in the statement of financial position are as follows:

|                                                                           | 2023<br>£'000 | 2022<br>£'000 |
|---------------------------------------------------------------------------|---------------|---------------|
| Biochemical Staff Pension scheme (See Note 20A)                           | –             | –             |
| Universities Superannuation Scheme (See Note 18)                          | 1,190         | 1,375         |
| Provision for liability recognised in the statement of financial position | 1,190         | 1,375         |

A. The Biochemical Staff Pension Scheme

The Biochemical Society Staff Pension Scheme provides final salary defined benefits for service up to and including 28 February 2011. The scheme is closed to new entrants and future accrual. The assets of the scheme are held in a separate trustee administered fund and subject to independent triennial actuarial valuations.

The level of benefits provided by the Scheme depends on a member's length of service and their salary at their date of leaving the scheme.

The pension fund is subject to triennial valuations by an independent actuary. The last valuation as at 1 January 2020 showed a deficit of £2.3m and a funding level of 89%.

In conjunction with the valuation a recovery plan and schedule of contributions was agreed with the trustees of the pension fund.

The actuarial estimate is that the pension fund will be balanced by mid-2027 and the Society is paying deficit contributions of £285k each year from 2021 to 2027 with a one-off additional payment of £400k which was made during 2021.

The figures in the following disclosure were measured using the Projected Unit Method.

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable.

The principal assumptions used to calculate the liabilities under FRS102 are set out below:

Main financial assumptions

|                                          | 31-Dec-23<br>%pa | 31-Dec-22<br>%pa |
|------------------------------------------|------------------|------------------|
| RPI inflation                            | 3.15             | 3.2              |
| CPI inflation                            | 2.35             | 2.4              |
| Pension increases in payment (Pre 2030)  | 3.15             | 3.2              |
| Pension increases in payment (Post 2030) | 2.95             | 3                |
| Discount rate for Scheme liabilities     | 4.7              | 4.9              |

Main demographic assumptions

|                     | 31-Dec-23       | 31-Dec-22       |
|---------------------|-----------------|-----------------|
| <b>Mortality</b>    |                 |                 |
| Base table          | 100% of S3PxA L | 100% of S3PxA L |
| Scaling table       | 101%/104% M/F   | 101%/104% M/F   |
| Future improvements | CMI 2022        | CMI 2021        |
| Long term rate      | 1% pa           | 1% pa           |

For the year ended 31 December 2023

**Pensions continued**

**Scheme asset allocation:**

|                                      | 31-Dec-23     | 31-Dec-22     |
|--------------------------------------|---------------|---------------|
|                                      | £'000         | £'000         |
| Target return funds                  | 1,386         | 1,288         |
| Bonds (including insured pensioners) | 5,221         | 5,024         |
| Swaps/Gilts (including cash)         | 6,751         | 6,889         |
| Closing fair value of scheme assets  | <u>13,358</u> | <u>13,201</u> |

The scheme has no investments in the Society or in the property occupied by the company

**Changes to the present value of the defined benefit obligation during the year:**

|                                                  | 2023          | 2022          |
|--------------------------------------------------|---------------|---------------|
|                                                  | £'000         | £'000         |
| Opening defined benefit obligation (DBO)         | 12,393        | 18,558        |
| Interest expense on DBO                          | 593           | 359           |
| Actuarial (gains) / losses on scheme liabilities | 90            | (6,263)       |
| Net benefits paid                                | (595)         | (261)         |
| Closing defined benefit obligation               | <u>12,481</u> | <u>12,393</u> |

**Changes to the fair value of scheme assets during the year:**

|                                     | 2023          | 2022          |
|-------------------------------------|---------------|---------------|
|                                     | £'000         | £'000         |
| Opening fair value of scheme assets | 13,201        | 21,530        |
| Interest income on scheme assets    | 639           | 420           |
| (Loss) / Gain on scheme assets      | (172)         | (8,773)       |
| Contributions by the employer       | 285           | 285           |
| Net benefits paid out               | (595)         | (261)         |
| Closing fair value of scheme assets | <u>13,358</u> | <u>13,201</u> |

|                                |     |         |
|--------------------------------|-----|---------|
| Actual return on Scheme assets | 467 | (8,353) |
|--------------------------------|-----|---------|

**Reconciliation of funded status to Statement of Financial Position:**

|                                             | 2023       | 2022       |
|---------------------------------------------|------------|------------|
|                                             | £'000      | £'000      |
| Fair value of assets                        | 13,358     | 13,201     |
| Present value of funded benefit obligations | (12,481)   | (12,393)   |
| Funded status                               | <u>877</u> | <u>808</u> |

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable

**Amounts recognised in Statement of Financial Activities (SOFA):**

|                                                                                | 2023         | 2022         |
|--------------------------------------------------------------------------------|--------------|--------------|
|                                                                                | £'000        | £'000        |
| Interest on defined benefit liability                                          | (593)        | (359)        |
| Pension (credit) / expense recognized in the Statement of Financial Activities | <u>(593)</u> | <u>(359)</u> |

For the year ended 31 December 2023

**Pensions continued**

|                                                                | 2023<br>£'000 | 2022<br>£'000 |
|----------------------------------------------------------------|---------------|---------------|
| Return less interest income on scheme assets                   | (172)         | (8,773)       |
| Actuarial gain / (loss) on liabilities                         | (90)          | 6,263         |
| Irrecoverable surplus on pension scheme                        | (69)          | 2,164         |
| Gain / (loss) arising in the Statement of Financial Activities | <u>(331)</u>  | <u>(346)</u>  |

**Universities Superannuation Scheme**

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate will increase to 6.3%. The 2023 deficit recovery liability reflects this plan with £1,190,000 (2022: £1,375,000) being recognised in the statement of financial position.

The Society employer contributions for the year ended 31st December 2023 amounted to £319,982 (2022: £290,280). There was neither a prepayment nor an accrual at the end of the financial year in respect of these contributions. The disclosures below represent the position from the scheme's financial statements.

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2020 (the valuation date), which was carried out using the projected unit method. Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

Defined benefit liability numbers for the scheme have been produced using the following assumptions:

|                           | 2023  | 2022  |
|---------------------------|-------|-------|
| Discount rate             | 4.50% | 5.00% |
| Pensionable salary growth | n/a   | n/a   |
| Price inflation (CPI)     | 1.10% | 1.10% |

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

|                           |                       |
|---------------------------|-----------------------|
| Male members' mortality   | 101% of S2PMA "light" |
| Female members' mortality | 95% of S3PFA          |

For the year ended 31 December 2023

**Pensions continued**

Use of these mortality tables reasonably reflects the actual USS experience. To allow for future improvements in mortality rates the CMI 2019 projections with a smoothing parameter of 7.5, an initial addition of 0.5% p.a. and a long-term improvement rate of 1.8% pa (male) and 1.6% (female) were also adopted. The current life expectancies on retirement at age 65 are:

|                                 | 2023 | 2022 |
|---------------------------------|------|------|
| Males currently aged 65 years   | 24   | 23.9 |
| Females currently aged 65 years | 25.6 | 25.5 |
| Males currently aged 45 years   | 26   | 25.9 |
| Females currently aged 45 years | 27.4 | 27.3 |

**21a Analysis of group net assets between funds (current year)**

|                                       | General<br>unrestricted<br>£'000 | Designated<br>funds<br>£'000 | Restricted<br>funds<br>£'000 | Total funds<br>£'000 |
|---------------------------------------|----------------------------------|------------------------------|------------------------------|----------------------|
| Tangible fixed assets                 | 4                                | –                            | –                            | 4                    |
| Investments                           | 9,433                            | –                            | 1,085                        | 10,518               |
| Net current assets                    | 1,744                            | –                            | 5                            | 1,749                |
| Provision for liabilities             | (1,190)                          | –                            | –                            | (1,190)              |
| <b>Net assets at 31 December 2023</b> | <b>9,991</b>                     | <b>–</b>                     | <b>1,090</b>                 | <b>11,081</b>        |

**21b Analysis of group net assets between funds (prior year)**

|                                       | General<br>unrestricted<br>£'000 | Designated<br>funds<br>£'000 | Restricted<br>funds<br>£'000 | Total funds<br>£'000 |
|---------------------------------------|----------------------------------|------------------------------|------------------------------|----------------------|
| Tangible fixed assets                 | 8                                | –                            | –                            | 8                    |
| Investments                           | 9,081                            | –                            | 1,018                        | 10,099               |
| Net current assets                    | 2,324                            | –                            | 105                          | 2,429                |
| Provision for liabilities             | (1,375)                          | –                            | –                            | (1,375)              |
| <b>Net assets at 31 December 2022</b> | <b>10,038</b>                    | <b>–</b>                     | <b>1,123</b>                 | <b>11,161</b>        |

For the year ended 31 December 2023

22a Movements in funds (current year)

|                                     | At 1<br>January<br>2023<br>£'000 | Income &<br>gains<br>£'000 | Expenditure<br>& losses<br>£'000 | Transfers<br>£'000 | At 31<br>December<br>2023<br>£'000 |
|-------------------------------------|----------------------------------|----------------------------|----------------------------------|--------------------|------------------------------------|
| <b>Restricted funds:</b>            |                                  |                            |                                  |                    |                                    |
| Keilin Memorial Lecture Fund        | 61                               | 3                          | (2)                              | –                  | 62                                 |
| Morton Memorial Lecture Fund        | 62                               | 3                          | –                                | –                  | 65                                 |
| Harden Legacy Fund                  | 184                              | 13                         | (2)                              | –                  | 195                                |
| Centenary Award Fund                | 121                              | 6                          | (13)                             | –                  | 114                                |
| Krebs Memorial Scholarship Fund     | 380                              | 39                         | (43)                             | –                  | 376                                |
| Eric Reid Fund for Methodology      | 278                              | 16                         | (43)                             | –                  | 251                                |
| Randle Lecture Fund                 | 8                                | –                          | (2)                              | –                  | 6                                  |
| Synthetic Biology Fund              | 29                               | –                          | (8)                              | –                  | 21                                 |
| <b>Total restricted funds</b>       | <b>1,123</b>                     | <b>80</b>                  | <b>(113)</b>                     | <b>–</b>           | <b>1,090</b>                       |
| <b>Unrestricted funds:</b>          |                                  |                            |                                  |                    |                                    |
| <b>Fixed asset fund</b>             | <b>8</b>                         | <b>–</b>                   | <b>(4)</b>                       | <b>–</b>           | <b>4</b>                           |
| <b>Other charitable funds</b>       | <b>10,029</b>                    | <b>–</b>                   | <b>(43)</b>                      | <b>–</b>           | <b>9,986</b>                       |
| <b>Total unrestricted funds</b>     | <b>10,037</b>                    | <b>–</b>                   | <b>(47)</b>                      | <b>–</b>           | <b>9,990</b>                       |
| <b>Non-charitable trading funds</b> | <b>1</b>                         | <b>–</b>                   | <b>–</b>                         | <b>–</b>           | <b>1</b>                           |
| <b>Total funds</b>                  | <b>11,161</b>                    | <b>80</b>                  | <b>(160)</b>                     | <b>–</b>           | <b>11,081</b>                      |

The brought forward balance of Other Charitable Funds, now incorporates the Revaluation Reserve of £1.785m which was shown separately in the 2022 financial statements

The narrative to explain the purpose of each fund is given at the foot of the note below.

For the year ended 31 December 2023

22b Movements in funds (prior year)

|                                     | At 1<br>January<br>2022<br>£'000 | Income &<br>gains<br>£'000 | Expenditure<br>& losses<br>£'000 | Transfers<br>£'000 | At 31<br>December<br>2022<br>£'000 |
|-------------------------------------|----------------------------------|----------------------------|----------------------------------|--------------------|------------------------------------|
| <b>Restricted funds:</b>            |                                  |                            |                                  |                    |                                    |
| Keilin Memorial Lecture Fund        | 65                               | 1                          | (5)                              | –                  | 61                                 |
| Morton Memorial Lecture Fund        | 68                               | 1                          | (7)                              | –                  | 62                                 |
| Harden Legacy Fund                  | 208                              | 3                          | (27)                             | –                  | 184                                |
| Centenary Award Fund                | 134                              | 1                          | (14)                             | –                  | 121                                |
| Krebs Memorial Scholarship Fund     | 458                              | 9                          | (87)                             | –                  | 380                                |
| Eric Reid Fund for Methodology      | 347                              | 4                          | (73)                             | –                  | 278                                |
| Randle Lecture Fund                 | 12                               | –                          | (4)                              | –                  | 8                                  |
| Synthetic Biology Fund              | 29                               | –                          | –                                | –                  | 29                                 |
| <b>Total restricted funds</b>       | <b>1,321</b>                     | <b>19</b>                  | <b>(217)</b>                     | <b>–</b>           | <b>1,123</b>                       |
| <b>Unrestricted funds:</b>          |                                  |                            |                                  |                    |                                    |
| <b>Fixed asset fund</b>             | <b>9</b>                         | <b>–</b>                   | <b>(1)</b>                       | <b>–</b>           | <b>8</b>                           |
| <b>Revaluation reserve</b>          | <b>2,645</b>                     | <b>–</b>                   | <b>–</b>                         | <b>(860)</b>       | <b>1,785</b>                       |
| <b>Other charitable funds</b>       | <b>9,641</b>                     | <b>–</b>                   | <b>(975)</b>                     | <b>(422)</b>       | <b>8,244</b>                       |
| <b>Total unrestricted funds</b>     | <b>12,296</b>                    | <b>–</b>                   | <b>(976)</b>                     | <b>(1,282)</b>     | <b>10,038</b>                      |
| <b>Non-charitable trading funds</b> | <b>1</b>                         | <b>–</b>                   | <b>–</b>                         | <b>–</b>           | <b>1</b>                           |
| <b>Pension reserve</b>              | <b>(1,282)</b>                   | <b>–</b>                   | <b>–</b>                         | <b>1,282</b>       | <b>–</b>                           |
| <b>Total funds</b>                  | <b>12,336</b>                    | <b>19</b>                  | <b>(1,193)</b>                   | <b>–</b>           | <b>11,162</b>                      |

### **Purposes of restricted funds**

#### **Keilin Memorial Lecture Fund**

The Keilin Fund was instituted in 1964 by means of an appeal to commemorate the late David Keilin and income is used to pay for the costs of the speaker in giving a lecture, generally every other year.

#### **Morton Memorial Lecture Fund**

The fund was instituted in 1978 following an appeal at which some £3,400 was received in donations. Income from the fund is used to pay for the speaker's costs in giving a lecture biennially at a meeting of the Society and at the University of Liverpool. The lecture commemorates R.A. Morton.

#### **Harden Legacy Fund**

In his will in 1940 Sir Arthur Harden left funds to support publication of original scientific research. The income from the fund can be applied to assisting scientists with their travel and accommodation costs incurred in attendance of Harden conferences.

#### **Centenary Award Fund**

In recognition of the Society's centenary in 2011, this fund was created through the merger of the former Jubilee Lecture and the Hopkins Memorial Lecture funds. The Centenary Award Fund facilitates an annual award to a biochemist of distinction from any part of the world, with the award winner presenting a Sir Frederick Gowland Hopkins Memorial Lecture.

#### **Krebs Memorial Scholarship Fund**

The Krebs fund resulted from an appeal launched in December 1982 to commemorate the life and work of Sir Hans Krebs. Income from the fund is used to fund a postgraduate scholarship in Biochemistry or allied biomedical science, tenable at any British university. The Scholarship, awarded every year, is primarily intended to help candidates whose careers have been interrupted for non-academic reasons beyond their own control and/or who are unlikely to qualify for a grant.

#### **Eric Reid Fund for Methodology**

This fund has been renamed from the Guilford Bench Methodology Fund in memory of the late Dr Eric Reid, and was set up through funds provided by him from a trust which he co-founded in 1981. It was set up with the aim of assisting 'non big league' investigators in bypassing benchwork bottlenecks. The fund's Capital is sufficient to award about eight grants each year. The fund is akin to the Royal Society of Chemistry's Research Fund, but extends to paying for vacation help.

#### **Randle Lecture Fund**

This fund was instituted in honour of the late Professor Sir Philip Randle who was one of the world's foremost researchers into mammalian metabolism. Income from the fund is used to finance a biennial award lecture by globally selected nominated scientists on the basis of their contribution to the understanding of mammalian metabolism.

#### **Synthetic Biology Fund**

This fund has been created by the organisers to underwrite future years' conferences.

In the opinion of the Trustees, all funds have adequate resources to fulfil their ongoing obligations.

### **23 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.



**THE BIOCHEMICAL SOCIETY**

England & Wales - Charity number 253894

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# Accounts

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**BIOCHEMICAL**  
SOCIETY

**Trustees' Report and  
Accounts for the year  
ended 31 December 2022**

| <b>CONTENTS</b>                                                                        | <b>PAGE NUMBER</b> |
|----------------------------------------------------------------------------------------|--------------------|
| OUR MISSION                                                                            | 2                  |
| PUBLIC BENEFIT STATEMENT                                                               | 2                  |
| FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE                                        | 3                  |
| STRATEGIC REPORT ON GROUP ACTIVITIES                                                   | 6                  |
| Bringing together molecular bioscientists                                              |                    |
| Supporting career development and lifelong learning                                    |                    |
| Encouraging wider dialogue and working collaboratively across and beyond our community |                    |
| Promoting and sharing knowledge                                                        |                    |
| Promoting the importance of our discipline and through this, the broader life sciences |                    |
| Continuing to ensure sustainable support for the advancement of science                |                    |
| GOVERNANCE AND MANAGEMENT                                                              | 24                 |
| Principal Risks and Uncertainties                                                      |                    |
| Biochemical Society Trustees                                                           |                    |
| Directors of Portland Press Limited                                                    |                    |
| Senior Management Team                                                                 |                    |
| Key Contacts                                                                           |                    |
| Financial Review                                                                       |                    |
| Reserves Policy and Going Concern                                                      |                    |
| Remuneration Policy                                                                    |                    |
| Investment Policy                                                                      |                    |
| INDEPENDENT AUDITOR'S REPORT                                                           | 38                 |
| FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022                               | 43                 |
| Consolidated Statement of Financial Activities for the year ended 31 December 2022     |                    |
| Consolidated and Charity Statements of Financial Position as of 31 December 2022       |                    |
| Consolidated Statement of Cash Flows for the year ended 31 December 2022               |                    |
| Notes to the Financial Statements                                                      |                    |

## OUR MISSION

The Biochemical Society exists for the advancement of the molecular biosciences. Together with our publishing subsidiary Portland Press Limited, the Group promotes and facilitates the sharing of knowledge and expertise, supporting the advancement of biochemistry and molecular biology, and raising awareness of their importance in addressing societal grand challenges.

## PUBLIC BENEFIT STATEMENT

The Biochemical Society promotes the advancement of the molecular biosciences. The Society's activities support the development of individual and collective understanding of biochemistry through dissemination of research and the provision of resources and activities to support the education of students, researchers and the general public. The molecular biosciences impact on many areas of science including biotechnology, agriculture and medicine, helping to play a key role in tackling global issues such as improving lifelong health, treatment of disease, biotechnology and food security.

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

**Registered charity name:** Biochemical Society

**Charity registered number:** 253894

**Company number:** 00892796

**Registered Office:** First Floor, 10 Queen Street Place, London EC4R 1BE

**Telephone:** +44 (0)20 3880 2793

**Email:** [info@biochemistry.org](mailto:info@biochemistry.org)

**Website:** [www.biochemistry.org](http://www.biochemistry.org)

**Twitter:** @BiochemSoc

**Company name:** Portland Press Limited

**Company number:** 02453983

**VAT No:** GB 523 2392 69

**Email:** [editorial@portlandpress.com](mailto:editorial@portlandpress.com)

**Website:** [www.portlandpress.com](http://www.portlandpress.com)

**Twitter:** @PPPublishing

## FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE

2022 was an exciting year for the Group as we moved into a new [3-year strategic period](#) that cemented a focus on [Equality Diversity and Inclusion](#) (EDI) and committed us to continued innovation and collaboration to deliver support and services for our community. Our former President, Professor Sir Pete Downes, finished his term of office in July after a successful 5-year term, and handed over to Professor Dame Julia Goodfellow with whom the Group are delighted to be working as we move into the next strategic phase for the organization.

We ran our busiest [events programme](#) to date in 2022, which saw a full return to face-to-face activities for the Society, together with live streaming of all scientific meetings. There was a total of 41 scientific events held, including 11 scientific meetings and three Harden Conferences. Webinars remained very well attended with our two most popular webinars of the year, [AlphaFold 2 structure modelling](#) and [The Janet Thornton 2021 Award Lecture](#) drawing over 500 attendees in total. Sponsorship for events returned to pre-pandemic levels, with good levels of support across the 2022 programme from both regular and new sponsors.

The return to face-to-face activities was accompanied by a significant uplift in our [grant awards](#), with more than £309k provided to support members of the molecular biosciences community across 32 different countries. This included awards from two funding schemes reopened in 2022; the [Eric Reid Fund](#) and the [Krebs Memorial Scholarship](#), which was reopened for the first time since 2019 with updated criteria to cover those impacted by the coronavirus pandemic. We were also delighted to accept a donation of the remainder of the Korner Travelling Fellowship Fund from the University of Sussex which is being used to fund student and early career member's travel to laboratory visits abroad.

We continued our commitment to digital development and innovation with the Society's new website delivered in December, the culmination of a cross-Society project that has brought in greater levels of automation and behaviour-based surfacing of content alongside advanced search functionality, all as part of an entirely refreshed design. Our IT infrastructure review continued, with the delivery of a new membership system in November to support more accurate reporting and improved running of the Society's membership operation, and a solidifying of the Group's approach to cyber security with the introduction of advanced threat protection for emails and an upscaling of our identity protection efforts. 2022 also saw the Society's Twitter account [@BiochemSoc](#) hit the significant milestone of 30k followers, as we increased posts across all our social platforms by 67%.

Our focus on supporting key community groups saw us review the activities of our [Industry](#) and [Early Career](#) Advisory Panels, with the former meeting for the first time in 2022 as we look to ensure all relevant aspects of industry are represented within the panel's membership. Some of the Society's [Local Ambassadors](#) represented the Society at local careers fairs and public engagement events as we successfully trialed a new 'train the trainers' approach to public engagement from early 2022. This has allowed the Society to reach wider audiences without the need for staff to be present, something that was previously a limiting factor in increasing our reach in this area.

Our commitment to placing EDI at the heart of all that we do, saw us deliver our second annual EDI Data Survey in May 2022 which showed that 63% of our community respondents agreed, or strongly agreed, that EDI considerations are embedded within the Society's culture. The [EDI Advisory Panel](#) continued to support a number of cross-Group activities, most notably the

nominations process for vacancies on Society boards and committees. This introduced a refreshed approach to the nominations process, including the use of more inclusive language, the recognition of lived experience alongside specific career expertise and the development of a more transparent approach to appointments. We will continue to refine the process as we move through 2023 to ensure we are attracting diverse and representative candidates to our decision-making groups.

The remote working model for staff that the Group adopted in response to the first coronavirus lockdown in March 2020 is now fully embedded with ~50% of staff now based outside London, or outside a reasonable regular commuting distance to London. Our commitment to remote working has allowed us to maintain flexible working options for staff, for example those with caring responsibilities and/or disabilities, as part of our wider EDI commitment, with 2022 delivering our lowest staff turnover rate for 4 years. We are proud to be operating an innovative and forward-thinking staffing model and will continue to develop our approach to ensure we remain at the forefront of agile working.

Our wholly owned subsidiary, [Portland Press](#), continued to operate successfully, despite seeing a downward trend in research submissions and publications compared with previous years, as was the case across the sector. Our total publications decreased by over a third in 2022, mostly as a result of less content in [Bioscience Reports](#) (BSR), which published approximately half as many articles compared to 2021, in part due to the continued impact of papermills. We also saw a significant decrease in article publishing charge (APC) revenue by publication, largely as a result of the decrease in published articles within BSR. Significant commissioning efforts continue to be used to drive more submissions from key subject areas and institutions to address these issues.

Other metrics trended favourably, including production timelines consistently at, or significantly below, the 28-day target across the year and institutional usage up by ~35% compared to 2021. Total usage was at its highest for the year during November, with our content receiving ~535k article views in total.

We renewed the Society's long-standing commitment to [open scholarship](#) as part of our 2022–2025 strategy, in line with EDI considerations being at the heart of our activities. This saw a continued assessment of the options available for the introduction of fully open access (OA) routes to publishing in all our journals, with an emphasis on this being delivered in a fair and sustainable manner. The proportion of OA articles in hybrid journals increased significantly during the year, in particular in both the [Biochemical Journal](#) and [Biochemical Society Transactions](#) which stood at 59% and 55% respectively by December.

2022 saw new agreements signed with University of California and the TIB German consortium as well as institutions in the UK, Europe, USA, Taiwan and Hong Kong. Read & Publish (transformative) agreements continued to produce positive results in shifting the balance of articles towards OA. In 2022 the programme continued to internationalize; an important negotiation with University of California Digital Libraries resulted in a deal which covers all campuses alongside participation from institutions in Taiwan and Hong Kong.

As always, we thank our Trustees, Members of PPL Board, Local Ambassadors, Editorial Board members, Society members, peer reviewers, authors, partner organizations and staff team for their ongoing support and commitment that allows us to deliver for our community.

**Professor Dame Julia Goodfellow**  
**President, Biochemical Society**

**Kate Baillie**  
**CEO, Biochemical Society**  
**Managing Director, Portland Press Limited**

## **STRATEGIC REPORT ON GROUP ACTIVITIES**

The trustees present their report and the audited financial statements for the year-end date. Reference and administrative information set out on page x forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. This trustees' annual report includes a directors' report as required by company law.

2022 saw the Group transition into a new 3-year strategic period, developing and innovating offerings and activities to support the molecular bioscience community. What follows is an assessment of Group business within this period as it relates to the strategic objectives from the 2019 – 2022 strategy. Operational objectives for the current 2022 – 2025 strategy were agreed in November 2022 and as such will be reported on from 2023 onwards. Further details are included on page 22 of this report.



## Bringing together molecular bioscientists

### Key objectives

- Expand our offerings for early career bioscientists.
- Continue to increase industry involvement across our activities.
- Expand our international links and networks.
- Continue to foster diversity and equal opportunity for our discipline.

2022 saw our [webinar programme](#) firmly embedded in our events programme, following its initial introduction during the coronavirus pandemic in 2020. We ran a reduced programme of 14 webinars compared to the 24 run in 2021 due to the return of a full face-to-face events programme, but attendance remained high with a total of 1,629 live attendees across the programme and a further 989 views on Vimeo<sup>1</sup>, with registrants from 91 different countries. Total views of the whole webinar series so far have now reached over 23k. Webinar topics continued to cover a range of subjects with opportunities for both members and staff to suggest topics of interest. Our most popular webinar of 2022, [Alphafold 2 structure modelling](#), attracted 336 attendees, a higher attendance figure than any webinar achieved in the 2021 programme. Information on career stage and/or category is captured at the point of registration.

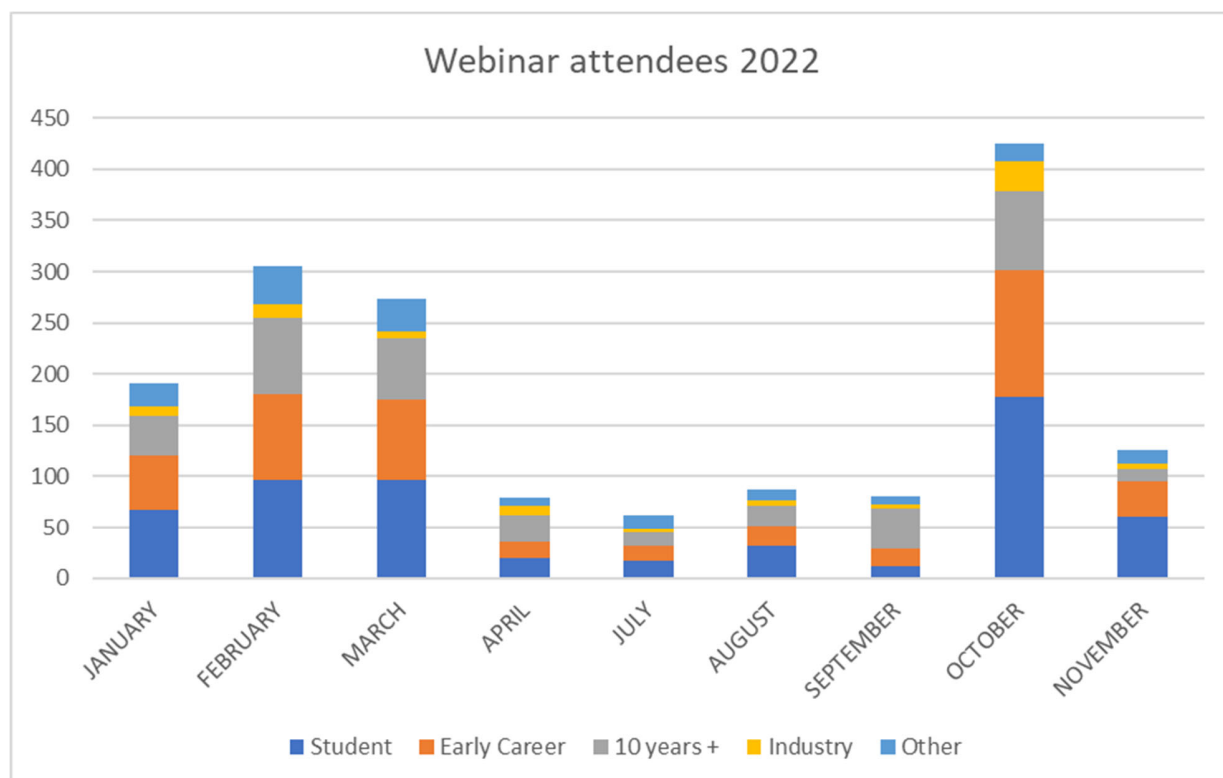


**Figure 1:** Bar chart to show breakdown of webinar attendees across 2022.

<sup>1</sup> Vimeo is a video hosting, sharing, and services platform provider.

Three Early Career (EC) webinars were run during the year; [Developments in glycobiology](#), [New advances in DNA structure, repair, and protein quantification](#) and [Cellular behaviour in disease models](#), achieving a combined total of 220 attendees and providing an opportunity for EC scientists to come together to connect and discuss topics of interest. EC members continued to be key contributors on many of our governance boards and panels, including our EC Trustee Representative and on our [Early Career Advisory Panel](#), which fed into discussions related to training, policy priorities, and scientific events and conferences.

The EC Editorial Board Mentorship scheme pilot concluded in 2022 after an 18-month period, during which EC members were able to gain experience with the editorial processes and activities relevant to an Editorial Board member. There were some very positive outcomes, with more than 80% of EC mentee respondents saying they felt highly or very confident in completing core Editorial Board paper handling tasks, and 70% confirming they had been engaged in discussions concerning content ideas and/or journal strategies. A detailed review of all feedback is currently being conducted with a view to refreshing the scheme ahead of a potential relaunch later in 2023.

Plans for an [EC Editorial Advisory Panel](#) for our journal Neuronal Signaling were put in place at the end of 2022 and this has since been launched; with EC members also leading on the December 2022 issue of [Emerging Topics in Life Sciences](#).

A review of our [Industry Advisory Panel](#) took place in 2022 to ensure members were fully engaged in the Society's next phase of strategy and sees the panel's expertise now cover four industry areas; drug discovery, goods/services, agrochemicals/food, and biomaterials. The panel met for the first time in November and plans for continued engagement are now in place to ensure the voices of this community group are fully represented throughout our activities. 28 of our 199 invited speakers at scientific meetings were from industry (14%), as well as 8% of webinar speakers and Chairs. 86 webinar attendees identified as industry (5%), a small increase from 4% in 2021. In addition, 10% of the members of events-related committees are currently from industry, helping to integrate industry members into all that the Society does.

International collaboration was evident within our 2022 events programme, including the [Federation of European Biochemical Societies \(FEBS\) 3+ meeting and 86th Harden Conference on Machines on Genes](#), which was held in Alicante, Spain and featured the Biochemical Society's 2021 International Award winner Professor Brandt Eichman, from Vanderbilt University, as an invited speaker. The Society supported the nomination of Professor Caroline Dean for the FEBS role of [Chair of the Working Group for Women in Science](#) which she now holds, and also agreed a collaboration with the International Union of Biochemistry and Molecular Biology (IUBMB) on the '[Evolving molecular bioscience education](#)' event, which will be held in May 2023 jointly with FEBS and in association with IUBMB.

The [Equality, Diversity and Inclusion \(EDI\) Advisory Panel](#), established in October 2020, continued to deliver on our public commitment to embedding EDI practices across the Group through the Manifesto for Change. The second EDI Data Survey, run in May 2022, allowed us to review the impact of our activities in this area to date and understand the areas important to the community for future focus. The survey found 63% of community respondents agreed, or strongly agreed, that EDI considerations were embedded within the ethos and culture of the

Group. The EDI page on the Society website saw a 175% increase in page views<sup>2</sup> compared to 2021 and a 43% increase in file downloads on the previous year.

2022 saw the creation of a recorded discussion on '[Creating a Diverse Team](#)' with speakers that included EDI Advisory Panel members and other guests with expertise in this area. Questions were submitted by the community on challenges, methods of best practice and examples of impact, all of which were discussed during the discussion. We also joined the [City, University of London Microplacement scheme](#), through which we will host two student placements in the summer of 2023. Students on the programme are typically from 'widening participation backgrounds', including students from families where there is no previous history of higher education, looked after children or care leavers, disabled students, those from underrepresented backgrounds and those from low-income backgrounds. We have established two key projects within both governance and EDI to ensure the students are working with us to achieve key strategic objectives for the organization in 2023.

[Diversity in Science \(DiS\) grants](#) were awarded in December 2022, following 39 applications from 11 countries (India, Kenya, Malawi, Nigeria, Rwanda, Serbia, South Africa, Turkey, Uganda, UK and Zimbabwe), compared to the 15 applications received in 2021, and we awarded a total of £5k to 11 projects. These included an initiative to increase the participation rate of disabled people in science in Malawi, a project to engage girls with science in Zimbabwe, and a University of Bristol project to consider the diversification and decolonization of science curriculums. Project reports are submitted at the end of each funding period as agreed with applicants and are used to demonstrate impact and generate further interest and awareness in the scheme. Two previous DiS grant recipients had articles published in the Biochemist magazine in December 2022, [Lived experiences of black women pursuing STEM in UK higher education](#), and January 2023, [Encouraging and embracing black diversity in industry](#).

A key piece of work for the EDI Advisory Panel in 2022 was the review of the Society's main nominations process, as we looked to address the lack of diverse representation amongst our boards and committees, something the community raised as a priority for them in the 2022 EDI Data Survey. The nominations cycle run in the autumn was the pilot for many of these changes, including the use of more inclusive language, better explanations for role requirements and the inclusion of 'lived' and personal experience, the removal of several questions that had been asked previously but served no definite purpose in the process, and the inclusion of an EDI Advisory Panel member at the final meeting at which all appointments were ratified to ensure objective oversight. We saw a far more diverse pool of applicants in this cycle, particularly when looking at gender, organizational affiliation and geographic location, and a far greater response rate overall. We are now looking ahead to our spring nominations cycle in 2023 and will continue to adapt and refine the process to support the appointment of diverse talented individuals across our decision-making groups.

The gender balance for invited speakers at scientific meetings was 54:46 male/female and the balance for speakers and Chairs in the Biochemistry Focus webinar series was 51:49 male/female, with 11% of invited speakers at scientific meetings and 26% of the speakers and Chairs in the webinar series, students or EC scientists.

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<sup>2</sup> A page view is defined as a view of a page on a site that is being tracked by the Analytics tracking code. If a user clicks reload after reaching the page, this is counted as an additional page view. If a user navigates to a different page and then returns to the original page, a second page view is recorded as well.

The Society continues to be a member of the [Equality, Diversity and Inclusion in Science and Health \(EDIS\) group](#), and a supporter of [In2ScienceUK](#), who assist young people from low-income backgrounds to gain insight into STEM careers through summer placements and delivery of a high-quality programme of university access support and employability workshops. The Society funded five placements on this programme in 2022 and further voluntary donations from event delegates raised £1,270 in addition to our standard funding.

## Supporting career development and lifelong learning

### Key objectives for the year

- Provide learning and networking opportunities.
- Support teachers at all levels.
- Support the future pipeline of molecular bioscientists.
- Continue to offer grants and bursaries.

2022 saw a full return to face-to-face activities for the Society, alongside live streaming of all scientific meetings, with online access to posters. We also continued to run the online [Biochemistry Focus webinar series](#) as detailed in the preceding section of the report, providing important opportunities for the molecular biosciences community to come together and network accordingly. This was our busiest year of events to date, with 11 scientific meetings, one organized jointly with the [British Society for Research on Ageing](#), three Harden Conferences, one organized jointly with [FEBS](#), three training events, 14 webinars and six online training courses. There was a strong appetite for face-to-face meetings, with good delegate numbers at most events and up to 38% of delegates taking advantage of the live streaming offering. When surveyed about why they chose to watch the live stream rather than attend in person, most respondents (70%) selected the impact on their time/other commitments. Our webinar series, covered in detail in the preceding section of this report, also provided an opportunity for community members to come together and experience online networking in a limited form.

In 2019, two funding streams were implemented to support teacher placements in Scotland via [SSERC](#) and in Northern Ireland via [Deliberate Learning](#). Due to understandable delays caused by the pandemic, placements and/or plans for the use of Society funding were not confirmed until 2022 (aside from two placements carried out by Deliberate Learning in 2019). Deliberate Learning used the £4k remaining from the original agreement to fund 11 teacher placements at Queen's University Belfast (QUB) on a 3-day programme which ran from 27 June 2022 entitled "Queen's Conquering Covid". The programme consisted of research talks, tours and activities which showcased the work of researchers, technicians and students in responding to the pandemic.

SSERC confirmed plans within 2022 to use the £5k funding remaining from the original agreement to fund five biology teachers on a 2-day placement at Merck Bioreliance in Glasgow in 2023. The team at Merck are planning to demonstrate a range of hands-on biochemistry techniques and the Society has requested that the programme includes interaction with staff at Merck who had come through the company via non-traditional routes of entry, e.g. as an apprentice or later in their career. SSERC are also requesting a session during which the teachers will produce a resource, using material they have collated during the placement, which will be passed on to other teachers for use as a classroom resource, and to the Society for further dissemination as we feel appropriate.

The Society continued to provide [training](#) in support of the career development and lifelong learning of the molecular biosciences community. Six online training courses were run in 2022,

with two runs of each of our three offerings; [R for Biochemists 101](#), [R for Biochemists 201](#) and [Practical Python for Beginners](#), which attracted a total of 456 learners. A further three training events were held throughout the year attracting 100 learners with topics including protein purification and biophysical characterization, and the use of supercomputers for microbiome analysis. A new course on 'introduction to statistics for the life sciences' will be piloted in the first half of 2023.

Our [Summer Vacation Studentships](#) (SVS) offered two schemes in 2022; a lab-based scheme and a computational-based scheme, following the success of the online provision provided in 2021 in response to continuing coronavirus restrictions. Take-up of both schemes was significantly down on expectations; 38 places were awarded for the lab-based scheme and 46 for the computational-based scheme. This downturn was part of a general trend in student engagement noted by Trustees at their own academic institutions following the end of pandemic restrictions. Successful candidates on the computational-based scheme received access to the online courses R for Biochemists 101 and Practical Python for Beginners, as well as two exclusive webinars.

The [April 2022 issue of Essays in Biochemistry](#) included a collection of articles written by bioscience educators working globally in higher education and was guest edited by two Trustees; Helen Watson and Luciane V Mello, who chair the Society's Education, Training and Public Engagement Committee and Training Theme Panel respectively. The content included perspectives and case studies aimed at a range of audiences including educators, students and those from outside higher education with a general interest in the subject.

The Society's [Science Communication Prize](#), created to engage those with an interest in communicating science and to inspire young people to learn about the molecular biosciences, opened for its 12<sup>th</sup> year in 2022 with a total of 35 eligible entries from foundation, undergraduate and postgraduate students, down from the 66 entries received in 2021. This included 28 entries in the written category and seven in the mixed media category, with winning entries including [Rolling Out Vaccines: The fight to eradicate COVID-19](#), [How COVID-19 spiked the interest for structural biology](#), and [Deciphering the code of protein folding](#). Winning entries are available to view on the Society website and were also publicized in The Biochemist.

With in-person meetings fully returned for 2022 we saw a significant uplift in grant applications with a total of ~£309k awarded as [grants or bursaries](#) to applicants from 32 different countries, up from the ~£45k awarded in 2021. This included 141 [General Travel Grants](#) totaling ~£70k, and ten Sponsored Events Grants totaling £4k, reflecting the return to travel and in-person meeting attendance. We reopened the [Krebs Memorial Scholarship Fund](#) for applications in 2022 for the first time since 2019 with updated criteria to cover those impacted by the coronavirus pandemic, and the [Eric Reid Fund for Methodology](#) also saw its highest number of grant applicants awarded (12 awards totaling £46k). Two new grant schemes were also introduced: [Online Attendance Grants](#) and the [Student Opportunities Grant](#).

We were grateful beneficiaries of a £7.8k donation of remaining funds from the University of Sussex's [Korner Travelling Fellowship Fund](#) which is being used to fund students and recently qualified postdoctoral students who are working within the UK or the Republic of Ireland to make collaborative visits to other laboratories outside of those countries. Any residual amounts left after such grants are awarded will then be reallocated within the Society's grants portfolio to ensure the donation is spent in full.

All terms and conditions relating to individual grant schemes are provided in the [Grants section of the Society website](#), where previous grant recipients for each award can also be viewed.

## Encouraging wider dialogue and working collaboratively across and beyond our community

### Key objectives for the year

- Ensure a strong future for the molecular biosciences, maximizing opportunities for impact, engagement and innovation through working in strategic collaboration.
- Deliver and implement plans for a sustainable transition to open access and open scholarship.
- Continue to engage our members with key policy issues relating to science and science education.
- Support students and researchers to communicate their work to policymakers and the public.
- Give a voice to our community to influence the changing culture of science.

During the 27<sup>th</sup> UN Climate Change Conference of the Parties ([COP27](#)) held from 6<sup>th</sup> to 18<sup>th</sup> November 2022, the Society promoted related content and activities, including issues of Emerging Topics in Life Sciences which covered [coral reef ecosystems](#) and the [impact of plastic pollution on organisms and the environment](#), an issue of The Biochemist focused on [sustainability](#) and two webinars on the topics of [the role of plants in achieving net zero](#) and [environmental sustainability in biomedical laboratories](#). Submissions to the [Biochemical Journal themed collection](#) on plants and climate change were also encouraged.

The Society contributed to two consultation responses in 2022, one on the [draft EDI policy of UK Research and Innovation](#) (UKRI) which was an independent response from the Society's [Policy Advisory Panel](#), and a joint response submitted through the Royal Society of Biology (RSB) on the [Research Excellence Framework](#) (REF).

The Society continued to participate in a number of key community and policy events, including the RSB's [Policy Lates series](#) and [Parliamentary Links Day](#), as well as promoting Society activities and resources related to the world of protein structure and function during the RSB's [Biology Week 2022](#). We also remained a member of the [Learned Society Partnership on Antimicrobial Resistance](#) (LeSPAR) alongside six other societies, focusing on sharing best practice and options for future collaboration and cross-working. Our own [Antimicrobial Resistance position statement](#) was updated and a review of all other such position statements held by the Society is being undertaken in 2023.

[STEM for Britain awards](#) were presented in March 2022 with the Society as sponsor of the Bronze Award, which was won by Claire Laxton (University of Nottingham) for her work on an artificial simulated wound infection model. The Society's Honorary Policy Officer, Derry Mercer, was in attendance at the event to congratulate the winner and promote the work of the Society in general. Representatives from the Society also attended the [John Maddox Prize](#) reception in October, where [Dr Eucharia Oluchi Naraichi](#) from the University of Port Harcourt, Nigeria, received the award for engaging communities in conflict to research solutions to pollution in the



oil fields of the Niger Delta. The Society was delighted to congratulate Dr Naraichi on her achievements.

The Society sponsored a symposium held on the topic of cell death as part of [Pharmacology 2022](#), which was chaired by Professor James Murphy, Editor-in-Chief of Biochemical Society Transactions. An exhibition booth was used to promote Society membership, grants and publications and to hold a ‘meet the editor’ session with Professor Murphy.

The Biochemical Society and its publishing arm Portland Press have been on a steady course towards [open scholarship](#) for several years, following the Group’s [open scholarship position statement](#) from October 2019. This commitment was renewed as part of our 2022–2025 strategy, in line with EDI considerations being at the heart of our activities, and work has continued to assess the options available for the introduction of fully open access (OA) routes to publishing in all our journals, which we expect to be in place by the beginning of 2025. Our dedicated [open scholarship portal](#) shares the course of this transition with our community and signposts relevant content.

2022 was the first year in which more than half of all content published in our hybrid journals was OA, compared to 41% in 2021, with 60% of articles published OA in the [Biochemical Journal](#), almost three quarters of which were made OA via our transformative Read & Publish (R&P) agreements. Both the Biochemical Journal and [Biochemical Society Transactions](#) achieved a significant proportion of OA, at 59% and 55% respectively by the end of the year, with 288 institutions participating in Read & Publish (R&P) agreements across 15 different countries worldwide.

**Effect of R&P on Portland Press hybrid journals: articles published between 2019-2022**

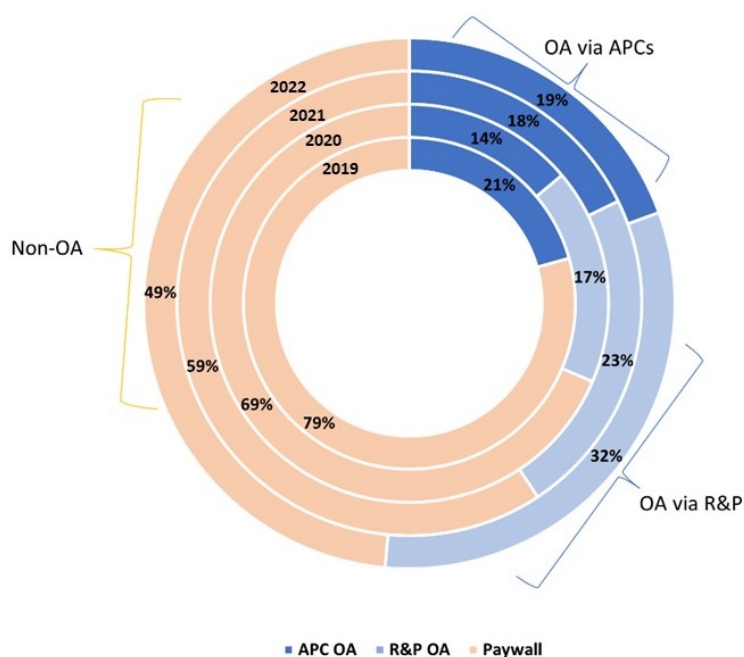


**Figure 2:** Ring chart to show the effect of Read & Publish on Portland Press hybrid journals

## Promoting and sharing knowledge

### Key objectives for the year

- Develop the Portland Press portfolio to offer a home for every paper published within the molecular biosciences.
- Support and serve our publishing communities.
- Continue to evaluate the positioning of the Society's scientific meetings and training programme.
- Continue to create online content to support the teaching and understanding of biochemistry.

The downward trend in submissions and publications to our research journals seen in 2021 continued in 2022, as was the case across the sector. The impact of lockdowns continued to be felt by researchers and many have experienced ongoing issues with obtaining equipment and reagents to carry out laboratory work, with the overall publishing landscape continuing to change at pace across various institutions and global regions in line with the move towards open access.

Submissions were down 13% on 2021, with significant drops in submissions seen for our hybrid journals [Biochemical Journal](#), [Biochemical Society Transactions](#) and [Clinical Science](#), although this decline was less steep than that witnessed in 2021 when we received 28% fewer submissions than the previous year. In the hybrid journals, submissions to the four journals mentioned above dropped substantially, but the dedicated commissioning resource allocated to [Essays in Biochemistry](#) generated an increase in submissions of over 60%; this resource will now be reallocated to help support similar growth across the portfolio. Submissions to the fully OA titles in 2022 were only 4% below 2021 levels and all journals exceeded revised end-of-year targets for submissions with the exception of the Biochemical Journal.

Total publications decreased by over a third in 2022, with approximately half as many articles published in [Bioscience Reports](#) when compared to the previous year. Significant commissioning efforts continue to be used to drive more submissions from key subject areas and institutions to address the downturn, during a period of ongoing change across the scholarly publishing landscape.

The transition to OA continued successfully, as referenced in the preceding section of the report. For the third year in a row the Biochemical Journal hit OA growth targets which [cOAlition S](#) chart for transformative journals. The proportion of articles published OA in the journal in 2022 hit a high of 60% which provides a strong foundation for the work to be conducted in 2023 as we map our full transition to open.

This growth is being fuelled by the increasing numbers of corresponding authors at universities covered by R&P agreements. The [UK Jisc consortium](#) agreement now counts 39 participating institutions and represents 54% of all published R&P articles. Replicating and scaling this success in other regions, bringing the benefits of OA to our global community of authors, will be the focus of much future attention. The success of this programme is expected to contribute to the Biochemical Journal's citation rate, and our own analysis of recent publications found that

articles published OA received 4 times as many downloads and 1.4 times as many citations as non-OA articles published in the same period.

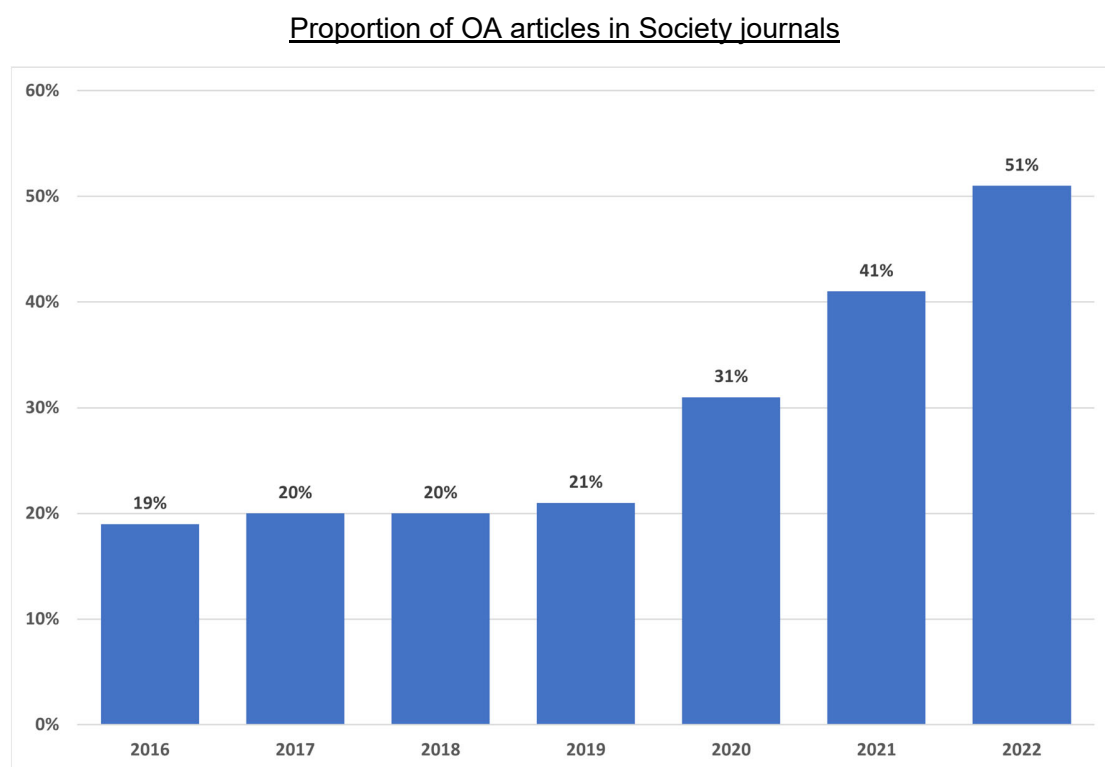


**Figure 3:** Bar chart showing the increase in the proportion of OA articles in Society journals 2016 to 2022.

Institutional usage levels this year have increased for all journal titles, but we have seen particularly large increases in usage for the Biochemical Journal, Clinical Science and Essays in Biochemistry.

Excluding a once-off mass indexing of our content by recommendation engine TrendMD (which should improve traffic to our content in future), the main regions increasingly using our platform in 2022 are China and the US; downloads from the UK, Netherlands and Japan are also higher than in previous years.

The creation of online content for the support of teaching and understanding of biochemistry and an evaluation of the Society's scientific meetings and training programme have been detailed in the 'Supporting career development and lifelong learning' section of this report.

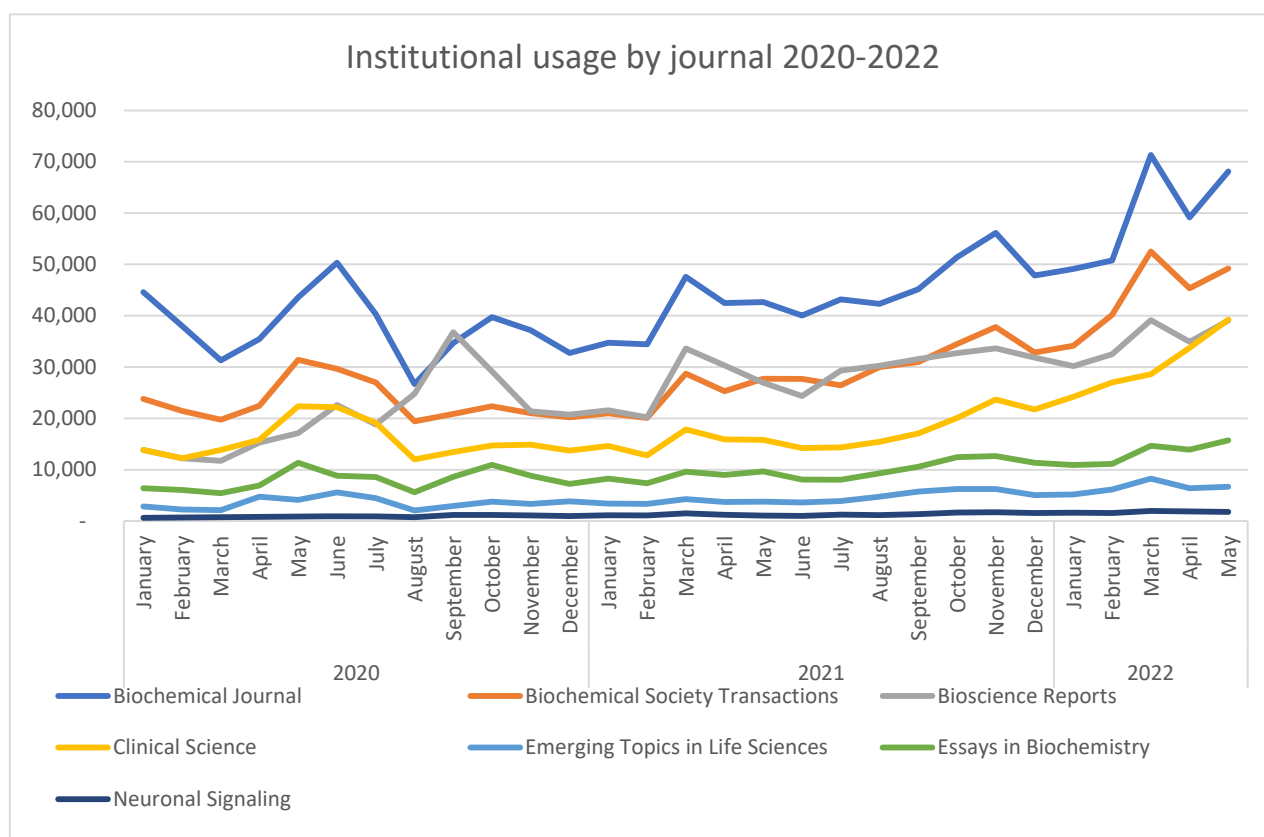


**Figure 4:** Line graph to show institutional usage levels for each journal 2020 to 2022.

## Promoting the importance of our discipline and through this, the broader life sciences

### Key objectives for the year

- Raise the profile of the molecular biosciences, the Society and Portland Press.
- Emphasize the value of our publishing independence: by scientists for scientists.
- Champion the needs of life scientists through all our activities.

The Society's [Awards Portfolio](#), which covers a variety of categories, different areas of expertise and stages of career, remains a key way in which the Society raises the profile of its work within the molecular biosciences, and the discipline itself. The portfolio was reviewed in 2022, including both the awards and the nomination process, with a survey of members and the wider biosciences community run for a 1-month period receiving 192 responses (80% from academia, 20% from other sectors including industry, education, government, and science communication). The responses from the survey were largely positive and acknowledged that Society awards recognized a range of subject areas while providing good opportunities for recipients to present at a Society conference or publish in a Biochemical Society journal. However, some comments were raised regarding the lack of representation in some areas and the complexity of the nominations process. Changes were introduced to improve the inclusivity and accessibility of the awards, as well as broaden our recognition of the community.

As a result four new awards were introduced; [Biochemical Society Awards](#), [Inspiration and Resilience Award](#), [Research Support Award](#), and [Teaching Excellence Awards – Early Career and Established Educator](#), and three awards were retired; The Heatley Medal and Prize, The Thudichum Medal, and the Excellence in Science Award. Due to the now streamlined two-stage nomination process, the highest number of nominations in the history of the Society awards were received in 2022 (for awards to be given in 2024); a 70% increase on the number of nominations received in 2021 (for awards to be given in 2023).

[Portland Press Ltd](#) remains the publisher of the Biochemical Society and we continue to champion publishing independence, not publishing through a third party or tied to a commercial company. This allows us to remain agile and cross reference our content more broadly, feeding back into Society activities, for example, curated content from journals can be made free to access for the duration of a Society conference on a relevant subject.

The Society stands behind an equitable and inclusive funding model to cover open access publishing costs and challenge the more commercial imperatives of open access publishing. We trust our key communities – authors and librarians worldwide – align with these principles and will support us in our continuing journey towards more open research practices.

Social media continued to act as a significant channel for the Group to communicate details of its activities and raise the profile of biochemistry and molecular biology, with accounts held on Twitter, Facebook and LinkedIn. All of the Society's accounts saw growth in 2022, with the most significant increases seen on the [@BiochemSoc](#) Twitter account where we reached the milestone of 30k followers in November. We also increased our [Facebook](#) and [LinkedIn](#) followings during 2022, with an additional 1,700 LinkedIn and 186 Facebook followers by the

end of the year. Our highest performing posts included the sharing of [an article in The Biochemist](#) about the role of mitochondria, and details on the Mitochondrial Dysfunction and Neurodegeneration 2023 event.

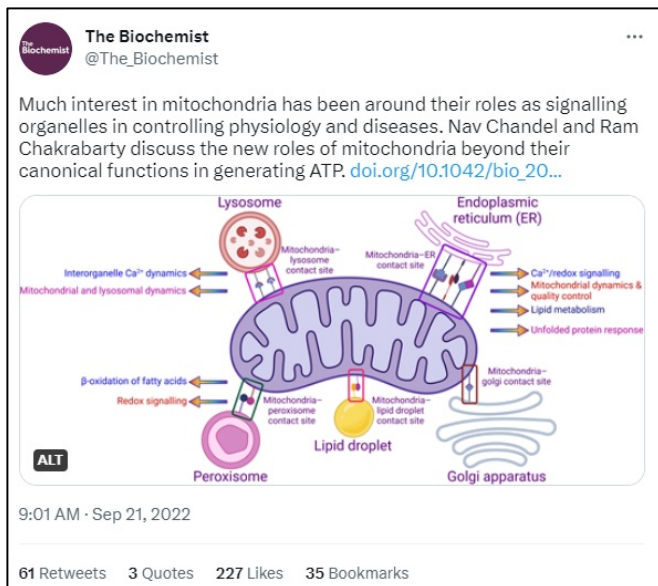


**Figure 5:** Images of mentioned tweets from the @Biochemist and @BiochemSoc twitter accounts

We continued to maximize our marketing and communications channels for opportunities to engage with our community and promote the life sciences more effectively. During 2022 we sent 140 email marketing campaigns via our primary DotDigital account which saw improvement on all associated metrics when compared with 2021, continuing the upward trend seen over the last two years. These marketing campaigns saw a 33% increase in unique opens<sup>3</sup> and a 5% increase in unique clicks<sup>4</sup> against 2021. Total clicks increased by 11% to ~335k. Email marketing campaigns sent via the Clarivate Web of Science Author Connect (WOSAC) service for Portland Press achieved a 33% average unique open rate, outperforming the platform average of 25%.

<sup>3</sup> Unique opens indicate how many subscribers opened the email, no matter how many times they did it.

<sup>4</sup> Unique clicks are a count of the number of people who clicked on the provided links at least once.

## Continuing to ensure sustainable support for the advancement of science

### Key objectives for the year

- Commence a financially sustainable transition to open scholarship that responds to the changing needs of researchers everywhere.
- Ensure operational excellence across the organization through effective use of governance, business technology, finance, and human resources.
- Continue to build our reputation as a knowledge hub for the life sciences.

2022 saw the Society bed in approaches adopted during the preceding years of uncertainty caused by the coronavirus pandemic, including the successful adoption of a remote working model. The decision made by Trustees in March 2022 not to re-invest in physical premises resulted in substantial cost savings which can now be ploughed back into charitable activities. We have seen lower turnover and sickness rates than others in the sector who have returned to a physical office, and it has allowed us to promote flexibility and support mental health and a healthy work-life balance for all staff. Regular face-to-face staff meetings throughout the year and the use of technology allow collaboration and team working to continue effectively with reduced commuting promoting a more sustainable outlook. By the end of the year ~50% of staff were based outside London, or outside a reasonable regular commuting distance to London.



**Figure 6:** Map showing locations of employees within Great Britain by end of 2022.



The diversity of the workforce continues to be an area of focus, with 16 new employees joining the Society in 2022, 72% of [all staff](#) identified as female and 38% identified as being from an ethnically diverse background. The Society continues to innovate in employment practice and regularly benchmarks its offerings.

We continued to operate a full and effective governance calendar taking advantage of online meeting technologies to operate fully remote meetings as well as hybrid meetings, as options to meet face-to-face fully returned. This included our first hybrid Annual General Meeting (AGM), run in July 2022 at which we formally noted the retirement of the Society President Professor Sir Pete Downes and welcomed his successor, [Professor Dame Julia Goodfellow](#).

Our commitment to maximizing digital opportunities for growth and engagement was evident in the delivery of the [new Society website](#) in December, following a detailed review and planning process that incorporated input and expertise from across the Group and saw significant and effective staff collaboration. The new website delivers advanced search functionalities and automation, and the design has been refreshed to better display the wealth of content available. The infrastructure review carried out within the year allowed us to review our systems and prioritize advancements, with a new membership system sheepCRM successfully launched on 21 November. Our finance system will also be updated as a result of the review, with plans to initiate this in 2023.

The business technology team built a new KPI database system to enable enhanced data analytics review capability and our cyber security position was improved, with the introduction of advanced threat protection for emails to better protect against phishing and impersonation and a tightening of our identity protection efforts which has increased our Azure secure score by 40 percentage points.

Journal sales revenue (including subscriptions and sales under the transitional Read & Publish model) for 2022 was ~£3.22M, which is in line with 2021. Of the total £3.22M, about £533k came from Read & Publish deals.

Revenue generated from per-article charges (article publishing charges/APCs) for 2022 significantly decreased from £634k in 2021 to just under £368k in 2022, largely as a result of the decrease in published articles within Bioscience Reports referenced in previous sections of this report. By the end of December 2022, £1.86M of 2023 subscription income had been received of which £283k was from R&P deals.

## Looking forward

The [Group's 2022–2025 strategy](#) was launched in July 2022 and, for the first time, the strategy presented was Group wide, encompassing the Biochemical Society and Portland Press. Four main strategic objectives were agreed upon, with EDI being a thread running through the entire strategy:

1. Promoting and sharing knowledge;
2. Supporting career development and lifelong learning;
3. Bringing together molecular bioscientists and encouraging wider dialogue;
4. Developing and transforming our working practices and business models.

From these high-level strategic objectives, high-level operational objectives were developed and agreed by the Council of Trustees in November 2022. These have been embedded into staff



appraisals and objective setting, and progress against each objective will be reported on accordingly.

## **Volunteers**

Volunteers are key to the Society effectively delivering many of its activities and community outreach programmes, as well as providing our key governance bodies. All Society [board](#), [committee and panel members](#) are volunteers, giving their time to attend meetings and provide their subject-specific expertise to advise on Society strategy and activities.

Our extensive network of [Local, Student, International and Industry Ambassadors](#) are volunteers who give their time to support the Society, encouraging new membership, serving as a conduit for the transfer of ideas between local molecular bioscientists and the Society, and helping to organize local events. Ambassadors also strengthen relationships and collaboration between the Society and their respective organizations.

Our [Policy Network](#) members also volunteer their time to input into discussions related to specific Policy topics via a series of short surveys, which to date have covered topics including open scholarship, genetically modified organisms, education and skills, and immigration and Brexit.

We are hugely grateful to all our volunteers for the time they freely give to support the Society in our endeavors.

## GOVERNANCE AND MANAGEMENT

### Corporate Status and Constitutional Documentation

The Society is a charitable company registered in England and Wales and was incorporated by guarantee on 25 November 1966. It has no share capital and the liability of each member is limited to £1.00. The governance document is the [Articles of Association](#), which can be found on the Society's website, on Companies House, or is available by request.

The Society's Trustees are also Directors of the Company. Trustees pay due regard to the Charity Commission guidance on public benefit and commission annual audits of Society activities to ensure compliance.

### Governance Committee Structure

The Biochemical Society delivered its mission and charitable objectives in 2022 through its members, who were represented on the Council of Trustees and its contributing subcommittees, as well as the Executive Management Committee. A structure of all related committees can be found on [the Society's website](#).

- Council of Trustees

The Council of Trustees is the governing body of the Biochemical Society. It meets four times a year and addresses Society strategy and matters reserved for consideration by Directors/Trustees. Its full composition is detailed on page 29 of this report. During the period covered by this report there were 15 Trustees, as shown on page 29.

- Executive Management Committee

The Executive Management Committee has the remit of overseeing the implementation of the Society strategy, as set by the Council of Trustees. It meets a minimum of five times a year and met 11 times in 2022. It comprises the Chair of the Executive Management Committee, the Honorary Treasurer, the Chair of Portland Press Board, an Independent Member and the Chief Executive Officer.

- Finance Committee

The Finance Committee has delegated authority to oversee financial matters on behalf of the Council of Trustees and make recommendations for action. Final authority remains with the Trustees. It meets four times a year and is comprised of the Honorary Treasurer, Chair of the Executive Management Committee, Chair of the Board of Portland Press Limited, and two Independent Members appointed from outside the Society with expertise in general financial and charity financial matters. Independent Members are appointed via an external recruitment process overseen by the Honorary Treasurer.

- Audit Committee

All audit activity is initially managed by the Audit Committee, which is chaired by an independent appointee from outside the Society membership, with demonstrable skills

and experience in compliance and audit-related matters. The Honorary Treasurer attends by request. The President of the Society may not attend these meetings.

- Additional Sub-Committees of the Council of Trustees

In addition to the above, within 2022, the Council of Trustees also had the following subcommittees:

- Awards Committee
- Conferences Committee (into which three Theme Panels feed: Basic Bioscience Theme Panel, Clinical and Translational Research Theme Panel and Training Theme Panel)
- Early Career Advisory Panel
- Education, Training and Public Engagement Committee
- Equality, Diversity and Inclusion (EDI) Advisory Panel
- Grants Committee
- Industry Advisory Panel
- Policy Advisory Panel
- Nominations Panel

### **Elections and Appointment of Trustees**

The Society is keen to encourage as wide a representation of its members as possible amongst its Trustees, as well as ensuring sufficient breadth of skill and experience. Members are invited to nominate themselves or others for consideration through announcements placed on the website and delivered directly by email, or via post if no valid email address is held. During 2022, the Society used Civica Election Services to manage both the nominations and elections processes, providing the members with a straightforward nominations platform, and ensuring an additional layer of scrutiny to the process. The nominations process is overseen by the Nominations Panel. These committees are mindful of the particular skills of existing Trustees and Committee Members and areas of Trustee skills that might be strengthened.

### **Trustee Induction and Access to Training**

On appointment new Trustees receive an induction pack consisting of all key Society governance documents, including the Articles of Association, the annual Accounts for the previous financial year, Terms of Reference for their Society Committee(s) and policies related to conduct and financial security. Trustees who will have specific responsibility for a Committee/Sub-Committee also receive copies of the minutes from any appropriate meetings that have taken place within at least the last 12 months.

All Trustees are required to adhere to the Code of Conduct and register any applicable interests upon the Society's Interests Register, which is updated throughout the year and available for review upon request. This information is managed and maintained and is reviewed at the beginning of all Trustee meetings.

All Trustees are invited to attend a series of introductory sessions which comprise their induction, including a governance induction, a meeting with key Trustees and Senior Management Team (SMT) personnel related to their roles, as well as sessions on charity finance and a meeting with the President of the Society.

### **Statement of Trustee Responsibilities**

The Trustees (who are also Directors of the Biochemical Society for the purposes of Company

Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable legislation and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for the Charitable Company and of the income resources, and the application of resources, of the Charitable Company for the period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities Statement of Recommended Practice and FRS-102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organization will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose, with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

- insofar as each Trustee is aware, there is no relevant audit information for which the Charitable Company's Auditor is unaware; and
- they have taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and to establish that the Charitable Company's Auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom (particularly in England and Wales) governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **Management of the Society's Business and Activities**

The Trustees have delegated the authority to manage the Society to the Chief Executive Officer (CEO) who reports on the performance of the Society against the strategic and operational plans approved by the Trustees. The Chief Executive is supported by other members of the SMT which, as of 31 December 2022, comprised of the CEO, the Associate Director, Content and Engagement, the Associate Director, Events and Marketing, the Associate Director, Human Resources, EDI and Technology, the Associate Director, Finance and Governance and the Associate Director, Business Development and Sales. The SMT progresses the Society's activities and strategy, and members deputize for the CEO in her absence. All Associate Directors report to the CEO.

**Portland Press Limited**

Portland Press is a trading subsidiary wholly owned by the Biochemical Society, responsible for publishing, marketing, selling and distributing the Society's journals and other publications, as well as offering related services to third parties.

Portland Press has its own Board of Directors, on which sit three Society Trustees. The full membership of the Portland Press Board of Directors in 2022 is listed on page 29.

The Group employs three personnel responsible for Human Resources utilizing 40% of their time. The remaining 60% of their time is contracted, via Portland Press Limited, to provide HR guidance to the Microbiology Society, Society for Experimental Biology, and Applied Microbiology International.

The Society continued to work remotely with Trustees approving the hybrid working model as it currently stands through the next phase of strategy, with regular check-ins with staff and the regular all-staff meetings taking place (as currently in place six times per year). Desks continue to be made available at the Royal Society of Biology (RSB) offices in central London for staff who are unable to work from home or who wish to continue working in an office environment. This agreement also provides the Society with access to RSB meeting rooms at a discounted rate.

## **Principal Risks and Uncertainties**

### **Risk Management**

In addition to overseeing the annual audit, the Audit Committee undertakes detailed reviews of the Society's Risk Register, wherein measures to mitigate individual risk are agreed and monitored. The outcomes of these reviews are reported to the Trustees and inform their deliberations when making decisions affecting the Society.

### **Principal Risks**

The Trustees consider the principal risks to the Society to be as follows:

- Portland Press transition to open access plans lead to drop in revenue and/or return to the Biochemical Society.
- The Society remains overdependent on revenue from surpluses generated by the journals portfolio.
- World events negatively impact on library/institutional/subscriber base budgets and/or research funding, reducing publishing income.
- World events and/or external factors impact on laboratory research and so negatively affect the article submission rate.
- The Society's Reserves Policy does not fully reflect the strategic position of the Society in relation to the planned transition to open access publishing.

Mitigating activities, both pro-active and reactive, associated with each risk are identified by the 'Risk Owner' within the Senior Management Team and presented to the Audit Committee for discussion. The application and efficacy of mitigations are approved by the Council of Trustees under guidance from the Audit Committee. The Trustees consider that the plans outlined within the mitigations currently listed within the Group Risk Register (including the regular updating of business and strategic plans; scrutiny of the Society's accounts against budget; review of key performance indicators throughout the year; and close engagement with trends within the sector) will address these risks.

## Biochemical Society Trustees

The following are Members of the Council of Trustees (Board of Trustees and Directors of the Society) or were members of the Council of Trustees for the year under review and up to the date of this report. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

|                         |                                                                       |
|-------------------------|-----------------------------------------------------------------------|
| Charles Peter Downes    | Society President (up to 21 July 2022)                                |
| Julia Goodfellow        | Society President (from 21 July 2022)                                 |
| Sheila Graham           | Society Chair and Chair, Executive Management Committee               |
| Frank Sargent           | Honorary Treasurer                                                    |
| Derry Mercer            | Honorary Policy Officer                                               |
| Richard Reece           | Chair, Portland Press Limited Board of Directors (up to 21 July 2022) |
| Nigel Hooper            | Chair, Portland Press Limited Board of Directors (from 21 July 2022)  |
| Helen Watson            | Chair, Education, Training and Public Engagement Committee            |
| Luciane Vieira de Mello | Chair, Training Theme Panel                                           |
| Michelle West           | Honorary Meetings Secretary                                           |
| Martin Pool             | Local Ambassador Representative (up to 31 December 2022)              |
| Susan Campbell          | Local Ambassador Representative (from 20 February 2023)               |
| Dominika Gruszka        | Early Career Member Representative (up to 31 December 2022)           |
| Hannah Chisholm-Britt   | Early Career Member Representative (from 20 February 2023)            |
| Augustin Amour          | Industry Representative                                               |
| Lisa Chakrabarti        | Chair, Basic Bioscience Theme Panel                                   |
| Martin Lindley          | Chair, Clinical and Translational Research Theme Panel                |

## Directors of Portland Press Limited

The following were Directors of Portland Press Limited for the year under review:

|                   |                                                                                           |
|-------------------|-------------------------------------------------------------------------------------------|
| Richard Reece     | Chair, Portland Press Ltd Board of Directors (up to 21 July 2022)                         |
| Nigel Hooper      | Chair, Portland Press Ltd Board of Directors (from 21 July 2022)                          |
| Matthew Cockerill | Non-Executive Director                                                                    |
| Philip Garner     | Non-Executive Director                                                                    |
| Sarah Greaves     | Non-Executive Director (from 1 October 2022)                                              |
| Peter Richardson  | Non-Executive Director (up to 30 September 2022)                                          |
| Sheila Graham     | Non-Executive Director and Chair, Biochemical Society                                     |
| Frank Sargent     | Non-Executive Director and Honorary Treasurer, Biochemical Society                        |
| Kate Baillie      | Executive Director and Managing Director, Portland Press Ltd and CEO, Biochemical Society |
| Malavika Legge    | Executive Director and Director of Publishing, Biochemical Society (up to 25 May 2022)    |
| Helen Walden      | Executive Director and Chair, Publications Committee (from 21 July 2022)                  |

## Senior Management Team

### **Kate Baillie**

CEO, Biochemical Society and Managing Director, Portland Press

[kate.baillie@biochemistry.org](mailto:kate.baillie@biochemistry.org)

### **Malavika Legge (to 25 May 2022)**

Director of Publishing

[malavika.legge@biochemistry.org](mailto:malavika.legge@biochemistry.org)

### **Doug Armin**

Associate Director, Finance and Governance

[doug.armin@biochemistry.org](mailto:doug.armin@biochemistry.org)

### **Kofo Balogun**

Associate Director, Human Resources, EDI and Technology

[kofo.balogun@biochemistry.org](mailto:kofo.balogun@biochemistry.org)

### **Clare Curtis**

Associate Director, Content and Engagement

[clare.curtis@biochemistry.org](mailto:clare.curtis@biochemistry.org)

### **Gaynor Redvers-Mutton (from 10 October 2022)**

Associate Director, Business Development and Sales

[Gaynor.Redvers-Mutton@biochemistry.org](mailto:Gaynor.Redvers-Mutton@biochemistry.org)

### **Lorraine Reese**

Associate Director, Events and Marketing

[lorraine.reese@biochemistry.org](mailto:lorraine.reese@biochemistry.org)



## **Key contacts**

### Bankers

Coutts & Co.  
440 Strand  
London  
WC2R 0QS

National Westminster Bank Plc  
100 The Crescent  
Colchester  
CO4 9GN

### Solicitors

Bates Wells LLP  
10 Queen Street Place  
London  
EC4R 1BE

### Auditor

BDO LLP (until 14 December 2022)  
55 Baker Street  
London  
W1U 7EU

Sayer Vincent (from 15 December 2022)  
108-114 Golden Lane  
London  
EC1Y 0TL

### Investment managers

Newton Investment Management Ltd (part of BNY Mellon)  
160 Queen Victoria Street  
London  
EC4V 4LA

Epoch Consulting  
12 Smithfield Street  
London  
EC1A 9BD

### Registered office

Biochemical Society  
First Floor  
10 Queen Street Place  
London  
EC4R 1BE

## Financial review

The Group's results for the year are set out in the Statement of Financial Activities from page 43.

The financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) [the Charities SORP (FRS 102) effective 1 January 2019].

Total income from Charitable Activities was £4,441,000 (2021: £4,199,000) which included income of £3,760,000 (2021: £3,873,000) from publishing activities.

Portland Press continued to operate successfully throughout 2022 to generate a surplus returnable to the Society. Journal sales revenue (including subscriptions and sales under the transitional Read & Publish model) increased by £19,000 in 2022 to £3,222,347 with £596,000 generated from Read & Publish deals which supports ‘read’ access and OA (open access) publishing.

2022 saw submissions and publications in the journals decrease further from the 2021 levels. Consequently, revenue generated from per-article charges (article publishing charges/APCs) reduced by £289,000 in 2022 to £351,000 (2021: £640,000). This is largely owing to the high number of papers that were rejected at submission from Bioscience Reports on grounds of publishing integrity and following the papermill issues of 2020.

2022 saw a full return to face-to-face activities for the Society, together with live streaming of all scientific meetings, including 11 scientific meetings and three Harden Conferences. Webinars remained very well attended with our two most popular webinars of the year drawing over 500 attendees in total. These activities ensured that revenue for the year from Scientific Conferences activities was £452,000 (2021: £97,000) and from Policy, Education and Professional activities was £35,000 (2021: £29,000). Sponsorship for events returned to pre-pandemic levels, with good levels of support across the 2022 programme from both regular and new sponsors raising £141,000 (2021: £67,000) in revenue.

Revenue from Membership fees dropped for a third consecutive year to £186,000 (2021: £191,000). This was addressed in the latter half of 2022 through a review of membership data, marketing campaigns to lapsed members and implementation of a new membership processing system in November.

Following the investment review undertaken in 2021, £4,000,000 from cash at bank was transferred to new investment portfolios held at Brooks Macdonald and Ruffer. This initiative helped to grow investment income in 2022 to £149,000 (2021: £104,000).

Total expenditure relating to Charitable Activities has reduced to £4,687,000 (2021: £4,769,000) and was within the operating budget.

Expenditure relating to Scientific Conferences for the year was £1,134,000 (2021: £711,000) and the increase in main relates to the additional number of events held during 2022 compared to 2021.

Total expenditure relating to Charitable Activities accounts for a charge of £66,637 (2021: £673,735) to staff employment costs that is a result of the USS Pension Scheme liability at year end. See note 14 to the accounts for further information.

On an operating basis, and before accounting for other recognized gains and losses, the Group made a deficit for the year of £828,000 (2021: £444,000).

The majority of the Society's funding comes from publishing activities (see below); other major sources stem from membership subscriptions, conference registration fees and sponsorship, totaling £822,000 (2021: £393,000) and investment income of £149,000 (2021: £104,000).

The Society's charitable expenditure, excluding Portland Press trading activities, amounted to £2,365,000 (2021: £1,705,000).

Portland Press Limited, the Society's trading subsidiary, made a pre-tax profit for the period of £1,767,338 (2021: £1,223,456 profit). These profits will be distributed to the Society during 2023 under deed of covenant and are included in the figures stated above.

The Biochemical Society Staff Pension Scheme, a defined benefit scheme, was closed to new entrants and future accrual from March 2011. The Society currently offers staff the opportunity to be members of the Universities Superannuation Scheme, a multi-employer defined benefit scheme. In line with Pensions regulations this is the scheme in which all Society employees are initially 'auto-enrolled'. This is summarized further in Note 14.

The Society accounted for net losses on investments of £889,000 from the equity investments.

After accounting for these items, the Group made a net deficit of £1,174,000 (2021: £42,000 deficit) for the year, with closing reserves of £11.2 million (31 December 2021: £12.4 million).

## **Reserves Policy and Going Concern**

The Biochemical Society does not engage in public fundraising and does not use professional fundraisers or commercial participators. The charity nevertheless observes and complies with the relevant fundraising regulations and codes. During the year there was no non-compliance of these regulations and codes and the Institute received no complaints relating to its fundraising practice.

The Society plans to fund its ongoing charitable activities from its free reserves.

Free reserves are the unrestricted funds not designated for other purposes and readily available in the short to medium term. For this purpose, free reserves are calculated as 'Other Charitable Funds' less the value of intangible assets. As at 31 December 2022 free reserves amounted to £10 million (2021: £12.3 million).

The Trustees consider it ideal to maintain a level of reserves representing 12 months of committed Society expenditure, including pension scheme deficit funding, with lower and upper bounds of 6 to 18 months. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

As at 31 December 2022, the Society had free reserves sufficient to cover 26 months of charitable expenditure. This is above the level of free reserves as outlined by the policy and is as a result of selling freehold and investment property during 2019 with the sale proceeds not being reinvested back into property. The Trustees will review the reserves policy during 2023 in line with achieving the new strategic objectives, the current financial climate and in the context of the wider landscape with threats to declining subscription income and operating short-term deficit budgets.

### **Going Concern**

The Trustees have assessed whether the use of the going concern basis is appropriate, particularly after taking the impact of the current economic climate and threats to declining subscription income into account. They have reassessed the business plans, income and expenditure projections and considered the Charity's reserves levels. Their conclusion is that there is no significant doubt about the Charity's ability to continue operating as a going concern.

Portland Press undertook a profitability analysis for the years between 2023 and 2027 considering scenarios based on staging the transition to open access in 2025, with assumptions ranging from a best-guess outcome to a worst-case scenario. Best-guess and worst-case scenarios of the likely impacts of the transition were based on a drop in income during the 3 years (2025–2027) due to several channels of revenue either ceasing completely or being at risk of doing so. Profit is anticipated in each year, even in the most extreme scenario modelled.

By March 2023, Portland Press had already received 87% of its budgeted revenue for 2023 subscription sales totaling £2.8M.

We remain alert to the possibility of future disruption caused by the current economic climate but note that the income-generation functions remain entirely equipped to operate at full capacity online, with remote working in place and monitoring of market conditions.

The Group currently holds significant values of cash at bank in addition to a significant level of liquid investments held as part of an investment portfolio.

Following the events of 2020 relating to COVID-19 the Trustees made the decision to halt the proposed purchase of permanent premises and, in November 2020, made the decision to adopt a longer-term remote working trial for staff on a 2-year trial basis. Whilst this action is not in direct consequence of any requirement to make cost savings following the impact of COVID-19, these savings further strengthen the financial position of the Group in uncertain times.

The Trustees have made their assessment for a period of at least 1 year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

## **Remuneration Policy**

The Trustees, being the Non-Executive Directors of the Society, receive no direct remuneration for the duties they undertake on behalf of the Society.

All employee remuneration is benchmarked against similar positions within the sector and against comparative professional positions where possible. The Council of Trustees delegates the responsibility for setting the budget for 'cost of living'-related increases, as well as the level of funds available for performance-related bonuses, to the Finance Committee. Responsibility for management of general staff remuneration levels, as well as the allocation of performance-related bonuses, is delegated to the Remuneration Committee.

## **Investment policy**

The [Articles of Association](#) give the Trustees the power to invest as necessary to support the promotion of the objects of the Society.

During the year, following a review of the Society's investments by the Trustees and an independent external consultancy company (Epoch Consulting), the decision was made to invest surplus cash from the property sale proceeds with two new investment managers (Ruffer and Brooks Macdonald). The new investment portfolios were initiated in May 2022 and are intended to be held for the short to medium term.

As part of the review, the Newton investment portfolio was transferred to Sarasin & Partners in April 2023.

### **Newton Investments**

The Society's equity investment assets in Newton are managed through a pooled fund, the 'Newton Sustainable Growth and Income Fund for Charities'. This fund allows exposure to investments which would not be economically available to the Society within a segregated fund and provides cost-efficient means of investment management. All our investments are ethically screened in line with the Society's current investment policy.

The delegated management of assets remains with Newton Investment Management Limited, a subsidiary of BNY Mellon. The overall investment objective is to generate capital growth over the long term (5 years or more) without taking undue risk, whilst also ensuring ethical principles around investment practices are met. Focus on Environmental, Social and Governance (ESG) considerations are enhanced by incorporating Newton's full Sustainable Investment Process.

This objective is to be achieved principally by investing in the Newton Sustainable Growth & Income Fund for Charities. Total investment performance is expected at the minimum to exceed, over the medium to long term, the returns to be achieved on cash deposits.

No investments are made into companies predominantly involved in the production of tobacco products or armaments.

Although a reasonable and consistent level of income and growth is expected, the performance of the investment managers is essentially judged on the total return of income plus capital growth minus investment management fees. The performance of the unrestricted fund investments is benchmarked against a parcel of indices. The managers are expected to outperform these indices.

The equity investment fund outperformed its comparative index over the year resulting in a negative return of 9.5% against a comparative index performance of a negative 10.8%. At 31 December 2022, the investment portfolio was valued at £5,231,351 including cumulative unrealized gains of £1,484,151.

### **Brooks Macdonald & Ruffer**

The primary financial objectives relating to these portfolios are for the targeted total return (income plus capital growth) to be CPI (inflation) plus 1% per annum and for our investment assets to provide diversification, flexibility, and liquidity to cater for unforeseen changes in our situation and requirements. We wish to avoid the negative implications of selling assets at the wrong time to meet urgent funding requirements and we therefore expect to be able to access our investments within 14 days.

Given the time horizon of 3–5 years for this element of the portfolio and the higher risk investments held by the Society, the Trustees have agreed to take a cautious approach to risk with regard to this portfolio. Critically, in respect of this element of the portfolio, the Finance Committee, acting on behalf of the Trustees, indicated that they would be unhappy if there was a drop of more than 10% in the value of the portfolio on a given anniversary. The Trustees understand that there is always a possibility that this amount of loss could be exceeded which must be considered when deciding on the level of short-term reserves to be retained.

The investment managers were appointed not only for being skilled in generating good investment returns but who are also committed to and expert in ethical investment.

The Trustees expectation is that an investment manager adopts an environmental, social and governance (ESG) criteria when constructing their portfolios. The investment mandate identifies two categories of the expected approach to investment: the expectation of the investment manager to implement an Environmental, Social and Governance overlay (ESG) when investing and the expectation that the investment manager is a signatory to the UN Principles of Investment.

Whilst the most important benchmark to assess is the extent to which the portfolio has achieved its primary objectives, relative comparisons are also made. The relative performance of this element of the portfolio will be assessed against the ARC Cautious Asset Charity Index. This index incorporates portfolio performance data from over 30 leading charity investment managers encompassing more than 1,500 discretionary portfolios.

As well as benchmarking to review performance, the portfolio will be assessed for relative risk comparisons. This will be measured by volatility and maximum drawdown data.

The performance and overall suitability of the Investment Managers will be reviewed by the Finance Committee, acting on behalf of the Trustees, on an ongoing basis, with the assistance of Epoch Consulting (Investment Adviser).

The Ruffer portfolio has outperformed against its benchmark, returning 2.22% since its inception in May, whilst the Brooks Macdonald portfolio has underperformed against the benchmark returning -4.04% since its inception. The benchmark (ARC Cautious) was -4.64%.

Due to the current economic climate and the subsequent ongoing market risk, Trustees and Senior Management are closely monitoring the performance of the investment portfolios and the inevitable impact that these conditions will have on it.

### **Auditor**

Sayer Vincent LLP were appointed in 2022 and offer themselves for reappointment as Auditor.

### **Trustees' Approval**

In approving the Trustees Annual Report, the Trustees are also approving the Strategic Report in their capacity as Trustees of a charitable group.

**Professor Dame Julia Goodfellow**  
President  
Biochemical Society

**Professor Sheila Graham**  
Chair, Executive Management Committee  
Biochemical Society

Date: 13 July 2023

# INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE BIOCHEMICAL SOCIETY

## 1 Opinion

We have audited the financial statements of The Biochemical Society (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 December 2022 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group's and of the parent charitable company's affairs as at 31 December 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

## 2 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 group financial statements section of our report. We are independent of the group and parent charitable company 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.

## 3 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 Biochemical Society'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.



## 4 Other Information

The other information comprises the information included in the trustees' annual report, other than the group 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 group 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 group 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 group 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.

## 5 Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

## 6 Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

## 7 Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) 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 group's and the parent charitable company'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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

## 8 Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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, which included obtaining and reviewing supporting documentation, concerning the group'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 group 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 group 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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## 9 Use of our report

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

Jonathan Orchard (Senior statutory auditor)

27 July 2023

for and on behalf of 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

## **FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

### **Principal Accounting Policies**

The below financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) [the Charities SORP (FRS 102) effective 1 January 2019]. The Biochemical Society meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared under the historical cost convention except that investments are valued at fair value (see below). The principal accounting policies of the Group, judgements and key sources of estimation uncertainty in the preparation of the financial statements are set out below and have been consistently applied to the years presented, unless otherwise stated. The financial statements are prepared in sterling which is the functional currency of the Group and rounded to the nearest £'000.

### **Basis of preparation: Going Concern**

The financial statements are prepared on a going concern basis.

The Trustees consider it ideal to maintain a level of reserves representing 12 months of committed Society expenditure, including pension scheme deficit funding, with lower and upper bounds of 6 to 18 months. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

As at 31 December 2022, the Society had free reserves sufficient to cover 26 months of charitable expenditure. This is above the level of free reserves as outlined by the policy and is as a result of selling freehold and investment property during 2019 with the sale proceeds not being reinvested back into property. The Trustees will review the reserves policy during 2023 in line with achieving the new strategic objectives, the current financial climate and in the context of the wider landscape with threats to declining subscription income and operating short-term deficit budgets.

Subscription income received relating to the 2023 subscription cycle had already reached ~£2.8M (87% of budget) at the end of March 2023, and the full-year forecast remained at ~£3.28M. This demonstrates that Portland Press continues to operate for the foreseeable future and can continue to meet its obligations as and when they fall due.

Portland Press undertook a profitability analysis for the years between 2023 and 2027 considering scenarios based on staging the transition to open access in 2025, with assumptions ranging from a best-guess outcome to a worst-case scenario. Profit is anticipated even in the most extreme scenario modelled.

Whilst the Society benefits from the gifting of profits by Portland Press Limited, enabling it to widen its reach, given the strength of its financial position, the Society does not need to rely on future profits in Portland Press to support its operations.

The Group is forecasting an operating deficit for the 2023 financial year but currently holds in excess of £4M cash at bank which is in addition to a significant level of liquid investments held as an investment portfolio which had a market value in excess of £9.3m at February 2023.

After considering the current state of reserves, the significant values of cash held at bank, the year-to-date cash received for the 2023 subscription cycle and the Portland Press 2023–2027 profitability analysis, it is the opinion of the Trustees that the Group is adequately financed to continue its activities for the foreseeable future, and also, that both the Society and Portland Press Limited are going concerns.

The Trustees have made their assessment for a period of at least 1 year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

### **Basis of consolidation**

The Group financial statements consolidate those of the Society and of its principal subsidiary undertaking drawn up to 31 December 2022. Surpluses or deficits on intra-group transactions are eliminated in full. The results of the trading subsidiary have been incorporated on a line-by-line basis.

A separate Statement of Financial Activities and Income and Expenditure Account for the Society have not been presented because the Society has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

### **Use of judgements and estimates**

In preparing these consolidated financial statements, management has made certain judgements, estimates and assumptions that affect the application of the Group's accounting policies and the reported amounts of assets, liabilities, income and expenses. Information about assumptions used and estimation uncertainties in the year ended 31 December 2022 is included in the following note:

#### **Note 14 – Pensions**

Certain elements of the Group's accounting policies and disclosures require the measurement of fair values. Where third-party information, such as broker quotes or pricing services, is used to measure fair values, then evidence is obtained from third parties to support the conclusion that such valuations meet the requirements of FRS 102.

### **Income recognition**

Income is recognized when the Group 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 the amount can be measured reliably.

Donations and gifts are included in full in the statement of financial activities when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the precondition has been met.

Investment income comprises dividends receivable during the accounting period and interest receivable on listed and unlisted investments.

Income against journal subscription sales as well as sales of a 'transformative' nature (i.e., Read & Publish sales) are deferred across evenly divided amounts throughout the annual duration of the subscription. Article publishing charges for open access (i.e., APC income) is recognized, on a per-article basis, in the month that the relevant article is published.

Membership fees are recognized as income evenly in the period for which the customer has paid for access to the goods and services. Amounts received for future periods are included in creditors as part of deferred income (note 12).

Meetings and conference income is recognized in the period in which the meeting or conference is held.

### **Expenditure**

Expenditure is recognized 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.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of resources. Premises, IT and HR overheads have been allocated on a basis of headcount and administration and finance costs on the basis of time spent on those areas by staff. IT expenditure directly attributable to a category has been charged to it.

Raising funds are those costs incurred in attracting voluntary income, in managing the Society's investments, and those incurred in trading activities that raise funds. Charitable activities include expenditure associated with the core work of the Society in promoting the advancement of biochemistry.

Governance costs include those incurred in the governance of the Group and its assets and are primarily associated with constitutional and statutory requirements. These costs are shown as part of charitable activities.

### **Allocation of support costs**

Support costs are those functions that assist the work of the Society but do not directly undertake charitable activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. Costs are allocated through activity-based costing using the most appropriate method e.g., staff time, transaction numbers, headcount.

### **Property, plant and equipment depreciation**

In general, fixed assets costing less than £500 are not capitalized.

Property plant and equipment are measured at cost, less accumulated depreciation and any accumulated impairment losses.

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost or valuation, less estimated residual value, of each fixed asset held for charity use by equal annual instalments over their expected useful economic lives.

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

The periods generally applicable are:

|                         |           |
|-------------------------|-----------|
| Equipment and furniture | 3–5 years |
|-------------------------|-----------|

### **Intangible assets**

The costs of developing the new membership fulfilment system and publishing online hosting system were capitalized as an intangible asset. These costs are being amortized by equal annual instalments over 3 years.

### **Investments**

Investments are measured at fair value at the statement of financial position date. Net gains and losses arising on revaluations and disposals during the year are included in the statement of financial activities. Those investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognized at cost less impairment.

### **Stock**

No value has been placed on stock of unsold copies of books and journals published.

### **Foreign currencies**

Monetary assets and liabilities in foreign currencies are translated at the rates of exchange ruling at the statement of financial position date. Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. All exchange gains and losses on settled transactions are reported as part of the surplus or deficit for the year.

### **Taxation**

No provision is made for direct taxation on income as the Society is a registered charity and its income is therefore exempted from United Kingdom direct taxation to the extent that it is applied to the Society's charitable purposes.

The adoption of FRS 102 paragraph 29.14A, means no tax charge arises on the profits of Portland Press Limited (PPL) where these profits are distributed to the Society under gift aid within 9 months of the period end. A tax charge does not therefore normally arise in the financial statements, except to the extent that the amount gift aided falls short of the taxable profits. These gift aid payments are recognized in the PPL financial statements as distributions through equity rather than as an expense through the statement of comprehensive income. The gift aid payments are recognized on the accrual basis where a legal obligation to make a distribution exists at year end.

### **Fund accounting**

Restricted funds are to be used for specific purposes laid down within their objects.

Expenditure for these purposes is charged to the fund.

Unrestricted funds are incoming resources received or generated for expenditure on the general objectives of the Group.



Designated funds are unrestricted funds which have been designated for specific purposes by the Trustees.

The Fixed Asset Fund represents the net book value of the Group's fixed assets as shown in note 8.

### **Cash and cash equivalents**

Cash and cash equivalents, for the purpose of the statement of cash flows, comprise cash in hand and short-term deposits with an original maturity date of 3 months or less.

### **Debtors**

Debtors are recognized initially at fair value. A provision for impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the receivable. Any losses arising from impairment are recognized in the statement of financial activities.

### **Creditors**

Short-term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and subsequently measured at amortized cost using the effective interest model.

### **Termination and redundancy pay**

In addition to statutory redundancy payments, enhanced redundancy pay is determined on a case-by-case basis and is conditional upon the completion of term to notice and settlement agreement. In addition to any agreed lump-sum payment, enhanced redundancy pay can also cover other items such as costs relating to specific learning and development.

### **Pensions**

The Society operates defined benefit pension provision through two Schemes, the Biochemical Society Pension Scheme and the Universities Superannuation Scheme (USS).

### **Biochemical Society Pension Fund**

Biochemical Society operates a pension scheme for all qualifying employees. The assets of the Scheme are held in a separate trustee-administered fund. The Biochemical Society Staff Pension Scheme was closed to new entrants and future accrual with effect from 1st March 2011, and employees were given the opportunity to join the USS from this date.

The defined net benefit pension asset or liability in the statement of financial position comprises the total of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. The net surplus or deficit is presented separately from other net assets on the statement of financial position. A net surplus is only recognized to the extent that it is recoverable by the Society and a pension asset is only recognized when rules entitle the Society to either reduced contributions in the future or a refund.

The cost of providing benefits is determined on an actuarial basis using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations). The current service cost and costs from settlements are charged against operating surplus. Past costs are spread over the period until the benefit vests. Net interest on the net defined liability during the reporting period is included in other finance costs.

Re-measurements, comprising actuarial gains and losses and the return on the net defined benefit liability (excluding amounts included in net interest) are reported as other recognized gains and losses in the statement of financial activities.

### **Universities Superannuation Scheme (USS)**

The Society participates in the USS. Throughout the current and preceding periods, the Scheme was a defined benefit only pension scheme until 31 March 2016 which was contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set.

The Biochemical Society is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme and therefore, as required by Section 28 of FRS 102 "Employee benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme in respect of the accounting period. Since the Society has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the Society recognizes a liability for the contributions payable that arise from the agreement to the extent that they relate to the deficit and the resulting expense in the income and expenditure account.

### **Amounts received under gift aid from Portland Press Limited (PPL)**

PPL is a wholly owned subsidiary undertaking of the Biochemical Society, 10 Queen Street Place, London EC4R 1BE. PPL distributes substantially all of its distributable profits to the Society under gift aid. Income received under gift aid is credited to the Society's Income and Expenditure account on the accruals basis, where a legal obligation to make the distribution exists at year end.

### **Leased assets**

For leases regarded as operating leases, payments made are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

### **Financial instruments**

The Society only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognized at transaction value and subsequently measured at their settlement value.

# Consolidated Statement of Financial Activities for the year ended 31 December 2022

Including Consolidated Income and Expenditure Account

|                                                             |      | 2022         | 2021         |
|-------------------------------------------------------------|------|--------------|--------------|
|                                                             |      | Total        | Total        |
|                                                             | Note | £'000        | £'000        |
| <b>Income from:</b>                                         |      |              |              |
| <b>Donations and sponsorship</b>                            |      | <b>141</b>   | <b>67</b>    |
| <b>Charitable Activities</b>                                |      |              |              |
| Scientific Conferences                                      |      | 452          | 97           |
| Membership fees                                             |      | 186          | 191          |
| Policy, Education, Professional                             |      | 35           | 29           |
| Journals                                                    |      | 3,760        | 3,873        |
| Other                                                       |      | 8            | 9            |
| <b>Other Trading Activities</b>                             |      |              |              |
| Investment income                                           | 4    | 149          | 104          |
| <b>Total income</b>                                         |      | <b>4,731</b> | <b>4,370</b> |
| <b>Expenditure</b>                                          | 5    |              |              |
| <b>Raising Funds</b>                                        |      |              |              |
| Investments                                                 |      | 18           | 1            |
| <b>Charitable Activities</b>                                |      |              |              |
| Membership recruitment                                      |      | 3            | 2            |
| Membership                                                  |      | 484          | 402          |
| Grants and Awards                                           |      | 192          | 49           |
| Scientific Conferences                                      |      | 1,134        | 711          |
| Policy, Education, Professional                             |      | 314          | 299          |
| Journals: Production                                        |      | 2,030        | 2,707        |
| Journals: Distribution                                      |      | 5            | 9            |
| Administration: Portland Press Limited                      |      | 287          | 348          |
| Governance Costs                                            |      | 238          | 242          |
| <b>Other</b>                                                |      |              |              |
| Interest on defined benefit pension schemes                 |      | (35)         | 14           |
| <b>Total Expenditure</b>                                    |      | <b>4,670</b> | <b>4,784</b> |
| <b>Net income / (expenditure) before gains &amp; losses</b> |      | <b>61</b>    | <b>(414)</b> |
| <b>Net gains and losses on investments</b>                  |      |              |              |
| Realized and unrealized (loss) / gain                       | 10   | (889)        | 858          |
| <b>Net (expenditure) / Income before other gains c/f</b>    |      | <b>(828)</b> | <b>444</b>   |

# Consolidated Statement of Financial Activities for the year ended 31 December 2022 (cont.)

|                                                              |      | 2022           | 2021          |
|--------------------------------------------------------------|------|----------------|---------------|
|                                                              |      | Total          | Total         |
|                                                              | Note | £'000          | £'000         |
| <b>Net (Expenditure) / Income before other gains b/f</b>     |      | <b>(828)</b>   | <b>444</b>    |
| Other recognized gains and losses                            |      |                |               |
| Investment impairment release                                |      | -              | 1             |
| Actuarial (losses) / gains on defined benefit pension scheme | 14   | (346)          | (487)         |
| <b>Net Movement in funds relating to the year</b>            |      | <b>(1,174)</b> | <b>(42)</b>   |
| Fund balances brought forward 1 January                      |      | <b>12,335</b>  | 12,377        |
| Fund balances carried forward 31 December                    |      | <b>11,161</b>  | <b>12,335</b> |

Net expenditure before other recognized gains and losses for the year of £828k comprises £630k net expenditure for unrestricted funds and a £198k net expenditure in restricted funds

Included in total income and expenditure is restricted income of £19k, restricted expenditure of £82k and restricted losses on investments of £135k

Total funds brought forward include £1,321k relating to restricted funds and total funds carried forward include £1,123k relating to restricted funds

All activities are continuing

The accompanying accounting policies (on pages 43 to 48) and notes (on pages 54 to 65) form an integral part of the financial statements.

# Statement of Financial Position as at 31 December 2022

|                                              |           | Group         |               | Society       |               |
|----------------------------------------------|-----------|---------------|---------------|---------------|---------------|
|                                              |           | 2022          | 2021          | 2022          | 2021          |
|                                              | Note      | £'000         | £'000         | £'000         | £'000         |
| <b>Fixed Assets</b>                          |           |               |               |               |               |
| Tangible Assets                              | 8         | 8             | 9             | 8             | 9             |
| Intangible Assets                            | 9         | -             | 2             | -             | 2             |
| Investments                                  | 10        | 10,099        | 7,079         | 10,099        | 7,079         |
| <b>Total Fixed Assets</b>                    |           | <b>10,107</b> | <b>7,090</b>  | <b>10,107</b> | <b>7,090</b>  |
| <b>Current Assets</b>                        |           |               |               |               |               |
| Debtors                                      | 11        | 459           | 376           | 1,692         | 4,588         |
| Cash at bank and in hand                     |           | 4,523         | 8,900         | 1,180         | 2,354         |
| <b>Total Current Assets</b>                  |           | <b>4,982</b>  | <b>9,276</b>  | <b>2,872</b>  | <b>6,942</b>  |
| <b>Current Liabilities</b>                   |           |               |               |               |               |
| Creditors                                    | 12        | (2,553)       | (4,031)       | (444)         | (1,698)       |
| <b>Net current assets</b>                    |           | <b>2,429</b>  | <b>5,245</b>  | <b>2,428</b>  | <b>5,244</b>  |
| <b>Total Assets less Current Liabilities</b> |           | <b>12,536</b> | <b>12,335</b> | <b>12,535</b> | <b>12,334</b> |
| Provision for Liabilities                    | 13        | (1,375)       | -             | (1,375)       | -             |
| <b>Total net assets</b>                      |           | <b>11,161</b> | <b>12,335</b> | <b>11,160</b> | <b>12,334</b> |
| <b>The Funds of the Charity</b>              |           |               |               |               |               |
| Restricted Funds                             | 15        | 1,123         | 1,321         | 1,123         | 1,321         |
| Unrestricted Funds                           |           |               |               |               |               |
| Fixed Asset Fund                             | 16        | 8             | 9             | 8             | 9             |
| Other Charitable Funds                       | 16        | 8,244         | 9,641         | 8,244         | 9,641         |
| Revaluation Reserve                          | 16        | 1,785         | 2,645         | 1,785         | 2,645         |
| Non-charitable trading funds                 | 16        | 1             | 1             | -             | -             |
|                                              |           | <b>10,038</b> | <b>12,296</b> | <b>10,037</b> | <b>12,295</b> |
| Pension Reserve                              | 16        | -             | (1,282)       | -             | (1,282)       |
| <b>Total Unrestricted Funds</b>              | <b>16</b> | <b>10,038</b> | <b>11,014</b> | <b>10,037</b> | <b>11,013</b> |
| <b>Total Charity Funds</b>                   | <b>16</b> | <b>11,161</b> | <b>12,335</b> | <b>11,160</b> | <b>12,334</b> |

The financial statements were approved and authorised for issue by the Trustees of the Biochemical Society

Professor Dame Julia Goodfellow  
President

Professor Sheila Graham  
Chair

Date: 13 July 2023

Company number: 00892796

The accompanying accounting policies (on pages 43 to 48) and notes (on pages 54 to 65) form an integral part of the financial statements.

# Consolidated Statement of cash flows for the year ended 31 December 2022

Note

|                                                 |          | 2022<br>£'000 | 2021<br>£'000 |
|-------------------------------------------------|----------|---------------|---------------|
| <b>Cash flows from operating activities</b>     | <b>A</b> | <b>(609)</b>  | <b>(127)</b>  |
| Cash flows from investing activities            |          |               |               |
| Dividends from investments                      | 149      | 104           |               |
| Purchase of property, plant and equipment       | (8)      | (8)           |               |
| Purchase of investments                         | (3,955)  | -             |               |
| Proceeds from the disposal of investments       | 46       | -             |               |
| Investment of impairment release                | -        | 1             |               |
| Net cash provided by investing activities       |          | (3,768)       | 97            |
| Change in cash and cash equivalents in the year |          | (4,377)       | (30)          |
| Cash and cash equivalents at beginning of year  |          | 8,900         | 8,930         |
| <b>Cash and cash equivalents at end of year</b> | <b>B</b> | <b>4,523</b>  | <b>8,900</b>  |

## Notes to the Statement of Cash Flows

### A. Reconciliation of net expenditure to net cash flow from operating activities

|                                       | 2022<br>£'000 | 2021<br>£'000 |
|---------------------------------------|---------------|---------------|
| Net income for the year               | (828)         | 444           |
| Depreciation                          | 9             | 8             |
| Amortisation of intangible asset      | 2             | 62            |
| Losses / (Gains) on investments       | 889           | (858)         |
| Interest and rents from investments   | (149)         | (104)         |
| Decrease in debtors                   | (83)          | 181           |
| Increase / (decrease) in creditors    | (196)         | 137           |
| Closed pension scheme deficit funding | (285)         | (685)         |
| Pension scheme costs charged          | 67            | 674           |
| Pension schemes interest              | (35)          | 14            |
|                                       | <u>(609)</u>  | <u>(127)</u>  |

### B. Analysis of cash and cash equivalents

|                          |              |              |
|--------------------------|--------------|--------------|
| Cash at bank and in hand | <u>4,523</u> | <u>8,900</u> |
|--------------------------|--------------|--------------|

**Analysis of changes in net funds**

| <b>Current year</b>              | <b>1 Jan<br/>2022<br/>£'000</b> | <b>Cash-<br/>flows<br/>£'000</b> | <b>Other non-<br/>cash changes<br/>£'000</b> | <b>31 Dec<br/>2022<br/>£'000</b> |
|----------------------------------|---------------------------------|----------------------------------|----------------------------------------------|----------------------------------|
| <b>Cash and cash equivalents</b> |                                 |                                  |                                              |                                  |
| Cash                             | 8,900                           | (4,377)                          | -                                            | 4,523                            |
| Overdrafts                       | -                               | -                                | -                                            | -                                |
| <b>Net Funds</b>                 | 8,900                           | (4,377)                          | -                                            | 4,523                            |
|                                  |                                 |                                  |                                              |                                  |
| <b>Prior year</b>                | <b>1 Jan<br/>2021<br/>£'000</b> | <b>Cash-<br/>flows<br/>£'000</b> | <b>Other non-<br/>cash changes<br/>£'000</b> | <b>31 Dec<br/>2021<br/>£'000</b> |
| <b>Cash and cash equivalents</b> |                                 |                                  |                                              |                                  |
| Cash                             | 8,930                           | (30)                             | -                                            | 8,900                            |
| Overdrafts                       | -                               | -                                | -                                            | -                                |
| <b>Net Funds</b>                 | 8,930                           | (30)                             | -                                            | 8,900                            |

**Notes to the Financial Statements**

**1. Statutory information**

The Biochemical Society is a Charity registered with the Charity Commission, registration number 253894 and is also registered as a Private Limited Company, domiciled in England & Wales, company number 00892796. The financial statements are presented in Sterling (£'000's)

**2. Income from subsidiary company**

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited, 10 Queen Street Place, London, EC4R 1BE, company number 02453983. It is principally engaged in the publication and distribution of scientific journals. Portland Press pays substantially all of its profit to the Biochemical Society.

A summary of Portland Press Limited's results is shown below. Audited financial statements are held with the Registrar of Companies.

**Statement of comprehensive income and retained earnings for the year ended 31 December 2022**

|                                                        | <b>2022</b>  | 2021         |
|--------------------------------------------------------|--------------|--------------|
|                                                        | <b>£'000</b> | £'000        |
| Turnover                                               | 3,701        | 3,975        |
| Cost of Sales                                          | (1,619)      | (2,153)      |
|                                                        | <u>2,082</u> | <u>1,822</u> |
| Administrative expenses                                | (385)        | (508)        |
|                                                        | <u>1,697</u> | <u>1,314</u> |
| Exchange (losses) / gains                              | 67           | (91)         |
| Interest received                                      | 4            | -            |
|                                                        | <u>1,768</u> | <u>1,223</u> |
| Reserves brought forward                               | 1            | 1            |
| Profit for the year                                    | 1,768        | 1,223        |
| Distribution to the Biochemical Society under gift aid | (1,768)      | (1,223)      |
|                                                        | <u>1</u>     | <u>1</u>     |

Portland Press Limited's Statement of Financial Position is summarized as follows:

|                     |          |          |
|---------------------|----------|----------|
| Current Assets      | 3,559    | 6,777    |
| Current Liabilities | (3,558)  | (6,776)  |
|                     | <u>1</u> | <u>1</u> |

The turnover and profit is attributable to the publication and distribution of scientific journals and books.

Portland Press Limited taxable profit for the year was £1,767,338 (2021: £1,223,456). An amount of £1,767,338 will be distributed to the Biochemical Society under gift aid in 2023. A Deed of Covenant was established during 2019, which allowed for this distribution to be recognized in the Comprehensive Income in Portland Press Limited. Therefore, no corporation tax is expected to be recognised in respect of profits generated in 2022.

**Parent charity**

The parent charity's gross income and the results for the year are disclosed as follows:

|                     | <b>2022</b>  | 2021  |
|---------------------|--------------|-------|
|                     | <b>£'000</b> | £'000 |
| Gross income        | 2,798        | 1,618 |
| Result for the year | (1,102)      | (132) |



### 3. Detailed comparatives for the statement of financial activities

#### Current year analysis

|                                                                            | Unrestricted<br>Funds<br>£'000 | Restricted<br>Funds<br>£'000 | 2022<br>Total<br>Funds<br>£'000 |
|----------------------------------------------------------------------------|--------------------------------|------------------------------|---------------------------------|
| <b>Income from:</b>                                                        |                                |                              |                                 |
| Donations and sponsorship                                                  | 141                            | -                            | 141                             |
| Charitable activities                                                      | 4,441                          | -                            | 4,441                           |
| Investments                                                                | 130                            | 19                           | 149                             |
| <b>Total income</b>                                                        | <b>4,712</b>                   | <b>19</b>                    | <b>4,731</b>                    |
| <b>Expenditure on:</b>                                                     |                                |                              |                                 |
| Raising funds                                                              | 18                             | -                            | 18                              |
| Charitable activities                                                      | 4,605                          | -                            | 4,605                           |
| Other                                                                      | (35)                           | 82                           | 47                              |
| <b>Total expenditure</b>                                                   | <b>4,588</b>                   | <b>82</b>                    | <b>4,670</b>                    |
| <b>Net income / expenditure before gains / (losses) on investments</b>     | <b>124</b>                     | <b>(63)</b>                  | <b>61</b>                       |
| Net gains / (losses) on investments                                        | (754)                          | (135)                        | (889)                           |
| <b>Net income / expenditure</b>                                            | <b>(630)</b>                   | <b>(198)</b>                 | <b>(828)</b>                    |
| Transfers between funds                                                    | -                              | -                            | -                               |
| <b>Net income / (expenditure) before other recognised gains and losses</b> | <b>(630)</b>                   | <b>(198)</b>                 | <b>(828)</b>                    |
| Gains / (losses) on revaluation of fixed assets                            | -                              | -                            | -                               |
| Actuarial gains / (losses) on defined benefit pension schemes              | (346)                          | -                            | (346)                           |
| Other gains / (losses)                                                     | -                              | -                            | -                               |
| <b>Net movement in funds</b>                                               | <b>(976)</b>                   | <b>(198)</b>                 | <b>(1,174)</b>                  |
| <b>Total funds brought forward</b>                                         | <b>11,014</b>                  | <b>1,321</b>                 | <b>12,335</b>                   |
| Total funds carried forward                                                | 10,038                         | 1,123                        | 11,161                          |

#### Prior year analysis

|                                                                            | Unrestricted<br>Funds<br>£'000 | Restricted<br>Funds<br>£'000 | 2021<br>Total<br>Funds<br>£'000 |
|----------------------------------------------------------------------------|--------------------------------|------------------------------|---------------------------------|
| <b>Income from:</b>                                                        |                                |                              |                                 |
| Donations and sponsorship                                                  | 67                             | -                            | 67                              |
| Charitable activities                                                      | 4,199                          | -                            | 4,199                           |
| Investments                                                                | 87                             | 17                           | 104                             |
| <b>Total income</b>                                                        | <b>4,353</b>                   | <b>17</b>                    | <b>4,370</b>                    |
| <b>Expenditure on:</b>                                                     |                                |                              |                                 |
| Raising funds                                                              | 1                              | -                            | 1                               |
| Charitable activities                                                      | 4,753                          | -                            | 4,753                           |
| Other                                                                      | 14                             | 16                           | 30                              |
| <b>Total expenditure</b>                                                   | <b>4,768</b>                   | <b>16</b>                    | <b>4,784</b>                    |
| <b>Net income / expenditure before gains / (losses) on investments</b>     | <b>(415)</b>                   | <b>1</b>                     | <b>(414)</b>                    |
| Net gains / (losses) on investments                                        | 719                            | 139                          | 858                             |
| <b>Net income / expenditure</b>                                            | <b>304</b>                     | <b>140</b>                   | <b>444</b>                      |
| Transfers between funds                                                    | -                              | -                            | -                               |
| <b>Net income / (expenditure) before other recognised gains and losses</b> | <b>304</b>                     | <b>140</b>                   | <b>444</b>                      |
| Gains / (losses) on revaluation of fixed assets                            | -                              | -                            | -                               |
| Actuarial gains / (losses) on defined benefit pension schemes              | (487)                          | -                            | (487)                           |
| Other gains / (losses)                                                     | -                              | -                            | -                               |
| <b>Net movement in funds</b>                                               | <b>(183)</b>                   | <b>140</b>                   | <b>(43)</b>                     |
| <b>Total funds brought forward</b>                                         | <b>11,197</b>                  | <b>1,181</b>                 | <b>12,378</b>                   |
| Total funds carried forward                                                | 11,014                         | 1,321                        | 12,335                          |

#### 4. Investment income

|                                                           | 2022<br>£'000 | 2021<br>£'000 |
|-----------------------------------------------------------|---------------|---------------|
| Dividend income                                           | 143           | 101           |
| Interest receivable from banks and financial institutions | 6             | 3             |
|                                                           | <b>149</b>    | <b>104</b>    |

#### 5. Analysis of expenditure

| <i>Current year analysis</i>       | <b>Staff<br/>Costs<br/>£'000</b> | <b>Support<br/>Costs<br/>£'000</b> | <b>Other<br/>£'000</b> | <b>2022<br/>£'000</b> |
|------------------------------------|----------------------------------|------------------------------------|------------------------|-----------------------|
| Cost of generating funds           |                                  |                                    |                        |                       |
| Cost of investment                 | -                                | -                                  | 18                     | 18                    |
| Charitable expenditure             |                                  |                                    |                        |                       |
| Membership recruitment costs       | -                                | -                                  | 3                      | 3                     |
| Membership                         | 226                              | 58                                 | 200                    | 484                   |
| Grants payable                     |                                  |                                    |                        |                       |
| Grants to individuals              | -                                | -                                  | 100                    | 100                   |
| Royal Society of Biology           | -                                | -                                  | 15                     | 15                    |
| Summer Vacation Studentships       | -                                | -                                  | 65                     | 65                    |
| Scientific Outreach                | -                                | -                                  | 11                     | 11                    |
| STEM Insight                       | -                                | -                                  | -                      | -                     |
| In2science UK                      | -                                | -                                  | 1                      | 1                     |
| Scientific conferences             | 438                              | 51                                 | 645                    | 1,134                 |
| Policy, Education, Professional    | 216                              | 22                                 | 76                     | 314                   |
| Journal and Books: Production      | 966                              | 79                                 | 985                    | 2,030                 |
| Journal and Books: Distribution    | -                                | -                                  | 5                      | 5                     |
| Administration: Portland Press Ltd | 184                              | 41                                 | 62                     | 287                   |
| Governance                         | 133                              | 25                                 | 80                     | 238                   |
| Pension schemes interest           | -                                | -                                  | (35)                   | (35)                  |
| Total outgoing resources           | 2,163                            | 276                                | 2,231                  | 4,670                 |

| <i>Prior year analysis</i>         | <b>Staff<br/>Costs<br/>£'000</b> | <b>Support<br/>Costs<br/>£'000</b> | <b>Other<br/>£'000</b> | <b>2021<br/>£'000</b> |
|------------------------------------|----------------------------------|------------------------------------|------------------------|-----------------------|
| Cost of generating funds           |                                  |                                    |                        |                       |
| Cost of investment                 | -                                | -                                  | 1                      | 1                     |
| Charitable expenditure             |                                  |                                    |                        |                       |
| Membership recruitment costs       | -                                | -                                  | 2                      | 2                     |
| Membership                         | 262                              | 54                                 | 86                     | 402                   |
| Grants payable                     |                                  |                                    |                        |                       |
| Grants to individuals              | -                                | -                                  | 25                     | 25                    |
| Royal Society of Biology           | -                                | -                                  | 15                     | 15                    |
| Summer Vacation Studentships       | -                                | -                                  | 2                      | 2                     |
| Scientific Outreach                | -                                | -                                  | 6                      | 6                     |
| STEM Insight                       | -                                | -                                  | -                      | -                     |
| In2science UK                      | -                                | -                                  | 1                      | 1                     |
| Scientific conferences             | 531                              | 44                                 | 136                    | 711                   |
| Policy, Education, Professional    | 240                              | 22                                 | 37                     | 299                   |
| Journal and Books: Production      | 1,359                            | 93                                 | 1,255                  | 2,707                 |
| Journal and Books: Distribution    | -                                | -                                  | 9                      | 9                     |
| Administration: Portland Press Ltd | 214                              | 54                                 | 80                     | 348                   |
| Governance                         | 129                              | 22                                 | 91                     | 242                   |
| Pension schemes interest           | -                                | -                                  | 14                     | 14                    |
| Total outgoing resources           | 2,735                            | 289                                | 1,760                  | 4,784                 |

# Analysis of expenditure continued

The breakdown of support costs is as follows:

| <i>Current year analysis</i>       | <b>Admin<br/>and Finance<br/>£'000</b> | <b>IT<br/>support<br/>£'000</b> | <b>Total<br/>Support<br/>£'000</b> |
|------------------------------------|----------------------------------------|---------------------------------|------------------------------------|
| Membership                         | 41                                     | 17                              | 58                                 |
| Scientific Meetings                | 38                                     | 13                              | 51                                 |
| Policy, Education, Professional    | 16                                     | 6                               | 22                                 |
| Journal and Books: Production      | 35                                     | 44                              | 79                                 |
| Administration: Portland Press Ltd | 34                                     | 7                               | 41                                 |
| Governance Costs                   | 18                                     | 7                               | 25                                 |
|                                    | <b>182</b>                             | <b>94</b>                       | <b>276</b>                         |

| <i>Prior year analysis</i>         | <b>Admin<br/>and Finance<br/>£'000</b> | <b>IT<br/>support<br/>£'000</b> | <b>Total<br/>Support<br/>£'000</b> |
|------------------------------------|----------------------------------------|---------------------------------|------------------------------------|
| Membership                         | 40                                     | 14                              | 54                                 |
| Scientific Meetings                | 34                                     | 10                              | 44                                 |
| Policy, Education, Professional    | 17                                     | 5                               | 22                                 |
| Journal and Books: Production      | 43                                     | 50                              | 93                                 |
| Administration: Portland Press Ltd | 46                                     | 8                               | 54                                 |
| Governance Costs                   | 17                                     | 5                               | 22                                 |
|                                    | <b>197</b>                             | <b>92</b>                       | <b>289</b>                         |

Expenditure that was incurred by Portland Press is included above and is itemized in Note 2.

Expenditure amounting to £82,000 (2021: £16,000) in respect of restricted funds is included in other costs above.

Net income is, after charging:

|                                                                      | <b>2022<br/>£'000</b> | <b>2021<br/>£'000</b> |
|----------------------------------------------------------------------|-----------------------|-----------------------|
| Payments to current auditor - Sayer Vincent (2022 audit fees)        | <b>32</b>             | 48                    |
| Payments to previous auditor - BDO (2021 audit fees)                 | <b>45</b>             | -                     |
| - Under / (over) accrual for 2021 audit fees                         | <b>4</b>              | -                     |
| Payments to current auditor - Sayer Vincent (2022 taxation services) | <b>3</b>              | -                     |
| Payments to previous auditor - BDO (2021 taxation services)          | <b>6</b>              | -                     |
| Payments to previous auditor - BDO (other services)                  | -                     | 30                    |
| Irrecoverable VAT                                                    | <b>13</b>             | 16                    |
| Depreciation of tangible fixed assets                                | <b>9</b>              | 8                     |
| Amortisation of intangible assets                                    | <b>2</b>              | 62                    |
| (Gain) / Loss on currency revaluations                               | <b>(67)</b>           | 91                    |

Academic Support Grants paid to institutions

|                                      | <b>2022<br/>£'000</b> | <b>2021<br/>£'000</b> |
|--------------------------------------|-----------------------|-----------------------|
| Academic Support Grants paid in year | <b>48</b>             | <b>77</b>             |

Academic Support Grants were paid to the following university departments and organisations to cover time spent by Trustees on Society business:

L Vieira de Mello - University of Liverpool £4,812 (2021 £9,624); M Pool & N Hooper - University of Manchester £9,624 (2021 £4,812); University of Bristol £nil (2021 £4,812); S Graham - University of Glasgow £4,812 (2021 £9,624); M West - University of Sussex £4,812 (2021 £9,624); F Sargent - University of Newcastle £4,812 (2021 £4,812); The Francis Crick Institute £nil (2021 £4,812); University of Kent £nil (2021 £24,312); D Mercer - Novabiotics Limited £4,812 (2021 £4,812); M Lindley - Loughborough University £4,812 (2021 £nil); L Chakrabarti - University of Nottingham £4,812 (2021 £nil); D Gruszka - University of Oxford £4,812 (2021 £nil)

These grants contributed towards research activities that are in alignment with the objects of the Charity.

## 6. Employees

|                                                  | 2022  | 2021  |
|--------------------------------------------------|-------|-------|
|                                                  | £'000 | £'000 |
| Staff costs during the year were as follows:     |       |       |
| Wages & Salaries (including allowances)          | 1,623 | 1,554 |
| Social Security costs                            | 183   | 172   |
| Pension costs                                    | 357   | 947   |
| Staff costs before redundancy and termination    | 2,163 | 2,673 |
| Redundancy and termination                       | -     | 60    |
| Staff costs including redundancy and termination | 2,163 | 2,733 |
| Closed pension scheme deficit funding            | 285   | 685   |
| Total staff costs                                | 2,448 | 3,418 |

Included in pension costs is £357k (2021: £947,000) in respect of the defined benefit Universities Superannuation Scheme.

Further details on Pension Scheme costs are shown in note 14.

Included within Redundancy and termination costs are £Nil (2021: £18,906) of enhanced costs relating to redundancies.

The average number of employees of the Society during the year was 42 (2021: 39).

11 Trustees (2021: 3) have received a total of £2,396 (2021: £394) in respect of reimbursed travel and accommodation costs incurred in attending Society meetings. In addition, 2 Trustees (2021: none) have received a total of £550 (2021: nil) in respect of a Guest Editor Honorarium for Essays in Biochemistry. Trustees do not receive remuneration.

Salaries paid during the year, excluding redundancy payments and pension contributions, exceeding an annual equivalent remuneration of £60,000 were in the following bands:

| Salaries excluding redundancy payments                             | 2022         | 2021         |
|--------------------------------------------------------------------|--------------|--------------|
| £60,001 to £70,000                                                 | 1            | 1            |
| £70,001 to £80,000                                                 | 1            | 2            |
| £80,001 to £90,000                                                 | 1            | -            |
| £90,001 to £100,000                                                | 1            | 1            |
| £150,001 to £160,000                                               | -            | 1            |
| £160,001 to £170,000                                               | 1            | -            |
| <b>Key Management compensation</b>                                 | <b>£'000</b> | <b>£'000</b> |
| Salaries and short-term employee's benefits (incl NIC and pension) | 702          | 779          |

As at 31 December 2022, the Society's senior management structure is formed of the CEO and Managing Director; Associate Director, Human Resources and EDI and Technology; Associate Director, Content and Engagement; Associate Director, Events and Marketing; Associate Director, Finance and Governance; and Associate Director, Business Development and Sales

## 7. Transactions with related parties

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited (See note 2). All transactions between the two entities during the year have been concluded under normal market conditions.

During the year, Portland Press Limited paid the Society £1.223m (2021: £2.16m), being the amount distributable to the Society under gift aid for the year ended 31 December 2021.

At the year end, the Society was owed £1.449m (2021: £4.444m) from Portland Press Limited due from group undertakings.

During the year, the Society had held a non-controlling investment in Charles Darwin House limited (CDHL), a private company formed to manage Charles Darwin House, the Society's previous headquarters, which was sold in 2019. CDHL was dissolved on 30 September 2022.

There are no other related-party transactions to disclose.

## 8. Tangible Assets

### The Society and the Group

|                                    | Equipment<br>& Furniture<br>£'000 | Total<br>£'000 |
|------------------------------------|-----------------------------------|----------------|
| Cost or Valuation                  |                                   |                |
| At 1 January 2022                  | 259                               | 259            |
| Additions                          | 8                                 | 8              |
| Disposals                          | -                                 | -              |
| At 31 December 2022                | 267                               | 267            |
| Depreciation                       |                                   |                |
| At 1 January 2022                  | 250                               | 250            |
| Charge for the year                | 9                                 | 9              |
| Disposals                          | -                                 | -              |
| At 31 December 2022                | 259                               | 259            |
| Net book value at 31 December 2022 | 8                                 | 8              |
| Net book value at 31 December 2021 | 9                                 | 9              |

## 9. Intangible Assets

### The Society and the Group

|                     | Software<br>Development<br>£'000 |
|---------------------|----------------------------------|
| Cost                |                                  |
| At 1 January 2022   | 2                                |
| Additions           | -                                |
| Amortisation        | (2)                              |
| Disposals           | -                                |
| At 31 December 2022 | -                                |
| At 31 December 2021 | 2                                |

## 10. Investments

|                                         | 2022<br>£'000 | 2021<br>£'000 |
|-----------------------------------------|---------------|---------------|
| <b>The Society and the Group</b>        |               |               |
| <b>Equity Investments at fair value</b> |               |               |
| Fair value at start of year             | 7,079         | 6,221         |
| Less disposals at cost                  | (46)          | -             |
| Add: acquisitions at costs              | 3,955         | -             |
| Net (loss) / gain on revaluation        | (889)         | 858           |
| Fair value at end of year               | 10,099        | 7,079         |
| Historical cost at end of year          | 8,314         | 4,434         |

Unrealized loss on investments for the year of £860k comprised of £725k losses for unrestricted funds and £135k losses for restricted funds.

## 11. Debtors

|                                    | The Group     |               | The Society   |               |
|------------------------------------|---------------|---------------|---------------|---------------|
|                                    | 2022<br>£'000 | 2021<br>£'000 | 2022<br>£'000 | 2021<br>£'000 |
| Trade debtors                      | 106           | 133           | 11            | 2             |
| Other debtors                      | 33            | 26            | 33            | 25            |
| Amounts owed by group undertakings | -             | -             | 1,449         | 4,444         |
| Social security and other taxes    | 101           | 15            | 101           | 15            |
| Prepayments and accrued income     | 219           | 202           | 98            | 102           |
| Total debtors                      | 459           | 376           | 1,692         | 4,588         |

**12. Creditors and deferred income: Amounts falling due within one year**

|                                                | <b>The Group</b> |              | <b>The Society</b> |              |
|------------------------------------------------|------------------|--------------|--------------------|--------------|
|                                                | <b>2022</b>      | <b>2021</b>  | <b>2022</b>        | <b>2021</b>  |
|                                                | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Trade creditors                                | 122              | 172          | 118                | 168          |
| Amounts owed to group undertakings             | -                | -            | -                  | -            |
| Social security and other taxes                | 102              | -            | 102                | -            |
| USS Pension Scheme                             | -                | 1,282        | -                  | 1,282        |
| Other creditors                                | 137              | 155          | 2                  | 16           |
| Deferred income                                | 1,929            | 2,157        | 86                 | 126          |
| Accruals                                       | 263              | 265          | 136                | 106          |
| <b>Total creditors and deferred income</b>     | <b>2,553</b>     | <b>4,031</b> | <b>444</b>         | <b>1,698</b> |
| <b>Creditors and deferred income continued</b> |                  |              |                    |              |

|                                    | <b>The Group</b> |              | <b>The Society</b> |              |
|------------------------------------|------------------|--------------|--------------------|--------------|
|                                    | <b>2022</b>      | <b>2021</b>  | <b>2022</b>        | <b>2021</b>  |
|                                    | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| <b>Analysis of deferred income</b> |                  |              |                    |              |
| At 1 January                       | 2,157            | 2,033        | 126                | 177          |
| Amount recognised in the year      | (2,157)          | (2,033)      | (126)              | (177)        |
| Amount deferred in the year        | 1,929            | 2,157        | 86                 | 126          |
| At 31 December                     | <b>1,929</b>     | <b>2,157</b> | <b>86</b>          | <b>126</b>   |

Deferred income primarily arises from journal subscription receipts received in advance, which is then unwound through the year.

**13. Provisions for liabilities**

|                                                  | <b>2022</b>  | <b>2021</b>  |
|--------------------------------------------------|--------------|--------------|
|                                                  | <b>£'000</b> | <b>£'000</b> |
| <b>Obligation to fund deficit on USS pension</b> |              |              |
| At the start of the year                         | 1,282        | -            |
| Movement in year                                 | 93           | -            |
| At the end of the year                           | <b>1,375</b> | <b>-</b>     |

The obligation to fund the past deficit on the University's Superannuation Scheme (USS) arises from the contractual obligation with the pension scheme for total payments relating to benefits arising from past performance. The shortfall is expected to be eliminated in 18 years from 31 March 2020, the period over which outflow related to this provision is expected.

In the 2021 financial statements, this provision was shown as a short-term creditor.

**14. Pensions**

The Biochemical Society operates a defined benefit pension provision through two Schemes, the Biochemical Society Staff Pension Scheme and the Universities Superannuation Scheme.

**The amounts recognised in the statement of financial position are as follows:**

|                                                                           | <b>2022</b>  | <b>2021</b>  |
|---------------------------------------------------------------------------|--------------|--------------|
|                                                                           | <b>£'000</b> | <b>£'000</b> |
| Biochemical Staff Pension scheme (See Note 14A)                           | -            | -            |
| Universities Superannuation Scheme (See Note 13)                          | 1,375        | 1,282        |
| Provision for liability recognised in the statement of financial position | <b>1,375</b> | <b>1,282</b> |

**A. The Biochemical Staff Pension Scheme**

The Biochemical Society Staff Pension Scheme provides final salary defined benefits for service up to and including 28 February 2011. The scheme is closed to new entrants and future accrual. The assets of the scheme are held in a separate trustee-administered fund and subject to independent triennial actuarial valuations.

The level of benefits provided by the Scheme depends on a member's length of service and their salary at their date of leaving the scheme.

## Pensions continued

The pension fund is subject to triennial valuations by an independent actuary. The last valuation as at 1 January 2020 showed a deficit of £2.3m and a funding level of 89%.

In conjunction with the valuation a recovery plan and schedule of contributions was agreed with the trustees of the pension fund.

The actuarial estimate is that the pension fund will be balanced by mid-2027 and the Society is paying deficit contributions of £285k each year from 2021 to 2027 with a one-off additional payment of £400k which was made during 2021.

The figures in the following disclosure were measured using the Projected Unit Method.

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable.

The principal assumptions used to calculate the liabilities under FRS102 are set out below:

### Main financial assumptions

|                                          | 31 December 2022 | 31 December 2021 |
|------------------------------------------|------------------|------------------|
|                                          | %pa              | %pa              |
| RPI inflation                            | 3.2              | 3.3              |
| CPI inflation                            | 2.4              | 2.5              |
| Pension increases in payment (Pre 2030)  | 3.2              | 3.3              |
| Pension increases in payment (Post 2030) | 3                | 3.1              |
| Discount rate for Scheme liabilities     | 4.9              | 1.95             |

### Main demographic assumptions

|                       | 31 December 2022 | 31 December 2021 |
|-----------------------|------------------|------------------|
| <b>Mortality</b>      |                  |                  |
| - Base table          | 100% of S3PxA_L  | 100% of S3PxA_L  |
| - Scaling table       | 101%/104% M/F    | None             |
| - Future improvements | CMI 2021         | CMI 2020         |
| - Long term rate      | 1% pa            | 1% pa            |

### Expected future lifetime from age 65

|                            |            |            |
|----------------------------|------------|------------|
| - Male currently aged 65   | 23 years   | 22.7 years |
| - Female currently aged 65 | 24.3 years | 24.4 years |
| - Male currently aged 45   | 23.9 years | 23.8 years |
| - Female currently aged 45 | 25.4 years | 25.5 years |

### Scheme asset allocation:

|                                      | 31 December 2022 | 31 December 2021 |
|--------------------------------------|------------------|------------------|
|                                      | £'000            | £'000            |
| Target return funds                  | 1,288            | 4,070            |
| Equities                             | -                | -                |
| Bonds (including insured pensioners) | 5,024            | 9,404            |
| Swaps/Gilts (including cash)         | 6,889            | 8,056            |
| Closing fair value of scheme assets  | <u>13,201</u>    | <u>21,530</u>    |

The scheme has no investments in the Society or in the property occupied by the company

### Changes to the present value of the defined benefit obligation during the year:

|                                                  | 2022          | 2021          |
|--------------------------------------------------|---------------|---------------|
|                                                  | £'000         | £'000         |
| Opening defined benefit obligation (DBO)         | 18,558        | 20,212        |
| Interest expense on DBO                          | 359           | 281           |
| Actuarial (gains) / losses on scheme liabilities | (6,263)       | (1,632)       |
| Net benefits paid                                | (261)         | (303)         |
| Closing defined benefit obligation               | <u>12,393</u> | <u>18,558</u> |

## Pensions continued

### Changes to the fair value of scheme assets during the year:

|                                     | 2022<br>£'000 | 2021<br>£'000 |
|-------------------------------------|---------------|---------------|
| Opening fair value of scheme assets | 21,530        | 20,013        |
| Interest income on scheme assets    | 420           | 283           |
| Gain on scheme assets               | (8,773)       | 853           |
| Contributions by the employer       | 285           | 685           |
| Net benefits paid out               | (261)         | (303)         |
| Administration expenses             | -             | (1)           |
| Closing fair value of scheme assets | <u>13,201</u> | <u>21,530</u> |
| Actual return on Scheme assets      | (8,353)       | 1,136         |

## Pensions continued

### Reconciliation of funded status to Statement of Financial Position:

|                                                             | 2022<br>£'000   | 2021<br>£'000   |
|-------------------------------------------------------------|-----------------|-----------------|
| Fair value of assets                                        | 13,201          | 21,530          |
| Present value of funded benefit obligations                 | <u>(12,393)</u> | <u>(18,558)</u> |
| Funded status                                               | <u>808</u>      | <u>2,972</u>    |
| Liability recognized on the Statement of Financial Position | <u>-</u>        | <u>-</u>        |

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable

### Amounts recognised in Statement of Financial Activities (SOFA):

|                                                                                | 2022<br>£'000 | 2021<br>£'000 |
|--------------------------------------------------------------------------------|---------------|---------------|
| Interest on defined benefit liability                                          | (359)         | (1)           |
| Past service cost                                                              | -             | -             |
| Pension (credit) / expense recognized in the Statement of Financial Activities | <u>(359)</u>  | <u>(1)</u>    |
|                                                                                | <b>2022</b>   | <b>2021</b>   |
|                                                                                | <b>£'000</b>  | <b>£'000</b>  |
| Return less interest income on scheme assets                                   | (8,773)       | 853           |
| Actuarial gain / (loss) on liabilities                                         | 6,263         | 1,632         |
| Irrecoverable surplus on pension scheme                                        | 2,164         | (2,972)       |
| Gain / (loss) arising in the Statement of Financial Activities                 | <u>(346)</u>  | <u>(487)</u>  |

## B. Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate will increase to 6.3%. The 2022 deficit recovery liability reflects this plan with £1,282,000 (2021: £1,374,768) being recognised in the statement of financial position.

The Society employer contributions for the year ended 31st December 2022 amounted to £290,280 (2021: £273,049). There was neither a prepayment nor an accrual at the end of the financial year in respect of these contributions. The disclosures below represent the position from the scheme's financial statements.



## Pensions continued

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2020 (the valuation date), which was carried out using the projected unit method. Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

Defined benefit liability numbers for the scheme have been produced using the following assumptions:

|                           | 2022  | 2021  |
|---------------------------|-------|-------|
| Discount rate             | 5.00% | 2.00% |
| Pensionable salary growth | n/a   | n/a   |
| Price inflation (CPI)     | 1.10% | 2.11% |

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

|                           |                       |
|---------------------------|-----------------------|
| Male members' mortality   | 101% of S2PMA "light" |
| Female members' mortality | 95% of S3PFA          |

Use of these mortality tables reasonably reflects the actual USS experience. To allow for future improvements in mortality rates the CMI 2019 projections with a smoothing parameter of 7.5, an initial addition of 0.5% p.a. and a long-term improvement rate of 1.8% pa (male) and 1.6% (female) were also adopted. The current life expectancies on retirement at age 65 are:

|                                 | 2022 | 2021 |
|---------------------------------|------|------|
| Males currently aged 65 years   | 23.9 | 24.7 |
| Females currently aged 65 years | 25.5 | 26.1 |
| Males currently aged 45 years   | 25.9 | 26.7 |
| Females currently aged 45 years | 27.3 | 27.9 |

| 15. Restricted Funds            | Balance   | Movement in funds |             |            | Balance     |
|---------------------------------|-----------|-------------------|-------------|------------|-------------|
| The Society and the Group       | 1 January | Incoming          | Expenditure | Investment | 31 December |
|                                 | 2022      | Resources         | & Transfers | Gains      | 2022        |
|                                 | £'000     | £'000             | £'000       | £'000      | £'000       |
| Keilin Memorial Lecture Fund    | 65        | 1                 | -           | (5)        | 61          |
| Morton Memorial Lecture Fund    | 68        | 1                 | (2)         | (5)        | 62          |
| Harden Legacy Fund              | 208       | 3                 | (6)         | (21)       | 184         |
| Centenary Award Fund            | 134       | 1                 | (3)         | (11)       | 121         |
| Krebs Memorial Scholarship Fund | 458       | 9                 | (21)        | (66)       | 380         |
| Eric Reid Fund for Methodology  | 347       | 4                 | (46)        | (27)       | 278         |
| Randle Lecture Fund             | 12        | -                 | (4)         | -          | 8           |
| Synthetic Biology Fund          | 29        | -                 | -           | -          | 29          |
|                                 | 1,321     | 19                | (82)        | (135)      | 1,123       |

### Prior year analysis

| Restricted Funds                | Balance   | Movement in funds |             |            | Balance     |
|---------------------------------|-----------|-------------------|-------------|------------|-------------|
| The Society and the Group       | 1 January | Incoming          | Expenditure | Investment | 31 December |
|                                 | 2021      | Resources         | & Transfers | Gains      | 2021        |
|                                 | £'000     | £'000             | £'000       | £'000      | £'000       |
| Keilin Memorial Lecture Fund    | 59        | 1                 | -           | 5          | 65          |
| Morton Memorial Lecture Fund    | 64        | 1                 | (2)         | 5          | 68          |
| Harden Legacy Fund              | 183       | 3                 | -           | 22         | 208         |
| Centenary Award Fund            | 122       | 1                 | -           | 11         | 134         |
| Krebs Memorial Scholarship Fund | 396       | 8                 | (14)        | 68         | 458         |
| Eric Reid Fund for Methodology  | 316       | 3                 | -           | 28         | 347         |
| Randle Lecture Fund             | 12        | -                 | -           | -          | 12          |
| Synthetic Biology Fund          | 29        | -                 | -           | -          | 29          |
|                                 | 1,181     | 17                | (16)        | 139        | 1,321       |

**Restricted Funds continued**

**Keilin Memorial Lecture Fund**

The Keilin Fund was instituted in 1964 by means of an appeal to commemorate the late David Keilin and income is used to pay for the costs of the speaker in giving a lecture, generally every other year.

**Morton Memorial Lecture Fund**

The fund was instituted in 1978 following an appeal at which some £3,400 was received in donations. Income from the fund is used to pay for the speaker's costs in giving a lecture biennially at a meeting of the Society and at the University of Liverpool. The lecture commemorates R.A. Morton.

**Harden Legacy Fund**

In his will in 1940 Sir Arthur Harden left funds to support publication of original scientific research. The income from the fund can be applied to assisting scientists with their travel and accommodation costs incurred in attendance of Harden conferences.

**Centenary Award Fund**

In recognition of the Society's centenary in 2011, this fund was created through the merger of the former Jubilee Lecture and the Hopkins Memorial Lecture funds. The Centenary Award Fund facilitates an annual award to a biochemist of distinction from any part of the world, with the award winner presenting a Sir Frederick Gowland Hopkins Memorial Lecture.

**Krebs Memorial Scholarship Fund**

The Krebs fund resulted from an appeal launched in December 1982 to commemorate the life and work of Sir Hans Krebs. Income from the fund is used to fund a postgraduate scholarship in Biochemistry or allied biomedical science, tenable at any British university. The Scholarship, awarded every year, is primarily intended to help candidates whose careers have been interrupted for non-academic reasons beyond their own control and/or who are unlikely to qualify for a grant.

**Eric Reid Fund for Methodology**

This fund has been renamed from the Guilford Bench Methodology Fund in memory of the late Dr Eric Reid, and was set up through funds provided by him from a trust which he co-founded in 1981. It was set up with the aim of assisting 'non big league' investigators in bypassing benchwork bottlenecks. The fund's Capital is sufficient to award about eight grants each year. The fund is akin to the Royal Society of Chemistry's Research Fund, but extends to paying for vacation help.

**Randle Lecture Fund**

This fund was instituted in honour of the late Professor Sir Philip Randle who was one of the world's foremost researchers into mammalian metabolism. Income from the fund is used to finance a biennial award lecture by globally selected nominated scientists on the basis of their contribution to the understanding of mammalian metabolism.

**Synthetic Biology Fund**

This fund has been created by the organisers to underwrite future years' conferences.

In the opinion of the Trustees, all funds have adequate resources to fulfil their ongoing obligations.

**16. Unrestricted and Other Charitable Funds**

| The Society and the Group    | Balance<br>01 Jan<br>2022<br>£'000 | Net<br>Utilised<br>£'000 | Transfer<br>£'000 | Balance<br>31 Dec<br>2022<br>£'000 |
|------------------------------|------------------------------------|--------------------------|-------------------|------------------------------------|
| <b>Unrestricted Funds</b>    |                                    |                          |                   |                                    |
| Fixed Asset Fund             | 9                                  | (1)                      | -                 | 8                                  |
| Other Charitable Funds       | 9,641                              | (975)                    | (422)             | 8,244                              |
| Revaluation Reserve          | 2,645                              | -                        | (860)             | 1,785                              |
| Non-charitable trading funds | 1                                  | -                        | -                 | 1                                  |
| Pension Reserve              | (1,282)                            | -                        | 1,282             | -                                  |
|                              | <u>11,014</u>                      | <u>(976)</u>             | <u>-</u>          | <u>10,038</u>                      |

The Revaluation Reserve represents the unrealized gains in Equity Investments (Unrestricted: £1,454,718 and restricted: £330,486).

The carried forward balance of Other Charitable Funds, now incorporates the Pension Reserve which was shown separately in the 2021 financial statements

**Unrestricted and Other Charitable Funds continued**

|                              | Balance<br>01 Jan<br>2021<br>£'000 | Net<br>Utilised<br>£'000 | Transfer<br>£'000 | Balance<br>31 Dec<br>2021<br>£'000 |
|------------------------------|------------------------------------|--------------------------|-------------------|------------------------------------|
| <b>Unrestricted Funds</b>    |                                    |                          |                   |                                    |
| Fixed Asset Fund             | 9                                  | -                        | -                 | 9                                  |
| Other Charitable Funds       | 10,191                             | 308                      | (858)             | 9,641                              |
| Revaluation Reserve          | 1,787                              | -                        | 858               | 2,645                              |
| Non-charitable trading funds | 1                                  | -                        | -                 | 1                                  |
| Pension Reserve              | (792)                              | (490)                    | -                 | (1,282)                            |
|                              | <u>11,196</u>                      | <u>(182)</u>             | <u>-</u>          | <u>11,014</u>                      |

The Revaluation Reserve represents the unrealized gains in Equity Investments (Unrestricted: £2,178,765 and restricted: £465,597)

The Pension Reserve represents the net pension scheme liability recognised in the statement of financial position (Biochemical Staff Pension scheme: £nil and Universities Superannuation Scheme: £1,282,000)

**Analysis of Net Assets of the Group's Funds**

|                                                       | Unrestricted<br>Funds<br>£'000 | Restricted<br>Funds<br>£'000 | Total<br>Funds<br>£'000 |
|-------------------------------------------------------|--------------------------------|------------------------------|-------------------------|
| Fund Balances at 31 December 2022 are represented by: |                                |                              |                         |
| Property Plant and Equipment                          | 8                              | -                            | 8                       |
| Investments                                           | 9,081                          | 1,018                        | 10,099                  |
| Intangible Assets                                     | -                              | -                            | -                       |
| Current Assets                                        | 4,877                          | 105                          | 4,982                   |
| Current Liabilities                                   | (2,553)                        | -                            | (2,553)                 |
| Provision for liabilities                             | (1,375)                        | -                            | (1,375)                 |
| Total net assets                                      | <u>10,038</u>                  | <u>1,123</u>                 | <u>11,161</u>           |
| Fund Balances at 31 December 2021 are represented by: |                                |                              |                         |
| Property Plant and Equipment                          | 9                              | -                            | 9                       |
| Investment Properties                                 | -                              | -                            | -                       |
| Investments                                           | 5,926                          | 1,153                        | 7,079                   |
| Intangible Assets                                     | 2                              | -                            | 2                       |
| Current Assets                                        | 9,093                          | 168                          | 9,261                   |
| Current Liabilities                                   | (4,016)                        | -                            | (4,016)                 |
| Net pension liability                                 | -                              | -                            | -                       |
| Total net assets                                      | <u>11,014</u>                  | <u>1,321</u>                 | <u>12,335</u>           |

**17. Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

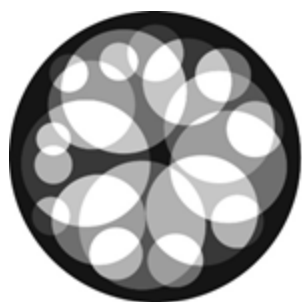
**THE BIOCHEMICAL SOCIETY**

England & Wales - Charity number 253894

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# Accounts

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**BIOCHEMICAL  
SOCIETY**

# **Trustees' Report and Accounts for the year ended 31 December 2021**

## CONTENTS

|                                                                                        |    |
|----------------------------------------------------------------------------------------|----|
| OUR MISSION                                                                            | 2  |
| PUBLIC BENEFIT STATEMENT                                                               | 2  |
| FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE                                        | 3  |
| STRATEGIC REPORT ON GROUP ACTIVITIES                                                   | 6  |
| Bringing together molecular bioscientists                                              |    |
| Supporting career development and lifelong learning                                    |    |
| Encouraging wider dialogue and working collaboratively across and beyond our community |    |
| Promoting and sharing knowledge                                                        |    |
| Promoting the importance of our discipline and through this, the broader life sciences |    |
| Continuing to ensure sustainable support for the advancement of science                |    |
| GOVERNANCE AND MANAGEMENT                                                              | 20 |
| Principal Risks and Uncertainties                                                      |    |
| Biochemical Society Trustees                                                           |    |
| Directors of Portland Press Limited                                                    |    |
| Senior Management Team                                                                 |    |
| Key Contacts                                                                           |    |
| Financial Review                                                                       |    |
| Reserves Policy and Going Concern                                                      |    |
| Remuneration Policy                                                                    |    |
| Investment Policy                                                                      |    |
| INDEPENDENT AUDITOR'S REPORT                                                           | 33 |
| FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021                               | 37 |
| Consolidated Statement of Financial Activities for the year ended 31 December 2021     |    |
| Consolidated and Charity Statements of Financial Position as of 31 December 2021       |    |
| Consolidated Statement of Cash Flows for the year ended 31 December 2021               |    |
| Notes to the Financial Statements                                                      |    |

## OUR MISSION

The Biochemical Society exists for the advancement of the molecular biosciences. Together with our publishing subsidiary Portland Press Limited, the Group promotes and facilitates the sharing of knowledge and expertise, supporting the advancement of biochemistry and molecular biology, and raising awareness of their importance in addressing societal grand challenges.

## PUBLIC BENEFIT STATEMENT

The Biochemical Society promotes the advancement of the molecular biosciences. The Society's activities support the development of individual and collective understanding of biochemistry through dissemination of research and the provision of resources and activities to support the education of students, researchers and the general public. The molecular biosciences impact on many areas of science including biotechnology, agriculture and medicine, helping to play a key role in tackling global issues such as improving lifelong health, treatment of disease, biotechnology and food security.

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

**Registered charity name:** Biochemical Society

**Charity registered number:** 253894

**Company number:** 00892796

**Registered Office:** First Floor, 10 Queen Street Place, London EC4R 1BE

**Telephone:** +44 (0)20 3880 2793

**Email:** [info@biochemistry.org](mailto:info@biochemistry.org)

**Website:** [www.biochemistry.org](http://www.biochemistry.org)

**Twitter:** @BiochemSoc

**Company name:** Portland Press Limited

**Company number:** 02453983

**VAT No:** GB 523 2392 69

**Email:** [editorial@portlandpress.com](mailto:editorial@portlandpress.com)

**Website:** [www.portlandpress.com](http://www.portlandpress.com)

**Twitter:** @PPPublishing

## FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE

2021 saw the Group move into the final year of its 2019-2021 strategy amidst the continuation of global lockdowns and coronavirus restrictions. In the face of this challenging external environment, we continued to innovate and work to optimize the opportunities available to advance biochemistry.

Having successfully transformed our events agenda into a fully operational online offering last year we continued to build on this success with 24 webinars held throughout 2021, ten of which were focused on our early career community, and four online training events which all sold out. As in-person meetings returned towards the end of 2021, we continued to adapt our offerings to ensure we could accommodate both in-person and online audiences, with two hybrid scientific meetings taking place in line with the relaxation of government restrictions. We trialed enhanced features such as digital posters and in-meeting networking, working to address some of the limitations of online events from the start of 2021. Digital posters were used by some delegates, but the ability to replicate 'in-person' networking online remains a challenge and one we will continue to review as we move forward with our digital agenda.

Our governance and finance functions continued to operate fully remote and online offerings, with our AGM successfully held online for the second consecutive year. We introduced policies to manage the return to face-to-face meetings for both our staff, members and event attendees, and put measures in place to support a return to international travel where required across the Group.

Recognizing the invaluable role digital technologies played in the Group's activities throughout 2020 we instigated two large IT projects in 2021 to ensure we continue to operate at the forefront of such developments. Our website review, which began in July 2021, will allow us to move our content to a more user-friendly, content-driven offering and has incorporated consultation feedback from many of our key audience groups. In September we began a review of our IT infrastructure, ensuring that our systems, across both user-facing and in-house operations, are constructed and used in the best way possible to deliver an effective service for our community. The infrastructure review was, in part, galvanized by an acute need for more accurate reporting and improved running of the Society's membership operation. We look forward to implementing the recommendations from these projects throughout 2022.

Collaboration between all functions from across the Group was a key focus of our activities in 2021. The package concept has been supported by synergistic working across the Group, continuing our move away from siloed teams to a truly collaborative workforce which has been supported by a restructure of our senior management team. A content and collaboration staff group, first established in January 2021, has seen employees from all business areas meeting once a month to share opportunities for cross-working, content ideas, resources and best practice, enabling us to develop and improve our end products and services and realize opportunities for all teams.

This led to the development of new synergies and package offerings, with our first content package, [Synthetic Biology](#), launched on 15 November 2021. Over 850 views/visits to this page were seen by the end of April 2022. Packaging available content from across the Group, including journal articles, public engagement activities, training courses and webinars allows us to highlight specific topics in a holistic way and provide a curated offering for our audience. With



three subject areas initially chosen to act as proof of concept for the packages, we are now looking ahead to develop this offering further.

At the end of 2020 we made a commitment to placing equality, diversity and inclusion, (EDI) at the heart of all that we do, and 2021 has seen us make important progress on this journey. Our [EDI Advisory Panel](#), originally convened in October 2020, operated for its first full year in 2021 with Dr Amanda Marie James nominated and appointed to panel Chair. Dr James introduced our Manifesto for Change, which incorporates the three A's; Awareness, Action and Accountability, and has established the panel as a supportive and productive environment from which to build.

Our EDI webpage content has been refreshed to allow us to share our activities and actions more effectively with our community and hold ourselves publicly accountable for ensuring progress, with EDI representatives now sitting on 50% of our boards and committees. The in-house diversity of our boards, committees and panels remains an area of concern for us and the EDI Advisory Panel is working together with the governance team to review our nominations process to address this urgently. The diversity of our staff is something we are proud of and in 2021, 62% of staff were female and 46% were from ethnically diverse backgrounds. This is in contrast to 2014 when only 54% of staff were female and 23% were from ethnically diverse backgrounds.

The remote working model for staff that the Group adopted in response to the first coronavirus lockdown in March 2020 proved to be an effective and productive way of operating and continued throughout 2021. This allowed us to maintain flexible working options for staff, for example those with caring responsibilities and/or disabilities, and also saw us tapping into a wider talent pool when recruiting. Of the five staff recruited in 2021, four live beyond commuting distance to London and we look forward to continuing to recruit the best possible people to join us as we move into the next strategic period of operation.

Our wholly owned subsidiary, [Portland Press](#), continued to operate successfully throughout 2021, despite seeing decreased submissions and publications when compared with 2020, mostly due to fewer papers in *Bioscience Reports*.

Learnings from the paper mills phenomenon that affected *Bioscience Reports* (and other journals across the sector) in 2020 led us to scope and assess software for automatic image duplication and manipulation detection, which has been approved for use alongside other tools for the detection of plagiarism to ensure we continue to publish valid and high-quality science. Due to the revised editorial processes to limit misconduct and ensure publication integrity introduced as a result, the number of publications in *Bioscience Reports* has significantly decreased, including the number of publications from authors based in China decreasing by more than half in 2021. As a hallmark of success in screening out suspected paper mill submissions, on 31 December 2021, *Bioscience Reports* was removed from the 'Early Warning' list published by the Chinese Academy of Sciences.

Several metrics for the Society's journals trended favorably, with significant increases in both citations and usage of published work. The journals portfolio also had more than double the number of click-throughs to electronic table of content alerts when compared with 2020, alongside production timelines that ran consistently below the 28-day target, maintaining excellent service standards for researchers publishing in the Society's journals.

Support for the deposition of datasets in publishing workflows was established in March 2021 and we played an active role in the [Society Publishers' Coalition](#) with which we collaborated alongside other small self-publishing societies to scope unlimited open access principles during the year. We remain absolutely committed to the idea of open scholarship and continue to transition our publishing model sustainably to open access. On top of delivering a stable set of financials supporting profits gifted back to the Society, in 2021 Portland Press saw a 25% growth in open access content within our hybrid (transitioning) journals when compared to 2020, the year in which we debuted our unlimited open access *Read & Publish* model.

We are proud of the continued advances we made in 2021 and the opportunities created for future growth and development. As always, we thank our Trustees, Members of PPL Board, Local Ambassadors, Editorial Board members, Society members, peer reviewers, authors, partner organizations and staff team for their continued commitment and support of our work.



**Professor Sir Pete Downes**  
**President, Biochemical Society**



**Kate Baillie**  
**CEO, Biochemical Society**  
**Managing Director, Portland Press Limited**

## STRATEGIC REPORT ON GROUP ACTIVITIES

Throughout 2021, the Group continued to deliver on the objectives of its three-year strategy (2019–2021), adapting existing offerings and initiating new activities to continue our support of the molecular bioscience community. What follows is an assessment of Group business within this period.

### Bringing together molecular bioscientists

#### Key objectives for the year

- Expand our offerings for early career bioscientists.
- Continue to increase industry involvement across our activities.
- Expand our international links and networks.
- Continue to foster diversity and equal opportunity for our discipline.



2021 saw the further development of our [webinar programme](#), initially introduced in 2020 as a response to the necessary postponement of face-to-face meetings during the coronavirus pandemic. We received registrations from delegates in 107 countries, an increase of 26% from 2020, demonstrating the continuing global reach of this programme. The 24 webinars attracted a total of 2,622 live attendees and as at 30 April 2022 had been viewed over 6,700 times through the Society's [YouTube](#) and [Vimeo](#) channels. Webinar topics covered a range of subjects with opportunities for both members and staff to suggest topics of interest. The three most attended webinars were all held at the start of the year, with attendance dropping in the latter half as coronavirus restrictions relaxed and in-person meetings were once again possible.

A focus on early career scientists (ECS) continued with ten early career webinars, the most popular of which was also the most highly attended of any of our webinars in 2021, with 280 people coming together in February 2021 to attend a [webinar on scientific communication, medical writing and engagement](#). We continued to ensure the representation of ECS across our

boards and panels with an Early Career Representative Trustee on our Council, our [Early Career Advisory Panel](#) through which feedback is channeled into strategic and operational decisions, and early career members on a number of other key committees.

The ECS Taskforce, established in 2020 to engage with ECS on their views about scientific journals and what they would like to see from the Society's publishing arm, Portland Press, met three times in 2021. Discussions held at these meetings fed into the conversations and policies set by the Society's Publications Committee, specifically around peer review models and preprints. Members of this taskforce were also invited to review applications for the Society's Summer Vacation Studentships and Science Communication Prize, further involving them in key areas of the Society's work.

The pilot ECS Editorial Board Mentorship Scheme, established to guide and mentor ECS through all aspects of senior editorial board roles commenced in March 2021. Mentors and mentees were paired up and worked together to assess papers and be trained in the workings of an Editorial Board. All ECS Editorial Board mentees were invited to take part in the annual Editorial Board meetings and also any specific teleconferences that took place throughout the year to discuss specific journal issues.

An industry-focused issue of [Emerging Topics in Life Sciences](#) was published in November 2021 with Industry members in attendance at all webinars held throughout the year. The [Stephen Uphoff Award Lecture](#) was the most popular with this particular cohort.

2021 saw a change to the previous focus on relationship building with the Chinese Society of Biochemistry and Molecular Biology (CSBMB) in light of the paper mills issue. CSBMB members were offered a discounted rate to publish in *Bioscience Reports* for submissions prior to October 2021 but no members took up this offer. The Society was not in attendance at the 2021 CSBMB Annual Meeting as this took place in person during a time of continued travel restrictions within the UK.

Working in collaboration with the American Physiological Society (APS) we continued to support two awards: [Clinical Science Young Investigator Award for the APS Cardiovascular Section](#) and the [Portland Press Pre-Doctoral Award for the APS Water and Electrolyte Homeostasis Section](#). The Society also supported the nomination of Professor Dario Alessi for the position of President of the International Union of Biochemistry and Molecular Biology (IUBMB) with his appointment confirmed in July 2021.

The [Equality, Diversity and Inclusion \(EDI\) Advisory Panel](#), established in October 2020, met four times in 2021 and set out a public commitment to embedding EDI practices across the Group through the [Manifesto for Change](#). EDI representatives are linked through all major committees and panels with a commitment to placing such activities at the heart of all strategic and operational decisions. The panel oversaw the first EDI Data Survey launched in May 2021 with the aim of gaining a better understanding of our audience and their needs and requirements. A total of 849 responses were received with feedback informing future activities and areas of focus.

In 2021 we achieved 43:57 male/female balance for invited speakers at scientific meetings and 51:49 male/female balance for speakers and Chairs in the Biochemistry Focus webinar series. Of those speakers invited to scientific meetings 15% were students or ECS, as were 41% of the speakers and Chairs in the webinar series. We recognise the limitations of our current reporting parameters, and the EDI Advisory Panel will be taking forward a review of the language and

categories used during 2022, alongside a review of the Group's nominations process to ensure we are working to address the lack of diversity on our panels, boards and committees.

The Society continues to be a member of the [Equality, Diversity and Inclusion in Science and Health \(EDIS\) group](#), participating in regular group sessions to share best practice and learn from others in the sector. During 2021 a total of 15 applications for the Society's [Diversity in Science grants scheme](#) were received, 47% of which were from outside the UK. Funding of £3,000 was awarded in total to six projects, including projects to encourage black diversity in industry, to provide support for practical science students with visual impairments and to translate scientific materials into local dialects for increased accessibility.

The Society continued to support [In2ScienceUK](#), who assist young people from low-income backgrounds to gain insight into STEM careers through summer placements and delivery of a high-quality programme of university access support and employability workshops. The Society funded five placements on this programme in 2021 with voluntary donations from event delegates totaling £1,020.

## Supporting career development and lifelong learning

### Key objectives for the year

- Provide learning and networking opportunities.
- Support teachers at all levels.
- Support the future pipeline of molecular bioscientists.
- Continue to offer grants and bursaries.



Following the relaxation of restrictions in late 2021 we were able to operate two of our scientific meetings as hybrid offerings, reinstating some in-person networking opportunities for the community. Online networking options such as digital posters were also trialed, although their success was limited, with low levels of engagement from online event attendees. [Our webinar series](#), covered in detail in the preceding section of this report, also provided an opportunity for community members to come together and experience online networking in a limited form. Some online social events were also organized for committee, panel and board members throughout the year, to maintain relationships and introduce new members where appropriate.

The Society continued to provide training in support of the career development and lifelong learning of our community. Three training courses ran in 2021, all of which were self-led with moderation, attracting a total of 264 learners. A further four training events were held throughout the year attracting 163 learners with topics including ribosome profiling, protein modelling and key aspects of modern drug discovery. A lack of delegates led to the cancellation of the Spin Up Science event but a webinar titled '[From PhD to CEO –becoming an innovation leader](#)' was held in its place and attracted 127 delegates with 47% attendance. The [October 2021 issue of The Biochemist](#) included an article on R by Paul Brennan which highlighted the R for Biochemists 101 course.

The demand for educational resources and careers information remained high, with the information available on our website continuing to play an important role in engaging with our members and wider community. The most popular page of the website throughout the whole of

2021 was '[What is biochemistry?](#)', with 125k page views and 111k unique pageviews<sup>1</sup>. The Massive Open Online Course (MOOC) operated in conjunction with the University of East Anglia opened for one run in 2021, with 1683 joiners and 967 learners. The majority (45%) were from the UK, with the rest from 13 other countries, including Australia, Bangladesh, Egypt, Mexico and the Philippines.

Our [Summer Vacation Studentships](#) (SVS) was held as an online offering in 2021 due to the continuing coronavirus restrictions. This proved hugely popular with our audience, attracting 348 applications, compared to the ~120 applications received previously for purely lab-based offerings. Successful candidates received access to the online courses R for Biochemists 101 and Practical Python for Beginners, as well as two exclusive webinars for learners. The success of the online provision will be harnessed in 2022 when we plan to offer both online and lab-based options within the SVS programme.

'[Understanding Biochemistry](#)' - a dedicated issue of *Essays in Biochemistry* that provides up-to-date overviews of key concepts in the molecular biosciences for post-16 students, teachers and undergraduates was published in November 2021, the seventh such issue of this journal.

The Society's '[Science Communication Prize](#)', created to engage those with an interest in communicating science and to inspire young people to learn about the molecular biosciences, opened for its 11<sup>th</sup> year in 2021. A total of 66 entries were received, which was down on the 142 entries received in 2020 as that had been the 20<sup>th</sup> anniversary year for which entries from secondary school students had also been accepted. Six prizes were awarded across two categories with all winning entries being received in video format. Entries included '[Exploring Paracetamol – Painkiller or Killer?!](#)' and '[Sonic Hedgehog and the Brain](#)'.

The Society's [Scientific Outreach Grants](#) received a total of 16 applications in 2021, down significantly on the 49 applications received in 2020 due to the ongoing uncertainties around in-person events as a result of the coronavirus pandemic. Ten projects were awarded total funding of £8,600, to support activities that drive curiosity and inspire interest in biochemistry and the life sciences more generally. Supported events included 'Brain Gain – the podcast and the portal' for 16 to 18 year olds and a project concerning the legacy of Henrietta Lacks which targeted engagement from pupils from lower socio-economic backgrounds and those from Black, Asian and minoritized ethnic heritages.

For the second year in a row the total funding awarded in [General Travel Grants](#) and [Sponsored Event Grants](#) declined, standing at ~£11k. This was an inevitable result of continued lockdowns and travel restrictions and the shift to more online and hybrid events. The Society amended the restrictions preventing applications from former grant recipients in immediate subsequent years to encourage the use of this financial support with regards to 'virtual meetings' but it remained a challenging environment in which to operate.

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<sup>1</sup> A pageview is defined as a view of a page on a site that is being tracked by the Analytics tracking code. If a user clicks reload after reaching the page, this is counted as an additional pageview. If a user navigates to a different page and then returns to the original page, a second pageview is recorded as well.



## Encouraging wider dialogue and working collaboratively across and beyond our community

### Key objectives for the year

- Ensure a strong future for the molecular biosciences, maximizing opportunities for impact, engagement and innovation through working in strategic collaboration.
- Deliver and implement plans for a sustainable transition to open access and open scholarship.
- Continue to engage our members with key policy issues relating to science and science education.
- Support students and researchers to communicate their work to policymakers and the public.
- Give a voice to our community to influence the changing culture of science.

We responded to **6** POLICY CONSULTATIONS  
(including topics such as gene editing, science education and research integrity)



The number of papers published open access (OA) in **2021 increased 30%** on 2020 and accounted for **23% of all published content within the year**



In 2021 we had **259** institutions participating in R&P agreements across **13** different countries



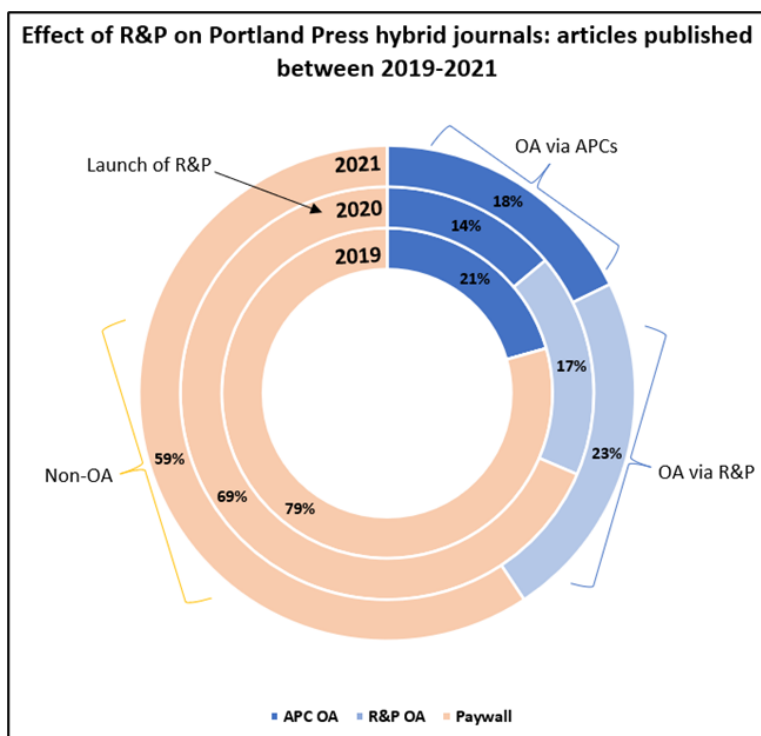
The Biochemical Society and its publishing arm Portland Press have been on a steady course towards [open scholarship](#) for several years. The Group's [open scholarship position statement](#) was arrived at in October 2019, and we are continuing to scope a transition of publishing models in support of [a more open future](#). The *Read & Publish* (R&P) initiative continued to be central to this transition in 2021, with the dedicated [open scholarship website](#), on which we chart the course of this transition, receiving ~6k page views in 2021, an increase of 50% when compared to 2020.

The number of papers published open access (OA) through our transformative agreements in 2021 increased 30% on the previous year and accounted for 23% of all published content in our hybrid journals. Additionally, 13.5% of legacy subscriptions income was repurposed under R&P sales. Over 40% of hybrid content was published OA in 2021, more than half of which would have been published behind paywalls without the new R&P agreements in place. In this way, our transitioning sales model has delivered a significant proportion of OA content without the need for per-article charges facing researchers (authors) publishing in the Society's journals.



Portland Press continued to publish two full-OA journals which, uniquely for most offerings of this type, were included in our unlimited R&P package. This means that, in total, almost a fifth of articles across all the Biochemical Society's journals were published OA through transformative agreements in 2021. At the end of the year 259 institutions were participating in R&P agreements across 13 different countries worldwide.

In 2021 we also launched our dedicated, streamlined R&P submission workflow, as we continued to develop our goal of making it as simple as possible for authors to publish OA. The R&P submission workflow ensures authors are immediately notified during submission when they are eligible for charge-free (Article Publishing Charge-free) OA publishing and are kept up to date throughout the process. Papers are then automatically published OA upon acceptance, unless the author chooses to opt out.



The Society's Director of Publishing continued in the role of Chair of the [Society Publishers' Coalition](#) (SocPC) throughout 2021; a collaborative group of over 100 organizations which share a common ambition to see a sustainable transition to open scholarship and to improve the efficiency of the scholarly communication ecosystem for the benefit of researchers and society at large, in a fair and sustainable way. In 2021 we collaborated with others in the SocPC to arrive at common principles of 'Unlimited Open Access' in our existing R&P offerings. With the proliferation of many different types of transformative arrangements it is hoped the Unlimited OA model can provide simplicity and portability, becoming a blueprint for other transitioning society publishers.

Portland Press is one of the launch customers of the [OA Switchboard](#) – a community, not-for-profit initiative, and neutral information-exchange hub for OA publications. Uptake of the new switchboard service amongst research funders, institutions and consortia is growing steadily, with over 40 confirmed institutions/consortia and seven research funders (including UK Research and Innovation, Howard Hughes Medical Institute and Wellcome) signed up as of

March 2022. Since end December 2021, ~20% of Portland Press' OA publications have been reported directly to institutions through the Switchboard.

Availability and shareability of research data is a key aspect of open scholarship. In 2020 Portland Press implemented a new data policy, requiring a data availability statement for all research submissions. Since then, over 500 research papers have been published with completed data availability statements. In 2021 we enabled data deposition as part of the author-facing workflow. This ensured our authors could be compliant with funder mandates as well as providing greater data integrity and transparency.

The UK hosted the 26<sup>th</sup> UN Climate Change Conference of the Parties ([COP26](#)) in Glasgow on 31 October to 13 November 2021, bringing parties together to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change. This inevitably increased interest in related environmental and policy issues. The Society made all 12 articles in a [themed issue on adapting to climate change](#), published in *Emerging Topics in Life Sciences*, freely available for the duration of the event and promoted this with the Royal Society of Biology (RSB) which co-owns the journal. We also ran [an article in The Biochemist](#) on a project taking place in Manchester to reduce the amount of single-use plastics in laboratory practicals and promoted a [Biochemistry Focus webinar](#) on environmental sustainability in biomedical laboratories during this time.

In the year the Society responded to six policy consultations, both alone and in conjunction with the Royal Society of Biology (RSB), a partner organization. Consultations covered topics such as Gene Editing and [Reproducibility and Research Integrity](#), as well as education-specific consultations that centred on the future of science qualifications for both Wales and Scotland. Input for all responses was sought from members of the relevant panels and committees as well as the wider Policy Network. A joint response from both the Policy Advisory Panel and EDI Advisory Panel was issued to the [All Party Parliamentary Group \(APPG\) on Diversity and Inclusion in Science, Technology, Engineering and Mathematics \(STEM\) call for ideas](#) to explore potential subjects and activities for their next report. The Society's submission focused on neurodiversity within STEM and the benefits that neurodiverse individuals can bring both to a workforce and also to the wider disciplines themselves.

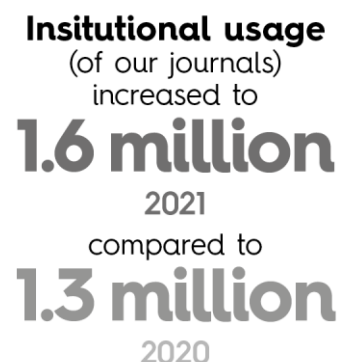
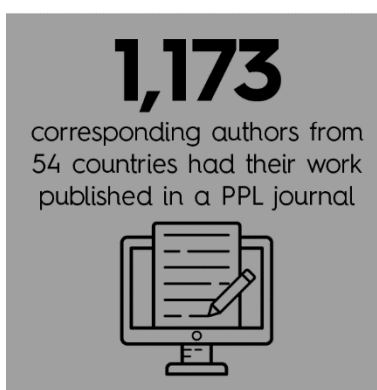
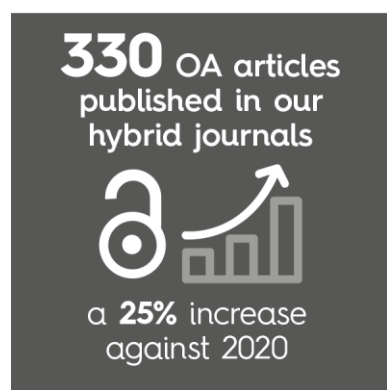
The Society continued to participate in a number of key community and policy events, including the [Policy Lates series](#) and [Parliamentary Links Day](#), both run online in 2021 by RSB, as well as the [Voice of the Future](#) and [Voice of Young Science](#) initiatives which support those in the early stages of their careers and provide an avenue for direct interaction with policy makers. The Society remained a member of the [Learned Society Partnership on Antimicrobial Resistance](#) (LeSPAR) alongside six other societies, focusing on sharing best practice and options for future collaboration and cross-working. In June 2021, the Society chaired the meeting of the group to which Professor Joanne Verran was invited as a guest speaker to talk on the subject of 'Public Engagement with Antimicrobial Resistance'.

Collaborative working extended to include a request from GlaxoSmithKline for a poster to promote the Society, in particular the benefits of membership, as well as publication in the [Biochemical Journal](#) of seven articles on antiviral compounds that could be potential therapeutics in COVID-19, from authors based at the Francis Crick Institute. The Society, and specifically the *Neuronal Signaling* journal, also took part in the [British Neuroscience Association Festival of Neuroscience](#) meeting in March 2021. The Society's sponsored session attracted 140 attendees and the Society's 'virtual booth' had 88 views.

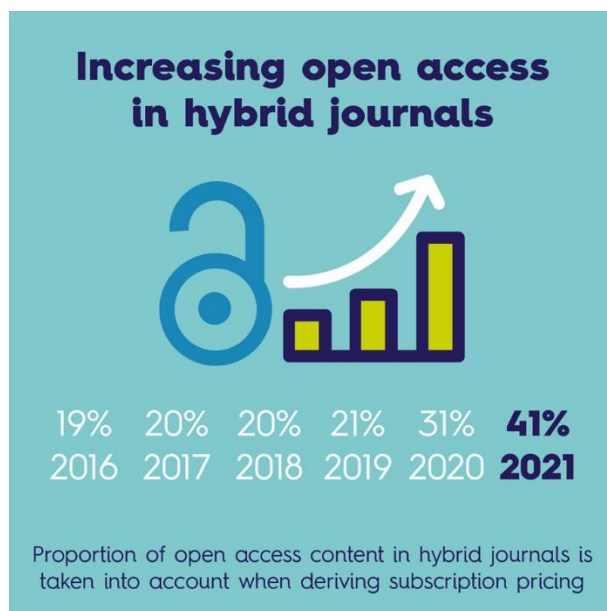
## Promoting and sharing knowledge

### Key objectives for the year

- Develop the Portland Press portfolio to offer a home for every paper published within the molecular biosciences.
- Support and serve our publishing communities.
- Continue to evaluate the positioning of the Society's scientific meetings and training programme.
- Continue to create online content to support the teaching and understanding of biochemistry.



In 2021 we saw a significant decline in submissions and publications to our research journals (with the exception of *Neuronal Signaling*), a trend that has been mirrored across the sector and is thought to be in some part a response to the lifting of lockdowns and the return of researchers into active laboratory work which was not available to them in 2020. However, submissions and publications for our three reviews-only titles remained steady or increased in 2021, and these titles all met or exceeded publication targets.



The transition to OA continued successfully, with 330 OA articles published in the hybrid journals; a 25% increase against hybrid OA publications in 2020. The overall proportion of OA in the hybrid journals continued to steadily increase, with 10% increments seen over the past 3 years.

The majority of our published output in 2021 was from corresponding authors based in China, the US and the UK. Due to the paper mills that particularly affected *Bioscience Reports* in 2020, and the revised editorial processes to limit misconduct and ensure publication integrity introduced as a result, publications to *Bioscience Reports* were significantly decreased compared with 2020.

In total 1,173 corresponding authors from 54 countries had their work published in a Society journal in 2021.

Over half of all R&P articles were published by authors based in the UK through our Jisc agreement, and nearly a quarter were published by authors based in Australasia through our CAUL (Council of Australian University Libraries) agreement.

Institutional usage increased in 2021 to 1.6M (compared to 1.3M in 2020), driven in part by the increasing share of OA content in the journals, our partnership with [PSI's IP Registry](#) in mid-2020 to enhance, verify and streamline customer IP access to the journal sites, as well as the increase of our OpenAthens service to 146 organisations for 2021. 2020 was the first full year that the Silverchair platform, upon which the published content is hosted, was live, providing us with a new way of measuring usage, and improvements undertaken to address problems with redirects and SEO (search engine optimization) following our migration to new journal websites may have also helped to drive the increased usage figures we have seen in 2021.

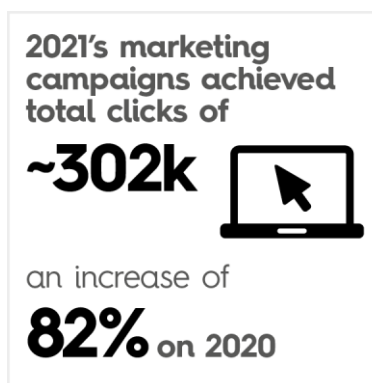
The changes to our programme of scientific meetings and conferences necessitated by the pandemic in 2020 continued into 2021 as noted, with the possibility of safe re-opening of face-to-face events reviewed by Trustees throughout the year. We were able to run our first in-person meeting, 'Synthetic Biology', on 22-23 November, whilst also providing an online attendance option as part of our developing hybrid approach. The options available to event attendees will continue to be reviewed as we move forward into a more digitally focused future.

The creation of online content for the support of teaching and understanding of biochemistry has been detailed in the 'Supporting career development and lifelong learning' section of this report.

## Promoting the importance of our discipline and through this, the broader life sciences

### Key objectives for the year

- Raise the profile of the molecular biosciences, the Society and Portland Press.
- Emphasize the value of our publishing independence: by scientists for scientists.
- Champion the needs of life scientists through all our activities.



The Society's [Awards Portfolio](#), which covers a variety of categories, different areas of expertise and stages of career, remains an important way in which we raise the profile of work within the molecular biosciences, and the discipline itself. In 2021, the announcement of our award winners achieved ~243k impressions on the Society Twitter accounts, with information being shared across the sector. We were delighted to see that 60% of our 2021 award winners were female, and Professor Valerie O'Donnell became the first woman to receive the Morton Lecture award, part of our 2022 awards portfolio announced in 2021. For 2021, as funding was not renewed for the Novartis Medal and Prize, it was renamed '[Excellence in Science Award sponsored by Portland Press](#)', with the criteria remaining the same.

[Portland Press Ltd](#) remains the publisher of the Biochemical Society and we continue to champion publishing independence, not publishing through a third party or tied to a commercial company. The magazine of the Society, [The Biochemist](#), continued to be hosted entirely online with its full digital archive and newly published content available in an indexed and searchable manner free from any paywalls. Considering reprioritization of digital marketing efforts in 2021 and the new Society website project with its potential duplication of news/blog posts we reduced our focus on the [Biochemist blog](#) during 2021, which was reflected in the significantly fewer posts made; 8 in 2021 compared to 34 in 2020. Visitor numbers held steady however, again hitting ~20k as was achieved in the previous year.

Social media continued to act as a significant channel for the Group to communicate details of its activities and raise the profile of biochemistry and molecular biology. All four of the Society's accounts saw growth in 2021, with the most significant increases seen on the [@BiochemSoc](#) account and the [@The Biochemist](#) accounts, with 1,580 and 652 new followers respectively.

We also increased our [Facebook](#) and [LinkedIn](#) followings during 2021, with an additional 883 LinkedIn and 240 Facebook followers by the end of the year.

Significant work was undertaken to audit our data and institute use of subject areas for marketing and communications segmentation, to ensure we could maximize available opportunities for engaging with our community and continue to promote the life sciences more effectively. During 2021 we ran 219 separate marketing campaigns which saw marked improvement on associated metrics when compared with 2020. Email marketing campaigns sent via the Dotdigital platform, excluding specific member-related communications, saw a 20% increase in unique opens<sup>2</sup> and a 43% increase in unique clicks<sup>3</sup> against 2020. Total clicks were ~302k, an increase of 82%. All categories of 'bouncing' and unsubscribes decreased. Email marketing campaigns sent via the Clarivate Web of Science Author Connect (WOSAC) service for Portland Press achieved a 40% average unique open rate, outperforming the 33% achieved in 2020 and the platform average of 31%.

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<sup>2</sup> Unique opens indicate how many subscribers opened the email, no matter how many times they did it.

<sup>3</sup> Unique clicks are a count of the number of people who clicked on the provided links at least once.

## Continuing to ensure sustainable support for the advancement of science

### Key objectives for the year

- Commence a financially sustainable transition to open scholarship that responds to the changing needs of researchers everywhere.
- Ensure operational excellence across the organization through effective use of governance, business technology, finance, and human resources.
- Continue to build our reputation as a knowledge hub for the life sciences.



The uncertainties and upheaval caused by the coronavirus pandemic in 2020 continued into 2021 with the Group maintaining an accordingly flexible approach. Despite the continued upheaval in the external environment, this year has ended with the Group in a financially strong position, as outlined in the Financial Review later in this report.

Journal sales revenue (including subscriptions and sales under the transitional *Read & Publish* model) for 2021 was ~£3.2M, which is ~£209k less than in 2020. However, of the total £3.2M about £429K came from new *Read & Publish* deals. This represents a significant share of what was subscription income in previous years that has been rewired in 2021 in favour of transformative deals supporting 'read' access and OA publishing in 2020. At the end of 2021, the second year of R&P sales, a total of 259 institutions had signed up to *Read & Publish* from across 13 countries.

Revenue generated from per-article charges (Article Publishing Charges/APCs) for 2021 stands at ~ £640k which is £345k less than in 2020. This is largely owing to the high number of papers that needed to be rejected from *Bioscience Reports* on grounds of publishing integrity.

The continuation of home working, necessitated by the pandemic, proved to be a successful model of operation for the Group with staff continuing to work remotely throughout the year and all governance meetings taking place online, including the Annual General Meeting. Although not instigated by cost-control motives, these measures have helped with cost savings, which



has been helpful in a climate where ongoing webinars remain free-to-view, event sponsorship sales have not returned to pre-COVID levels, and publishing revenues are in decline.

Detailed reviews of both our IT infrastructure and the Society's website were commenced, with committed investment made to ensure the Group maximizes available digital opportunities for future growth, engagement, and effective ways of working.



## GOVERNANCE AND MANAGEMENT

### *Corporate Status and Constitutional Documentation*

The Society is a charitable company registered in England and Wales and was incorporated by guarantee on 25 November 1966. It has no share capital and the liability of each member is limited to £1.00. The governance document is the [Articles of Association](#), which can be found on the Society's website, on Companies House, or is available by request.

The Society's Trustees are also Directors of the Company. Trustees pay due regard to the Charity Commission guidance on public benefit and commission annual audits of Society activities to ensure compliance.

### *Governance Committee Structure*

The Biochemical Society delivered its mission and charitable objectives in 2021 through its members, who were represented on the Council of Trustees and its contributing subcommittees, as well as the Executive Management Committee. A structure of all related committees can be found on the [Society's website](#).

- Council of Trustees

The Council of Trustees is the governing body of the Biochemical Society. It meets four times a year and addresses Society strategy and matters reserved for consideration by Directors/Trustees. Its full composition is detailed on page 25 of this report. During the period covered by this report there were 14 Trustees, as shown on page 25.

- Executive Management Committee

The Executive Management Committee has the remit of overseeing the implementation of the Society strategy, as set by the Council of Trustees. It meets a minimum of five times a year and met 10 times in 2021. It comprises the Chair of the Executive Management Committee, the Honorary Treasurer, the Chair of Portland Press Board, an Independent Member (not otherwise appointed to a sub-committee of the Council of Trustees) and the Chief Executive Officer.

- Finance Committee

The Finance Committee has delegated authority to oversee financial matters on behalf of the Council of Trustees and make recommendations for action. Final authority remains with the Trustees. It meets four times a year and is comprised of the Honorary Treasurer, Chair of the Executive Management Committee, Chair of the Board of Portland Press Limited, and two Independent Members appointed from outside the Society with expertise in general financial and charity financial matters. Independent Members are appointed via an external recruitment process overseen by the Honorary Treasurer and a further member of the Finance Committee.

- Audit Committee

All audit activity is initially managed by the Audit Committee, which is chaired by an

independent appointee from outside the Society membership, with demonstrable skills and experience in compliance and audit-related matters. The Honorary Treasurer attends by request. The President of the Society may not attend these meetings.

- Additional Sub-Committees of the Council of Trustees

In addition to the above, within 2021, the Council of Trustees also had the following subcommittees:

- Awards Committee
- Conferences Committee (into which three Theme Panels feed: Basic Bioscience Theme Panel, Clinical and Translational Research Theme Panel and Training Theme Panel)
- Early Career Advisory Panel
- Education, Training and Public Engagement Committee
- Equality, Diversity and Inclusion (EDI) Advisory Panel
- Grants Committee
- Industry Advisory Panel
- Publications Committee
- Policy Advisory Panel
- Nominations Panel

#### *Elections and Appointment of Trustees*

The Society is keen to encourage as wide a representation of its members as possible amongst its Trustees, as well as ensuring sufficient breadth of skill and experience. Members are invited to stand for election through announcements placed on the website and delivered directly by email, or via post if no valid email address is held. During 2021, the Society used Civica Election Services to manage both the nominations and elections processes, providing the members with a straightforward nominations platform, and ensuring an additional layer of scrutiny to the process. The nominations process is overseen by the Nominations Panel and scrutinized by the Audit Committee. These committees are mindful of the particular skills of existing Trustees and Committee Members and areas of Trustee skills that might be strengthened.

#### *Trustee Induction and Access to Training*

On appointment new Trustees receive an induction pack consisting of all key Society governance documents (including the Articles of Association and Society By-Laws), the annual Accounts for the previous financial year, and an outline of the responsibilities of key Officers of the Society, Terms of Reference for all Society Committees and Sub-Committees, and the Society Risk Register. Trustees who will have specific responsibility for a Committee/Sub-Committee also receive copies of the minutes from any appropriate meetings that have taken place within at least the last 12 months.

All Trustees are required to sign-up to the Code of Conduct containing a confidentiality agreement and register any applicable interests upon the Society's Interests Register, which is updated throughout the year and available for review upon request. This information is managed and maintained and is reviewed at the beginning of all Trustee meetings.

All Trustees are invited to attend an induction comprising introductory sessions on charity management, law and governance, as well as the responsibilities of Trustees. Where Trustees require additional skills, enhancements to pre-existing skills, or EDI-related training (for example on 'unconscious bias') this is provided.

### *Statement of Trustee Responsibilities*

The Trustees (who are also Directors of the Biochemical Society for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable legislation and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for the Charitable Company and of the income resources, and the application of resources, of the Charitable Company for the period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities Statement of Recommended Practice and FRS-102;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organization will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose, with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

- insofar as each Trustee is aware, there is no relevant audit information for which the Charitable Company's Auditor is unaware; and
- they have taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and to establish that the Charitable Company's Auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom (particularly in England and Wales) governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### *Management of the Society's Business and Activities*

The Trustees have delegated the authority to manage the Society to the Chief Executive Officer (CEO) who reports on the performance of the Society against the strategic and operational plans approved by the Trustees. The Chief Executive is supported by other members of the Senior Management Team (SMT) which, as of 31 December 2021, comprised of the CEO, Director of Publishing, Head of Content and Engagement, Head of Conferences and Events, Head of Human Resources, EDI and Technology and the Head of Finance and Governance. The SMT progress the Society's activities and strategy, and members deputize for the CEO in her absence. All Heads of Department report to the CEO or a Director.

The structure of SMT was reviewed as a result of the Director of Publishing's departure and approved by the Executive Management Committee in March 2022. The new structure consists of the CEO, Associate Director of Content and Engagement, Associate Director of Events and Marketing, Associate Director of Finance and Governance, Associate Director of HR, EDI and Technology and Associate Director of Business Development and Sales. All Associate Directors report to the CEO.

*Portland Press Limited*

Portland Press is a trading subsidiary wholly owned by the Biochemical Society, responsible for publishing, marketing, selling and distributing the Society's journals and other publications, as well as offering related services to third parties.

Portland Press has its own Board of Directors, on which sit three Society Trustees. The full membership of the Portland Press Board of Directors in 2021 is listed on page 25.

The Group employs three personnel responsible for Human Resources utilizing 40% of their time. The remaining 60% of their time is contracted, via Portland Press Limited, to provide HR guidance to the Microbiology Society, Society for Experimental Biology, and Society for Applied Microbiology.

The Society started working remotely from March 2020 due to COVID-19 restrictions. On 27 November 2020, the Trustees of the Society elected to continue remote working for a period of 2 years starting in October 2021 (the point at which they had considered it potentially safe to begin face-to-face activities), with an initial interim review beginning in March 2022, or 6 months after the commencement of bi-monthly face-to-face all staff meetings. Desks are made available at the RSB offices in central London for staff who are unable to work from home or who wish to continue working in an office environment. This agreement also provides the Society with access to RSB meeting rooms at a discounted rate.

## Principal Risks and Uncertainties

### *Risk Management*

In addition to overseeing the annual audit, the Audit Committee undertakes detailed reviews of the Society's Risk Register, wherein measures to mitigate individual risk are agreed and monitored. The outcomes of these reviews are reported to the Trustees and inform their deliberations when making decisions affecting the Society.

### *Principal Risks*

The Trustees consider the principal risks to the Society to be as follows:

- Changing government funding policies for science and higher education in a major region and/or open access mandates (including Plan S) adversely affect research or library budgets thereby leading to (i) reduced ability to generate previous levels of income via subscription content, and/or (ii) reduced submissions to Society journals.
- Liability for the Biochemical Society Pension Scheme and/or proportional liability for the USS deficit damages the Society's financial stability and ability to deliver member and community activities. The actuarial estimate is that the Biochemical Society Pension Scheme will be balanced by mid-2027 and the Society is paying deficit contributions of £285k each year from 2021 to 2027 with a one-off additional payment of £400k which was also made during 2021.
- Changes to publishing-related governmental policy in China impacting upon article submissions to the Society's journals and diminishing revenues from the *Bioscience Reports* journal.
- Errors in Business Technology infrastructure negatively impacting the ability of the business to undertake key operational, publishing and/or society-related activities.
- Portland Press transition to open access plans leading to drop in revenue and/or return to the Biochemical Society.
- World events impacting on financial markets and the economy resulting in losses to the Society's investment portfolio, increases in cost base and reduction of revenue.

Mitigating activities, both pro-active and reactive, associated with each risk are identified by the 'Risk Owner' within the Senior Management Team and presented to the Audit Committee for discussion. The application and efficacy of mitigations are approved by the Council of Trustees under guidance from the Audit Committee. The Trustees consider that the plans outlined within the mitigations currently listed within the Group Risk Register (including the regular updating of business and strategic plans; scrutiny of the Society's accounts against budget; review of key performance indicators throughout the year; and close engagement with trends within the sector) will address these risks.

## Biochemical Society Trustees

The following are Members of the Council of Trustees (Board of Trustees and Directors of the Society) or were members of the Council of Trustees for the year under review and up to the date of this report:

|                         |                                                                                                                   |
|-------------------------|-------------------------------------------------------------------------------------------------------------------|
| Charles Peter Downes    | Society President                                                                                                 |
| Sheila Graham           | Society Chair and Chair, Executive Management Committee                                                           |
| Frank Sargent           | Honorary Treasurer                                                                                                |
| Stefan Roberts          | Honorary Meetings Secretary (up to 31 December 2021)                                                              |
| Derry Mercer            | Honorary Policy Officer (from 1 January 2021)                                                                     |
| Richard Reece           | Chair, Portland Press Limited Board of Directors                                                                  |
| Helen Watson            | Chair, Education, Training and Public Engagement Committee                                                        |
| Luciane Vieira de Mello | Chair, Training Theme Panel                                                                                       |
| Michelle West           | Chair, Basic Bioscience Theme Panel (up to 31 December 2021)<br>Honorary Meetings Secretary (from 1 January 2022) |
| Joanne Edwards          | Chair, Clinical and Translational Research Theme Panel (up to 31 December 2021)                                   |
| Martin Pool             | Local Ambassador Representative                                                                                   |
| Dominika Gruszka        | Early Career Member Representative                                                                                |
| Malcolm Weir            | Industry Representative (up to 31 December 2021)                                                                  |
| Augustin Amour          | Interim Industry Representative (from 25 November 2021)                                                           |
| Lisa Chakrabarti        | Chair, Basic Bioscience Theme Panel (from 1 January 2022)                                                         |
| Martin Lindley          | Chair, Clinical and Translational Research Theme Panel (from 1 January 2022)                                      |

## Directors of Portland Press Limited

The following were Directors of Portland Press Limited for the year under review:

|                   |                                                                                           |
|-------------------|-------------------------------------------------------------------------------------------|
| Richard Reece     | Chair, Portland Press Ltd Board of Directors                                              |
| Matthew Cockerill | Non-Executive Director                                                                    |
| Philip Garner     | Non-Executive Director                                                                    |
| Peter Richardson  | Non-Executive Director                                                                    |
| Sheila Graham     | Non-Executive Director and Chair, Biochemical Society                                     |
| Frank Sargent     | Non-Executive Director and Honorary Treasurer, Biochemical Society                        |
| Kate Baillie      | Executive Director and Managing Director, Portland Press Ltd and CEO, Biochemical Society |
| Malavika Legge    | Executive Director and Director of Publishing, Biochemical Society                        |

## Senior Management Team

**Kate Baillie**

CEO, Biochemical Society and Managing Director, Portland Press  
[kate.baillie@biochemistry.org](mailto:kate.baillie@biochemistry.org)

**Adam Hughes (to 23 August 2021)**

Director of Operations  
[adam.hughes@biochemistry.org](mailto:adam.hughes@biochemistry.org)

**Malavika Legge (to 25 May 2022)**

Director of Publishing  
[malavika.legge@biochemistry.org](mailto:malavika.legge@biochemistry.org)

**Ivana Knyght (to 31 March 2021)**

Director of Society Programmes  
[ivana.knyght@biochemistry.org](mailto:ivana.knyght@biochemistry.org)

**Kofo Balogun (from 6 April 2021)**

Head of Human Resources, EDI and Technology  
[Kofo.balogun@biochemistry.org](mailto:Kofo.balogun@biochemistry.org)

**Clare Curtis (from 6 April 2021)**

Head of Content and Engagement  
[clare.curtis@biochemistry.org](mailto:clare.curtis@biochemistry.org)

**Lorraine Reese (From 6 April 2021)**

Head of Conferences and Events  
[lorraine.reese@biochemistry.org](mailto:lorraine.reese@biochemistry.org)

**Doug Armin (From 25 August 2021)**

Head of Finance and Governance  
[Doug.armin@biochemistry.org](mailto:Doug.armin@biochemistry.org)

## **Key contacts**

### Bankers

Coutts & Co  
440 Strand  
London  
WC2R 0QS

National Westminster Bank Plc  
100 The Crescent  
Colchester  
CO4 9GN

### Solicitors

Bates Wells LLP  
10 Queen Street Place  
London  
EC4R 1BE

### Auditor

BDO LLP  
55 Baker Street  
London  
W1U 7EU

### Investment managers

Newton Investment Management Ltd (part of BNY Mellon)  
160 Queen Victoria Street  
London  
EC4V 4LA

### Registered office

Biochemical Society  
First Floor  
10 Queen Street Place  
London  
EC4R 1BE

### Company Secretary

Adam Hughes (to 6 August 2021)



## Financial review

The Group's results for the year are set out in the Statement of Financial Activities on page 43.

The financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) (the Charities SORP (FRS 102) effective 1 January 2019).

Total income from Charitable Activities was £4,199,000 (2020: £4,765,000) which included income of £3,873,000 (2020: £4,509,000) from publishing activities.

Portland Press continued to operate successfully throughout 2021, despite seeing decreased submissions and publications when compared with 2020. As a consequence, revenue generated from per-article charges (Article Publishing Charges/APCs) for 2021 reduced by £345,000 compared to 2020. This is largely owing to the high number of papers that needed to be rejected from *Bioscience Reports* on grounds of publishing integrity.

Journal sales revenue (including subscriptions and sales under the transitional *Read & Publish* model) declined by £298,000 in 2021 to £3,111,547 with £429,000 generated from new *Read and Publish* deals. This represents a significant share of what was subscription income in previous years that has been rewired in 2021 in favor of transformative deals supporting ‘read’ access and OA (open access) publishing.

Having successfully transformed our events agenda into a fully operational online offering last year we continued to build on this success with a number of webinars and online training events which sold out. As in-person meetings returned towards the end of 2021, we continued to adapt our offerings to ensure we could accommodate both in-person and online audiences, with two hybrid scientific meetings taking place in line with the relaxation of government restrictions. These initiatives ensured that revenue for the year from Scientific Conferences activities was £97,000 (2020: £5,000) and from Policy, Education and Professional activities was £29,000 (2020: £12,000).

Revenue from Membership fees dropped for a second consecutive year to £191,000 (2020: £231,000). This is being addressed in 2022 through a review of membership data, marketing campaigns to lapsed members and the infrastructure review.

Total expenditure relating to Charitable Activities has increased to £4,769,000 (2020: £4,241,000) but was within the operating budget.

Expenditure relating to Scientific Conferences for the year was £711,000 (2020: £531,000) and the increase in part relates to the additional number of events held during 2021 compared to 2020.

Total expenditure relating to Charitable Activities accounts for a charge of £673,735 (2020: £4,444) to staff employment costs that is a result of the USS Pension Scheme liability at year end. See note 15 to the accounts for further information.

On an operating basis, and before accounting for other recognized gains and losses, the Group made a surplus for the year of £444,000 (2020: £811,000).

The majority of the Society's funding comes from publishing activities (see below), other major sources stem from membership subscriptions, conference registration fees and sponsorship, totaling £393,000 (2020: £256,000) and investment income of £104,000 (2020: £105,000).

The Society's charitable expenditure, excluding Portland Press trading activities, amounted to £1,705,000 (2020: £1,541,000).

Portland Press Limited, the Society's trading subsidiary, made a pre-tax profit for the period of £1,223,456 (2020: £2,160,000 profit). These profits will be distributed to the Society during 2022 under deed of covenant and are included in the figures stated above.

The Biochemical Society Staff Pension Scheme, a defined benefit scheme, was closed to new entrants and future accrual from March 2011. The Society currently offers staff the opportunity to be members of the Universities Superannuation Scheme, a multi-employer defined benefit scheme. In line with Pensions regulations this is the scheme in which all Society employees are initially 'auto-enrolled'. This is summarized further in Note 15.

The Society accounted for net gains on investments of £858,000 from the equity investments.

After accounting for these items, the Group made a net deficit of £42,000 (2020: £1,651,000 surplus) for the year, with closing reserves of £12.4 million (31 December 2020: £12.4 million).

## **Reserves Policy and Going Concern**

The Society plans to fund its ongoing charitable activities from its free reserves.

Free reserves are the unrestricted funds not designated for other purposes and readily available in the short to medium term. For this purpose, free reserves are calculated as 'Other Charitable Funds' less the value of intangible assets. As at 31 December 2021 free reserves amounted to £12.3 million (2020: £11.9 million).

The Trustees consider it ideal to maintain a level of reserves representing 12 months of committed Society expenditure, including pension scheme deficit funding, with lower and upper bounds of 6 to 18 months. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

As at 31 December 2021, the Society had free reserves sufficient to cover 31 months of charitable expenditure. This is above the level of free reserves as outlined by the policy and is as a result of selling freehold and investment property during 2019 with the sale proceeds not being reinvested back into property. The Trustees carried out an investment strategy review during the first half of 2021 and in 2022 will review the reserves policy in line with the current financial climate and in the context of the wider landscape with threats to declining subscription income.

Following the events of 2020 relating to COVID-19 the Trustees made the decision to halt the proposed purchase of permanent premises and, in November 2020, made the decision to adopt a longer-term remote working trial for staff on a 2-year trial basis. Whilst this action is not in direct consequence of any requirement to make cost savings following the impact of COVID-19, these savings further strengthen the financial position of the Group in uncertain times.

### **Going Concern**

The Trustees have assessed whether the use of the going concern basis is appropriate, particularly after taking the impact of the COVID-19 pandemic and the current economic climate into account. They have reassessed the business plans, income and expenditure projections and taken into account the Charity's reserves levels. Their conclusion is that there is no significant doubt about the Charity's ability to continue operating as a going concern.

Portland Press undertook a fresh profitability analysis for 2022 and 2023 considering scenarios based on market information, with assumptions ranging from a best-guess outcome to a worst-case scenario. Profit is anticipated even in the most extreme scenario modelled.

By May 2022, Portland Press had already received 88% of its budgeted revenue for 2022 subscription sales totaling £2.8m

We remain alert to the possibility of future disruption due to the evolving nature of the COVID pandemic and current economic climate but note that the income-generation functions remain entirely equipped to operate at full capacity online, with remote working in place and monitoring of market conditions.

The Group currently holds significant values of cash at bank in addition to a significant level of liquid investments held as part of an investment portfolio.

The Trustees have made their assessment for a period of at least one year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

## **Remuneration Policy**

The Trustees, being the Non-Executive Directors of the Society, receive no direct remuneration for the duties they undertake on behalf of the Society.

All employee remuneration is benchmarked against similar positions within the sector and against comparative professional positions where possible. The Council of Trustees delegates the responsibility for setting the budget for 'cost of living'-related increases, as well as the level of funds available for performance-related bonuses to the Finance Committee. Responsibility for management of general staff remuneration levels, as well as the allocation of performance-related bonuses, is delegated to the Remuneration Committee.

## **Investment policy**

The [Articles of Association](#) give the Trustees the power to invest as necessary to support the promotion of the objects of the Society.

The Society's equity investment assets are managed through a pooled fund, the 'Newton Sustainable Growth and Income Fund for Charities'. This fund allows exposure to investments which would not be economically available to the Society within a segregated fund and provides cost-efficient means of investment management. All our investments are ethically screened in line with the Society's current investment policy.

The delegated management of assets remains with Newton Investment Management Limited, a subsidiary of BNY Mellon. The overall investment objective is to generate capital growth over the long term (5 years or more) without taking undue risk, whilst also ensuring ethical principles around investment practices are met. Focus on Environmental, Social and Governance (ESG) considerations are enhanced by incorporating Newton's full Sustainable Investment Process. This objective is to be achieved principally by investing in the Newton Sustainable Growth & Income Fund for Charities. Total investment performance is expected at the minimum to exceed, over the medium to long term, the returns to be achieved on cash deposits.

No investments are made into companies predominantly involved in the production of tobacco products or armaments.

Although a reasonable and consistent level of income and growth is expected, the performance of the investment managers is essentially judged on the total return of income plus capital growth minus investment management fees. The performance of the unrestricted fund investments is benchmarked against a parcel of indices. The managers are expected to outperform these indices.

The equity investment fund outperformed its comparative index over the year achieving a return of 16% against a comparative index performance of 13.4%. At 31 December 2021, the investment portfolio was valued at £5,925,966 including cumulative unrealized gains of £2,178,765.

Due to the COVID-19 pandemic, the current economic climate and the subsequent ongoing market risk, Trustees and Senior Management are closely monitoring the performance of the investment portfolio and the inevitable impact that these conditions will have on it.

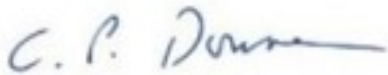
The Trustees have reviewed the current investment policy during 2021 in line with a review of the reserves policy and the Society is in the process of transitioning to a more diversified portfolio which will reduce its dependence on the performance of a single investment fund.

### **Auditor**

BDO LLP were reappointed in 2021 and offer themselves for reappointment as Auditor.

### **Trustees' Approval**

In approving the Trustees Annual Report, the Trustees are also approving the Strategic Report in their capacity as Trustees of a charitable group.



**Professor Sir Pete Downes**  
President  
Biochemical Society



**Professor Sheila Graham**  
Chair, Executive Management Committee  
Biochemical Society

Date: 21<sup>st</sup> July 2022

# INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE BIOCHEMICAL SOCIETY

## Opinion on the financial statements

In our opinion, the financial statements:

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

We have audited the financial statements of the Biochemical Society ("the Society") and its subsidiary ("the Group") for the year ended 31 December 2021 which comprise the consolidated statement of financial activities, the consolidated and Society statement of financial position, the consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

## 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Independence

We remain independent of the Group and Parent Society 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.

## Conclusions related 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 Group and the Parent Society'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 Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. The other information comprises: Strategic report on Group activities and Governance and Management. 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.

### **Other Companies Act 2006 reporting**

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

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' report, have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Group and the Parent Society and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustee's report.

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

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

## **Responsibilities of Trustees**

As explained more fully in the Statement of Trustee Responsibilities, the Trustees (who are also the directors of the Society for the purposes of company law) 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 determines 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 Group's and the Parent Society'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 Group or the Parent Society 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 the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

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

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

- We obtained an understanding of the legal and regulatory frameworks through our accumulated knowledge and consideration of sector information that is applicable to the Group and Society. We determined that the most significant which are directly relevant to specific assertions in the financial statements are those related to the financial reporting framework including but not limited to United Kingdom Generally Accepted Accounting Practice, the Charities Act 2011, the Companies Act 2006, Data Protection Act 2018, Bribery Act 2010 and tax legislation.
- We understood how the Group and Society are complying with those legal and regulatory frameworks by making enquiries to management. We corroborated our enquiries through our review of the Society and subsidiary company minutes.
- We assessed the susceptibility of the Group and Society's financial statements to material misstatement, including how fraud might occur by discussing with management where it is considered there was a susceptibility of fraud relating to management override of controls and improper income recognition. As part of this assessment we discussed the outcome of specific investigations with the Trustees of the Charity and external advisors.



- In addressing the risk of fraud, including the management override of controls and improper income recognition, we tested the appropriateness of certain journals, reviewed the application of judgements associated with accounting estimates for the indication of potential bias and tested the application of cut-off and revenue recognition.

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

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://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 Society's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Society's members 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 Society and the Society's members as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Elliott (Senior Statutory Auditor)  
For and on behalf of BDO LLP, statutory auditor  
London, UK  
Date:

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

# FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

## Principal Accounting Policies

The below financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) (the Charities SORP (FRS 102) effective 1 January 2019). The Biochemical Society meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared under the historical cost convention except that investments are valued at fair value (see below). The principal accounting policies of the Group, judgements and key sources of estimation uncertainty in the preparation of the financial statements are set out below and have been consistently applied to the years presented, unless otherwise stated. The financial statements are prepared in sterling which is the functional currency of the Group and rounded to the nearest £'000.

### *Basis of preparation: Going Concern*

The financial statements are prepared on a going concern basis.

The Trustees consider it ideal to maintain a level of reserves representing 12 months of committed Society expenditure, including pension scheme deficit funding, with lower and upper bounds of 6 to 18 months. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

As at 31 December 2021, the Society had free reserves sufficient to cover 31 months of charitable expenditure. This is above the level of free reserves as outlined by the policy and is as a result of selling freehold and investment property during 2019 with the sale proceeds not being reinvested back into property. The Trustees have carried out an investment strategy review during the first half of 2021 and reviewed the reserves policy in line with the current financial climate and in the context of the wider landscape with threats to declining subscription income.

Subscription income received relating to the 2022 subscription cycle had already reached ~£2.8M (88% of budget) at the end of May 2022, and the full year forecast remained at ~£3.17M. This demonstrates that Portland Press continues to operate for the foreseeable future and can continue to meet its obligations as and when they fall due

Portland Press undertook a fresh profitability analysis for 2023 considering scenarios based on market information, with assumptions ranging from a best-guess outcome to a worst-case scenario. Profit is anticipated even in the most extreme scenario modelled.

Whilst the Society benefits from the gifting of profits by Portland Press Limited, enabling it to widen its reach, given the strength of its financial position, the Society does not need to rely on future profits in Portland Press to support its operations.

The Group is forecasting a small deficit for the 2022 financial year and currently holds in excess of £4m cash at bank which is in addition to a significant level of liquid investments held as an investment portfolio which had a market value in excess of £9.4m at June 2022.

After considering the current state of reserves, the significant values of cash held at bank, the year to date cash received for the 2022 subscription cycle and the Portland Press 2023 profitability analysis, it is the opinion of the Trustees that the Group is adequately financed to continue its activities for the foreseeable future, and also, that both the Society and Portland Press Limited are going concerns.

The Trustees have made their assessment for a period of at least one year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

#### *Basis of consolidation*

The Group financial statements consolidate those of the Society and of its principal subsidiary undertaking drawn up to 31 December 2021. Surpluses or deficits on intra-group transactions are eliminated in full. The results of the trading subsidiary have been incorporated on a line-by-line basis.

A separate Statement of Financial Activities and Income and Expenditure Account for the Society have not been presented because the Society has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

CDH Limited is not consolidated as it is a non-controlling investment (see note 19).

#### *Use of judgements and estimates*

In preparing these consolidated financial statements, management has made certain judgements, estimates and assumptions that affect the application of the Group's accounting policies and the reported amounts of assets, liabilities, income and expenses. Information about assumptions used and estimation uncertainties in the year ended 31 December 2021 is included in the following note:

#### *Note 15 – Pensions*

Certain elements of the Group's accounting policies and disclosures require the measurement of fair values. Where third-party information, such as broker quotes or pricing services, is used to measure fair values, then evidence is obtained from third parties to support the conclusion that such valuations meet the requirements of FRS 102.

#### *Income recognition*

Income is recognized when the Group 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 the amount can be measured reliably.

Donations and gifts are included in full in the statement of financial activities when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the precondition has been met.

Investment income comprises dividends receivable during the accounting period and interest receivable on listed and unlisted investments.

Income against journal subscription sales as well as sales of a 'transformative' nature (i.e., *Read & Publish* sales) are deferred across evenly divided amounts throughout the annual duration of the subscription. Article Publishing Charges for open access (i.e., APC income) is recognized, on a per-article basis, in the month that the relevant article is published.

Membership fees are recognized as income evenly in the period for which the customer has paid for access to the goods and services. Amounts received for future periods are included in creditors as subscriptions in advance (note 12).

Meetings and conference income is recognized in the period in which the meeting or conference is held.

#### *Expenditure*

Expenditure is recognized 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.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of resources. Premises, IT and HR overheads have been allocated on a basis of headcount and administration and finance costs on the basis of time spent on those areas by staff. IT expenditure directly attributable to a category has been charged to it.

Raising funds are those costs incurred in attracting voluntary income, in managing the Society's investments, and those incurred in trading activities that raise funds. Charitable activities include expenditure associated with the core work of the Society in promoting the advancement of biochemistry.

Governance costs include those incurred in the governance of the Group and its assets and are primarily associated with constitutional and statutory requirements. These costs are shown as part of charitable activities.

#### *Allocation of support costs*

Support costs are those functions that assist the work of the Society but do not directly undertake charitable activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. Costs are allocated through activity-based costing using the most appropriate method e.g., staff time, transaction numbers, headcount.

#### *Property, plant and equipment depreciation*

In general, fixed assets costing less than £500 are not capitalized.

Property plant and equipment are measured at cost, less accumulated depreciation and any accumulated impairment losses.

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost or valuation, less estimated residual value, of each fixed asset held for charity use by equal annual instalments over their expected useful economic lives.

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

The periods generally applicable are:

|                         |           |
|-------------------------|-----------|
| Equipment and furniture | 3–5 years |
|-------------------------|-----------|

*Intangible assets*

The costs of developing the new membership fulfilment system and publishing online hosting system were capitalized as an intangible asset. These costs are being amortized by equal annual instalments over 3 years.

*Investments*

Investments are measured at fair value based on the bid price at the statement of financial position date. Net gains and losses arising on revaluations and disposals during the year are included in the statement of financial activities. Those investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognized at cost less impairment.

*Stock*

No value has been placed on stock of unsold copies of books and journals published.

*Foreign currencies*

Monetary assets and liabilities in foreign currencies are translated at the rates of exchange ruling at the statement of financial position date. Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. All exchange gains and losses on settled transactions are reported as part of the surplus or deficit for the year.

*Taxation*

No provision is made for direct taxation on income as the Society is a registered charity and its income is therefore exempted from United Kingdom direct taxation to the extent that it is applied to the Society's charitable purposes.

The adoption of FRS 102 paragraph 29.14A, no tax charge arises on the profits of Portland Press Limited (PPL) where these profits are distributed to the Society under gift aid within 9 months of the period end. A tax charge does not therefore normally arise in the financial statements, except to the extent that the amount gift aided falls short of the taxable profits. These gift aid payments are recognized in the PPL financial statements as distributions through equity rather than as an expense through the statement of comprehensive income. The gift aid payments are recognized on the accrual basis where a legal obligation to make a distribution exists at year end.

*Fund accounting*

Restricted funds are to be used for specific purposes laid down within their objects.

Expenditure for these purposes is charged to the fund.

Unrestricted funds are incoming resources received or generated for expenditure on the general objectives of the Group.

Designated funds are unrestricted funds which have been designated for specific purposes by the Trustees.

The Fixed Asset Fund represents the net book value of the Group's fixed assets as shown in note 6.

#### *Cash and cash equivalents*

Cash and cash equivalents, for the purpose of the statement of cash flows, comprise cash in hand and short-term deposits with an original maturity date of three months or less.

#### *Debtors*

Debtors are recognized initially at fair value. A provision for impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the receivable. Any losses arising from impairment are recognized in the statement of financial activities.

#### *Creditors*

Short-term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and subsequently measured at amortized cost using the effective interest model.

#### *Termination and redundancy pay*

In addition to statutory redundancy payments, enhanced redundancy pay is determined on a case-by-case basis and is conditional upon the completion of term to notice and settlement agreement. In addition to any agreed lump-sum payment, enhanced redundancy pay can also cover other items such as costs relating to specific learning and development.

#### *Pensions*

The Society operates defined benefit pension provision through two Schemes, the Biochemical Society Pension Scheme and the Universities Superannuation Scheme (USS).

#### *Biochemical Society Pension Fund*

Biochemical Society operates a pension scheme for all qualifying employees. The assets of the Scheme are held in a separate trustee-administered fund. The Biochemical Society Staff Pension Scheme was closed to new entrants and future accrual with effect from 1st March 2011, and employees were given the opportunity to join the USS from this date.

The defined net benefit pension asset or liability in the statement of financial position comprises the total of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. The net surplus or deficit is presented separately from other net assets on the statement of financial position. A net surplus is only recognized to the extent that it is recoverable by the Society and a pension asset is only recognized when rules entitle the Society to either reduced contributions in the future or a refund.

The cost of providing benefits is determined on an actuarial basis using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations). The current service cost and costs from settlements are charged against operating surplus. Past costs are spread over the period until the benefit vests. Net interest on the net defined liability during the reporting period is included in other finance costs.

Re-measurements, comprising actuarial gains and losses and the return on the net defined benefit liability (excluding amounts included in net interest) are reported as other recognized gains and losses in the statement of financial activities.

#### *Universities Superannuation Scheme (USS)*

The Society participates in the USS. Throughout the current and preceding periods, the Scheme was a defined benefit only pension scheme until 31 March 2016 which was contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set.

The Biochemical Society is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme and therefore, as required by Section 28 of FRS 102 "Employee benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme in respect of the accounting period. Since the Society has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the Society recognizes a liability for the contributions payable that arise from the agreement to the extent that they relate to the deficit and the resulting expense in the income and expenditure account.

#### *Amounts received under gift aid from Portland Press Limited (PPL)*

PPL is a wholly owned subsidiary undertaking of the Biochemical Society, 10 Queen Street Place, London, EC4R 1BE. PPL distributes substantially all of its distributable profits to the Society under gift aid. Income received under gift aid is credited to the Society's Income and Expenditure account on the accruals basis, where a legal obligation to make the distribution exists at year end.

#### *Leased assets*

For leases regarded as operating leases, payments made are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

#### *Financial instruments*

The Society only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognized at transaction value and subsequently measured at their settlement value.

# Consolidated Statement of Financial Activities for the year ended 31 December 2021

Including Consolidated Income and Expenditure Account

|                                                             |      | 2021         | 2020         |
|-------------------------------------------------------------|------|--------------|--------------|
|                                                             |      | Total        | Total        |
|                                                             | Note | £'000        | £'000        |
| <b>Income from:</b>                                         |      |              |              |
| <b>Donations and sponsorship</b>                            |      | <b>67</b>    | <b>-</b>     |
| <b>Charitable Activities</b>                                |      |              |              |
| Scientific Conferences                                      |      | 97           | 5            |
| Membership fees                                             |      | 191          | 231          |
| Policy, Education, Professional                             |      | 29           | 12           |
| Journals                                                    |      | 3,873        | 4,509        |
| Other                                                       |      | 9            | 8            |
| <b>Other Trading Activities</b>                             |      |              |              |
| Investment income                                           | 3    | 104          | 105          |
| <b>Total income</b>                                         |      | <b>4,370</b> | <b>4,870</b> |
| <b>Expenditure</b>                                          | 4    |              |              |
| <b>Raising Funds</b>                                        |      |              |              |
| Investments                                                 |      | 1            | (20)         |
| <b>Charitable Activities</b>                                |      |              |              |
| Membership recruitment                                      |      | 2            | 5            |
| Membership                                                  |      | 402          | 389          |
| Grants and Awards                                           |      | 49           | 53           |
| Scientific Conferences                                      |      | 711          | 531          |
| Policy, Education, Professional                             |      | 299          | 379          |
| Journals: Production                                        |      | 2,707        | 2,402        |
| Journals: Distribution                                      |      | 9            | 12           |
| Administration: Portland Press Limited                      |      | 348          | 286          |
| Governance Costs                                            |      | 242          | 184          |
| <b>Other</b>                                                |      |              |              |
| Interest on defined benefit pension schemes                 |      | 14           | 36           |
| Taxation                                                    |      | -            | -            |
| <b>Total Expenditure</b>                                    |      | <b>4,784</b> | <b>4,257</b> |
| <b>Net (expenditure) / income before gains &amp; losses</b> |      | <b>(414)</b> | <b>613</b>   |
| <b>Net gains on investments</b>                             |      |              |              |
| Realized                                                    | 8    | -            | -            |
| Unrealized gain                                             |      | 858          | 198          |
| <b>Net Income before other gains c/f</b>                    |      | <b>444</b>   | <b>811</b>   |



# Consolidated Statement of Financial Activities for the year ended 31 December 2021 (cont.)

|                                                              |      | 2021          | 2020          |
|--------------------------------------------------------------|------|---------------|---------------|
|                                                              |      | Total         | Total         |
|                                                              | Note | £'000         | £'000         |
| <b>Net Income before other gains b/f</b>                     |      | <b>444</b>    | 811           |
| Other recognized gains and losses                            |      |               |               |
| Investment impairment release                                |      | 1             | 2             |
| Actuarial (losses) / gains on defined benefit pension scheme | 15   | (487)         | 838           |
| <b>Net Movement in funds relating to the year</b>            |      | <b>(42)</b>   | <b>1,651</b>  |
| Fund balances brought forward 1 January                      |      | 12,377        | 10,726        |
| Fund balances carried forward 31 December                    |      | <b>12,335</b> | <b>12,377</b> |

Net income before other recognized gains and losses for the year of £444k comprises £304k net income for unrestricted funds and a £140k net income in restricted funds

Included in total income and expenditure is restricted income of £17k, restricted expenditure of £16k and restricted gains on investments of £139k

Total funds brought forward include £1,181k relating to restricted funds and total funds carried forward include £1,321k relating to restricted funds

All activities are continuing

The accompanying accounting policies (on pages 37 to 42) and notes (on pages 48 to 62) form an integral part of the financial statements.

# Statement of Financial Position as at 31 December 2021

|                                                         |    | Group         |               | Society       |               |
|---------------------------------------------------------|----|---------------|---------------|---------------|---------------|
|                                                         |    | 2021          | 2020          | 2021          | 2020          |
| Note                                                    |    | £'000         | £'000         | £'000         | £'000         |
| <b>Fixed Assets</b>                                     |    |               |               |               |               |
| Tangible Assets                                         | 6  | 9             | 9             | 9             | 9             |
| Intangible Assets                                       | 7  | 2             | 64            | 2             | 64            |
| Investments                                             | 8  | 7,079         | 6,221         | 7,079         | 6,221         |
| <b>Total Fixed Assets</b>                               |    | <b>7,090</b>  | <b>6,294</b>  | <b>7,090</b>  | <b>6,294</b>  |
| <b>Current Assets</b>                                   |    |               |               |               |               |
| Debtors                                                 | 11 | 361           | 542           | 4,573         | 3,449         |
| Cash at bank and in hand                                |    | 8,900         | 8,930         | 2,354         | 3,913         |
| <b>Total Current Assets</b>                             |    | <b>9,261</b>  | <b>9,472</b>  | <b>6,927</b>  | <b>7,362</b>  |
| <b>Current Liabilities</b>                              |    |               |               |               |               |
| Creditors                                               | 12 | (4,016)       | (3,190)       | (1,683)       | (1,081)       |
| <b>Net current assets</b>                               |    | <b>5,245</b>  | <b>6,282</b>  | <b>5,244</b>  | <b>6,281</b>  |
| <b>Net Assets excluding long term pension liability</b> |    | <b>12,335</b> | <b>12,576</b> | <b>12,334</b> | <b>12,575</b> |
| <b>Long term defined benefit pension liability</b>      | 15 | -             | (199)         | -             | (199)         |
| <b>Total net assets</b>                                 |    | <b>12,335</b> | <b>12,377</b> | <b>12,334</b> | <b>12,376</b> |
| <b>The Funds of the Charity</b>                         |    |               |               |               |               |
| Restricted Funds                                        | 9  | 1,321         | 1,181         | 1,321         | 1,181         |
| Unrestricted Funds                                      |    |               |               |               |               |
| Fixed Asset Fund                                        | 10 | 9             | 9             | 9             | 9             |
| Other Charitable Funds                                  | 10 | 9,641         | 10,191        | 9,641         | 10,191        |
| Revaluation Reserve                                     | 10 | 2,645         | 1,787         | 2,645         | 1,787         |
| Non-charitable trading funds                            | 10 | 1             | 1             | -             | -             |
|                                                         |    | <b>12,296</b> | <b>11,988</b> | <b>12,295</b> | <b>11,987</b> |
| Pension Reserve                                         | 15 | (1,282)       | (792)         | (1,282)       | (792)         |
| <b>Total Unrestricted Funds</b>                         | 10 | <b>11,014</b> | <b>11,196</b> | <b>11,013</b> | <b>11,195</b> |
| <b>Total Charity Funds</b>                              | 10 | <b>12,335</b> | <b>12,377</b> | <b>12,334</b> | <b>12,376</b> |

The financial activities above include £1,618,000 of net incoming and £2,122,000 of outgoing resources relating to the charity. Further details are included in Note 17.

Total income comprises £4,353,000 for unrestricted funds and £17,000 for restricted funds. A detailed analysis of income by source is provided in the statement of financial activities.

The financial statements were approved and authorised for issue by the Trustees of the Biochemical Society



Professor Sir Peter Downes  
President

Date: 21st July 2022



Professor Sheila Graham  
Chair

Company number: 00892796

The accompanying accounting policies (on pages 37 to 42) and notes (on pages 48 to 62) form an integral part of the financial statements.

# Consolidated Statement of cash flows for the year ended 31 December 2021

Note

|                                                 |          | 2021<br>£'000 | 2020<br>£'000 |
|-------------------------------------------------|----------|---------------|---------------|
| <b>Cash flows from operating activities</b>     | <b>A</b> | <b>(127)</b>  | <b>553</b>    |
| Cash flows from investing activities            |          |               |               |
| Dividends from investments                      | 104      | 105           |               |
| Purchase of property, plant and equipment       | (8)      | (8)           |               |
| Investment of impairment release                | 1        | 2             |               |
| Net cash provided by investing activities       |          | 97            | 99            |
| Change in cash and cash equivalents in the year |          | (30)          | 652           |
| Cash and cash equivalents at beginning of year  |          | 8,930         | 8,278         |
| <b>Cash and cash equivalents at end of year</b> | <b>B</b> | <b>8,900</b>  | <b>8,930</b>  |

## Notes to the Statement of Cash Flows

### A. Reconciliation of net expenditure to net cash flow from operating activities

|                                       | 2021<br>£'000 | 2020<br>£'000 |
|---------------------------------------|---------------|---------------|
| Net income for the year               | 444           | 811           |
| Depreciation                          | 8             | 12            |
| Amortisation of intangible asset      | 62            | 90            |
| (Gains) on investments                | (858)         | (198)         |
| Interest and rents from investments   | (104)         | (105)         |
| Decrease in debtors                   | 181           | 70            |
| Increase / (decrease) in creditors    | 811           | (163)         |
| Closed pension scheme deficit funding | (685)         | -             |
| Pension scheme costs charged          | -             | -             |
| Pension schemes interest              | 14            | 36            |
|                                       | <u>(127)</u>  | <u>553</u>    |

### B. Analysis of cash and cash equivalents

|                          |              |              |
|--------------------------|--------------|--------------|
| Cash at bank and in hand | <u>8,900</u> | <u>8,930</u> |
|--------------------------|--------------|--------------|

**Analysis of changes in net funds**

| <b>Current year</b>              | <b>1 Jan<br/>2021<br/>£'000</b> | <b>Cash-<br/>flows<br/>£'000</b> | <b>Other non-<br/>cash changes<br/>£'000</b> | <b>31 Dec<br/>2021<br/>£'000</b> |
|----------------------------------|---------------------------------|----------------------------------|----------------------------------------------|----------------------------------|
| <b>Cash and cash equivalents</b> |                                 |                                  |                                              |                                  |
| Cash                             | 8,930                           | (30)                             | -                                            | 8,900                            |
| Overdrafts                       | -                               | -                                | -                                            | -                                |
| <b>Net Funds</b>                 | 8,930                           | (30)                             | -                                            | 8,900                            |

| <b>Prior year</b>                | <b>1 Jan<br/>2020<br/>£'000</b> | <b>Cash-<br/>flows<br/>£'000</b> | <b>Other non-<br/>cash changes<br/>£'000</b> | <b>31 Dec<br/>2020<br/>£'000</b> |
|----------------------------------|---------------------------------|----------------------------------|----------------------------------------------|----------------------------------|
| <b>Cash and cash equivalents</b> |                                 |                                  |                                              |                                  |
| Cash                             | 8,278                           | 652                              | -                                            | 8,930                            |
| Overdrafts                       | -                               | -                                | -                                            | -                                |
| <b>Net Funds</b>                 | 8,278                           | 652                              | -                                            | 8,930                            |

## Notes to the Financial Statements

### 1. Statutory information

The Biochemical Society is a Charity registered with the Charity Commission, registration number 253894 and is also registered as a Private Limited Company, domiciled in England & Wales, company number 00892796. The financial statements are presented in Sterling (£'000's)

### 2. Income from subsidiary company

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited, 10 Queen Street Place, London, EC4R 1BE, company number 02453983. It is principally engaged in the publication and distribution of scientific journals. Portland Press pays substantially all of its profit to the Biochemical Society.

A summary of Portland Press Limited's results is shown below. Audited financial statements are held with the Registrar of Companies.

#### Statement of comprehensive income and retained earnings for the year ended 31 December 2021

|                                                        | 2021<br>£'000 | 2020<br>£'000 |
|--------------------------------------------------------|---------------|---------------|
| Turnover                                               | 3,975         | 4,522         |
| Cost of Sales                                          | (2,153)       | (1,948)       |
|                                                        | 1,822         | 2,574         |
| Administrative expenses                                | (508)         | (413)         |
|                                                        | 1,314         | 2,161         |
| Exchange (losses) / gains                              | (91)          | (2)           |
| Interest received                                      | -             | 1             |
|                                                        | 1,223         | 2,160         |
| Reserves brought forward                               | 1             | 1             |
| Profit for the year                                    | 1,223         | 2,160         |
| Distribution to the Biochemical Society under gift aid | (1,223)       | (2,160)       |
|                                                        | 1             | 1             |

Portland Press Limited's Statement of Financial Position is summarized as follows:

|                     |         |         |
|---------------------|---------|---------|
| Current Assets      | 6,777   | 5,356   |
| Current Liabilities | (6,776) | (5,355) |
|                     | 1       | 1       |

The turnover and profit is attributable to the publication and distribution of scientific journals and books.

Portland Press Limited taxable profit for the year was £1,223,456 (2020: £2,160,396). An amount of £1,223,456 will be distributed to the Biochemical Society under gift aid in 2022. A Deed of Covenant was established during 2019, which allowed for this distribution to be recognized in the Comprehensive Income in Portland Press Limited. Therefore, no corporation tax is expected to be recognised in respect of profits generated in 2021.

### 3. Investment income

|                                            | 2021<br>£'000 | 2020<br>£'000 |
|--------------------------------------------|---------------|---------------|
| Listed investments (including unit trusts) | 104           | 105           |

#### 4. Analysis of expenditure

| <i>Current year analysis</i>       | <b>Staff<br/>Costs<br/>£'000</b> | <b>Support<br/>Costs<br/>£'000</b> | <b>Other<br/>£'000</b> | <b>2021<br/>£'000</b> |
|------------------------------------|----------------------------------|------------------------------------|------------------------|-----------------------|
| Cost of generating funds           |                                  |                                    |                        |                       |
| Cost of investment                 | -                                | -                                  | 1                      | 1                     |
| Charitable expenditure             |                                  |                                    |                        |                       |
| Membership recruitment costs       | -                                | -                                  | 2                      | 2                     |
| Membership                         | 262                              | 54                                 | 86                     | 402                   |
| Grants payable                     |                                  |                                    |                        |                       |
| Grants to individuals              | -                                | -                                  | 25                     | 25                    |
| Royal Society of Biology           | -                                | -                                  | 15                     | 15                    |
| Summer Vacation Studentships       | -                                | -                                  | 2                      | 2                     |
| Scientific Outreach                | -                                | -                                  | 6                      | 6                     |
| STEM Insight                       | -                                | -                                  | -                      | -                     |
| In2science UK                      | -                                | -                                  | 1                      | 1                     |
| Scientific conferences             | 531                              | 44                                 | 136                    | 711                   |
| Policy, Education, Professional    | 240                              | 22                                 | 37                     | 299                   |
| Journal and Books: Production      | 1,359                            | 93                                 | 1,255                  | 2,707                 |
| Journal and Books: Distribution    | -                                | -                                  | 9                      | 9                     |
| Administration: Portland Press Ltd | 214                              | 54                                 | 80                     | 348                   |
| Governance                         | 129                              | 22                                 | 91                     | 242                   |
| Pension schemes interest           | -                                | -                                  | 14                     | 14                    |
| Total outgoing resources           | 2,735                            | 289                                | 1,760                  | 4,784                 |
| <i>Prior year analysis</i>         | <b>Staff<br/>Costs<br/>£'000</b> | <b>Support<br/>Costs<br/>£'000</b> | <b>Other<br/>£'000</b> | <b>2020<br/>£'000</b> |
| Cost of generating funds           |                                  |                                    |                        |                       |
| Cost of investment                 | 7                                | -                                  | (27)                   | (20)                  |
| Charitable expenditure             | -                                | -                                  | -                      | -                     |
| Membership recruitment costs       | -                                | -                                  | 5                      | 5                     |
| Membership                         | 294                              | 62                                 | 33                     | 389                   |
| Grants payable                     |                                  |                                    |                        |                       |
| Grants to individuals              | -                                | -                                  | 11                     | 11                    |
| Royal Society of Biology           | -                                | -                                  | 23                     | 23                    |
| Summer Vacation Studentships       | -                                | -                                  | (2)                    | (2)                   |
| Scientific Outreach                | -                                | -                                  | 22                     | 22                    |
| STEM Insight                       | -                                | -                                  | (2)                    | (2)                   |
| In2science UK                      | -                                | -                                  | 1                      | 1                     |
| Scientific conferences             | 386                              | 35                                 | 110                    | 531                   |
| Policy, Education, Professional    | 225                              | 26                                 | 128                    | 379                   |
| Journal and Books: Production      | 902                              | 86                                 | 1,414                  | 2,402                 |
| Journal and Books: Distribution    | -                                | -                                  | 12                     | 12                    |
| Administration: Portland Press Ltd | 176                              | 47                                 | 63                     | 286                   |
| Governance                         | 97                               | 14                                 | 73                     | 184                   |
| Pension schemes interest           | -                                | -                                  | 36                     | 36                    |
| Total outgoing resources           | 2,087                            | 270                                | 1,900                  | 4,257                 |

# **Analysis of expenditure continued**

The breakdown of support costs is as follows:

|                                    | <b>Admin<br/>and Finance<br/>£'000</b> | <b>IT<br/>support<br/>£'000</b> | <b>Total<br/>Support<br/>£'000</b> |
|------------------------------------|----------------------------------------|---------------------------------|------------------------------------|
| <i>Current year analysis</i>       |                                        |                                 |                                    |
| Membership                         | 40                                     | 14                              | 54                                 |
| Scientific Meetings                | 34                                     | 10                              | 44                                 |
| Policy, Education, Professional    | 17                                     | 5                               | 22                                 |
| Journal and Books: Production      | 43                                     | 50                              | 93                                 |
| Administration: Portland Press Ltd | 46                                     | 8                               | 54                                 |
| Governance Costs                   | 17                                     | 5                               | 22                                 |
|                                    | <b>197</b>                             | <b>92</b>                       | <b>289</b>                         |

|                                    | <b>Admin<br/>and Finance<br/>£'000</b> | <b>IT<br/>support<br/>£'000</b> | <b>Total<br/>Support<br/>£'000</b> |
|------------------------------------|----------------------------------------|---------------------------------|------------------------------------|
| <i>Prior year analysis</i>         |                                        |                                 |                                    |
| Membership                         | 47                                     | 15                              | 62                                 |
| Scientific Meetings                | 29                                     | 6                               | 35                                 |
| Policy, Education, Professional    | 20                                     | 6                               | 26                                 |
| Journal and Books: Production      | 55                                     | 31                              | 86                                 |
| Administration: Portland Press Ltd | 41                                     | 6                               | 47                                 |
| Governance Costs                   | 12                                     | 2                               | 14                                 |
|                                    | <b>204</b>                             | <b>66</b>                       | <b>270</b>                         |

Expenditure that was incurred by Portland Press is included above and is itemized in Note 2.

Expenditure amounting to £16,000 (2020: £13,000) in respect of restricted funds is included in other costs above.

Net income is, after charging:

|                                           | <b>2021<br/>£'000</b> | <b>2020<br/>£'000</b> |
|-------------------------------------------|-----------------------|-----------------------|
| Payments to auditor - Biochemical Society | <b>24</b>             | 17                    |
| Payments to auditor - Portland Press Ltd  | <b>24</b>             | 17                    |
| Payments to auditor - taxation services   | -                     | 3                     |
| Payments to auditor - other services      | <b>30</b>             | -                     |
| Irrecoverable VAT                         | <b>16</b>             | 47                    |
| Depreciation of tangible fixed assets     | <b>8</b>              | 12                    |
| Amortisation of intangible assets         | <b>62</b>             | 90                    |
|                                           | <b>91</b>             | <b>2</b>              |
| Loss on currency revaluations             |                       |                       |

## 5. Employees

|                                                  | 2021<br>£'000 | 2020<br>£'000 |
|--------------------------------------------------|---------------|---------------|
| Staff costs during the year were as follows:     |               |               |
| Wages & Salaries (including allowances)          | 1,554         | 1,632         |
| Social Security costs                            | 172           | 174           |
| Pension costs                                    | 947           | 278           |
| Staff costs before redundancy and termination    | 2,673         | 2,084         |
| Redundancy and termination                       | 60            | 4             |
| Staff costs including redundancy and termination | 2,733         | 2,088         |
| Closed pension scheme deficit funding            | 685           | -             |
| Total staff costs                                | 3,418         | 2,088         |

Included in pension costs is £947,000 (2020: £278,000) in respect of the defined benefit Universities Superannuation Scheme.

Further details on Pension Scheme costs are shown in note 15.

Included within Redundancy and termination costs are £18,906 (2020: £4,040) of enhanced costs relating to redundancies.

The average number of employees of the Society during the year was 39 (2020: 41).

3 Trustees (2020: 8) have received a total of £394 (2020: £2,647) in respect of reimbursed travel and accommodation costs incurred in attending Society meetings. Trustees do not receive remuneration.

Salaries paid during the year together with accrued redundancy and termination costs, but excluding pension contributions, exceeding an annual equivalent remuneration of £60,000 were in the following bands. Relevant Redundancy payments for employees included within these bands amount to £nil (2020: £nil):

| Salaries including redundancy payments | 2021 | 2020 |
|----------------------------------------|------|------|
| £60,001 to £70,000                     | 1    | 4    |
| £70,001 to £80,000                     | 2    | -    |
| £80,001 to £90,000                     | -    | 1    |
| £90,001 to £100,000                    | 1    | -    |
| £150,001 to £160,000                   | -    | 1    |
| £160,001 to £170,000                   | 1    | -    |

Salaries paid during the year, excluding redundancy payments and pension contributions, exceeding an annual equivalent remuneration of £60,000 were in the following bands:

| Salaries excluding redundancy payments | 2021 | 2020 |
|----------------------------------------|------|------|
| £60,001 to £70,000                     | 1    | 4    |
| £70,001 to £80,000                     | 2    | -    |
| £80,001 to £90,000                     | -    | 1    |
| £90,001 to £100,000                    | 1    | -    |
| £150,001 to £160,000                   | -    | 1    |
| £150,001 to £160,000                   | 1    | -    |

| Key Management compensation                                        | £'000 | £'000 |
|--------------------------------------------------------------------|-------|-------|
| Salaries and short-term employee's benefits (incl NIC and pension) | 779   | 504   |

As at 31 December 2021, the Society's senior management structure is formed of the CEO and Managing Director; Director of Publishing; Head of Human Resources and EDI; Publisher; Head of Conferences and Events; and Head of Finance and Governance



## 6. Tangible Assets

### The Society and the Group

|                                    | Equipment<br>& Furniture<br>£'000 | Total<br>£'000 |
|------------------------------------|-----------------------------------|----------------|
| Cost or Valuation                  |                                   |                |
| At 1 January 2021                  | 251                               | 251            |
| Additions                          | 8                                 | 8              |
| Disposals                          | -                                 | -              |
| At 31 December 2021                | 259                               | 259            |
| Depreciation                       |                                   |                |
| At 1 January 2021                  | 242                               | 242            |
| Charge for the year                | 8                                 | 8              |
| Disposals                          | -                                 | -              |
| At 31 December 2021                | 250                               | 250            |
| Net book value at 31 December 2021 | 9                                 | 9              |
| Net book value at 31 December 2020 | 9                                 | 9              |

## 7. Intangible Assets

### The Society and the Group

|                     | Software<br>Development<br>£'000 |
|---------------------|----------------------------------|
| Cost                |                                  |
| At 1 January 2021   | 64                               |
| Additions           | -                                |
| Amortisation        | (62)                             |
| Disposals           | -                                |
| At 31 December 2021 | 2                                |
| At 31 December 2020 | 64                               |

## 8. Investments

|                                         | 2021<br>£'000 | 2020<br>£'000 |
|-----------------------------------------|---------------|---------------|
| <b>The Society and the Group</b>        |               |               |
| <b>Equity Investments at fair value</b> |               |               |
| Fair value at start of year             | 6,221         | 6,023         |
| Less disposals at cost                  | -             | -             |
| Add: acquisitions at costs              | -             | -             |
| Net gain on revaluation                 | 858           | 198           |
| Fair value at end of year               | 7,079         | 6,221         |
| Historical cost at end of year          | 4,434         | 4,434         |

Unrealized gains on investments for the year of £858,000 comprised of £718,000 gains for unrestricted funds and £140,000 gains for restricted funds.

Equity investments are managed through a pooled fund, the Newton Growth Fund for Charities, listed in the UK, and are valued at fair value through the statement of financial activities.

The Society had held a non-controlling investment in Charles Darwin House limited, a private company formed to manage Charles Darwin House, the Society's previous headquarters, which was sold in 2019. At the time of writing Charles Darwin House Limited is in voluntary liquidation as a solvent business and is expected to be struck off in Spring 2022. During 2021, the liquidators declared and paid a first and final distribution to members of the company.

| 9. Restricted Funds<br>The Society and the Group | Balance   | Movement in funds |             |            | Balance     |
|--------------------------------------------------|-----------|-------------------|-------------|------------|-------------|
|                                                  | 1 January | Incoming          | Expenditure | Investment | 31 December |
|                                                  | 2021      | Resources         | & Transfers | Gains      | 2021        |
|                                                  | £'000     | £'000             | £'000       | £'000      | £'000       |
| Keilin Memorial Lecture Fund                     | 59        | 1                 | -           | 5          | 65          |
| Morton Memorial Lecture Fund                     | 64        | 1                 | (2)         | 5          | 68          |
| Harden Legacy Fund                               | 183       | 3                 | -           | 22         | 208         |
| Centenary Award Fund                             | 122       | 1                 | -           | 11         | 134         |
| Krebs Memorial Scholarship Fund                  | 396       | 8                 | (14)        | 68         | 458         |
| Eric Reid Fund for Methodology                   | 316       | 3                 | -           | 28         | 347         |
| Randle Lecture Fund                              | 12        | -                 | -           | -          | 12          |
| Synthetic Biology Fund                           | 29        | -                 | -           | -          | 29          |
|                                                  | 1,181     | 17                | (16)        | 139        | 1,321       |

#### Prior year analysis

| Restricted Funds<br>The Society and the Group | Balance   | Movement in funds |             |            | Balance     |
|-----------------------------------------------|-----------|-------------------|-------------|------------|-------------|
|                                               | 1 January | Incoming          | Expenditure | Investment | 31 December |
|                                               | 2020      | Resources         | & Transfers | Gains      | 2020        |
|                                               | £'000     | £'000             | £'000       | £'000      | £'000       |
| Keilin Memorial Lecture Fund                  | 60        | -                 | (2)         | 1          | 59          |
| Morton Memorial Lecture Fund                  | 62        | 1                 | -           | 1          | 64          |
| Harden Legacy Fund                            | 175       | 3                 | -           | 5          | 183         |
| Centenary Award Fund                          | 118       | 1                 | -           | 3          | 122         |
| Krebs Memorial Scholarship Fund               | 381       | 8                 | (9)         | 16         | 396         |
| Eric Reid Fund for Methodology                | 307       | 3                 | -           | 6          | 316         |
| Randle Lecture Fund                           | 14        | -                 | (2)         | -          | 12          |
| Synthetic Biology Fund                        | 29        | -                 | -           | -          | 29          |
|                                               | 1,146     | 16                | (13)        | 32         | 1,181       |

#### Keilin Memorial Lecture Fund

The Keilin Fund was instituted in 1964 by means of an appeal to commemorate the late David Keilin and income is used to pay for the costs of the speaker in giving a lecture, generally every other year.

#### Morton Memorial Lecture Fund

The fund was instituted in 1978 following an appeal at which some £3,400 was received in donations. Income from the fund is used to pay for the speaker's costs in giving a lecture biennially at a meeting of the Society and at the University of Liverpool. The lecture commemorates R.A. Morton.

#### Harden Legacy Fund

In his will in 1940 Sir Arthur Harden left funds to support publication of original scientific research. The income from the fund can be applied to assisting scientists with their travel and accommodation costs incurred in attendance of Harden conferences.

#### Centenary Award Fund

In recognition of the Society's centenary in 2011, this fund was created through the merger of the former Jubilee Lecture and the Hopkins Memorial Lecture funds. The Centenary Award Fund facilitates an annual award to a biochemist of distinction from any part of the world, with the award winner presenting a Sir Frederick Gowland Hopkins Memorial Lecture.

#### Krebs Memorial Scholarship Fund

The Krebs fund resulted from an appeal launched in December 1982 to commemorate the life and work of Sir Hans Krebs. Income from the fund is used to fund a postgraduate scholarship in Biochemistry or allied biomedical science, tenable at any British university. The Scholarship, awarded every year, is primarily intended to help candidates whose careers have been interrupted for non-academic reasons beyond their own control and/or who are unlikely to qualify for a grant.

## Restricted Funds continued

### Eric Reid Fund for Methodology

This fund has been renamed from the Guilford Bench Methodology Fund in memory of the late Dr Eric Reid, and was set up through funds provided by him from a trust which he co-founded in 1981. It was set up with the aim of assisting 'non big league' investigators in bypassing benchwork bottlenecks. The fund's Capital is sufficient to award about eight grants each year. The fund is akin to the Royal Society of Chemistry's Research Fund, but extends to paying for vacation help.

### Randle Lecture Fund

This fund was instituted in honour of the late Professor Sir Philip Randle who was one of the world's foremost researchers into mammalian metabolism. Income from the fund is used to finance a biennial award lecture by globally selected nominated scientists on the basis of their contribution to the understanding of mammalian metabolism.

### Synthetic Biology Fund

This fund has been created by the organisers to underwrite future years' conferences.

In the opinion of the Trustees, all funds have adequate resources to fulfil their ongoing obligations.

## 10. Unrestricted and Other Charitable Funds

| The Society and the Group    | Balance<br>01 Jan<br>2021<br>£'000 | Net<br>Utilised<br>£'000 | Transfer<br>£'000 | Balance<br>31 Dec<br>2021<br>£'000 |
|------------------------------|------------------------------------|--------------------------|-------------------|------------------------------------|
| <b>Unrestricted Funds</b>    |                                    |                          |                   |                                    |
| Fixed Asset Fund             | 9                                  | -                        | -                 | 9                                  |
| Other Charitable Funds       | 10,191                             | 308                      | (858)             | 9,641                              |
| Revaluation Reserve          | 1,787                              | -                        | 858               | 2,645                              |
| Non-charitable trading funds | 1                                  | -                        | -                 | 1                                  |
| Pension Reserve              | (792)                              | (490)                    | -                 | (1,282)                            |
|                              | <u>11,196</u>                      | <u>(182)</u>             | <u>-</u>          | <u>11,014</u>                      |

The Revaluation Reserve represents the unrealized gains in Equity Investments (Unrestricted: £2,178,765 and restricted: £465,597).

The Pension Reserve represents the net pension scheme liability recognised in the statement of financial position (Biochemical Staff Pension scheme: £nil and Universities Superannuation Scheme: £1,282,000).

|                              | Balance<br>01 Jan<br>2020<br>£'000 | Net<br>Utilised<br>£'000 | Transfer<br>£'000 | Balance<br>31 Dec<br>2020<br>£'000 |
|------------------------------|------------------------------------|--------------------------|-------------------|------------------------------------|
| <b>Unrestricted Funds</b>    |                                    |                          |                   |                                    |
| Fixed Asset Fund             | 13                                 | (4)                      | -                 | 9                                  |
| Other Charitable Funds       | 9,567                              | 822                      | (198)             | 10,191                             |
| Revaluation Reserve          | 1,589                              | -                        | 198               | 1,787                              |
| Non-charitable trading funds | 1                                  | -                        | -                 | 1                                  |
| Pension Reserve              | (1,590)                            | 798                      | -                 | (792)                              |
|                              | <u>9,580</u>                       | <u>1,616</u>             | <u>-</u>          | <u>11,196</u>                      |

The Revaluation Reserve represents the unrealized gains in Equity Investments (Unrestricted: £1,461,194 and restricted: £326,020)

The Pension Reserve represents the net pension scheme liability recognised in the statement of financial position (Biochemical Staff Pension scheme: £199,000 and Universities Superannuation Scheme: £593,377)

**Unrestricted and Other Charitable Funds continued**
**Analysis of Net Assets of the Group's Funds**

|                                                       | <b>Unrestricted<br/>Funds<br/>£'000</b> | <b>Restricted<br/>Funds<br/>£'000</b> | <b>Total<br/>Funds<br/>£'000</b> |
|-------------------------------------------------------|-----------------------------------------|---------------------------------------|----------------------------------|
| Fund Balances at 31 December 2021 are represented by: |                                         |                                       |                                  |
| Property Plant and Equipment                          | 9                                       | -                                     | 9                                |
| Investments                                           | 5,926                                   | 1,153                                 | 7,079                            |
| Intangible Assets                                     | 2                                       | -                                     | 2                                |
| Current Assets                                        | 9,093                                   | 168                                   | 9,261                            |
| Current Liabilities                                   | (4,016)                                 | -                                     | (4,016)                          |
| Net pension liability                                 | -                                       | -                                     | -                                |
| Total net assets                                      | <u>11,014</u>                           | <u>1,321</u>                          | <u>12,335</u>                    |

Fund Balances at 31 December 2020 are represented by:

|                              |               |              |               |
|------------------------------|---------------|--------------|---------------|
| Property Plant and Equipment | 9             | -            | 9             |
| Investment Properties        | -             | -            | -             |
| Investments                  | 5,208         | 1,013        | 6,221         |
| Intangible Assets            | 64            | -            | 64            |
| Current Assets               | 9,304         | 168          | 9,472         |
| Current Liabilities          | (3,190)       | -            | (3,190)       |
| Net pension liability        | (199)         | -            | (199)         |
| Total net assets             | <u>11,196</u> | <u>1,181</u> | <u>12,377</u> |

**11. Debtors**

|                                    | <b>The Group</b> |              | <b>The Society</b> |              |
|------------------------------------|------------------|--------------|--------------------|--------------|
|                                    | <b>2021</b>      | <b>2020</b>  | <b>2021</b>        | <b>2020</b>  |
|                                    | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Trade debtors                      | 133              | 229          | 2                  | 2            |
| Other debtors                      | 26               | 119          | 25                 | 119          |
| Amounts owed by group undertakings | -                | -            | 4,444              | 3,245        |
| Prepayments and accrued income     | 202              | 194          | 102                | 83           |
| Total debtors                      | <u>361</u>       | <u>542</u>   | <u>4,573</u>       | <u>3,449</u> |

**12. Creditors and deferred income: Amounts falling due within one year**

|                                     | <b>The Group</b> |              | <b>The Society</b> |              |
|-------------------------------------|------------------|--------------|--------------------|--------------|
|                                     | <b>2021</b>      | <b>2020</b>  | <b>2021</b>        | <b>2020</b>  |
|                                     | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Trade creditors                     | 172              | 114          | 168                | 110          |
| Amounts owed to group undertakings  | -                | -            | -                  | -            |
| Social security and other taxes     | (15)             | 62           | (15)               | 62           |
| USS Pension Scheme                  | 1,282            | 593          | 1,282              | 593          |
| Other creditors                     | 155              | 50           | 16                 | 9            |
| Subscriptions in advance            | 2,089            | 1,953        | 58                 | 97           |
| Other deferred income               | 68               | 80           | 68                 | 80           |
| Accruals                            | 265              | 338          | 106                | 130          |
| Total creditors and deferred income | <u>4,016</u>     | <u>3,190</u> | <u>1,683</u>       | <u>1,081</u> |

**Creditors and deferred income continued**

|                               | The Group |         | The Society |       |
|-------------------------------|-----------|---------|-------------|-------|
|                               | 2021      | 2020    | 2021        | 2020  |
| Analysis of deferred income   | £'000     | £'000   | £'000       | £'000 |
| At 1 January                  | 2,033     | 1,738   | 177         | 149   |
| Amount recognised in the year | (2,033)   | (1,738) | (177)       | (149) |
| Amount deferred in the year   | 2,157     | 2,033   | 126         | 177   |
| At 31 December                | 2,157     | 2,033   | 126         | 177   |

Deferred income primarily arises from journal subscription receipts received in advance, which is then unwound through the year.

**13. Capital Commitments**

There were no capital commitments as at 31 December 2021 (2020: £nil).

**14. Contingent liabilities**

There were no contingent liabilities as at 31 December 2021 (2020: £nil). All known liabilities have been accounted for in the financial statements.

**15. Pensions**

The Biochemical Society operates a defined benefit pension provision through two Schemes, the Biochemical Society Staff Pension Scheme and the Universities Superannuation Scheme.

The amounts recognised in the statement of financial position are as follows:

|                                                                | 2021  | 2020  |
|----------------------------------------------------------------|-------|-------|
|                                                                | £'000 | £'000 |
| Biochemical Staff Pension scheme (See Note 15A) - Long Term    | -     | 199   |
| Universities Superannuation Scheme (See Note 15B) - Short Term | 1,282 | 593   |
| Liability recognised in the statement of financial position    | 1,282 | 792   |

**A. The Biochemical Staff Pension Scheme**

The Biochemical Society Staff Pension Scheme provides final salary defined benefits for service up to and including 28 February 2011. The scheme is closed to new entrants and future accrual. The assets of the scheme are held in a separate trustee-administered fund and subject to independent triennial actuarial valuations.

The level of benefits provided by the Scheme depends on a member's length of service and their salary at their date of leaving the scheme.

The pension fund is subject to triennial valuations by an independent actuary. The last valuation as at 1 January 2020 showed a deficit of £2.3m and a funding level of 89%.

In conjunction with the valuation a recovery plan and schedule of contributions was agreed with the trustees of the pension fund.

The actuarial estimate is that the pension fund will be balanced by mid-2027 and the Society is paying deficit contributions of £285k each year from 2021 to 2027 with a one-off additional payment of £400k which was made during 2021.

The figures in the following disclosure were measured using the Projected Unit Method.

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable.

## Pensions continued

The principal assumptions used to calculate the liabilities under FRS102 are set out below:

### Main financial assumptions

|                                          | 31 December 2021 | 31 December 2020 |
|------------------------------------------|------------------|------------------|
|                                          | %pa              | %pa              |
| RPI inflation                            | 3.3              | 3.1              |
| CPI inflation                            | 2.5              | 2.3              |
| Pension increases RPI inflation up to 7% | 3.3              | 3.1              |
| Discount rate for Scheme liabilities     | 1.95             | 1.4              |

### Main demographic assumptions

|                       | 31 December 2021 | 31 December 2020 |
|-----------------------|------------------|------------------|
| <b>Mortality</b>      |                  |                  |
| - Base table          | 100% of S3PxA_L  | 100% of S3PxA_L  |
| - Future improvements | CMI 2020         | CMI 2019         |
| - Long term rate      | 1% pa            | 1% pa            |

### Expected future lifetime from age 65

|                            |            |            |
|----------------------------|------------|------------|
| - Male currently aged 65   | 22.7 years | 22.7 years |
| - Female currently aged 65 | 24.4 years | 24.3 years |
| - Male currently aged 45   | 23.8 years | 23.8 years |
| - Female currently aged 45 | 25.5 years | 25.5 years |

### Scheme asset allocation:

|                                      | 31 December 2021 | 31 December 2020 |
|--------------------------------------|------------------|------------------|
|                                      | £'000            | £'000            |
| Target return funds                  | 4,070            | 8,136            |
| Equities                             | -                | 2,243            |
| Bonds (including insured pensioners) | 9,404            | 3,129            |
| Swaps/Gilts (including cash)         | 8,056            | 6,505            |
| Closing fair value of scheme assets  | <u>21,530</u>    | <u>20,013</u>    |

The scheme has no investments in the Society or in the property occupied by the company

### Changes to the present value of the defined benefit obligation during the year:

|                                                  | 2021          | 2020          |
|--------------------------------------------------|---------------|---------------|
|                                                  | £'000         | £'000         |
| Opening defined benefit obligation (DBO)         | 20,212        | 19,140        |
| Interest expense on DBO                          | 281           | 370           |
| Actuarial (gains) / losses on scheme liabilities | (1,632)       | 1,071         |
| Net benefits paid                                | (303)         | (369)         |
| Closing defined benefit obligation               | <u>18,558</u> | <u>20,212</u> |

### Changes to the fair value of scheme assets during the year:

|                                     | 2021          | 2020          |
|-------------------------------------|---------------|---------------|
|                                     | £'000         | £'000         |
| Opening fair value of scheme assets | 20,013        | 18,125        |
| Interest income on scheme assets    | 283           | 350           |
| Gain on scheme assets               | 853           | 1,909         |
| Contributions by the employer       | 685           | -             |
| Net benefits paid out               | (303)         | (369)         |
| Administration expenses             | (1)           | (2)           |
| Closing fair value of scheme assets | <u>21,530</u> | <u>20,013</u> |
| Actual return on Scheme assets      | 1,136         | 2,259         |

## Pensions continued

### Reconciliation of funded status to Statement of Financial Position:

|                                                             | 2021<br>£'000 | 2020<br>£'000 |
|-------------------------------------------------------------|---------------|---------------|
| Fair value of assets                                        | 21,530        | 20,013        |
| Present value of funded benefit obligations                 | (18,558)      | (20,212)      |
| Funded status                                               | <u>2,972</u>  | <u>(199)</u>  |
| Liability recognized on the Statement of Financial Position | <u>-</u>      | <u>(199)</u>  |

The pension scheme asset has not been recognised in the accounts on the basis it is irrecoverable

### Amounts recognised in Statement of Financial Activities (SOFA):

|                                                                                | 2021<br>£'000 | 2020<br>£'000 |
|--------------------------------------------------------------------------------|---------------|---------------|
| Interest on defined benefit liability                                          | (1)           | 22            |
| Past service cost                                                              | -             | -             |
| Pension (credit) / expense recognized in the Statement of Financial Activities | <u>(1)</u>    | <u>22</u>     |
|                                                                                | 2021<br>£'000 | 2020<br>£'000 |
| Return less interest income on scheme assets                                   | 853           | 1,909         |
| Actuarial gain / (loss) on liabilities                                         | 1,632         | (1,071)       |
| Irrecoverable surplus on pension scheme                                        | (2,972)       | -             |
| Gain / (loss) arising in the Statement of Financial Activities                 | <u>(487)</u>  | <u>838</u>    |

## B. Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

A new deficit recovery plan was put in place as apart of the 2018 valuation, which required payment of 2% of salaries over the period 1 October 2019 to 30 September 2021 at which point the rate would have increased to 6%. The 2021 deficit recovery liability reflects this plan with £1,282,000 (2020: £593,000) being recognised in the statement of financial position.

The Society employer contributions for the year ended 31st December 2021 amounted to £273,049 (2020: £273,118). There was neither a prepayment nor an accrual at the end of the financial year in respect of these contributions. The disclosures below represent the position from the scheme's financial statements.

## Pensions continued

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2018 (the valuation date), which was carried out using the projected unit method. The valuation as at 31 March 2020 was completed in April 2022. Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2018 valuation was the fifth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

Defined benefit liability numbers for the scheme have been produced using the following assumptions:

|                           | 2021  | 2020  |
|---------------------------|-------|-------|
| Discount rate             | 2.00% | 2.44% |
| Pensionable salary growth | n/a   | n/a   |
| Price inflation (CPI)     | 2.11% | 2.11% |

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2018 actuarial valuation. The mortality assumptions used in these figures are as follows:

|                           |                             |
|---------------------------|-----------------------------|
| Male members' mortality   | 97.6% of SAPS S1NMA "light" |
| Female members' mortality | 102.7% of RFV00             |

Use of these mortality tables reasonably reflects the actual USS experience. To allow for further improvements in mortality rates the CMI\_2017 projections with a smoothing parameter of 8.5 and a long term improvement rate of 1.8% pa (male) and 1.6% (female) were also adopted. The current life expectancies on retirement at age 65 are:

|                                 | 2021 | 2020 |
|---------------------------------|------|------|
| Males currently aged 65 years   | 24.6 | 24.4 |
| Females currently aged 65 years | 26.1 | 25.9 |
| Males currently aged 45 years   | 26.6 | 26.3 |
| Females currently aged 45 years | 27.9 | 27.7 |

## 16. Financial Instruments

|                                                               | The Group |       | The Society |       |
|---------------------------------------------------------------|-----------|-------|-------------|-------|
|                                                               | 2021      | 2020  | 2021        | 2020  |
|                                                               | £'000     | £'000 | £'000       | £'000 |
| <b>Financial Assets at fair value through statement of</b>    |           |       |             |       |
| Equity investments                                            | 7,079     | 6,221 | 7,079       | 6,221 |
| <b>Financial Assets that are debt instruments measured at</b> |           |       |             |       |
| Trade and other debtors                                       | 159       | 348   | 27          | 121   |
| <b>Financial Liabilities measured at amortised cost</b>       |           |       |             |       |
| Trade Creditors                                               | (172)     | (114) | (168)       | (110) |



## 17. The Society's Income and Expenditure

The Society has taken advantage of Section 408 of the Companies Act 2006 and has not included its own income and expenditure account in these financial statements.

An analysis of the differences in movements in resources between the Group and the Society is set out below:

|                                                                            | <b>Unrestricted<br/>Funds<br/>£'000</b> | <b>Restricted<br/>Funds<br/>£'000</b> | <b>2021<br/>Total<br/>Funds<br/>£'000</b> |
|----------------------------------------------------------------------------|-----------------------------------------|---------------------------------------|-------------------------------------------|
| Incoming per consolidated statement of financial activities                | 4,353                                   | 17                                    | 4,370                                     |
| Deduct: income of Trading Subsidiary                                       | (3,975)                                 | -                                     | (3,975)                                   |
| Add: gifted payments from Trading Subsidiary                               | 1,223                                   | -                                     | 1,223                                     |
| Incoming resources - Society                                               | <u>1,601</u>                            | <u>17</u>                             | <u>1,618</u>                              |
| <br>Total expenditure per consolidated statement of financial activities   | <br>4,768                               | <br>16                                | <br>4,784                                 |
| Deduct: expenditure of Trading Subsidiary                                  | (2,662)                                 | -                                     | (2,662)                                   |
|                                                                            | <u>2,106</u>                            | <u>16</u>                             | <u>2,122</u>                              |
| <br>Net Gains on Investments                                               | <br>719                                 | <br>139                               | <br>858                                   |
| <br>Investment impairment released                                         | <br>1                                   | <br>-                                 | <br>1                                     |
| Net income - Society                                                       | <u>215</u>                              | <u>140</u>                            | <u>355</u>                                |
| Before gains and losses as per consolidated statement of                   |                                         |                                       |                                           |
| Unrealised losses on Investment properties                                 | -                                       | -                                     | -                                         |
| Realise gain on sale of leasehold property                                 | -                                       | -                                     | -                                         |
| Actuarial loss on defined benefit pension scheme                           | (487)                                   | -                                     | (487)                                     |
| <br>Net movement in funds relating to the year                             | <br><u>(272)</u>                        | <br><u>140</u>                        | <br><u>(132)</u>                          |
|                                                                            |                                         |                                       |                                           |
|                                                                            | <b>Unrestricted<br/>Funds<br/>£'000</b> | <b>Restricted<br/>Funds<br/>£'000</b> | <b>2020<br/>Total<br/>Funds<br/>£'000</b> |
| Incoming and endowments per consolidated statement of financial activities | 4,854                                   | 16                                    | 4,870                                     |
| Deduct: income of Trading Subsidiary                                       | (4,522)                                 | -                                     | (4,522)                                   |
| Add: gifted payments from Trading Subsidiary                               | 2,160                                   | -                                     | 2,160                                     |
| Incoming resources - Society                                               | <u>2,492</u>                            | <u>16</u>                             | <u>2,508</u>                              |
| <br>Total expenditure per consolidated statement of financial activities   | <br>4,244                               | <br>13                                | <br>4,257                                 |
| Deduct: expenditure of Trading Subsidiary                                  | (2,362)                                 | -                                     | (2,362)                                   |
|                                                                            | <u>1,882</u>                            | <u>13</u>                             | <u>1,895</u>                              |
| <br>Net Gains on Investments                                               | <br>166                                 | <br>32                                | <br>198                                   |
| <br>Investment impairment released                                         | <br>2                                   | <br>-                                 | <br>2                                     |
| Net income - Society                                                       | <u>778</u>                              | <u>35</u>                             | <u>813</u>                                |
| Before gains and losses as per consolidated statement of                   |                                         |                                       |                                           |
| Unrealised losses on Investment properties                                 | -                                       | -                                     | -                                         |
| Realise gain on sale of leasehold property                                 | -                                       | -                                     | -                                         |
| Actuarial gain on defined benefit pension scheme                           | 838                                     | -                                     | 838                                       |
| <br>Net movement in funds relating to the year                             | <br><u>1,616</u>                        | <br><u>35</u>                         | <br><u>1,651</u>                          |

## 18. Academic Support Grants

|                                      | 2021<br>£'000 | 2020<br>£'000 |
|--------------------------------------|---------------|---------------|
| Academic Support Grants paid in year | 77            | 14            |

Academic Support Grants were paid to the following university departments and organisations to cover time spent by Trustees on Society business:

University of Liverpool £9,624 (2020 £nil); University of Manchester £4,812 (2020 £nil); University of Bristol £4,812 (2020 £nil); University of Glasgow £9,624 (2020 £9,624); University of Sussex £9,624 (2020 £4,812); University of Newcastle £4,812 (2020 £nil); The Francis Crick Institute £4,812 (2020 £nil); University of Kent £24,312 (2020 £nil); Novabiotics Limited £4,812 (2020 £nil)

These grants contributed towards research activities that are in alignment with the objects of the Charity.

## 19. Transactions with related parties

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited (See note 2). All transactions between the two entities during the year have been concluded under normal market conditions.

During the year, Portland Press Limited paid the Society £2.16m (2020: £2.119m), being the amount distributable to the Society under gift aid for the year ended 31 December 2020.

At the year end, the Society was owed £4.444m (2020: £3.425m) from Portland Press Limited due from group undertakings which was settled in the early part of 2022.

During the year, the Society held a non-controlling investment in Charles Darwin House Limited, a private company formed to manage Charles Darwin House, the Society's previous headquarters, which was sold in 2019. At the time of writing Charles Darwin House Limited is in the process of voluntary liquidation and in November 2021 had declared and paid a first and final distribution to its members. It is expected that the company is struck off in late Spring / early Summer 2022.

As at 31 December 2021, There were no debtor or creditor balances owing and the loan of £29,400 outstanding from Charles Darwin House Limited as at 31 December 2020 had been repaid during 2021.

**Transactions with related parties continued**

Details of transactions between the Group and the co-owners of Charles Darwin House Limited for the year ended 31 December 2021.

|                                | <b>SEB</b><br><b>£'000</b> | <b>BES</b><br><b>£'000</b> | <b>RSB</b><br><b>£'000</b> | <b>MS</b><br><b>£'000</b> | <b>SfAM</b><br><b>£'000</b> | <b>TOTAL</b><br><b>£'000</b> |
|--------------------------------|----------------------------|----------------------------|----------------------------|---------------------------|-----------------------------|------------------------------|
| <b>Income</b>                  |                            |                            |                            |                           |                             |                              |
| Accounting                     | -                          | -                          | -                          | -                         | -                           | -                            |
| IT / Admin / HR Service        | 19                         | -                          | -                          | 65                        | 26                          | 110                          |
| External Events                | -                          | -                          | -                          | -                         | -                           | -                            |
| Share of office costs          | -                          | -                          | -                          | -                         | -                           | -                            |
| Other                          | -                          | -                          | -                          | -                         | -                           | -                            |
| <b>Total income</b>            | <b>19</b>                  | <b>-</b>                   | <b>-</b>                   | <b>65</b>                 | <b>26</b>                   | <b>110</b>                   |
| <b>Expenditure</b>             |                            |                            |                            |                           |                             |                              |
| Subscriptions                  | -                          | -                          | 15                         | -                         | -                           | 15                           |
| Grant                          | -                          | -                          | -                          | -                         | -                           | -                            |
| Grant - Sponsored Staff        | -                          | -                          | -                          | -                         | -                           | -                            |
| Office hub costs               | -                          | -                          | 12                         | -                         | -                           | 12                           |
| Other                          | -                          | -                          | 1                          | -                         | -                           | 1                            |
| <b>Total Expenditure</b>       | <b>-</b>                   | <b>-</b>                   | <b>28</b>                  | <b>-</b>                  | <b>-</b>                    | <b>28</b>                    |
| <br>Balances as at 31 Dec 2021 |                            |                            |                            |                           |                             |                              |
| Debtors                        | 6                          | -                          | -                          | 20                        | 4                           | 30                           |
| Creditors                      | -                          | -                          | 1                          | -                         | -                           | 1                            |

Charles Darwin House Limited (CDH Ltd) held the legal title to the properties on trust for the beneficial owners of the properties; the beneficial owners being the Biochemical Society, Royal Society of Biology (RSB), British Ecological Society (BES), Society for Experimental Biology (SEB), Microbiology Society (MS) and Society for Applied Microbiology (SfAM).

There are no other related-party transactions to disclose.

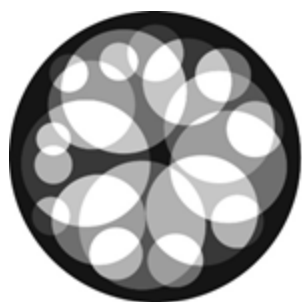
**THE BIOCHEMICAL SOCIETY**

England & Wales - Charity number 253894

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# Accounts

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**BIOCHEMICAL**  
SOCIETY

# **Trustees' Report and Accounts for the year ended 31 December 2020**

## CONTENTS

|                                                                                        |    |
|----------------------------------------------------------------------------------------|----|
| OUR MISSION                                                                            | 2  |
| PUBLIC BENEFIT STATEMENT                                                               | 2  |
| FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE                                        | 3  |
| OUR RESPONSE TO THE COVID-19 PANDEMIC                                                  | 6  |
| STRATEGIC REPORT ON GROUP ACTIVITIES                                                   | 9  |
| Bringing together molecular bioscientists                                              |    |
| Supporting career development and lifelong learning                                    |    |
| Encouraging wider dialogue and working collaboratively across and beyond our community |    |
| Promoting and sharing knowledge                                                        |    |
| Promoting the importance of our discipline and through this, the broader life sciences |    |
| Continuing to ensure sustainable support for the advancement of science                |    |
| Plans for the future                                                                   |    |
| GOVERNANCE AND MANAGEMENT                                                              | 31 |
| Principal Risks and Uncertainties                                                      |    |
| Biochemical Society Trustees                                                           |    |
| Directors of Portland Press Limited                                                    |    |
| Senior Management Team                                                                 |    |
| Key Contacts                                                                           |    |
| Financial Review                                                                       |    |
| Reserves Policy and Going Concern                                                      |    |
| Remuneration Policy                                                                    |    |
| Investment Policy                                                                      |    |
| INDEPENDENT AUDITOR'S REPORT                                                           | 44 |
| FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020                               | 49 |
| Consolidated Statement of Financial Activities for the year ended 31 December 2020     |    |
| Consolidated and Charity Statements of Financial Position as of 31 December 2020       |    |
| Consolidated Statement of Cash Flows for the year ended 31 December 2020               |    |
| Notes to the Financial Statements                                                      |    |

## OUR MISSION

The Biochemical Society exists for the advancement of the molecular biosciences. Together with our publishing subsidiary Portland Press, the Group promotes and facilitates the sharing of knowledge and expertise, supporting the advancement of biochemistry and molecular biology, and raising awareness of their importance in addressing societal grand challenges.

## PUBLIC BENEFIT STATEMENT

The Biochemical Society promotes the advancement of the molecular biosciences. The Society's activities support the development of individual and collective understanding of biochemistry through dissemination of research and the provision of resources and activities to support the education of students, researchers and the general public. The molecular biosciences impact on many areas of science including biotechnology, agriculture and medicine, helping to play a key role in tackling global issues such as improving lifelong health, treatment of disease, biotechnology and food security.

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

**Registered charity name:** Biochemical Society

**Charity registered number:** 253894

**Company number:** 00892796

**Registered Office:** First Floor, 10 Queen Street Place, London EC4R 1BE

**Telephone:** +44 (0)20 3880 2793

**Email:** [info@biochemistry.org](mailto:info@biochemistry.org)

**Website:** [www.biochemistry.org](http://www.biochemistry.org)

**Twitter:** @BiochemSoc

**Company name:** Portland Press Limited

**Company number:** 02453983

**VAT No:** GB 523 2392 69

**Email:** [editorial@portlandpress.com](mailto:editorial@portlandpress.com)

**Website:** [www.portlandpress.com](http://www.portlandpress.com)

**Twitter:** @PPPublishing

## FOREWORD FROM OUR PRESIDENT AND CHIEF EXECUTIVE

2020 was a year in which both The Biochemical Society and its wholly owned subsidiary, Portland Press, worked through significant changes and challenges, not least those posed by the COVID-19 pandemic. We are proud of the way in which all those involved with the Group took positive action developing new ways of working and offering support and services to our community that place us in a strong position as we move through the final year of the current Group strategy.

The events of the past year highlighted the importance of having a reliable and adaptive infrastructure to underpin the Society's work, and our previous investment in a transition to cloud technologies came to early fruition as staff moved to remote working prior to the UK's first lockdown in March and were able to continue providing the Society's activities as far as was possible. We successfully moved our entire governance process online, holding all committee and Trustee meetings virtually, including our AGM in July 2020, which was our most highly attended AGM to date.

Alongside the move of our staff and governance functions online, our events and training teams transformed our planned events agenda into a fully operational online offering within 3 months of entering lockdown. As a result, we were able to deliver a brand-new 'Biochemistry Focus' series of 22 webinars, and pivot four of our original training courses, each of which were held twice, to an online setting. The webinar series saw the Group achieving twice its previous number of registered delegates for face-to-face events, and the online training courses saw an increase of 144% in delegate numbers, demonstrating the demand for such offerings. We were also able to increase our global reach by operating all events and training online, and the webinar series remains available to view [online](#).

We are delighted with the success of our online events and training programme and will be taking forward the lessons we have learned from its delivery into the year ahead, adopting a more 'hybrid' approach; however, there were inevitable challenges presented by the lack of face-to-face contact. We saw the impact of this on our general travel and sponsored events grants, as, understandably, the need for these was dramatically reduced and many planned events were postponed. However, as we have done in all areas of our work over the past year, we have looked to innovate, change, and find new solutions to support our community. This has seen a decision made early in 2021 to introduce temporary changes to our General Travel Grants, which will allow us to offer the widest possible support to our community within a constantly evolving working environment.

As a member organization we work to represent and support our community, understanding what matters to them. This became critical last year, as laboratories, schools and universities were forced to close, and bioscience subjects made headline news. Our community survey, launched in April 2020, with a second iteration in October 2020, allowed us to identify areas particularly impacted by the pandemic and it was clear that Early Career Researchers (ECRs) were significantly affected.

We wanted to address this, and so introduced an ECR-focused webinar series, and an invitation to ECRs to submit their work to *Biochemical Society Transactions*, a journal that otherwise commissions articles. We also introduced a pilot ECR Editorial Board Mentorship Scheme, established to mentor ECRs through all aspects of journal Editorial Board roles. We will



continue to look at ways in which we can strengthen provisions for ECRs and offer support to this cohort of our community as widely as possible in the year ahead.

Our wholly owned subsidiary, Portland Press, continued to operate proactively throughout 2020, delivering one of our most significant collaborations with 54 institutions signed up to our pilot transformative *Read & Publish* offerings, an initiative which is central to the Group's transition to a more open scholarly landscape. This transformative offering provides 'read' access to institutional subscribers and their scholars, as well as the opportunity for unlimited open access publishing with no article publishing charges.

2020 saw the number of open access publications exceed 1,000 for the first time, with 10% of this content published without per-article charges under a *Read & Publish* route, another first for the Group. As a result of these positive developments, the Group has commenced a sustainable transition to open access; over 9% of what was purely subscriptions income in 2019 has now been transitioned in 2020 to support both open access publishing as well as subscriptions to paywalled content under a transformative *Read & Publish* deal.

The year was not without its challenges for our publishing team, with a series of articles within *Bioscience Reports* tracked back to paper mills, a phenomenon that widely affected the scientific publishing sector in 2020. Portland Press took rapid and proactive measures to address this issue, maintaining transparency throughout the process of retractions and the publishing of 'expressions of concern'. We now have a new series of enhanced checks in place to avoid this issue in future, with over 600 papers since rejected through the peer review process as a result.

Collaboration was once again a focus for us as we worked through an unprecedented year. Following the publication of a [themed collection of content](#), in June 2020 our '[ACE2: Friend or Foe](#)' webinar brought together Editorial Board members, authors from our Clinical Science journal and speakers, (who were Guest Editors of the themed collection). The Society is also working with six other learned societies as part of the "COVID-19 vaccines and the role of public information group", bringing together expertise and resources from across our various communities on this subject. Work with the Royal Society of Biology (RSB) continued, providing community feedback for consultations, and participating in events such as Voice of the Future and the Policy Lates series. We were pleased to sponsor the Bronze Award at the STEM for Britain event and to be able to support the Voice of Young Science initiative.

One area where we recognized the need for improvement is that of Diversity & Inclusion. On the back of issues raised by the Black Lives Matter movement we accelerated our planned equality, diversity, and inclusion activities, setting up an Equality, Diversity, and Inclusion (EDI) Advisory Panel in the latter half of 2020. The Panel is working to introduce a new data policy that will allow us to improve understanding of our community, including the areas where we can best focus our future activities and support, and we have committed to placing EDI at the heart of all strategic and operational decisions taken by the Group going forward.

This year has shown us the strength and resilience of the bioscience community and we are proud to have played a part in representing those at the forefront of current global challenges. We have demonstrated that the Group can be agile and adapt quickly, delivering valued support and services for our community. We thank our Trustees, Members of PPL Board, Local Ambassadors, Editorial Board members, Society members, peer reviewers, authors, partner organizations and staff team for their continued commitment and support of our work.



**Professor Sir Pete Downes**  
**President, Biochemical Society**



**Kate Baillie**  
**CEO, Biochemical Society**  
**Managing Director, Portland Press Limited**

## OUR RESPONSE TO THE COVID-19 PANDEMIC

2020 was an extraordinary year. The challenges presented by the pandemic saw the Group move to new ways of working, pursuing innovative opportunities to engage and support our community, and providing stability and safety to our staff. Throughout this report, we detail the key strategic and operational decisions made by the Society as a reaction to the pandemic, and highlight innovations and adaptations made to ensure the continued stability of our core activities.

As a signatory to the [Wellcome statement on COVID-19 research/data sharing](#) the Group made previously published COVID-related content in the Society's journals free to access from 31 January, the day after the [World Health Organization denoted COVID-19 a public health emergency](#) of international concern. This commitment to share content related to the pandemic also meant papers published after 31 January were published fully open access (OA) at no cost to the authors, with the [Portland Press coronavirus collection](#) receiving 26,472 full-text views in 2020.

The Trustees of the Society were proactive in making decisions around the Society's activities and for the staff team. As soon as the pandemic reached the UK and subsequent lockdowns were in place, the Group announced that, with immediate effect, the Society's programme of events would be postponed or cancelled where necessary. This meant that no in-person scientific meetings were held in 2020. Whilst it was necessary to postpone our face-to-face scientific meetings and training events, we adapted our programme to deliver a brand-new series of [Biochemistry Focus webinars](#) to support the needs of the bioscience community. In addition, one event planned for late in 2020 was converted to run as an online meeting and technologies were scoped and put in place to ensure delivery of 11 live online scientific events and a further 2 hybrid events in 2021, all of which have now taken place. These activities were strengthened with the continued delivery, during 2020, of our online training courses.

All staff began working remotely from 16 March 2020 and the robust cloud infrastructure already in place allowed us to facilitate a successful shift to remote working of both staff and the Society's governance.

We capitalized on working with our networks to see how we could best coordinate our efforts during this period, including liaising with partners across the life sciences and sharing research on the coronavirus itself. A [COVID-19 hub](#) was developed on the Society's website to bring together relevant information, volunteering opportunities, and useful links. This achieved ~5K unique page views<sup>1</sup> in 2020.

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<sup>1</sup> A pageview is defined as a view of a page on a site that is being tracked by the Analytics tracking code. If a user clicks reload after reaching the page, this is counted as an additional pageview. If a user navigates to a different page and then returns to the original page, a second pageview is recorded as well. A unique pageview, aggregates pageviews that are generated by the same user during the same session. A unique pageview represents the number of sessions during which that page was viewed one or more times.

It soon became clear that Researchers were being significantly impacted by the pandemic and, in April, the Society launched a community survey to establish effects on the molecular biology sector. A follow-up survey was sent in October to identify related trends and the resulting evolving needs of the community.

To further support the research community, Portland Press suspended its paywalls on all content published across the Society's seven journals from 21 April to 4 August. This meant access to articles was available to all, combatting potential difficulty in accessing subscription content outside university/institution sites, across the globe. This ensured that everyone had access to our published research and review content, whether they were researching the pandemic itself, related conditions, underlying pathways and therapeutics, or continuing research in other fields.

Moving all Council, committee and panel meetings online ensured stable and continuous governance was in place across the Group. This included the Trustees' Strategy Retreat in November which focused on realigning our strategic objectives for 2021 and beyond.

Stemming from the strategy meeting of Trustees in November 2020:

- With greater emphasis on digital delivery and interaction, the Group will invest more in this area and is expected to focus on a 'Digital Transformation' in response to the new environment. Combining this with the removal of geographical limitations, and the inclusive and affordable nature that online events bring, will allow us to continue developing new and innovative activities.
- Making the most of our flexibility around premises and embracing adaptability and flexibility in step with the landscape, the Council of Trustees has agreed that the staff team will remain working remotely for a 2-year trial basis with the introduction of all-staff meetings once every other month which commenced in October 2021, together with optional serviced office hot desks for staff who would prefer to work in an office setting. An initial review will take place six months from the commencement of all-staff meetings, most likely in March 2022.
- With the reduction in face-to-face activities, we will continue to review our approach in the areas of grants, training, education, policy and public engagement to see how we can adapt our resources to provide the best possible support and continue to provide public benefit. For example, as the impact of lockdown continues into 2021, temporary changes to the rules related to applications for our General Travel Grants scheme are being introduced, reducing pre-existing restrictions on successive applications.
- The interim online provision for Summer Vacation Studentships (as we are not able to hold these face-to-face in 2021), has been sculpted using existing Society training courses that can be delivered online (R for Biochemists 101 and Practical Python for Beginners), and will bring together careers information from across the Group, including careers-related webinars and the 'Day in the Life of...' articles published in *The Biochemist* magazine.
- We will give greater focus to maximizing synergies across the Group, further capitalizing on collaboration between functional teams within the Society as well as with other societies, organizations and partners for the shared benefit of our communities. Examples of these approaches include:

- The [ACE2: Friend or Foe webinar](#) that sprang from a themed collection in our *Clinical Science* journal where the speakers' panel for the event were Guest Editors of the [ACE2 collection of content](#); and
- The Society is part of the “COVID-19 vaccines and the role of public information group”, alongside six other learned societies, a collaborative opportunity to bring together expertise and resources across our various communities on this subject.

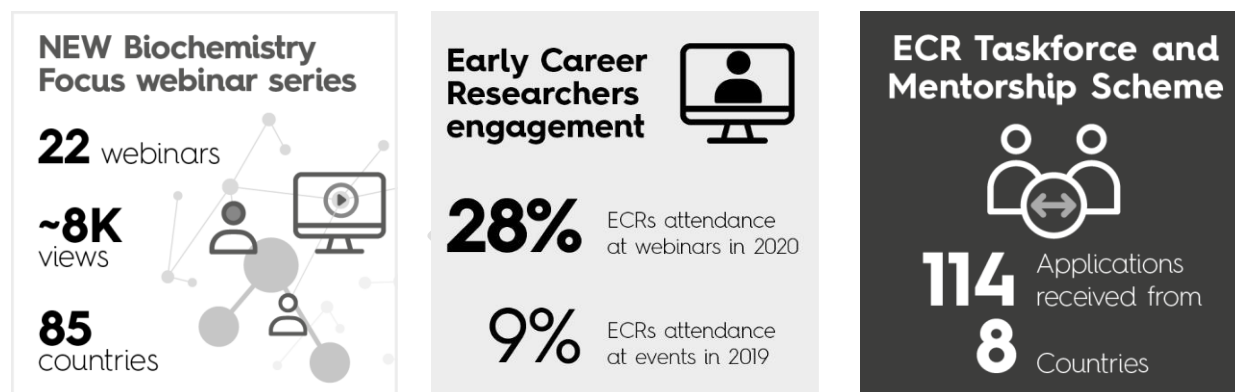
## STRATEGIC REPORT ON GROUP ACTIVITIES

Throughout 2020, the Group continued to deliver on the objectives of its three-year strategy (2019–2021), adapting existing offerings and initiating new activities to continue our support of the molecular bioscience community. What follows is an assessment of Group business within this period.

### Bringing together molecular bioscientists

#### Key objectives for the year

- Expand our offerings for early career bioscientists
- Continue to increase industry involvement across our activities
- Expand our international links and networks
- Continue to foster diversity and equal opportunity for our discipline



2020 saw the Biochemical Society and Portland Press innovating new and exciting ways to bring together molecular bioscientists. Our '[Biochemistry Focus](#)' webinar series, implemented initially as a response to the necessary postponement of much of our face-to-face events calendar, enabled us to connect with attendees from over 85 countries, expanding the Society's global reach. The 22 webinars held throughout the year attracted a total of 3,353 'live' attendees, with a further 4,347 later views via our YouTube channel. These webinars covered a wide range of topics, put forward by the Society's committees and panels, as well as providing opportunities for proposals directly from members and the staff team.

Early Career Researchers (ECR) are a key cohort of our membership and we remain committed to those in the earlier stages of their research careers. We are pleased to have an ECR representative sitting on our Council of Trustees as well as ECR representatives on a number of our other committees.

During 2020, our community [surveys](#) highlighted that ECRs had been significantly affected by the coronavirus pandemic. The follow up survey noted that 53% of respondents reported an

impact on aspects related to research funding, and 56% of ECRs had issues accessing their laboratories in order to progress or complete their work. Furthermore, 60% of respondents anticipated seeing an impact on the collection of new data and were concerned about career progression, and 17% were considering moving away from research. For ECRs, the opportunities to present their work and network, a crucial element in their career development, disappeared overnight.

As a reaction to these findings:

- Building upon the success of the Group's free-to-attend Biochemistry Focus webinar series, the Society provided a specific ECR strand to this series, comprised of two thematic strands, delivering opportunities for the presentation of research to peers, and also for the provision of careers-focused content. A total of 43 submissions were received from the Society's ECRs to the research strand of this series, with the first webinar being delivered on the 9 November to 89 attendees. The initial webinar in the second strand, on the topic of careers in industry for molecular bioscientists, was hosted by the Society's Industry Representative Trustee and was attended by 207 people.
- Invitations to join a newly created ECR Taskforce were issued in June 2020. The scholarly publishing landscape is evolving, and this taskforce was established (following feedback from the Publications Committee of the Society) to engage with ECRs on their views about scientific journals and what they would like to see from the Society's publishing arm, Portland Press. This initiative was promoted in direct email campaigns, via the monthly Members' News bulletin and social media. In total, we received 44 applications (68% were from UK; others were received from Australia, Cyprus, India, Nigeria, Pakistan, Saudi Arabia, and the USA).
- Towards the end of 2020, the Group issued its invitation to ECRs to apply for its pilot ECR Editorial Board Mentorship Scheme. This was established as a means of guiding and mentoring ECRs through all aspects of senior editorial board roles. Almost 70 applications were received against the 17 Associate Editors on the journal editorial boards who agreed to act as mentors. The scheme commenced in March 2021 for two of our research journals, the *Biochemical Journal* and *Clinical Science*, and one of our reviews-only journals, *Biochemical Society Transactions*.
- Additionally, in September 2020 an invitation was issued to ECRs to submit proposals for potential review articles to *Biochemical Society Transactions* (which normally commissions its articles). As a result, 10 articles have been commissioned, two of which were published in 2020.

The molecular bioscience community in industry remained another area of specific focus for the Society, leading to the publication of a series of industry-focused pieces in *The Biochemist*, including articles in the 'A day in the life' series as well as interviews with figures such as Daniel Jamieson, the CEO and Founder of Biorelate. A careers Q&A series, proposed by the Society's Education, Training and Public Engagement Committee was held online via Twitter. The second of these events explored 'Working in industry' and included participants from the Society's Early Career Advisory Panel (ECAP) and Industry Advisory Panel (IAP). This online chat was held

over an hour on 3 September, achieving ~82K impressions and ~800 engagements<sup>2</sup>.

Within 2020 we continued to develop our relationship with the Chinese Society of Biochemistry and Molecular Biology (CSBMB) and attended (virtually) their online annual conference in October. This provided an opportunity for Professor Ming Wei Wang, Associate Editor of the *Biochemical Journal*, to deliver a presentation about the Society and Portland Press to delegates, achieving 2,816 views. Additional activity was delivered to disseminate details of our journal portfolio and international presence through the production of a short video (achieving ~10K clicks), and the launch of a [dedicated section within our website](#). Following the online conference, a '[Spotlight on China](#)' themed issue was published within the *Essays in Biochemistry* journal.

Portland Press also collaborated with external partners to provide a language-editing service to support authors where English may not be their first language. Since launch in August 2020, 26 authors have used the service, mainly based in China, but also including authors based in Germany, India and Japan. This contributed a small sum of £600 in referrals for language editing services versus £3,500 that was forecast in 2020 for this (new) income stream.

The Biochemical Society strives for a 50:50 gender balance across its event speakers and committees where possible. In 2020 we achieved 47:53 female/male balance across all online and on demand events. The Group also employs 43 staff: 65% of whom are female, and 45% are from ethnic minorities.

Events in 2020, including the public campaigning around the 'Black Lives Matter' movement, brought forward our planned equality, diversity and inclusion activities, with a focus of ensuring these are at the heart of everything we do. An Equality, Diversity and Inclusion (EDI) Advisory Panel was formed in the latter half of the year, with its first meeting on 27 October.

The Society continues to be a member of the Equality, Diversity and Inclusion in Science and Health (EDIS) group and last year, six grants were awarded to a total value of £4,000 to support Diversity in Science projects. These included two grants to support children with special educational needs, developing skills and changing perceptions of engineering-related careers, as well as a one-day online conference exploring LGBTQ+ experiences in STEM.

The Society continues to support In2ScienceUK, who support young people from low-income backgrounds to gain insight into STEM careers through summer placements and delivery of a high-quality programme of university access support and employability workshops. Given the

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<sup>2</sup> **Twitter Impressions:** Number of times a tweet appears in a user's timeline or search results.

**Twitter Engagements:** Total number of times a user interacts with a tweet. This can include retweets, clicks, replies, follows, likes, links, cards, hashtags, embedded media, username, profile photo, or tweet expansion.



social distancing rules in place, in 2020 In2ScienceUK ran a Virtual Placement Programme through a dedicated online platform. The Society funded five placements on this programme.

## Supporting career development and lifelong learning

### Key objectives for the year

- Provide learning and networking opportunities
- Support teachers at all levels
- Support the future pipeline of molecular bioscientists
- Continue to offer grants and bursaries



The first of our scientific meetings originally scheduled for 2020 were meant to take place in March, meaning that, in effect, no face-to-face scientific meetings took place, and a swift pivot to support online formats was needed. One scientific meeting was transitioned to an online-only format and three On Demand conferences (which were not live but recorded in 2019 and 2018) were delivered in 2020 and more information on these follows in a subsequent section.

In addition, a new [Biochemistry Focus webinar series](#) was developed and delivered in direct response to the COVID-19 pandemic, to provide learning and career development opportunities in the absence of face-to-face scientific meetings and training events. These one-hour webinars were free to watch and featured either the presentation of scientific research or Q&A discussions around career-focused topics. The themes for these webinars came from our committees, editorial boards, staff and proposals submitted via our website. The webinar recordings are also available to watch on demand and can be found on our [website](#). Topics covered included ACE2, cell biology, genetics, and neurobiology.

By the end of the year the combined total views of the 2020 webinars stood at 7,700 including real-time audience numbers and YouTube views, which continue to increase in 2021. Delegates registered from 85 countries across the world, with coverage in Africa, Asia, Australasia and Europe, as well as North and South America. Despite the limitations placed on the delivery of our events programme in 2020, due to the successful series of the webinars, the Society has been able to more than double its delegate numbers (from 1,475 in 2019 to 3,443 in 2020) in

terms of registrations and global reach.

The Society continues to provide topical training programme in support of the career development and lifelong learning of our community. At the beginning of the year, the confirmed 2020 training calendar included a mix of 13 face-to-face and online courses and events. Once the pandemic reached the UK and the subsequent initial lockdown was in place, the training programme was revised to adapt to the challenges this presented:

- Four of the original courses were able to be run during 2020, however each was held twice to increase reach to our community. Although the total eight courses held were less than those originally planned, the Society attracted a total of 837 delegates, an increase in delegate numbers of 144% on the year before. Two of these training courses were free to members and 460 members were able to take advantage of this (representing 55% of all delegates). An additional 36 delegates from low-income countries were able to benefit from free attendance on these training courses throughout the year. Topics covered the use of technology for effective teaching in higher education; an introduction to public engagement and science policy; and two specific courses on using R and Python to help develop data and statistical analysis skills, an area that is key to biochemists working in both industry and academia.
- In 2020 our [Training Theme Panel](#) also piloted a new group offering through which universities could use the Society's existing 'R for Biochemists 101' course within their own curriculum. The successful initial pilot at Aston University delivered the course to 20 of its students, using their own resources to moderate the Society's course. Looking forward, we plan to use this model on a number of our courses.

The Society continues to engage with three teacher placement schemes, held in collaboration with the Scottish Schools Education Research Centre (SSERC), Deliberate Learning and members of the Society's Education, Training and Public Engagement Committee. Unfortunately, due to the pandemic and associated restrictions, these were not delivered during 2020 - 2021. A revised proposal from Deliberate Learning for their scheme to be delivered in 2022 will be assessed by the Education Committee alongside a review of other teacher placement schemes.

Every year, the Group publishes 'Understanding Biochemistry' - a dedicated issue of *Essays in Biochemistry*, providing up-to-date overviews of key concepts in the molecular biosciences as an essential online resource for post-16 students, teachers and undergraduates. In 2020, we published two open access *Understanding Biochemistry* issues, covering protein structure (authored by Elliott Stollar and David Smith, both members of the Society's Education, Training and Public Engagement committee) and metabolism (authored by Ayesha Judge and Michael Dodd, who is also a member of the Society's Education, Training and Public Engagement committee). This content was promoted to students, teachers and schools to support the pivot to remote learning during the pandemic. In 2020, there was a total of ~129K downloads of Understanding Biochemistry articles, an increase on the ~100K downloads achieved in 2019.

In 2020, we observed a considerable increase in total page views to the education section of the Society's website achieving ~187K total page views, compared with ~14K in 2019. This equates to ~1,200% increase and can be largely attributed to the demand for educational resources and careers information within the pandemic environment. The most popular page of the website throughout the whole of 2020 was 'What is biochemistry?'.

As part of our activities to support both ECRs and teachers in the molecular biosciences, the first of our online careers Q&A sessions, held via Twitter, was on the subject of 'Teaching in Higher Education'. Running for an hour on 28 May, with participants from the Education, Training and Public Engagement committee and Local Ambassador (LA) network on hand to respond to questions this received a total of 58.7K impressions and 623 engagements.

To support careers development and inspire the next generation of bioscientists, five 'A day in the life' interviews were published within *The Biochemist* magazine in 2020 and profiled different roles, such as Scientific Officer, Biomedical Scientist and Science Centre Explainer.

Working with the University of East Anglia and FutureLearn, the Society continued to support and deliver the Massive Open Online Course (MOOC), 'Biochemistry: the Molecules of Life'. In 2020, it was more popular than ever, attracting ~11K registrations, more than double the number achieved in 2019. This takes the total number of registrations on this course to ~36K, from across ~150 countries.

To continue to fund activities that will drive curiosity and inspire interest in biochemistry and the life sciences more generally, the Society runs a Scientific Outreach Grants programme to support others in delivering activities within schools and via events that engage the general public. In 2020, 49 applications for the Scientific Outreach Grants were received and the number of grants awarded increased from 20 in 2019 to 24 in 2020, whilst maintaining the overall value of the scheme at ~£20K.

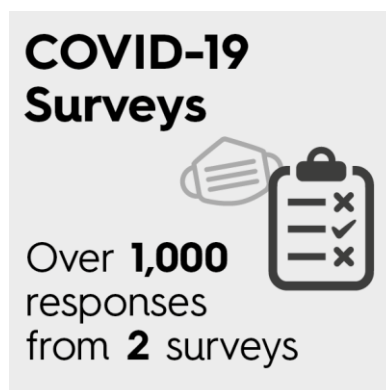
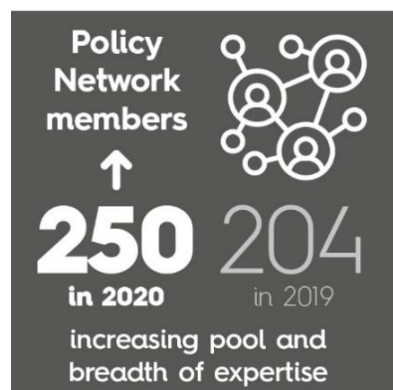
2020 marked the tenth anniversary of the Society's '[Science Communication Prize](#)', which was initially created to engage those with a burgeoning interest in communicating science and to inspire young people to learn about the molecular biosciences and consider a future in this field. A total of 142 entries were received (compared to 59 entries in 2019) following an expansion of the participation criteria, which encouraged submissions from secondary school and A-level students as well as undergraduates, who had previously been the sole group eligible for entry. Six prizes were awarded covering topics as diverse as blood clotting, the purpose of sleep and genes.

The Society awarded ~£13K in general travel grants and sponsored event grants last year. Understandably this was a significant drop compared to the previous year, due in large part to the necessary postponement of activities and opportunities for which bioscientists would normally require financial support. In 2021 the Society has amended the restrictions preventing applications in immediate subsequent years to encourage the use of this financial support both with regards to 'virtual meetings' as well as face-to-face events expected to resume in late 2021/2022.

## Encouraging wider dialogue and working collaboratively across and beyond our community

### Key objectives for the year

- Ensure a strong future for the molecular biosciences, maximizing opportunities for impact, engagement and innovation through working in strategic collaboration
- Deliver and implement plans for a sustainable transition to open access and open scholarship
- Continue to engage our members with key policy issues relating to science and science education
- Support students and researchers to communicate their work to policymakers and the public
- Give a voice to our community to influence the changing culture of science



A significant and strategic collaboration in 2020 for both the Biochemical Society and Portland Press was with the institutions and consortia that signed up to our pilot transformative [Read & Publish](#) offerings launched in 2020 to support a sustainable transition to open access. There were 55 institutions (ranging from Tokyo to Texas) that signed up to new transformative agreements in 2020. Given the considerable challenges faced during the COVID-19 pandemic, we were particularly pleased to have generated this level of success in piloting a new sales offering in 2020, which we have already seen has quadrupled in 2021<sup>3</sup>.

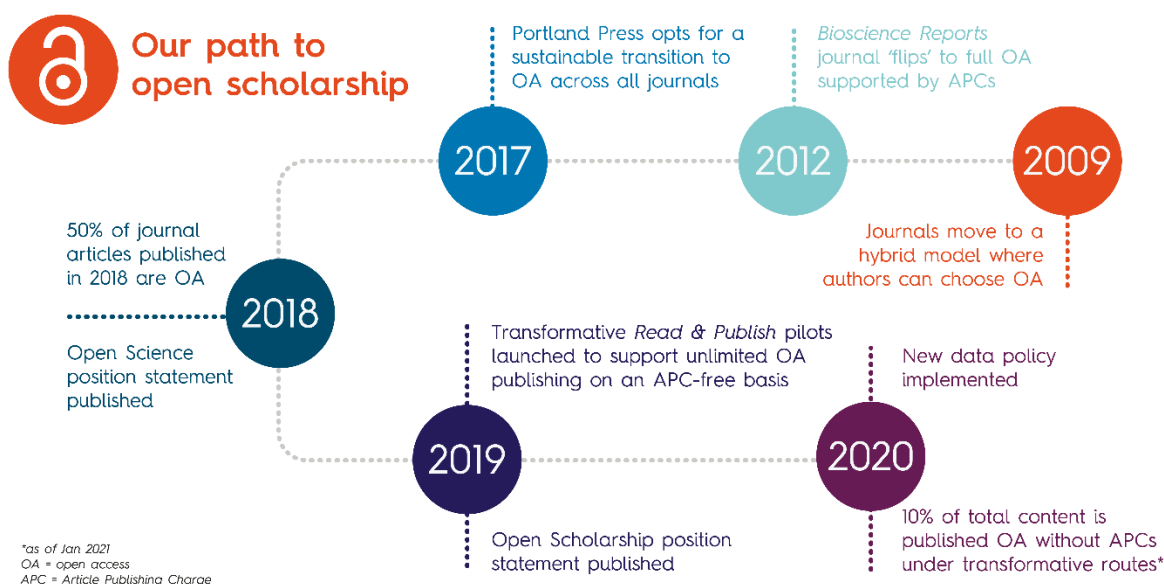
Transformative *Read & Publish* pilots provide 'read' access to institutional subscribers and their scholars, as well as the opportunity for unlimited OA publishing for affiliated corresponding authors. The publishing element of the *Read & Publish* ensures default OA for affiliated authors without the need for article publishing charges (APCs) that have otherwise accompanied OA

<sup>3</sup> As of April 2021, over 200 institutions have opted to *Read & Publish* with the Society's journals.

publication in the Society's journals (and in most journals from other scientific publishers) for well over a decade.

The *Read & Publish* initiative is central to the Group's transition to a more open scholarly landscape. To support this work, in 2020, a dedicated [open scholarship website](#) was created which brought together the Group's work including our related position statement, open data policy and mention of collaborative work with the Society Publishers' Coalition (SocPC), which is a forum for nearly 100 society publishers to discuss principles and best practice in transitioning to OA.

The open scholarship webpage launched in May 2020 and has received ~4K views. A goal of the open scholarship page was to chart the course of our transition towards open scholarship. The below timeline representation is therefore featured on our open scholarship page to highlight our trajectory over the last decade.



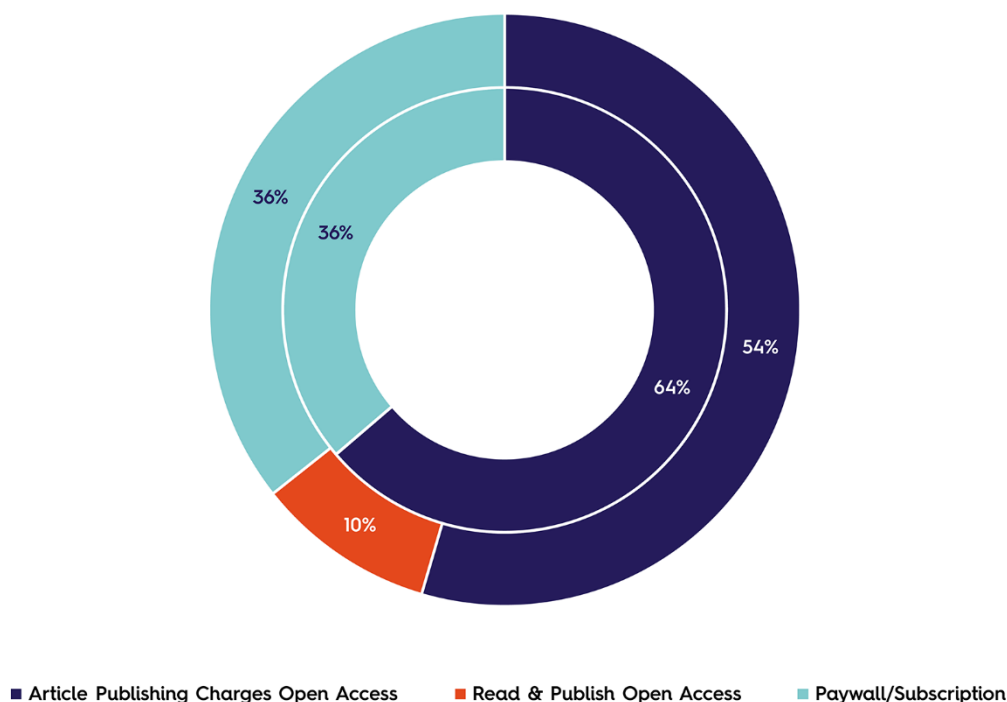
In 2009, authors were first given the option to publish their work open access in the Society's hybrid journals<sup>4</sup> in exchange for an APC levied per article. In 2020, for the first time, 10% of all content was published OA without APCs under a *Read & Publish* route. In addition, 55% of all the OA articles in our hybrid journals in 2020 were published without any APCs under the pilot *Read & Publish* transformative route.

<sup>4</sup> A journal that publishes both paywalled and OA content, i.e., a subscription-based journal that offers authors the option to publish their article OA in return for an APC. Subscription pricing for Portland Press' five hybrid journals are set taking into account quantity of paywalled or subscription-only articles in each hybrid journal and considering the proportion of paywalled to OA content.

This means that debut *Read & Publish* sales in 2020 have transitioned 10% of all content, and more than half of all the OA content published in our hybrid journals, to a new APC-free route supporting OA publishing. This frees up both librarians and authors from the administrative burden of article-level invoices/APCs while scholars (authors and readers alike) benefit from OA (including reusability) of the published content.

By the end of 2020, the number of OA publications across our journal portfolio exceeded 1,000 for the first time, a 6% increase on 2019 figures<sup>5</sup>. This is despite a decrease in the number of published articles, as a result of paper mill submissions, in one of our fully-OA journals, *Bioscience Reports*.

**Effect of R&P pilot on Portland Press publications - breakdown of 2019 (inner ring) vs 2020 (outer ring)**



As a result of these positive developments, the Group has begun to switch the dial towards increased OA publishing. From a standing start, 10% of all content published was open access without APCs via our transformative *Read & Publish* route and 9% of what had in 2019 been purely subscriptions income transitioned to *Read & Publish* income supporting both access to paywalled (i.e., subscription only) content and OA publishing in 2020.

<sup>5</sup> Per publishing KPI metrics logged each month:  
 End 2019 = 982 published OA articles  
 End 2020 = 1043 published OA articles

Alongside this work, as part of our transition to open scholarship, Portland Press also published its [Open Data Policy](#) in 2020. The implementation of this policy supports improved transparency and replicability by mandating data deposition for certain data types and requiring a 'Data Availability Statement' to be included on submission to all four of our research journals.

The Society's Director of Publishing took on the role of Chair of the Society Publishers' Coalition (SocPC) last year. This collaborative group of 93 organizations share a common ambition to see a sustainable transition to open scholarship and to improve the efficiency of the scholarly communication ecosystem for the benefit of researchers and society at large, in a fair and sustainable way. This group has supported and collaborated with the Biochemical Society and Portland Press, strengthening its position on open scholarship, as the organizations work together for the benefit of the scholarly community. Examples of progressive thinking and innovations in transitioning to more open publishing models are included in [this post from the SocPC](#).

In response to the COVID-19 pandemic, the Policy team began investigating the potential impacts of coronavirus within the bioscience community. In April, an initial survey was disseminated which achieved 469 responses. From these [results](#), the Society was able to identify that 76% of researchers had no access to their laboratories during this time. This was anticipated to result in a decrease in research output in the medium- to long-term (by 53% of respondents).

This survey showed a serious impact on ECRs, with 20% stating their concern for career progression in the medium- to long-term. Equally, the respondents showed concern amongst researchers for the future funding landscape both generally and the challenges faced in relation to their current grants. This survey was a crucial piece of work to help the Society understand how to respond to the community, and to pivot to meet their needs.

A follow-up community survey was issued in October to drill down into how the effects of the pandemic on the biosciences community may have changed, allowing us to identify trends and potential trajectories. This survey saw an increase in responses, with 615 feeding back on their experience. These results continued to show that researchers are facing significant impacts on their work – this was for 73% of respondents, increasing to 77% for ECRs. The survey also reported on other underlying factors causing concern. [This article](#) published in *The Biochemist* April 2021 summarizes responses to both surveys.

The Society's Policy Network is a group of engaged community members with specific interest and/or expertise in matters of science, education and government policy, that feed their expertise into the discussions of our Policy Advisory Panel, in 2020 this group continued to grow reaching 250 members by the end of the year. During 2020, the Society responded to a total of eight consultations. Four of these were via one of our partner societies, the Royal Society of Biology (RSB). These specifically covered: [OFQUAL and the exceptional arrangements for summer exams in England](#); [the impact of COVID-19 on education](#); and a governance framework for human genome editing. The fourth response was to the UK Research and Innovation (UKRI) review of its OA policy, whereby the Group provided a response via both the [RSB](#) and the [SocPC](#).



In addition to consultation responses, we provided input into the Organisation for Economic Co-operations and Development (OECD)/Oxford University Press (OUP) consultation on visions for the “Future of STEM Education”, and Programme for International Student (PISA) Assessments, amongst others. The OUP consultation was the first step in a major programme of research being conducted by OUP in conjunction with University College London (UCL) and the OECD to review the PISA assessments for science for the round 2024–2033. Following the survey, the Policy and Public Affairs Officer was invited to participate in a “Strategic Visioning Event” as part of the next stage of the review in February. This saw the Society represented on a panel of “Biological Sciences”, presenting themes that were apparent in the Biochemical Society written response. Areas of focus included the increasing interdisciplinarity of scientific research and industry not reflected in education, and in particular the need to integrate data skills, digital literacy and computer programming across science subjects at school. There was also a desire for skills to be central to the curriculum and assessment of education rather than knowledge, to prepare students for further education in scientific fields and enable them to thrive in an ever-evolving, increasingly technologically dependent workplace.

The Society continued to participate in a number of key community and policy events, including the Policy Lates series and Parliamentary Links Day, both run online in 2020 by RSB. We were proud to sponsor the Bronze Award at the 2020 STEM for Britain event and continue our involvement with [Voice of the Future](#) and [Voice of Young Science](#), three initiatives that support the careers of ECRs.

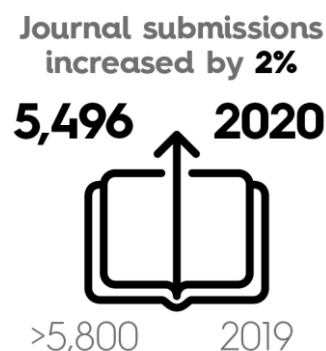
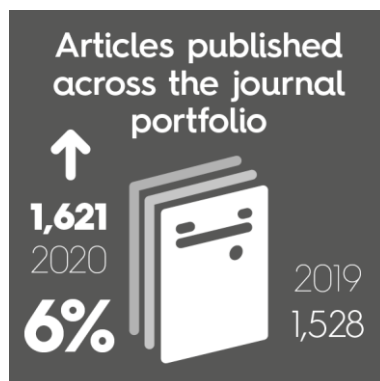
At the beginning of the year, the Society supported the RSB by sponsoring a table at the celebration of their tenth anniversary. The Group chose to encourage its ECRs to apply for one of the seats at our table and we received 50 applications. This event was held just a few weeks prior to the UK lockdown and provided the Group with the opportunity of networking with members in the early stages of their career, to obtain their view of different aspects of the Society’s work and our transition to open scholarship.

The Society’s Public Engagement activities, typically delivered via a series of face-to-face events throughout the year, were significantly reduced due to COVID-19. In June, the organizers of Hullabaloo – an annual science festival – adapted to running an online event. The Society participated in ‘Hullabaloo at Home’ with a dedicated online space to promote its [Scientific Scissors](#) activity which explains CRISPR and gene-editing. There were 1,500 visitors to this online space, engaging individuals across the globe, including Argentina, Australia, Canada, Jamaica, the Netherlands, Qatar, Taiwan and the United States. The Society also participated in the RSB’s Science at Home Festival, which was held in November, and continues to host resources of the participating organizations [online](#). During the opening weekend, the Society’s online page, promoting Scientific Scissors, achieved 533 visitors.

## Promoting and sharing knowledge

### Key objectives for the year

- Develop the Portland Press portfolio to offer a home for every paper published within the molecular biosciences
- Support and serve our publishing communities
- Continue to evaluate the positioning of the Society's scientific meetings and training programme
- Continue to create online content to support the teaching and understanding of biochemistry



In 2020, total submissions to Portland Press' journal portfolio increased on the previous year. Submissions to the hybrid journals ([Biochemical Journal](#), [Clinical Science](#), and [Biochemical Society Transactions](#)), were higher than 2019 and above target. The only journal that saw a fall in submissions was [Bioscience Reports](#).

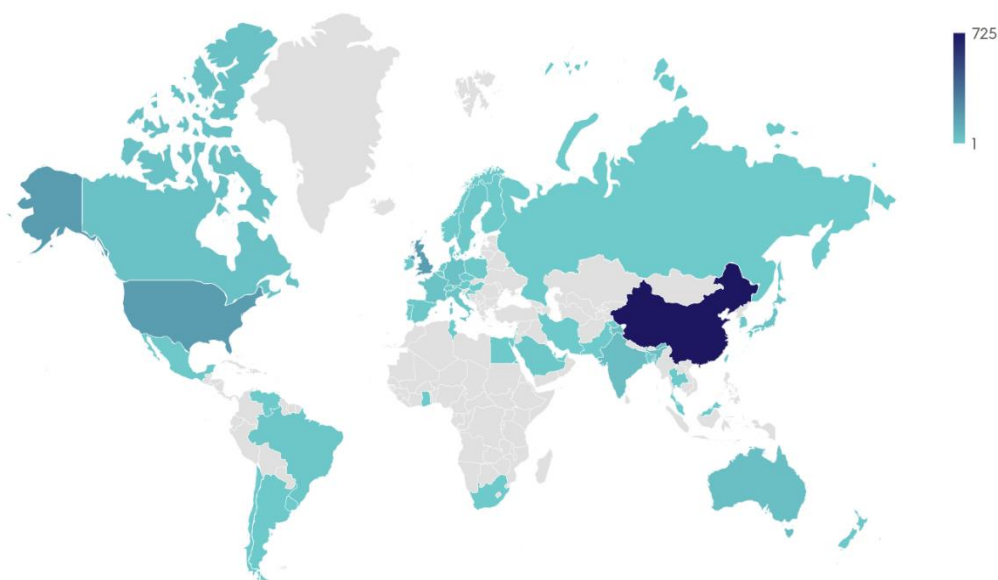
Equally, publications for 2020 have also increased against 2019 with a 6% uplift in the number of published articles. From the articles published, we had 1,553 (1,470 in 2019) corresponding authors from across 58 countries (49 in 2019). Specific [collections of articles](#) were curated by Portland Press in 2020, showcasing work on topics of relevant scientific interest. Over the year, the articles in these collections were viewed ~250K times.

In terms of total usage, article views and downloads, this figure has fallen to levels before 2018. In 2020, we achieved 4.37M views and downloads, compared with 6.19M in 2019. This fall was monitored throughout the year and investigated. The pandemic and subsequent global lockdowns did have an impact on how many researchers were able to have the time to access content against other priorities.

Across the year, usage from subscribing institutions was down ~7% against 2019; 2020 was the first full year that the Silverchair platform, upon which the published content is hosted, was live,

providing us with a new way of measuring usage, which will have also had an impact on reported metrics.

### Global Portland Press Corresponding Authors, 2020



**In 2020 1,553 corresponding authors from 58 countries had their work published in a PPL journal.**

In support of our charitable objectives, and to be able to deliver added value to our stakeholders particularly during the COVID-19 pandemic, there were a number of actions taken to support the researcher experience. For peer reviewers, more flexibility was provided on their review times for submitting their reports. For authors, flexibility on the submission of revised papers was offered, allowing more time as we were aware that, in some cases, additional requested experiments could not be done due to laboratory closures.

Paywalls were also lifted on all content between 21 April and 4 August. The Group was aware that, globally, many researchers were having to work remotely and therefore might not be able to access content through their institutional logins. The decision to lift paywalls on all content was a specific service to the research community as a result of the pandemic.

In June, anonymous posts on Twitter questioned the validity of some articles published within *Bioscience Reports*. Portland Press immediately began to investigate the articles that had been flagged. It appeared that a series of articles had been generated by paper mills<sup>6</sup> and Portland Press was not the only publisher affected ([Nature article](#), [Royal Society article](#)).

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<sup>6</sup> A 'papermill' is a company that produces scientific papers 'on demand', and then sells these papers to researchers who are using questionable means to obtain a scientific paper published in an international journal in

Portland Press proactively engaged with the community to maintain transparency, retract published content when supporting data was not provided, or publish expressions of concern where questions remained unresolved. Under the authority of the journal's Editorial Board and the Society's Publications Committee, Portland Press has implemented a series of new processes and enhanced checks to avoid fraudulent data being published to maintain the accurate scientific record. The mandatory requirement for raw data (Western blots) and institutional letters went to Publications Committee on 16 June and was approved rapidly by email the same day. The internal Bioscience Reports team and our external vendor also adopted these changes on 16 June, with a statement added to the Silverchair and submission website on the same day.

By the end of 2020, *Bioscience Reports* had retracted 18 papers, corrected 13 papers and issued expressions of concern for 33 papers. From the lessons learnt and patterns that have identified, as at April 2021 over 600 papers have been rejected as potential paper mills during the peer review process. Further details on our response are available in [this blog](#) and parts of [this editorial](#) written by the Editor-in-Chief and Deputy Editor-in-Chief of the *Bioscience Reports* journal.

Additional services were introduced in 2020 to support the research community. This included implementing the Contributor Roles Taxonomy (CRediT) for the *Biochemical Journal*, *Clinical Science* and *Neuronal Signaling*. This service provides a more granular and machine-readable way to demonstrate the role of each author on a published article.

Portland Press also partnered with the IP Registry ([PSI](#)) in order to manage IP registration for users and to block IP intrusion. A new widget, Trend MD, was implemented on the Portland Press website, which provides a more tailored reading experience based on user interest and keywords. In support of extending the global reach of published articles, the content included within [Emerging Topics in Life Sciences](#) was accepted in PubMed, and [Neuronal Signaling](#) was accepted for inclusion in PubMed Central. The Group also indexed its content on the [Researcher App](#), providing another accessible option for viewing content via mobile and tablet.

The delivery of a face-to-face programme of scientific meetings and conferences is a central activity for the Society, and one that many active researchers deem an essential part of the research process; to share their work amongst their peers, network and receive feedback. As soon as the pandemic reached the UK and subsequent lockdowns were in place, the Group announced that, with immediate effect, the Society's programme of events would be postponed or cancelled where necessary. This meant that no in-person scientific meetings were held in 2020. The possibility of safe re-opening of face-to-face events was reviewed by Trustees throughout the year with our first in-person meeting, 'Synthetic Biology', held on 22-23 November 2021.

Responding to constraints on face-to-face events, and in addition to delivering a new webinar series outlined in a previous section, new technologies for pivoting scientific meetings to an

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order to get promotion/graduation, but do not have time to actually do the research. It is not clear whether the experiments in the papers have actually been performed. Some papermills do have laboratories producing actual images or results BUT such images/results might be sold to multiple authors to represent different experiments. Therefore, the data in these papermill submissions are often falsified/fabricated.

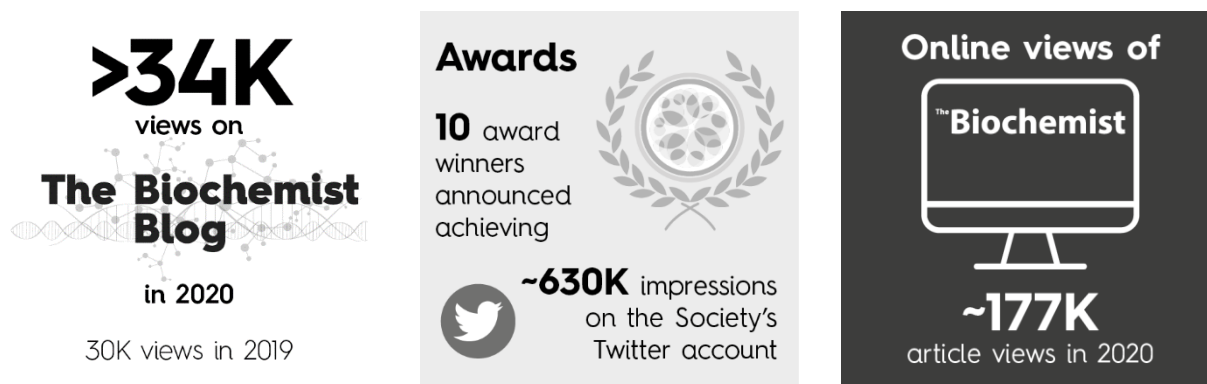
online-only format were scoped over 2020. As a result, in December 2020, one of the face-to-face scientific meetings originally planned as an in-person event was held online, with 41 delegates in attendance. Efforts over 2020 also ensured that, for 2021, the Society was able to deliver a programme of 11 live online scientific events and a further 2 hybrid events.

Meanwhile, to help develop content and provide learning opportunities for researchers to remain engaged over 2020, three of the Society's previous conferences were also re-released on demand. This format included pre-recorded presentations with the original speakers available to answer questions for the period that these events were made available online. The three on demand scientific meetings held in 2020 achieved 49 attendees.

## Promoting the importance of our discipline and through this, the broader life sciences

### Key objectives for the year

- Raise the profile of the molecular biosciences, the Society and Portland Press
- Emphasize the value of our publishing independence: by scientists for scientists
- Champion the needs of life scientists through all our activities



There are several external-facing activities and opportunities the Society harnesses to raise the profile of the molecular biosciences. The Society's Awards Portfolio remains an important way in which we raise the profile of work within the molecular biosciences, and the discipline itself. In 2020, ten award-winners were announced as the 2021 recipients. The awards cover a variety of categories, different areas of expertise and stages of career. The announcement of our award winners achieved ~630K impressions on the Society Twitter account, meaning the details of these individuals and their contribution to the molecular biosciences was shared widely across the sector.

The magazine of the Society, [The Biochemist](#) was given its latest (current) online presence in October 2019 as part of the launch project for the new [Portland Press](#) websites provided by the Silverchair publishing platform. With this, 2020 has been the first full year that the magazine was hosted online with its entire digital archive and newly published content available in an indexed and searchable manner. From a content workflow perspective, for the first time in 2020, all issues of the magazine were published [online](#) ahead of issue collation steps and distribution of the printed hardcopies. Content in the magazine achieved ~177K article views by the end of the year, and 2020 is the first year we can report on annual usage of the magazine.

[The Biochemist Blog](#) provides an online space for members and others working in and studying the molecular biosciences to submit short articles about specific topics of interest. Posts on this site are published to help raise the profile of the bioscience sector and support understanding of scientific issues in an accessible and less formal way. The blog has achieved ~129K views since its launch in 2017 from ~75K visitors. In 2020, there were 31 posts, achieving ~34K views, an increase on ~30K views in 2019. Visitor numbers to the blog have also increased from ~16K in 2019 to ~20K in 2020.

Social media remains a significant channel for the Group to communicate details of its activities, champion the needs of life scientists and raise the profile of biochemistry and molecular biology. In 2020, the number of followers on Twitter increased by 10% for the [Biochemical Society](#), 6% for [Portland Press](#) and 14% for [The Biochemist](#). By the end of the year, the number of followers on [LinkedIn](#) had also grown by 16%.

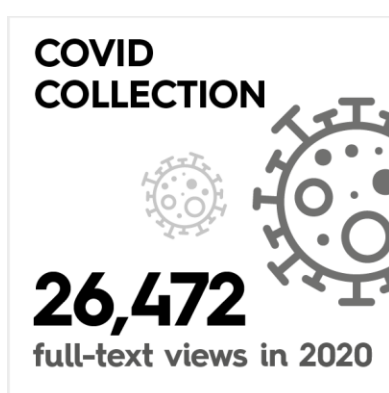
We continue to engage with Biology Week (organized by the RSB) as a partner society, promoting interest in biology and the life sciences in the general public, with an emphasis on schools and family engagement. Between 3 and 11 October 2020, the Society organized a webinar, celebrating the last ten years of RSB and featuring presentations on the contribution made by the biosciences to society. A dedicated issue of [Emerging Topics in the Life Sciences](#) featured articles along the same theme, and to coincide with Biology Week, this particular issue was also made freely available for a month. During this week, the Group also continued to showcase its programme of events, share relevant blogs and career profiles of those working in the sector. This activity achieved ~64K impressions via Twitter.

Later in October, the focus moved to Open Access Week. As part of the Group's continued communication of its transition to open scholarship, a dedicated webinar was held, entitled '[Open Access – ask me anything!](#)'. This featured a panel of experts, representing an author, a librarian, an ECR and the Director of Publishing representing a publisher viewpoint. The webinar has achieved ~150 views and has been a useful resource in demystifying OA and explaining some of the associated technical language. Throughout this week of activity, relevant articles, blogs and infographics were shared across social media, achieving ~25K impressions.

## Continuing to ensure sustainable support for the advancement of science

### Key objectives for the year

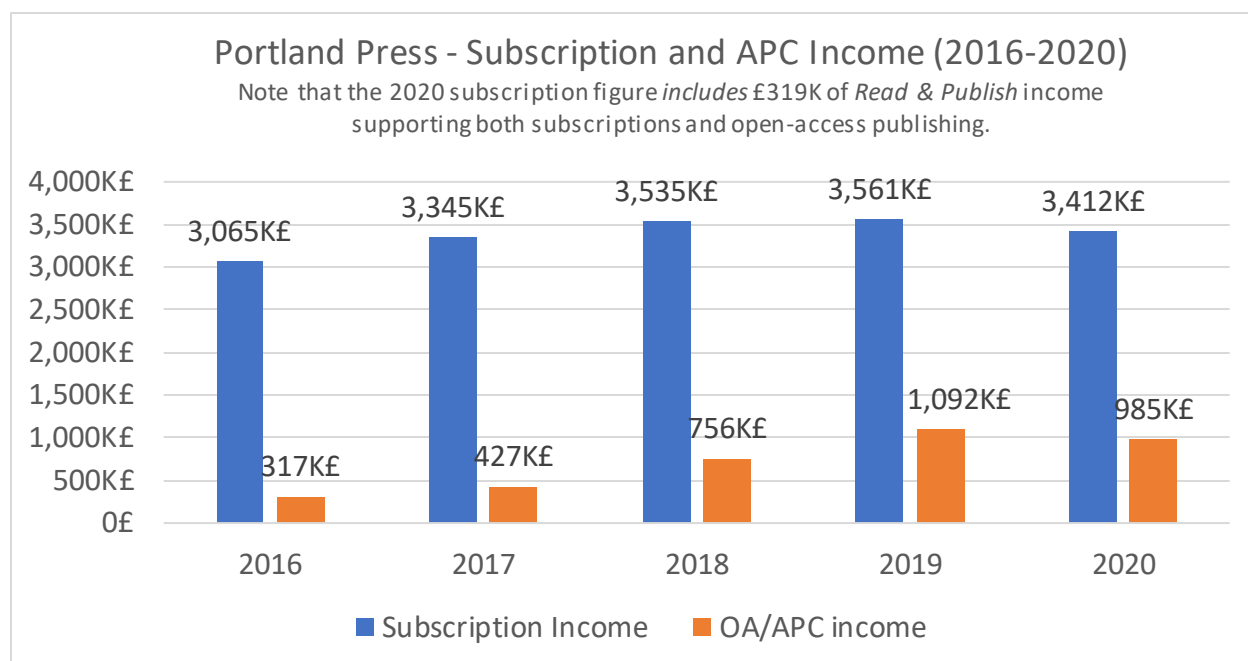
- Commence a financially sustainable transition to open scholarship that responds to the changing needs of researchers everywhere
- Ensure operational excellence across the organization through effective use of governance, business technology, finance and human resources
- Continue to build our reputation as a knowledge hub for the life sciences



There is no doubt that 2020 has been a turbulent and unprecedented year. During the COVID-19 global pandemic, the Group launched its pilot transitioning business model against a backdrop of lockdown, where face-to-face events were unable to be held, and limited access to laboratories had an impact on the Group's revenue streams from publishing and event sponsorship. Despite this, the year has ended in a financially strong position, as outlined in the Financial Review later in this report.

Journal subscription revenue for 2020 was ~£3.4M, which is ~£112K less than in 2019. However, of the total £3.4M about 10% (£319K) came from new *Read & Publish* deals. This represents ~10% of what was subscription income in previous years that has been rewired in favour of transformative deals supporting 'read' access and OA publishing in 2020. In its first year, 54 institutions have signed up to *Read & Publish* from across 11 countries. Revenue generated from APCs for 2020 stands at ~£985K.





By March, the Group had secured ~£64K in sponsorship for its 2020 events (with another ~£12K agreed in principle). However, unfortunately, these events were postponed or cancelled with one exception which ‘flipped’ to be held online. For this event, the supporting external organization declined to sponsor the event in its new incarnation. Following the postponement of other events, we had agreement for £40K of sponsorship income to be carried over to postponed dates and the remaining amounts will need to be re-confirmed or re-applied for in due course (subject to face-to-face meetings resuming).

Due to its flexible infrastructure, the Group was able to respond immediately to the COVID-19 pandemic and subsequent lockdown in supporting staff to work from home. At a meeting of the Council of Trustees in May, it was decided that the Group would reposition its working environment by vacating its physical office space to continue supporting remote working until March 2021. This was followed by the Council of Trustees’ Strategy Retreat in November, where it was agreed that the Group would maintain remote working for at least two years, with a decision for face-to-face meetings for all staff once every other month to commence no sooner than October 2021, and a review 6 months after these commence. Subscriptions to local serviced co-working spaces would also be offered to all staff, to ensure our staff are able to take advantage of the benefits that flexible remote working can bring.

During the year we also transitioned all Council, Board and Committee meetings to a video-conference format. This has ensured continuity of robust governance during a challenging year.

To ensure sustainability and stability of the Society’s core activities, whilst exercising a prudent approach to additional expenditure, a freeze was placed on recruitment to all vacant positions within the Society. Where possible, staff with relevant skills were refocused on core activities to ensure that we made best use of the excellent skills pool available to us in-house while avoiding the need to contract staff hours or furlough staff during 2020. Where necessary, additional posts were created, but only on a ‘fixed-term’ basis.

## Plans for the future

Throughout 2021 the Biochemical Society continued to drive forward its [2019-2021 Strategy](#) with Trustees due to meet in early 2022 to set the strategy for the coming three year period. We will continue to focus on delivering our six core streams of activity, however we will also expand our focus to include:

### Embracing and developing digital resources

Making better use of our current platforms is a key area of focus for the future. The Society will explore a more integrated approach across its internal systems, enhance the website and support further digital development across a variety of formats, including an evaluation of pre-printing possibilities. The removal of geographical limitations and the inclusive and more affordable nature of online meetings has allowed the Society to connect with even more bioscientists in 2021. As well as forthcoming [online conferences and training courses](#), the Society's programme of webinars continues in the form of the [Biochemistry Focus](#) series as well as a complementary series dedicated to early career researchers. These webinars were developed following the first COVID-related lockdown and will remain freely available to the community.

### Synergies and 'packages'

We are aiming to maximise synergies across the Group, with collaboration between in-house departments and other/external relevant societies. In this context synergies are seen as identifying opportunities between existing activities that are taking place, recent examples of which have been the Biochemistry Focus ECR webinar on developments in neuroscience and an interim online provision for the usual in-person Summer Vacation Studentships and Teacher Placement Schemes provided by the Society.

The idea of proactively curating resources from across the Group into 'packages' that can be offered to users takes the synergies idea further, actively choosing topics to cover and using existing content alongside potential new content to also be part of the package. We will focus on three specific areas as 'proof of concept' of packages: virology and vaccinology; synthetic biology; and mitochondria.

Along with renewed focus on synergistic working, there will be opportunity for community engagement to be driven by existing content and resources across the Group, bringing together various strands of the Society's activities and publications. There will also be a need to consider alternative sources of revenue to replace sponsorship for face-to-face meetings and changes in publishing revenues.

We remain alert to the possibility of future disruption due to the evolving nature of the Covid pandemic and will ensure we maintain our agile approach to community engagement and events. We will continue to innovate new ways of working, as we did in March 2020, to support and represent the bioscience community and ensure we can function effectively and appropriately in a changing environment. Contingency plans are in place for all scientific events to allow for planned hybrid meetings to be switched for an entirely online offering if required, with the four online training events held in 2021 all selling out to full capacity. Our governance and income generation functions remain entirely equipped to operate at full capacity online, with remote working in place.

## **Equality, Diversity and Inclusion**

This will be considered as part of everything the Society does. The longer term move to a virtual office reflects this commitment to providing a more diverse and inclusive working environment, where employment is not restricted to staff who live in and around London. It will also facilitate greater flexibility for those with caring responsibilities or disabilities. The Society is equally committed to improving 'in-house' diversity across communities, committees, boards and panels, in parallel with developing the EDI strategy further.

## GOVERNANCE AND MANAGEMENT

### *Corporate Status and Constitutional Documentation*

The Society is a charitable company registered in England and Wales and was incorporated by guarantee on 25 November 1966. It has no share capital and the liability of each member is limited to £1.00. The governance document is the [Articles of Association](#), which can be found on the Society's website, on Companies House, or is available by request.

The Society's Trustees are also Directors of the Company. Trustees pay due regard to the Charity Commission guidance on public benefit and commission annual audits of Society activities to ensure compliance.

### *Governance Committee Structure*

The Biochemical Society delivered its mission and charitable objectives in 2020 through its members, who were represented on the Council of Trustees and its contributing subcommittees, as well as the Executive Management Committee. A structure of all related committees can be found on the [Society's website](#).

- Council of Trustees

The Council of Trustees is the governing body of the Biochemical Society. It meets four times a year and addresses Society strategy and matters reserved for consideration by Directors/Trustees. Its full composition is detailed on page 36 of this report. During the period covered by this report there were 14 Trustees, as shown on page 36.

- Executive Management Committee

The Executive Management Committee has the remit of overseeing the implementation of the Society Strategy, as set by the Council of Trustees. It meets a minimum of five times a year and met ten times in 2020. It comprises the Chair of the Executive Management Committee, the Honorary Treasurer, the Chair of Portland Press Board, an Independent Member (not otherwise appointed to a sub-committee of the Council of Trustees) and the Chief Executive Officer. The composition of the Executive Management Committee will change in 2022 after the term of office of the current Chair of Portland Press Board comes to an end when this role on the EMC will be replaced by a Balance Trustee who will serve on both the EMC and CoT.

- Finance Committee

The Finance Committee has delegated authority to oversee financial matters on behalf of the Council of Trustees and make recommendations for action. Final authority remains with the Trustees. It meets four times a year and is comprised of the Honorary Treasurer, Chair of the Executive Management Committee, Chair of the Board of Portland Press Limited, and two Independent Members appointed from outside the Society with expertise in general financial and charity financial matters. Independent Members are appointed via an external recruitment process overseen by the Honorary Treasurer and two further members of the Finance Committee.

- Audit Committee

All audit activity is initially managed by the Audit Committee, which is chaired by an independent appointee from outside the Society membership, with demonstrable skills and experience in compliance and audit-related matters. The Honorary Treasurer attends by request. The President of the Society may not attend these meetings.

- Additional Sub-Committees of the Council of Trustees

In addition to the above, within 2020, the Council of Trustees also had the following subcommittees:

- Awards Committee
- Conferences Committee (into which three Theme Panels feed: Basic Bioscience Theme Panel, Clinical and Translational Research Theme Panel and Training Theme Panel)
- Early Career Advisory Panel
- Education, Training and Public Engagement Committee
- Equality, Diversity and Inclusion (EDI) Advisory Panel
- Grants Committee
- Industry Advisory Panel
- Publications Committee
- Policy Advisory Panel

#### *Elections and Appointment of Trustees*

The Society is keen to encourage as wide a representation of its members as possible amongst its Trustees, as well as ensuring sufficient breadth of skill and experience. Members are invited to stand for election through announcements placed on the website and delivered directly by email, or via post if no valid email address is held. During 2020, the Society used Civica Election Services to manage both the nominations and elections processes, providing the members with a straightforward nominations platform, and ensuring an additional layer of scrutiny to the process. The nominations process is overseen by the Nominations Panel and scrutinized by the Audit Committee. These committees are mindful of the particular skills of existing Trustees and Committee Members and areas of Trustee skills that might be strengthened. As of 2021, the Chair of the EDI Advisory Panel will sit on the Nominations Panel to ensure EDI matters are given due consideration in all deliberations.

#### *Trustee Induction and Access to Training*

On appointment new Trustees receive an induction pack consisting of all key Society governance documents (including the Articles of Association and Society By-Laws), the annual Accounts for the previous financial year, and outline of the responsibilities of key Officers of the Society, Terms of Reference for all Society Committees and Sub-Committees, and the Society Risk Register. Trustees who will have specific responsibility for a Committee/Sub-Committee also receive copies of the minutes from any appropriate meetings that have taken place within at least the last 12 months.

All Trustees are required to sign-up to the Code of Conduct containing a confidentiality agreement and register any applicable interests upon the Society's Interests Register, which is updated throughout the year and available for review upon request. This information is managed and maintained and is reviewed at the beginning of all Trustee meetings.

All Trustees are invited to attend an induction comprising introductory sessions on charity management, law and governance, as well as the responsibilities of Trustees. Where Trustees require additional skills, enhancements to pre-existing skills, or EDI-related training (for example on 'unconscious bias') this is provided.

#### *Statement of Trustee Responsibilities*

The Trustees (who are also Directors of the Biochemical Society for the purposes of Company Law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable legislation and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs for the Charitable Company and of the income resources, and the application of resources, of the Charitable Company for the period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles of the Charities Statement of Recommended Practice and FRS-102.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial standards.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organization will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose, with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

- Insofar as each Trustee is aware, there is no relevant audit information for which the Charitable Company's Auditor is unaware.
- They have taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and to establish that the Charitable Company's Auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom (particularly in England and Wales) governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### *Management of the Society's Business and Activities*

The Trustees have delegated the authority to manage the Society to the Chief Executive Officer (CEO) who reports on the performance of the Society against the strategic and operational

plans approved by the Trustees. The Chief Executive is supported by other members of the Senior Management Team (SMT) which in 2020 comprised the Director of Operations, Director of Publishing and Director of Society Programmes. As of 25 August 2021, the SMT comprises the CEO, Director of Publishing, Head of Content and Engagement, Head of Conferences and Events, Head of Human Resources, EDI and Technology and the Head of Finance and Governance. The SMT progress the Society's activities and strategy, and members deputize for the CEO in her absence. All Heads of Department report to the CEO or a Director.

#### *Portland Press Limited*

Portland Press is a trading subsidiary wholly owned by the Biochemical Society, responsible for publishing, marketing, selling and distributing the Society's journals and other publications, as well as offering related services to third parties.

Portland Press has its own Board of Directors, on which sit three Society Trustees. The full membership of the Portland Press Board of Directors in 2020 is listed on page 36.

The Group employs two personnel responsible for Human Resources utilizing 40% of their time. The remaining 60% of their time is contracted, via Portland Press Limited, to provide HR guidance to the Microbiology Society, Society for Experimental Biology, and Society for Applied Microbiology.

The Society began the year with a small office space located at LABS, 90 High Holborn, London WC1V. The Society started working remotely from March 2020 due to COVID-19 restrictions. On 27 November 2020, the Trustees of the Society elected to continue remote working for a period of 2 years starting in October 2021 (the point at which they had considered it potentially safe to begin face-to-face activities), with an initial interim review beginning in March 2022, or 6 months after the commencement of bi-monthly face to face all staff meetings as mentioned elsewhere in the Annual Report.

## Principal Risks and Uncertainties

### *Risk Management*

In addition to overseeing the annual audit, the Audit Committee undertakes detailed reviews of the Society's Risk Register, wherein measures to mitigate individual risk are agreed and monitored. The outcomes of these reviews are reported to the Trustees and inform their deliberations when making decisions affecting the Society.

### *Principal Risks*

The Trustees consider the principal risks to the Society to be as follows:

- Changing government funding policies for science and higher education in a major region and/or open access mandates (including Plan S) adversely affect research or library budgets thereby leading to (i) reduced ability to generate previous levels of income via subscription content, and/or (ii) reduced submissions to Society journals.
- Liability for the Biochemical Society Pension Scheme and/or proportional liability for the USS deficit damages the Society's financial stability and ability to deliver member and community activities. The actuarial estimate is that the Biochemical Society Pension Scheme will be balanced by mid-2027 and the Society is paying deficit contributions of £285k each year from 2021 to 2027 with a one-off additional payment of £400k which was also made during 2021.
- Changes to publishing-related governmental policy in China impacting upon article submissions to the Society's journals and diminishing revenues from the *Bioscience Reports* journal.
- Errors in Business Technology infrastructure negatively impacting the ability of the business to undertake key operational, publishing and/or society programmes related activities.
- Portland Press transition to open access plans leading to drop in revenue and/or return to the Biochemical Society.

Mitigating activities, both pro-active and reactive, associated with each risk are identified by the 'Risk Owner' within the Senior Management Team and presented to the Audit Committee for discussion. The application and efficacy of mitigations are approved by the Council of Trustees under guidance from the Audit Committee. The Trustees consider that the plans outlined within the mitigations currently listed within the Group Risk Register (including the regular updating of business and strategic plans; scrutiny of the Society's accounts against budget; review of key performance indicators throughout the year, and close engagement with trends within the sector) will address these risks.



## Biochemical Society Trustees

The following are Members of the Council of Trustees (Board of Trustees and Directors of the Society) or were members of the Council of Trustees for the year under review and up to the date of this report:

|                         |                                                                              |
|-------------------------|------------------------------------------------------------------------------|
| Charles Peter Downes    | President                                                                    |
| Sheila Graham           | Chair, Executive Management Committee                                        |
| Frank Sargent           | Honorary Treasurer                                                           |
| Stefan Roberts          | Honorary Meetings Secretary (up to 31 December 2021)                         |
| David Pye               | Honorary Policy Officer (up to 31 December 2020)                             |
| Derry Mercer            | Honorary Policy Officer (from 1 January 2021)                                |
| Richard Reece           | Chair, Portland Press Limited Board of Directors                             |
| Helen Watson            | Chair, Education, Training and Public Engagement Committee                   |
| Luciane Vieira de Mello | Chair, Training Theme Panel                                                  |
| Michelle West           | Honorary Meetings Secretary                                                  |
| Joanne Edwards          | Chair, Clinical and Translational Theme Panel (up to 31 December 2021)       |
| Martin Pool             | Local Ambassador Representative                                              |
| Dominika Gruszka        | Early Career Researcher Representative                                       |
| Malcolm Weir            | Industry Representative (up to 31 December 2021)                             |
| Augustin Amour          | Interim Industry Representative (from 25 November 2021)                      |
| Lisa Chakrabarti        | Chair, Basic Bioscience Theme Panel (from 1 January 2022)                    |
| Martin Lindley          | Chair, Clinical and Translational Research Theme Panel (from 1 January 2022) |

## Directors of Portland Press Limited

The following were Directors of Portland Press Limited for the year under review:

|                   |                                                                                           |
|-------------------|-------------------------------------------------------------------------------------------|
| Richard Reece     | Chair, Portland Press Ltd Board of Directors                                              |
| Matthew Cockerill | Non-Executive Director                                                                    |
| Philip Garner     | Non-Executive Director                                                                    |
| Peter Richardson  | Non-Executive Director                                                                    |
| Sheila Graham     | Non-Executive Director and Chair, Biochemical Society                                     |
| Frank Sargent     | Non-Executive Director and Honorary Treasurer, Biochemical Society                        |
| Kate Baillie      | Executive Director and Managing Director, Portland Press Ltd and CEO, Biochemical Society |
| Malavika Legge    | Executive Director and Director of Publishing, Biochemical Society                        |

## Senior Management Team

### **Kate Baillie**

CEO, Biochemical Society and Managing Director, Portland Press  
[kate.baillie@biochemistry.org](mailto:kate.baillie@biochemistry.org)

### **Adam Hughes (to 23 August 2021)**

Director of Operations  
[adam.hughes@biochemistry.org](mailto:adam.hughes@biochemistry.org)

### **Malavika Legge**

Director of Publishing  
[malavika.legge@biochemistry.org](mailto:malavika.legge@biochemistry.org)

### **Ivana Knyght (to 31 March 2021)**

Director of Society Programmes  
[ivana.knyght@biochemistry.org](mailto:ivana.knyght@biochemistry.org)

### **Kofo Balogun (from 6 April 2021)**

Head of Human Resources, EDI and Technology  
[Kofo.balogun@biochemistry.org](mailto:Kofo.balogun@biochemistry.org)

### **Clare Curtis (from 6 April 2021)**

Head of Content and Engagement  
[clare.curtis@biochemistry.org](mailto:clare.curtis@biochemistry.org)

### **Lorraine Reese (From 6 April 2021)**

Head of Conferences and Events  
[lorraine.reese@biochemistry.org](mailto:lorraine.reese@biochemistry.org)

### **Doug Armin (From 25 August 2021)**

Head of Finance and Governance  
[Doug.armin@biochemistry.org](mailto:Doug.armin@biochemistry.org)

## Key contacts

### Bankers

Coutts & Co  
440 Strand  
London  
WC2R 0QS

National Westminster Bank Plc  
100 The Crescent  
Colchester  
CO4 9GN

### Solicitors

Bates Wells LLP  
10 Queen Street Place  
London  
EC4R 1BE

### Auditor

BDO LLP  
55 Baker Street  
London  
W1U 7EU

### Investment managers

Newton Investment Management Ltd (part of BNY Mellon)  
160 Queen Victoria Street  
London  
EC4V 4LA

### Registered office

Biochemical Society  
First Floor  
10 Queen Street Place  
London  
EC4R 1BE

### Company Secretary

Adam Hughes (to 6 August 2021)  
[adam.hughes@biochemistry.org](mailto:adam.hughes@biochemistry.org)

## Financial review

The Group's results for the year are set out in the Statement of Financial Activities on page 55.

The financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) (the Charities SORP (FRS 102) effective 1 January 2019).

### *Treasurer's report*

During these unprecedented times, the Biochemical Society and Portland Press can look back at a year of financial stability achieved through good planning and cost control.

Total income from Charitable Activities was £4,765,000 (2019: £5,507,000) which included income of £4,509,000 (2019: £4,812,000) from publishing activities.

As a consequence of the pandemic, the income stream hit the hardest was that of our Scientific conferences. All of our face-to-face scientific conferences in 2020 were cancelled or postponed resulting in a significant drop in income to £5,000 (2019: £383,000). In order to support the needs of the biosciences community, we adapted our programme to deliver a brand-new series of [Biochemistry Focus webinars](#). These events were strengthened with the delivery of our online training courses which continued to provide learning opportunities to researchers. Additionally, we hosted our first fully online scientific meeting in December 2020 and will continue to offer hybrid and online options going forward.

Income from Membership fees fell to £231,000 in 2020 (2019: £272,000) reflecting the timing difference in direct debit collections from members which will be corrected in the course of 2021.

Despite the notable changes in expenditure, the Society implemented a number of activities during 2020 to ensure continued progression with our charitable objectives. Such activities included career-focused webinars, establishing a new ECR-focused webinar series and in order to capitalize on our sector networks, a [COVID-19 hub](#) was developed on the Society's website to bring together relevant information. Due to the restrictions on travel and postponement of face-to-face conferences, the Society awarded significantly fewer grants and awards in 2020, and although we saw an increase in applications for online meetings towards the end of the year, potential amendments to the conditions of grants applications (in order to encourage greater uptake in 2021) are being considered.

Total expenditure relating to Charitable Activities has decreased to £4,241,000 (2019: £5,714,000).

On an operating basis, and before accounting for other recognized gains and losses, the Group made a surplus for the year of £811,000 (2019: £744,000).

The majority of the Society's funding comes from publishing activities (see below), other major sources stem from membership subscriptions, conferences registration fees and sponsorship, totaling £256,000 (2019: £816,000) and investment income of £105,000 (2019: £180,000).

The Society's charitable expenditure, excluding Portland Press trading activities, amounted to £1,541,000 (2019: £2,825,000).

Portland Press Limited, the Society's trading subsidiary, made a pre-tax profit for the period of £2,160,000 (2019: £2,119,358 profit). These profits were distributed to the Society during 2021 under deed of covenant and are included in the figures stated above.

The Biochemical Society Staff Pension Scheme, a defined benefit scheme, was closed to new entrants and future accrual from March 2011. The Society currently offers staff the opportunity to be members of the Universities Superannuation Scheme, a multi-employer defined benefit scheme. In line with Pensions regulations this is the scheme in which all Society employees are initially 'auto-enrolled'. This is summarized further in Note 15.

The Society accounted for net gains on investments of £198,000 from the equity investments.

After accounting for these items, the Group made a net surplus of £1,651,000 (2019: £852,000) for the year, with closing reserves of £12.4 million (31 December 2019: £10.7 million).



**Professor Frank Sargent**

Honorary Treasurer

Date: 21 February 2022

## **Reserves Policy and Going Concern**

The Society plans to fund its ongoing charitable activities from its free reserves.

Free reserves are the unrestricted funds not designated for other purposes and readily available in the short to medium term. For this purpose, free reserves are calculated as 'Other Charitable Funds' less the value of intangible assets. As at 31 December 2020 free reserves amounted to £11.9 million (2019: £11.0 million).

The Trustees consider it ideal to maintain a level of reserves representing 12 months of committed Society expenditure, including pension scheme deficit funding, with lower and upper bounds of 6 to 18 months. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

As at 31 December 2020, the Society had free reserves sufficient to cover 34 months of charitable expenditure. This is above the level of free reserves as outlined by the policy and is as a result of selling freehold and investment property during 2019 with the sale proceeds not being reinvested back into property. The Trustees have carried out an investment strategy review during the first half of 2021 and will review the reserves policy in line with the current financial climate and in the context of the wider landscape with threats to declining subscription income.

### **Free reserves**

Following the events of 2020 relating to COVID-19 the Trustees made the decision to halt the proposed purchase of permanent premises and in November 2020, made the decision to adopt a longer-term remote working trial for staff on a 2-year trial basis. Whilst this action is not in direct consequence of any requirement to make cost savings following the impact of COVID-19, these savings further strengthen the financial position of the Group in uncertain times.

### **Going Concern**

The trustees have assessed whether the use of the going concern basis is appropriate, particularly after taking the impact of the Covid-19 pandemic into account. They have reassessed the business plans, income and expenditure projections and taken into account the Charity's reserves levels. Their conclusion is that there is little doubt about the Charity's ability to continue operating as a going concern.

Portland Press undertook a fresh profitability analysis for 2021 and 2022 considering four scenarios based on market information, with assumptions ranging from a positive outcome to a worst-case scenario. Profit is anticipated even in the most extreme scenario modelled.

By December 2021, Portland Press had already received 44% of its budgeted revenue for 2022 subscription sales totaling £1.388m.

We remain alert to the possibility of future disruption due to the evolving nature of the Covid pandemic but note that the income generation functions remain entirely equipped to operate at full capacity online, with remote working in place.

The Group currently holds significant values of cash at bank in addition to a significant level of liquid investments held as part of an investment portfolio.

The Trustees have made their assessment for a period of at least one year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

### **Remuneration Policy**

The Trustees, being the Non-Executive Directors of the Society, receive no direct remuneration for the duties they undertake on behalf of the Society.

All employee remuneration is benchmarked against similar positions within the sector and against comparative professional positions where possible. The Council of Trustees delegates the responsibility for setting the budget for 'cost of living' related increases, as well as the level of funds available for performance-related bonuses to the Finance Committee. Responsibility for management of general staff remuneration levels, as well as the allocation of performance-related bonuses, is delegated to the Remuneration Committee.

### **Investment policy**

The [Articles of Association](#) give the Trustees the power to invest as necessary to support the promotion of the objects of the Society.

The Society's equity investment assets are managed through a pooled fund, the 'Newton Sustainable Growth and Income Fund for Charities'. This fund allows exposure to investments which would not be economically available to the Society within a segregated fund and provides cost-efficient means of investment management. All our investments are ethically screened in line with the Society's current investment policy.

On 8 October 2020, the Newton Growth Fund for Charities converted into the Newton Sustainable Growth and Income Fund for Charities with an updated investment objective and a change of performance benchmark.

The delegated management of assets remains with Newton Investment Management Limited, a subsidiary of BNY Mellon. The overall investment objective is to generate capital growth over the long term (5 years or more) without taking undue risk, whilst also ensuring ethical principles around investment practices are met. Focus on Environmental, Social and Governance (ESG) considerations are enhanced by incorporating Newton's full Sustainable Investment Process. This objective is to be achieved principally by investing in the Newton Sustainable Growth & Income Fund for Charities. Total investment performance is expected at the minimum to exceed, over the medium to long term, the returns to be achieved on cash deposits.

No investments are made into companies predominantly involved in the production of tobacco products or armaments.

Although a reasonable and consistent level of income and growth is expected, the performance of the investment managers is essentially judged on the total return of income plus capital growth minus investment management fees. The performance of the unrestricted fund

investments is benchmarked against a parcel of indices. The managers are expected to outperform these indices.

The equity investment fund outperformed its comparative index over the year achieving a return of 5.7% against a comparative index performance of 2.3%. At 31 December 2020, the investment portfolio was valued at £5,208,394 including cumulative unrealized gains of £1,461,194.

At 30 September 2021, the investment portfolio was valued at £5,705,422 including cumulative unrealized gains of £1,958,242. The annualised returns for the 12 months to 30 September 2021 are 15.7% against the performance benchmark of 14.6%

Due to the COVID-19 pandemic and the subsequent ongoing market risk, Trustees and Senior Management are closely monitoring the performance of the investment portfolio and the inevitable impact that the pandemic is having on it.

The Trustees have reviewed the current investment policy during 2021 in line with a review of the reserves policy and the Society is in process of transitioning to a more diversified portfolio which will reduce its dependence on the performance of a single investment fund.

### **Auditor**

BDO LLP were appointed in 2020 and offer themselves for reappointment as Auditor.

### **Trustees' Approval**

In approving the Trustees Annual Report, the Trustees are also approving the Strategic Report in their capacity as Trustees of a charitable group.



**Professor Sir Pete Downes**  
President  
Biochemical Society



**Professor Sheila Graham**  
Chair, Executive Management Committee  
Biochemical Society

Date: 21 February 2022



# **INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE BIOCHEMICAL SOCIETY**

## **Opinion on the financial statements**

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the Parent Society's affairs as at 31 December 2020 and of the Group's incoming resources and application of resources and the Parent Society's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements of the Biochemical Society ("the Society") and its subsidiary ("the Group") for the year ended 31 December 2020 which comprise the consolidated statement of financial activities, the consolidated and Society balance sheet, the consolidated cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

## **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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Independence**

We remain independent of the Group and Parent Society 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.

## **Conclusions related 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 Group and the Parent Society'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 Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's report thereon. The other information comprises: Strategic report on Group activities. 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.

## **Other Companies Act 2006 reporting**

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

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' report, have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Group and the Parent Society and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustee's report.

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

- adequate accounting records have not been kept by the Parent Society, or returns adequate for our audit have not been received from branches not visited by us; or

- the Parent Society financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of Trustees**

As explained more fully in the Statement of Trustee Responsibilities, the Trustees (who are also the directors of the Society for the purposes of company law) 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 determines 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 Group's and the Parent Society'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 Group or the Parent Society 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 the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

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

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

- We obtained an understanding of the legal and regulatory frameworks through our accumulated knowledge and consideration of sector information that is applicable to the Group and Society. We determined that the most significant which are directly relevant to specific assertions in the financial statements are those related to the financial reporting framework including but not limited to United Kingdom Generally Accepted Accounting

Practice, the Charities Act 2011, the Companies Act 2006, Data Protection Act 2018, Bribery Act 2010 and tax legislation.

- We understood how the Group and Society are complying with those legal and regulatory frameworks by making enquiries to management. We corroborated our enquiries through our review of the Society and subsidiary company minutes.
- We assessed the susceptibility of the Group and Society's financial statements to material misstatement, including how fraud might occur by discussing with management where it is considered there was a susceptibility of fraud relating to management override of controls and improper income recognition. As part of this assessment we discussed the outcome of specific investigations with the Trustees of the Charity and external advisors.
- In addressing the risk of fraud, including the management override of controls and improper income recognition, we tested the appropriateness of certain journals, reviewed the application of judgements associated with accounting estimates for the indication of potential bias and tested the application of cut-off and revenue recognition. In light of subsequent events, we reassessed performance materiality, revised testing with no reliance placed on controls and sought evidence of receipt for all income amounts tested.
- We considered the implications of a number of subsequent events on financial results for the year and tested the accuracy and completeness of adjustments made to the financial statements.

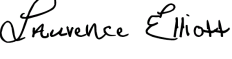
Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by,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

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://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 Society's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Society's members 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 Society and the Society's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:  
  
C9A7C7386A35456...

Laurence Elliott (Senior Statutory Auditor)  
For and on behalf of BDO LLP, statutory auditor  
London, UK

**Date** 23 February 2022

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

# FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

## Principal Accounting Policies

The below financial statements have been prepared in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102), and follow the recommendations in the Statement of Recommended Practice: 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) (the Charities SORP (FRS 102) effective 1 January 2019). The Biochemical Society meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared under the historical cost convention except that investments are valued at fair value (see below). The principal accounting policies of the Group, judgements and key sources of estimation uncertainty in the preparation of the financial statements are set out below and have been consistently applied to the years presented, unless otherwise stated. The financial statements are prepared in sterling which is the functional currency of the Group and rounded to the nearest £'000.

### *Basis of preparation: Going Concern*

The financial statements are prepared on a going concern basis.

The Trustees consider it ideal to maintain a level of reserves representing 12 months of committed Society expenditure, including pension scheme deficit funding, with lower and upper bounds of 6 to 18 months. This policy is intended to provide a sufficient buffer without accumulating unnecessary levels of reserves.

As at 31 December 2020, the Society had free reserves sufficient to cover 34 months of charitable expenditure and this increased throughout 2021 to 42 months in October. This is above the level of free reserves as outlined by the policy and is as a result of selling freehold and investment property during 2019 with the sale proceeds not being reinvested back into property. The Trustees have carried out an investment strategy review during the first half of 2021 and reviewed the reserves policy in line with the current financial climate and in the context of the wider landscape with threats to declining subscription income.

Following the events of 2020 relating to COVID-19, the Trustees took the decision to temporarily halt the ongoing search for purchasing permanent premises and in November 2020, the Trustees made the decision to adopt a longer-term remote working trial for staff on a 2-year basis. Whilst this action is not in direct consequence of any requirement to make cost savings following the impact of COVID-19, these savings further strengthen the financial position of the Group in uncertain times.

Portland Press undertook a fresh profitability analysis for 2022 considering four scenarios based on market information, with assumptions ranging from a positive outcome to a worst-case scenario. Profit is anticipated even in the most extreme scenario modelled.

By the first week in December 2021, Portland Press had already received 44% of its budgeted revenue for 2022 subscription sales totaling £1.388m.

Whilst the Society benefits from the gifting of profits by Portland Press Limited, enabling it to widen its reach, given the strength of its financial position, the Society does not need to rely on future profits in Portland Press to support its operations.

The Group is forecasting a small surplus for the 2021 financial year and currently holds in excess of £7m cash at bank which is in addition to a significant level of liquid investments held as an investment portfolio which had a market value in excess of £5.7m at October 2021.

After considering the current state of reserves, the significant values of cash held at bank, the decision to hold off on purchasing premises in the current climate and the Portland Press 2022 profitability analysis, it is the opinion of the Trustees that the Group is adequately financed to continue its activities for the foreseeable future, and also, that both the Society and Portland Press Limited are going concerns.

The Trustees have made their assessment for a period of at least one year from the date of approving the financial statements and are assured that the Group and Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements and hence a material uncertainty does not exist.

#### *Basis of consolidation*

The Group financial statements consolidate those of the Society and of its principal subsidiary undertaking drawn up to 31 December 2020. Surpluses or deficits on intra-group transactions are eliminated in full. The results of the trading subsidiary have been incorporated on a line-by-line basis.

A separate Statement of Financial Activities and Income and Expenditure Account for the Society have not been presented because the Society has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

CDH Limited is not consolidated as it is a non-controlling investment (see note 19).

#### *Use of judgements and estimates*

In preparing these consolidated financial statements, management has made certain judgements, estimates and assumptions that affect the application of the Group's accounting policies and the reported amounts of assets, liabilities, income and expenses. Information about assumptions used and estimation uncertainties in the year ended 31 December 2020 is included in the following note:

#### *Note 15 – Pensions*

Certain elements of the Group's accounting policies and disclosures require the measurement of fair values. Where third-party information, such as broker quotes or pricing services, is used to measure fair values, then evidence is obtained from third parties to support the conclusion that such valuations meet the requirements of FRS 102.

#### *Income recognition*

Income is recognized when the Group 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 the amount can be measured reliably.

Donations and gifts are included in full in the statement of financial activities when receivable, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the precondition has been met.

Investment income comprises dividends receivable during the accounting period and interest receivable on listed and unlisted investments.

Income against journal subscription sales as well as sales of a 'transformative' nature (i.e., *Read & Publish* sales) are deferred across evenly divided amounts throughout the annual duration of the subscription. Article Publishing Charges for open access (i.e. APC income) is recognized, on a per-article basis, in the month that the relevant article is published.

Membership fees are recognized as income evenly in the period for which the customer has paid for access to the goods and services. Amounts received for future periods are included in creditors as subscriptions in advance (note 12).

Meetings and conference income is recognized in the period in which the meeting or conference is held.

#### *Expenditure*

Expenditure is recognized 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.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of resources. Premises, IT and HR overheads have been allocated on a basis of headcount and administration and finance costs on the basis of time spent on those areas by staff. During 2020, IT expenditure directly attributable to a category has been charged to it. In previous years, IT expenditure had been treated as a support cost.

Raising funds are those costs incurred in attracting voluntary income, in managing the Society's investments, and those incurred in trading activities that raise funds. Charitable activities include expenditure associated with the core work of the Society in promoting the advancement of biochemistry.

Governance costs include those incurred in the governance of the Group and its assets and are primarily associated with constitutional and statutory requirements. These costs are shown as part of charitable activities.

#### *Allocation of support costs*

Support costs are those functions that assist the work of the Society but do not directly undertake charitable activities. These costs have been allocated between costs of raising funds and expenditure on charitable activities. Costs are allocated through activity-based costing using the most appropriate method e.g., staff time, transaction numbers, headcount.

#### *Property, plant and equipment depreciation*

In general, fixed assets costing less than £500 are not capitalized.



Property plant and equipment are measured at cost, less accumulated depreciation and any accumulated impairment losses.

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost or valuation, less estimated residual value, of each fixed asset held for charity use by equal annual instalments over their expected useful economic lives.

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

The periods generally applicable are:

|                         |           |
|-------------------------|-----------|
| Equipment and furniture | 3–5 years |
|-------------------------|-----------|

#### *Intangible assets*

The costs of developing the new membership fulfilment system and publishing online hosting system were capitalized as an intangible asset. These costs are being amortized by equal annual instalments over 3 years.

#### *Investments*

Investments are measured at fair value based on the bid price at the statement of financial position date. Net gains and losses arising on revaluations and disposals during the year are included in the statement of financial activities. Those investments that are not publicly traded and whose fair value cannot otherwise be measured reliably are recognized at cost less impairment.

#### *Stock*

No value has been placed on stock of unsold copies of books and journals published.

#### *Foreign currencies*

Monetary assets and liabilities in foreign currencies are translated at the rates of exchange ruling at the statement of financial position date. Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. All exchange gains and losses on settled transactions are reported as part of the surplus or deficit for the year.

#### *Taxation*

No provision is made for direct taxation on income as the Society is a registered charity and its income is therefore exempted from United Kingdom direct taxation to the extent that it is applied to the Society's charitable purposes.

The adoption of FRS 102 paragraph 29.14A, no tax charge arises on the profits of Portland Press Limited (PPL) where these profits are distributed to the Society under gift aid within 9 months of the period end. A tax charge does not therefore normally arise in the financial statements, except to the extent that the amount gift aided falls short of the taxable profits. These gift aid payments are recognized in the PPL financial statements as distributions through equity rather than as an expense through the statement of comprehensive income. The gift aid payments are recognized on the accrual basis where a legal obligation to make a distribution exists at year end.

#### *Fund accounting*

Restricted funds are to be used for specific purposes laid down within their objects.

Expenditure for these purposes is charged to the fund.

Unrestricted funds are incoming resources received or generated for expenditure on the general objectives of the Group.

Designated funds are unrestricted funds which have been designated for specific purposes by the Trustees.

The Fixed Asset Fund represents the net book value of the Group's fixed assets as shown in note 6.

#### *Cash and cash equivalents*

Cash and cash equivalents, for the purpose of the statement of cash flows, comprise cash in hand and short-term deposits with an original maturity date of three months or less.

#### *Debtors*

Debtors are recognized initially at fair value. A provision for impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the receivable. Any losses arising from impairment are recognized in the statement of financial activities.

#### *Creditors*

Short term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and subsequently measured at amortized cost using the effective interest model.

#### *Termination and redundancy pay*

In addition to statutory redundancy payments, enhanced redundancy pay is determined on a case-by-case basis and is conditional upon the completion of term to notice and settlement agreement. In addition to any agreed lump-sum payment, enhanced redundancy pay can also cover other items such as costs relating to specific learning and development.

#### *Pensions*

The Society operates defined benefit pension provision through two Schemes, the Biochemical Society Pension Scheme and the Universities Superannuation Scheme (USS).

#### *Biochemical Society Pension Fund*

Biochemical Society operates a pension scheme for all qualifying employees. The assets of the Scheme are held in a separate trustee administered fund. The Biochemical Society Staff Pension Scheme was closed to new entrants and future accrual with effect from 1st March 2011, and employees were given the opportunity to join the USS from this date.

The defined net benefit pension asset or liability in the statement of financial position comprises the total of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. The net surplus or deficit is presented separately from other net assets on the statement of financial position. A net surplus is only recognized to the extent that it is recoverable by the Society.

The cost of providing benefits is determined on an actuarial basis using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligations). The current service cost and costs from settlements are charged against operating surplus. Past costs are spread over the period until the benefit vests. Net interest on the net defined liability during the reporting period is included in other finance costs.

Re-measurements, comprising actuarial gains and losses and the return on the net defined benefit liability (excluding amounts included in net interest) are reported as other recognized gains and losses in the statement of financial activities.

#### *Universities Superannuation Scheme (USS)*

The Society participates in the USS. Throughout the current and preceding periods, the Scheme was a defined benefit only pension scheme until 31 March 2016 which was contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set.

The Biochemical Society is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme and therefore, as required by Section 28 of FRS 102 "Employee benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme in respect of the accounting period. Since the institution has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the institution recognizes a liability for the contributions payable that arise from the agreement to the extent that they relate to the deficit and the resulting expense in the income and expenditure account.

#### *Amounts received under gift aid from Portland Press Limited (PPL)*

PPL is a wholly owned subsidiary undertaking of the Biochemical Society, 10 Queen Street Place, London, EC4R 1BE. PPL distributes substantially all of its distributable profits to the Society under gift aid. Income received under gift aid is credited to the Society's Income and Expenditure account on the accruals basis, where a legal obligation to make the distribution exists at year end.

#### *Leased assets*

For leases regarded as operating leases, payments made are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

#### *Financial instruments*

The Society only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognized at transaction value and subsequently measured at their settlement value.

# Consolidated Statement of Financial Activities for the year ended 31 December 2020

Including Consolidated Income and Expenditure Account

|                                                             |      | 2020         | 2019         |
|-------------------------------------------------------------|------|--------------|--------------|
|                                                             |      | Total        | Total        |
|                                                             | Note | £'000        | £'000        |
| <b>Income from:</b>                                         |      |              |              |
| <b>Donations and sponsorship</b>                            |      | -            | 121          |
| <b>Charitable Activities</b>                                |      |              |              |
| Scientific Conferences                                      |      | 5            | 383          |
| Membership fees                                             |      | 231          | 272          |
| Policy, Education, Professional                             |      | 12           | 31           |
| Journals                                                    |      | 4,509        | 4,812        |
| Other                                                       |      | 8            | 9            |
| <b>Other Trading Activities</b>                             |      |              |              |
| Investment income (incl. rent)                              | 3    | 105          | 180          |
| <b>Total income</b>                                         |      | <b>4,870</b> | <b>5,808</b> |
| <b>Expenditure</b>                                          | 4    |              |              |
| <b>Raising Funds</b>                                        |      |              |              |
| Investments                                                 |      | (20)         | 141          |
| <b>Charitable Activities</b>                                |      |              |              |
| Membership recruitment                                      |      | 5            | 67           |
| Membership                                                  |      | 389          | 816          |
| Grants and Awards                                           |      | 53           | 226          |
| Scientific Conferences                                      |      | 531          | 999          |
| Policy, Education, Professional                             |      | 379          | 471          |
| Journals: Production                                        |      | 2,402        | 2,503        |
| Journals: Distribution                                      |      | 12           | 24           |
| Administration: Portland Press Limited                      |      | 286          | 362          |
| Governance Costs                                            |      | 184          | 246          |
| <b>Other</b>                                                |      |              |              |
| Interest on defined benefit pension schemes                 |      | 36           | 14           |
| Taxation                                                    |      | -            | -            |
| <b>Total Expenditure</b>                                    |      | <b>4,257</b> | <b>5,869</b> |
| <b>Net income / (expenditure) before gains &amp; losses</b> |      | <b>613</b>   | <b>(61)</b>  |
| <b>Net gains on investments</b>                             |      |              |              |
| Realized                                                    | 8    | -            | -            |
| Unrealized gain                                             |      | 198          | 805          |
| <b>Net Income before other gains c/f</b>                    |      | <b>811</b>   | <b>744</b>   |

# Consolidated Statement of Financial Activities for the year ended 31 December 2020 (cont.)

|                                                              |      | 2020          | 2019          |
|--------------------------------------------------------------|------|---------------|---------------|
|                                                              |      | Total         | Total         |
|                                                              | Note | £'000         | £'000         |
| <b>Net Income before other gains b/f</b>                     |      | <b>811</b>    | 744           |
| Other recognized gains and losses                            |      |               |               |
| Realized losses on sale of Investment properties             |      | -             | (74)          |
| Realized gain on sale of freehold property                   |      | -             | 1,063         |
| Investment impairment release                                |      | 2             | 4             |
| Actuarial gains / (losses) on defined benefit pension scheme | 15   | 838           | (885)         |
| <b>Net Movement in funds relating to the year</b>            |      | <b>1,651</b>  | <b>852</b>    |
| Fund balances brought forward 1 January                      |      | 10,726        | 9,874         |
| Fund balances carried forward 31 December                    |      | <b>12,377</b> | <b>10,726</b> |

Net income before other recognized gains and losses for the year of £811,000 comprises £776,000 net income for unrestricted funds and a £35,000 net income in restricted funds.

The accompanying accounting policies (on pages 49 to 54) and notes (on pages 60 to 74) form an integral part of the financial statements.

# Statement of Financial Position as at 31 December 2020

|                                                         |      | Group         |                | Society       |                |
|---------------------------------------------------------|------|---------------|----------------|---------------|----------------|
|                                                         |      | 2020          | 2019           | 2020          | 2019           |
|                                                         | Note | £'000         | £'000          | £'000         | £'000          |
| <b>Fixed Assets</b>                                     |      |               |                |               |                |
| Tangible Assets                                         | 6    | 9             | 13             | 9             | 13             |
| Intangible Assets                                       | 7    | 64            | 154            | 64            | 154            |
| Investments                                             | 8    | 6,221         | 6,023          | 6,221         | 6,023          |
| <b>Total Fixed Assets</b>                               |      | <b>6,294</b>  | <b>6,190</b>   | <b>6,294</b>  | <b>6,190</b>   |
| <b>Current Assets</b>                                   |      |               |                |               |                |
| Debtors                                                 | 11   | 542           | 612            | 3,449         | 1,862          |
| Cash at bank and in hand                                |      | 8,930         | 8,278          | 3,913         | 4,839          |
| <b>Total Current Assets</b>                             |      | <b>9,472</b>  | <b>8,890</b>   | <b>7,362</b>  | <b>6,701</b>   |
| <b>Current Liabilities</b>                              |      |               |                |               |                |
| Creditors                                               | 12   | (3,190)       | (3,339)        | (1,081)       | (1,151)        |
| <b>Net current assets</b>                               |      | <b>6,282</b>  | <b>5,551</b>   | <b>6,281</b>  | <b>5,550</b>   |
| <b>Net Assets excluding long term pension liability</b> |      | <b>12,576</b> | <b>11,741</b>  | <b>12,575</b> | <b>11,740</b>  |
| <b>Long term defined benefit pension liability</b>      | 15   | <b>(199)</b>  | <b>(1,015)</b> | <b>(199)</b>  | <b>(1,015)</b> |
| <b>Total net assets</b>                                 |      | <b>12,377</b> | <b>10,726</b>  | <b>12,376</b> | <b>10,725</b>  |
| <b>The Funds of the Charity</b>                         |      |               |                |               |                |
| Restricted Funds                                        | 9    | 1,181         | 1,146          | 1,181         | 1,146          |
| Unrestricted Funds                                      |      |               |                |               |                |
| Fixed Asset Fund                                        | 10   | 9             | 13             | 9             | 13             |
| Other Charitable Funds                                  | 10   | 10,191        | 9,567          | 10,191        | 9,567          |
| Revaluation Reserve                                     | 10   | 1,787         | 1,589          | 1,787         | 1,589          |
| Non-charitable trading funds                            | 10   | 1             | 1              | -             | -              |
|                                                         |      | <b>11,988</b> | <b>11,170</b>  | <b>11,987</b> | <b>11,169</b>  |
| Pension Reserve                                         | 15   | (792)         | (1,590)        | (792)         | (1,590)        |
| <b>Total Unrestricted Funds</b>                         | 10   | <b>11,196</b> | <b>9,580</b>   | <b>11,195</b> | <b>9,579</b>   |
| <b>Total Charity Funds</b>                              | 10   | <b>12,377</b> | <b>10,726</b>  | <b>12,376</b> | <b>10,725</b>  |

The financial activities above include £2,510,000 of net incoming and £1,896,000 of outgoing resources relating to the charity. Further details are included in Note 17.

Total income comprises £4,854,000 for unrestricted funds and £16,000 for restricted funds. A detailed analysis of income by source is provided in the statement of financial activities.

The financial statements were approved and authorised for issue by the Trustees of the Biochemical Society



Professor Sir Peter Downes  
President

Date: 21 February 2022

Company number: 00892796



Professor Sheila Graham  
Chair

The accompanying accounting policies (on pages 49 to 54) and notes (on pages 60 to 74) form an integral part of the financial statements

# Consolidated Statement of cash flows for the year ended 31 December 2020

Note

|                                                 |          | 2020<br>£'000 | 2019<br>£'000 |
|-------------------------------------------------|----------|---------------|---------------|
| <b>Cash flows from operating activities</b>     | <b>A</b> | <b>553</b>    | <b>(136)</b>  |
| Cash flows from investing activities            |          |               |               |
| Dividends from investments                      | 105      | 139           |               |
| Rents from investments                          | -        | 41            |               |
| Purchase of property, plant and equipment       | (8)      | (9)           |               |
| Purchase of intangible asset                    | -        | (158)         |               |
| Proceeds from sale of freehold property         | -        | 2,555         |               |
| Proceeds from sale of investment property       | -        | 3,263         |               |
| Investment of impairment release                | 2        | 4             |               |
| Net cash provided by investing activities       |          | 99            | 5,835         |
| Change in cash and cash equivalents in the year |          | 652           | 5,699         |
| Cash and cash equivalents at beginning of year  |          | 8,278         | 2,579         |
| <b>Cash and cash equivalents at end of year</b> | <b>B</b> | <b>8,930</b>  | <b>8,278</b>  |

## Notes to the Statement of Cash Flows

### A. Reconciliation of net expenditure to net cash flow from operating activities

|                                              | 2020<br>£'000 | 2019<br>£'000 |
|----------------------------------------------|---------------|---------------|
| Net income for the year                      | 811           | 744           |
| Depreciation                                 | 12            | 10            |
| Amortisation of intangible asset             | 90            | 90            |
| (Gains) on investments                       | (198)         | (805)         |
| Interest and rents from investments          | (105)         | (180)         |
| Decrease in debtors                          | 70            | 42            |
| (Decrease) in creditors (excl. Pension fund) | (163)         | (45)          |
| Pension scheme costs charged                 | -             | (6)           |
| Pension schemes interest                     | 36            | 14            |
|                                              | 553           | (136)         |

### B. Analysis of cash and cash equivalents

|                          |       |       |
|--------------------------|-------|-------|
| Cash at bank and in hand | 8,930 | 8,278 |
|--------------------------|-------|-------|

**Analysis of changes in net funds**

| <b>Current year</b>              | <b>1 Jan<br/>2020<br/>£'000</b> | <b>Cash-<br/>flows<br/>£'000</b> | <b>Other non-<br/>cash changes<br/>£'000</b> | <b>31 Dec<br/>2020<br/>£'000</b> |
|----------------------------------|---------------------------------|----------------------------------|----------------------------------------------|----------------------------------|
| <b>Cash and cash equivalents</b> |                                 |                                  |                                              |                                  |
| Cash                             | 8,278                           | 805                              | (153)                                        | 8,930                            |
| Overdrafts                       | -                               | -                                | -                                            | -                                |
| <b>Net Funds</b>                 | 8,278                           | 805                              | (153)                                        | 8,930                            |
|                                  |                                 |                                  |                                              |                                  |
| <b>Prior year</b>                | <b>1 Jan<br/>2019<br/>£'000</b> | <b>Cash-<br/>flows<br/>£'000</b> | <b>Other non-<br/>cash changes<br/>£'000</b> | <b>31 Dec<br/>2019<br/>£'000</b> |
| <b>Cash and cash equivalents</b> |                                 |                                  |                                              |                                  |
| Cash                             | 2,579                           | 6,399                            | (700)                                        | 8,278                            |
| Overdrafts                       | -                               | -                                | -                                            | -                                |
| <b>Net Funds</b>                 | 2,579                           | 6,399                            | (700)                                        | 8,278                            |



### 1. Statutory information

The Biochemical Society is a Charity registered with the Charity Commission, registration number 253894 and is also registered as a Private Limited Company, domiciled in England & Wales, company number 00892796.

### 2. Income from subsidiary company

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited, 10 Queen Street Place, London, EC4R 1BE, company number 02453983. It is principally engaged in the publication and distribution of scientific journals. Portland Press pays substantially all of its profit to the Biochemical Society.

A summary of Portland Press Limited's results is shown below. Audited financial statements are held with the Registrar of Companies.

#### Statement of comprehensive income and retained earnings for the year ended 31 December 2020

|                                                        | 2020<br>£'000 | 2019<br>£'000 |
|--------------------------------------------------------|---------------|---------------|
| Turnover                                               | 4,522         | 4,768         |
| Cost of Sales                                          | (1,948)       | (2,209)       |
|                                                        | 2,574         | 2,559         |
| Administrative expenses                                | (413)         | (493)         |
|                                                        | 2,161         | 2,066         |
| Exchange (losses) / gains                              | (2)           | 53            |
| Interest received                                      | 1             | -             |
|                                                        | 2,160         | 2,119         |
| Reserves brought forward                               | 1             | 1             |
| Profit for the year                                    | 2,160         | 2,119         |
| Distribution to the Biochemical Society under gift aid | (2,160)       | (2,119)       |
|                                                        | 1             | 1             |

Portland Press Limited's Statement of Financial Position is summarized as follows:

|                     |         |         |
|---------------------|---------|---------|
| Current Assets      | 3,737   | 2,997   |
| Current Liabilities | (3,736) | (2,996) |
|                     | 1       | 1       |

The turnover and profit is attributable to the publication and distribution of scientific journals and books.

Portland Press Limited taxable profit for the year was £2,160,396 (2019: £2,119,000). An amount of £2,160,396 will be distributed to the Biochemical Society under gift aid in 2021. A Deed of Covenant was established during 2019, which allowed for this distribution to be recognized in the Comprehensive Income in Portland Press Limited. Therefore, no corporation tax is expected to be recognised in respect of profits generated in 2020.

### 3. Investment income

|                                            | 2020<br>£'000 | 2019<br>£'000 |
|--------------------------------------------|---------------|---------------|
| Listed investments (including unit trusts) | 105           | 139           |
| Rent income                                | -             | 41            |
|                                            | 105           | 180           |

#### 4. Analysis of expenditure

| <i>Current year analysis</i>       | <b>Staff<br/>Costs<br/>£'000</b> | <b>Support<br/>Costs<br/>£'000</b> | <b>Other<br/>£'000</b> | <b>2020<br/>£'000</b> | 2019<br>£'000 |
|------------------------------------|----------------------------------|------------------------------------|------------------------|-----------------------|---------------|
| Cost of generating funds           |                                  |                                    |                        |                       |               |
| Cost of investment                 | 7                                | -                                  | (27)                   | (20)                  | 141           |
| Charitable expenditure             |                                  |                                    |                        |                       |               |
| Membership recruitment costs       | -                                | -                                  | 5                      | 5                     | 67            |
| Membership                         | 294                              | 62                                 | 33                     | 389                   | 816           |
| Grants payable                     |                                  |                                    |                        |                       |               |
| Grants to individuals              | -                                | -                                  | 11                     | 11                    | 113           |
| Royal Society of Biology           | -                                | -                                  | 23                     | 23                    | 10            |
| Summer Vacation Studentships       | -                                | -                                  | (2)                    | (2)                   | 63            |
| Scientific Outreach                | -                                | -                                  | 22                     | 22                    | 20            |
| STEM Insight                       | -                                | -                                  | (2)                    | (2)                   | 19            |
| In2science UK                      | -                                | -                                  | 1                      | 1                     | 1             |
| Scientific conferences             | 386                              | 35                                 | 110                    | 531                   | 999           |
| Policy, Education, Professional    | 225                              | 26                                 | 128                    | 379                   | 471           |
| Journal and Books: Production      | 902                              | 86                                 | 1,414                  | 2,402                 | 2,503         |
| Journal and Books: Distribution    | -                                | -                                  | 12                     | 12                    | 24            |
| Administration: Portland Press Ltd | 176                              | 47                                 | 63                     | 286                   | 362           |
| Governance                         | 97                               | 14                                 | 73                     | 184                   | 246           |
| Pension schemes interest           | -                                | -                                  | 36                     | 36                    | 14            |
| Total outgoing resources           | 2,087                            | 270                                | 1,900                  | 4,257                 | 5,869         |

| <i>Prior year analysis</i>         | <b>Staff<br/>Costs<br/>£'000</b> | <b>Support<br/>Costs<br/>£'000</b> | <b>Other<br/>£'000</b> | <b>2019<br/>£'000</b> |
|------------------------------------|----------------------------------|------------------------------------|------------------------|-----------------------|
| Cost of generating funds           |                                  |                                    |                        |                       |
| Cost of investment                 | 7                                | -                                  | 134                    | 141                   |
| Charitable expenditure             | -                                | -                                  | -                      | -                     |
| Membership recruitment costs       | -                                | -                                  | 67                     | 67                    |
| Membership                         | 345                              | 219                                | 252                    | 816                   |
| Grants payable                     |                                  |                                    |                        |                       |
| Grants to individuals              | -                                | -                                  | 113                    | 113                   |
| Royal Society of Biology           | -                                | -                                  | 10                     | 10                    |
| Summer Vacation Studentships       | -                                | -                                  | 63                     | 63                    |
| Scientific Outreach                | -                                | -                                  | 20                     | 20                    |
| STEM Insight                       | -                                | -                                  | 19                     | 19                    |
| In2science UK                      | -                                | -                                  | 1                      | 1                     |
| Scientific conferences             | 381                              | 105                                | 513                    | 999                   |
| Policy, Education, Professional    | 222                              | 60                                 | 189                    | 471                   |
| Journal and Books: Production      | 1,086                            | 504                                | 913                    | 2,503                 |
| Journal and Books: Distribution    | -                                | -                                  | 24                     | 24                    |
| Administration: Portland Press Ltd | 266                              | 70                                 | 26                     | 362                   |
| Governance                         | 124                              | 25                                 | 97                     | 246                   |
| Pension schemes interest           | -                                | -                                  | 14                     | 14                    |
| Total outgoing resources           | 2,431                            | 983                                | 2,455                  | 5,869                 |

# Analysis of expenditure continued

The breakdown of support costs is as follows:

|                                    | Admin<br>and Finance<br>£'000 | IT<br>support<br>£'000 | Total<br>Support<br>£'000 | Total<br>2019<br>£'000 |
|------------------------------------|-------------------------------|------------------------|---------------------------|------------------------|
| <i>Current year analysis</i>       |                               |                        |                           |                        |
| Membership                         | 47                            | 15                     | 62                        | 219                    |
| Scientific Meetings                | 29                            | 6                      | 35                        | 105                    |
| Policy, Education, Professional    | 20                            | 6                      | 26                        | 60                     |
| Journal and Books: Production      | 55                            | 31                     | 86                        | 504                    |
| Administration: Portland Press Ltd | 41                            | 6                      | 47                        | 70                     |
| Governance Costs                   | 12                            | 2                      | 14                        | 25                     |
|                                    | 204                           | 66                     | 270                       | 983                    |

|                                    | Admin<br>and Finance<br>£'000 | IT<br>support<br>£'000 | Total<br>Support<br>£'000 |
|------------------------------------|-------------------------------|------------------------|---------------------------|
| <i>Prior year analysis</i>         |                               |                        |                           |
| Membership                         | 152                           | 67                     | 219                       |
| Scientific Meetings                | 45                            | 60                     | 105                       |
| Policy, Education, Professional    | 17                            | 43                     | 60                        |
| Journal and Books: Production      | 36                            | 468                    | 504                       |
| Administration: Portland Press Ltd | 40                            | 30                     | 70                        |
| Governance Costs                   | 16                            | 9                      | 25                        |
|                                    | 306                           | 677                    | 983                       |

Expenditure that was incurred by Portland Press is included above and is itemized in Note 2.

Expenditure amounting to £13,000 (2019: £45,000) in respect of restricted funds is included in other costs above. Membership expenditure includes £nil (2019: £112,000) for the costs of publishing and distributing *The Biochemist* which from 2020 onwards is reported as a Journal and Books: Production activity. During 2020, direct IT expenditure has been attributed to the charitable activity and is included in other costs above.

Net income / (expenditure) is, after charging:

|                                              | 2020<br>£'000 | 2019<br>£'000 |
|----------------------------------------------|---------------|---------------|
| Payments to auditor - Biochemical Society    | 17            | 15            |
| Payments to auditor - Portland Press Ltd     | 17            | 15            |
| Payments to auditor - taxation services      | 3             | 3             |
| Irrecoverable VAT                            | 47            | 27            |
| Operating lease rentals - land and buildings | -             | -             |
| Depreciation of tangible fixed assets        | 12            | 10            |
| Amortisation of intangible assets            | 90            | 90            |
|                                              | <b>2</b>      | <b>(53)</b>   |
| Loss / (Gain) on currency revaluations       |               |               |

## 5. Employees

|                                                  | 2020<br>£'000 | 2019<br>£'000 |
|--------------------------------------------------|---------------|---------------|
| Staff costs during the year were as follows:     |               |               |
| Wages & Salaries                                 | 1,632         | 1,645         |
| Social Security costs                            | 174           | 175           |
| Pension costs                                    | 278           | 530           |
| Staff costs before redundancy and termination    | 2,084         | 2,350         |
| Redundancy and termination                       | 4             | 79            |
| Staff costs including redundancy and termination | 2,088         | 2,429         |
| Closed pension scheme deficit funding            | -             | -             |
| Total staff costs                                | 2,088         | 2,429         |

Included in pension costs is £278,000 (2019: £530,000) in respect of the defined benefit Universities Superannuation Scheme.

Further details on Pension Scheme costs are shown in note 16.

Included within Redundancy and termination costs are £4,040 (2019: £48,368) of enhanced costs relating to redundancies.

The average number of employees of the Society during the year was 41 (2019: 42).

8 Trustees (2019: 13) have received a total of £2,647 (2019: £22,091) in respect of reimbursed travel and accommodation costs incurred in attending Society meetings. Trustees do not receive remuneration.

Salaries paid during the year together with accrued redundancy and termination costs, but excluding pension contributions, exceeding an annual equivalent remuneration of £60,000 were in the following bands. Relevant Redundancy payments for employees included within these bands amount to £nil (2019: £40,000):

| Salaries including redundancy payments | 2020 | 2019 |
|----------------------------------------|------|------|
| £60,001 to £70,000                     | 4    | 2    |
| £70,001 to £80,000                     | -    | -    |
| £80,001 to £90,000                     | 1    | 1    |
| £90,001 to £100,000                    | -    | -    |
| £100,001 to £110,000                   | -    | 1    |
| £130,000 to £140,000                   | -    | -    |
| £140,001 to £150,000                   | -    | -    |
| £150,001 to £160,000                   | 1    | 1    |

Salaries paid during the year, excluding redundancy payments and pension contributions, exceeding an annual equivalent remuneration of £60,000 were in the following bands:

| Salaries excluding redundancy payments | 2020 | 2019 |
|----------------------------------------|------|------|
| £60,001 to £70,000                     | 4    | 2    |
| £70,001 to £80,000                     | -    | -    |
| £80,001 to £90,000                     | 1    | 1    |
| £90,001 to £100,000                    | -    | -    |
| £130,000 to £140,000                   | -    | -    |
| £140,001 to £150,000                   | -    | -    |
| £150,001 to £160,000                   | 1    | 1    |

| Key Management compensation                                        | £'000 | £'000 |
|--------------------------------------------------------------------|-------|-------|
| Salaries and short-term employee's benefits (incl NIC and pension) | 504   | 476   |

As at 31 December 2020, the Society's senior management structure is formed of the CEO and Managing Director; Director of Operations; Director of Society Programmes and Director of Publishing.

As of 25 August 2021, the Society's senior management structure is formed of the CEO and Managing Director; Director of Publishing; Head of Human Resources and EDI; Publisher; Head of Conferences and Events; and Head of Finance and Governance

## 6. Tangible Assets

### The Society and the Group

|                                    | Equipment<br>& Furniture<br>£'000 | Total<br>£'000 |
|------------------------------------|-----------------------------------|----------------|
| Cost or Valuation                  |                                   |                |
| At 1 January 2020                  | 243                               | 243            |
| Additions                          | 8                                 | 8              |
| Disposals                          | -                                 | -              |
| At 31 December 2020                | 251                               | 251            |
| Depreciation                       |                                   |                |
| At 1 January 2020                  | 230                               | 230            |
| Charge for the year                | 12                                | 12             |
| Disposals                          | -                                 | -              |
| At 31 December 2020                | 242                               | 242            |
| Net book value at 31 December 2020 | 9                                 | 9              |
| Net book value at 31 December 2019 | 13                                | 13             |

## 7. Intangible Assets

### The Society and the Group

|                     | Software<br>Development<br>£'000 |
|---------------------|----------------------------------|
| Cost                |                                  |
| At 1 January 2020   | 154                              |
| Additions           | -                                |
| Amortisation        | (90)                             |
| Disposals           | -                                |
| At 31 December 2020 | 64                               |
| At 31 December 2019 | 154                              |

## 8. Investments

### The Society and the Group

#### Equity Investments at fair value

|                                | 2020<br>£'000 | 2019<br>£'000 |
|--------------------------------|---------------|---------------|
| Fair value at start of year    | 6,023         | 5,218         |
| Less disposals at cost         | -             | -             |
| Add: acquisitions at costs     | -             | -             |
| Net gain on revaluation        | 198           | 805           |
| Fair value at end of year      | 6,221         | 6,023         |
| Historical cost at end of year | 4,434         | 4,434         |

Unrealized gains on investments for the year of £198,000 comprised of £165,000 gains for unrestricted funds and £33,000 gains for restricted funds.

Equity investments are managed through a pooled fund, the Newton Growth Fund for Charities, listed in the UK, and are valued at fair value through the statement of financial activities.

The Society holds non-controlling investment in shares to the value of £294 (2019: £294) in Charles Darwin House limited, a private company formed to manage Charles Darwin House, the Society's previous headquarters, which was sold in 2019. At the time of writing Charles Darwin House Limited is in the process of voluntary liquidation with outstanding loans payable to the Biochemical Society of £29k.

| 9. Restricted Funds<br>The Society and the Group | Balance   | Movement in funds |             |            | Balance     |
|--------------------------------------------------|-----------|-------------------|-------------|------------|-------------|
|                                                  | 1 January | Incoming          | Expenditure | Investment | 31 December |
|                                                  | 2020      | Resources         | & Transfers | Gains      | 2020        |
|                                                  | £'000     | £'000             | £'000       | £'000      | £'000       |
| Keilin Memorial Lecture Fund                     | 60        | -                 | (2)         | 1          | 59          |
| Morton Memorial Lecture Fund                     | 62        | 1                 | -           | 1          | 64          |
| Harden Legacy Fund                               | 175       | 3                 | -           | 5          | 183         |
| Centenary Award Fund                             | 118       | 1                 | -           | 3          | 122         |
| Krebs Memorial Scholarship Fund                  | 381       | 8                 | (9)         | 16         | 396         |
| Eric Reid Fund for Methodology                   | 307       | 3                 | -           | 6          | 316         |
| Randle Lecture Fund                              | 14        | -                 | (2)         | -          | 12          |
| Synthetic Biology Fund                           | 29        | -                 | -           | -          | 29          |
|                                                  | 1,146     | 16                | (13)        | 32         | 1,181       |

#### Prior year analysis

| Restricted Funds<br>The Society and the Group | Balance   | Movement in funds |             |            | Balance     |
|-----------------------------------------------|-----------|-------------------|-------------|------------|-------------|
|                                               | 1 January | Incoming          | Expenditure | Investment | 31 December |
|                                               | 2019      | Resources         | & Transfers | Gains      | 2019        |
|                                               | £'000     | £'000             | £'000       | £'000      | £'000       |
| Keilin Memorial Lecture Fund                  | 54        | 1                 | -           | 5          | 60          |
| Morton Memorial Lecture Fund                  | 56        | 1                 | -           | 5          | 62          |
| Harden Legacy Fund                            | 154       | 3                 | (2)         | 20         | 175         |
| Centenary Award Fund                          | 106       | 2                 | -           | 10         | 118         |
| Krebs Memorial Scholarship Fund               | 332       | 11                | (26)        | 64         | 381         |
| Eric Reid Fund for Methodology                | 293       | 3                 | (15)        | 26         | 307         |
| Randle Lecture Fund                           | 16        | -                 | (2)         | -          | 14          |
| Synthetic Biology Fund                        | 29        | -                 | -           | -          | 29          |
|                                               | 1,040     | 21                | (45)        | 130        | 1,146       |

#### Keilin Memorial Lecture Fund

The Keilin Fund was instituted in 1964 by means of an appeal to commemorate the late David Keilin and income is used to pay for the costs of the speaker in giving a lecture, generally every other year.

#### Morton Memorial Lecture Fund

The fund was instituted in 1978 following an appeal at which some £3,400 was received in donations. Income from the fund is used to pay for the speaker's costs in giving a lecture biennially at a meeting of the Society and at the University of Liverpool. The lecture commemorates R.A. Morton.

#### Harden Legacy Fund

In his will in 1940 Sir Arthur Harden left funds to support publication of original scientific research. The income from the fund can be applied to assisting scientists with their travel and accommodation costs incurred in attendance of Harden conferences.

#### Centenary Award Fund

In recognition of the Society's centenary in 2011, this fund was created through the merger of the former Jubilee Lecture and the Hopkins Memorial Lecture funds. The Centenary Award Fund facilitates an annual award to a biochemist of distinction from any part of the world, with the award winner presenting a Sir Frederick Gowland Hopkins Memorial Lecture.

#### Krebs Memorial Scholarship Fund

The Krebs fund resulted from an appeal launched in December 1982 to commemorate the life and work of Sir Hans Krebs. Income from the fund is used to fund a postgraduate scholarship in Biochemistry or allied biomedical science, tenable at any British university. The Scholarship, awarded every year, is primarily intended to help candidates whose careers have been interrupted for non-academic reasons beyond their own control and/or who are unlikely to qualify for a grant.

## Restricted Funds continued

### Eric Reid Fund for Methodology

This fund has been renamed from the Guilford Bench Methodology Fund in memory of the late Dr Eric Reid, and was set up through funds provided by him from a trust which he co-founded in 1981. It was set up with the aim of assisting 'non big league' investigators in bypassing benchwork bottlenecks. The fund's Capital is sufficient to award about eight grants each year. The fund is akin to the Royal Society of Chemistry's Research Fund, but extends to paying for vacation help.

### Randle Lecture Fund

This fund was instituted in honour of the late Professor Sir Philip Randle who was one of the world's foremost researchers into mammalian metabolism. Income from the fund is used to finance a biennial award lecture by globally selected nominated scientists on the basis of their contribution to the understanding of mammalian metabolism.

### Synthetic Biology Fund

This fund has been created by the organisers to underwrite future years' conferences.

In the opinion of the Trustees, all funds have adequate resources to fulfil their ongoing obligations.

## 10. Unrestricted and Other Charitable Funds

| The Society and the Group    | Balance<br>01 Jan<br>2020<br>£'000 | Net<br>Utilised<br>£'000 | Transfer<br>£'000 | Balance<br>31 Dec<br>2020<br>£'000 |
|------------------------------|------------------------------------|--------------------------|-------------------|------------------------------------|
| <b>Unrestricted Funds</b>    |                                    |                          |                   |                                    |
| Fixed Asset Fund             | 13                                 | (4)                      | -                 | 9                                  |
| Other Charitable Funds       | 9,567                              | 822                      | (198)             | 10,191                             |
| Revaluation Reserve          | 1,589                              | -                        | 198               | 1,787                              |
| Non-charitable trading funds | 1                                  | -                        | -                 | 1                                  |
| Pension Reserve              | (1,590)                            | 798                      | -                 | (792)                              |
|                              | <u>9,580</u>                       | <u>1,616</u>             | <u>-</u>          | <u>11,196</u>                      |

The Revaluation Reserve represents the unrealized gains in Equity Investments (Unrestricted: £1,461,194 and restricted: £326,020).

The Pension Reserve represents the net pension scheme liability recognised in the statement of financial position (Biochemical Staff Pension scheme: £199,000 and Universities Superannuation Scheme: £593,377).

|                              | Balance<br>01 Jan<br>2019<br>£'000 | Net<br>Utilised<br>£'000 | Transfer<br>£'000 | Balance<br>31 Dec<br>2019<br>£'000 |
|------------------------------|------------------------------------|--------------------------|-------------------|------------------------------------|
| <b>Unrestricted Funds</b>    |                                    |                          |                   |                                    |
| Fixed Asset Fund             | 1,180                              | (1,167)                  | -                 | 13                                 |
| Other Charitable Funds       | 6,475                              | 3,084                    | 8                 | 9,567                              |
| Revaluation Reserve          | 1,597                              | -                        | (8)               | 1,589                              |
| Non-charitable trading funds | 1                                  | -                        | -                 | 1                                  |
| Pension Reserve              | (419)                              | (1,171)                  | -                 | (1,590)                            |
|                              | <u>8,834</u>                       | <u>746</u>               | <u>-</u>          | <u>9,580</u>                       |

The Revaluation Reserve represents the unrealized gains in Equity Investments (Unrestricted: £1,295,975 and restricted: £293,882)

The Pension Reserve represents the net pension scheme liability recognised in the statement of financial position (Biochemical Staff Pension scheme: £1,015,000 and Universities Superannuation Scheme: £575,000)

**Unrestricted and Other Charitable Funds continued**
**Analysis of Net Assets of the Group's Funds**

|                                                       | <b>Unrestricted<br/>Funds<br/>£'000</b> | <b>Restricted<br/>Funds<br/>£'000</b> | <b>Total<br/>Funds<br/>£'000</b> |
|-------------------------------------------------------|-----------------------------------------|---------------------------------------|----------------------------------|
| Fund Balances at 31 December 2020 are represented by: |                                         |                                       |                                  |
| Property Plant and Equipment                          | 9                                       | -                                     | 9                                |
| Investments                                           | 5,208                                   | 1,013                                 | 6,221                            |
| Intangible Assets                                     | 64                                      | -                                     | 64                               |
| Current Assets                                        | 9,304                                   | 168                                   | 9,472                            |
| Current Liabilities                                   | (3,190)                                 | -                                     | (3,190)                          |
| Net pension liability                                 | (199)                                   | -                                     | (199)                            |
| Total net assets                                      | 11,196                                  | 1,181                                 | 12,377                           |
| Fund Balances at 31 December 2019 are represented by: |                                         |                                       |                                  |
| Property Plant and Equipment                          | 13                                      | -                                     | 13                               |
| Investment Properties                                 | -                                       | -                                     | -                                |
| Investments                                           | 5,042                                   | 981                                   | 6,023                            |
| Intangible Assets                                     | 154                                     | -                                     | 154                              |
| Current Assets                                        | 8,725                                   | 165                                   | 8,890                            |
| Current Liabilities                                   | (3,339)                                 | -                                     | (3,339)                          |
| Net pension liability                                 | (1,015)                                 | -                                     | (1,015)                          |
| Total net assets                                      | 9,580                                   | 1,146                                 | 10,726                           |

**11. Debtors**

|                                    | <b>The Group</b> |              | <b>The Society</b> |              |
|------------------------------------|------------------|--------------|--------------------|--------------|
|                                    | <b>2020</b>      | <b>2019</b>  | <b>2020</b>        | <b>2019</b>  |
|                                    | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Trade debtors                      | 229              | 227          | 2                  | 8            |
| Other debtors                      | 119              | 183          | 119                | 183          |
| Amounts owed by group undertakings | -                | -            | 3,245              | 1,549        |
| Prepayments and accrued income     | 194              | 202          | 83                 | 122          |
| Total debtors                      | 542              | 612          | 3,449              | 1,862        |

**12. Creditors and deferred income: Amounts falling due within one year**

|                                     | <b>The Group</b> |              | <b>The Society</b> |              |
|-------------------------------------|------------------|--------------|--------------------|--------------|
|                                     | <b>2020</b>      | <b>2019</b>  | <b>2020</b>        | <b>2019</b>  |
|                                     | <b>£'000</b>     | <b>£'000</b> | <b>£'000</b>       | <b>£'000</b> |
| Trade creditors                     | 114              | 312          | 110                | 307          |
| Amounts owed to group undertakings  | -                | -            | -                  | -            |
| Social security and other taxes     | 62               | (57)         | 62                 | (57)         |
| USS Pension Scheme                  | 593              | 575          | 593                | 575          |
| Other creditors                     | 50               | 463          | 9                  | 17           |
| Subscriptions in advance            | 1,953            | 1,713        | 97                 | 124          |
| Other deferred income               | 80               | 25           | 80                 | 25           |
| Accruals                            | 338              | 308          | 130                | 160          |
| Total creditors and deferred income | 3,190            | 3,339        | 1,081              | 1,151        |



**Creditors and deferred income continued**

|                               | The Group |         | The Society |       |
|-------------------------------|-----------|---------|-------------|-------|
|                               | 2020      | 2019    | 2020        | 2019  |
| Analysis of deferred income   | £'000     | £'000   | £'000       | £'000 |
| At 1 January                  | 1,738     | 2,273   | 149         | 142   |
| Amount recognised in the year | (1,738)   | (2,273) | (149)       | (142) |
| Amount deferred in the year   | 2,033     | 1,738   | 177         | 149   |
| At 31 December                | 2,033     | 1,738   | 177         | 149   |

Deferred income primarily arises from journal subscription receipts received in advance, which is then unwound through the year.

**13. Capital Commitments**

There were no capital commitments as at 31 December 2020 (2019: £nil).

**14. Contingent liabilities**

There were no contingent liabilities as at 31 December 2020 (2019: £nil). All known liabilities have been accounted for in the financial statements.

**15. Pensions**

The Biochemical Society operates a defined benefit pension provision through two Schemes, the Biochemical Society Staff Pension Scheme and the Universities Superannuation Scheme.

**The amounts recognised in the statement of financial position are as follows:**

|                                                                | 2020  | 2019  |
|----------------------------------------------------------------|-------|-------|
|                                                                | £'000 | £'000 |
| Biochemical Staff Pension scheme (See Note 15A) - Long Term    | 199   | 1,015 |
| Universities Superannuation Scheme (See Note 15B) - Short Term | 593   | 575   |
| Liability recognised in the statement of financial position    | 792   | 1,590 |

**A. The Biochemical Staff Pension Scheme**

The Biochemical Society Staff Pension Scheme provides final salary defined benefits for service up to and including 28 February 2011. The scheme is closed to new entrants and future accrual. The assets of the scheme are held in a separate trustee-administered fund and subject to independent triennial actuarial valuations.

The level of benefits provided by the Scheme depends on a member's length of service and their salary at their date of leaving the scheme.

The pension fund is subject to triennial valuations by an independent actuary. The last valuation as at 1 January 2020 showed a deficit of £2.3m and a funding level of 89%.

In conjunction with the valuation a recovery plan and schedule of contributions was agreed with the trustees of the pension fund.

The actuarial estimate is that the pension fund will be balanced by mid-2027 and the Society is paying deficit contributions of £285k each year from 2021 to 2027 with a one-off additional payment of £400k which was also made during 2021.

The results of the valuation have been projected to 31 December 2020 with allowance for scheme cashflows and using the assumptions set out below. The figures in the following disclosure were measured using the Projected Unit Method.

## Pensions continued

The principal assumptions used to calculate the liabilities under FRS102 are set out below:

### Main financial assumptions

|                                          | 31 December 2020 | 31 December 2019 |
|------------------------------------------|------------------|------------------|
|                                          | %pa              | %pa              |
| RPI inflation                            | 3.1              | 3.25             |
| CPI inflation                            | 2.3              | 2.35             |
| Pension increases RPI inflation up to 7% | 3.1              | 3.25             |
| Discount rate for Scheme liabilities     | 1.4              | 1.95             |

### Main demographic assumptions

|                                                                                                  | 31 December 2020 | 31 December 2019 |
|--------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>Mortality</b>                                                                                 |                  |                  |
| - Base table                                                                                     | 100% of S3PxA_L  | 100% of S2PxA_L  |
| - Future improvements                                                                            | CMI 2019         | CMI 2017         |
| - Long term rate                                                                                 | 1% pa            | 1.25% pa         |
| *120% of base table probabilities for male pensioners. Light version of table for female members |                  |                  |

### Expected future lifetime from age 65

|                            |            |            |
|----------------------------|------------|------------|
| - Male currently aged 65   | 22.7 years | 22.3 years |
| - Female currently aged 65 | 24.3 years | 23.3 years |
| - Male currently aged 45   | 23.8 years | 23.6 years |
| - Female currently aged 45 | 25.5 years | 24.9 years |

### Scheme asset allocation:

|                                      | 31 December 2020 | 31 December 2019 |
|--------------------------------------|------------------|------------------|
|                                      | £'000            | £'000            |
| Target return funds                  | 8,136            | 7,787            |
| Equities                             | 2,243            | 2,005            |
| Bonds (including insured pensioners) | 3,129            | 3,029            |
| Swaps/Gilts (including cash)         | 6,505            | 5,304            |
| Closing fair value of scheme assets  | <u>20,013</u>    | <u>18,125</u>    |

None of the Scheme assets are invested on the Society's financial instruments or in property occupied by, or other assets used by, the Society.

### Changes to the present value of the defined benefit obligation during the year:

|                                          | 2020          | 2019          |
|------------------------------------------|---------------|---------------|
|                                          | £'000         | £'000         |
| Opening defined benefit obligation (DBO) | 19,140        | 16,473        |
| Interest expense on DBO                  | 370           | 457           |
| Actuarial losses on scheme liabilities   | 1,071         | 2,500         |
| Net benefits paid                        | (369)         | (290)         |
| Closing defined benefit obligation       | <u>20,212</u> | <u>19,140</u> |

### Changes to the fair value of scheme assets during the year:

|                                     | 2020          | 2019          |
|-------------------------------------|---------------|---------------|
|                                     | £'000         | £'000         |
| Opening fair value of scheme assets | 18,125        | 16,349        |
| Interest income on scheme assets    | 350           | 454           |
| Gain on scheme assets               | 1,909         | 1,615         |
| Contributions by the employer       | -             | -             |
| Net benefits paid out               | (369)         | (290)         |
| Administration expenses             | (2)           | (3)           |
| Closing fair value of scheme assets | <u>20,013</u> | <u>18,125</u> |
| Actual return on Scheme assets      | 2,259         | 2,069         |

## Pensions continued

### Reconciliation of funded status to Statement of Financial Position:

|                                                             | 2020<br>£'000 | 2019<br>£'000  |
|-------------------------------------------------------------|---------------|----------------|
| Fair value of assets                                        | 20,013        | 18,125         |
| Present value of funded benefit obligations                 | (20,212)      | (19,140)       |
| Funded status                                               | <u>(199)</u>  | <u>(1,015)</u> |
| Liability recognized on the Statement of Financial Position | <u>(199)</u>  | <u>(1,015)</u> |

### Amounts recognised in Statement of Financial Activities (SOFA):

|                                                                     | 2020<br>£'000 | 2019<br>£'000 |
|---------------------------------------------------------------------|---------------|---------------|
| Interest on defined benefit liability                               | 22            | 6             |
| Past service cost                                                   | -             | -             |
| Pension expense recognized in the Statement of Financial Activities | <u>22</u>     | <u>6</u>      |
|                                                                     | 2020<br>£'000 | 2019<br>£'000 |
| Return less interest income on scheme assets                        | 1,909         | 1,615         |
| Actuarial (loss) on liabilities                                     | (1,071)       | (2,500)       |
| Gain / (loss) arising in the Statement of Financial Activities      | <u>838</u>    | <u>(885)</u>  |

## B. Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

A new deficit recovery plan was put in place as part of the 2018 valuation, which requires payment of 2% of salaries over the period 1 October 2019 to 30 September 2021 at which point the rate will increase to 6%. The 2020 deficit recovery liability reflects this plan with £593,000 (2019: £575,000) being recognised in the statement of financial position.

The Society employer contributions for the year ended 31st December 2020 amounted to £273,118 (2019: £258,249). There was neither a prepayment nor an accrual at the end of the financial year in respect of these contributions. The disclosures below represent the position from the scheme's financial statements.

## Pensions continued

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2018 (the valuation date), which was carried out using the projected unit method. A valuation as at 31 March 2020 is underway but not yet complete. Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2018 valuation was the fifth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

Defined benefit liability numbers for the scheme have been produced using the following assumptions:

|                           | 2020  | 2019  |
|---------------------------|-------|-------|
| Discount rate             | 2.44% | 2.44% |
| Pensionable salary growth | n/a   | n/a   |
| Price inflation (CPI)     | 2.11% | 2.11% |

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2018 actuarial valuation. The mortality assumptions used in these figures are as follows:

|                           |                             |
|---------------------------|-----------------------------|
| Male members' mortality   | 97.6% of SAPS S1NMA "light" |
| Female members' mortality | 102.7% of RFV00             |

Use of these mortality tables reasonably reflects the actual USS experience. To allow for further improvements in mortality rates the CMI\_2017 projections with a smoothing parameter of 8.5 and a long term improvement rate of 1.8% pa (male) and 1.6% (female) were also adopted. The current life expectancies on retirement at age 65 are:

|                                 | 2020 | 2019 |
|---------------------------------|------|------|
| Males currently aged 65 years   | 24.4 | 24.6 |
| Females currently aged 65 years | 25.9 | 26.1 |
| Males currently aged 45 years   | 26.3 | 26.6 |
| Females currently aged 45 years | 27.7 | 27.9 |

## 16. Financial Instruments

|                                                               | The Group |       | The Society |       |
|---------------------------------------------------------------|-----------|-------|-------------|-------|
|                                                               | 2020      | 2019  | 2020        | 2019  |
|                                                               | £'000     | £'000 | £'000       | £'000 |
| <b>Financial Assets at fair value through statement of</b>    |           |       |             |       |
| Equity investments                                            | 6,221     | 6,023 | 6,221       | 6,023 |
| <b>Financial Assets that are debt instruments measured at</b> |           |       |             |       |
| Trade and other debtors                                       | 348       | 410   | 121         | 191   |
| <b>Financial Liabilities measured at amortised cost</b>       |           |       |             |       |
| Trade Creditors                                               | (114)     | (312) | (110)       | (307) |

## 17. The Society's Income and Expenditure

The Society has taken advantage of Section 408 of the Companies Act 2006 and has not included its own income and expenditure account in these financial statements.

An analysis of the differences in movements in resources between the Group and the Society is set out below:

|                                                                            | <b>Unrestricted<br/>Funds<br/>£'000</b> | <b>Restricted<br/>Funds<br/>£'000</b> | <b>2020<br/>Total<br/>Funds<br/>£'000</b> |
|----------------------------------------------------------------------------|-----------------------------------------|---------------------------------------|-------------------------------------------|
| Incoming and endowments per consolidated statement of financial activities | 4,854                                   | 16                                    | 4,870                                     |
| Deduct: income of Trading Subsidiary                                       | (4,522)                                 | -                                     | (4,522)                                   |
| Add: gifted payments from Trading Subsidiary                               | 2,160                                   | -                                     | 2,160                                     |
| Incoming resources - Society                                               | <u>2,492</u>                            | <u>16</u>                             | <u>2,508</u>                              |
| <br>Total expenditure per consolidated statement of financial activities   | <br>4,244                               | <br>13                                | <br>4,257                                 |
| Deduct: expenditure of Trading Subsidiary                                  | (2,362)                                 | -                                     | (2,362)                                   |
|                                                                            | <u>1,882</u>                            | <u>13</u>                             | <u>1,895</u>                              |
| <br>Net Gains on Investments                                               | <br>166                                 | <br>32                                | <br>198                                   |
| Investment impairment released                                             | 2                                       | -                                     | 2                                         |
| Net income - Society                                                       |                                         |                                       |                                           |
| Before gains and losses as per consolidated statement of                   | <u>778</u>                              | <u>35</u>                             | <u>813</u>                                |
| <br>Unrealised losses on Investment properties                             | <br>-                                   | <br>-                                 | <br>-                                     |
| Realise gain on sale of leasehold property                                 | -                                       | -                                     | -                                         |
| Actuarial gain / (loss) on defined benefit pension scheme                  | 838                                     | -                                     | 838                                       |
|                                                                            | <u>1,616</u>                            | <u>35</u>                             | <u>1,651</u>                              |
| <br>Net movement in funds relating to the year                             |                                         |                                       |                                           |
|                                                                            | <u>1,616</u>                            | <u>35</u>                             | <u>1,651</u>                              |
|                                                                            | <b>Unrestricted<br/>Funds<br/>£'000</b> | <b>Restricted<br/>Funds<br/>£'000</b> | <b>2019<br/>Total<br/>Funds<br/>£'000</b> |
| Incoming and endowments per consolidated statement of financial activities | 5,787                                   | 21                                    | 5,808                                     |
| Deduct: income of Trading Subsidiary                                       | (4,821)                                 | -                                     | (4,821)                                   |
| Add: gifted payments from Trading Subsidiary                               | 2,119                                   | -                                     | 2,119                                     |
| Incoming resources - Society                                               | <u>3,085</u>                            | <u>21</u>                             | <u>3,106</u>                              |
| <br>Total expenditure per consolidated statement of financial activities   | <br>5,824                               | <br>45                                | <br>5,869                                 |
| Deduct: expenditure of Trading Subsidiary                                  | (2,702)                                 | -                                     | (2,702)                                   |
|                                                                            | <u>3,122</u>                            | <u>45</u>                             | <u>3,167</u>                              |
| <br>Net Gains on Investments                                               | <br>675                                 | <br>130                               | <br>805                                   |
| Investment impairment released                                             | 4                                       | -                                     | 4                                         |
| Net income - Society                                                       |                                         |                                       |                                           |
| Before gains and losses as per consolidated statement of                   | <u>642</u>                              | <u>106</u>                            | <u>748</u>                                |
| <br>Unrealised losses on Investment properties                             | <br>-                                   | <br>-                                 | <br>-                                     |
| Realise gain on sale of leasehold property                                 | 1,063                                   | -                                     | 1,063                                     |
| Actuarial gain / (loss) on defined benefit pension scheme                  | (885)                                   | -                                     | (885)                                     |
|                                                                            | <u>820</u>                              | <u>106</u>                            | <u>926</u>                                |
| <br>Net movement in funds relating to the year                             |                                         |                                       |                                           |
|                                                                            | <u>820</u>                              | <u>106</u>                            | <u>926</u>                                |

## 18. Academic Support Grants

|                                      | 2020<br>£'000 | 2019<br>£'000 |
|--------------------------------------|---------------|---------------|
| Academic Support Grants paid in year | 14            | 50            |

Academic Support Grants were paid to the following university departments to cover time spent by Trustees on Society business:

University of Liverpool £nil (2019 £3,609); University of Salford £nil (2019 £4,812); University of Manchester £nil (2019 £12,916); University of Bristol £nil (2019 £4,812); University of Glasgow £9,624 (2019 £9,624); University of Sussex £4,812 (2019 £4,812); University of Newcastle £nil (2019 £4,812); The Francis Crick Institute £nil (2019 £4,812).

These grants contributed towards research activities that are in alignment with the objects of the Charity.

## 19. Transactions with related parties

The Charity has one wholly owned trading subsidiary, which is incorporated in England & Wales as Portland Press Limited (See note 2). All transactions between the two entities during the year have been concluded under normal market conditions.

During the year, Portland Press Limited paid the Society £2.119m (2019: £2.411m), being the amount distributable to the Society under gift aid for the year ended 31 December 2019.

At the year end, the Society was owed £3.425m (2019: £1.544m) from Portland Press Limited due from group undertakings.

The Society holds non-controlling investment in Charles Darwin House Limited, a private company formed to manage Charles Darwin House, the Society's previous headquarters, which was sold in 2019. At the time of writing Charles Darwin House Limited is in the process of voluntary liquidation.

|                        | 2020<br>£'000 | 2019<br>£'000 |
|------------------------|---------------|---------------|
| Income                 |               |               |
| Accounting             | -             | -             |
| IT Services            | -             | -             |
| Association Management | -             | -             |
| Other                  | -             | -             |
|                        | <u>-</u>      | <u>-</u>      |
| Expenditure            |               |               |
| HR Services            | 4             | 24            |
| Conference facilities  | -             | 12            |
| Operating expenses     | -             | 126           |
| Other                  | -             | 1             |
|                        | <u>4</u>      | <u>163</u>    |

As at 31 December 2020, debtor balances totalling £nil (2019: £nil) and a creditor balance of £nil (2019: £18,000) were outstanding with Charles Darwin House Limited.

A loan of £29,400 was made to Charles Darwin House Ltd in February 2018 and the full balance of this loan remains outstanding as at 31 December 2020.

**Transactions with related parties continued**

Details of transactions between the Group and the co-owners of Charles Darwin House Limited for the year ended 31 December 2020.

|                                | <b>SEB</b><br><b>£'000</b> | <b>BES</b><br><b>£'000</b> | <b>RSB</b><br><b>£'000</b> | <b>MS</b><br><b>£'000</b> | <b>SfAM</b><br><b>£'000</b> | <b>TOTAL</b><br><b>£'000</b> |
|--------------------------------|----------------------------|----------------------------|----------------------------|---------------------------|-----------------------------|------------------------------|
| <b>Income</b>                  |                            |                            |                            |                           |                             |                              |
| Accounting                     | -                          | -                          | -                          | -                         | -                           | -                            |
| IT / Admin / HR Service        | 18                         | -                          | -                          | 61                        | 25                          | 104                          |
| External Events                | -                          | -                          | -                          | -                         | -                           | -                            |
| Share of office costs          | -                          | -                          | -                          | -                         | 28                          | 28                           |
| Other                          | -                          | -                          | 1                          | -                         | -                           | 1                            |
| <b>Total income</b>            | <b>18</b>                  | <b>-</b>                   | <b>1</b>                   | <b>61</b>                 | <b>53</b>                   | <b>133</b>                   |
| <b>Expenditure</b>             |                            |                            |                            |                           |                             |                              |
| Subscriptions                  | -                          | -                          | 15                         | -                         | -                           | 15                           |
| Grant                          | -                          | -                          | 2                          | -                         | -                           | 2                            |
| Grant - Sponsored Staff        | -                          | -                          | -                          | -                         | -                           | -                            |
| Other                          | -                          | -                          | -                          | -                         | -                           | -                            |
| <b>Total Expenditure</b>       | <b>-</b>                   | <b>-</b>                   | <b>17</b>                  | <b>-</b>                  | <b>-</b>                    | <b>17</b>                    |
| <br>Balances as at 31 Dec 2020 |                            |                            |                            |                           |                             |                              |
| Debtors                        | 5                          | -                          | -                          | 18                        | 2                           | 25                           |
| Creditors                      | -                          | -                          | -                          | -                         | -                           | -                            |

Charles Darwin House Limited (CDH Ltd) held the legal title to the properties on trust for the beneficial owners of the properties; the beneficial owners being the Biochemical Society, Royal Society of Biology (RSB), British Ecological Society (BES), Society for Experimental Biology (SEB), Microbiology Society (MS) and Society for Applied Microbiology (SfAM).

There are no other related-party transactions to disclose.