

THE ROYAL SOCIETY OF BIOLOGY

England & Wales · Charity number 277981

Details

Other names	INSTITUTE OF BIOLOGY, THE SOCIETY OF BIOLOGY, THE INSTITUTE OF BIOLOGY
Status	Registered
Legal form	Other
Registered	1979-07-04
Register	View on the Charity Commission register

Contact

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Activities

Objects: TO ADVANCE THE SCIENCE AND PRACTICE OF BIOLOGY, TO ADVANCE EDUCATION THEREIN AND TO CO-ORDINATE AND ENCOURAGE THE STUDY OF BIOLOGY AND ITS APPLICATION.

Activities: The Royal Society of Biology is a single unified voice for biology: advising Government and influencing policy; advancing education and professional development; supporting our members, and engaging and encouraging public interest in the life sciences.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science, Environment/conservation/heritage
- **Who:** The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£3,191,000	£3,533,000	£1,759,000	40
2024-09-30	£3,438,000	£3,252,000	£2,168,000	40
2023-09-30	£2,766,000	£3,073,000	£1,825,000	38
2022-09-30	£2,771,000	£2,740,000	£2,177,000	32
2021-09-30	£2,788,000	£2,478,000	£2,258,000	30
2020-09-30	£2,745,000	£3,003,000	£1,783,000	34

Trustees

Name	Role	Appointed
Professor Dame Melanie Welham	Chair	2026-05-13
Alastair Land		2024-05-08
Dr Helen Watson		2024-05-08
Dr Jacqui Piner		2019-05-15
Dr Louise Leong		2017-05-10
Lucy Hudson		2021-05-19
Neil Burton		2023-05-10
Paul Gemmill		2025-05-21
Professor Claire Pike		2026-05-13
Professor Jeremy Pritchard		2024-10-30
Professor Kalai Mathee		2025-05-21
Professor Sara Louise Cosby		2021-05-19
Professor Stefan Przyborski FRSB		2020-05-06
Professor Tim Coulson		2025-05-21

THE ROYAL SOCIETY OF BIOLOGY

England & Wales - Charity number 277981

Accounts

RSB Trustees Report

Financial year 2024-2025



THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Charity registered number: 277981

THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025
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THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

The Council of the Society, being the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2025.

Reference and Administrative information

Charity Name:	The Royal Society of Biology
Charity registration number:	277981
Address:	10 Queen Street Place, London EC4R 1AG

Members of Council during the period 1 October 2024 to 30 September 2025

Officers of Council

Professor Sir Ian Boyd	President
Dr Louise Leong	Honorary Treasurer
Professor Claire Wates	Honorary Secretary (to May 2025)
Mr Paul Gemmill	Honorary Secretary (from May 2025)

College of Individual Members

Professor Louise Cosby	Chair of the College
Dr Jacqui Piner	
Mr Alastair Land	
Mrs Lucy Hudson	Re-elected for a second term May 2025

College of Organisational Members

Professor Patricia Kuwabara	Chair of the College (to May 2025)
Dr Suzy Moody	
Dr Helen Watson	
Professor Tim Coulson	(from May 2025)
Professor Kalai Mathee	(from May 2025)

Appointed by Council

Professor Dame Melanie Welham	
Professor Hilary MacQueen	(to May 2025)
Professor Stefan Przyborski	
Professor Jeremy Pritchard	(from May 2025)
Mr Neil Burton	

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2025**

Senior Staff

Dr Doug Brown

Chief Executive (from 1 September 2025)

Dr Mark Downs

Chief Executive (to 31 August 2025 and supported handover until 30 September 2025)

Mr Mark Leach

Director, Membership Services & Events

Mr Paul Trimmer

Director, Accreditation & Professional Affairs

Ms Susie Rabin

Director, Communications & Public Affairs

Dr Arianne Matlin

Director, Policy & Publications

External Auditor

HaysMac LLP

10 Queen Street Place

Statutory Auditors

London

EC4R 1AG

Bankers

HSBC Bank plc

95 Gloucester Road

South Kensington

London

SW7 4SS

CAF Bank

Kings Hill

West Malling

Kent

ME19 4TA

Solicitor

Payne Hicks Beach

10 New Square

Lincolns Inn

London

WC2A 3QG

Year in numbers

2024-2025

Royal Society of
Biology

Income

£3,191k

Expenditure

£3,533k

Total Funds

£1,799k

Membership

26,455

Individual members

78

Member Organisations

Client Services

12

Societies serviced

15,000

Individual members collectively

Professional Registers

1,297

Chartered Biologists

253

Chartered Scientists

669

UK Registered
Toxicologists

Training

15

Training courses

Accreditation

27

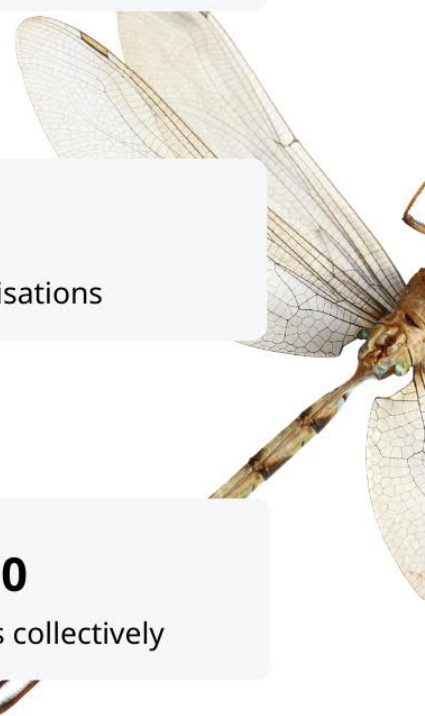
Accreditation
applications this year

17

Re-accreditations

10

New or different
programmes



Year in numbers

2024-2025

Biology week

43

Biology Week
events worldwide

250

STEM club talk
viewers



Launch of new
brand

Launch of new
website



Outreach & Engagement

866

Entries to the BioArtAttack2D
competition

1072

Entries to the photography
competition

18

new videos have been added
to series 3 of the A-Z series



Year in numbers

2024-2025

Royal Society of
Biology

Education & Science Policy

19,303

Science Policy Newsletter subscribers

4,128

5-19 Education Newsletter subscribers



Publications



70+

The Biologist articles, from interviews, analysis and features to profiles of members and grant reports

240,000+

visits to The Biologist microsite

26

titles published in the Oxford Primers series of textbooks

9

new issues of the *Journal Emerging Topics in Life Science*

187,967

downloads of the *Journal of Biological Education*

INTRODUCTION

Our vision: a world that values biology's contribution to understanding and improving life for all.

Our mission is to advance the science and practice of biology, to advance education therein and to co-ordinate and encourage the study of biology and its application.

The Society is incorporated by Royal Charter (1979, updated 2009) and was granted a Royal title by Her Majesty the Queen, on the advice of ministers in 2015.

The financial year was 1 October 2024 to 30 September 2025.

The Society ended financial year 2024-25 in a strong position with significant policy engagement and impact alongside an overall growth in membership, client services and international accreditation. Financially the Statement of Financial Accounts (SOFA) records a planned operational deficit of £342k. This deficit enabled the Society to continue high impact projects whilst also delivering major change programmes. These change programmes included: ending the lease for the Naoroji Street office and transitioning to a fully remote-working organisation; launch of a new brand and; launch of a new website. Work also commenced on a multi-year income growth plan which will bring the Society into surplus budget position in the coming years and enable the Society to deliver even more impact for the biology community. The Society also launched a new 5 year strategy detailing priorities through to 2030.

STRUCTURE, GOVERNANCE & MANAGEMENT

Governance

The members of Council are the Charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times during the year as a formal Board of Trustees (Council).

The Council of up to 15 Trustees is appointed in accordance with the Charity's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four are elected from the College of Individual Members, four from the College of Organisational Members and four are appointed by Council to fill skills gaps as are the three Honorary Officers– President, Treasurer and Secretary.

All Trustees complete a standard induction process upon appointment including access to past minutes and decisions, structured introductions with senior staff and dedicated meetings with both the Chief Executive and President. An online bespoke training course is also provided. Board effectiveness is reviewed at least once during the four-

year tenure of each President and ongoing support provided to ensure skills are maintained and knowledge updated.

The other three key advisory committees are Finance, Audit and Risk Committee – FARC (formed in spring 2025 from the separate Audit and Finance committees as part of streamlining governance), chaired by the Honorary Treasurer (Dr Louise Leong FRSB); the Education & Science Policy Committee (chaired by Professor Jeremy Pritchard FRSB) and the Membership & Professional Affairs Committee chaired by the Honorary Secretary (Mr Paul Gemmill FRSB). Advisory committees typically meet four times per annum.

The Remuneration & HR Committee (RemCom) meets at least twice per annum and has delegated authority from Council to set the remuneration of staff, including key management personnel, within a Council agreed overall budget (chair: Professor Richard Reece FRSB). It has additional responsibility for reviewing HR issues, conditions of employment and related matters. RemCom consists of the three honorary officers and two external members, one of whom is the chair. The CEO and a professional HR advisor attend as ex-officio members with no voting rights.

The salary and terms of employment of the Chief Executive are set by the Remuneration & HR Committee (CEO) with the same membership as RemCom save for the fact the CEO does not attend.

Dr Mark Downs retired as CEO on 30 September 2025. Council asked RemCom to undertake the recruitment process and Dr Doug Brown was appointed as CEO from 1 September 2025.

Both RemCom groups use regular benchmarking as part of the decision process from publicly available information on similar organisations and from external body surveys of wider charity sector trends and specially commissioned surveys on occasion.

The Accreditation Committee, chaired by Professor Richard Reece FRSB, met six times.

The Chief Executive has delegated authority to manage the staff team in delivering the Trustees' plans. Staff numbers were 39.4 FTE on 30 September 2025 (2024: 40). The total number employed was 41 (on average for the year).

Impact of the Society's work

Policy & Publications

- Completed two children's books on biology, in partnership with publisher Franklin, Watts & Wayland and co-authored by members of RSB's Curriculum Committee. Published November 2025 and January 2026.
- Published a well-received special themed issue of The Biologist with a focus on AI, examining the potential benefits and challenges of harnessing this emerging technology in biology research and applications.
- Worked with STEM partners to secure a national inquiry on teacher recruitment and retention in Wales, and gave oral evidence to the Senedd Children, Young People and Education Committee as part of the inquiry.
- Engaged closely with governments, review panels and qualifications oversight bodies throughout the UK nations, to ensure that the RSB's Evolving 5-19 Biology curriculum framework is embedded in ongoing curriculum and assessment reforms.
- Delivered a successful knowledge exchange and horizon-scanning event for expert stakeholders from the research, funding and policy sectors, with support from BBSRC: "Driving Innovation Responsibly: A New Frontier in Biosecurity".

Membership Services & Events (incorporating governance)

- Attained record membership total of 26,400, and significantly grew undergraduate student membership.
- Created closer links with Member Organisations via stewardship and engagement opportunities, while delivering a range of 'value-added' administration services to support MOs and others.
- Launched new Regional Events Grant, empowering members to put on a range of engaging events across the world.
- Launched a new series of member exclusive webinar events, providing access to high level biologists.
- Commenced 'top down' governance review to ensure that RSB structures are fit to take RSB through its five-year business plan – and beyond.

Communications & Public Affairs

- Launch of new RSB brand and 2025-2030 strategy.
- Launch of new RSB website.
- Support of new Citizen Science projects, including Signs of Spring and Beyond Boring Beans.
- Delivering the annual Biology Week.
- Parliamentary Links Day was held in the House of Commons as a drop in event.

Accreditation & Professional Affairs

- Completion of quinquennial review of accreditation criteria
- Expansion of International Accreditation to 16 institutions across the globe
- Expansion of our practical skills training programme.
- Creation of a careers roadmap to pave the way for a step change in our careers provision over the next five years.

Public Benefit

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".

The Royal Society of Biology brings together life scientists through individual and organisational membership, creating a strong voice for biology in public policy development and the public understanding of science. Outreach activities, for example Biology Week, and other publicly accessible events, listed in detail in this report, provided the opportunity for members and the public to celebrate and promote biology.

Biology is relevant to very many aspects of daily life from food supply to health care and the environment. Solutions to many of the global challenges we face will undoubtedly come from biology-based research and public policy. The Society's professional membership and development programme, along with its work to stimulate public interest, and policy advice, have an important role to play.

Future Plans

FY25-26 will see the Society focus on the new five year plan through three pillars of work: delivery of all the Society's work through the lens of membership; professional development and standards and acting as a unifying voice for policy whilst continuing to promote the wonder of biology. Equality and diversity aims will be threaded across all areas of work.

Key deliverables will be to:

- Continue to positively influence the UK policy agenda across education and science policy, as well as engaging with parliamentarians in biological and wider STEM priority matters.
- Build on the Society's career support package for members, including piloting virtual one-to-one career sessions.
- Launch and progress the Biologist of Tomorrow project aimed at developing a blueprint for future skills needs in the biology sector.

- Continue enhancing our outreach activities including delivery of Biology Week and outreach grants and awards.
- Progress work on a new Customer Relations Management (CRM) database.
- Begin to deliver a new income growth plan to increase income and the impact that the Society delivers for biology.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND ENGAGEMENT

April 2025 marked a new milestone for the RSB, with membership reaching 26,455, the highest in the Society's history. Retention continued to improve, increasing from 81% in October to 84% in April, while Fellowship retention remained high at 94%. Overall recruitment targets were surpassed once again, reflecting the Society's growing reach and the value of belonging to the RSB biosciences community. The free membership offer for students on RSB accredited degree programmes, introduced in January 2024, continued to boost early-career engagement and support long term growth.

By 30 September 2025, taking inwards and outwards movement of members into account, net total membership stood at 25,000 (2024: 22,130; 2023: 18,300). Member Organisation (MO) numbers decreased slightly to 78 (2024: 82; 2023: 83), reflecting the departure of smaller organisations, while overall income from MOs remained strong. Engagement continues to be high, with an attractive array of benefits for organisations (details can be found [here](#)) as well as supported by the enhanced communications and a dedicated staff lead, ensuring that the Society maintains a financially sustainable network of organisational members.

The RSB continues to run a vibrant programme of in-person and online events. Highlights included Parliamentary Links Day in Westminster, Bioscience Careers Day online for students, the Accreditation Conference and Awards for higher education institutions, the Annual General Meeting for all members and MOs, and a series of plant health themed events funded by Defra. A new series of member-exclusive webinars featuring high-profile speakers and exploring emerging bioscience topics launched this year with 150 registrations per event and content available on demand.

Following the conclusion of the volunteer-led branch network at the end of 2024, the Society launched its new Regional Events Grant scheme to support local and regional engagement. Through this scheme, 17 members across the UK and internationally received funding to run approximately 85 events or activities, plus the development of educational materials. These initiatives aimed to reach broad audiences, including school and university students, academics, industry professionals, and the public. They also demonstrated strong international impact and a commitment to inclusive, locally relevant engagement with the biosciences. The Regional Events Grants complement the Society's popular Travel Grants, which provide early-career members the opportunity to travel in the UK or overseas to develop new skills, gain professional experience, and network with peers and academics.

Client Services

The membership services team completed its tenth servicing twelve individual societies during this period (Genetics Society, British Society of Toxicological Pathology, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, the Anatomical Society, the International Society for Affective Disorders, International Society for Applied Ethology, the Fisheries Society of the British Isles, the Freshwater Biological Association, the British Society for Animal Science and the British Association for Lung Research) at year-end totalling over 10,000 individual members collectively.

The Society also makes available its wholly owned, and developed, in-house software to external clients under contract allowing two other learned societies, with 15,000 members collectively, to benefit from this RSB innovation.

In addition, client services provide secretariat support for the Heads of University Biosciences (HUBS), a special interest group of the RSB.

PROFESSIONAL REGISTERS & TRAINING

Register numbers

Professional registers remain a core area of Society business.

The Society offers its own bespoke, specialist registers as well as those under licence from the Science Council. The registers offered and numbers of registrants (as of August 2025) can be viewed in the table below.

Chartered Biologist (CBiol)	1297
Chartered Scientist (CSci)	253
Chartered Science Teacher (CSciTeach)	37
Registered Scientist (RSci)	176
Registered Science Technician (RSciTech)	86
UK Register of Toxicologists (UKRT)	669
Qualified Persons (QP)	212
Plant Health Professionals (PHP)	100
Biorisk Professionals Registration Scheme (BPRS)	11

As in recent years, with the introduction of a CPD requirement to retain CBiol, the focus has been on promoting CBiol as a gold-standard register for biologists and supporting new applicants through the submission process. Following the success of

the CBiol workshops in 2023, the team have been adapting these into an on-demand video resource to be launched on the Society myLearning platform towards the end of 2025. To further the growth of CBiol, the Society launched a company accreditation pilot with AstraZeneca in March 2025. Using learnings from this pilot, company accreditation to award CBiol internally will be rolled out to more employers in the biosciences. This is expected to remove a major barrier to CBiol application: the ability to effectively evidence the CBiol competencies while considering confidentiality of company projects. These initiatives, alongside clearer, more readily available guidance (including model CBiol applications available on the RSB website) have led to an increase in CBiol applications over the last year.

The BPRS launched in summer 2024, and since then four applications have been completed with two applicants being successfully elected to the register (excluding the advisory committee). A further 11 applications are in progress – by design, the application process takes some time to allow gap analysis and for applicants to build their knowledge and skills in line with the register competencies. The first training course approved to satisfy the knowledge requirements of the register – the Pirbright Biorisk Advisor training – launched in July 2025. The course was fully booked and successful, and will run again in November. The RSB team are working with other institutions to host similar courses elsewhere. These courses feed directly into the BPRS and will increase the pool of potential applicants.

The Society has been awarded a further four-year Defra grant to continue and expand work on plant health professional development. The grant has three activity areas, all managed by the RSB Professional Affairs team: professional register, events and Plant Health Undergraduate Studentships (PHUGS). Defra funding allows the Society to develop further PHP register application guidance, launch a mentoring scheme and offer subsidised memberships. From 2026, the number of Defra-funded PHUGS will double from six to twelve.

Training

From October 2024 to September 2025, the Society delivered 15 training courses, comprising:

In-person courses: 3

Live, online courses: 11

Teacher CPD delivered in house or online: 1

The technical skills training at University of York (two courses) ran again in June, with positive feedback from attendees. The Society additionally offered two further dates for the University of York training, and two courses hosted by Brunel University. Due to low bookings, these events were cancelled. The team have developed partnerships with at least three further accredited universities with diverse specialist facilities, to expand the current course offering with the aim to launch new courses in 2025/26.

DEGREE ACCREDITATION

Accredited Higher Education Institutes (HEIs) and Programmes as of 30 September 2025

Type:	HEIs		Programmes	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
Accreditation	66	65	653	657
Advanced Accreditation	22	21	333	307
International Accreditation	16	14	63	60
Master's Accreditation	5	5	30	30
Foundation Degree Accreditation	2	2	4	5
Doctoral Training Accreditation	4	4	5	5
Apprenticeship Accreditation	3	0	3	0
Totals	118	113	1,091	1,064

Over the last financial year, a total of 27 accreditation applications were received. Of these, 17 were re-accreditations, while 10 were from either new institutions or institutions seeking accreditation for a different programme level.

International Accreditation continues to grow, with programmes at two new institutions awarded accreditation in the past year: the Hashemite University in Jordan and the University of Porto in Portugal. In July, a joint webinar was delivered in collaboration with the Royal Society of Chemistry to raise awareness of accreditation among international institutions. There is continued interest from a number of international institutions, with more new applications expected in the next financial year.

This year marked a milestone, with the first apprenticeships receiving accreditation at the University of Kent, Keele University, and Manchester Metropolitan University. There is interest from a number of other providers and it is expected that the demand for this type of accreditation will continue to grow.

Over the past year, the accreditation team has been undertaking the quinquennial review of the accreditation criteria. Major changes include the introduction of a new set of criteria on assessments, the merger of bachelor's and advanced accreditation criteria, the streamlining of master's accreditation, and overall refinement of the criteria and updating of wording. Two new sets of subject-specific learning outcomes have been developed in collaboration with the British Neuroscience Association (for

programmes with “Neuroscience” in the title) and the Horticulture Group of the SCI (for programmes with “Plant Science”, “Plant Biology”, or “Botany” in the title). In addition to the core accreditation criteria, programmes in these areas must also meet these subject-specific learning outcomes which focus on specific skills and knowledge appropriate to the specialism.

In April 2025, the RSB hosted its annual Accreditation Conference and Awards Ceremony. The conference, held at One Great George Street, brought together 78 attendees. The programme featured presentations on best practice from accredited institutions, a talk on digital literacy, and an afternoon session gathering feedback on the updated accreditation criteria. The Awards Ceremony, hosted at the Houses of Parliament, celebrated 84 top project award winners and 20 newly accredited institutions, with 196 guests in attendance.

Artificial intelligence (AI) remains a significant focus in higher education. As part of an accreditation application, institutions are now required to provide an up-to-date Teaching, Learning and Assessment strategy, including reference to AI. Prior to the full criteria review, minor amendments were made to some criteria to state that graduates will have the basic skills in applications of AI. The newly updated criteria now include more detailed expectations around AI, particularly in relation to assessments.

PUBLIC ENGAGEMENT

School Biology Teacher of the Year Award

The 2025 School Biology Teacher of the Year Award's was announced in July 2025. This year's winner was Sarah Girasoli from St Luke's High School in Barrhead, Glasgow

Photography Competition

The RSB photo competition theme for 2024 was Transforming Life and the competition's winners were announced on RSB's website and at RSB's Networking and Awards Ceremony in London on 8 October.

1072 entries were received with 249 entries in the Young Photographer of the Year category and 823 in the Photographer of the Year (18 and over) age category. The competition reopened in March 2025.

BioArtAttack 2D (incorporating the Nancy Rothwell Prize)

The BioArtAttack 2D winners were announced on our RSB's website page and at RSB's Networking and Awards Ceremony in London on 8 October. 866 entries were received this year making this one of the most successful years for the competition.

RSB Outreach and Engagement Grants

The RSB Outreach and Engagement Grant Scheme 2024's successful applicants have now been awarded their grants to run outreach and engagement events, activities or resources between October 2024 and 30 May 2025.

Grants were awarded to the following projects:

- National Spelling Bee 2024 held in schools in the UK and Channel Islands
- World Anatomy Day 2024 event held in Sunderland
- Shetland Science Fair Biology Workshop
- Biology in a Basket, hands on science activities in schools across the Glasgow City Council region
- How biology can lead to a sustainable world, hands on science family activity days at University of Westminster
- The Somerscience Festival 2025 in Somerset

RSB Gopher Science Lab – small grants to run lab days

Following our successful delivery of grants to schools to provide Gopher Science lab day grants, we were delighted to receive further funding from Horner's Charity Funds in January 2025. This enabled us to offer small grants to another 20 schools at an enhanced rate of £600 per school. The new funding will also enable RSB to offer honoraria of £200 each to five GSL teacher mentors (who have successfully run their own lab day previously) and to provide enhanced online and email support and guidance to help new schools to run their lab days this year.

The Signs of Spring Survey 2025, run in partnership by the Royal Society of Biology and the Field Studies Council (FSC), entered its second year this year with a simple mission: get people outdoors, spotting the first signs of the new season, and sharing what they see. Together, the RSB and FSC are not only celebrating the magic of spring but are building an important long-term record to help scientists track how climate change is shifting seasonal patterns. Following on from last year, 10 key signs of spring were tracked and the public was asked to log their sightings on an interactive map, including location, demographic information, and basic environmental data such as weather and temperature. This year, just under 2,000 observations were submitted between 1 January and 18 June from across the UK. Nearly half of all records were submitted between 16 February and 18 March. Media coverage this year

included mentions on national television, live radio interviews, radio programmes, a podcast, and online news outlets.

Biology Week 2024

Biology Week took place from 7–11 October 2024.

Key highlights included:

- The RSB's Biology Week calendar listed 43 activities open to public audiences this year. This was in addition to many more invitation only Biology Week events taking place in schools and additional science or educational venues. Many of RSB's Member Organisations and some of its branches supported Biology Week with support and reposts on social media, via activities, events or resources aimed at participants of Biology Week many of which were listed on our online calendar.
- [BioCraft Competition](#) – running from 4 October - 4 November. Competition entrants were invited to create and enter photographs of a biology-inspired art sculpture from recycled, or other, materials.
- [Memory Game](#) – RSB's new Memory Game activity featuring 16 bioscientists can be downloaded from the RSB website.
- Nearly 250 RSB members attended an online talk from Dr George McGavin Hon FRSB, sharing his personal journey to discover the world of wildlife - big and especially small It's a Wild Life - Tales from Television.
- This year's Biology Week Networking and Awards Ceremony included a canapé reception as well as a celebration of RSB awards and competitions.
- The launch of further A-Z of the Bioscience short videos
- Our online STEM club talk for schools on Molecular modelling, coral reef research, and studying wildlife from space talk was attended by 250 schools
- The Plant Health Group held a Visit to Kew Gardens
- The Department of Biology at Oxford University contributed three online lectures to Biology Week.
- National Spelling Bee 2024
After a tremendous inaugural year, the National Spelling Bee returned in the autumn term of 2024, funded as an RSB outreach and engagement grant. This year was even more successful with nearly 250 schools taking part.

- Our media campaign with Content with Purpose – Biology for a Better Tomorrow launched in Biology Week. The Comms team worked with CWP to develop a number of short films and an Instagram campaign.

Parliamentary

- A Parliamentary Steering Group Seasonal Reception was held in the House of Commons on 5 December.
- Voice of the Future took place (on Zoom webinar this year), on Monday 17 March.
- Parliamentary Links Day took place in the Atlee Suite in Portcullis House on 18 June 2025 as a drop in reception this year.

RSB rebrand and new website

- We launched the new RSB brand in January 2025 with the new 5 year RSB strategy.
- We launched the new RSB website in June 2025

POLICY & PUBLISHING

Joint work across policy teams

To provide policy training and support to early career researchers across the biosciences, two interns joined the team again this year to receive policy training, and gain experience, as part of the ongoing UKRI Policy Internships Programme.

Science Policy

RSB's science policy work provides independent, evidence-based advice to policy, representative of the breadth of the biosciences, and strategically guided by our [science policy priorities](#). The current set of priorities run from 2022 – 2027 and include detailed intended impact, outcomes, outputs and activities within each area, as agreed by the Education and Science Policy Committee and Council. The headline priority areas are:

- Knowledge exchange, information sharing and building trust in the biosciences
- Research culture (including RSB's equality, diversity and inclusion portfolio)
- Research landscape
- Science 'pillar' priorities:
 - o ethical biological innovation
 - o biological security
 - o nature and climate

Delivering on this framework, in January 2025 we published our [annual impact review for 2024](#), via our website and regular policy newsletters. In summary, through 2024, we synthesised our members' evidence and expertise and delivered it direct to policymakers and advisors across Parliament, Government, research funding bodies and wider sectors via 24 briefings, letters, [consultation responses](#), campaigns and reports. We hosted and collaboratively delivered 57, and attended 43, knowledge exchange meetings and events to engage these audiences with the bioscience community. Some highlights in the year ended September 2025 included:

- Facilitating RSB as signatory to the Campaign for Science and Engineering's (CaSE) [letter](#) to the Chancellor [and a letter to The Times](#), co-ordinated by CaSE and the Science Media Centre, ahead of the 2024 Autumn Budget. This was followed by submission of RSB's representation to the HMT Spending Review in February 2025.
- Concluding 2024's Plant Health Undergraduate Studentships Scheme (PHUGS) having initiated the project and grown the number of studentships offered, before planned handover to the RSB professional development team for delivery in entirety from 2025, enabling science policy team to focus resource on developing future spin-outs.
- RSB cited in a debate in the House of Lords on the Consumer Products (Control of Biocides) Bill in January 2025, having provided an evidence briefing to the Viscount Stansgate.
- Continued collaborative organisation and delivery of the Wellcome Connecting Science 'Science Policy: improving the uptake of research into UK policy' residential course series, with the sixth edition for early career researchers.
- Delivery of the knowledge exchange and horizon-scanning in-person event 'Driving Innovation Responsibly: A New Frontier in Biosecurity' for attendees from research, funding and policy sectors (developed from RSB's annual Animal Science Meeting and supported through funding and event collaboration from the BBSRC).
- Submission of the RSB's response to the Department for Environment, Food and Rural Affairs (Defra) Land Use Consultation.

To fund further proactive delivery, we pitched for and were granted over £50k of external funding in the financial year ended September 2025. Funded outputs include:

- Ongoing provision of secretariat and host to the [UK Bioscience Sector Coalition \(UKBSC\)](#) (ethical biological innovation).
- Launch in September 2025 of the new Biologist of Tomorrow task and finish group to deliver a skills analysis project including projections for the biosciences and recommendations to policymakers (research landscape).
- Launch in August 2025 of the new Equality, Diversity, Inclusion and Culture (EDIC) Grant to finance competitively selected external initiatives and networks that support diverse communities in the biosciences (research culture).

To further reconfigure resource focus towards proactive evidence gathering, impactful policy products and spin-outs, and ensure that our work remains at the cutting edge of evolution in the biosciences and policy landscape, we embarked on a stakeholder engagement and review programme focusing solely on the science policy 'pillar' priorities. Two pathways in the review seek to firstly optimise our Member Organisation (MO) engagement structures and secondly identify a subset of policy questions or issues, where RSB is in a unique position to gather networks and solutions. We aim to focus our resource towards answering these questions, via deep evidence gathering, dialogue, policy products and recommendations. As part of this review, the MO Animal Science Group (ASG) and Plant Science Group (PSG) have been suspended in operations, pending review conclusions. This has enabled secretariat resource to pivot instead to a series of individual stakeholder engagement meetings (across these and wider MOs and external organisations, including Government departments and Parliamentary advice mechanisms) to compare priorities, horizon scan and identify the key questions. These meetings are ongoing and will conclude by end 2025. Review conclusions will be reported for agreement on implementation in early 2026.

RSB sustains engagement and knowledge sharing with a wide range of individuals and organisations across the sector, through our membership and external networks, including: the Royal Society of Chemistry, the Institute of Physics, the UKRI External Affairs Advisory Group; the UK One Health Coordination Group; SEN in STEM; the Science Council Policy Forum; the Global Plant Council (GPC), and several others.

Education Policy

The education policy team has grown in 2024-25, with reappointment of a curriculum and qualifications policy officer role, establishment of a senior policy officer position, and a new policy officer role supporting the Science Education Policy Alliance to replace an assistant post. In 2024-25 we recommitted to our partnerships with other science organisations in Scotland and England, extending the Science Education Policy Alliance funding agreement for a further year, and a new three year agreement for the Learned Societies Group on STEM education in Scotland. RSB's education policy priorities for 2023-28 continue to inform proactive and reactive policy work, alongside the Evolving 5-19 Biology suite of documents and input from our groups and committees.

Curriculum and qualifications reform is now taking place concurrently in England, Northern Ireland, Scotland and Wales. This is a significant area of work for the Society addressing our strategic aim to embed Evolving 5-19 Biology across the 4 UK nations, with the team engaging in formal and informal policy discussions, curriculum and qualification review and design for biology, and cross-subject discussions with partner organisations, teachers, government departments, exam boards and regulatory bodies

that oversee qualifications. Over this period RSB has responded to the Department for Education (England's) Curriculum and Assessment Review, WJEC (Welsh awarding organisation) consultation on qualifications, has been appointed as a member of the core, collaboration and senior stakeholder groups to inform the Curriculum Improvement Cycle in Scotland, and informed the Northern Ireland Curriculum Review through focus groups. RSB has also contributed to several cross-subject reports on climate change and sustainability education over this period.

Alongside the bi-monthly 5-19 education newsletter with over 4000 subscribers, RSB now publishes an invite-only curriculum and qualifications policy update for engaged committee members and trusted individuals at other organisations, to inform and engage between committee meetings and calls for comment. New watching brief positions have also been established to support committee engagement with curriculum and qualifications in England, Scotland and Wales. We have worked with the communications team to host discussions with teachers on social media via Chat Biology, provide quick response on policy announcements and to inform individual members and non-members responding to curriculum reform consultations. As part of RSB's strategy to strengthen its national voice, and advise policymakers on teacher training, retention, recruitment and CPD, RSB has submitted written evidence to the Public Accounts Committee inquiry into increasing teacher numbers in England, and was invited to provide oral evidence to the Senedd inquiry into teacher recruitment and retention in Wales following meetings with the Minister, select committee chair, and a successful call from the science organisations for the inquiry to be carried out. Utilising STEM Learning's Community platform, we have established an online forum to form the basis of a Teaching Policy Network to sit alongside the Teaching Policy Advisory Group. Over 2024-25 the team have worked with colleagues in the Membership and Professional Affairs team to begin bringing together the ways teachers may interact with the RSB, including as individual members, Schools and Colleges Affiliation Scheme, Chartered Science Teacher register and CPD provision.

Publishing

The Biologist

In the three print issues published over the period of this report, The Biologist has published over 25 main [feature articles](#), with a further five comment, opinion or policy columns, [14 profiles of members, Fellows, or research groups](#), and over [thirty book reviews](#). Dozens more smaller articles, news items, reports from the recipients of RSB grants, and other updates were published over the three print issues.

December 2024 saw a special AI-themed issue published, with much of the content exploring the powerful possibilities and potential pitfalls of using AI in bioscience. In October [two specially-commissioned articles were published as part of Black History](#)

[Month](#); and since the start of 2025 an article in each print issue has focused on [bioscience careers](#), in line with the focus of the RSB's latest strategy. As ever, The Biologist's content has been hugely varied, covering everything from [antimicrobial peptides](#) to [zombie parasitism](#).

Online, The Biologist microsite has reached 164,00 new users (to date) over the period, and received over 237,000 page views. The figures were boosted by a large spike in readers accessing our feature on [cellular vaults](#) in December 2024. This year's article on '[taxonomic trolling](#)' was also very popular on social media, attracting almost 400 reactions and over 325 shares in one week in July 2025.

A new Young and Career Advisory Board was established in early 2025 to will help provide feedback on how the Society's younger members want to read and access the magazine (given that respondents to member surveys are often older). In September 2025 applications opened for vacancies on The Biologist's editorial board, with many current members due to step down from the board in 2026.

Reproduction Biology, published in April 2025, is the latest title in the Oxford Biology Primers series, produced in partnership with Oxford University Press. There are currently 21 published titles in the series, with a further 29 in production or being commissioned or written. The Foundation strand, aimed at readers aged 16-19, remains available in print on demand, whilst titles aimed at bioscience undergraduates are now part of OUP's digital Science Trove collection.

Professor Mark Winterbottom (University of Cambridge) has continued his term as Editor in Chief of the Journal of Biological Education, leading the international Editorial Board and overseeing the publication of five issues during the financial year. The journal has seen its Impact Factor grow to an impressive 1.4, with increases in submissions, downloads and citations. This year's annual RSB Editorial was contributed by RSB Trustee and Curriculum Committee member Dr Helen Watson, on the theme of "Evolving UK Biology Education".

Emerging Topics in Life Sciences, published by Portland Press on behalf of the Biochemical Society and the Royal Society of Biology, will be ceasing publication. Volume 9 (2025) will be the final volume of the journal.

The journal has provided short reviews on diverse subjects across the life sciences – from archaeal biology and climate change to regenerative medicine and sustainable agriculture – and achieved an Impact Factor of 3.8. All published content will remain accessible as an archive for future reference.

The decision to close the journal reflects challenges in securing content amid an evolving publishing landscape and competing demands on researchers' time.

Continued publication of the journal was not financially viable, but the closure carries no financial cost to RSB. The owner societies have extended sincere thanks to all authors, reviewers, Guest Editors and Editorial Board members for their contributions to the journal's success. RSB and the Biochemical Society/Portland Press will focus on their other publications and activities to ensure ongoing support for their communities.

The RSB has partnered with publisher Franklin, Watts and Wayland to produce two children's biology books, aimed at readers aged 8 plus, for publication in 2025-26. Your Expert Guide: The Human Body For Young Scientists and Your Expert Guide: Biology For Young Scientists form part of a series that also includes two titles each in physics and chemistry. Exploring key topics through clear, engaging text and thoughtfully-designed illustrations, the books introduce foundational concepts aligned with the RSB's 5–19 curriculum goals and are suitable for both classroom use and independent reading.

WORK OF COMMITTEES, SPECIAL INTEREST GROUPS (SIGs) & PARTNERSHIPS

Diversity & Inclusion Working Group (DIWG)

The DIWG continues to provide a forum for representatives from MOs to share best practice and resources, and to engage in dialogue on specific EDI barriers and opportunities. Meetings this year included: a Clear Company facilitated workshop on evidence-based, best-practice EDI solutions and strategies relevant to RSB's MOs, held at a hybrid meeting hosted by the Zoological Society of London (ZSL); a discussion showcasing international perspectives on EDI, with speakers representing the USA, South Africa and Europe sharing their experiences and different approaches to advocating for EDI internationally; and a discussion on diverse people and careers in STEM, with RSB and external careers-focused projects showcased.

UK Bioscience Sector Coalition (UKBSC)

The Society provides secretariat and host organisation function to the UK Bioscience Sector Coalition (UKBSC), which represents the collective views of the bioscience sector with an interest in the use of animals in research, recognising that good science and good animal welfare go hand-in-hand. UKBSC comprises an organisational membership that reflects the perspective of academia, industry, small and medium enterprises, animal welfare specialists, research charities and research funders involved in animal research. UKBSC fosters a two-way communication between relevant Government agencies and the animal science community, to achieve the generation and implementation of legislation that is fit for purpose. The group meets regularly with the Home Office through the year, alongside meetings and communications with other Government departments and related bodies, as relevant and necessary, including the Department for Science, Innovation and Technology (DSIT) and the Office for Life Sciences (OLS) this year. UKBSC Co-Chairs also meet with the Animals in Science Committee (ASC) chair annually, and maintain communications through the year, including formal responses to relevant commissioned calls for evidence.

Biology Education Research Group (BERG)

Dr Caroline Smith FRSB and Fran Gale MRSB, BERG co-chairs, hosted an annual day of talks at the Association for Science Education Conference. This provides an opportunities for BERG members to present their research at a national conference, and for RSB to promote the education policy activities of the Society. BERG has created a more structured approach of working groups on plant science, secondary education, higher education and initial teacher education.

Curriculum Committee

Led by a new Chair, Professor Dudley Shallcross OBE FRSB, the curriculum committee have been called upon to comment on curriculum and qualification reform in England, Northern Ireland, Scotland and Wales. The advice of the committee draws on Evolving 5-19 Biology and seeks to consider the recommendations within that in the context of each of the nations.

Education Policy Advisory Group (EPAG)

Previously chaired by the Head of Education Policy, EPAG is now chaired by Dr Andrew Shore FRSB. Member organisations continue to welcome the opportunity to share their current and upcoming education related activity, keep up to date with the education policy landscape and input into policy development at RSB.

Teaching Policy Advisory Group (TPAG)

The Teaching Policy Advisory Group, new in 2024, is now a well-established committee of RSB, providing advice on teacher recruitment, retention, initial training and CPD. Dr Liz Lakin FRSB chairs the group, and has supported plans to bring together the work of MPA colleagues on the ways teachers interact with RSB and seeking to signpost teacher resources from RSB Member Organisations.

Heads of University Biosciences (HUBS)

The 2025 HUBS Annual Meeting took place at Coventry University. Speakers included Ian Dunn, Quintin McKellar, David Kernohan and Sherif El-Khamisy . At the meeting the 2024/25 HE Bioscience Teacher of the Year Award was presented to Dr Sobia Kauser. The meeting was well attended, with around 70 delegates joining in-person over the course of the two days.

HUBS continued to sponsor workshops over the course of the previous year, including:

- Mastering Systematic Review Projects in Biosciences and Beyond
- Bridging the skills gap: how to best prepare students for the employment market
- Diversifying the Curriculum in the Biosciences
- AI for all

There are three HUBS advisory groups - Early Career Lecturers in Biosciences (ECLBio), Bioscience Awarding Gap Network (BAG) and the Biosciences Educators' Network (BEN), who continue to meet, offer workshops and report into the HUBS executive.

The Natural Capital Initiative (NCI)

NCI is a partnership project with the Centre for Ecology and Hydrology, and the James Hutton Institute, with RSB providing secretariat and host organisation. NCI webinars this year featured speakers and discussion on embedding natural capital in the built environment; and exploring how science can play a pivotal role in combating biodiversity loss in agriculture and shaping policy recommendations. The latter event ran in collaboration with the H2020 FRAMEwork project, and was attended by representatives of a variety of different sectors. All event recordings are available on the [RSB YouTube channel](#). The current initiative MOU concludes end 2025, with next strategic steps in discussion.

Unpaid Volunteers

The Society continued to benefit from the work of many volunteers during the year. More than 350 members served on committees and judging panels across the UK. Council records its sincere thanks.

FINANCIAL REVIEW

Total income was £3,191k (2024: £3,438k) which is less than last year due to receiving a generous legacy in 2024. Professional service income increased as expected with membership income holding steady. Individual membership grew to record levels with retention remaining high across all grades, especially Fellows at 94%. Expenditure was carefully controlled and on budget at £3,533K (2024: £3,252k). The budgeted operating deficit was £342k (2024: surplus of £186k).

The trustees continue to invest primarily in equities through the CCLA ethical fund. It was a challenging year for investment which delivered a £67k unrealised loss at the 30 September 2025 valuation point.

The total deficit for the year is therefore recorded as £409k (2023: surplus of £343k)

No deficit recovery plan was required for the closed defined benefit pension scheme which remained in surplus.

Total funds stood at £1,759k (2024: £2,168k) on 30 September 2025 being made up of £138k restricted funds (2024: £121k) and £1,621k of unrestricted funds (2024: £2,047k).

INVESTMENT POLICY AND RETURNS AND RESERVES POLICY

Following detailed financial planning the trustee set a reserve policy of three months unrestricted operating costs (+/- 20%) as a designated reserve fund that can be liquidated within 30 days. It is set at £500k for 2024/25 with the unrestricted reserves held at year-end further exceeding this amount. During the year £250k was retained in a COIF Charities Deposit Fund, (withdrawals on demand). All other funds were held in cash or investments which could be accessed within seven days or less. Cash flow forecasting and monitoring was used to ensure compliance with the reserves policy. The lowest level of cash available within seven days during the year was £1,767k.

Council agreed a medium to low risk approach to investment with a range of cash funds as described above and a medium term investment vehicle with CCLA using its actively managed balanced ethical fund primarily consisting of global equities. At 30 September 2025 this was valued at £1,330k. This included £67k of unrealised investment losses during the year.

Defined Benefit Pension Scheme

The Society has adopted the full requirements of the financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains / losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the Balance Sheet. At 30 September 2025 the Society had a pension scheme surplus of £511k (2024: £507k) calculated in accordance with FRS102. This surplus is not recognised on the Balance Sheet and thus recorded as £nil (2024: £nil).

Risk Management

The trustees maintain a full risk register which is reviewed annually by Council, biannually by the Finance, Audit and Risk Committee and at least quarterly by the senior management team. Separate registers are held for events, accreditation, branches, office relocation and IT. One key risk remains a reliance on 13 partner organisations for £235k of income but this continues to be mitigated through income diversification in professional services in particular. Another key risk is ensuring long term financial stability which is being mitigated through launching a new income growth programme aimed at generating surplus budget positions within five years. Trustees have noted the risk of outdated CRM provision as technology evolves and have set aside £250k in a designated fund to cover future development costs. A planned change from hybrid to remote working presents another risk, but is being carefully managed through clear

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2025

policies and a strong internal engagement programme ensuring all staff are engaged with the Societies priorities as well as with each other.

STAFF & OFFICE

The Trustees record their appreciation of the efforts of the staff, who have again made an enormous contribution to the success of the Society during the year. The Society operates a four-day working week whilst remaining open for five days and the Society vacated its office space on 10 August 2025 to become fully remote, with hot-desk space available at Impact Hub, Euston.

INFORMATION AVAILABLE TO THE AUDITORS

In the case of each person who was a Trustee of the charity at the date when this report was approved:

- So far as each Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware.
- Each of the Trustees has taken all the steps that he/she ought to have taken to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

AUDITOR - HaysMac LLP continued to serve as the Society's auditors for an eighth year, having been reappointed at the May 2024 AGM.

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

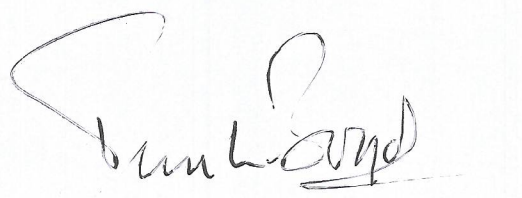
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

On behalf of the Trustees:



Professor Sir Ian Boyd FRSB
President
18 March 2026

THE ROYAL SOCIETY OF BIOLOGY
INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025

Opinion

We have audited the financial statements of The Royal Society of Biology for the year ended 30 September 2025, which comprise Statement of Financial Activities, the Balance Sheet, the 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2025 and of the charity's net movement in funds 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 Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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. 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.

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

THE ROYAL SOCIETY OF BIOLOGY
INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025

we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement (set out on page 28), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulations related to regulatory requirements for GDPR, the Charities Act 2011 and the charity's Royal Charter, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, payroll and sales taxes and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimate and application of controls around authorisation of expenditure and payments. Audit procedures performed by the engagement team included:

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INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted by management with unusual descriptions and those around the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.



HaysMac LLP
10 Queen Street Place
Statutory Auditors
London
EC4R 1AG

Date: 24th March 2026

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

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2025 £'000	Total Funds 2024 £'000
INCOME FROM:					
Donations and legacies	3	89	142	231	475
Charitable activities:	4				
Membership and subscription services		1,973	-	1,973	1,973
Accreditation & examination fees		771	-	771	732
Journals		42	-	42	34
Education		-	-	-	4
Courses & events		53	-	53	40
Total charitable activities		2,839	-	2,839	2,783
Other trading activities	5	62	-	62	123
Investment income	6	59	-	59	57
Total income		3,049	142	3,191	3,438
EXPENDITURE ON:					
	7				
Raising funds		54	-	54	48
Charitable activities:					
Membership subscriptions & services		1,499	-	1,499	1,457
Accreditation & exams		494	61	555	481
Journals		364	-	364	345
Education		541	64	605	533
Courses & Events		456	-	456	388
Total charitable activities		3,354	125	3,479	3,204
Total expenditure		3,408	125	3,533	3,252
Net (expenditure)/income before net gains on investments		(359)	17	(342)	186
Gains/(losses) on investments	13	(67)	-	(67)	157
Net (expenditure)/income for the year		(426)	17	(409)	343
Transfers between funds		-	-	-	-
Net (expenditure)/income before other recognised gains and losses		(426)	17	(409)	343
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	-
Net movement in funds		(426)	17	(409)	343
Funds brought forward at 1 October 2024		2,047	121	2,168	1,825
Funds carried forward at 30 September 2025		1,621	138	1,759	2,168

All amounts relate to continuing operations. Full comparatives are included in note 2.

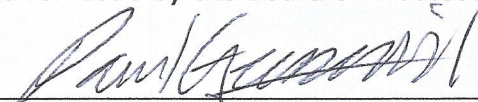
The Society has no gains or losses other than the result for the period.
The notes on pages 35-49 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2025

	Notes	2025 £000	2024 £000
FIXED ASSETS			
Tangible fixed assets	12	34	65
Investments	13	1,330	1,398
		<u>1,364</u>	<u>1,463</u>
CURRENT ASSETS			
Debtors	14	358	695
Cash at bank and in hand		587	458
		<u>945</u>	<u>1,153</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(487)	(397)
		<u>458</u>	<u>756</u>
Net Current Assets			
		<u>1,822</u>	<u>2,219</u>
Total Assets less Current Liabilities			
		<u>1,822</u>	<u>2,219</u>
Creditors:			
Amounts falling due after more than one year	16	(63)	(51)
		<u>1,759</u>	<u>2,168</u>
Net Assets excluding pension liability			
		<u>1,759</u>	<u>2,168</u>
Pension (deficit) on defined benefit scheme	10	-	-
		<u>1,759</u>	<u>2,168</u>
Net Assets			
		<u>1,759</u>	<u>2,168</u>
Funds:			
Restricted Funds	19	138	121
		<u>138</u>	<u>121</u>
Unrestricted Funds			
General Fund		802	1,331
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	819	716
		<u>1,621</u>	<u>2,047</u>
Total unrestricted funds			
		<u>1,621</u>	<u>2,047</u>
Total Funds		<u>1,759</u>	<u>2,168</u>

The financial statements were approved and authorised for issue by the Board of Trustees on 18 March 2026 and were signed on its behalf by:


Dr L Leong
Honorary Treasurer


Mr Paul Gemmill
Honorary Secretary

The notes on pages 35--49 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	2025 £000	2024 £000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	83	(269)
Cash flows from investing activities:			
Interest and dividends from investments		59	51
Proceeds from fixed assets		-	7
(Purchase) of fixed assets		(13)	(6)
Proceeds from sales of investments		-	200
Cash from/(used in) investing activities		46	252
Change in cash and cash equivalents in the year		129	(17)
Cash and cash equivalents at the beginning of the year		458	475
Cash and cash equivalents at the end of the year	B	587	458

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

	2025 £'000	2024 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(409)	343
Depreciation	25	47
Interest and dividends from investments	(59)	(51)
(Gain)/Losses on investments	67	(157)
Loss on sale of tangible fixed assets	21	15
(Increase)/decrease in debtors	336	(329)
(Decrease)/Increase in creditors	102	(137)
Net cash provided by/(used in) operating activities	83	(269)

B. Analysis of cash and cash equivalents

	1 October 2024 £'000	Cash Flow £'000	30 September 2025 £'000
Cash in bank and in hand	458	129	587
	458	129	587

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

1. ACCOUNTING POLICIES

(a) Basis of accounting

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) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

The charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

The financial statements reflect the requirements of the Charities Act 2011 and the Royal Charter.

Basis of Consolidation

These financial statements give information on the Society as a single entity. The Society is exempt from preparing group accounts, as the subsidiary Biology Ltd has remained dormant throughout the year.

b) Going Concern

Based on the level of reserves, the trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The trustees do not consider that there are any sources of 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.

The trustees have reviewed the future budgets and cash flows of the Society in reaching their conclusion. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) 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' 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 for the provision of specified service is deferred until criteria for income recognition are met.

d) 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.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity, which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations, which the donor has specified, are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) 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

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity including third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- f) Expenditure and irrecoverable VAT (continued)
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities 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.
- g) Allocation of support costs
 Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs have been allocated to activities on the basis of employment costs.
- h) Tangible fixed assets
 Items of equipment are depreciated to write off assets over their expected useful lives. These are estimated to be:
- Leasehold improvements – over the life of the lease (7 years)
 Fixtures and fittings – 5 years
 Computer equipment and software – 3 years
- The works of art capitalised in the balance sheet are shown at replacement value based on the valuation for insurance purposes.
- i) Investments
 Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measure at their fair value as at the balance sheet date. Any change in their value will be recognised in the statement of financial activities.
- Investments are made, as required by the Royal Charter, in accordance with the provisions of the Trustee Act 2000.
- j) 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.
- k) 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.
- l) 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.
- m) Branch Funds
 The funds of the Society's branches are included in the accounts on a line-by-line basis.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

1. ACCOUNTING POLICIES (continued)

n) Reserves

The retention of surpluses as general reserves is necessary to provide working capital, and provide for items of expenditure that do not occur annually. The required non-recurring expenditure level is calculated at three month's expenditure (+/- 20%) and the required non-recurring expenditure reserve level is calculated by estimates of future expenditure requirements.

o) Pension Costs

The Society operates a defined benefit pension scheme, which was closed to current members on 31 March 2006. Contributions payable to this scheme are charged in the statement of financial activities so as to spread the cost of the pension over the employees working life. The pension is calculated on the basis of actuarial advice. These contributions are invested separately from the society's assets, with an insurance company.

Contributions payable to the Society's defined contribution schemes are charged to the Statement of Financial Activities during the year incurred.

p) Operating Leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities as incurred.

q) 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 measure at their settlement value.

r) Estimates and judgements

In preparing these financial statements, the trustees have made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

2. DETAILED PRIOR YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2024 £'000
INCOME FROM:				
Donations and legacies	3	388	87	475
Charitable activities:	4			
Membership and subscription services		1,973	-	1,973
Accreditation & examination fees		732	-	732
Journals		34	-	34
Education		4	-	4
Courses & events		40	-	40
Total charitable activities		2,783	87	2,783
Other trading activities	5	123	-	123
Investment income	6	57	-	57
Total income		3,351	87	3,438
EXPENDITURE ON:				
	7			
Raising funds		48	-	48
Charitable activities:				
Membership subscriptions & services		1,457	-	1,457
Accreditation & exams		481	-	481
Journals		345	-	345
Education		382	151	533
Courses & Events		388	-	388
Total charitable activities		3,053	151	3,204
Total expenditure		3,101	151	3,252
Net (expenditure)/income before net gains on investments		250	(64)	186
Realised gains/(losses) on fixed assets		-	-	-
Unrealised gains/(losses) on investments	13	157	-	157
Net (expenditure)/income for the year		407	(64)	343
Transfers between funds		-	-	-
Net (expenditure)/income before other recognised gains and losses		407	(64)	343
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-
Net movement in funds		407	(64)	343
Funds brought forward at 1 October 2023		1,640	185	1,825
Funds carried forward at 30 September 2024		2,047	121	2,168

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

3. INCOME FROM DONATIONS AND LEGACIES

	2025 £'000	2024 £'000
Grants	209	176
Donations & legacies	1	274
Sponsorship	21	25
	<u>231</u>	<u>475</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2025 £'000	2024 £'000
Members subscriptions & services		
Subscriptions	1,973	1,973
Total	<u>1,973</u>	<u>1,973</u>
 Accreditation & exams		
Fees	771	732
Total	<u>771</u>	<u>732</u>
 Journals		
Subscriptions	42	34
Total	<u>42</u>	<u>34</u>
 Education		
Invoiced sales	-	4
Total	<u>-</u>	<u>4</u>
 Courses & events		
Event income	-	1
Course fees	53	39
Total	<u>53</u>	<u>40</u>
Total income from charitable activities	<u>2,839</u>	<u>2,783</u>

THE ROYAL SOCIETY OF BIOLOGY
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FOR THE YEAR ENDED 30 SEPTEMBER 2025

5 INCOME FROM OTHER TRADING ACTIVITIES

	2025 £'000	2024 £'000
Facilities hire	9	29
Other income	53	94
	<u>62</u>	<u>123</u>

6. INCOME FROM INVESTMENTS

	2025 £'000	2024 £'000
Bank interest	-	-
Investment income	59	57
	<u>59</u>	<u>57</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2025 Total £'000
Staff costs	54	1,007	197	175	493	263	54	2,242
Direct costs	-	175	196	135	50	111	-	668
Travel	-	-	-	-	-	-	15	15
Premises	-	-	-	-	-	-	305	305
Office costs	-	-	-	-	-	-	45	45
IT	-	-	-	-	-	-	162	162
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	44	44
Governance costs	-	-	-	-	-	-	52	52
	<u>54</u>	<u>1,182</u>	<u>393</u>	<u>310</u>	<u>543</u>	<u>374</u>	<u>677</u>	<u>3,533</u>
Support costs	-	317	162	54	62	82	(677)	-
Total expenditure 2025	<u>54</u>	<u>1,499</u>	<u>555</u>	<u>364</u>	<u>605</u>	<u>456</u>	<u>-</u>	<u>3,533</u>

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2024 Total £'000
Staff costs	48	920	180	160	452	240	48	2,048
Direct costs	-	222	141	131	21	68	-	583
Travel	-	-	-	-	-	-	20	20
Premises	-	-	-	-	-	-	280	280
Office costs	-	-	-	-	-	-	37	37
IT	-	-	-	-	-	-	184	184
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	69	69
Governance costs	-	-	-	-	-	-	31	31
	<u>48</u>	<u>1,142</u>	<u>321</u>	<u>291</u>	<u>473</u>	<u>308</u>	<u>669</u>	<u>3,252</u>
Support costs	-	315	160	54	60	80	(669)	-
Total expenditure 2024	<u>48</u>	<u>1,457</u>	<u>481</u>	<u>345</u>	<u>533</u>	<u>388</u>	<u>-</u>	<u>3,252</u>

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2025 £'000	2024 £'000
Net (expenditure)/income is stated after charging for:		
Depreciation	25	47
Auditor's remuneration:		
Audit fees	16	15
Other services	3	2
Irrecoverable VAT	19	22
Operating lease rentals – land and buildings	155	172
Trustees Expenses	-	5

9. STAFF COSTS

	2025 £'000	2024 £'000
Salaries and wages	1,766	1,661
Social security costs	193	160
Employer's contribution to defined contribution pension schemes	154	150
Defined benefit pension schemes costs	54	44
Training	26	21
Recruitment	42	4
Other staff costs	7	6
	2,242	2,046

Within salaries and wages there are termination payments of £Nil (2024: £Nil).

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

	2025 £'000	2024 £'000
£180,000 to £190,000	1	
£160,000 to £170,000	-	1
£70,000 to £80,000	4	2
£60,000 to £70,000	-	2

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £657,493 (2024: £382,926). The increase is due to two additional management personnel being included in the current year.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2024: £nil). 16 trustees were reimbursed travel expenses of £9,829 during the year (2024: 19 trustees were reimbursed travel expenses of £5.3k) with no trustees receiving an honoraria (2024: no trustee received £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

9. STAFF COSTS (Continued)

Staff numbers

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

	2025 £'000	2024 £'000
Raising funds	1	1
Charitable activities	36	35
Support	3	3
Governance	1	1
	<u>41</u>	<u>40</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme, which is open to all members of staff. The Society's contributions in the year amounted to £154k. There were no outstanding or prepaid contributions.

The Society operated a defined benefit scheme, which was closed to new members with effect from 2 September 2002 and was closed to further accrual of benefits with effect from 31 March 2006.

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £4,447,000 at 1 April 2023 and that the actuarial value of those assets represents 104% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

The accounting standard for retirement benefits, FRS 102, has been fully implemented in these accounts. The Society instructed a qualified and independent actuary to make valuation of pension scheme liabilities using the projected unit method.

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2025 £'000	2024 £'000
Fair value of scheme assets	1,784	1,939
Present value of scheme liabilities	1,273	(1,432)
Irrecoverable surplus on pension scheme	(511)	(507)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

Following advice from the scheme actuary, the pension scheme asset has not been recognised in the Society's accounts on the basis that it is irrecoverable.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

10. PENSION SCHEMES (Continued)

Changes in the present value of the defined benefit obligations are as follows:

	2025 £'000	2024 £'000
Opening defined benefit obligation	1,432	1,354
Movement in the year		
Interest cost	71	72
Benefits paid and death in-service premiums paid	(75)	(23)
Expenses	-	-
Actuarial (gains)/losses	(155)	29
	<u>1,273</u>	<u>1,432</u>
Closing defined benefit obligation		

Changes in the fair value of plan assets are as follows:

Opening fair value of plan assets	1,939	1,776
Interest income	97	94
Actuarial gains/(losses)	(177)	109
Contributions by the Society	-	-
Expenses paid	-	(17)
Benefits paid	(75)	(23)
	<u>1,784</u>	<u>1,939</u>

The major category of plan assets is

Equities/diversified	15	14%
Bonds & gilts	83%	84%
Cash	2%	2%

The principal actuarial assumptions at the balance sheet date were

Allowance for commutation of pension	20%	20%
Discount rate	5.95%	5.1%
Inflation assumption	2.8%	3.0%

Amount charged within expenditure	£'000	£'000
Current service cost		
Expenses	-	17
Net interest cost	-	-
	<u>-</u>	<u>17</u>

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2025 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
	2025	2024
Male retiring in 2023	27.7	27.5
Female retiring 2023	30.2	30.3
Male retiring in 2039	26.1	25.9
Female retiring in 2039	28.7	28.8
	2025	2024
	£'000	£'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets		
Amount: Gain/(Loss)	(177)	109
Experience gains and losses arising on the scheme liabilities		
Amount: Gain/(Loss)	3	(18)
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: Gain/(Loss)	152	(11)
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	22	(63)
Amount: Gain/(Loss)	-	17
Effect of limit on amount of surplus recognised		
Due to some of the surplus not being recognisable	-	(17)
Total amount recognised in other recognised gains and losses	-	-

The best estimate of contributions be paid by the Charity for the year beginning after 30th September 2025 is £Nil (2024: £Nil).

11. BRANCH FUNDS

Reports have been received from the four branches who operate their finances independently. The other branches use centralised facilities. The total cash at bank and in-hand held by the four reporting branches at the balance sheet date was £nil (2024: £4,491), this is due to RSB Council decision to dissolve the branch structure which was completed in this financial year.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2024	198	33	112	18	361
Additions	-	-	13	-	13
Disposals	(198)	(33)	(58)	-	(289)
At 30 September 2025	-	-	67	18	85
Depreciation					
At 1 October 2024	166	30	100	-	296
Charge for the year	15	1	9	-	25
Disposals	(181)	(31)	(58)	-	(268)
At 30 September 2025	-	-	51	-	53
Net Book Value					
At 30 September 2025	-	-	16	18	34
At 30 September 2024	32	3	12	18	65

All tangible fixed assets are for direct charitable use.

Works of Art:

The Society holds works of Art, which were valued by Coram James Limited (Art & Antique Valuers) on 2 April 2019 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

13. INVESTMENTS

	2025 £'000	2024 £'000
Market value at 1 October 2023	1,398	1,441
Additions in the year	-	-
Disposals	-	(200)
Gain/(loss) in the year	(67)	157
Market value at 30 September 2024	1,330	1,398
Investments at market value comprised:		
Equities	1,330	1,398
	1,330	1,398

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

14. DEBTORS

	2025	2024
	£'000	£'000
Due within one year		
Trade Debtors	108	101
Other debtors	5	94
VAT	13	3
Prepayments and accrued income	232	497
	<u>358</u>	<u>695</u>

15. CREDITORS: amounts falling due within one year

	2025	2024
	£'000	£'000
Due within one year		
Subscriptions and fees in advance	228	205
Accruals	106	57
Trade creditors	81	62
Taxation and social security costs	62	43
Other creditors	10	30
	<u>487</u>	<u>397</u>

	2025	2024
	£'000	£'000
Deferred income		
Balance at the beginning of the year	205	188
Amount released to income in the year	(205)	(188)
Amount deferred in the year	228	205
	<u>228</u>	<u>205</u>
Balance at the end of the year	<u>228</u>	<u>205</u>

Membership fees are collected on 1 October, 1 January, 1 April and 1 July. Only fees paid on 1 October coincide with the financial year - others are partly accrued. For example, a fee paid on 1 April is applied 50% to the current financial year and 50% to the next. Similarly, some plant health grant income and accreditation fees cover work completed in the following financial year and are also partly accrued.

16. CREDITORS: amounts falling due after more than one year

	2025	2024
	£'000	£'000
Due after more than one year		
Life membership fund	63	51
	<u>63</u>	<u>51</u>
Deferred income		
Balance at the beginning of the year	51	47
Amount released to income in the year	(5)	(4)
Amount deferred in the year	17	8
	<u>63</u>	<u>51</u>
Balance at the end of the year	<u>63</u>	<u>51</u>

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2025

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2025 £'000
Fixed Assets	1,364	-	1,364
Net current assets	320	138	458
Long term liabilities	(63)	-	(63)
	<u>1,621</u>	<u>138</u>	<u>1,759</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2024

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000
Fixed Assets	1,463	-	1,463
Net current assets	635	121	756
Long term liabilities	(51)	-	(51)
	<u>2,047</u>	<u>121</u>	<u>2,168</u>

18. DESIGNATED FUNDS - 2025

	At 1 October 2023 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2025 £'000
Working Capital	500	-	-	-	500
HUBS	66	30	(25)	-	69
IT & CRM Development	150	-	-	100	250
Pension Reserve	-	-	-	-	-
	<u>716</u>	<u>30</u>	<u>(25)</u>	<u>100</u>	<u>819</u>

DESIGNATED FUNDS – 2024

	At 1 October 2023 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2024 £'000
Working Capital	500	-	-	-	500
HUBS	70	33	(37)	-	66
IT & CRM Development	-	-	-	150	150
Pension Reserve	-	-	-	-	-
	<u>570</u>	<u>33</u>	<u>(37)</u>	<u>150</u>	<u>716</u>

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

18. DESIGNATED FUNDS – 2025 (continued)

Working capital

The Council of the Society use three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The trustees have maintained this at a £500k level for FY 2024-25.

HUBS

Heads of University Biosciences (HUBS) is a Special Interest Group of the Royal Society of Biology and aims to address the particular challenges of managing biological and life science departments and units in UK higher education (HE). HUBS acts as a forum for discussing relevant national issues and as a source of informed comment. HUBS runs an annual meeting for members, the Bioscience Teacher of the Year Award, and supports the Early Career Lecturers Forum.

IT & CRM Development

The Society operates a bespoke Customer Relationship Management (CRM) system developed under contract, based on open source tools and standards. It has been operating since 2012, evolving every year. Technology changes mean the system must be replaced over the course of the new five year strategy to 2030, ideally within three years. Council have agreed that a designated fund, initially of £250k, should be made available for this work. As a minimum, initial scoping will commence during FY25-26.

19. RESTRICTED FUNDS - 2025

	At 1 October 2023 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2025 £'000
Natural Capital Initiative	41	-	(10)	-	31
The John Barker Educational fund	80	-	(54)	-	26
Plant Health grant	-	117	(61)	-	56
Biology Tomorrow	-	25	-	-	25
	<u>121</u>	<u>142</u>	<u>(125)</u>	<u>-</u>	<u>138</u>

John Barker, an editor of the RSB's JBE journal for almost 25 years, generously provided a legacy of £228k in 2023. This is being used to further biology education in all forms from curriculum improvement to UK-wide policy development. The trustees aim to spend the remainder of the fund over the next two financial years to Sept 2027. This year £54k (2024: £62k) supported 80% of the cost of two education policy roles at the Society and 10% of the Head of Education's cost for supervision.

The plant health grant is funding provided by DEFRA (Department for Environment, Food and Rural Affairs) and managed by FERA Science. It promotes an understanding of, and action in, Plant Health through networks, Summer studentships and professional registration. A new grant covering a four year period commencing in FY 24-25 was awarded at a total value of £610k.

The Biologist of Tomorrow is a project co-funded between the RSB and six other organisations. It will identify the future skills requirement of those working in the biology sector and will inform the RSB's future work on supporting skills development.

Natural Capital Initiative (NCI) develops a series of workshops and policy positions on the use and value of natural capital.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

No new funds were received to be spent this FY. The secretariat group agreed the remaining fund will be put towards delivery of a series of workshops, with reassessment of the fund and delivery annually.

19. RESTRICTED FUNDS - 2024

	At 1 October 2023 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2024 £'000
Natural Capital Initiative	43	-	(2)	-	41
The John Barker Educational fund	142	-	(62)	-	80
Plant Health grant	-	87	(87)	-	-
	<u>185</u>	<u>87</u>	<u>(151)</u>	<u>-</u>	<u>121</u>

20. LEGAL STATUS OF THE CHARITY

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

21. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for 2025 (2024: nil).

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

22. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2025:

	2025 £'000	2024 £'000
Within one year	-	229
Between two and five years	-	-
	<u>-</u>	<u>229</u>

THE ROYAL SOCIETY OF BIOLOGY

England & Wales - Charity number 277981

Accounts

RSB Trustees Report

Financial Year 2023-24



THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

Charity registered number: 277981

THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2024
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THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Council of the Society, being the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2024.

Reference and Administrative information

Charity Name:	The Royal Society of Biology
Charity registration number:	277981
Address:	1 Naoroji Street, London, WC1X 0GB

Members of Council during the period 1 October 2023 to 30 September 2024

Officers of Council

Professor Sir Ian Boyd	President
Dr Louise Leong	Honorary Treasurer
Professor Claire Wathes	Honorary Secretary

College of Individual Members

Professor Louise Cosby	Chair of the College (from May 2024)
Professor Nigel Brown	Chair of the College (to May 2024)
Dr Jacqui Piner	
Mrs Lucy Hudson	
Mr Alastair Land	(from May 2024)

College of Organisational Members

Professor Patricia Kuwabara	Chair of the College
Professor Yvonne Barnett	(until September 2024)
Professor Stefan Przyborski	(until May 2024)
Dr Suzy Moody	
Dr Helen Watson	(from May 2024)

Appointed by Council

Professor Dame Melanie Welham	
Professor Hilary MacQueen	
Professor Stefan Przyborski	(from May 2024)
Mr Neil Burton	

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

Senior Staff

Dr Mark Downs	Chief Executive
Mr Mark Leach	Director, Membership, Regions & Facilities
Mr Paul Trimmer	Director, Accreditation & Professional Affairs
Ms Susie Rabin	Associate Director, Communications & Public Affairs
Dr Arianne Matlin	Associate Director, Policy & Publications

External Auditor

HaysMac LLP
10 Queen Street Place
Statutory Auditors
London
EC4R 1AG

Bankers

HSBC Bank plc
95 Gloucester Road
South Kensington
London
SW7 4SS

CAF Bank
Kings Hill
West Malling
Kent
ME19 4TA

Solicitor

Payne Hicks Beach
10 New Square
Lincolns Inn
London
WC2A 3QG

Year in Numbers: 2023-2024

Finances

£3,438k

Income

£3,252k

Expenditure

£2,168k

Total funds

Membership

22,130

Individual Members

82

Member Organisations



Client Services

11

Societies serviced



9,500

Individual members collectively

Professional Registers

1370

Chartered Biologists

245

Chartered Scientists

609

UK Registered Toxicologists



Training

185

attendees booked onto:

16

training courses

Accreditation

22

accreditation
applications this year:

14

re-accreditations

8

new

4

international



Year in Numbers: 2023-2024

Education and Science Policy

17,971 Science Policy Newsletter subscribers

4,000+ 5-19 education newsletter subscribers



Publications

60+

The Biologist published over 60 articles, including interviews, analysis, and features, to profiles of members and their labs.

5

new issues of the Journal 'Emerging Topics in Life Science'

21

titles published in the Oxford Primers series of textbooks

141,369

downloads of the Journal of Biological Education



Biology Week 2023 in numbers

Bi  **ology Week**
16-20 October 2023



The year ending in 2023 saw:

31

Biology Week events worldwide

78

Parliamentary reception attendees

342

STEM club talk viewers

The launch of the
Biosphere
podcast

The launch of **RSB**
Memory Game,
featuring **13**
bioscience
researchers

Outreach and Engagement

994

Entries to the BioArtAttack2D competition

1279

Entries to the photography competition

17

New videos added to
series 2 of A-Z series



THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

INTRODUCTION

Our vision: a world that values biology's contribution to understanding and improving life for all.

Our mission is to advance the science and practice of biology, to advance education therein and to co-ordinate and encourage the study of biology and its application.

The Society is incorporated by Royal Charter (1979, updated 2009) and was granted a Royal title by Her Majesty the Queen, on the advice of ministers in 2015.

The financial year was 1 October 2023 to 30 September 2024.

The Society ended financial year 2023-24 in a strong position with significant policy engagement and impact alongside an overall growth in membership, client services and international accreditation. Financially the Statement of Financial Accounts (SOFA) records an operational surplus of £343k helped by active expenditure reductions in-year and through a generous legacy valued in the accounts at an estimated £274k from the estate of Dr Alan Walton Parkes, to whom the trustees are extremely grateful. Overall income grew by 11% net and the CCLA investment fund returned an unrealised gain of £157k.

The July 2024 general election directly impacted the work of the Society. The annual LINKS Day event, organised by RSB and held in Westminster to bring together the STEM (Science, Technology, Engineering and Maths) community with UK politicians, and other policy makers, was cancelled due to purdah; many policy activities were put on hold and resource was diverted to ensure parliamentary candidates were aware of the RSB manifesto and key requests for bioscience. This paid dividends with the new administration keen to engage but with significant work to do in re-establishing a policy/political network with so many new appointments. The education agenda was especially busy over the year as initial RSB curriculum framework lens (focus) groups completed their work and we engaged with regional agendas, especially with the Welsh Assembly government.

More widely the regional agenda was reviewed including consultation with the RSB branch network. This led to a Council decision in September 2024 to move away from a branch structure to a grants-based approach to local outreach which all members (except Bionet) may apply for. To aid policy engagement and representation in the devolved nations a volunteer coordinator will be sought in each country who will sit on the RSB Education and Science Policy Committee. This will be rolled out fully in 2025.

Free membership for students studying on courses in receipt of RSB degree accreditation proved popular pushing total membership beyond 22,000. The professional fee-paying grades largely remained static with income growth primarily arising from new entrant fees and inflation. Meanwhile, as the external policy environment continued to evolve in publishing, increasing numbers of small STEM organisations are looking to outsource elements of their activity (such as membership fulfilment) leading to steady growth in the RSB client service provision.

In-person, in-lab training also grew supporting professional development alongside the professional registers which saw the launch of the Biorisk Register.

Council's investment in media and social media resource delivered a step-change in engagement levels and the development of a new website, coupled with a major brand refresh was finalised with completion and launch expected early in 2025. Council has also ear-marked £150k for future Customer Relationship Management database (CRM) development as the next step in digital growth and modernisation, due for scoping in 2025.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

The current three year strategy comes to an end in December 2024 and has achieved the vast majority of its ambition. The new strategy and business plan will run for five years up to 2030 and will be published in January 2025, with initial goals falling within FY 24-25.

STRUCTURE, GOVERNANCE & MANAGEMENT

Governance

The members of Council are the Charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times during the year as a formal Board of Trustees (Council). The Council of up to 15 Trustees is appointed in accordance with the Charity's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four are elected from the College of Individual Members, four from the College of Organisational Members and four are appointed by Council to fill skills gaps as are the three Honorary Officers– President, Treasurer and Secretary.

All Trustees complete a standard induction process upon appointment including access to past minutes and decisions, structured introductions with senior staff and dedicated meetings with both the Chief Executive and President. An online bespoke training course is also provided. Board effectiveness is reviewed at least once during the four-year tenure of each President and ongoing support provided to ensure skills are maintained and knowledge updated.

The other three key advisory committees are Finance, Audit and Risk Committee – FARC (formed in spring 2024 from the separate Audit and Finance committees as part of streamlining governance), chaired by the Honorary Treasurer (Dr Louise Leong FRSB); the Education & Science Policy Committee (chaired by Professor Jon Scott CBIOL FRSB) and the Membership & Professional Affairs Committee chaired by the Honorary Secretary (Professor Claire Wathes FRSB). Advisory committees typically meet four times per annum. The previous Audit & Risk Committee chair (Clare Julien) now sits on FARC as an independent member and continues with a particular focus on the Audit and Risk functions.

The Remuneration & HR Committee (RemCom) meets at least twice per annum and has delegated authority from Council to set the remuneration of staff, including key management personnel, within a Council agreed overall budget (chair: Professor Richard Reece FRSB). It has additional responsibility for reviewing HR issues, conditions of employment and related matters. RemCom consists of the three honorary officers and two external members, one of whom is the chair. The CEO and a professional HR advisor attend as *ex-officio* members with no voting rights.

The salary and terms of employment of the Chief Executive are set by the Remuneration & HR Committee (CEO) with the same membership as RemCom save for the fact the CEO does not attend.

Both RemCom groups use regular benchmarking as part of the decision process from publicly available information on similar organisations and from external body surveys of wider charity sector trends and specially commissioned surveys on occasion.

The Accreditation Committee, chaired by Professor Richard Reece FRSB, met six times.

The Chief Executive has delegated authority to manage the staff team in delivering the Trustees' plans. Staff numbers were 40 FTE on 30 September 2024 (2023: 40). The total number employed was 41 (on average for the year).

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

Impact of the Society's work – a summary of performance against agreed objectives for the year:

- Grow Individual membership to at least 20,000 and offer free membership to students studying on an RSB accredited degree course.

Achieved. By the end of the financial year membership stood at just over 22,000 members, having been bolstered by the offering of free membership which was made available to all students following an accredited degree course. In an effort to further grow international membership, and offer increased benefit to overseas HEIs that are considering degree accreditation, this offering will be further expanded in the next financial year, as we commence offering a 50% individual membership discount to all staff working at overseas Higher Education Institutes with RSB degree accreditation.

- **Launch a new and expanded outreach grant programme**

Achieved. In June our newly expanded Outreach and Engagement Grant Scheme returned, with grants awarded to outreach activities and events, festivals and a new UK National Spelling Bee. The grant scheme opened to applications following publication of our new Outreach and Engagement Quality Control Roadmap which aims to support the development of good practice in any outreach activities, events and resources. We now encourage all grant applicants to use this as a means of supporting high quality applications to the Society's outreach and engagement grant scheme, while advocating for more impactful outreach and engagement within the biosciences as a whole.

- **Establish a teaching policy advisory group and an Employer network**

Achieved. The new RSB Teaching Policy Advisory Group (TPAG) held its first meeting in April 2024, chaired by Dr Elizabeth Lakin FRSB. Its membership includes teachers and teacher educators from across the UK. Initial discussions have focused on setting the direction of the Group's work, including considering pathways into teaching across the UK nations, subject-specific CPD and the problems of Biology teacher recruitment and retention. To feed in broader perspectives to TPAG and the RSB's education policy work, a Teaching Policy Network is now being established, which will enable a larger number of members to engage in areas of interest, without the regular time commitment that can be particularly challenging for teachers.

An employer network was successfully established, attracting 39 initial members.

Public Benefit

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".

The Royal Society of Biology brings together life scientists through individual and organisational membership, creating a strong voice for biology in public policy development and the public understanding of science. Outreach activities, for example Biology Week, and other publicly accessible events, listed in detail in this report, provided the opportunity for members and the public to celebrate and promote biology.

Biology is relevant to very many aspects of daily life from food supply to health care and the environment. Solutions to many of the global challenges we face will undoubtedly come from biology-based research and public policy. The Society's professional membership and development programme, along with its work to stimulate public interest, and policy advice, have an important role to play.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

Future Plans

FY24-25 will see the Society focus on year one of the new five year plan through three pillars of work: delivery of all the Society's work through the lens of membership; professional development and standards and acting as a unifying voice for policy whilst continuing to promote the wonder of biology. Equality and diversity aims will be threaded across all areas of work. After nearly 16 years in post the Chief Executive, Dr Mark Downs will retire in September 2025.

Key deliverables will be to:

- Grow international degree accreditation linked to a dedicated membership offer
- Launch a new website and commence the process of delivering a new Customer Relations Management (CRM) database.
- Launch a new outreach grants programme and national seminar series to deliver enhanced regional and local objectives with clear policy representation from the Devolved Administrations.
- Positively influence the UK policy agenda to help ensure education policy and science policy reflect the needs and views of the bioscience community in collaboration with the wider STEM community.
- Appoint a new Chief Executive through open competition to commence autumn 2025.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND REGIONAL BRANCHES

Membership is the foundation of the Society and April 2024 saw the RSB achieve its highest total number of members at 22,700. It was a positive year with overall retention increasing from 81% in October to 83% by July, and Fellowship retention remaining high at 95%. Recruitment targets for all professional grades of membership were exceeded demonstrating the growing appeal of joining the RSB biosciences community. In January, RSB expanded its free membership offer to include all students enrolled in an RSB accredited degree programme, not just those in their final year. As a result, the RSB achieved its ambitious business plan goal of reaching 20,000 members well ahead of the end of 2024.

By 30th September 2024, there were 22,130 members (2023: 18,300 and 2022: 16,911). Member Organisation (MO) numbers have remained stable with a slight change from 83 to 82. Engagement has increased considerably with two years of enhanced communications, a new MO strategy, and a dedicated staff member leading this area. The Society continues to run a vibrant annual programme of in-person, online and blended events. Highlights included the Biology Week Parliamentary Reception and Voice of the Future in Westminster, Bioscience Careers Day for students, the Accreditation Conference and Awards for higher education institutions, the Annual General Meeting that seamlessly moved online due to industrial action, and a series of plant health themed events funded by Defra.

Regional activity

In the year ended 30 September 2024 there were 18 branches: sixteen regional branches in the UK, one in Australasia and one in Southeast Asia. Volunteer-led branch committees in UK countries, English regions and internationally delivered 64 online and in-person events; the same number as in 2022-23 and a

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

decrease from the 95 run in 2021-22. The Society recognises the excellent work of Branches in past but Council nevertheless concluded that the network should be disbanded at the end of the financial year to reflect changes in the Society's activity and both public and member engagement post pandemic. A new regional grants scheme will be the focus for regional and local engagement in the wonder of biology moving forward.

Client Services

The membership services team completed its eighth full year, servicing eleven societies (Genetics Society, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, the Anatomical Society, the International Society for Affective Disorders, the Fisheries Society of the British Isles, the Freshwater Biological Association, the British Society for Animal Science, the British Association for Lung Research and the Laboratory Animal Science Association) at year-end, totalling around 9,500 individual members collectively. An additional Society is expected to sign a contract with a view to 'going live' in early 2025.

The Society also makes available its wholly-owned and developed in-house software to external clients under contract allowing two other learned societies, with 15,000 members collectively, to benefit from this RSB innovation.

PROFESSIONAL REGISTERS & TRAINING

Register numbers

Chartered Biologist	1370
Chartered Scientist	245
Chartered Science Teacher	37
Registered Scientist	153
Registered Science Technician	73
Qualified Persons Register	187
UK Register of Toxicologists	609
Plant Health Professionals Register	91
Biorisk Professional Register	1

The new Biorisk professional register was launched in July 2024 and the advisory committee is currently working to promote and embed the register within key employers in industry. There are ongoing plans to highlight this register on social media, in *The Biologist*, and at key events.

The registers team are working to grow the CBiol register, through collaboration with Government Science & Engineering teams, and a pilot for 2024-2025 with AstraZeneca to run in house mentoring and assessments.

Training

Over the last year, the Society ran 16 training courses, with 185 total attendees comprising:

- 1 Programming course hosted at our Naorji Street HQ
- 4 Laboratory training courses
- 11 Zoom training events

Following success at universities last year, the RSB collaborated again with the University of York and University of Brunel to run laboratory training courses. We are looking to expand the skills and locations on offer for these courses. In November 2024, the RSB is hosting a new "Introduction to Toxicology" course.

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2024

This year, the team launched a new myLearning course to support applicants for the Plant Health professional register. This course continues to be popular, with more than 150 users registered so far.

DEGREE ACCREDITATION

Accredited Higher Education Institutes (HEIs) and Programmes as of 30 September 2024

Type:	HEIs		Programmes	
	2024	2023	2024	2023
Accreditation	65	62	657	648
Advanced Accreditation	21	21	307	302
International Accreditation	15	14	60	54
Master's Accreditation	5	5	30	31
Foundation Degree Accreditation	3	2	5	4
Doctoral Training Accreditation	4	4	5	5
Totals	113	108	1,064	1,044

Over the last financial year, there have been 22 accreditation applications. Of these, 14 were re-accreditations and 8 were new applications.

International Accreditation has continued to expand, with 4 of the 22 total applications originating overseas. Two of these were new applications and two were re-accreditations. There is continued interest from a number of international institutions, with more new applications expected in the next financial year.

Since its launch last year, three more Apprenticeship Accreditation assessments have been carried out, with two at Stage Two and one at Stage Three of the application process. There is interest from a number of other institutions and it is expected that the demand for this type of accreditation will continue to grow.

In April 2024, the RSB hosted its annual Accreditation Conference and Awards Ceremony. There were 72 attendees at the conference, which was held at One Great George Street, London. The day started with presentations on best practice from accredited institutions, followed by presentations and a workshop on artificial intelligence. The awards ceremony, hosted at the Houses of Parliament, celebrated 90 top project award winners and 22 newly accredited institutions. There were 200 people in attendance.

Artificial intelligence (AI) has been a major topic in recent Accreditation Committee meetings. As a result, a working group has been created to identify the key issues with AI in teaching and assessment and how best these can be addressed. Part of the feedback gathered from April's Accreditation Conference workshop included how the RSB could support accredited institutions with addressing AI.

A review of the accreditation criteria is due in 2025. Discussions are currently underway to establish what areas the review will cover. Consultations will be held with stakeholders during this process to gather feedback on the proposed changes.

As already highlighted, starting in September 2023, a change was introduced, granting students in all years of an accredited programme free membership to the RSB for the duration of their studies. Previously, this benefit

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

was only available to final-year students. The initiative has been highly successful, with a large number of students taking advantage of the opportunity.

PUBLIC ENGAGEMENT

Grants, competitions and awards

RSB's Outreach and Engagement Working Group committee has continued to meet online four times a year, with an in person meeting (the first since the pandemic) in June 2024 taking place at ZSL (London Zoo). Twenty-six Member Organisations are currently represented on the committee.

This year saw the relaunch of our children's drawing competition, BioArtAttack 2D (with a sub category of specimen drawings as the Nancy Rothwell Prize). The widened remit, as well as an increase in social media marketing of the competition, led to an increase of 75% in the number of entries from the previous year. We also saw a greatly increased take-up by UK state schools, with several being represented in the winning drawings. All prize-winners were invited to the RSB Parliamentary reception in Biology Week and we were pleased that several MPs whose constituents had won were able to attend the event.

Our annual photography competition, on the theme of Nature and Climate had 1279 entries and we doubled the number of entries into the young photographer category. The link with our policy priorities helped achieve good coverage in the New Scientist and the photo competition was also picked up globally in another 8 articles.

School Biology Teacher of the Year Award

On 5th July we announced that Dr Andy Love, a Professional Tutor at Highdown School and Sixth Form Centre, Reading, has won this year's RSB School Biology Teacher of the Year Award.

Gopher (hands on science for primary and secondary school pupils, working together)

In June and July 2024 The [Horners' Charity Fund](#) awarded RSB a further £1,500 as top up funding to enable RSB to support three additional schools to run a Gopher Science Lab day with grant funding. This brings the total number of lab day small grants RSB has been able to award within the current funding to fourteen, and feedback has been extremely positive. All outstanding Gopher Science Lab days are planned to take place in the 2024/25 academic year.

"The Gopher Science Labs were an enjoyable experience for both participants and demonstrators. We led the event online this year but this didn't dampen the fun of the lab day at all and everyone had a great day. The Royal Society of Biology materials for the labs were invaluable to the hosting of the event and allowed us to focus on the science and organisation of the day and keep our attention on the kids." Student at St Andrew's RC Secondary, Glasgow.

Biology Week 2023

Biology Week took place from **Monday 16th - Friday 20th October 2023**. RSB's Member Organisations were invited to take part and help us to celebrate all the biosciences. RSB's [website](#) now features a newly updated Biology Week [downloadable guide for hints, tips and inspiration](#).

We again invited biologists on X (Twitter) to take part in our [#IAmABiologist](#) campaign online throughout Biology Week. Biologists at all career stages were invited to tweet photographs of themselves capturing their love for biology, using the hashtag [#IAmABiologist](#) and tagging [@RoyalSocBio](#).

We invited school STEM clubs to join an online talk and Q&A via Zoom for 10 – 18 year olds on Wednesday 18th October, with three back-to-back talks of 15 minutes each on: [Brains, elephants and biomimicry](#), which gave students the opportunity to hear what experts do in the world of neuroscience, ecological monitoring and biomimetic design. More than 340 viewers watched the event live.

THE ROYAL SOCIETY OF BIOLOGY

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FOR THE YEAR ENDED 30 SEPTEMBER 2024

Schools and undergraduates were invited to download our **Biology Week** [Memory Game](#) activity in Biology Week to run this with classes or STEM clubs - to test participants' memory and help them learn more about the biosciences together. Thirteen researchers have been featured in the game and they together illustrate a wide range of future career options that young biologists can learn more about by taking part.

BioArtAttack (3D), our art competition for Biology Week enabled participants to create fantastic three-dimensional displays.

RSB's new [Biosphere Podcast](#) launched on 16th October, covering the life sciences with 5 episodes of insightful interviews with bioscience researchers, emerging discoveries, and the latest in science policy, launching one per week.

RSB's **Annual Biology Week Parliamentary Reception** was held on 17th October 19:00-22:00. Run in partnership with the Biotechnology and Biological Sciences Research Council (BBSRC), the networking and canapé reception also celebrated RSB award winners.

RSB's [A-Z of the Biosciences](#) videos returned with a second series launching one new film per week starting on 20th October to celebrate the range and diversity of bioscience careers. We record our thanks to BBSRC for the support.

POLICY & PUBLISHING

Joint work across policy teams

To provide policy training and support to early career researchers across the biosciences, two interns joined the science and education policy teams this year to receive policy training, and gain experience, as part of our long-standing engagement in the UKRI (UK Research and Innovation) Policy Internship Programme.

As already highlighted, following the announcement of the General Election, RSB developed a briefing for Parliamentary candidates, outlining priorities for the first year of a new Government.

Science Policy

The Society's science policy priorities run from 2022-2027; we continue to engage with Government, Parliament and others on select issues defined by our priority areas. These are: knowledge exchange, information sharing and building trust in the biosciences; ethical biological innovation; biological security; nature and climate; research culture; and research landscape. We published the RSB's annual science policy impact review in January.

As part of our focus on ethical biological innovation, the science policy team actively engaged with teams at DEFRA and the Food Standards Agency (FSA) on the development of secondary legislation under the Genetic Technologies (Precision Breeding) Act 2023, including on the regulation of food/feed from precision bred organisms. The RSB provided evidence to the DEFRA Animal Welfare Committee as part of the development of its opinion on the impact of modern breeding technologies in livestock, and wrote to the FSA regarding its proposals for a new framework in England for the regulation of precision bred organisms used for food and animal feed. As part of our focus on climate and nature, RSB delivered a response to the Environmental Audit Committee [inquiry into climate change and security](#); we wrote to the Prime Minister ahead of the COP28 conference; and the Society was represented at several online COP28 sessions. Our work to implement our evidence-based organisational Climate and Nature Strategy is ongoing. As part of our focus on biological security, the RSB provided a briefing for a House of Lords debate in January regarding infectious disease threats to UK biosecurity, including human, animal and plant health – the Society's recommendations were raised specifically during the debate.

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FOR THE YEAR ENDED 30 SEPTEMBER 2024

We continued our focus on promoting equality, diversity and inclusion in the biosciences, including in research culture. RSB's Trainee Trustee Scheme completed a first year pilot and moved into its evaluation phase. To commemorate Black History Month, we highlighted the work of several grassroots organisations supporting members of the Black scientific community, in addition to showcasing the work of our Member Organisations supporting Black History Month. RSB published video profiles of Fellows, and a call to action for women to nominate themselves as Fellows - across its social media channels - to commemorate International Day of Women and Girls in Science, and International Women's Day. Furthermore, the RSB disseminated resources and information in support of Neurodiversity Celebration Week. RSB commemorated Pride Month on LinkedIn with a video discussing the lack of understanding on how queer youth experiences science education, and what influences their participation. We launched a call for expressions of interest from our MOs to explore the feasibility of an EDI grant.

As part of our focus on the research landscape, we submitted a representation to the Spring Budget 2024. We also continued our collaboration with sister societies the Institute of Physics (IOP) and the Royal Society of Chemistry (RSC): we met jointly with DSIT civil servants to discuss how the Societies could help disseminate materials aimed at increasing research community participation in Horizon Europe (HEU). In October, our senior management met with Professor Dame Ottoline Leyser (UKRI, CEO) and other UKRI staff, alongside RSC and IOP senior teams, to discuss areas of mutual priority, including EDI and research culture, workforce mobility and skills. To voice [community concerns](#) over proposed changes to UK visa requirements, RSB collaborated with IOP, RSC and others on representations to the Home Office in December. With partners across the sector, RSB signed up to the Campaign for Science and Engineering (CaSE) [Manifesto for Science and Engineering 2024](#), and promoted this via social media. RSB was a signatory to a [cross sector call for the UK to be a leading country in the G7 on R&D investment](#), alongside CaSE and 30 other leaders and representatives of the UK R&D sector.

Information sharing and communication of RSB's policy work and the work of our members, with wider audiences, continues to develop via *The Biologist*, the RSB podcast series and our other communication routes such as social media. Podcast episodes included discussions on plant health, and genome editing applications in human health. We continue to publish a weekly science policy newsletter, and a monthly plant science newsletter.

RSB sustains engagement and knowledge exchange with a wide range of individuals and organisations across the sector, through external networks and groups such as the UKRI External Affairs Advisory Group; the UKRI Immigration (Global Mobility) group; Equality, Diversity and Inclusion in Science and Health (EDIS); SEN in STEM; the Science Council and separate Royal Society policy fora; the Athena Forum; the Global Plant Council (GPC), the Group on Everything R&D (GERD); and several other networks and working groups including those with focus on One Health, genetic technologies, animal research, antimicrobial resistance, and the Nagoya protocol on access to benefits sharing of genetic resources. This year, RSB supported the Wildlife and Countryside LINK-led [Nature 2030 campaign](#). RSB remains an affiliate stakeholder in the [UK Reproducibility Network \(UKRN\)](#).

Education Policy

During 2023-24, there has been a significant number of opportunities for RSB Members and Fellows to engage with, and contribute to the Society's education policy committees and groups. Over this period, we have recruited committee chairs to lead: Curriculum Committee, Biology Education Research Group, Education Policy Advisory Group and our new Teaching Policy Advisory Group (TPAG). We now also have 13 ordinary members to establish TPAG, four new Curriculum Committee members, and three education-focused Education and Science Policy Committee members. Through these recruitment processes, we have also identified a significant number of additional Fellows and Members that wish to engage with education policy on a more regular basis.

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The education policy team has reduced in size following the completion of a fixed-term post; activity has subsequently been reprioritised to focus capacity on curriculum and qualification reform across England, Wales and Scotland, rather than broader advisory roles. The work of the team remains informed by the education policy priorities for 2023-2028, with curriculum and qualifications activity taking a more reactive approach and teaching policy remaining proactive, supported by the new committee.

In line with RSB strategy, the main education policy deliverable for 2022-24 is to roll out *Evolving 5-19 Biology: recommendations and framework for 5-19 biology curricula*. Over this period the Society has had direct impact on specifications, approval criteria and statutory guidance of new Welsh GCSEs in the sciences; advised on development of the proposed new Natural History GCSE, and various proposals for an Advanced British Standard, entitlements to science GCSEs, BTEC qualifications and T levels in England, and sustainability and climate change in the curriculum in England and Scotland; published *Framework for a Future Primary Science Curriculum* in English and Welsh, and enjoyed wide media coverage of recently published recommendations based on the Primary Curriculum Advisory Group's Framework published in partnership with other science organisations. The Curriculum Committee developed a series of documents to support further roll out of *Evolving 5-19 Biology* in anticipation of curriculum reforms.

In 2023-24, the Society prioritised advisory roles, shaping Party manifestos and priorities for the first year of the new government, including as biology subject advisor on development of a new degree apprenticeship route into teaching; science advisor to STEM Learning's funded subject-specific CPD for teachers; as a member of the Science Education Policy Advisory Group and Learned Societies Group on STEM Education in Scotland; increased funding for science teaching CPD and initial teacher training bursaries for biology, and a single route through the sciences at GCSE; development and analysis of an annual Science Teaching Survey; and development of subject specificity in the Early Career Framework for teachers in England;

The RSB's monthly 5-19 education newsletter has more than 4000 subscribers, and has moved from being a monthly publication to a bimonthly one.

Consultation responses, joint messaging with partners, briefing notes, letters and published policy positions remain an important output, with the following topics covered in 2023-24: Advanced British Standard, Welsh GCSE qualifications and statutory guidance, Education (Scotland) Bill, statutory guidance for relationships, sex and health education in England, and education policy priorities for teaching, curriculum and qualifications in the context of Party manifestos and the first year of a new government. The Society also welcomed ministerial and education committee appointments in Wales and England.

To promote RSB's education policy priorities that support high quality teaching and learning in the biosciences, the Society has met with a variety of organisations including: Education Policy Institute, Council for Curriculum Examinations and Assessment (Northern Ireland), Qualifications Wales, Education Scotland, Department for Education and Skills (Wales), Department for Education (England), Welsh Joint Education Committee, several awarding organisations, partner science organisations and many of RSB's Member Organisations.

Publishing

The Biologist published four print issues over the period: Winter 2023, Spring 2024, Summer 2024 and Autumn 2024. As ever, the magazine included a variety of accessible articles and interviews, covering a broad range of topics from across the life sciences, and exploring a range of topics from [medicinal maggots](#) to [killer whale culture](#), plus news and updates about the Society's work. In response to a readership survey

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conducted in 2022, more technical and technique-focused articles were commissioned, such as [spatial-omics for human development](#) and [multi-omics in environmental monitoring](#), plus articles about [crop science](#). In total, more than 27 main articles and interviews were published online and in print, as well as [16 smaller profiles of RSB members, Fellows, and their labs](#), and dozens more short columns, news updates, branch reports and book reviews. A Young and Early Career Advisory Panel has been established to provide feedback and suggestions to the Editor, helping to ensure the magazine is responsive to the needs of early career members.

The Oxford Biology Primers series, produced in partnership with Oxford University Press (OUP), now includes twenty-one titles (twelve titles aimed at 16-19 year olds; five for students embarking on a bioscience degree; and four for mid to upper level undergraduates), with further expansion planned. The series is included in OUP's Science Trove, a single destination providing online access to science textbooks from OUP, offering a breadth of material to support students throughout their undergraduate studies.

The *Journal of Biological Education* published five issues during the financial year. Editor-in-Chief Professor Mark Winterbottom FRSB (University of Cambridge) has continued to lead the international Editorial Board. Download numbers have again increased (from 130,331 in 2022 to 141,369 in 2023), reflecting the focus on development. Authors continue to be approached post-publication regarding Society membership.

Emerging Topics in Life Science, co-owned with the Biochemical Society and published by Portland Press, published five issues during the period. Its activity will be reviewed in 2025.

In response to *Towards Responsible Publishing*, a proposal from cOAlition S that would significantly impact the Learned Society publishing landscape, RSB convened a roundtable of affected Member Organisations and provided feedback to cOAlition S. This feedback has been reflected in a report commissioned by cOAlition S, which is now forming the basis of revisions to the original proposals.

WORK OF COMMITTEES, SPECIAL INTEREST GROUPS (SIGs) & PARTNERSHIPS

Diversity and Inclusion Network (DIN)

Group discussions this year focused particularly on the strategic objective of redressing current gender imbalances and achieving annual elections of members, especially Fellows, more representative of the bioscience community.

Diversity and Inclusion Working Group (DIWG).

The group met regularly for discussion and information exchange between Member Organisations (MOs), including on external tools to support and steward research and inclusive cultures; and evaluating and assessing EDI progress across organisations and membership.

Animal Science Group (ASG)

The group is undertaking a strategy review to determine its future direction. It has also met regularly to discuss policy related to animals in science, including the welfare implications of precision breeding in animals, and is scoping policy work in new areas aligned with the RSB science policy priorities and wider strategies. The group contributed to the design and delivery of the successful Animal Science Meeting 2023 on Genome Editing in Farmed Animals, attended by some 80 representatives from the academic, industry, funding and charity sectors; animal welfare specialists; representatives from professional associations; and Government staff in regulatory and advisory roles. The Chair provides advice on the RSB's responses to important announcements, such as the release of annual statistics on the use of animals in science.

UK Bioscience Sector Coalition (UKBSC)

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With the expansion of the secretariat's capacity, UKBSC progressed its strategy review to inform future objectives and improve its ways of working, in response to external factors and members' expectations. The NC3Rs has also joined as a new observer member. The group leads on the life science sector's engagement with the Animals in Science Regulation Policy Unit (ASPA), on issues related to ASPA policy and the regulatory reform programme. The group has also strengthened its engagement with the Animals in Science Committee and has supported ministerial engagements on issues affecting the regulated use of animals in science.

Biology Education Research Group (BERG)

Professor Berry Billingsley stepped down as co-chair in December 2023, with Dr Caroline Smith FRSB taking on the role. An annual day of BERG member talks took place at the Association for Science Education Conference providing an excellent opportunity for members to showcase their research and to promote the education policy activities of the Society. To guide future BERG activities, surveys of the committee membership have been conducted to inform the balance of meetings, consider outputs and establish working groups.

Curriculum Committee

The Committee's working groups and team developed 4 documents to sit alongside *Evolving 5-19 Biology* on ecology, sustainability, transferable skills and practical activities as proactive advice targeted at specific audiences: teachers, policymakers or schools. The Committee explored the impact of artificial intelligence on education. Professor Jeremy Pritchard FRSB completed his second term as Chair of the Committee, and is succeeded by Professor Dudley Shallcross FRSB.

Education Policy Advisory Group (EPAG)

Membership of the Education Policy Advisory Group increased in 2023-24, with greater engagement from a range of RSB Member Organisations. Member Organisations have welcomed the opportunity to share their current and upcoming education related activity, keep informed on the education policy landscape and input into policy development at RSB. The Group was previously chaired by RSB's Head of Education Policy; Dr Andrew Shore FRSB has now been appointed as an external Chair.

Teaching Policy Advisory Group (TPAG)

A new Teaching Policy Advisory Group was established in 2024, chaired by Dr Elizabeth Lakin FRSB, and with a range of members including practitioners and those involved in initial teacher training. TPAG has begun developing plans for a Teaching Policy Network, agreeing policy positions on subject-specific CPD for teachers and exploring data related to teacher training, retention, recruitment, and teacher voice.

Plant Science Group (PSG)

Quarterly PSG meetings included invited talks and provided a forum for group updates and discussion, featuring representatives from: Kew, talking on the State of the World Plants and Fungi (SOTWPF) report; the Global Plant Council (GPC); Forest Research and the RSB Plant Health Professional register. Twelve students undertook placements at various UK locations through the RSB's [Plant Health Undergraduate Studentships](#) programme.

Heads of University Biosciences (HUBS)

HUBS is a Special Interest group of the RSB, comprised of bioscience departments, represented by their heads of department from over 70 universities from across the UK. HUBS act as a forum for heads of university departments and subject leads to discuss national issues on the provision of research and teaching in the biological sciences. Alongside a range of work and contributions to RSB consultations, HUBS notably: refreshed and reinvigorated its strategy and launched this to existing and potential member institutions at a dedicated House of Commons event; held a successful Annual Conference at the Wellcome Collection,

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London; continued with sponsoring Learning and Teaching workshops for HUBS members - including a joint workshop with HUCBMS(Heads of University Centres of Biomedical Science); and supported the HE Bioscience Teacher of the Year award , presented at the HUBS annual conference to Dr Carys Watts (Newcastle University). Through Early Career Lecturers Forum, Bioscience Educators Network and Awarding Gap advisory groups it also held a number of targeted workshops.

The Natural Capital Initiative (NCI)

The NCI held online talks focusing on: examining the principle of marine natural capital, the potential for this as an area of investment whilst maintaining quality of these environment; and how Policy is shaped by Natural Capital. Planning is ongoing for the next NCI Summit, in February 2025.

Unpaid Volunteers

The Society continued to benefit from the work of many volunteers during the year. More than 350 members served on committees and judging panels across the UK. Council records its sincere thanks.

FINANCIAL REVIEW

Total income grew by 24% to £3,438k (2023: £2,766k) helped by a generous legacy of £274k (current estimate). Professional service income increased as expected with membership generating an additional £156k through modest growth and fee increases. Individual membership retention remain high across all grades, especially Fellows at 95%. Expenditure was carefully controlled and below budget at £3,252K (2023: £3,137k) representing 3% growth on the previous year. The operating surplus (deficit) as £186k (2023: deficit of £371k).

The trustees continue to invest primarily in equities through the CCLA ethical fund delivering £157k unrealised growth at the 30 September 2024 valuation point.

The total surplus for the year is therefore recorded as £343k (2023: deficit of £352k)

No deficit recovery plan was required for the closed defined benefit pension scheme which remained in surplus.

Total funds stood at £2,168k (2023: £1,825k) on 30 September 2024 being made up of £121k restricted funds and £2,047k (2023: £1,640k) of unrestricted funds (2023: £1,640k).

INVESTMENT POLICY AND RETURNS AND RESERVES POLICY

Following detailed financial planning the trustee set a reserve policy of three months unrestricted operating costs (+/- 20%) as a designated reserve fund that can be liquidated within 30 days. It is set at £500k for 2023/24 (see note 18 for further details) with the unrestricted reserves held at year-end further exceeding this amount. During the year £65k was retained in a 40-day notice account, £85k in a thirty day account and £85k in a 200 day notice account. All other funds were held in cash or investments which could be accessed within seven days or less. Cash flow forecasting and monitoring was used to ensure compliance with the reserves policy. The lowest level of cash available within seven days during the year was £1,495K and £1,730k in total within 200 days.

Council agreed a medium to low risk approach to investment with a range of cash funds as described above and a medium term investment vehicle with CCLA using its actively managed balanced ethical fund primarily

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consisting of global equities. At 30 September 2024 this was valued at £1,398k. This included £157k of investment growth during the year.

Defined Benefit Pension Scheme

The Society has adopted the full requirements of the financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains / losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the Balance Sheet. At 30 September 2024 the Society had a pension scheme surplus of £507k (2023: £422k) calculated in accordance with FRS102. This surplus is not recognised on the Balance Sheet and thus recorded as £nil (2023: £nil).

Risk Management

The trustees maintain a full risk register which is reviewed annually by Council, biannually by the Finance, Audit and Risk Committee and at least quarterly by the senior management team. Separate registers are held for events, accreditation, branches, office relocation and IT. One key risk remains a reliance on 13 partner organisations for £235k of income but this continues to be mitigated through income diversification in professional services in particular. Trustees have noted the risk of outdated CRM provision as technology evolves and have set aside £150k in a designated fund to cover future development costs.

STAFF & OFFICE

The Trustees record their appreciation of the efforts of the staff, who have again made an enormous contribution to the success of the Society during the year. The Society operates a four day working week whilst remaining open for five days and will vacate office space by August 2025 to become fully remote. Hot-desk space will be contracted for use next financial year from June 2025 onwards and staff will be consulted on moving to home-based contracts.

INFORMATION AVAILABLE TO THE AUDITORS

In the case of each person who was a Trustee of the charity at the date when this report was approved:

- So far as each Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware.
- Each of the Trustees has taken all the steps that he/she ought to have taken to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

AUDITOR - HaysMac LLP continued to serve as the Society's auditors for a seventh year, having been reappointed at the May 2023 AGM (on 18 November 2024 the company's auditor changed its name from Haysmacintyre LLP to HaysMac LLP).

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

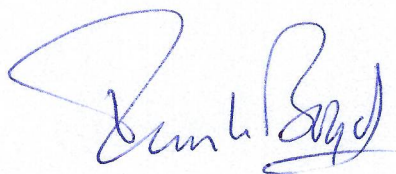
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

On behalf of the Trustees:



Professor Sir Ian Boyd FRSB
President
12 March 2025

Opinion

We have audited the financial statements of The Royal Society of Biology for the year ended 30 September 2024, which comprise Statement of Financial Activities, the Balance Sheet, the 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2024 and of the charity's net movement in funds 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 Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement (set out on page 20), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulations related to regulatory requirements for GDPR, the Charities Act 2011 and the charity's Royal Charter, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, payroll and sales taxes and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimate and application of controls around authorisation of expenditure and payments. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted by management with unusual descriptions and those around the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

HaysMac LLP

HaysMac LLP
Statutory Auditors
Date: 17th March 2025

10 Queen Street Place
London
EC4R 1AG

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

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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2024 £'000	Total Funds 2023 £'000
INCOME FROM:					
Donations and legacies	3	388	87	475	180
Charitable activities:	4				
Membership and subscription services		1,973	-	1,973	1,805
Accreditation & examination fees		732	-	732	586
Journals		34	-	34	34
Education		4	-	4	4
Courses & events		40	-	40	35
Total charitable activities		2,783	-	2,783	2,464
Other trading activities	5	123	-	123	71
Investment income	6	57	-	57	51
Total income		3,351	87	3,438	2,766
EXPENDITURE ON:					
	7				
Raising funds		48	-	48	48
Charitable activities:					
Membership subscriptions & services		1,457	-	1,457	1,340
Accreditation & exams		481	-	481	438
Journals		345	-	345	333
Education		382	151	533	514
Courses & Events		388	-	388	464
Total charitable activities		3,053	151	3,204	3,089
Total expenditure		3,101	151	3,252	3,137
Net (expenditure)/income before net gains on investments		250	(64)	186	(371)
Realised gains/(losses) on fixed assets		-	-	-	-
Unrealised gains/(losses) on investments	13	157	-	157	19
Net (expenditure)/income for the year		407	(64)	343	(352)
Transfers between funds		-	-	-	-
Net (expenditure)/income before other recognised gains and losses		407	(64)	343	(352)
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	-
Net movement in funds		407	(64)	343	(352)
Funds brought forward at 1 October 2023		1,640	185	1,825	2,177
Funds carried forward at 30 September 2024		2,047	121	2,168	1,825

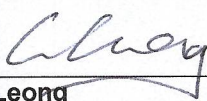
All amounts relate to continuing operations. Full comparatives are included in note 2.

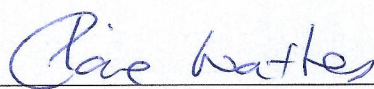
The Society has no gains or losses other than the result for the period.
The notes on pages 27-41 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2024

	Notes	2024 £000	2023 £000
FIXED ASSETS			
Tangible fixed assets	12	65	129
Investments	13	1,398	1,441
		<u>1,463</u>	<u>1,570</u>
CURRENT ASSETS			
Debtors	14	695	366
Cash at bank and in hand		458	475
		<u>1,153</u>	<u>841</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(397)	(539)
		<u>756</u>	<u>302</u>
Net Current Assets			
		<u>756</u>	<u>302</u>
Total Assets less Current Liabilities		2,219	1,872
Creditors:			
Amounts falling due after more than one year	16	(51)	(47)
		<u>2,168</u>	<u>1,825</u>
Net Assets excluding pension liability			
		<u>2,168</u>	<u>1,825</u>
Pension (deficit) on defined benefit scheme	10	-	-
Net Assets		<u><u>2,168</u></u>	<u><u>1,825</u></u>
Funds:			
Restricted Funds	19	121	185
Unrestricted Funds			
General Fund		1,331	1,070
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	716	570
		<u>2,047</u>	<u>1,640</u>
Total unrestricted funds		<u>2,047</u>	<u>1,640</u>
Total Funds		<u><u>2,168</u></u>	<u><u>1,825</u></u>

The financial statements were approved and authorised for issue by the Board of Trustees on 12 March 2025 and were signed on its behalf by:


Dr L Leong
Honorary Treasurer


Professor D C Wathes
Honorary Secretary

The notes on pages 27-41 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

		2024	2023
	Notes	£000	£000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	(269)	(265)
Cash flows from investing activities:			
Interest and dividends from investments		51	51
Proceeds from fixed assets		7	
(Purchase) of fixed assets		(6)	(10)
Proceeds from sales of investments		200	-
Cash from/(used in) investing activities		252	41
Change in cash and cash equivalents in the year		(17)	(224)
Cash and cash equivalents at the beginning of the year		475	699
Cash and cash equivalents at the end of the year	B	458	475

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

	2024 £'000	2023 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	343	(352)
Depreciation	47	49
Interest and dividends from investments	(51)	(51)
(Gain)/Losses on investments	(157)	(19)
Loss on sale of tangible fixed assets	15	-
(Increase)/decrease in debtors	(329)	14
(Decrease)/Increase in creditors	(137)	94
Net cash provided by/ (used in) operating activities	(269)	(265)

B. Analysis of cash and cash equivalents

	1 October 2023 £'000	Cash Flow £'000	30 September 2024 £'000
Cash in bank and in hand	475	(17)	458
	475	(17)	458

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

1. ACCOUNTING POLICIES

(a) Basis of accounting

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) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

The charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

The financial statements reflect the requirements of the Charities Act 2011 and the Royal Charter.

Basis of Consolidation

These financial statements give information on the Society as a single entity. The Society is exempt from preparing group accounts, as the subsidiary Biology Ltd has remained dormant throughout the year.

b) Going Concern

Based on the level of reserves, the trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The trustees do not consider that there are any sources of 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.

The trustees have reviewed the future budgets and cash flows of the Society in reaching their conclusion. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) 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' 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 for the provision of specified service is deferred until criteria for income recognition are met.

d) 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.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity, which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations, which the donor has specified, are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) 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 comprise of trading costs and the costs incurred by the charity including third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

1. ACCOUNTING POLICIES (continued)

f) Expenditure and irrecoverable VAT (continued)

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities 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.

g) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs have been allocated to activities on the basis of employment costs.

h) Tangible fixed assets

Items of equipment are depreciated to write off assets over their expected useful lives. These are estimated to be:

Leasehold improvements – over the life of the lease (7 years)

Fixtures and fittings – 5 years

Computer equipment and software – 3 years

The works of art capitalised in the balance sheet are shown at replacement value based on the valuation for insurance purposes.

i) Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measure at their fair value as at the balance sheet date. Any change in their value will be recognised in the statement of financial activities.

Investments are made, as required by the Royal Charter, in accordance with the provisions of the Trustee Act 2000.

j) 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.

k) 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.

l) 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.

m) Branch Funds

The funds of the Society's branches are included in the accounts on a line-by-line basis.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

1. ACCOUNTING POLICIES (continued)

n) Reserves

The retention of surpluses as general reserves is necessary to provide working capital, and provide for items of expenditure that do not occur annually. The required non-recurring expenditure level is calculated at three month's expenditure (+/- 20%) and the required non-recurring expenditure reserve level is calculated by estimates of future expenditure requirements.

o) Pension Costs

The Society operates a defined benefit pension scheme, which was closed to current members on 31 March 2006. Contributions payable to this scheme are charged in the statement of financial activities so as to spread the cost of the pension over the employees working life. The pension is calculated on the basis of actuarial advice. These contributions are invested separately from the society's assets, with an insurance company.

Contributions payable to the Society's defined contribution schemes are charged to the Statement of Financial Activities during the year incurred.

p) Operating Leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities as incurred.

q) 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 measure at their settlement value.

r) Estimates and judgements

In preparing these financial statements, the trustees have made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. DETAILED PRIOR YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2023 £'000
INCOME FROM:				
Donations and legacies	3	180	-	180
Charitable activities:	4			
Membership and subscription services		1,805	-	1,805
Accreditation & examination fees		586	-	586
Journals		34	-	34
Education		4	-	4
Courses & events		35	-	35
Total charitable activities		2,464	-	2,464
Other trading activities	5	71	-	71
Investment income	6	51	-	51
Total income		2,766	-	2,766
EXPENDITURE ON:				
	7			
Raising funds		48	-	48
Charitable activities:				
Membership subscriptions & services		1,340	-	1,340
Accreditation & exams		438	-	438
Journals		333	-	333
Education		450	64	514
Courses & Events		464	-	464
Total charitable activities		3,025	64	3,089
Total expenditure		3,073	64	3,137
Net (expenditure)/income before net gains on investments		(307)	(64)	(371)
Realised gains/(losses) on fixed assets		-	-	-
Unrealised gains/(losses) on investments	13	19	-	19
Net (expenditure)/income for the year		(288)	(64)	(352)
Transfers between funds		15	(15)	-
Net (expenditure)/income before other recognised gains and losses		(273)	(79)	(352)
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-
Net movement in funds		(273)	(79)	(352)
Funds brought forward at 1 October 2022		1,913	264	2,177
Funds carried forward at 30 September 2023		1,640	185	1,825

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

3. INCOME FROM DONATIONS AND LEGACIES

	2024 £'000	2023 £'000
Grants	176	152
Donations & legacies	274	1
Sponsorship	25	27
	<u>475</u>	<u>180</u>
	<u><u>475</u></u>	<u><u>180</u></u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2024 £'000	2023 £'000
Members subscriptions & services		
Subscriptions	1,973	1,805
Total	<u>1,973</u>	<u>1,805</u>
	<u><u>1,973</u></u>	<u><u>1,805</u></u>
Accreditation & exams		
Fees	732	586
Total	<u>732</u>	<u>586</u>
	<u><u>732</u></u>	<u><u>586</u></u>
Journals		
Subscriptions	34	34
Total	<u>34</u>	<u>34</u>
	<u><u>34</u></u>	<u><u>34</u></u>
Education		
Invoiced sales	4	4
Total	<u>4</u>	<u>4</u>
	<u><u>4</u></u>	<u><u>4</u></u>
Courses & events		
Event income	1	2
Course fees	39	33
Total	<u>40</u>	<u>35</u>
	<u><u>40</u></u>	<u><u>35</u></u>
Total income from charitable activities	<u><u>2,783</u></u>	<u><u>2,464</u></u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

5 INCOME FROM OTHER TRADING ACTIVITIES

	2024 £'000	2023 £'000
Facilities hire	29	36
Other income	94	35
	<u>123</u>	<u>71</u>

6. INCOME FROM INVESTMENTS

	2024 £'000	2023 £'000
Bank interest	-	-
Investment income	57	51
	<u>57</u>	<u>51</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2024 Total £'000
Staff costs	48	920	180	160	452	240	48	2,048
Direct costs	-	222	141	131	21	68	-	583
Travel	-	-	-	-	-	-	20	20
Premises	-	-	-	-	-	-	280	280
Office costs	-	-	-	-	-	-	37	37
IT	-	-	-	-	-	-	184	184
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	69	69
Governance costs	-	-	-	-	-	-	31	31
	<u>48</u>	<u>1,142</u>	<u>321</u>	<u>291</u>	<u>473</u>	<u>308</u>	<u>669</u>	<u>3,252</u>
Support costs	-	315	160	54	60	80	(669)	-
Total expenditure 2024	<u>48</u>	<u>1,457</u>	<u>481</u>	<u>345</u>	<u>533</u>	<u>388</u>	<u>-</u>	<u>3,252</u>

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2023 Total £'000
Staff costs	48	912	179	159	448	238	48	2,032
Direct costs	-	161	123	129	15	158	-	586
Travel	-	-	-	-	-	-	20	20
Premises	-	-	-	-	-	-	279	279
Office costs	-	-	-	-	-	-	43	43
IT	-	-	-	-	-	-	100	100
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	36	36
Governance costs	-	-	-	-	-	-	41	41
	<u>48</u>	<u>1,073</u>	<u>302</u>	<u>288</u>	<u>463</u>	<u>396</u>	<u>567</u>	<u>3,137</u>
Support costs	-	267	136	45	51	68	(567)	-
Total expenditure 2023	<u>48</u>	<u>1,340</u>	<u>438</u>	<u>333</u>	<u>514</u>	<u>464</u>	<u>-</u>	<u>3,137</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2024 £'000	2023 £'000
Net (expenditure)/income is stated after charging for:		
Depreciation	47	49
Auditor's remuneration:		
Audit fees	15	14
Other services	2	11
Irrecoverable VAT	22	(13)
Operating lease rentals – land and buildings	172	178
Trustees Expenses	5	5
	<u> </u>	<u> </u>

9. STAFF COSTS

	2024 £'000	2023 £'000
Salaries and wages	1,661	1,633
Social security costs	160	163
Employer's contribution to defined contribution pension schemes	150	138
Defined benefit pension schemes costs	44	23
Training	21	21
Recruitment	4	14
Other staff costs	6	40
	<u> </u>	<u> </u>
	<u>2,046</u>	<u>2,032</u>

Within salaries and wages there are termination payments of £Nil (2023: £10k).

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

	2024 £'000	2023 £'000
£160,000 to £170,000	1	1
£80,000 to £90,000	-	1
£70,000 to £80,000	2	-
£60,000 to £70,000	2	3

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £382,926 (2023: £384,058).

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2023: £nil). 19 trustees were reimbursed travel expenses of £5.3k during the year (2023: 16 trustees were reimbursed travel expenses of £5.4k) with no trustees receiving an honoraria (2023: no trustee received £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

9. STAFF COSTS (Continued)

Staff numbers

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

	2024 £'000	2023 £'000
Raising funds	1	1
Charitable activities	35	35
Support	3	2
Governance	1	1
	<u>40</u>	<u>39</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme, which is open to all members of staff. The Society's contributions in the year amounted to £150k. There were no outstanding or prepaid contributions.

The Society operated a defined benefit scheme, which was closed to new members with effect from 2 September 2002 and was closed to further accrual of benefits with effect from 31 March 2006..

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £4,447,000 at 1 April 2023 and that the actuarial value of those assets represents 104% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

The accounting standard for retirement benefits, FRS 102, has been fully implemented in these accounts. The Society instructed a qualified and independent actuary to make valuation of pension scheme liabilities using the projected unit method.

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2024 £'000	2023 £'000
Fair value of scheme assets	1,939	1,776
Present value of scheme liabilities	(1,432)	(1,354)
Irrecoverable surplus on pension scheme	(507)	(422)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

Following advice from the scheme actuary, the pension scheme asset has not been recognised in the Society's accounts on the basis that it is irrecoverable.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

10. PENSION SCHEMES (Continued)

Changes in the present value of the defined benefit obligations are as follows:

	2024 £'000	2023 £'000
Opening defined benefit obligation	1,354	1,421
Movement in the year		
Interest cost	72	70
Benefits paid and death in-service premiums paid	(23)	(53)
Expenses	-	-
Actuarial (gains)/losses	29	(84)
	<u>1,432</u>	<u>1,354</u>
Closing defined benefit obligation		

Changes in the fair value of plan assets are as follows:

Opening fair value of plan assets	1,776	1,917
Interest income	94	94
Actuarial gains/(losses)	109	(156)
Contributions by the Society	-	11
Expenses paid	(17)	(37)
Benefits paid	(23)	(53)
	<u>1,939</u>	<u>1,776</u>

The major category of plan assets is

Equities/diversified	14%	13%
Bonds	84%	86%
Cash	2%	1%

The Principal actuarial assumptions at the balance sheet date were

Allowance for commutation of pension	20%	20%
Discount rate	5.1%	5.4%
Inflation assumption	3%	3.4%

Amount charged within expenditure	£'000	£'000
Current service cost		
Expenses	17	37
Net interest cost	-	-
	<u>17</u>	<u>37</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2024 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
	2024	2023
Male retiring in 2023	27.5	26.0
Female retiring 2023	30.3	28.7
Male retiring in 2039	25.9	27.5
Female retiring in 2039	28.8	30.2
	2024	2023
	£'000	£'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets		
Amount: Gain/(Loss)	109	(156)
Experience gains and losses arising on the scheme liabilities		
Amount: Gain/(Loss)	(18)	(34)
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: Gain/(Loss)	(11)	118
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	(63)	98
Amount: Gain/(Loss)	17	26
Effect of limit on amount of surplus recognised		
Due to some of the surplus not being recognisable	(17)	(26)
Total amount recognised in other recognised gains and losses	-	-

The best estimate of contributions to be paid by the Charity for the year beginning after 30th September 2024 is £nil (2023: £11,000).

11 BRANCH FUNDS

Reports have been received from the four branches who operate their finances independently. The other branches use centralised facilities. The total cash at bank and in-hand held by the four reporting branches at the balance sheet date was £4,491 (2023: £2,483).

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2023	198	33	106	41	378
Additions	-	-	6	-	6
Disposals	-	-	-	(23)	(23)
At 30 September 2024	<u>198</u>	<u>33</u>	<u>112</u>	<u>18</u>	<u>361</u>
Depreciation					
At 1 October 2023	138	24	87	-	249
Charge for the year	28	6	13	-	47
At 30 September 2024	<u>166</u>	<u>30</u>	<u>100</u>	<u>-</u>	<u>296</u>
Net Book Value					
At 30 September 2024	<u><u>32</u></u>	<u><u>3</u></u>	<u><u>12</u></u>	<u><u>18</u></u>	<u><u>65</u></u>
At 30 September 2023	<u><u>60</u></u>	<u><u>9</u></u>	<u><u>19</u></u>	<u><u>41</u></u>	<u><u>129</u></u>

All tangible fixed assets are for direct charitable use.

Works of Art:

The Society holds works of Art, which were valued by Coram James Limited (Art & Antique Valuers) on 2 April 2019 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

13. INVESTMENTS

	2024 £'000	2023 £'000
Market value at 1 October 2023	1,441	1,422
Additions in the year	-	-
Disposals	(200)	-
Gain/(loss) in the year	157	19
Market value at 30 September 2024	<u><u>1,398</u></u>	<u><u>1,441</u></u>
Investments at market value comprised:		
Equities	1,398	1,441
	<u><u>1,398</u></u>	<u><u>1,441</u></u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

14. DEBTORS

	2024	2023
	£'000	£'000
Due within one year		
Trade Debtors	101	86
Other debtors	94	94
VAT	3	9
Prepayments and accrued income	497	177
	<u>695</u>	<u>366</u>

15. CREDITORS: amounts falling due within one year

	2024	2023
	£'000	£'000
Due within one year		
Subscriptions and fees in advance	205	188
Accruals	57	61
Trade creditors	62	188
Taxation and social security costs	43	48
Other creditors	30	54
	<u>397</u>	<u>539</u>
Deferred income	2024	2023
	£'000	£'000
Balance at the beginning of the year	188	173
Amount released to income in the year	(188)	(173)
Amount deferred in the year	209	188
	<u>205</u>	<u>188</u>
Balance at the end of the year	<u>205</u>	<u>188</u>

Membership fees are collected on 1 October, 1 January, 1 April and 1 July. Only fees paid on 1 October coincide with the financial year - others are partly accrued. For example, a fee paid on 1 April is applied 50% to the current financial year and 50% to the next. Similarly, some plant health grant income and accreditation fees cover work completed in the following financial year and are also partly accrued.

16. CREDITORS: amounts falling due after more than one year

	2024	2023
	£'000	£'000
Due after more than one year		
Life membership fund	51	47
	<u>51</u>	<u>47</u>
Deferred income	2024	2023
	£'000	£'000
Balance at the beginning of the year	47	44
Amount released to income in the year	(4)	(6)
Amount deferred in the year	8	9
	<u>51</u>	<u>47</u>
Balance at the end of the year	<u>51</u>	<u>47</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2024

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000
Fixed Assets	1,463	-	1,463
Net current assets	635	121	756
Long term liabilities	(51)	-	(51)
	<u>2,047</u>	<u>121</u>	<u>2,168</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2023

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000
Fixed Assets	1,570	-	1,570
Net current assets	117	185	302
Long term liabilities	(47)	-	(47)
	<u>1,640</u>	<u>185</u>	<u>1,825</u>

18. DESIGNATED FUNDS - 2024

	At 1 October 2023 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2024 £'000
Working Capital	500	-	-	-	500
HUBS	70	33	(37)	-	66
IT & CRM Development	-	-	-	150	150
Pension Reserve	-	-	-	-	-
	<u>570</u>	<u>33</u>	<u>(37)</u>	<u>150</u>	<u>716</u>

DESIGNATED FUNDS – 2023

	At 1 October 2022 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2023 £'000
Working Capital	500	-	-	-	500
HUBS	67	33	(30)	-	70
Pension Reserve	-	-	-	-	-
	<u>567</u>	<u>33</u>	<u>(30)</u>	<u>-</u>	<u>570</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

18. DESIGNATED FUNDS – 2024 (continued)

Working capital

The Council of the Society use three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The trustees have maintained this at a £500k level for FY 2022-23.

HUBS

Heads of University Biosciences (HUBS) is a Special Interest Group of the Royal Society of Biology and aims to address the particular challenges of managing biological and life science departments and units in UK higher education (HE). HUBS acts as a forum for discussing relevant national issues and as a source of informed comment. HUBS runs an annual meeting for members, the Bioscience Teacher of the Year Award, and supports the Early Career Lecturers Forum.

IT & CRM Development

The Society operates a bespoke Customer Relationship Management (CRM) system developed under contract, based on open source tools and standards. It has been operating since 2012, evolving every year. Technology changes mean the system must be replaced over the course of the new five year strategy to 2030, ideally within three years. Council have agreed that a designated fund, initially of £150k, should be made available for this work. As a minimum, initial scoping will commence during FY25-26.

19. RESTRICTED FUNDS - 2024

	At 1 October 2023 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2024 £'000
Natural Capital Initiative	43	-	(2)	-	41
The John Barker Educational fund	142	-	(62)	-	80
Plant Health grant	-	87	(87)	-	-
	<u>185</u>	<u>87</u>	<u>(151)</u>	<u>-</u>	<u>121</u>

John Barker, an editor of the RSB's JBE journal for almost 25 years, generously provided a legacy of £228k in 2023. This is being used to further biology education in all forms from curriculum improvement to UK-wide policy development. The trustees aim to spend the remainder of the fund over the next two financial years to Sept 2027. This year £62k supported 80% of the cost of two education policy roles at the Society and 10% of the Head of Education's cost for supervision.

The plant health grant is funding provided by DEFRA (Department for Environment, Food and Rural Affairs) and managed by FERA Science. It promotes an understanding of, and action in, Plant Health through networks, Summer studentships and professional registration. A new grant covering a four year period commencing in FY 24-25 is under consideration.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

19. RESTRICTED FUNDS - 2023

	At 1 October 2022 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2023 £'000
Natural Capital Initiative	58	-	-	(15)	43
The John Barker Educational fund	206	-	(64)	-	142
	<u>264</u>	<u>-</u>	<u>(64)</u>	<u>(15)</u>	<u>185</u>

Natural Capital Initiative (NCI) develops a series of workshops and policy positions on the use and value of natural capital.

No new funds were received to be spent during this FY and the future of the fund will be considered as part of a review after the next summit planned for February 2025.

20. LEGAL STATUS OF THE CHARITY

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

21. RELATED PARTY TRANSACTIONS

There are nil related party transactions to disclose for 2024 (2023: nil).

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

22. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2024:

	2024 £'000	2023 £'000
Within one year	229	178
Between two and five years	-	164
	<u>229</u>	<u>342</u>

THE ROYAL SOCIETY OF BIOLOGY

England & Wales - Charity number 277981

Accounts

THE ROYAL SOCIETY OF BIOLOGY

**TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Charity registered number: 277981

THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2023
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**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

The Council of the Society, the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2023.

Reference and Administrative information

Charity Name:	The Royal Society of Biology
Charity registration number:	277981
Address:	1 Naoroji Street, London, WC1X 0GB

Members of Council during the period 1 October 2022 to 30 September 2023

Officers of Council

Professor Sir Ian Boyd	President
Dr Paul Brooker	Honorary Treasurer (until May 2023)
Dr Louise Leong	Honorary Treasurer (from May 2023)
Professor Claire Wathes	Honorary Secretary

College of Individual Members

Professor Nigel Brown	Chair of the College
Dr Jacqui Piner	
Professor Louise Cosby	
Mrs Lucy Hudson	

College of Organisational Members

Professor Patricia Kuwabara	Chair of the College
Professor Yvonne Barnett	
Professor Stefan Przyborski	
Dr Suzy Moody	

Appointed by Council

Dr Louise Leong	(until May 2023)
Mr Neil Burton	(from May 2023)
Mr Terence Gould	(until May 2023)
Professor Hilary MacQueen	
Professor Dame Melanie Welham	(from September 2023)
Vacant Position	

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

Senior Staff

Dr Mark Downs	Chief Executive
Mr Mark Leach	Director, Membership, Regions & Facilities
Mr Paul Trimmer	Director, Accreditation & Professional Affairs
Ms Susie Rabin	Associate Director, Communications & Public Affairs
Dr Arianne Matlin	Associate Director, Policy & Publications

External Auditor

Haysmacintyre LLP
10 Queen Street Place
Statutory Auditors
London
EC4R 1AG

Bankers

HSBC Bank plc
95 Gloucester Road
South Kensington
London
SW7 4SS

CAF Bank
Kings Hill
West Malling
Kent
ME19 4TA

Solicitor

Payne Hicks Beach
10 New Square
Lincolns Inn
London
WC2A 3QG

The year in numbers: financial year 2022-2023



Finances

£2,766k

Income

£3,137k

Expenditure

£1,825k

Total funds

Membership

18,300

Individual members

83

Member organisations

Client Services

10

Societies serviced, totalling;

9,000

Individual members collectively

Education and Science Policy

25,000+

Science policy newsletter subscribers

4,000+

5-19 education newsletter subscribers

Publications

50+

Articles, interviews and profiles with RSB members published in *'The Biologist'*

90%

Of members rated *'The Biologist'* as Good or Excellent

16

Titles published in the Oxford Primers series of textbooks

5

New issues of the journal *'Emerging Topics in Life Science'*



Events and Branches

18

Branches
across the UK
and abroad

250+

Volunteers
supported work via
local branches and
committee roles

64

Online and in-
person events
delivered nationally
and internationally



Accreditation and Professional Registers

1,455

Chartered
Biologists

564

UK Registered
Toxicologists

8

Laboratory
based courses
across three
universities

1,044

Degree
programmes

22

Accreditation
applications



205

Attendees
booked onto

18

Training events

Biology Week 2022: the year in numbers



The year ending 2022 saw:

47

Biology Week
events
worldwide



53

People attending
the Annual Awards
Ceremony



88

People attending
two head office
events



262

Tickets sold for the Ri
debate: What is the
next global threat?



Outreach and Engagement:

561

Biologists took part
in the online
#iamabiologist
campaign



1,135

Entries into the
photography
competition



577

Entries to the
Nancy Rothwell
Award



80

Guests attended two
events run by the Thames
Valley and East Midlands
branches



THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

INTRODUCTION

Our vision is of a society that understands the true value of biology and how it can contribute to improving life for all.

Our mission is to be the unified voice of biology, to facilitate the promotion of new discoveries in biological science for national and international benefit, and to engage the wider public with our work.

The Objects of the Royal Charter require the Society to advance, for the public benefit, the science and practice of biology, to advance education therein and to regulate, co-ordinate and encourage the study of biology and its application.

The financial year was 1 October 2022 to 30 September 2023

STRUCTURE, GOVERNANCE & MANAGEMENT

Governance

The members of Council are the Charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times during the year as a formal Board of Trustees (Council). The Council of up to 15 Trustees is appointed in accordance with the Charity's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four are elected from the College of Individual Members, four from the College of Organisational Members and four are appointed by Council to fill skills gaps as are the three Honorary Officers— President, Treasurer and Secretary.

All Trustees complete a standard induction process upon appointment including access to past minutes and decisions, structured tutorials with senior staff and dedicated meetings with both the Chief Executive and President. An on-line bespoke training course is also provided. Board effectiveness is reviewed at least once during the four-year tenure of each President and on-going support provided to ensure skills are maintained and knowledge updated.

The other three key advisory committees are Finance Committee, chaired by the Honorary Treasurer (Dr Paul Brooker FRSB/Dr Louise Leong FRSB) which met four times; the Education and Science Policy Committee (chair: Professor Jon Scott CBIol FRSB) which met four times, the Membership and Professional Affairs Committee chaired by the Honorary Secretary (Professor Claire Wathes) which met three times and the Remuneration & HR Committees chaired by Professor David Coates FRSB/Professor Richard Reece FRSB, which met twice. One Council vacancy was not filled whilst a skills gap analysis was completed.

The Remuneration and HR committee (RemCom) meets at least twice per annum and has delegated authority from Council to set the remuneration of staff, including key management personnel, within an overall budget agreed by the Finance Committee. It has additional responsibility for reviewing HR issues, conditions of employment and related matters. RemCom consists of the three honorary officers and two external members, one of whom is the chair. The CEO and a professional HR advisor attend as *ex-officio* members with no voting rights. The Audit Committee also meets twice a year with an independent chair (Clare Julien) to consider and review the audit process and organisational risk.

The salary and terms of employment of the Chief Executive are set by the Remuneration and HR Committee (CEO) with the same membership save for the fact the CEO does not attend.

The Accreditation Committee, chaired by Professor David Coates FRSB/Professor Richard Reece FRSB, met six times.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The Chief Executive has delegated authority to manage the staff team in delivering the Trustees' plans. Staff numbers were 40 FTE on 30 September 2023 (2022: 30). The total number employed was 39 (on average for the year). The increase was part of Council's commitment to invest to grow impact, especially via communication/press and policy work.

Impact of the Society's work – a summary of performance against agreed objectives for the year.

- Return to a phase of membership growth ending the financial year with at least 2.5% more individual members.

Achieved. Membership grew by 8% during the year aided by student members in particular but with recruitment targets exceeded at the FRSB and MSRB grades too.

- Launch a new outreach grant programme

Achieved. The outreach programme was fully reviewed and relaunched in Spring 2023.

- Develop a proactive press and digital media campaign around *The Biologist* articles and beyond.

Achieved. Council invested in two new staff roles to support this ambition with successful appointments to Social Media & Website Officer and Communications & Media Officer posts. These roles have allowed the development of a new approach to RSB communications including starting to gain an increased profile for *The Biologist* articles via digital channels such as X (twitter), LinkedIn and web articles.

- Launch at least two practical skills courses in partnership with universities.

Achieved. Practical skills courses were delivered in partnership with the University of York, University of East Anglia and Brunel University. Following this success more are planned at the same and different locations.

- Set out a process to measure, monitor and improve the Society's carbon footprint.

Achieved. Council has signed-off on the Society's carbon and nature strategy, which was published at the Parliamentary reception during Biology Week 2023. An internal implementation plan and policy has been drawn up.

Public Benefit

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".

The Royal Society of Biology brings together life scientists through individual and organisational membership, creating a strong voice for biology in public policy development and the public understanding of science. Outreach activities, for example Biology Week, and other publicly accessible events, listed in detail in this report, provided the opportunity for members and the public to celebrate and promote biology.

Biology is relevant to almost all aspects of daily life from food supply to health care and the environment. Solutions to many of the global challenges we face will undoubtedly come from biology-based research and public policy. The Society's professional membership and development programme, along with its work to stimulate public interest, and policy advice, have an important role to play.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Future Plans

FY23-24 will see the Society focus on year three of the current three-year plan, highlighting the wonder of biology, supporting biologists and biology in practice, increasing professional support and threading equality and diversity aims across all areas of work.

Key deliverables will be to:

- Grow individual membership to at least 20,000 and offer free membership to students studying on an RSB accredited degree course;
- Develop an engaged and effective employer network;
- Establish a teacher policy advisory group;
- Launch a new and expanded outreach grant programme.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND REGIONAL BRANCHES

Membership continues to be at the heart of the Society and July 2023 saw the RSB achieve its highest total number of members, 18,426. Overall, 2022/23 proved a challenging year for membership although recruitment remained above target for much of the time. Individual membership retention has decreased slightly at the professional grades, but remains high at the Fellowship grade (94%). New recruitment is still down on pre-pandemic levels, in line with sister societies but is exceeding reduced targets in some areas. There were 18,300 members by 30 September 2023 (2022: 16,911) Member Organisation (MO) numbers have increased slightly from 82 to 83, but engagement has increased considerably with a full year of enhanced communications, more networking events and a new MO strategy. The Society returned to an annual programme of in-person events including Bioscience Careers Day, Voice of the Future, and the Bioscience Parliamentary Reception. Blended or hybrid events were also delivered including Parliamentary Links Day and the Annual General Meeting.

Regional activity

The Society has 18 branches: sixteen regional branches in the UK, one in Australasia and one in Southeast Asia, which launched in December 2022. The Hong Kong branch was dissolved in January 2023 following inactivity. Volunteer-led branch committees in UK countries, English regions and internationally delivered 64 online and in-person events, a decrease from the 95 events delivered in 2021-22. The UK branch committees returned to an in-person All Branch Meeting in April 2023. Along with RSB's global network of membership ambassadors, the regional branches engage the public and members in the Society's work and the wonder of biology.

Client Services

The membership services team completed its seventh full year, servicing ten societies (Genetics Society, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, the Anatomical Society, the International Society for Affective Disorders, the Fisheries Society of the British Isles, the Freshwater Biological Association, the British Society for Animal Science and the British Association for

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Lung Research) at year-end, totalling around 9,000 individual members collectively. Contracts have been signed with an additional society, with service provision due to commence in January 2024.

The events team delivered a major international conference in Ireland for one of these clients.

The Society also makes available its wholly-owned and developed in-house software to external clients under contract allowing two other learned societies, with 15,000 members collectively, to benefit from this RSB innovation.

PROFESSIONAL REGISTERS & TRAINING

Registers

Professional registers remain a core area of Society business.

The Society offers professional registers under licence from the Science Council as well as its own bespoke registers. The registers offered and the numbers on each register can be viewed in the table below:

Register numbers

Chartered Biologist	1455
Chartered Scientist	207
Chartered Science Teacher	38
Registered Scientist	157
Registered Science Technician	71
Qualified Persons Register	144
UK Register of Toxicologists	564
Plant Health Professionals Register	88

Following changes to Chartered Biologist that were implemented in the 2021-2022 financial year, to ensure only those completing CPD remain registered (leading to a drop in numbers), the focus has been on promoting CBiol as a gold-standard register for biologists, and supporting new applicants through the submission process. This has been facilitated by a joint promotional partnership with the Royal Society of Chemistry and the Institute of Physics, and the hosting of two online workshops. These workshops promoted the benefits of CBiol and explained the application process in detail. Both were fully booked with 20 attendees each and we will continue to make these workshops available in 23/24.

Development of the new Biorisk Register (for those responsible for risk within high containment labs) is progressing and £20,000 funding has been provided from supporting organisations. An advisory committee for this register has been set up and is working on finalising the guidance for applicants and promotional materials to bring sector employers on board as well as individuals. The register is expected to launch in late 2023 or early 2024.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2023

Training

Over the last year, the Society has run 18 courses, comprising:

In-house training courses – 1

Zoom training events – 9

Laboratory training courses – 8

Following a successful launch of technical training courses in 2022, the Society has now partnered with three universities – Brunel, East Anglia, and York to deliver a total of eight courses in the past year. Feedback from these courses has been extremely positive and the team continues to explore a wider range of courses , while developing additional partnerships with accredited institutions.

DEGREE ACCREDITATION

Accredited Higher Education Institutes (HEIs) and Programmes as of 30 September 2023

Type:	HEIs		Programmes	
	<u>2023</u>	<u>2022</u>	<u>2023</u>	<u>2022</u>
Accreditation	62	58	648	601
Advanced Accreditation	21	21	302	263
International Accreditation	14	11	54	17
Masters Accreditation	5	3	31	29
Foundation Degree Accreditation	2	2	4	4
Doctoral Accreditation	4	4	5	5
Totals	108	99	1,044	919

Over the last financial year, there have been 22 accreditation applications. Of these, 13 were re-accreditations and 9 were new applications.

International Accreditation has continued to expand, with three of the 22 total applications originating overseas. Two of these were new applications and one was a re-accreditation. The newly developed International Accreditation promotion strategy has now launched and as a result, there has been interest from a number of institutions. Accreditation of The African Centres of Excellence (ACE) impact and ACE II centres, in conjunction with the World Bank, has progressed steadily over the last year.

The Society carried out its first Apprenticeship Accreditation (degree level) assessment in July 2023, in collaboration with the Royal Society of Chemistry. It is expected that the demand for this type of accreditation will grow in 2024 and beyond.

In April 2023, the RSB hosted its annual Accreditation Conference and Awards Ceremony. There were 62 attendees at the conference, which was held at One Great George Street. The day included presentations on best practice from accredited institutions, discussions on generative AI and a workshop on creativity and problem solving. The awards ceremony, hosted at the Houses of Parliament, celebrated the top project award winners and newly accredited institutions. There were 135 people in attendance.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

In the most recent update of the Bioscience Subject Benchmark Statement, there has been more of a focus on the inclusive curriculum. As a result, the accreditation criteria have been updated to ensure that students are considering the importance of equality, diversity, and inclusion in their studies.

Due to inflation and increasing operational costs, the decision was made to increase accreditation fees from September 2023. Assessment fees increased from £3,000 to £3,500 per application for all types of UK accreditation. Annual fees were increased for degree accreditation, advanced accreditation and master's accreditation. Further information on this has been circulated to all accredited institutions.

Currently, free membership at the RSB is offered to students in their final year of an accredited programme. However, from next financial year students across all years of an accredited programme will be eligible for free membership for the duration of their programme. The aim is to help students to utilise the full benefits of Society membership throughout their studies and during their transition to employment or further study.

PUBLIC ENGAGEMENT

Outreach and engagement

FY 2022-23 continued to be a busy period for the Society's Outreach and Engagement team. The team launched the initial series of *A-Z of Bioscience* videos, a series of 12 films to engage schools and teachers about potential careers in the biosciences.

Grants, competitions and awards

The Society continues to deliver a number of awards and competitions that celebrate bringing together biology and art, and we again ran the Nancy Rothwell Award, the BioArtAttack competition and the RSB Photography competition (which had more than 1,000 entries). We continued with the School Biology Teacher of the Year Award – the winner was Charles Gill MRSB, and with the Outreach and Engagement Awards which were awarded to two bioscience researchers for their outreach work on COVID-19.

Gopher

With thanks to generous support from [The Worshipful Company of Horners](#) (Horners' Charity Funds) the RSB engagement team provided a grant to eleven secondary schools in the UK to enable them to run their own Gopher Science Lab day and work with local primary schools.

Biology Week 2022

Biology Week 2022 saw our return to several in-person events for the first time since the pandemic.

Unfortunately, due to national rail strikes our Biology Week Parliamentary reception was rescheduled to November 2022.

2022 saw an increase in the total number of Biology Week events, from 33 in 2020 to 47, although this was a decrease compared to pre-pandemic numbers (114 events in 2019).

The Royal Institution debate saw a large difference in attendees online compared to in-person – over four times as many tickets were sold for the livestream. The MO Twilight meeting also had more attendees on the livestream than in person. A major barrier to direct comparisons between years were the rail strikes, which

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

occurred during Biology Week 2022 and prevented many guests from attending in-person events. Having the option to attend online led to more guests being able to attend.

Biology Week was also celebrated by the Society's branches, with two events run by the Thames Valley and East Midlands branches, attended by around 80 guests in total. This was however a decrease from branch led events run in 2021 (156 attendees at five branch events). 561 people took part in the online social media #iamabiologist campaign.

POLICY & PUBLICATIONS

Science Policy

The Society's science policy priorities, running from 2022–2027, were published on our website. In summary, these included: knowledge exchange, information sharing and building trust in the biosciences; ethical biological innovation; biological security; nature and climate; research culture; research landscape. A webpage was also created to showcase our policy impact.

The Science policy team engaged with Government and Parliament on issues relating to our priorities. These included: a letter to the Science Minister setting out the Society's policy priorities; a response to BEIS Secretary of State's Review of Net Zero (the review has since been published, and discusses several concerns raised in the Society's response); a response to the Science and Technology Committee's call for evidence on how the Government is applying lessons learned from the COVID-19 pandemic; a letter to the Secretary of State for Environment, Food and Rural Affairs ahead of COP15, urging Government to deliver vital protection for biodiversity; a response on the Government's Pioneer prospectus. In Parliament, the Society was acknowledged for contribution of evidence to policy discussions on the Genetic Technologies Bill, and separately on climate change and nature based solutions. Defra published a plant biosecurity strategy for Great Britain (the Society responded to the related call for evidence in 2020) and the strategy incorporates some of the points included in the Society's response, as well as plans to continue working with the Society through professional registers and sponsoring of the Plant Health Undergraduate Studentships.

We strengthened our collaboration with sister societies the Institute of Physics and the Royal Society of Chemistry, especially in direct engagement with Government to push strong unified messaging for association to Horizon Europe, which Government has since agreed. We wrote jointly to the Chancellor in October, stressing the importance of growing R&D investment to meet pre-stated commitments, especially regarding Horizon Europe association, in light of global challenges including climate change. In April, we wrote to the PM and Chancellor on why association to Horizon Europe is so important for UK science, including a briefing comprising examples of economic value. We co-submitted evidence to the Commons Science and Technology Committee for its April 2023 Horizon Europe evidence hearing. We met together with BEIS and later DSIT civil servants throughout the year, and collaborated on a roundtable in May where RSB, RSC and IOP staff counterparts, and representatives from the biosciences, chemistry and physics sector met with DSIT officials online to discuss the Pioneer prospectus. The three societies' CEOs met with Minister of State for Science, Research and Innovation George Freeman MP in September, welcoming association with Horizon Europe, alongside an offer to engage further on a range of issues, including skills.

The Society continued work in support of a culture of equality, diversity and inclusion in the biosciences. To commemorate Black History Month, we published two articles on Black scientific history in *The Biologist*, authored by the Editor. To commemorate Pride Month, we shared an insightful resource on Twitter and updated our logo across social media with our tribute to the Progress Pride flag. A Member Organisation Twilight Meeting entitled: *Making STEM accessible for neurominorities* was held for Member Organisation

THE ROYAL SOCIETY OF BIOLOGY

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FOR THE YEAR ENDED 30 SEPTEMBER 2023

representatives. Internal guidance on improvements to our working practices were developed and disseminated. We launched a call for applications to RSB's new Trainee Trustee pilot scheme.

Diversity and Inclusion Working Group (DIWG). The DIWG continues to provide an important forum for representatives from Member Organisations to take the lead on chairing focused sessions, resulting in discussion and sharing of best practice and resources on specific and called-for issues.

Meetings focused on topics including increasing membership diversity and reaching new members from under-represented communities; developing and evaluating EDI strategies and action plans to embed EDI as a strategic priority; and supporting our members or colleagues (returners) restarting a career in STEM.

The Society's Diversity and Inclusion Network of representatives from across our groups and committees contributed to policy and practice, by discussing the use of inclusive language throughout the Society; contributing novel ideas to increase the diversity of committees and groups; reviewing the RSB's new SEAT Trainee Trustee pilot scheme proposal before launch; and by commenting on the development and feasibility of an early career focus group for the RSB.

Other Science Policy-Linked Activity

The Society continues to publish a weekly science policy newsletter and monthly plant science newsletter. The former has more than 25,000 subscribers.

To provide policy training and support to early career researchers across the biosciences, two interns joined the team again this year to receive policy training, and gain experience, as part of the ongoing UKRI Policy Internship Programme. Members of our team additionally collaborated on delivering external training in science policy by co-designing the programme (and presenting RSB's work as part of it) for the Wellcome Connecting Science advanced course in science policy, and by presenting further talks on the work of the RSB science policy team - to EASTBIO PhD students at the University of Aberdeen, for example.

The Society provides secretariat function to the UK Bioscience Sector Coalition (UKBSC), which represents the collective views of the bioscience sector with an interest in the use of animals in research, recognising that good science and good animal welfare go hand-in-hand. UKBSC comprises an organisational membership that reflects the perspective of academia, industry, small and medium enterprises, animal welfare specialists, research charities and research funders involved in animal research. UKBSC fosters a two-way communication between relevant Governmental agencies and the animal science community, to achieve the generation and implementation of legislation that is fit for purpose; the group meets regularly with the Home Office through the year.

The Society also provides secretariat function to the Natural Capital Initiative (NCI), a partnership project with the Centre for Ecology and Hydrology, and the James Hutton Institute. The NCI held the first of a set of new online talks, with the initial well-attended episode focusing on biodiversity net gain policies across the UK, after a hiatus for strategic assessment of the focus and priorities of the initiative.

The Society sustains engagement and knowledge sharing with a wide range of individuals and organisations across the sector, through external networks and groups such as the UKRI External Affairs Advisory Group; the UKRI Immigration (Global Mobility) group; Equality, Diversity and Inclusion in Science and Health (EDIS); SEN in STEM; the Science Council Policy Forum; the Athena Forum; the Society Publishers' Coalition (SocPC), the Global Plant Council (GPC), and several others including those with focus on One Health, genetic technologies, animal research, antimicrobial resistance, and the Nagoya protocol on access to benefits sharing of genetic resources.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Education Policy

The Education policy team expanded towards the end of 2021-22, and with the new team we have refreshed and reinvigorated the Biology Education Research Group and Education Policy Advisory Group, and are able to dedicate more time to external advisory roles, some of which are funded opportunities. With the groups and committees now running with a fully functioning secretariat, in 2023 policy officers have been able to proactively develop policy positions related to education reform in England, Scotland and Wales, and teacher training, recruitment, retention and CPD.

To inform this work, the education policy team developed and published a refreshed set of education policy priorities informed by RSB's Education and Science Policy Committee, Accreditation Committee, Biology Education Research Group, Curriculum Committee, Education Policy Advisory Group and Heads of University Bioscience

Professor Dame Athene Donald was appointed as Chair of the Science Education Policy Alliance (SEPA) in April 2023, and a new team member was appointed in the externally funded secretariat role. SEPA has begun developing joint strategic themes in education policy and looks to expand influencing power at more senior levels in DfE and beyond through the appointment of a new Chair. The Society's funded role as advisor to STEM Learning's science partnership has been extended by one year to September 2024.

In line with strategy, the major education policy deliverable for 2022-24 is to roll out *Evolving 5-19 Biology: recommendations and framework for 5-19 biology curricula*. This year this has included commissioning Welsh translation of the framework and engaging designers to typeset in the same format as the English version. The Society's Curriculum Committee is now working on documents to complement the framework and form an ongoing, rolling development of a suite of documents. The Primary Curriculum Advisory Group has delivered its advisory report, and Welsh translation and design are also underway, through the Royal Society of Chemistry. The team has continued to use the framework to inform discussions with exam boards, regulatory bodies and government, including advising on T levels, BTEC applied science, new GCSE qualifications in Wales and to inform the initial discussions on education reform in Scotland.

A new teaching focused policy officer role was created in 2022, allowing the Society to scope and develop proposals for a new Teaching Policy Advisory Group and network, which will advise and drive policy positions and standards related to teacher training, recruitment, retention and CPD. The group will also seek to improve uptake of SCAS (Schools & Colleges Accreditation Scheme) membership and aims to link this through a new policy network for teachers. With CPD under its remit, the group may input into the MPA team's new ambition to deliver bespoke CPD for teachers in schools across the UK.

The RSB's monthly 5-19 education newsletter now has more than 4,000 subscribers.

Consultation responses, joint messaging with partners, briefing notes, letters and published policy positions remain an important output, with the following topics covered in 2022-23: education reform and review of qualifications and assessment in Scotland and Wales, teacher recruitment training and retention in England, 11-16 year old education in England, generative Artificial Intelligence in education, teaching outside of specialism and RSB priorities in education policy.

The Society has advised on, and engaged with, several groups and organisations including: Royal Society of Chemistry's teaching voice survey, Institute of Physics Early Career Framework roundtable, awarding organisations Pearson, AQA and OCR, Qualifications Wales, Education Scotland, Department for Education,

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FOR THE YEAR ENDED 30 SEPTEMBER 2023

Education Scotland, Oak National, National Institute of Teaching, STEM Learning, Geographical Association, CaSE, CLEAPSS and Gatsby Foundation.

Publishing

The Biologist published four issues and more than 50 articles, interviews and profiles with RSB members. A survey conducted and answered by more than 650 respondents found that in excess of 90% of members rate the magazine as Good or Excellent. One article on 'radiation eating fungi' was particularly popular, with traffic to the article peaking at 20,000-plus page views per day.

The Oxford Biology Primers series, produced in partnership with Oxford University Press (OUP), will continue to expand and has already published sixteen titles (nine titles aimed at 16-19 year olds; four for students embarking on a bioscience degree; and three for mid-upper level undergraduates). The series is now included in OUP's new Science Trove, a single destination that provides online access to science textbooks from OUP, offering a breadth of material to support students throughout their undergraduate studies.

The *Journal of Biological Education* published five issues across the financial year, under Editor-in-Chief Professor Mark Winterbottom FRSB, of the University of Cambridge. The Editorial Board has expanded internationally, opening up new opportunities for international readership, author submissions and membership. Download numbers (more than 120K across 2022) have dramatically increased, reflecting the focus on development. Corresponding authors continue to be approached post-publication regarding Society membership.

Emerging Topics in Life Science, our journal co-owned with the Biochemical Society and published by Portland Press, published five issues in the period. The peer review process has been optimised for efficiency while maintaining ethical standards, and the journal has now received its first impact factor of 3.8.

WORK OF COMMITTEES AND SPECIAL INTEREST GROUPS (SIGs)

Animal Science Group (ASG)

The ASG continued its important function as a forum for discussion and development of policy around the use of animals in research. After an extended period of service Professor Dominic Wells FRSB stepped down as Chair and the Society's Trustees record their gratitude for his enormous service. After open recruitment, Professor Clare Stanford FRSB was appointed as his successor.

Quarterly update and discussion meetings continued, including talks and discussion on: the role of review and regulatory approvals processes for animal research in supporting implementation of the 3Rs; the use of genetic technologies; and animal welfare challenges in aquaculture. A policy briefing on the impacts of the new Cabinet Office Border Target Operating Model was developed and shared with ASG and UKBSC members as an aid to further horizon scanning on this issue.

RSB co-ordinated drafting of a news story for the annual release of statistics on the use of animals in scientific procedures, published by the Home Office, in collaboration with Understanding Animal Research (UAR) and the Science Media Centre. Co-ordinated expert commentary received balanced media coverage. Additionally, post year end in December 2023 an in-person Animal Science meeting saw nearly 100 experts come together.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Biology Education Research Group (BERG)

Professor Berry Billingsley and Dr Francesca Gale chaired their first meeting as co-chairs in October 2022 – the first face-to-face meeting of the group following the pandemic. With new Chairs appointed, BERG's constitution was renewed and ratified by Council. BERG members were invited to present at ASE's Annual conference in January 2023, and again met face-to-face at the Wellcome Genome Campus in July 2023. Several other meetings took place online, with each including an update from the Society's education policy team, diversity and inclusion as a standing item, and an opportunity for members to present their own biology education research.

Curriculum Committee

Task and finish groups have met to discuss sustainability and practical science in the curriculum, and have been established to look at primary science and plant science in 2023-24, along with other topics to be determined. The Society will also be seeking opportunities to badge these additional papers with RSB Member Organisations and other trusted partners.

Education Policy Advisory Group (EPAG)

Membership of the Education Policy Advisory Group, (policy and education staff in the Society's Member Organisations), has increased in 2022-23, with a specific drive to ensure representation from all Strategic Partners. EPAG meets exclusively online, and has done so more regularly this year with new education policy officers able to split secretariat duties between their roles. All meetings include an update on, and opportunity to input into, RSB education policy and the opportunity for Member Organisations to share their current and upcoming education related activity.

Heads of University Biosciences (HUBS)

The 2023 HUBS Annual Meeting took place at Wellcome Collection, London. Speakers included Professor Sir Mark Walport, Professor Ijeoma Uchegbu FRSB, Professor Richard Reece FRSB and Dr Antoine Rogers. At the meeting the 2023 HE Bioscience Teacher of the Year Award was presented to Professor Emmanuel Adukwu MRSB. The meeting was well attended, with around 60 delegates joining in-person over the course of the two days. HUBS 2024 will take place at Wellcome Collection on 29th and 30th April 2024. The major themes of the 2024 meeting are; Policy/Key Priorities, Learning and Teaching and AI in higher education.

HUBS continued to sponsor workshops over the course of the previous year, including a joint workshop with Heads of University Colleges of Biomedical Science (HUCBMS). Themes covered included:

- Teaching the Life Sciences in Three Dimensions
- Happy Staff, Happy Students: Mental Wellbeing for the Whole University Community
- Developing Inclusive Pedagogies in the Biosciences

There are three HUBS advisory groups - Early Career Lecturers in Biosciences (ECLBio), Bioscience Awarding Gap Network (BAG) and the Biosciences Educators' Network (BEN), which continue to meet, offer workshops and report into the HUBS executive.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Plant Science Group (PSG)

The PSG continued as an important forum for discussion and advice to policy activities of the RSB, from across the plant sciences.

Quarterly PSG meetings featured invited talks from the Institute of Agriculture and Horticulture; Defra ACRE Committee, Crop Health and Protection (CHAP); Gatsby Plant Science Education Programme; RSB education and science policy teams and the SCI Horticulture Group. There were group updates and discussion on topics including plant science education and the progress of the Genetic Technologies (Precision Breeding) Bill.

Twelve students had placements at various locations through the RSB's [Plant Health Undergraduate Studentships](#) programme.

The Society/Defra plant health project has continued with all deliverables having been met. In particular, a major focus has been on the Plant Health Professional Register, with a refresh of the competencies, development of guidance and marketing materials, and the development of an online learning course. The Plant Health Undergraduate studentships, and Plant Health event series have run successfully, and talks included a showcase of Defra's research and development programme, and an in-person visit to the BiFoR Free Air Carbon Dioxide Enrichment facility in Birmingham.

Unpaid Volunteers

The Society benefitted from the work of more than 250 volunteers during the course of the year, who supported work through committee and advisory roles and via local branches. The Trustees record their sincere thanks.

FINANCIAL REVIEW

Total income for the year was £2,766k (2022: £2,771k) a slight down-turn on last financial year reflective of a modest shift in membership retention rates, especially at the MRSB level, although it remains good against sector comparators at over 90%. Membership recruitment continues to remain strong and overall numbers are growing, as explained earlier, reaching a year-end total of 18,300 (2022: 16,911). The drop in income reflects a different mix of grades (as each grade has a different fee) including more who benefit from reduced fees or introductory rates. Overall, income in every operational area grew (journal income was static at £34k) delivering a net £50k increase. Total income was however lower by £5k at £2,766k (2022: £2,771k) reflecting a reduction of £75k in donations / legacy income.

Reserves were maintained well above the designated minimum level of £500k with a general unrestricted fund of £1,070k (2022: £1,346k). Cash flow was strong with almost all of the Society's funds held in liquid assets. The Trustees agreed expenditure of £64k to support new education policy work from the John Barker restricted education fund. This now has £142k (2022: £206k) available for future expenditure. The designated reserve fund, including the £500k of working capital, held a total of £570k (2022: £567k).

INVESTMENT POLICY AND RETURNS

The Trustees take a low to medium risk approach to investment using the CCLA ethical investment fund as the main investment vehicle. The valuation on 30 September 2023 was £1,441k (2022: £1,422k) in equities an unrealised gain of £19k. Working capital was held in easy-access bank deposit and current accounts.

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2023

RESERVES POLICY

Following detailed financial planning for the three years to September 2023, the Trustees set a reserve policy of three months unrestricted operating costs at £500k +/- 20% (2022: £500k). Restricted funds amounted to £185k (2022: £264k) and the designated reserve fund was £570k (2022: £567k). The total of unrestricted free reserves at year end was £1,640k (2022: £1,913k) compared to the £500k target.

It is expected that FY 2023/24 will require further use of reserves, and Trustees will monitor the requirement with care.

Defined Benefit Pension Scheme

The Charity has adopted the full requirements of the Financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains / losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the Balance Sheet. At 30 September 2023 the Society had a pension scheme surplus of £422k (2022: £496k) calculated in accordance with FRS 102. This surplus is not recognised on the Balance Sheet and was thus recorded as £nil as it is not a realisable asset.

Risk Management

The Trustees maintain a full risk register which is reviewed annually by Council, biannually by the Audit Committee, and quarterly by the senior management team. Separate risk registers are collated for events, major projects or complex issues as required.

The major challenge facing the Society, as in 2022, continues to be the reliance on individual membership for around 60% of total income and thirteen key partners for a further £210k of grant support. Income diversification in areas such as professional registration, accreditation, client services and training and via staff investment to facilitate recruitment and retention is the focus for mitigating this risk.

Remote working and a four-day week flexible working option for staff, which is continuing in 2024, supports high quality engagement and has enabled the Trustees to agree a shift to a fully virtual organisation from the summer of 2025. This will allow the Society to operate without a building and save around £300k net in operating expenditure from FY 25-26. Until then reserves will be used to support a deficit, enabling the Charity to continue delivery of a full range of activities and services.

STAFF

The Trustees record their appreciation of the efforts of the staff, who have again made an enormous contribution to the success of the Society during the year.

INFORMATION AVAILABLE TO THE AUDITORS

In the case of each person who was a Trustee of the charity at the date when this report was approved:

- So far as each Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware.
- Each of the Trustees has taken all the steps that he/she ought to have taken to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

AUDITOR - Haysmacintyre LLP continued to serve as the Society's auditors for a seventh year, having been reappointed at the May 2023 AGM.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

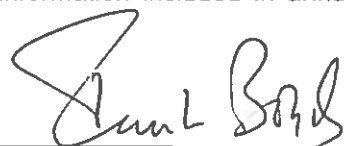
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

On behalf of the Trustees:



Professor Sir Ian Boyd FRSB
President
13 March 2024

Opinion

We have audited the financial statements of the Royal Society of Biology for the year ended 30 September 2023, which comprise Statement of Financial Activities, the Balance Sheet, the 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2023 and of the charity's net movement in funds 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 Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement (set out on page 18), the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulations related to regulatory requirements for GDPR, the Charities Act 2011 and the charity's Royal Charter, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, payroll and sales taxes and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimate and application of controls around authorisation of expenditure and payments. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted by management with unusual descriptions and those around the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP

Haysmacintyre LLP
Statutory Auditors
Date: 19th March 2024

10 Queen Street Place
London
EC4R 1AG

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

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2023 £'000	Total Funds 2022 £'000
INCOME FROM:					
Donations and legacies	3	180	-	180	255
Charitable activities:	4				
Membership and subscription services		1,805	-	1,805	1,791
Accreditation & examination fees		586	-	586	556
Journals		34	-	34	34
Education		4	-	4	-
Courses & events		35	-	35	33
Total charitable activities		<u>2,464</u>	<u>-</u>	<u>2,464</u>	<u>2,414</u>
Other trading activities	5	71	-	71	56
Investment income	6	51	-	51	46
Total income		<u>2,766</u>	<u>-</u>	<u>2,766</u>	<u>2,771</u>
EXPENDITURE ON:					
	7				
Raising funds		48	-	48	46
Charitable activities:					
Membership subscriptions & services		1,340	-	1,340	1,228
Accreditation & exams		438	-	438	369
Journals		333	-	333	313
Education		450	64	514	453
Courses & Events		464	-	464	331
Total charitable activities		<u>3,025</u>	<u>64</u>	<u>3,089</u>	<u>2,694</u>
Total expenditure		<u>3,073</u>	<u>64</u>	<u>3,137</u>	<u>2,740</u>
Net (expenditure)/income before net gains on investments		(307)	(64)	(371)	31
Realised gains/(losses) on fixed assets		-	-	-	-
Unrealised gains/(losses) on investments	13	19	-	19	(112)
Net (expenditure)/income for the year		<u>(288)</u>	<u>(64)</u>	<u>(352)</u>	<u>(81)</u>
Transfers between funds		15	(15)	-	-
Net (expenditure)/income before other recognised gains and losses		<u>(273)</u>	<u>(79)</u>	<u>(352)</u>	<u>(81)</u>
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	-
Net movement in funds		<u>(273)</u>	<u>(79)</u>	<u>(352)</u>	<u>(81)</u>
Funds brought forward at 1 October 2022		<u>1,913</u>	<u>264</u>	<u>2,177</u>	<u>2,258</u>
Funds carried forward at 30 September 2023		<u>1,640</u>	<u>185</u>	<u>1,825</u>	<u>2,177</u>

All amounts relate to continuing operations. Full comparatives are included in note 2.

The Society has no gains or losses other than the result for the period.
The notes on pages 26-40 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2023

	Notes	2023 £000	2022 £000
FIXED ASSETS			
Tangible fixed assets	12	129	168
Investments	13	1,441	1,422
		<u>1,570</u>	<u>1,590</u>
CURRENT ASSETS			
Debtors	14	366	380
Cash at bank and in hand		475	699
		<u>841</u>	<u>1,079</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(539)	(448)
		<u>302</u>	<u>631</u>
Net Current Assets			
		<u>1,872</u>	<u>2,221</u>
Total Assets less Current Liabilities			
		<u>1,825</u>	<u>2,177</u>
Creditors:			
Amounts falling due after more than one year	16	(47)	(44)
		<u>1,825</u>	<u>2,177</u>
Net Assets excluding pension liability			
		-	-
Pension (deficit) on defined benefit scheme	10		
		<u>1,825</u>	<u>2,177</u>
Net Assets			
		<u>1,825</u>	<u>2,177</u>
Funds:			
Restricted Funds	19	185	264
		<u>1,070</u>	<u>1,346</u>
Unrestricted Funds			
General Fund		1,070	1,346
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	570	567
		<u>1,640</u>	<u>1,913</u>
Total unrestricted funds			
		<u>1,825</u>	<u>2,177</u>

The financial statements were approved and authorised for issue by the Board of Trustees on 13 March 2024 and were signed on its behalf by:


 Dr L Leong
 Honorary Treasurer


 Professor DC Wathes
 Honorary Secretary

The notes on pages 26-40 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	2023 £000	2022 £000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	(265)	151
Cash flows from investing activities:			
Interest and dividends from investments		51	46
(Purchase) of fixed assets		(10)	(20)
Proceeds from sales of investments		-	17
(Purchase) of fixed asset investments		-	(200)
Cash from/(used in) investing activities		41	(157)
Change in cash and cash equivalents in the year		(224)	(6)
Cash and cash equivalents at the beginning of the year		699	705
Cash and cash equivalents at the end of the year	B	475	699

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

	2023 £'000	2022 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(352)	(81)
Depreciation	49	53
Interest and dividends from investments	(51)	(46)
(Gain)/Losses on investments	(19)	112
Gains on revaluation of tangible fixed assets	-	-
Decrease in debtors	14	73
Increase in creditors	94	40
Net cash provided by/ (used in) operating activities	(265)	151

B. Analysis of cash and cash equivalents

	1 October 2022 £'000	Cash Flow £'000	30 September 2023 £'000
Cash in bank and in hand	699	(224)	475
	699	(224)	475

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

1. ACCOUNTING POLICIES

(a) Basis of accounting

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) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

The charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

The financial statements reflect the requirements of the Charities Act 2011 and the Royal Charter.

Basis of Consolidation

These financial statements give information on the Society as a single entity. The Society is exempt from preparing group accounts, as the subsidiary Biology Ltd has remained dormant throughout the year.

b) Going Concern

Based on the level of reserves, the Trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The Trustees do not consider that there are any sources of 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.

The Trustees have reviewed the future budgets and cash flows of the Society in reaching their conclusion. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) 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' 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 for the provision of specified service is deferred until criteria for income recognition are met.

d) 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.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity, which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations, which the donor has specified, are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) 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 comprise of trading costs and the costs incurred by the charity including third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

1. ACCOUNTING POLICIES (continued)

f) Expenditure and irrecoverable VAT (continued)

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities 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.

g) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs have been allocated to activities on the basis of employment costs.

h) Tangible fixed assets

Items of equipment are depreciated to write off assets over their expected useful lives. These are estimated to be:

Leasehold improvements – over the life of the lease (7 years)

Fixtures and fittings – 5 years

Computer equipment and software – 3 years

The works of art capitalised in the balance sheet are shown at replacement value based on the valuation for insurance purposes.

i) Investment properties

Investment properties are included in the balance sheet at fair value and are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

j) Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measure at their fair value as at the balance sheet date. Any change in their value will be recognised in the statement of financial activities.

Investments are made, as required by the Royal Charter, in accordance with the provisions of the Trustee Act 2000.

k) 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.

l) 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.

m) 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.

n) Branch Funds

The funds of the Society's branches are included in the accounts on a line-by-line basis.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

1. ACCOUNTING POLICIES (continued)

o) Reserves

The retention of surpluses as general reserves is necessary to provide working capital, and provide for items of expenditure that do not occur annually. The required non-recurring expenditure level is calculated at three month's expenditure (+/-20%) and the required non-recurring expenditure reserve level is calculated by estimates of future expenditure requirements.

p) Pension Costs

The Society operates a defined benefit pension scheme, which was closed to current members on 31 March 2006. Contributions payable to this scheme are charged in the statement of financial activities so as to spread the cost of the pension over the employees working life. The pension is calculated on the basis of actuarial advice. These contributions are invested separately from the society's assets, with an insurance company.

Contributions payable to the Society's defined contribution schemes are charged to the Statement of Financial Activities during the year incurred.

q) Operating Leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities as incurred.

r) 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 measure at their settlement value.

s) Estimates and judgements

In preparing these financial statements, the Trustees have made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

t) Joint Venture

The Royal Society of Biology does not prepare consolidated accounts. A previous joint venture, Charles Darwin House limited (CDH Ltd), in which RSB held 8.2% of the equity, ceased trading in September 2021 and was placed into voluntary liquidation as a solvent business in May 2022. It was struck off on 30 September 2022.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

2. DETAILED PRIOR YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2022 £'000
INCOME FROM:				
Donations and legacies	3	240	15	255
Charitable activities:	4			
Membership and subscription services		1,791	-	1,791
Accreditation & examination fees		556	-	556
Journals		34	-	34
Education		-	-	-
Courses & events		33	-	33
Total charitable activities		<u>2,414</u>	<u>-</u>	<u>2,414</u>
Other trading activities	5	56	-	56
Investment income	6	46	-	46
Total income		<u>2,756</u>	<u>15</u>	<u>2,771</u>
EXPENDITURE ON:				
	7			
Raising funds		46	-	46
Charitable activities:				
Membership subscriptions & services		1,228	-	1,228
Accreditation & exams		369	-	369
Journals		313	-	313
Education		431	22	453
Courses & Events		331	-	331
Total charitable activities		<u>2,672</u>	<u>22</u>	<u>2,694</u>
Total expenditure		<u>2,718</u>	<u>22</u>	<u>2,740</u>
Net (expenditure)/income before net gains on investments		38	(7)	31
Realised gains/(losses) on fixed assets		-	-	-
Unrealised gains/(losses) on investments	13	(112)	-	(112)
Net (expenditure)/income for the year		<u>(74)</u>	<u>(7)</u>	<u>(81)</u>
Transfers between funds		-	-	-
Net (expenditure)/income before other recognised gains and losses		<u>(74)</u>	<u>(7)</u>	<u>(81)</u>
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-
Net movement in funds		<u>(74)</u>	<u>(7)</u>	<u>(81)</u>
Funds brought forward at 1 October 2021		<u>1,987</u>	<u>271</u>	<u>2,258</u>
Funds carried forward at 30 September 2022		<u>1,913</u>	<u>264</u>	<u>2,177</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

3. INCOME FROM DONATIONS AND LEGACIES

	2023 £'000	2022 £'000
Grants	152	221
Donations & legacies	1	2
Sponsorship	27	32
	<u>180</u>	<u>255</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2023 £'000	2022 £'000
Members subscriptions & services		
Subscriptions	1,805	1,791
Total	<u>1,805</u>	<u>1,791</u>
Accreditation & exams		
Fees	586	556
Total	<u>586</u>	<u>556</u>
Journals		
Subscriptions	34	34
Total	<u>34</u>	<u>34</u>
Education		
Invoiced sales	4	-
Total	<u>4</u>	<u>-</u>
Courses & events		
Event income	2	15
Course fees	33	18
Total	<u>35</u>	<u>33</u>
Total income from charitable activities	<u>2,464</u>	<u>2,414</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

5 INCOME FROM OTHER TRADING ACTIVITIES

	2023 £'000	2022 £'000
Facilities hire	36	37
Other income	35	19
	<u>71</u>	<u>56</u>

6. INCOME FROM INVESTMENTS

	2023 £'000	2022 £'000
Bank interest	-	-
Investment income	51	46
	<u>51</u>	<u>46</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2023 Total £'000
Staff costs	48	912	179	159	448	238	48	2,032
Direct costs	-	161	123	129	15	158	-	586
Travel	-	-	-	-	-	-	20	20
Premises	-	-	-	-	-	-	279	279
Office costs	-	-	-	-	-	-	43	43
IT	-	-	-	-	-	-	100	100
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	36	36
Governance costs	-	-	-	-	-	-	41	41
	<u>48</u>	<u>1,073</u>	<u>302</u>	<u>288</u>	<u>463</u>	<u>396</u>	<u>567</u>	<u>3,137</u>
Support costs	-	267	136	45	51	68	(567)	-
Total expenditure 2023	<u>48</u>	<u>1,340</u>	<u>438</u>	<u>333</u>	<u>514</u>	<u>464</u>	<u>-</u>	<u>3,137</u>

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2022 Total £'000
Staff costs	46	725	142	126	348	189	46	1,669
Direct costs	-	225	85	139	52	71	-	572
Travel	-	-	-	-	-	-	9	9
Premises	-	-	-	-	-	-	217	217
Office costs	-	-	-	-	-	-	46	46
IT	-	-	-	-	-	-	107	107
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	96	96
Governance costs	-	-	-	-	-	-	71	71
	<u>46</u>	<u>950</u>	<u>227</u>	<u>265</u>	<u>400</u>	<u>260</u>	<u>592</u>	<u>2,740</u>
Support costs	-	278	142	48	53	71	(592)	-
Total expenditure 2022	<u>46</u>	<u>1,228</u>	<u>369</u>	<u>313</u>	<u>453</u>	<u>331</u>	<u>-</u>	<u>2,740</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
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8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2023 £'000	2022 £'000
Net (expenditure)/income is stated after charging for:		
Depreciation	48.6	52.6
Auditor's remuneration:		
Audit fees	14.0	11.6
Other services	10.5	7.0
Irrecoverable VAT	(12.6)	43.8
Operating lease rentals – land and buildings	178.2	121.9
Trustees Expenses	5.4	2.6

9. STAFF COSTS

	2023 £'000	2022 £'000
Salaries and wages	1,633	1,295
Social security costs	163	146
Employer's contribution to defined contribution pension schemes	138	117
Defined benefit pension schemes costs	23	58
Training	21	12
Recruitment	14	6
Other staff costs	40	35
	2,032	1,669

Within salaries and wages there are termination payments of £10k (2022:£nil).

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

	2023 £'000	2022 £'000
£160,000 to £170,000	1	1
£150,000 to £160,000	-	-
£90,000 to £100,000	-	-
£80,000 to £90,000	1	-
£60,000 to £70,000	3	-

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £384,058 (2022: £259,274).

The charity Trustees were not paid or in receipt of any other benefits from employment with the Trust or its subsidiary in the year (2022: £nil). 16 Trustees were reimbursed travel expenses of £5.4k during the year (2022: 8 Trustees were reimbursed travel expenses of £2.6k) with no Trustees receiving an honoraria (2022: no Trustee received £nil). No charity Trustee received payment for professional or other services supplied to the charity (2022: £nil).

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

9. STAFF COSTS (Continued)

Staff numbers

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

	2023 £'000	2022 £'000
Raising funds	1	1
Charitable activities	35	28
Support	2	2
Governance	1	1
	<u>39</u>	<u>32</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme, which is open to all members of staff. The Society's contributions in the year amounted to £138k. There were no outstanding or prepaid contributions.

The Society operated a defined benefit scheme, which was closed to new members with effect from 2 September 2002 and was closed to further accrual of benefits with effect from 31 March 2006. The Society contributed £23k in costs.

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £2,122,000 at 1 April 2020 and that the actuarial value of those assets represents 77.00% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

The accounting standard for retirement benefits, FRS 102, has been fully implemented in these accounts. The Society instructed a qualified and independent actuary to make valuation of pension scheme liabilities using the projected unit method.

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2023 £'000	2022 £'000
Fair value of scheme assets	1,776	1,917
Present value of scheme liabilities	(1,354)	(1,421)
Irrecoverable surplus on pension scheme	(422)	(496)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

Following advice from the scheme actuary, the pension scheme asset has not been recognised in the Society's accounts on the basis that it is irrecoverable.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

10. PENSION SCHEMES (Continued)

Changes in the present value of the defined benefit obligations are as follows:

	2023 £'000	2022 £'000
Opening defined benefit obligation	1,421	2,209
Movement in the year		
Interest cost	70	44
Benefits paid and death in-service premiums paid	(53)	(20)
Expenses	-	-
Actuarial (gains)/losses	(84)	(812)
	<u>1,354</u>	<u>1,421</u>
Closing defined benefit obligation		

Changes in the fair value of plan assets are as follows:

Opening fair value of plan assets	1,917	2,692
Interest income	94	53
Actuarial gains/(losses)	(156)	(777)
Contributions by the Society	11	11
Expenses paid	(37)	(42)
Benefits paid	(53)	(20)
	<u>1,776</u>	<u>1,917</u>

The major category of plan assets is

Equities/diversified	13%	34%
Bonds	86%	64%
Cash	1%	2%

The Principal actuarial assumptions at the balance sheet date were

Allowance for commutation of pension	20%	20%
Discount rate	5.4%	5.0%
Inflation assumption	3.4%	3.6%

Amount charged within expenditure	£'000	£'000
Current service cost	-	-
Expenses	37	42
Net interest cost	-	-
	<u>37</u>	<u>42</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2023 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
	2023	2022
Male retiring in 2023	26.0	26.8
Female retiring 2023	28.7	29.4
Male retiring in 2039	27.5	28.3
Female retiring in 2039	30.2	30.8
	2023	2022
	£'000	£'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets		
Amount: Gain/(Loss)	(156)	(777)
Experience gains and losses arising on the scheme liabilities		
Amount: Gain/(Loss)	(34)	(7)
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: Gain/(Loss)	118	819
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	98	(4)
Amount: Gain/(Loss)	26	31
Effect of limit on amount of surplus recognised		
Due to some of the surplus not being recognisable	(26)	(31)
Total amount recognised in other recognised gains and losses	-	-

The best estimate of contributions to be paid by the Charity for the year beginning after 30th September 2023 is £11,000.

11 BRANCH FUNDS

Reports have been received from the four branches who operate their finances independently. The other branches use centralised facilities. The total cash at bank and in-hand held by the four reporting branches at the balance sheet date was £2,483 (2022: £2,650)

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2022	198	33	96	41	368
Additions	-	-	10	-	10
At 30 September 2023	198	33	106	41	378
Depreciation					
At 1 October 2022	109	19	72	-	200
Charge for the year	29	5	15	-	49
At 30 September 2023	138	24	87	-	249
Net Book Value					
At 30 September 2023	60	9	19	41	129
At 30 September 2022	89	13	25	41	168

All tangible fixed assets are for direct charitable use.

Works of Art:

The Society holds works of Art, which were valued by Coram James Limited (Art & Antique Valuers) on 2 April 2019 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

13. INVESTMENTS

	2023 £'000	2022 £'000
Market value at 1 October 2022	1,422	1,351
Additions in the year	-	200
Disposals	-	(17)
Gain/(loss) in the year	19	(112)
Market value at 30 September 2023	1,441	1,422
Investments at market value comprised:		
Equities	1,441	1,422
	1,441	1,422

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

14. DEBTORS

	2023	2022
	£'000	£'000
Due within one year		
Trade Debtors	86	120
Other debtors	94	94
VAT	9	8
Prepayments and accrued income	177	158
	<u>366</u>	<u>380</u>

15. CREDITORS: amounts falling due within one year

	2023	2022
	£'000	£'000
Due within one year		
Subscriptions and fees in advance	188	173
Accruals	61	66
Trade creditors	188	80
Taxation and social security costs	48	42
Other creditors	54	87
	<u>539</u>	<u>448</u>
award income	2023	2022
	£'000	£'000
Balance at the beginning of the year	260	197
Amount released to income in the year	(260)	(197)
Amount deferred in the year	235	260
	<u>235</u>	<u>260</u>

Membership fees are collected on 1 October, 1 January, 1 April and 1 July. Only fees paid on 1 October coincide with the financial year - others are partly accrued. For example, a fee paid on 1 April is applied 50% to the current financial year and 50% to the next. Similarly, some plant health grant income and accreditation fees cover work completed in the following financial year and are also partly accrued.

16. CREDITORS: amounts falling due after more than one year

	2023	2022
	£'000	£'000
Due after more than one year		
Life membership fund	47	44
	<u>47</u>	<u>44</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2023

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000
Fixed Assets	1,570	-	1,570
Net current assets	117	185	302
Long term liabilities	(47)	-	(47)
	<u>1,640</u>	<u>185</u>	<u>1,825</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2022

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000
Fixed Assets	1,590	-	1,590
Net current assets	345	264	631
Long term liabilities	(44)	-	(44)
	<u>1,891</u>	<u>264</u>	<u>2,177</u>

18. DESIGNATED FUNDS - 2023

	At 1 October 2022 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2023 £'000
Working Capital	500	-	-	-	500
HUBS	67	33	(30)	-	70
Pension Reserve	-	-	-	-	-
	<u>567</u>	<u>33</u>	<u>(30)</u>	<u>-</u>	<u>570</u>

DESIGNATED FUNDS – 2022

	At 1 October 2021 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2022 £'000
Working Capital	500	-	-	-	500
HUBS	61	32	(26)	-	67
Pension Reserve	-	11	(11)	-	-
	<u>561</u>	<u>43</u>	<u>(37)</u>	<u>-</u>	<u>567</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

18. DESIGNATED FUNDS – 2023 (continued)

Working capital

The Council of the Society uses three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The Trustees have maintained this at a £500k level for FY 2022-23.

HUBS

Heads of University Biosciences (HUBS) is a Special Interest Group of the Royal Society of Biology and aims to address the particular challenges of managing biological and life science departments and units in UK higher education (HE). HUBS acts as a forum for discussing relevant national issues and as a source of informed comment. HUBS runs an annual meeting for members, the Bioscience Teacher of the Year Award, and supports the Early Career Lecturers Forum.

19. RESTRICTED FUNDS - 2023

	At 1 October 2022 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2023 £'000
Natural Capital Initiative	58	-	-	(15)	43
The John Barker Educational fund	206	-	(64)	-	142
	<u>264</u>	<u>-</u>	<u>(64)</u>	<u>(15)</u>	<u>185</u>

John Barker, an editor of the RSB's JBE journal for almost 25 years, generously provided a legacy of £228k in FY2022/3. This is being used to further biology education in all forms from curriculum improvement to UK-wide policy development. The Trustees aim to spend the fund within 3 to 5 years. This year £64k supported 80% of the cost of two education policy roles at the Society and 10% of the Head of Education's cost for supervision.

RESTRICTED FUNDS - 2022

	At 1 October 2021 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2022 £'000
Natural Capital Initiative	43	15	-	-	58
The John Barker Educational fund	228	-	(22)	-	206
	<u>271</u>	<u>15</u>	<u>(22)</u>	<u>-</u>	<u>264</u>

Natural Capital Initiative (NCI) develops a series of workshops and policy positions on the use and value of natural capital.

Funds were received to be spent on the above projects by donors, and the note above provides details of restricted funds, held, received and spent during the year.

20. JOINT VENTURE

The Royal Society of Biology does not prepare consolidated accounts, as it has no other holdings following voluntary insolvency of the Charles Darwin House Limited in which it held an 8.2% equity stake. The company was dissolved on 30 September 2022 and there are no further liabilities.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

21. LEGAL STATUS OF THE CHARITY

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

22. RELATED PARTY TRANSACTIONS

There are nil related party transactions to disclose for 2023 (2022: nil).

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

23. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2023:

	2023 £'000	2022 £'000
Within one year	178	178
Between two and five years	164	342
	<u>342</u>	<u>520</u>

THE ROYAL SOCIETY OF BIOLOGY

England & Wales - Charity number 277981

Accounts

THE ROYAL SOCIETY OF BIOLOGY

**TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 30 SEPTEMBER 2022

Charity registered number: 277981

THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2022
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**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2022**

The Council of the Society, the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2022.

Reference and Administrative information

Charity Name:	The Royal Society of Biology
Charity registration number:	277981
Address:	1 Naoroji Street, London, WC1X 0GB

Members of Council during the period 1 October 2021 to 30 September 2022

Officers of Council

Professor Sir Ian Boyd	President (from May 2022)
Professor Dame Julia Goodfellow	(President until May 2022)
Dr Paul Brooker	Honorary Treasurer
Professor Claire Wathes	Honorary Secretary (from May 2022)
Professor Richard Reece	(Honorary Secretary until May 2022)

College of Individual Members

Professor Nigel Brown	Chair of the College
Dr Jacqui Piner	
Professor Louise Cosby	
Mrs Lucy Hudson	

College of Organisational Members

Professor Patricia Kuwabara	Chair of the College
Professor Yvonne Barnett	
Professor Stefan Przyborski	
Dr Suzy Moody	

Appointed by Council

Dr Louise Leong	
Professor Claire Wathes	(until May 2022)
Vacancy	(from May 2022)
Mr Terence Gould	
Professor Hilary MacQueen	

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2022**

Senior Staff

Dr Mark Downs	Chief Executive
Dr Laura Bellingan	Director of Policy & Public Affairs (until May 2022)
Mr Mark Leach	Associate Director, Membership, Regions & Facilities
Mr Paul Trimmer	Associate Director, Accreditation & Professional Affairs
Ms Susie Rabin	Associate Director, Parliamentary & Public Affairs (from May 2022)
Dr Arianne Matlin	Associate Director, Policy & Publications (from July 2022)

External Auditor

Haysmacintyre LLP
10 Queen Street Place
Statutory Auditors
London
EC4R 1AG

Bankers

HSBC Bank plc
95 Gloucester Road
South Kensington
London
SW7 4SS

CAF Bank
Kings Hill
West Malling
Kent
ME19 4TA

Solicitor

Payne Hicks Beach
10 New Square
Lincolns Inn
London
WC2A 3QG

THE YEAR IN NUMBERS

Financial year 2021-2022



Finances

£2,771k

Income

£2,740k

Expenditure

£2,177k

Total funds this year

Membership

16,911

Individual members

82

Organisation members

10

Strategic partners

Client services

10

External membership clients, with:

14,000

members of their own



Education and Science Policy

Subjects matter

11 Organisations working in partnership to establish systemic change in funding, entitlement and quality subject-specific professional development for teachers

Policy Resource Library

860

Resources in the policy resource library, from

22

different science organisations



Consultation responses

10

Total consultation responses, encompassing biosecurity, equality, skills in UK STEM and qualification reforms Scotland, England and Wales



Publications

The Biologist

70+

Original articles, interviews and profiles published

165k

Page views across *The Biologist* website



Journal of Biological Education

5

Issues published of *The Journal of Biological Education*

100,000+

Downloads of JBE content across 2021



Publishing

4

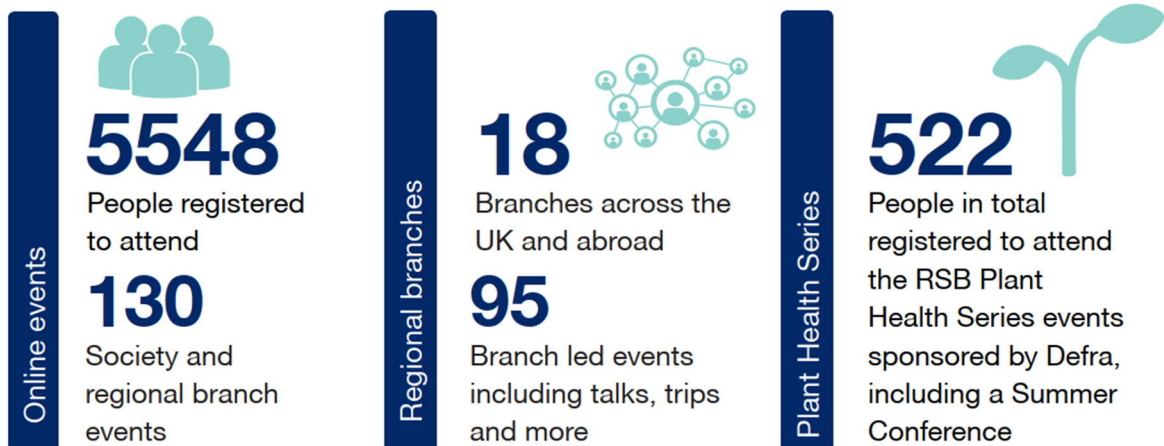
New titles published in the Oxford Primers series of textbooks

6

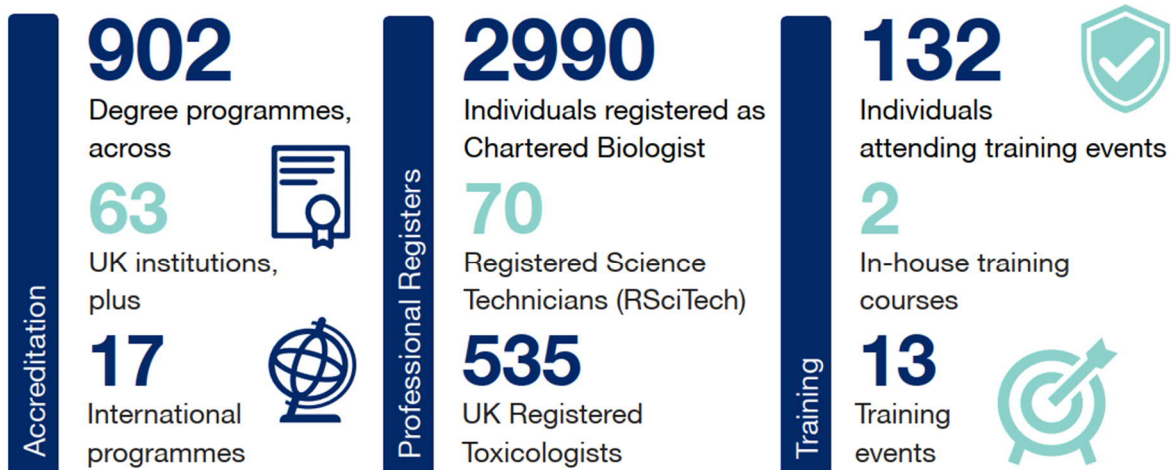
New issues of the journal *Emerging Topics in Life Science*



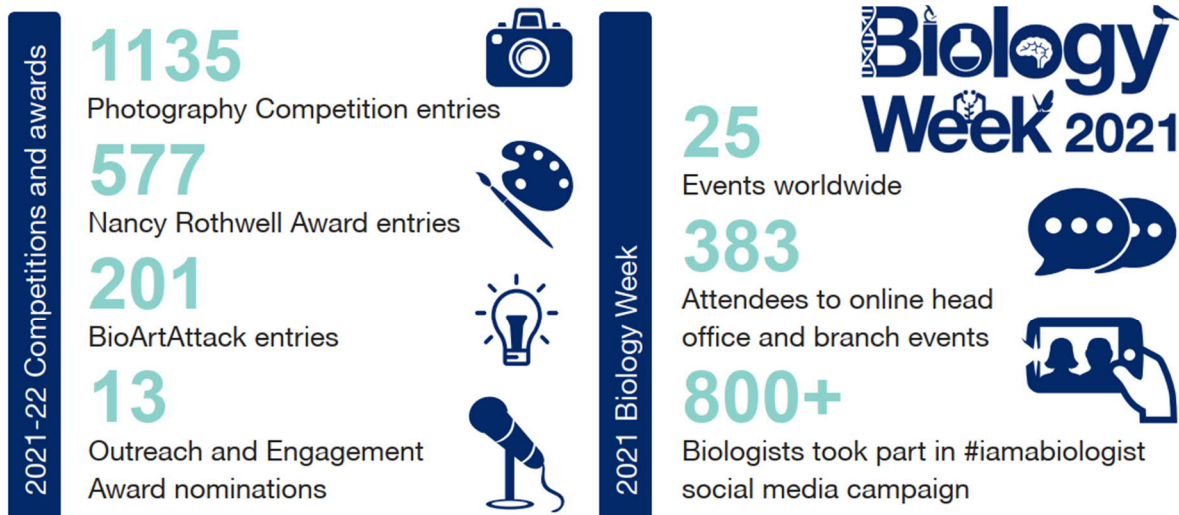
Events and Branches



Accreditation and Professional Registers



Outreach and Engagement



THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

INTRODUCTION

Our vision is of a society that understands the true value of biology and how it can contribute to improving life for all.

Our mission is to be the unified voice of biology, to facilitate the promotion of new discoveries in biological science for national and international benefit, and to engage the wider public with our work.

The Objects of the Royal Charter require the Society to advance, for the public benefit, the science and practice of biology, to advance education therein and to regulate, co-ordinate and encourage the study of biology and its application.

The financial year 1 October 2021 to 30 September 2022 saw the Society return to pre-pandemic levels of activity, in many areas, coupled with new endeavours and a hybrid model for many events and working practices. Building on a strong financial performance in FY 20/21 the current year achieved a modest operational surplus of £31k against a planned deficit of £44k. Market instability led to a reduction in the total value of funds invested in the actively-managed CCLA 'ethical' portfolio, which forms part of a medium to low risk investment vehicle. The Trustees take a medium to long-term view in agreeing investment solutions and note that the fund's performance over the last three, five and ten year period has been strong and in the top quartile with competitors. It also provides an income alongside capital growth. This was £46k in FY 21/22.

Membership and Subscription Services continue to provide the lion's share of income for the Society representing (65%) of total revenue. Retention at the professional grades remains high but there was a modest decline in total numbers to 16,911 (2021: 17,593). Training, professional registers and accreditation provided the bulk of the remaining regular income alongside specific grants and modest sponsorship.

Investment in additional staff resource took place in many areas of the RSB's work including membership recruitment and support. A new senior leadership team was established with separate portfolios for 'Parliamentary & Public Affairs' and 'Policy & Publications'. The 5-19 biology curriculum framework was completed and rollout commenced, whilst education policy work in England and across the devolved nations actively engaged with the administrations in partnership with chemistry, physics and mathematics colleagues. Accreditation and re-accreditation grew as planned, with in-person visits and events returning. A mixture of training courses was delivered and the first in-person laboratory skills courses launched.

A new and ambitious business plan, launched in January 2022, sets out activity for the next three years. It builds on previous work to shine a light on the Wonders of Biology and the contribution bioscience can make to both intellectual advancement and in providing solutions to many global challenges, from food security to climate change. Professional standards and support for biologists also feature strongly, to maximise impact in support of charitable objectives with Chartered Biologist, and other professional registration routes, providing frameworks for continual professional development. Science policy and education policy work will increasingly link to public outreach, and integrate with communication plans to grow value for members, policy makers and the public across UK countries, regions and, gradually, internationally. In delivering this plan there will be an enhanced focus on Equality, Diversity and Inclusion (EDI), often working with partner organisations and the Society's membership.

The RSB has not escaped the impact of the external environment on these plans, with inflation, skills shortages and residual pandemic effects all delivering influence. This creates a more challenging environment over the plan period to December 2024. The Trustees are fully cognisant of the need to respond to this existential challenge and have agreed large investments in staff and underpinning work to

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

support growth and new objectives. As a result, the Society plans for substantial deficits in 22/23 and 23/24 whilst remaining well above a minimum of three months' operating costs in reserve. Almost all of the Society's assets are liquid, ensuring a strong cash position.

To help ensure the Society remains an attractive employer, able to attract and retain the best talent, the Trustees agreed to participate in a national pilot of a 32 hour, four-day week with no loss of remuneration. This commenced on 6 June 2022 and will complete next financial year on 31 December 2022. Participation was voluntary and part of a range of flexible working options offered, ensuring that the Society continued to remain open five days a week through a mixture of work scheduling. A range of key performance indicators are being monitored to assess value and impact. The early signs are very positive.

The COVID-19 Pandemic

The Society continued to follow public health guidelines throughout the reporting period and maintained a separate risk register to help identify and mitigate associated risks. No staff were put on furlough or made redundant. The return to in-person meetings was carefully monitored.

STRUCTURE, GOVERNANCE & MANAGEMENT

Governance

The members of Council are the Charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times during the year as a formal Board of Trustees (Council). The Council of up to 15 Trustees is appointed in accordance with the Charity's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four are elected from the College of Individual Members, four from the College of Organisational Members and seven are appointed by Council to fill skills gaps as are the three Honorary Officer roles – President, Treasurer and Secretary.

Following an open call and selection process, Clare Julien was appointed as Chair of the RSB Audit Committee from May 2022. She takes over from Dr Rodney Eastwood, who had completed two full four-year terms. The Board of Trustees records its deep appreciation. This committee met twice.

In May 2022, Professor Sir Ian Boyd FRSB was appointed President at the annual general meeting. He succeeds Professor Dame Julia Goodfellow FRSB who stepped down upon completion of her four-year term. Professor Richard Reece FRSB completed his five-year term as Honorary Secretary and was succeeded by Professor Claire Wathes FRSB. The Trustees and staff record their thanks to both these Honorary Officers. Professor Hilary MacQueen FRSB was appointed to a second term by Council and Professor Yvonne Barnett FRSB was re-elected, unopposed, by the College of Organisational members.

All trustees complete a standard induction process upon appointment including access to past minutes and decisions, structured tutorials with senior staff and dedicated meetings with both the Chief Executive and President. An on-line bespoke training course is also provided. Board effectiveness is reviewed at least once during the four-year tenure of each President and on-going support provided to ensure skills are maintained and knowledge updated.

The other three key advisory committees are Finance Committee, chaired by the Honorary Treasurer (Dr Paul Brooker FRSB) which met four times; the Education and Science Policy Committee (chair: Professor Jon Scott CBiol FRSB) which met four times, the Membership and Professional Affairs Committee chaired by the Honorary Secretary (Professor Claire Wathes) which met three times and the Remuneration & HR Committees chaired by Professor David Coates FRSB, which met twice. One vacancy was not filled whilst a skills gap analysis was completed.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Remuneration and HR committee (RemCom) meets at least twice per annum and has delegated authority from Council to set the remuneration of staff within an overall budget agreed by the Finance Committee. They have additional responsibility for reviewing HR issues, conditions of employment and related matters. RemCom consists of the three honorary officers and two external members, one of whom is the chair. The CEO and a professional HR advisor attend as *ex-officio* members with no voting rights.

The salary and terms of employment of the Chief Executive are set by the Remuneration and HR Committee (CEO) with the same membership save for the fact the CEO does not attend.

The Accreditation Committee, chaired by Professor David Coates FRSB, met six times.

The Chief Executive has delegated authority to manage the staff team in delivering the Trustees' plans. Staff numbers were 30 FTE on 30 September 2022 (2021: 28). The total number employed was 34 (on average for the year).

Impact of the Society's Work

The majority of objectives for the year were delivered in full. A few have been delayed as a result of the tight employment market and longer lead times for recruitment. The only significant deviation is stagnation in individual membership growth, which means it is unlikely the Society will reach the planned 20,000 member level by 31 December 2024. Additional investment in membership recruitment has begun to redress the likely shortfall as far as possible.

Commentary on the objectives list in last year's trustee's report:

1. Publish a Biology Curriculum framework for 5-19 aged student and develop a plan for future roll out.

Achieved. This was published in November 2021 and rollout has commenced.

2. Review and strengthen the Chartered Biologist designation.

Achieved. The CBiol designation now requires compulsory CPD (continuous professional development) records for all.

3. Develop a hot-desk and room hire framework for the 1 Naoroji Street office and deliver at least £15k of external income.

Achieved. Two organisations now take desk space and a range of bodies have used the meeting rooms, generating £37k of income.

4. Develop a new programme of parliamentary engagement work, building back staff capacity.

Achieved. A new role of Associate Director of Parliamentary and Public Affairs was established within the senior management team, with the incumbent starting work in May 2022. A new press officer role commenced in August 2023. The annual Parliamentary Links Day event took place in person with a capacity audience in the Palace of Westminster in June 2022.

5. Set out a process to measure, monitor and improve the Society's carbon footprint.

Not Achieved. This was delayed following staff changes and remains a current objective.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

Public Benefit

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".

The Royal Society of Biology brings together life scientists through individual and organisational membership, creating a strong voice for biology in public policy development and the public understanding of science. Outreach activities, for example Biology Week, and other publicly accessible events, listed in detail in this report, provided the opportunity for members and the public to celebrate and promote biology.

Biology is relevant to almost all aspects of daily life from food supply to health care and the environment. The solutions to many of the global challenges we face will undoubtedly come from biology-based research and public policy. The Society's professional membership and development programme, along with stimulating public interest, and policy advice, has an important role to play.

Future Plans

FY22-23 will see the Society focus on year two of the current three-year plan, highlighting the wonder of biology, supporting biologists and biology in practice, increasing professional support and threading equality and diversity aims across all areas of work.

Key deliverables will be:

- Return to a phase of membership growth ending the financial year with at least 2.5% more individual members.
- Launch a new outreach grant programme
- Develop a proactive press and digital media campaign around *The Biologist* articles and beyond.
- Launch at least two practical skills courses in partnership with universities.

OBJECTS, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND REGIONAL BRANCHES

Membership continues to be at the heart of the Society but 2021/22 proved a challenging year for recruitment and retention. Individual membership retention has decreased slightly at the professional grades, but remains high at the Fellowship grade (96%). New recruitment is slightly down on pre-pandemic levels, in line with sister societies. There were 16,911 members on 30 September 2022 (2021:17,425). Member Organisation (MO) numbers have decreased slightly from 90 to 82, but engagement has increased with a new staff member appointed to fill this role. The Society returned to an annual programme of in-person events including Fellows' Lunches and the Twilight MO meeting.

Regional activity

The Society has 18 branches: sixteen regional branches in the UK, one in Hong Kong and one in Australasia. Volunteer-led branch committees in UK countries, English regions and internationally delivered 95 online and in-person events and continue to be a key route for engaging the public and members in the Society's work and the wonder of biology.

Client Services

The membership services team completed its sixth full year, servicing eight societies (Genetics Society, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, the Anatomical Society, the International Society for Affective Disorders, the Fisheries Society of the British Isles

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

and the Freshwater Biological Association) at year-end totalling around 7,400 individual members collectively. One client left during the year whilst new clients are close to finalising contracts for FY22/23. There were ten clients in total.

The Society also makes available its wholly owned, and developed, in-house software to external clients under contract allowing two other learned societies, with 15,000 members collectively, to benefit from this RSB innovation.

PROFESSIONAL REGISTERS & TRAINING

Registers

The professional registers remain a core area of Society business.

The Society offers professional registers under licence from the Science Council as well as its own bespoke registers. The registers offered and the numbers on each register can be viewed in the table below:

Register numbers

Chartered Biologist	2990
Chartered Scientist	202
Chartered Science Teacher	34
Registered Scientist	150
Registered Science Technician	70
Qualified Persons Register	118
UK Register of Toxicologists	535
Plant Health Professionals Register	86

Significant changes to Chartered Biologist have been implemented this year, whereby everyone (historically a range of exemptions were possible) on the register is now required to complete an annual professional development record. Registrants impacted by this change have been supported through the process and examples of the wide range of activities, which would count towards professional development, have been shared with all. As expected, many registrants decided to relinquish their CBiol status and as such, there has been an overall reduction of around 800 people from the register. The large majority of resignations are those who were previously exempt from CPD and renewal fees.

The first year of a RSB/Defra partnership, focussed on plant health, was successfully completed following grant support. The initiatives include the Plant Health Professional Register, the Plant Health Undergraduate Studentships programme and the Plant Health events series, which included talks such as an overview of the new Defra Plant Health Strategy, presented by the UK Chief Plant Health Officer and International Standards in Africa. A full day conference also took place in summer 2022 offering a full day of keynote addresses, flash talks and networking opportunities. All aspects of this grant will continue into next year with a view to further grow both the register and network.

Exploratory work with respect to a new Biorisk Register has steadily progressed through the 21/22 financial year. Key stakeholders are on board and development work is mostly complete in relation to professional competencies. Final details are in the process of being agreed, and the new register will launch in summer 2023.

Training

Over the last year, the RSB has run 17 events, comprising:

In-house training courses – 2

Training events – 13

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2022**

Lab training courses – 2

The team continues to explore new topics for training; with technical skills courses being an exciting new area for the RSB. The first technical training course was hosted at the University of York in July 2022 and feedback was positive. As a result, the RSB has been exploring training partnerships with an additional 15 institutions located across the UK.

A new training course in Ecology ran in September 2022.

A formal review and, subsequently, an update to the RSB online training platform have been completed. The update has allowed additional functionality and a better overall experience due to a new, more intuitive, user interface.

The RSB, as a member body of the Science Council and a supporter of its Technician Commitment, is committed to delivering its own action plan designed to support and champion technicians and technical staff. This action plan was launched in Biology Week 2019 and since this time, activity has included growth and promotion of the RSciTech register, attendance at Technicians events, joint hosting of a Technicians event with the Royal Society of Chemistry and Institute of Physics, development of the Technical skills and industry skills certificates, and the Apprentice of the Year award.

DEGREE ACCREDITATION

Accredited Higher Education Institutes (HEIs) and Programmes as of 30 / 9/ 22

Type:	HEIs		Programmes	
	<u>2022</u>	<u>2021</u>	<u>2022</u>	<u>2021</u>
Accreditation	58	55	601	523
Advanced Accreditation	21	19	263	240
International Accreditation	8	7	11	10
International Advanced Accreditation	3	2	6	3
Master's Accreditation	3	4	29	34
Foundation Degree Accreditation	2	2	4	3
Doctoral Accreditation	4	3	5	4
Totals	99	92	919	817

Over the last financial year, there have been 25 accreditation applications. Of these, 16 were reaccreditations and nine were new.

Research and Guidance in relation to the move towards online examinations (over traditional exams) has been produced and disseminated to all accredited institutions. Grade inflation has been identified as an area of concern, and discussions surrounding how the RSB can tackle this issue are ongoing and will likely form key activity in 22/23.

International Accreditation has been expanding rapidly over the past year with six of the 25 total applications originating overseas. Three of these were new accreditation applications and three were reaccreditations.

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2022

There has been continued interest in accreditation through the African Centres of Excellence (ACE) impact and ACE II projects. Two accreditation assessments have been run with an African-based assessor on the panel. Their participation was found to be particularly useful in providing local context for the visit.

The RSB's new degree Apprenticeship Accreditation has now been approved and is currently in the pilot stage. A joint accreditation with the Royal Society of Chemistry is scheduled for the first half of 2023.

In November 2021, the RSB hosted its annual Accreditation Awards Ceremony. This was the first in-person accreditation event since the postponement of the spring 2020 and 2021 ceremonies. 142 delegates attended the event at the IET London: Savoy Place to celebrate the top project award winners and newly accredited institutions from the previous two years.

In May 2022, the Accreditation Conference and Awards Ceremony returned to their regular schedule. The conference, held at Central Hall Westminster, brought together academics from across the UK to discuss topics such as problem solving, lab plastic recycling, online assessments, and examples of best practice from accredited institutions. There were 55 attendees at the conference. The awards ceremony returned to the IET London: Savoy Place with 122 people in attendance.

PUBLIC ENGAGEMENT

Outreach and engagement

2021-2022 continued to be a busy period for the Society's Outreach and Engagement team. The team increased its use of online engagement this year via online events, resources and digital communications; to engage an even wider audience than we were able to in person previously.

The team delivered the RSB's first online outreach and engagement science festival - Science at Home - and the resources continue to be available to download and watch via our website. The festival included content from 24 organisations, with a total of 111 resources included; with 89 short films or videos and 22 downloadable activities, games and worksheets.

In November 2021 the Society's first online outreach and engagement conference - RSB Connect 2021: bringing outreach and engagement into the future - ran. This three-day online symposium included talks, presentations and Q&A sessions to provide training, information and discussion of contemporary issues relating to outreach and engagement. The event had delegates from across mainland Britain in addition to Greece, Oman, Pakistan, Portugal, Spain and the USA.

Grants, competitions and awards

The Society continues to deliver a number of awards and competitions that celebrate bringing together biology and art, including the Nancy Rothwell Award, the RSB Photography competition, and BioArtAttack. The shortlisted drawings from the Nancy Rothwell Award were also displayed at the Whitworth Art Gallery from October 2021 – 31st January 2022, attracting nearly 45,700 visitors.

The Outreach and Engagement Award and School Biology Teacher of the Year Award were also completed.

Gopher

Thanks to support from The Horners' Charity Funds forty-four UK based, state funded, primary schools received pre-paid access to our Gopher Science Labs online training course (the final grant funded places were awarded in 2022). Also with thanks to support from The Horners' Charity Funds the Society was able to award two small grants to support the running of two pilot hybrid Gopher Science Labs lab days in 2022, at

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FOR THE YEAR ENDED 30 SEPTEMBER 2022

secondary schools in Glasgow and Wolverhampton. This enabled secondary students, with support from their teachers, to teach primary pupils some engaging and simple hands-on science activities via an online lesson. Both events were a great success, increasing students' skills and creating lasting positive memories of practical science.

Biology Week 2021

Biology Week 2021 was held online again due to the pandemic.

Branch and member organisation events included UK Fungus Day, Balcony Watch competition, a lecture on honeybees and an online origami, antibodies and virus webinar.

Head office events included a Policy Lates discussion 'Rethinking our food system', the Big Biology Quiz and an online School Teacher of the Year Award. Eight hundred biologists also took part in the #iamabiologist, social media campaign.

POLICY & PUBLISHING

Science Policy

The Society published a weekly science policy newsletter and monthly plant science newsletter. The former has over 24,000 subscribers. The COVID-19 bulletins concluded with the 20th edition in December 2021.

The policy teams produced and sent - or contributed to – science policy letters, statements and responses to Government and Parliament on a broad range of issues. These included: a letter from the Science Council (SC) to the then Chancellor of the Exchequer as part of the 2021 spending review exercise; a statement following publication of the Defra response to the consultation on future regulation of genetic technologies in the UK; a joint letter with RSC, IOP and SC CEOs to the then PM calling for forward movement on UK association to Horizon Europe; a letter to UKRI advising on its equality, diversity and inclusion strategy; RSB signing in support of the '[Stick to Science](#)' campaign for UK and Switzerland association to Horizon Europe; a joint statement with other organisations across research and business, aimed at the two Conservative party leadership candidates, calling for the next PM to back research and innovation; in collaboration with the RSC and IOP, a joint letter to Government leaders stressing the importance of Horizon Europe association and community concerns regarding its uncertain future.

An RSB senior science policy officer [provided oral evidence](#) at the committee stage of the Public Bill Committee inquiry on the Genetic Technology (Precision Breeding) Bill.

There were many additional formal and informal responses to Government and Parliamentary calls for evidence included those providing bioscience evidence and expertise on: plant biosecurity, biodiversity loss, diversity in STEM, the UK's biological security strategy, and future research assessment by the four UK higher education funding bodies. These are deposited in the [RSB Policy Resource Library](#), for all to freely access.

RSB worked in support of a culture of equality, diversity and inclusion in the biosciences continues, through the 'Biosciences For All' initiative. The RSB also continues to support and attend meetings of the Athena Forum; the Immigration (Global Mobility) Network hosted by UKRI; Equality, Diversity and Inclusion in Science and Health (EDIS); and SEN in STEM. This year the Society supported the 7th annual LGBTQ+STEMinar and the [6th BME ECR conference](#).

As part of Black History Month in October, the RSB [Twitter](#) platform was used to amplify and applaud initiatives, social enterprises, networks and organisations aiming to tackle underrepresentation and support Black students and researchers within the STEM community. To commemorate Pride Month 2022, RSB

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

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published two threads on [Twitter](#) about the LGBT+ communities in STEM, as well as advice on how to improve inclusivity. Members of the RSB staff body attended a full-day anti-racism training event. The Chief Executive attended two workshops in March, hosted by the UK Committee on Research Integrity, to represent RSB.

The [Policy Lates](#) series, supported by five strategic partner organisations, which enables bioscientists to share and discuss their work with each other, with policy and decision makers, and with a public audience, has continued online. There were four seminars, chaired by RSB Fellows, addressing: our food system, ocean biodiversity, considering whether One Health principles can help prevent pandemics, and discussing methods to tackle inequity in clinical research. Archived recordings are available for all on the [RSB YouTube channel](#). The series will be reviewed and remodelled for 2023 and beyond. Two workshops on Climate were delivered as part of a Science Council conference.

To provide further support to early career researchers across the biosciences, two interns joined the team this year to receive science policy training, and gain experience, as part of the ongoing UKRI Policy Internship Programme.

RSB continues to engage and knowledge share with a wide range of individuals and organisations across the sector, through networks and groups such as the UKRI hosted External Affairs Advisory Group, the Science Council Policy Forum, the Society Publishers' Coalition (SocPC), and several others including those with focus on genetic technologies, animal research, antimicrobial resistance, and the Nagoya protocol on access to benefits sharing of genetic resources.

The science policy priorities were renewed with a new set covering 2022 – 2027 and an impact report was completed.

Education Policy

The education policy team has grown this year, with the creation of a new part time policy officer role and expansion of the existing policy officer to full time. Both roles focus on policy related to 5-19 teaching and learning across the UK nations, with the new role taking a lead on initial teacher training, recruitment, retention and subject-specific CPD and the full time role increasing to include a focus on qualifications across the UK nations and technical qualifications in more depth.

The Society has also built on partnerships this year, ensuring that our funded role as host organisation of the Science Education Policy Alliance (SEPA) continues until 2025, and joining STEM Learning Science Partnership Advisory Group – a funded role for 17 months providing oversight and evaluation of CPD funded by DfE and delivered by STEM Learning, Association for Science Education and Ogden Trust. The Society has agreed to remain a paid member of the Learned Societies Group in Scotland for another three years. Unfunded partnerships include IOP and RSC's Great Science Teaching survey and IOP's Subjects Matter roundtables – focussing on subject-specific CPD.

In line with the strategy, the major education policy deliverable for 2021-22 was to publish and roll out a curriculum framework. *Evolving 5-19 Biology: recommendations and framework for 5-19 biology* was published in November 2021. A successful launch event was held with key partners. Stakeholder roundtables were hosted in early 2022 to further disseminate the document, and RSB's curriculum committee has begun planning further documents to add to the suite.

Consultation responses, joint messaging with partners and published policy positions remain an important output for the team, with the following topics covered in 2021-22: review of Education Scotland and Scottish Qualifications Authority, the future of post-16 qualifications in England, education reforms in Wales, and people

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and skills in UK STEM as well as informal policy discussions on subject-specific CPD, proposals for a new natural history GCSE, new qualifications in Wales, T levels, Teaching Excellence Framework, Schools white paper, and presentations at conferences on next steps for science education and the future of education.

The Society has advised on, and engaged with, several groups and organisations including: new Education Ministers, Institute of Physics (IOP)'s advisory group on science CPD, Oak National Academy, Ofqual, Ofsted, Department for Education (England), Education Scotland, Qualification Wales, Department for Education and Skills (Wales), Gatsby Foundation, STEM Learning, OCR science forum, Primary Science Quality Mark, Office for Students, Primary Science Teaching Trust, Westminster Education Forum, ASPIRES 3 research, STEM strategy stakeholders (Scotland) and STEM partners (Scotland)

Publishing

The Oxford Biology Primers series, produced in partnership with Oxford University Press (OUP), has continued to expand and has now published sixteen titles (nine titles aimed at 16-19 year olds; four for students embarking on a bioscience degree; and three for mid-upper level undergraduates). Almost fifty further titles are in development. Marketing of the series to schools and universities is in planning, and is expected to commence in mid-2023.

The *Journal of Biological Education* published five issues across the financial year, under Editor-in-Chief Dr Mark Winterbottom, FRSB, of the University of Cambridge. The Editorial Board has expanded internationally, opening up new opportunities for international readership, author submissions and membership. Both download numbers (over 100K across 2021) and impact metrics continue to dramatically increase, reflecting the focus on development. Corresponding authors are now approached post-publication regarding RSB membership.

Emerging Topics in Life Science, our journal co-owned with the Biochemical Society and published by Portland Press, published six issues in the period. Prof. Paula Booth, FRSB, was appointed as Editor-in-Chief in early 2022, after the retirement of Prof. Colin Kleanthous, FRSB, through an open competition. The peer review process has been optimised for efficiency while maintaining ethical standards, and the journal is now indexed in more places than ever before.

WORK OF COMMITTEES AND SPECIAL INTEREST GROUPS (SIGs)

Animal Science Group (ASG)

The ASG continued its important function as a forum for discussion and development of policy around the use of animals in research.

Quarterly update and discussion meetings continued, including talks and discussion on: genome editing and farmed animal breeding, combatting global amphibian decline, and the Animal Welfare (Sentience) Act.

The **19th annual Animal Science Meeting** took place in December and was attended by 76 people on day 1 and 69 people on day 2 (parallel workshops). The themes of the meeting covered a breadth of topics including the use of modern animal-free safety testing of chemicals; animal sentience in UK policy making, reproducibility of animal research and many more.

The ASG also inputs to the work of the UK Bioscience Sector Coalition (UKBSC), which meets regularly with the Home Office. This group continued to frequently engage with representatives from the Home Office including the Animals in Science Policy and Coordination Function, and other sector leaders.

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FOR THE YEAR ENDED 30 SEPTEMBER 2022

An annual meeting between the ASG/UKBSC chair and chair of the Animals in Science Committee recurred, to discuss issues related to animal research in the UK and the role of the regulator. The ASG chair provided an expert summary and commentary on the release of the annual ASRU statistics on scientific procedures involving animals. The Science Media Centre and Understanding Animal Research (UAR) circulated the briefing, coordinated the collection of reactions from the sector and shared supporting evidence to journalists.

Biology Education Research Group (BERG)

With co-chairs Professor Marcus Grace FRSB and Dr Paul Davies FRSB stepping down, Professor Berry Billingsley and Dr Francesca Gale MRSB were elected as new co-chairs of BERG and will continue to convene the group 2-3 times per year with the first meeting taking place in October 2022. On 6 January 2022 BERG hosted its annual day of talks at the ASE national conference.

Curriculum Committee

November 2021 brought together inaugural chair of the committee, Libby John, several previous members and the current committee in order to launch *Evolving 5-19 Biology*. Several original members of the committee were co-opted to extend their terms by one year to the end of 2021 in order to facilitate handover with new committee members and support publication. The Society has welcomed 6 new members to the committee and the committee has begun planning working groups to produce further documents to add to the suite, on areas such as climate change and sustainability, practical science, and assessment as well as looking for opportunities to partner with our Member Organisations, Committees and Groups, and other science organisations.

Diversity and Inclusion Working Group (DIWG)

The Society's acclaimed and busy Diversity and Inclusion Working Group (DIWG) continues to provide an appreciated and important forum for representatives from member organisations to take the lead in chairing focused sessions, resulting in continued sharing of best practice, discussion and resources on specific and called-for issues.

This year, the group developed its terms of reference, and was surveyed to better understand the needs of the group.

Meetings focused on topics including the challenges and impacts of the COVID-19 pandemic on different career and educational stages within the STEM community; and supporting members and staff with diverse families and caring responsibilities. Inspirational invited speakers shared expertise, lessons learnt and collaborative opportunities with representatives from RSB Member Organisations (MOs).

An EDI-focussed meeting with the RSB Strategic Partner Group took place in December. Overall, there was an appreciation for the work and purpose of DIWG. Organisational culture, engagement and ownership of EDI impact metrics were discussed.

Diversity and Inclusion Network (DIN)

The RSB Diversity and Inclusion Network of representatives from across our groups and committees developed its terms of reference this year.

The network has contributed to a range of policies, including the RSB's implementation of the Science Council and Royal Academy of Engineering Progression Framework tool for professional bodies to assess and monitor their progress on diversity and inclusion; and consideration of greater inclusion of state schoolchildren and increasing the inclusivity of RSB competitions.

Education Policy Advisory Group (EPAG)

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2022

EPAG was relatively dormant during the pandemic, with the group communicating largely via email rather than meeting online due to capacity and competing priorities. With the appointment of a new policy officer in July 2022, the membership of this group has now been refreshed, terms of reference and ways of working reviewed and the group will restart a regular schedule of meetings in November 2022.

Heads of University Biosciences (HUBS)

The 2022 HUBS Annual Meeting took place at the Francis Crick Institute in March; speakers included David Sweeney, Professor Julia Buckingham, Professor Barbara Dooley and Dr Steven Hill. At the meeting the 2022 HE Bioscience Teacher of the Year Award was presented to Professor Jo Rushworth. The meeting was well attended, with around 60 delegates joining in-person over the course of the two days. HUBS 2023 will take place at Wellcome Collection on March 20th and March 21st 2023. The major themes of the 2023 meeting are: Future Priorities and ED&I, as well as Learning and Teaching.

HUBS continued to sponsor workshops over the course of the previous year, including a joint workshop with Heads of University Colleges of Biomedical Science (HUCBMS). Themes covered included:

- Remote Exams and EDI
- Universities and Professional Bodies Working in Partnership to Decolonise the STEM Curriculum

Additionally, the HUBS Early Career Lecturers in Biosciences (ECLBio) advisory group hosted two workshops of particular interest to ECLs. ECLBio was recently joined by two new advisory groups - the Bioscience Awarding Gap Network (BAG), which was founded to produce resources and workshops aimed at reducing demographic awarding gaps, and the Biosciences Educators' Network (BEN): a mentoring network aiding career progression for those teaching in higher education.

Natural Capital Initiative (NCI)

The NCI, a partnership project with the Centre for Ecology and Hydrology, and the James Hutton Institute, has undergone a hiatus in work due to staff changes at the Society. The secretariat and steering group members will be considering the focus and priorities of the initiative, moving into 2023.

Plant Science Group (PSG)

The PSG continued as a forum for discussion and advice to policy activities of the RSB, from across the plant sciences.

Quarterly PSG meetings focused its invited talks and group discussion on topics including the work of the Animal and Plant Health Agency (APHA), climate change and reflections on COP26, and the global strategy for plant conservation.

Twelve students had placements at various locations through the RSB's [Plant Health Undergraduate Studentships](#) programme.

The PSG was involved in developing programmes for a range of plant science, careers and policy events and workshops for early career researchers.

Unpaid Volunteers

The Society benefitted from the work of many volunteers during the course of the year. Over 250 supported work through committee and advisory roles and via local branches. The trustees record their sincere thanks.

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2022

FINANCIAL REVIEW

Total income was £2,771k (2021: £2,788k), a slight decrease over the previous year. This reflected a tight membership recruitment market with final membership of 16,991 (2021: 17,593) primarily through loss of student membership places, some of which were free. Expenditure increased to £2,740k (2021: £2,478k) as in-person events grew and pre-pandemic levels of activity started to return, delivering a modest £31k operational surplus.

The RSB Council of Trustees continued investment across many areas of the Society's work including membership, education, policy, client services and events through enhanced numbers of staff whilst maintaining reserves well above the agreed working capital reserve of £500k at £1,346k (2021: £1,426k).

Cash flow remained strong throughout the year and the Balance Sheet shows total assets of £2,177k (2021: £2,258k). The trustees agreed expenditure of £22k from the restricted John Barker legacy fund to support new posts in education for part of the year leaving £206k (2021: £228k). This expenditure will grow in 22/23. The total restricted funds retained were £264k (2021: £271k) which trustees plan to spend over a three year period. The designated revenue reserve fund, including £500k of working capital, held a total of £567k (2021: £561k).

The medium to low risk investment portfolio reduced in capital value by £112k leading to an overall deficit of £81k. This reflects current turmoil in the investment markets but is expected to recover in the medium term. The changes were in line with the vast majority of other similar investment vehicles.

The closed defined benefit salary scheme received a contribution for costs and review of £58k. The latest valuation does not require a deficit recovery plan given the surplus position. The next valuation is in April 2023.

INVESTMENT POLICY AND RETURNS

RESERVES POLICY

Following detailed financial planning for the three years to September 2022 the Trustees had set a reserves policy of three months unrestricted operating costs (+/- 20%) as a designated revenue reserves fund. These reserves are held in funds that can be liquidated within thirty days. It is set at £500k for 2022/23.

Pension Liabilities

The charity has adopted the full requirements of the Financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains / losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the Balance Sheet. At 30 September 2022 the Society had a pension scheme surplus of £496k (2021: £483k) calculated in accordance with FRS 102. This surplus is not recognised on the Balance sheet and thus recorded as £nil (2021: £nil).

Risk Management

The trustees maintain a full risk register which is reviewed annually by Council, biannually by the Audit Committee, and quarterly by the senior management team. Separate risk registers are collated for events, major projects or complex issues such as the Covid-19 pandemic, as required.

The major challenge facing the Society remains the reliance on individual membership for around 60% of total income and thirteen key partners for a further £210k of grant support. These have been mitigated through

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TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2022**

income diversification in areas such as professional registration, accreditation, client services and training and via staff investment to facilitate recruitment and retention. A dedicated senior officer was appointed in 2022 to strength relations with member organisations and to grow this membership.

Remote working and a trial of a four-day week for staff, which is continuing in 2023, supports high quality engagement and will allow the trustees to consider the relative benefits of retaining a large lease office space beyond the August 2025 lease break point in central London. This provides significant flexibility for cost reduction.

STAFF

The Trustees record their appreciation of the efforts of the staff, who have again made an enormous contribution to the success of the Society during the year.

INFORMATION AVAILABLE TO THE AUDITORS

In the case of each person who was a Trustee of the charity at the date when this report was approved:

- So far as each Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware.
- Each of the Trustees has taken all the steps that he/she ought to have taken as a director to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

AUDITOR

Haysmacintyre LLP continued to serve as the Society's auditors for a sixth year, having been reappointed at the May 2022 AGM.

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2022**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

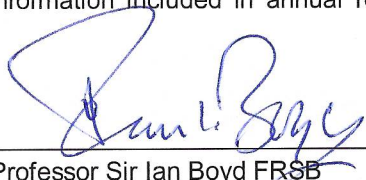
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

On behalf of the Trustees:



Professor Sir Ian Boyd FRSB
President
8 March 2023

Opinion

We have audited the financial statements of The Royal Society of Biology for the year ended 30 September 2022, which comprise Statement of Financial Activities, the Balance Sheet, the 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2022 and of the charity's net movement in funds 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 Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement (set out on page 25), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulations related to regulatory requirements for GDPR, the Charities Act 2011 and the charity's Royal Charter, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, payroll and sales taxes and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimate and application of controls around authorisation of expenditure and payments. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted by management with unusual descriptions and those around the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP

Haysmacintyre LLP
Statutory Auditors
Date: 10th March 2023

10 Queen Street Place
London
EC4R 1AG

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

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2022 £'000	Total Funds 2021 £'000
INCOME FROM:					
Donations and legacies	3	240	15	255	357
Charitable activities:	4				
Membership and subscription services		1,791	-	1,791	1,785
Accreditation & examination fees		556	-	556	508
Journals		34	-	34	31
Education		-	-	-	-
Courses & events		33	-	33	35
Total charitable activities		2,414	-	2,414	2,359
Other trading activities	5	56	-	56	40
Investment income	6	46	-	46	32
Total income		2,756	15	2,771	2,788
EXPENDITURE ON:					
	7				
Raising funds		46	-	46	40
Charitable activities:					
Membership subscriptions & services		1,228	-	1,228	1,093
Accreditation & exams		369	-	369	323
Journals		313	-	313	275
Education		431	22	453	474
Courses & Events		331	-	331	273
Total charitable activities		2,672	22	2,694	2,438
Total expenditure		2,718	22	2,740	2,478
Net (expenditure)/income before net gains on investments		38	(7)	31	310
Realised gains/(losses) on fixed assets		-	-	-	27
Unrealised gains/(losses) on investments	13	(112)	-	(112)	138
Net (expenditure)/income for the year		(74)	(7)	(81)	475
Transfers between funds		-	-	-	-
Net (expenditure)/income before other recognised gains and losses		(74)	(7)	(81)	475
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	-
Net movement in funds		(74)	(7)	(81)	475
Funds brought forward at 1 October 2021		1,987	271	2,258	1,783
Funds carried forward at 30 September 2022		1,913	264	2,177	2,258

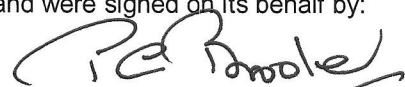
All amounts relate to continuing operations. Full comparatives are included in note 2.

The Society has no gains or losses other than the result for the period.
The notes on pages 26-40 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2022

	Notes	2022 £000	2021 £000
FIXED ASSETS			
Tangible fixed assets	12	168	201
Investments	13	1,422	1,351
		<u>1,590</u>	<u>1,552</u>
CURRENT ASSETS			
Debtors	14	380	453
Cash at bank and in hand		699	705
		<u>1,079</u>	<u>1,158</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(448)	(415)
		<u>631</u>	<u>743</u>
Net Current Assets			
		<u>2,221</u>	<u>2,295</u>
Total Assets less Current Liabilities			
Creditors:			
Amounts falling due after more than one year	16	(44)	(37)
		<u>2,177</u>	<u>2,258</u>
Net Assets excluding pension liability			
		-	-
Pension (deficit) on defined benefit scheme	10		
		-	-
Net Assets		<u>2,177</u>	<u>2,258</u>
Funds:			
Restricted Funds	19	264	271
		<u>264</u>	<u>271</u>
Unrestricted Funds			
General Fund		1,346	1,426
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	567	561
		<u>1,913</u>	<u>1,987</u>
Total unrestricted funds			
		<u>1,913</u>	<u>1,987</u>
Total Funds		<u>2,177</u>	<u>2,258</u>

The financial statements were approved and authorised for issue by the Board of Trustees on 8 March 2023 and were signed on its behalf by:



Dr P Brooker
Honorary Treasurer



Professor C Wathes
Honorary Secretary

The notes on pages 26-40 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	2022 £000	2021 £000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	151	5
Cash flows from investing activities:			
Interest and dividends from investments		46	32
(Purchase) of fixed assets		(20)	(21)
Proceeds from sales of investments		17	-
(Purchase) of fixed asset investments		(200)	(200)
Cash from/(used in) investing activities		(157)	(189)
Change in cash and cash equivalents in the year		(6)	(184)
Cash and cash equivalents at the beginning of the year		705	889
Cash and cash equivalents at the end of the year	B	699	705

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

	2022 £'000	2021 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(81)	475
Depreciation	53	53
Interest and dividends from investments	(46)	(32)
(Gain)/Losses on investments	112	(138)
Gains on revaluation of tangible fixed assets	-	(27)
(Increase)/Decrease in debtors	73	(76)
(Decrease)/Increase in creditors	40	(250)
Net cash provided by/ (used in) operating activities	151	5

B. Analysis of cash and cash equivalents

	1 October 2021 £'000	Cash Flow £'000	30 September 2022 £'000
Cash in bank and in hand	705	(6)	699
	705	(6)	699

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

1. ACCOUNTING POLICIES

(a) Basis of accounting

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) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

The charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

The financial statements reflect the requirements of the Charities Act 2011 and the Royal Charter.

Basis of Consolidation

These financial statements give information on the Society as a single entity. The Society is exempt from preparing group accounts, as the subsidiary Biology Ltd has remained dormant throughout the year.

b) Going Concern

Based on the level of reserves, the trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The trustees do not consider that there are any sources of 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.

The trustees have reviewed the future budgets and cash flows of the Society in reaching their conclusion. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) 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' 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 for the provision of specified service is deferred until criteria for income recognition are met.

d) 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.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity, which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations, which the donor has specified, are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) 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 comprise of trading costs and the costs incurred by the charity including third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

1. ACCOUNTING POLICIES (continued)

f) Expenditure and irrecoverable VAT (continued)

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities 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.

g) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs have been allocated to activities on the basis of employment costs.

h) Tangible fixed assets

Items of equipment are depreciated to write off assets over their expected useful lives. These are estimated to be:

Leasehold improvements – over the life of the lease (7 years)

Fixtures and fittings – 5 years

Computer equipment and software – 3 years

The works of art capitalised in the balance sheet are shown at replacement value based on the valuation for insurance purposes.

i) Investment properties

Investment properties are included in the balance sheet at fair value and are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

j) Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measure at their fair value as at the balance sheet date. Any change in their value will be recognised in the statement of financial activities.

Investments are made, as required by the Royal Charter, in accordance with the provisions of the Trustee Act 2000.

k) 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.

l) 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.

m) 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.

n) Branch Funds

The funds of the Society's branches are included in the accounts on a line-by-line basis.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

1. ACCOUNTING POLICIES (continued)

o) Reserves

The retention of surpluses as general reserves is necessary to provide working capital, and provide for items of expenditure that do not occur annually. The required non-recurring expenditure level is calculated at three month's expenditure and the required non-recurring expenditure reserve level is calculated by estimates of future expenditure requirements.

p) Pension Costs

The Society operates a defined benefit pension scheme, which was closed to current members on 31 March 2006. Contributions payable to this scheme are charged in the statement of financial activities so as to spread the cost of the pension over the employees working life. The pension is calculated on the basis of actuarial advice. These contributions are invested separately from the society's assets, with an insurance company.

Contributions payable to the Society's defined contribution schemes are charged to the Statement of Financial Activities during the year incurred.

q) Operating Leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities as incurred.

r) 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 measure at their settlement value.

s) Estimates and judgements

In preparing these financial statements, the trustees have made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

t) Joint Venture

The Royal Society of Biology does not prepare consolidated accounts. A previous joint venture, Charles Darwin House limited (CDH Ltd), in which RSB held 8.2% of the equity, ceased trading in September 2021 and was placed into voluntary liquidation as a solvent business in May 2022. It was struck off on 30 September 2022.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

2. DETAILED PRIOR YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2021 £'000
INCOME FROM:				
Donations and legacies	3	114	243	357
Charitable activities:	4			
Membership and subscription services		1,785	-	1,785
Accreditation & examination fees		508	-	508
Journals		31	-	31
Education		-	-	-
Courses & events		35	-	35
Total charitable activities		2,359	-	2,716
Other trading activities	5	40	-	40
Investment income	6	32	-	32
Total income		2,545	243	2,788
EXPENDITURE ON:				
	7			
Raising funds		40	-	40
Charitable activities:				
Membership subscriptions & services		1,093	-	1,093
Accreditation & exams		323	-	323
Journals		275	-	275
Education		474	-	474
Courses & Events		246	27	273
Total charitable activities		2,411	27	2,438
Total expenditure		2,451	27	2,478
Net (expenditure)/income before net gains on investments		94	216	310
Realised gains/(losses) on fixed assets		27	-	27
Unrealised gains on investments	13	138	-	138
Net (expenditure)/income for the year		259	216	475
Transfers between funds		-	-	-
Net (expenditure)/income before other recognised gains and losses		259	216	475
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-
Net movement in funds		259	216	475
Funds brought forward at 1 October 2020		1,728	55	1,783
Funds carried forward at 30 September 2021		1,987	271	2,258

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

3. INCOME FROM DONATIONS AND LEGACIES

	2022 £'000	2021 £'000
Grants	221	102
Donations	2	2
Legacy	-	228
Sponsorship	32	25
	<u>255</u>	<u>357</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2022 £'000	2021 £'000
Members subscriptions & services		
Subscriptions	1,791	1,785
Total	<u>1,791</u>	<u>1,785</u>
 Accreditation & exams		
Fees	556	508
Total	<u>556</u>	<u>508</u>
 Journals		
Subscriptions	34	31
Total	<u>34</u>	<u>31</u>
 Education		
Invoiced sales	-	-
Total	<u>-</u>	<u>-</u>
 Courses & events		
Event income	15	28
Course fees	18	7
Total	<u>33</u>	<u>35</u>
Total income from charitable activities	<u>2,414</u>	<u>2,359</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

5 INCOME FROM OTHER TRADING ACTIVITIES

	2022 £'000	2021 £'000
Facilities hire	37	-
Other income	19	40
	<u>56</u>	<u>40</u>

6. INCOME FROM INVESTMENTS

	2022 £'000	2021 £'000
Bank interest	-	-
Investment income	46	32
	<u>46</u>	<u>32</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2022 Total £'000
Staff costs	46	725	142	126	348	189	46	1,669
Direct costs	-	225	85	139	52	71	-	525
Travel	-	-	-	-	-	-	9	9
Premises	-	-	-	-	-	-	217	217
Office costs	-	-	-	-	-	-	46	46
IT	-	-	-	-	-	-	107	107
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	96	96
Governance costs	-	-	-	-	-	-	71	71
	<u>46</u>	<u>950</u>	<u>227</u>	<u>265</u>	<u>400</u>	<u>260</u>	<u>592</u>	<u>2,740</u>
Support costs	-	278	142	48	53	71	(592)	-
Total expenditure 2022	<u>46</u>	<u>1,228</u>	<u>369</u>	<u>313</u>	<u>453</u>	<u>331</u>	<u>-</u>	<u>2,740</u>

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2021 Total £'000
Staff costs	40	711	139	124	346	186	42	1,588
Direct costs	-	115	48	106	77	19	-	365
Travel	-	-	-	-	-	-	5	5
Premises	-	-	-	-	-	-	279	279
Office costs	-	-	-	-	-	-	43	43
IT	-	-	-	-	-	-	97	97
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	78	78
Governance costs	-	-	-	-	-	-	23	23
	<u>40</u>	<u>826</u>	<u>187</u>	<u>230</u>	<u>423</u>	<u>205</u>	<u>567</u>	<u>2,478</u>
Support costs	-	267	136	45	51	68	(567)	-
Total expenditure 2021	<u>40</u>	<u>1,093</u>	<u>323</u>	<u>275</u>	<u>474</u>	<u>273</u>	<u>-</u>	<u>2,478</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2022 £'000	2021 £'000
Net (expenditure)/income is stated after charging for:		
Depreciation	52.6	53.0
Auditor's remuneration:		
Audit fees	11.6	10.8
Other services	7.0	7.0
Irrecoverable VAT	43.8	25.4
Operating lease rentals – land and buildings	121.9	152.3
Trustees Expenses	2.6	0.1
	<u> </u>	<u> </u>

9. STAFF COSTS

	2022 £'000	2021 £'000
Salaries and wages	1,295	1,278
Social security costs	146	138
Employer's contribution to defined contribution pension schemes	117	102
Defined benefit pension schemes costs	58	47
Training	12	3
Recruitment	6	6
Other staff costs	35	14
	<u> </u>	<u> </u>
	<u>1,669</u>	<u>1,588</u>

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

	2022 £'000	2021 £'000
£160,000 to £170,000	1	-
£150,000 to £160,000	-	1
£90,000 to £100,000	-	1
£80,000 to £90,000	-	-
£60,000 to £70,000	-	1

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £259,274 (2021: £392,225).

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2021: £nil). 8 trustees were reimbursed travel expenses of £2.6k during the year (2021: 1 reimbursed £0.1k) with no trustees receiving an honoraria (2021: 1 trustee received £0.8k). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

9. STAFF COSTS (Continued)

Staff numbers

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

	2022 £'000	2021 £'000
Raising funds	1	1
Charitable activities	28	26
Support	2	2
Governance	1	1
	<u>32</u>	<u>30</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme, which is open to all members of staff. The Society's contributions in the year amounted to £117k. There were no outstanding or prepaid contributions.

The Society operated a defined benefit scheme, which was closed to new members with effect from 2 September 2002 and was closed to further accrual of benefits with effect from 31 March 2006. The Society contributed £58k in costs.

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £2,122,000 at 1 April 2020 and that the actuarial value of those assets represents 77.00% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

The accounting standard for retirement benefits, FRS 102, has been fully implemented in these accounts. The Society instructed a qualified and independent actuary to make valuation of pension scheme liabilities using the projected unit method.

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2022 £'000	2021 £'000
Fair value of scheme assets	1,917	2,692
Present value of scheme liabilities	(1,421)	(2,209)
Irrecoverable surplus on pension scheme	(496)	(483)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

Following advice from the scheme actuary, the pension scheme asset has not been recognised in the Society's accounts on the basis that it is irrecoverable.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

10. PENSION SCHEMES (Continued)

Changes in the present value of the defined benefit obligations are as follows:

	2022 £'000	2021 £'000
Opening defined benefit obligation	2,209	2,246
Movement in the year		
Interest cost	44	38
Benefits paid and death in-service premiums paid	(20)	(40)
Expenses	-	21
Actuarial gains/(losses)	(812)	(56)
Closing defined benefit obligation	<u>1,421</u>	<u>2,209</u>

Changes in the fair value of plan assets are as follows:

Opening fair value of plan assets	2,692	2,465
Interest income	53	42
Actuarial gains/(losses)	(777)	214
Contributions by the Society	11	11
Expenses paid	(42)	(21)
Benefits paid	(20)	(19)
	<u>1,917</u>	<u>2,692</u>

The major category of plan assets is

Equities/diversified	34%	61%
Bonds	64%	39%
Cash	2%	-

The Principal actuarial assumptions at the balance sheet date were

Allowance for revaluation of deferred pensions		N/A
Discount rate	5.0%	2.0%
Inflation assumption	3.6%	3.7%

Amount charged within expenditure	£'000	£'000
Current service cost		
Expenses	42	21
Net interest cost	-	-
	<u>42</u>	<u>21</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
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10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2022 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
Male retiring in 2022	26.8	
Female retiring 2022	29.4	
Male retiring in 2039	28.3	
Female retiring in 2039	30.8	

	2022 £'000	2021 £'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets		
Amount: Gain/(Loss)	(777)	214
Experience gains and losses arising on the scheme liabilities		
Amount: Gain/(Loss)	(7)	6
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: Gain/(Loss)	819	50
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	(4)	(260)
Amount: Gain/(Loss)	31	10
Effect of limit on amount of surplus recognised		
Due to some of the surplus not being recognisable	-	-
Total amount recognised in other recognised gains and losses	31	10

The best estimate of contributions be paid by the Charity for the year beginning after 30th September 2022 is £11,000.

11 BRANCH FUNDS

Reports have been received from the four branches who operate their finances independently. The other branches use centralised facilities. The total cash at bank and in-hand held by the four reporting branches at the balance sheet date was £2,650 (2021: £5,025)

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2021	198	32	77	41	348
Additions	-	1	19	-	20
At 30 September 2022	<u>198</u>	<u>33</u>	<u>96</u>	<u>41</u>	<u>368</u>
Depreciation					
At 1 October 2021	80	14	53	-	147
Charge for the year	29	5	19	-	53
At 30 September 2022	<u>109</u>	<u>19</u>	<u>72</u>	<u>-</u>	<u>200</u>
Net Book Value					
At 30 September 2022	<u><u>89</u></u>	<u><u>13</u></u>	<u><u>25</u></u>	<u><u>41</u></u>	<u><u>168</u></u>
At 30 September 2021	<u><u>118</u></u>	<u><u>18</u></u>	<u><u>24</u></u>	<u><u>41</u></u>	<u><u>201</u></u>

All tangible fixed assets are for direct charitable use.

Works of Art:

The Society holds works of Art, which were valued by Coram James Limited (Art & Antique Valuers) on 2 April 2019 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

13. INVESTMENTS

	2022 £'000	2021 £'000
Market value at 1 October 2021	1,351	1,013
Additions in the year	200	200
Disposals	(17)	-
Gain/(loss) in the year	(112)	138
Market value at 30 September 2022	<u><u>1,422</u></u>	<u><u>1,351</u></u>
 Investments at market value comprised:		
Equities	<u>1,422</u>	<u>1,351</u>
	<u><u>1,422</u></u>	<u><u>1,351</u></u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

14. DEBTORS

	2022	2021
	£'000	£'000
Due within one year		
Trade Debtors	120	119
Other debtors	94	88
VAT	8	-
Prepayments and accrued income	158	246
	<u>380</u>	<u>453</u>

15. CREDITORS: amounts falling due within one year

	2022	2021
	£'000	£'000
Due within one year		
Subscriptions and fees in advance	173	160
Accruals	66	32
Trade creditors	80	56
Taxation and social security costs	42	46
Other creditors	87	121
	<u>448</u>	<u>415</u>
Deferred income		
	2022	2021
	£'000	£'000
Balance at the beginning of the year	197	184
Amount released to income in the year	(197)	(184)
Amount deferred in the year	260	197
	<u>260</u>	<u>197</u>
Balance at the end of the year	<u>260</u>	<u>197</u>

Membership fees are collected on 1 October, 1 January, 1 April and 1 July. Only fees paid on 1 October coincide with the financial year - others are partly accrued. For example, a fee paid on 1 April is applied 50% to the current financial year and 50% to the next. Similarly, some plant health grant income and accreditation fees cover work completed in the following financial year and are also partly accrued.

16. CREDITORS: amounts falling due after more than one year

	2022	2021
	£'000	£'000
Due after more than one year		
Life membership fund	44	37
	<u>44</u>	<u>37</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2022

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000
Fixed Assets	1,590	-	1,590
Net current assets	345	264	631
Long term liabilities	(44)	-	(44)
	<u>1,891</u>	<u>264</u>	<u>2,177</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2021

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Fixed Assets	1,552	-	1,552
Net current assets	472	271	743
Long term liabilities	(37)	-	(37)
	<u>1,987</u>	<u>271</u>	<u>2,258</u>

18. DESIGNATED FUNDS - 2022

	At 1 October 2021 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2022 £'000
Working Capital	500	-	-	-	500
HUBS	61	32	(26)	-	67
Pension Reserve	-	11	(11)	-	-
	<u>561</u>	<u>43</u>	<u>(37)</u>	<u>-</u>	<u>567</u>

DESIGNATED FUNDS – 2021

	At 1 October 2019 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2021 £'000
Working Capital	500	-	-	-	500
HUBS	49	22	(10)	-	61
Pension Reserve	-	47	(47)	-	-
	<u>549</u>	<u>69</u>	<u>(57)</u>	<u>-</u>	<u>561</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

18. DESIGNATED FUNDS – 2022 (continued)

Working capital

The Council of the Society use three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The trustees have maintained this at a £500k level for FY 2021-22.

HUBS

Heads of University Biosciences (HUBS) is a Special Interest Group of the Royal Society of Biology and aims to address the particular challenges of managing biological and life science departments and units in UK higher education (HE). HUBS acts as a forum for discussing relevant national issues and as a source of informed comment. HUBS runs an annual meeting for members, the Bioscience Teacher of the Year Award, and supports the Early Career Lecturers Forum.

19. RESTRICTED FUNDS - 2022

	At 1 October 2021 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2022 £'000
Natural Capital Initiative	43	15	-	-	58
The John Barker Educational fund	228	-	(22)	-	206
	<u>271</u>	<u>15</u>	<u>(22)</u>	<u>-</u>	<u>264</u>

John Barker, an editor of the RSB's JBE journal for almost 25 years, generously provided a legacy of £228k in 2022. This will be used to further biology education in all forms from curriculum improvement to UK-wide policy development. The trustees aim to spend the fund within 3 to 5 years. This year £22k supported appointment to two new education roles at the Society in the last months of the year.

RESTRICTED FUNDS - 2021

	At 1 October 2020 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2021 £'000
Natural Capital Initiative	55	15	(27)	-	43
The John Barker Educational fund	-	228	-	-	228
	<u>55</u>	<u>243</u>	<u>(27)</u>	<u>-</u>	<u>271</u>

Natural Capital Initiative (NCI) develops a series of workshops and policy positions on the use and value of natural capital.

Funds were received to be spent on the above projects by donors, and the note above provides details of restricted funds, held, received and spent during the year.

20. JOINT VENTURE

The Royal Society of Biology does not prepare consolidated accounts, as it has no other holdings following voluntary insolvency of the Charles Darwin House Limited in which it held an 8.2% equity stake. The company was dissolved on 30 September 2022 and there are no further liabilities.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2022

21. LEGAL STATUS OF THE CHARITY

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

22. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for 2022 (2021: nil).

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

23. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2022:

	2022 £'000	2021 £'000
Within one year	178	169
Between two and five years	342	520
	<u>520</u>	<u>689</u>

THE ROYAL SOCIETY OF BIOLOGY

England & Wales - Charity number 277981

Accounts

THE ROYAL SOCIETY OF BIOLOGY

**TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Charity registered number: 277981

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FOR THE YEAR ENDED 30 SEPTEMBER 2021
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**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2021**

The Council of the Society, the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2021.

Reference and Administrative information

Charity Name:	The Royal Society of Biology
Charity registration number:	277981
Address:	1 Naoroji Street, London, WC1X 0GB

Members of Council during the period 1 October 2020 to 30 September 2021

Officers of Council

Professor Dame Julia Goodfellow	President
Dr Paul Brooker	Honorary Treasurer
Professor Richard Reece	Honorary Secretary

College of Individual Members

Professor Nigel Brown	Chair of the College
Dr Jacqui Piner	
Professor Caroline Austin	(until May 2021)
Professor Hilary MacQueen	(until May 2021)
Professor Louise Cosby	(from May 2021)
Mrs Lucy Hudson	(from May 2021)

College of Organisational Members

Professor Paul Hoskisson	Chair of the College (until May 2021)
Professor Patricia Kuwabara	Chair of the College (from May 2021)
Professor Yvonne Barnett	
Professor Stefan Przyborski	
Dr Suzy Moody	(from May 2021)

Appointed by Council

Dr Louise Leong	
Professor Claire Wathes	
Mr Terence Gould	
Professor Hilary MacQueen	(from May 2021)

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2021**

Senior Staff

Dr M Downs	Chief Executive
Dr L Bellingan	Director, Policy and Public Affairs
Dr S Benn	Director, Parliamentary Affairs (until September 2021)
Mr M Leach	Associate Director, Membership, Regions and Facilities
Mr P Trimmer	Associate Director, Accreditation and Professional Affairs

External Auditor

Haysmacintyre LLP
10 Queen Street Place
Statutory Auditors
London
EC4R 1AG

Bankers

HSBC Bank plc
95 Gloucester Road
South Kensington
London
SW7 4SS

CAF Bank
Kings Hill
West Malling
Kent
ME19 4TA

Solicitor

Payne Hicks Beach
10 New Square
Lincolns Inn
London
WC2A 3QG

THE YEAR IN NUMBERS

Financial year 2020-2021



Finances

£2,788k

Income

£2,478k

Expenditure

£2,258k

Total funds this year

Membership

17,593

Individual members

86

Organisation members

10

Strategic partners

Client services

10

External membership clients, with:

14,000

members of their own



Education and Science Policy

Evolving 5-19 Biology

8 Recommendations within Evolving 5-19 Biology, our new curriculum framework, produced following

7 years of development with input from 10 RSB groups and committees

Policy Resource Library

861

Resources in the policy resource library, from

23

different science organisations



Consultation responses

20

Total consultation responses, covering areas including COP26, animal welfare, regulation, equity, and bioscience education



Publications

The Biologist

50+

Original articles, interviews and profiles published

193k

Page views across *The Biologist* website, up 65%



Journal of Biological Education

5

Issues published of *The Journal of Biological Education*

70,000+

Downloads of JBE content across 2020



Publishing

4

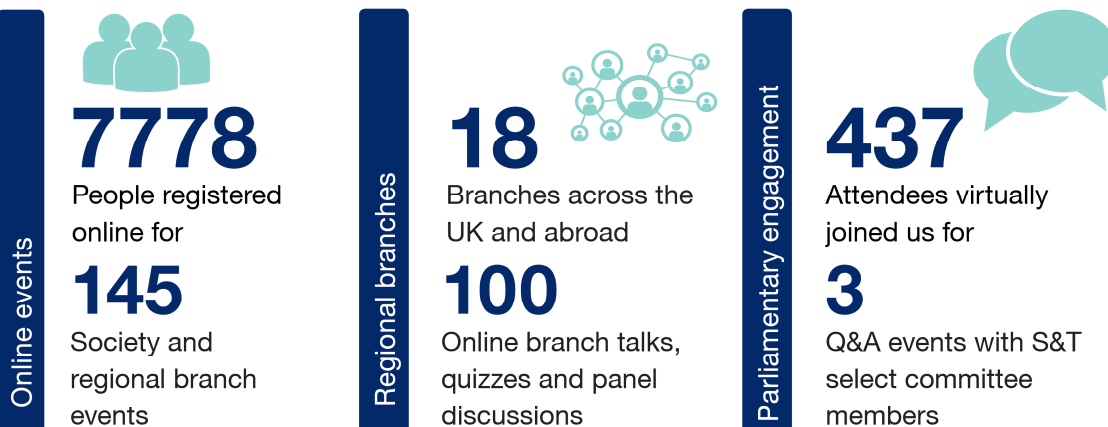
New titles published in the Oxford Primers series of textbooks

7

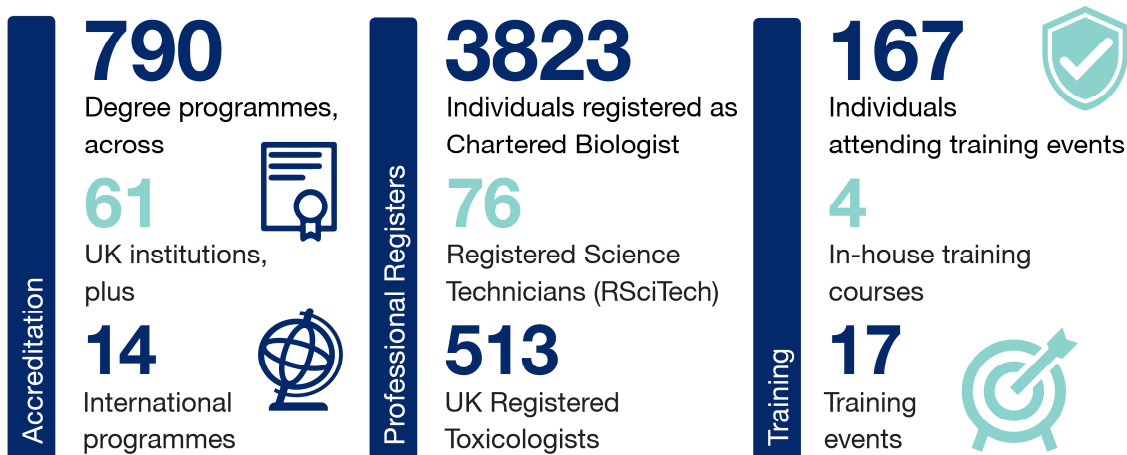
New issues of the journal *Emerging Topics in Life Science*



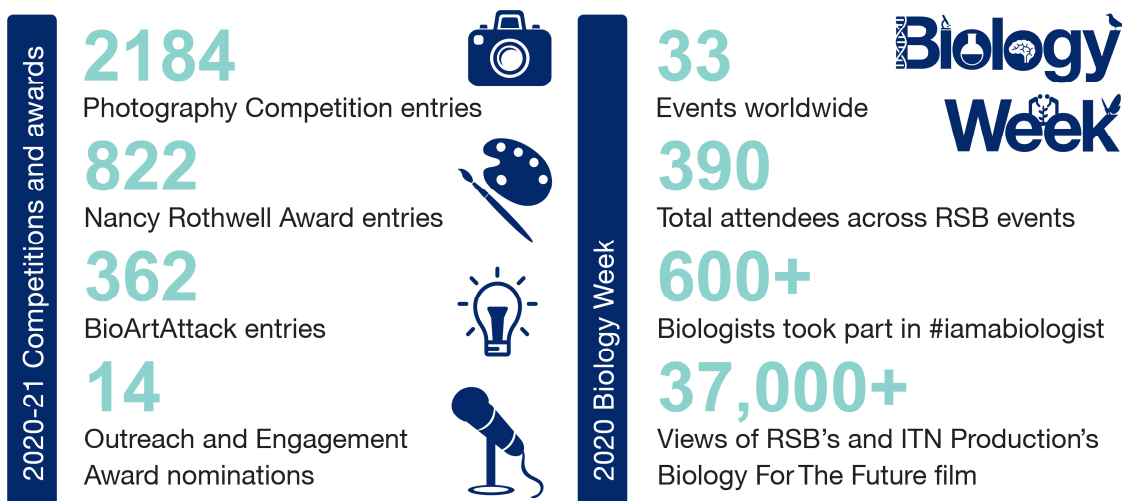
Events and Branches



Accreditation and Professional Registers



Outreach and Engagement



Biology Week

Biology Week 2020

33

Events took place online, despite the pandemic



Virtual UK Fungus Day
West Midlands: Charter Lecture 2020



Engaging with Parliament on Global Challenges

Virtual RSB Annual Awards Ceremony

Movie Night: Can A.I. save the world?

Discover the fun of backyard geology

Thames Valley: Seeing the wood for the trees



I am a biologist: From micro-perspective

Beds, Essex and Herts: Your Body Your Consent



Healthy Ageing: A Lifespan Perspective

390

People attended events run by the RSB, including branch events

80

People attended the online event 'Engaging with Parliament on Global Challenges'

2267

Total views of celebration videos as part of the virtual Annual Awards Ceremony

115

People attended Biology Week's Policy Lates: 'Healthy Ageing: A Lifespan Perspective'

Biology Week



3382

Total competition entries in 2020



2184

Entries for the RSB Photography competition



822

Entries submitted for the Nancy Rothwell Award



Introduction of a new Award:
Apprentice of the Year



362

Entries for #BioArtAttack competition



14

Entries for the Outreach and Engagement Awards



Tilaxan Tharmapalan Photographer of the Year
Ashwin Geerthan Young Photographer of the Year
Ji Yoon Park Nancy Rothwell Award: 7-11 age category
Hazel Nah Nancy Rothwell Award: 12-14 age category
Shivani Dawson Nancy Rothwell Award: 15-18 age category
Ella Hubber Outreach and Engagement Award: New Researcher
Dr Claire Price Outreach and Engagement Award: Established Researcher

37,000+

Views across all **Biology For The Future** videos, created with ITN Productions and premiered during Biology Week

5

Imperial College London
The Humanimal Trust NuCana
EUMETSAT RevoluGen

Science and tech organisations featured, with 29 in total across all three programmes since 2018



600+

Number of biologists who shared a photo of themselves in action as part **#iamabiologist**



45+

Biologists from more than 45 countries took part in the campaign

Biology Week

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

INTRODUCTION

Our vision is of a society that understands the true value of biology and how it can contribute to improving life for all.

Our mission is to be the unified voice of biology, to facilitate the promotion of new discoveries in biological science for national and international benefit, and to engage the wider public with our work.

The financial year 1 October 2020 to 30 September 2021 is the third year of the current three year strategic plan - "[Biology, Changing the World](#)" set around the core themes to Inspire, Influence, Support and Evolve, underpinned by a "bioscience for all" agenda aimed at promoting an inclusive, accessible and diverse participation in the life sciences. The vast majority of the objectives set out in the plan have been achieved. Where progress is still required to achieve planned outcomes, this often reflects the impact of the pandemic, the associated changes and re-prioritisation but the impacts have been modest compared to many charities.

The policy agenda was especially busy as the Society worked closely with sister Societies across the sciences, and independently, to offer advice to governments on pandemic impacts and beyond. The education system across the UK was severely disrupted due to lock-downs and self-isolation requirements leading to many quick turn-around consultations and interventions. The higher education landscape was equally affected and the Society led the way with advice on degree accreditation with a no detriment policy, offering clear advice to universities alongside a shift to online assessment "visits". This experience added value to international ambitions for accreditation roll-out, facilitating virtual engagement and acceptance as an appropriate and quality controlled route to accreditation status.

Both animal and plant science activities saw successful outcomes, with seminars and workshops translated to online formats, allowing continued engagement with bioscience communities and partnership with Government departments such as the Home Office and DEFRA. Parliamentary engagement also continued apace, with a new mini-series of one-to-one interviews, online, with members of the House of Commons Science and Technology Select Committee for both members and the public, with Q&A opportunities. Mark Logan MP, Carol Monaghan MP and Katherine Fletcher MP participated. National LINKS Day and Voice of the future also took place virtually. These events normally occur in Westminster with the former this year focused on climate change and COP26, enabling the audience to hear and engage with senior parliamentarians, officials and others including the Chief Scientific Advisor, Chair of the Commons S&T Select Committee, Ministers, the opposition front bench and an international panel including USA and China. Voice of the Future had similar high-level participation, allowing early career researchers and sixth form students to quiz them and the S&T Select Committee membership.

Late 2021 saw the Society's long-standing Director of Parliamentary Affairs, Dr Stephen Benn, step down and be appointed to the House of Lords as Lord Stansgate. This will further strengthen the Society's parliamentary links to Westminster. A recruitment process will be put in place to identify a new incumbent with a slightly broadened role.

The Society has been active in each of the UK's devolved administrations, partnering with the Royal Society of Chemistry (RSC) for parliamentary engagement events and working collectively on each policy agenda. In Scotland, the Society was active via the Learned Societies Group and maintained the secretariat role for a long-standing pan-science education group covering England and Wales. Links were also maintained with NI education policy.

For both the UK countries and English regions, volunteer-led branches delivered a wide variety of events online and continue to be a key route for engaging the public and members in the Society's work and the wonder of biology.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Support for biology professionals was delivered entirely online through training events, courses, CPD activities and professional registration requirements. A major review of services was completed, with the recommendations ready for implementation during FY 2021-22, including stricter CPD requirements for Chartered Biologist.

A virtual Biology Week in October 2020 (see infographic), coupled with an on-line science festival and greater digital content for the *Biologist*, helped deliver charitable objectives to communicate the wonder of biology during the pandemic. Content from the jointly owned journal 'Emerging Topics in Bioscience' was made freely available in some instances and the Covid19 Bulletin, summarising key primary source research material, was read by over 25,000 people per issue.

Membership remains at the heart of the Society. Individual membership retention increased across the professional grades (>95% for Fellows) with new recruitment slightly down on pre-pandemic levels but still reasonable. There were 17,425 members on 30 September 2021 (2020:17,764). Member Organisation (MO) numbers were broadly static at around ninety and the Society returned to its "twilight" MO meetings after a near 18-month gap, facilitated online by the Chair of the College of Organisation members, Trustee, Professor Patricia Kuwabara FRSB.

The 'biosciences for all' theme was rolled out through a series of virtual workshops, meetings and representation, often seeking to share and learn best practice. The 23 strong RSB ambassador network continued to embed an inclusive philosophy across the Society. Trustee, Dr Jacqui Piner FRSB CBiol took over the role of EDI Board (Council) champion from Professor Caroline Austin FRSB in May 2021.

The finances of the Society remain sound with a modest operational surplus and welcome substantial overall year end surplus thanks to excellent investment performance and a very generous legacy gift from Dr Jonathan Barker, exceeding £200k. Dr Barker was the editor of the Society's Journal of Biological Education for over 25 years and the Trustees record their extreme gratitude for his generosity. The gift will help support RSB's education plans for several years.

The Society is grateful to all its sponsors and supporters throughout the year and would particularly like to record thanks to those member organisations who have provided additional resource, including the Anatomical Society, Biochemical Society, British Ecological Society, British Pharmacological Society, British Society for Immunology, Genetics Society, Nutrition Society, Physiological Society, Society for Applied Microbiology, Society for Experimental Biology, AstraZeneca, BBSRC and Wellcome Trust.

As the current three-year plan comes to its conclusion in December 2021, a new plan will launch in January 2022, building on and evolving current success. Professor Sir Ian Boyd FRS FRSB will lead most of this ambition as the RSB President-elect. He will take over from Professor Dame Julia Goodfellow, DBE, FRSB at the Society's AGM in May 2022.

Current and future impact of the COVID-19 pandemic

For a second year, the Trustees wish to record their thanks to the RSB staff and volunteers, throughout this difficult period, for their commitment and professionalism in ensuring an effective response that allowed the Society to continue operating close to normal.

The Society followed Government advice at all stages of the pandemic. A dedicated risk register was developed and appropriate mitigation steps taken to reduce the risk of infection.

No staff were furloughed or made redundant. Council agreed all events should be virtual during the year but actively pursued in this new format. This reduced expenditure and the Society's carbon footprint. The Society's income sources, including the primary membership income source, held up well during the year.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Unemployment and furlough externally led to an increase in resignations but overall numbers remained well above 17,000, exceeding 18,000 at one point.

OBJECTS, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND REGIONAL BRANCHES

As noted in the introduction, members are at the core of the RSB and 2020/21 proved to be a challenging year for membership recruitment and retention. Having started the year with an overall membership of 17,744 in October 2020, and reaching 18,054 in the April 2021 quarterly election following a significant student intake, total membership fell to 17,591 by July 2021, the year's final election. Given the uncertainty and turbulence of the COVID-19 pandemic, static membership can be seen as positive.

Member Organisation (MO) numbers remain relatively steady, with a small net decrease over the year following a modest number of leavers and joiners. At the end of the financial year period there were 86 MOs.

Regional activity

The Society has 18 branches: sixteen regional branches in the UK, one in Hong Kong and one in Australasia. The decision was taken to dissolve the Western branch owing to extremely low meeting attendance, with AGMs not being quorate. Branch members were allocated to neighbouring branches. The RSB's branch committees organise events for members, schools and the public; 100 events were organised during the year,. Branch committees quickly adapted to COVID-19 changes, running virtual events and delivered 25 virtual events from May onwards, including quizzes, panel discussions and AGMs.

Client Services

The membership services team completed its sixth full year, servicing eight societies (Genetics Society, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, Quekett Microscopical Club, the Anatomical Society, the International Society for Affective Disorders and the Fisheries Society of the British Isles) at year end totalling around 7,000 individual members collectively. The team is now also supporting one external client, the Institute of Animal Technology, which also runs a version of the RSB membership system to manage its membership. The British Society for Antimicrobial Chemotherapy, who had been using our membership system, took the decision to move to a new database and left during the period. The team is hoping to commence managing full membership administration services for a new client in the first part of 2021.

DEGREE ACCREDITATION

Accreditation of degree programmes continues to perform well and is now an embedded area of activity for the Society. Advanced Accreditation and Accreditation are now established as key pillars of the Society's work, with interest and applications for both processes in demand from universities. In addition to these core accreditation routes, the Society offers Foundation Degree Accreditation, Masters Accreditation, International Accreditation and Doctoral Accreditation; these additional routes are based on the core accreditations albeit with additional, more focused criteria depending on the accreditation type. The programme definitions are as follows:

Advanced Accreditation by the Royal Society of Biology recognises academic excellence in the biosciences, highlighting degrees which contain a significant research element and educate the future leaders of research and development.

Accreditation by the Royal Society of Biology follows an independent and rigorous assessment of degree programmes which contain a solid academic foundation in biological knowledge and key skills, and prepare graduates to address the needs of employers.

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2021**

Accredited HEIs and Programmes (at end of financial year)

Type:	HEIs		Programmes	
	<u>2021</u>	<u>2020</u>	<u>2021</u>	<u>2020</u>
Accreditation	55	50	523	457
Advanced Accreditation	19	19	240	234
International Accreditation	7	7	10	11
International Advanced Accreditation	2	2	3	3
Masters Accreditation	4	2	34	9
Foundation Degree Accreditation	2	2	3	4
Doctoral Accreditation	3	3	4	4
Totals	92	85	817	722

Throughout 2021, many of the first programmes to be awarded accreditation have been due for renewal as their 5-year period of accreditation comes to an end. So far, uptake for reaccreditation has been high and this is predicted to continue going into the next financial year. There has also been a rise in new applications for accreditation, with five of these already scheduled for 2022.

The International Accreditation criteria have been updated to include a new route system. It is predicted that this will be more inclusive for international institutions whose programme types differ from those taught in the UK. The new International Accreditation routes are as follows: Route 1 (undergraduate programmes that include work-based learning and foundation level experience, for example, higher diplomas); Route 2 (undergraduate programmes that include an integrative experience, for example, BSc programmes); Route 3 (undergraduate programmes that include a coherent capstone experience, for example, BSc (Hons) programmes); Route 4 (postgraduate programmes offering advanced research training and skills, for example, MSc programmes).

There were two successful pilots of the new International Accreditation criteria held in September. The Business Management School in Sri Lanka and the University of Canterbury in New Zealand have now successfully been awarded accreditation using the Routes 1 and 2 above. The latter is the first institution in Australasia to be awarded RSB Accreditation. There continues to be international interest in RSB Accreditation from institutions located in the Philippines, Malaysia and Gibraltar, as well as an institution in the Bahamas currently undergoing the accreditation process.

The ACE-Impact project has now been expanded to ACE II, which includes African Centres of Excellence (ACE) based in East and Southern Africa. Earlier this year, four African assessors were trained as part of the ACE-Impact and ACE II projects, with plans to use these locally-based assessors as panel members in future ACE Project accreditation applications. Following the success of this, it has been proposed that our pool of assessors be expanded to other parts of the world for international visits.

Development of accreditation for apprenticeships from RQF levels 3-7 is currently underway, with hopes to launch this at the beginning of 2022. The RSB is in discussion with the Royal Society of Chemistry to offer a joint approach to institutions who wish to undergo Apprenticeship Accreditation with both professional bodies in tandem.

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2021

Accreditation visits have continued to be carried out virtually throughout 2021, with positive feedback from programme teams and accreditation panels. It's been proposed that physical visits will return at the beginning of 2022, following a hybrid format with new accreditations being carried out in person and most reaccreditation visits continuing to be online.

Responses to COVID-19 have been monitored through the annual report form process and have been collated into a document outlining the overall response. In terms of technical skills teaching, the vast majority of universities reported at least some disruption in 2020/21, with a few reporting that they had no in-person lab teaching all year. In response to this, many universities offered online alternatives to lab time, such as interactive simulations. Catch-up opportunities were a popular choice for many universities, with these sessions either being held in the 2021/22 welcome week or being covered during later stages of the degree. Other major alterations identified included an increase in online examinations and a reduction in wet lab capstone projects.

In April, the Accreditation Conference was hosted through Zoom, with discussions on capstone projects and technical skills during the pandemic and creativity within the accreditation criteria. In November 2021, the RSB will host its Accreditation Awards Ceremony for top project award nominees and newly accredited institutions from the last 2 years in-person.

PROFESSIONAL REGISTERS & TRAINING

Registers

The professional registers remain a core area of Society business. The biggest register is the Chartered Biologist, which had 3,823 individuals registered in September 2021. Over the last year, the CBIol register has undergone an in depth review, with the aims of further professionalising the register and bringing it in line with Chartered Chemist and Chartered Physicist. This review process will continue into the next year, where a fundamental change to the register will be implemented, meaning all registrants regardless of when they joined the register, will be required to complete and log continued professional development (CPD) to maintain their registration; an annual fee will also be required.

The Society offers professional registers under licence from the Science Council. As of September 2021 there are: 76 Registered Science Technicians (RSciTech), 163 Registered Scientists (RSci), 198 Chartered Scientists (CSci) and 34 Chartered Science Teachers (CSciTeach).

Work is underway to explore a potential new register for biosafety professionals, with the aim to pilot this process in the 2022 calendar year. This was unfortunately delayed in 2021 due to the COVID-19 pandemic.

14 Qualified Person (QP) assessments were completed virtually during the year.

There are 513 individuals on the UK Register of Toxicologists (UKRT). All applications, re-registrations and retention fees are managed electronically, with registrants using the RSB's online CPD system. The re-registration process is automated on a 5 yearly cycle. The register is continuing to grow, and we are seeing an increase in non-UK applications.

The International Register of Foetal Morphologists continues to grow. Most applications have been received from the USA over the past year.

The Plant Health Professionals register is receiving applications through the RSB MySociety website, currently 87 are registered. A new partnership and support from DEFRA will be sought for next financial year.

RSB has entered into a partnership with the GSE (Government Science & Engineering) to increase professional registrations and support to its members. This has the potential to be a large area of growth for the RSB registers, particularly CBIol.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Training

During the pandemic, the RSB training provision shifted to online delivery, and 13 online training events took place in the 2020-2021 financial year.

Since commencement of the formal training review in October 2020, a number of improvements have been identified and changes implemented as a result. New training topics of interest to the bioscience community have been highlighted as a result of a training survey which went to members and our networks; sustainability and net zero were two examples where RSB could add value. The Technical skills certificate development was delayed due to COVID-19 but discussions are underway with various institutions to run technical skills training and the RSB aims to run the first practical training courses in the summer of 2022. The online training platform has undergone vital updates to improve the user experience, which went live in September 2021.

Technician Action Plan

The RSB, as a member body of the Science Council and a supporter of their Technician Commitment, is committed to deliver our own action plan designed to support and champion technicians and technical staff. This action plan was launched in Biology Week 2019 and since this time, activity has included growth and promotion of the RSciTech register, attendance at Technicians events, development of the Technical skills and industry skills certificates, and the Apprentice of the Year award.

PUBLIC ENGAGEMENT

Outreach and engagement

2020-2021 continued to be a busy period for the Society's Outreach and Engagement team. The normal delivery of outreach and engagement events continued to be disrupted by restrictions put in place as a result of the COVID-19 pandemic.

All in-person outreach events after March 2020 were cancelled or transformed into online only events.

The Society delivered outreach and engagement activities in an online only format this year. This took place as virtual engagement, with downloadable hands-on science videos and other supporting hands-on science resources, social media input and promotion. We took part in online festivals including Glasgow Science Festival - Science on the Sofa, Sidmouth Science Festival online, Midlothian Science Festival online, Swansea Science Festival online, and RSB's Science at Home online.

In November 2020 we ran the RSB's first online outreach and engagement science festival called Science at Home, which was hosted predominantly on the RSB website and social media channels.

The festival included content from 24 organisations, including those external to the RSB's Outreach and Engagement Working Group. A total of 111 resources were included; with 89 short films or videos and 22 downloadable activities, games and worksheets. A total of 2,891 festival webpage hits were recorded over the launch weekend with a total of 9,822 recorded by the end of January 2021.

The primary target audience of RSB's Science at Home were family groups and children, with a more dedicated range of resources suited for secondary school pupils considering studying biology at university. The event was promoted through newsletters, social media channels and through the partner organisations own channels.

In May 2021 the Society collaborated with the British Society for Immunology to produce short films helping to raise awareness of and explain more about COVID-19 vaccines. The launch of the videos coincided with the expansion of the UK's vaccination programme to those under 30 and featured interviews with early career researchers who answered questions young people may have.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Biology Week 2020

Biology Week 2020 was a considerable success given that it was transformed into our first ever online Biology Week. There were 33 events online despite the pandemic.

Events included a virtual UK Fungus Day, Engaging with Parliament on Global Challenges, and the Policy Lates event: Healthy Aging a Lifespan Perspective. The RSB's Annual Awards ceremony was transformed into a virtual event, with videos published on the RSB's YouTube channel with interviews with the winners and competition judges. The videos in total saw 2,267 views across all channels.

There were 600+ biologists who shared a photo of themselves in action as part of the annual #amabiologist social media campaign, from more than 45 countries online.

ITN Productions partnership

The RSB continued its partnership with ITN Productions to produce a third current-affairs programme 'Biology for the Future.' The programme featured advertorial content from Imperial College London, EUMETSAT, the Humanimal Trust, NuCana and RevoluGen.

The programme launched during Biology Week 2020, and collected 37,000+ views across multiple channels.

The programme is available in full on the [RSB's YouTube](#).

Grants, competitions and awards

The Society continues to deliver a number of awards and competitions that celebrate bringing together biology and art, including the Nancy Rothwell Award, the RSB Photography competition, and BioArtAttack.

During the year the Society supported and celebrated those working in outreach and engagement through the annual Outreach and Engagement Awards and Outreach and Engagement grant scheme. In total, 2,778 entries were submitted across all of these competitions and awards.

In addition, 40 plus schools received paid-for-access to our [Gopher Science Labs online training](#) course thanks to support received by RSB from The Worshipful Company of Horners' Charity Funds.

POLICY WORK

Our [COVID-19 bulletin](#) series continued as part of the suite of regular RSB newsletters and linked webpages used to share information on policy, research communication and plant sciences. The bulletin now has over 28,000 subscribers.

The Society continued to organise successful and well-received Parliamentary pan-science events online, including Parliamentary Links Day in June 2021, with the theme of Science and Climate Change, and an RSB Twilight Meeting with keynote address by Professor Dame Ottoline Leyser FRSB, CEO of UKRI, for our MOs on 9 September 2021. Our [Policy Lates](#) series, supported by five of our strategic partner organisations, which enables bioscientists to share and discuss their work with each other, with policy and decision makers, and with a public audience, has continued online with record attendance from across the UK and globally. We delivered four events chaired by our Fellows, addressing healthy ageing; the climate crisis; supporting students through educational transition; and translational research and COVID-19 vaccines. Archived recordings are available for all on the [RSB YouTube channel](#). The series will continue through 2021-2022.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Throughout the year the Society convened the Parliamentary Affairs Committee which allowed a wide segment of the science & engineering community to discuss issues of mutual importance and question the Chair of the House of Commons Science & Technology Select Committee. More widely the Society plays a prominent role in the Parliamentary Affairs Committee (whose many online meetings throughout the year gained large audiences) and participated in the judging and promotion of STEM for BRITAIN.

Our work in support of a culture of equality, diversity and inclusion in the biosciences continues. In April 2021, the RSB successfully submitted data in response to the Diversity and Inclusion Progression Framework 2.0 exercise in partnership with the Science Council and the Royal Academy of Engineering. The Society published a Twitter thread with information and resources in support of [World Mental Health Day](#) and [International Day of Sign Languages](#). Additionally, throughout October 2020 (and 2021) we promoted several initiatives for [Black History Month](#). Our acclaimed and busy Diversity and Inclusion Working Group (DIWG) continues to provide an appreciated and important forum for representatives from member organisations to take the lead in chairing focused sessions, resulting in continued sharing of best practice, discussion and resources on specific and called-for issues. This year, meetings focused on topics including: supporting members with disabilities, diversity data, and networks allied with under-represented communities. Nine inspirational invited speakers shared expertise, lessons learnt and collaborative opportunities with representatives from RSB Member Organisations (MOs). Our Diversity and Inclusion Network of representatives from across our groups and committees has contributed to key and central discussions to guide our policies, including on member diversity data monitoring surveys and sharing best practice and guidance to raise and support accessible and inclusive methods of working across our committees and groups. Our membership and support to other groups, individuals and initiatives in this space, including the annual LGBTQ+STEMinar, Equality and Diversity in Science (EDIS), and Athena Forum, among many others, continues.

We produced and sent - or contributed to – science policy letters, statements and responses to Government, Parliament and the UN (WHO) on a broad range of issues. These included: [a letter to the Prime Minister](#) voicing sector concerns and urging reconsideration, following the announcement of an £120 million cut to the Global Challenge Research Fund (GCRF); a letter to the Chancellor of the Exchequer about the Spending Review, and another to the Prime Minister about the importance of securing a successful outcome from the COP26 meeting. Our many additional formal responses to Government and Parliamentary calls for evidence included those providing bioscience evidence and expertise on animal sentience, environmental principles, regulation of genetic technologies, equity in the STEM workforce, welfare in animal transport, and innovation and regulatory reform. We continue to deposit these in our [RSB Policy Resource Library](#), for all to freely access.

Including the above, our strategic focus on research culture, funding and infrastructure continues; responses earlier in 2020 on research direction, needs and priorities were depicted [in an article for The Biologist](#). We also submitted 8 applications for nominations to the REF 2021 assessment panels (applicants had to be members at MRSB and FRBSB grade). Our strategic focus on bringing scientific advice to environmental policy and decision makers, across audiences, continues to build. A new [webpage](#) has been created to summarise and link to recent RSB outputs on the environment. We collaborated with the Institution of Environmental Sciences (IES) and The Chartered Institute of Ecology and Environmental Management (CIEEM) to produce a webinar in May 2021 on links between COP26 and COP15, and nature based solutions. Our strategic focus on genetic knowledge also continues to grow in depth and reach, with several Animal Science Group (ASG) meetings and responses focusing on this area. [Time for a new approach](#) has been published as a policy perspective in *The Biologist*, as part of a portfolio of perspectives from RSB members with expertise in this area.

Reflecting our strategic focus on biosecurity, and supporting the next generation of bioscience professionals, the Society successfully delivered the [Plant Health Summit for Future Leaders](#) in March 2021. Over 150 early career professionals formed a new, related network, discussing challenges and priorities for plant health in the run up to the event. This work links to the Plant Health Register work described earlier where a combined new programme is anticipated from FY 2021-22.

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2021

To provide further support to early career researchers across the biosciences, two interns joined the team this year to receive science policy training and experience as part of the ongoing UKRI Policy Internship Programme.

We continue to engage and knowledge share with a wide range of individuals, networks and organisations across the sector, through networks and groups such as the UKRI hosted External Affairs Advisory Group, the Science Council Policy Forum, the Society Publishers' Coalition (SocPC), and several others including those with focus on genetic technologies, animal research, antimicrobial resistance, and the Nagoya protocol on access to benefits sharing of genetic resources.

Looking to next year we're planning further events in the Lates series, and a new series to support early career researchers in plant health, among many other priorities.

Education policy

The Royal Society of Biology continues its role as host organisation for the collaborative and co-ordinative work with Association for Science Education, Institute of Physics (IoP), Royal Society (RS) and Royal Society of Chemistry (RSC) and in September 2021 agreed to develop a new memorandum of understanding to continue this role in 2022-2025. The group agreed to use grant funds from the four societies to commission research on entry requirements to the sciences and other subjects in all four UK nations. An independent researcher has been contracted and is expected to deliver a report in 2022. The remaining grant money is allocated to fund a 0.4 FTE assistant to support the work of the group, which has been covered through internal secondment throughout the pandemic.

As part of the Learned Societies Group in Scotland we have submitted evidence to a review of 2020's national qualifications in Scotland, a review of 'Curriculum for Excellence' and provided a briefing on STEM education in Scotland for MSP candidates during May 2021 elections. Joint briefings on Level 3 Qualifications in Applied Sciences and Engineering and T levels were submitted only to the Department for Education as part of roundtable discussions and therefore remain unpublished.

The Society has also taken a proactive approach to policy discussions on new qualifications in Wales, proposals for reform of Initial Teacher Training in England, and has kept a watching brief on further disruptions to exams, practical skills and requirements and school education due to the pandemic, including submitting a response to Ofqual's on 2021 awards. RSB also supported an Association of Science Education (ASE) webinar series in November providing teachers a forum to discuss and disseminate good practice for biology practical work during periods of full or partial school closures.

The education policy team's major focus for 2021 was to publish a curriculum framework for 5-19 biology. RSB's curriculum committee have continued to refine and revise the framework and its exemplification following further consultation with our committees, Special Interest Groups (SIGS), and individual experts, in preparation for publication in November 2021. This work has also been reviewed and supported by the Primary Curriculum Advisory Group, whose works advises across all three sciences and is supported by the Society, IoP and RSC.

The Society has advised on, and engaged with, several groups and organisations including STEM Learning's science working group and IoP's advisory group on science CPD; Ofqual, DfE and Joint Council on Qualifications on exams in 2021 and 2022; Ofsted's science research review working group; National Oak Academy; British Society for History of Science; Gatsby Foundation and No 10 special advisor Rory Gribell on Initial Teacher Training reform proposals; Nuffield funded research advisory group on Programme for International Student Assessment (PISA) and National Pupil Database data; Organisation for Economic Co-

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operation & Development on PISA 2024 and Qualification Wales and Welsh government on next steps for new qualifications in 2024.

PUBLICATIONS

The Biologist magazine continued to cover the full breath of bioscience areas as well as maintaining focus on the urgent issues of [climate change](#), [biodiversity loss](#) and how bioscience can engage with [these challenges](#) and the COVID-19 pandemic. Professor Daniel Davis was appointed to Chair the Board.

A decision to move to quarterly print editions in 2021 was implemented, along with a magazine redesign and distribution in paper packaging to improve the magazine's net environmental impact. This has been well received. In conjunction with the move to quarterly print editions an increased online publication and new online-only articles and materials were delivered and promoted through social media and direct communications to members. Working with Exact Editions we continued to expand independent subscriptions (12 institutions and four individuals).

The online magazine developed a new article series [focusing on members and including interviews with laboratory leaders](#) as well as extending the series of [COVID-19 related interviews and articles](#).

[The Oxford Primers series](#) of textbooks, produced in partnership with Oxford University Press (OUP), continued to expand and now includes 15 titles overall (eight titles for 16-19 year olds; four for students embarking on a bioscience degree; and three for mid-upper level undergraduates) with 40 further titles in development. Marketing of the series to schools and universities is in planning.

The Journal of Biological Education published five print issues across the financial year under its editor Dr Mark Winterbottom FRSE. The Editorial Board have focused on expanding the board's international readership, submissions and membership. Global sales agreements and downloads continued to improve reflecting improved performance and relevance.

Emerging Topics in Life Science, the journal co-owned with the Biochemical Society and published by Portland Press, published four issues in the period. The search for the next Editor in Chief has begun to succeed Prof Colin Kleanthous FRSE whose term will end in 2022. A special edition (2019) on climate change was made free to read for a time in connection with the COP26 summit and promoted on social media.

WORK OF COMMITTEES AND SPECIAL INTEREST GROUPS (SIGs)

Animal Science Group (ASG)

The ASG continued its important function as a forum for discussion and development of policy around the use of animals in research.

This year (December 2020) the group held the 18th annual Animal Science Meeting, which took place virtually over Zoom, with an audience of over 70 expert attendees. The event featured a series of parallel workshops facilitated by sector leaders and representatives of RSB MOs which followed a series of talks on: the importance of the microbiome in animal research; COVID-19 animal models and surveillance at Animal & Plant Health Agency; and policy recommendations on non-animal-derived antibodies in research. Invited speakers at busy quarterly ASG meetings focused their invited talks and group discussion on topics highlighted as important by ASG members during horizon scanning activities, including: sex as an important variable in animal research, animal research models for COVID-19, genome editing in terrestrial farmed species; the use of the dog in regulatory testing, and the [Animal Welfare \(Sentience\) Bill](#).

An annual meeting between the ASG chair and chair of the Animals in Science Committee recurred, to discuss issues related to animal research in the UK and the role of the regulator. The ASG chair provided a summary briefing to Understanding Animal Research and Science Media Centre about the annual release of Animals

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in Science Regulation Unit statistics, a news story was produced with quotes from the ASG chair and RSB CEO featured in the media.

The ASG also inputs to the work of the UK Bioscience Sector Coalition (UKBSC), a policy group which meets regularly with the Home Office. This group, alongside ASG leadership, continued to frequently engage with representatives from the ASRU at the Home Office and other sector leaders regarding the impacts of COVID-19, and additional issues affecting the animal research sector, such as research animal transport and the licence conditions for use of animal-derived antibodies. The group also maintains a focus on the development of the new e-licencing system, and the new ASRU Change Program.

Teleconference meetings of the UK Bioscience Coalition Public Affairs Group continue on a monthly basis, as a forum for discussion on news and communications related to animal research.

Natural Capital Initiative (NCI)

The NCI, a partnership project with the Centre for Ecology and Hydrology, and the James Hutton Institute held online round-tables with experts, providing a platform to discuss and feed into the review processes of the Treasury Dasgupta Review on the economics of biodiversity. NCI also developed its strategy and fundraising framework.

In 2020 we organised two online meetings on the [Dasgupta Review on the Economics of Biodiversity](#) with the HM Treasury's review team. They brought together 20 leading experts from natural, social and economic sciences to discuss conservation and restoration, consumption and efficiency with the authors.

In the new NCI strategy 2020-2023, we propose looking at potential implications of the Review and taking specific points forward through further roundtables and, based on the outcomes, by developing a project proposal linked to a funding bid. We are building on our past events to address the challenges of the current health crisis and develop a project proposal on natural capital and health, also addressing health inequalities.

The Natural Capital Initiative hosted a discussion event [Proof for Life – where next for the evidence linking nature and health?](#) with [panellists](#) drawn from across health and environment science.

The Natural Capital Initiative (NCI) held its first dialogue event of the year in January, discussing [Natural Capital Priorities for Coping with Change](#) with Prof Sir Ian Boyd FRSB and Ben Combes (PwC) and an interactive audience of 120. The second dialogue event with Dr Ruth Waters of the Dasgupta Review Team in February asked [How can humanity sustainably engage with nature?](#) and attracted 180 participants and over 400 views afterwards. The NCI is looking into key messages to take forward from this discussion.

UK Plant Sciences Federation (UKPSF)

The Group agreed a new name, RSB Plant Sciences Group, to make clear its relationship with the RSB and its important function as a forum for discussion and advice to policy activities of the RSB, from across the plant sciences.

The Society successfully delivered the [Plant Health Summit for Future Leaders](#), over Zoom in March 2021. Over 150 early career professionals formed a network, discussing challenges and priorities for plant health in the run up to the event. There were ~70 participants from across government, industry, research and NGOs who joined the Summit, which was co-organised with Defra, APHA, BBSRC, Fera Science LTD, and Celia Knight Consulting. Small group facilitated discussions were translated into artworks and there were talks by Government chief plant health officers, the Minister for rural affairs and biosecurity, and BBSRC.

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Quarterly PSG meetings focused their invited talks and group discussion on topics including the future of UK plant science research; the regulation of genetic technologies; the Department for Environment, Farming and Rural Affairs' (Defra) plans for research, development and innovation in the UK agriculture sector; and how to make research deliver for industry.

Ten students completed summer research placements organised through the RSB's [Plant Health Undergraduate Studentships](#) programme. The students submitted posters about their projects. Defra has confirmed it will continue its support through to 2024, and has increased the number of studentships and level of funding per project.

The group is working to update its position statement on plant biotechnology.

Heads of University Biosciences (HUBS)

The 2021 HUBS Annual Meeting took place online in April; speakers included Professor Dame Ottoline Leyser, Professor Julia Buckingham, Amatey Doku, and an international speaker Professor Timothy Renick of Georgia State University. At the meeting the 2021 HE Bioscience Teacher of the Year Award was presented to Dr Nigel Francis. The meeting was well attended, with around 130 delegates joining over the course of the two days. In 2022 HUBS will return to an in-person format for its annual conference, meeting at the Francis Crick Institute, March 28-29. The major themes of the 2022 meeting are: knowledge exchange, enhancement of postgraduate research (PGR) student experience, and student transition.

HUBS continued to sponsor workshops over the course of the previous year, including a joint workshop with HUCBMS. The pandemic has influenced the focus of some of these workshops, themes covered included:

- Co-creating assessments for the remote world
- Teaching Biosciences in a Pandemic: what lessons did we learn?

Additionally, the HUBS Early Career Lecturers in Biosciences (ECLBio) advisory group hosted three workshops of particular interest to ECLs. ECLBio were joined by two new advisory groups - the Bioscience Awarding Gap Network (BAG), which was founded to produce resources and workshops aimed at reducing demographic awarding gaps, and the Biosciences Educators' Network (BEN): a mentoring network aiding career progression for those teaching in higher education.

Biology Education Research Group (BERG)

Biology Education Research Group met virtually at the ASE conference in January and again in May 2021. The co-chairs took a decision to hold off on any further meetings until they are able to meet face to face in 2022. RSB's Education Policy Advisory Group have been invited to contribute to all education policy consultations over this period and our curriculum framework development.

STRUCTURE, GOVERNANCE & MANAGEMENT

The members of Council are the charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times virtually during the financial year as the Council of the Society.

The Council of 15 Trustees is appointed in accordance with the Society's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four Trustees are elected by the College of Individual Members and four by the College of Organisational Members through a free vote with the outcome announced at the Annual General Meeting. A further four are appointed by the elected Trustees to

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fill skills gaps. Trustees are normally elected for a term of four years. A second term may be served. Additionally, there are three appointed Honorary Officers: Treasurer, Secretary (up to five-year term) and President (a term of four years).

The Society's Annual General Meeting was held virtually on 19 May 2021 with a Charter lecture by Trustee Professor Stefan Przyborski FRSB. Professor Sir Ian Boyd FRSB was announced as President-elect with his term due to commence at the AGM in May 2022.

Professor Hilary MacQueen CSciTeach FRSB came to the end of her term in the College of Individual Members and was transferred to a Council-elected trustee role. Together with the departure of Professor Caroline Austin FRSB at the end of her term, this created two vacancies in the College. Following an election amongst individual members, Dr Suzy Moody MRSB and Mrs Lucy Hudson MRSB were duly elected.

Professor Paul Hoskisson FRSB came to the end of his term in the College of Organisational Members. Following an election Professor Louise Cosby was duly elected. Existing trustee Professor Patricia Kuwabara CBIol FRSB was elected as the new chair of the College.

Dr Louise Leong was also re-appointed to her Council-elected role for a second term.

The Chair of the Education and Science Policy Committee also attends Council meetings as an observer. Professor Sarah-Jayne Blakemore FRSB demitted after three years and was succeeded by Professor Jonathan Scott CBIol FRSB

The Society provides new trustees with a formal induction pack explaining key governance structures, financial management and the overarching operational processes for the charity. This is delivered alongside induction meetings, including separate one-to-one discussions with the Chief Executive and President. The RSB's "Operational Manual" is updated annually and sent to all trustees to ensure the Board's knowledge and understanding remains current. Best practice within the charitable sector is highlighted regularly using guidance from the Charity Commission for England and Wales. Board effectiveness is also independently reviewed at least once during the tenure of each President.

The Society's other key advisory policy committee is Membership and Professional Affairs (MPA). The chair of MPA is the Honorary Secretary, Professor Richard Reece FRSB. Representatives of full member organisations (MOs) from within the Society's Strategic Partner Group are permitted to attend as observers.

The Finance Committee deals with financial planning and strategic finance issues. It consists of the Honorary Treasurer who chairs the Committee and an additional four members of Council and a Member Organisation representative. The Finance Committee is also attended by the Society's CEO and finance manager in an observational capacity.

In addition to these committees there is a Remuneration & HR Committee (general) and Remuneration & HR Committee (CEO) who meet at least twice per year (Chair: Professor David Coates FRSB) and an Audit Committee (Chair: Dr Rodney Eastwood FRSB) who both report directly to Council. The Remuneration Committees have devolved responsibility for setting annual staff pay awards and the CEO award, plus any applicable bonus, within a total budget agreed by Finance Committee and endorsed by Council. They also have responsibility for HR policy matters supported by a contracted HR professional. The annual pay award is based on a combination of CPI for the previous twelve months, market comparators, staff retention and ability to pay.

The Accreditation Committee met six times during the course of the year (Chair: Professor David Coates FRSB).

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Policy is determined by Council on the advice of its advisory committees and an external HR consultant and its implementation is delegated to the Chief Executive who, in conjunction with staff, committees and members of Council as appropriate, undertakes the necessary work. The Honorary Secretary has particular responsibility for issues relating to governance and the Honorary Treasurer to the financial management of the organisation.

Staff numbers were 28 FTE on 30th Sept 2020 (2020: 28) plus three interns. Total number of staff employed was 31 (this is the average number for the year).

Impact of the Society's Work

Commentary on the objectives for 2020-21 as described in last year's Trustee's report follows

- *Increase the number of events during Biology Week by 50%, delivering 150 Biology Week events worldwide*

The pandemic prevented expansion of the Biology Week programme in October 2020. All events were on-line, with good reach and breadth of activity. Detailed stats are included in the infographic at the start of this report.

- *75% of UK institutions delivering RSB accredited bioscience-based degree programmes*

Well over 60% of UK universities are now delivering RSB accredited bioscience-based degree programmes. The 75% target is still an aspiration which will be delivered during the course of the next three-year plan. The pandemic has created impact, slowing down applications in 2020 in particular. Nonetheless, growth has continued, picking up in 2021 and international applications, in particular, are expanding swiftly. The number of accredited programmes rose by 13% to 817.

- *Grow the individual membership back to 18,000*

The membership exceeded 18,000 in Spring 2021 but dipped closer to 17,500 on average for the year. Retention is high but new applications have been slower as a result of the pandemic and changes to the economy and working practices. This trend is now declining for 2021 in to 2022.

- *Offer at least 10 new online courses for biologists in comparison to 2018, subject to a review.*

This was achieved with take up on on-line courses growing well.

- *Each of the RSB's committees and special interest groups will appoint an ambassador for diversity and inclusion and we will also begin reporting annually on key diversity and inclusion metrics from all areas of work*

This was achieved. There is now an internal network of 23 ambassadors from RSB committees and groups.

- *Develop a formal process to measure the impact of science policy work*

A complete draft internal report including descriptive analysis and case studies measuring RSB's science policy impact (with focus on the past three years) was reviewed by the RSB Education and Science Policy Committee in summer 2021. The report will now be further refined, including through Committee and Council review, into an 'internal' report for our governance structures, and a separate external published summary infographic report, as agreed by the Committee. A delay due to staff illness means that finalisation of both reports is projected for completion by the end of Q1 2022.

- *Reach a total 15 bioscience primer textbooks published by the end of 2020*

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This series continues to progress well with 16 titles already published with expectations of exceeding 25 over the next 18 months.

- *Sign up at least 100 RSB ambassadors to strength connections to both academia and industry*

This was not achieved due to the pandemic. The ambassador scheme relies on in-person networks and events and will be pursued as face to face teaching resumes.

- *Publish a curriculum framework supporting ages 5-19*

The timetable was pushed back slightly from mid to late 2021, launching in November 2021 with wide-ranging praise.

Public Benefit

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".

The Royal Society of Biology brings together life scientists through individual and organisational membership, creating a strong voice for biology in public policy development and the public understanding of science. Outreach activities, for example Biology Week, and other publicly accessible events, listed in detail in this report, provided the opportunity for members and the public to celebrate and promote biology.

Biology is relevant to almost all aspects of daily life from food supply to health care and the environment. The solutions to many of the global challenges we face will undoubtedly come from biology-based research and public policy. The Society's professional membership and development programme, along with stimulating public interest, and policy advice, has an important role to play.

Future plans

This was the final year of the three-year strategic plan "Biology – Changing the World" which outlines the Society's goals under the aims to inspire, influence, support and evolve against a background of increased equality, diversity and inclusion.

A new three plan has been developed ready for launch in January 2022. This embeds evolution rather than revolution, building on success to date, re-prioritising where necessary.

Key deliverables for the FY 2021-22 will be:

- Publish a Biology Curriculum framework for 5–19 aged students and develop a plan for future roll out.
- Review and strengthen the Chartered Biologist designation
- Develop a hot-desking and room hire framework for the 1 Naoroji Street Office and deliver at least £15k of external income.
- Develop a new programme of parliamentary engagement work, building back staff capacity.
- Set out a process to measure, monitor and improve the Society's carbon footprint.
- Over half of the 2018-21 plan period was affected by the COVID-19 pandemic, requiring a shift in delivery of events and meetings to online formats. Although this continued to allow many objectives to be met, it restricted the full benefits of networking and valuable ad-hoc discussions. For the new plan a resumption of in-person meetings is assumed from early in 2022, moving to a permanent mixed model of virtual and in-person events, balancing the benefits of remote working and reduced carbon

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footprint with real-life discussion and engagement. The additional costs of these are built in to forward looking budgets.

Unpaid Volunteers

The Society continues to benefit from significant contributions from unpaid volunteers. Their contribution is often at a senior strategic level on key policy issues or with operational arrangements in branches and Special Interest Groups, and projects such as the Degree Accreditation Programme. The Society's growth and achievements this year would not have been possible without these dedicated volunteers.

The RSB Council wishes to record thanks to all these volunteers for their significant work.

TRANSACTIONS AND FINANCIAL POSITION

To enable continued growth of the accreditation programmes, outreach and the training available to members and the public the Society's Council agreed a modest deficit operational budget of (£23k) assuming a return to some face to face activity during the year. In the event, travel and venue booking continued to be limited helping to achieve an operational surplus of £82k. A generous legacy of £228k alongside unrealised and realised investment gains are added to the operational surplus to deliver an overall £475k (2020: £180k deficit) surplus for the year.

The Balance Sheet shows total funds of £2,258k (2020: £1,783k) and cash in-hand of £705k (2020: £889k). The FRS102 valuation of the closed defined benefit pension scheme shows a surplus but this is not realised and recorded as Nil on the Balance Sheet.

The closed final salary Pension scheme received a contribution of £11,000 (2020: £37,000).

INVESTMENT POLICY AND RETURNS

RESERVES POLICY

Following detailed financial planning for the three years to September 2021 the Trustees have set a reserves policy of three months unrestricted operating costs (+/- 20%) as a designated revenue reserves fund. These reserves are held in funds that can be liquidated within thirty days. It is set at £500k for 2020/21 (2020-21 £500k).

The total accumulated unrestricted fund was £1,987k (2020: £1,728k), included within this is total accumulated designated funds of £561k (2020: £549k). The restricted fund was £271k (2020: £55k) including a new legacy for educational purposes of £228k left by Dr John Barker.

Pension Liabilities

The charity has adopted the full requirements of Financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains/losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the balance sheet.

At 30 September 2021 the Society had a pension scheme surplus of £483k (2020: £219k) calculated in accordance with Financial Reporting Standard 102 'Retirement Benefits Plan: Financial Statements'. This surplus is not recognised on the Balance Sheet and thus recorded as £Nil (2020: £Nil).

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STAFF

The Trustees record their appreciation of the efforts of the staff, who have again made an enormous contribution to the success of the Society during the year.

INFORMATION AVAILABLE TO THE AUDITORS

In the case of each person who was a Trustee of the charity at the date when this report was approved:

- So far as each Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware.
- Each of the Trustees has taken all the steps that he/she ought to have taken as a director to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

AUDITOR

haysmacintyre continued to serve as the Society's auditors for a fifth year, having been reappointed at the May 2021 AGM.

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

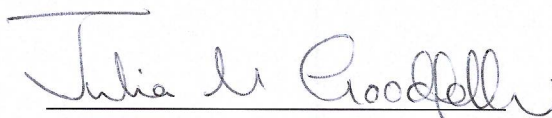
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

On behalf of the Trustees:



Professor Dame Julia Goodfellow FRSB
President
28 March 2022

Opinion

We have audited the financial statements of The Royal Society of Biology for the year ended 30 September 2021 which comprise Statement of Financial Activities, the Balance Sheet, the 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2021 and of the charity's net movement in funds 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 Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement (set out on page 25), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulations related to regulatory requirements for GDPR, the Charities Act 2011 and the charity's Royal Charter, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, payroll and sales taxes and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimate and application of controls around authorisation of expenditure and payments. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted by management with unusual descriptions and those around the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP

Haysmacintyre LLP
Statutory Auditors
Date: 4 April 2022

10 Queen Street Place
London
EC4R 1AG

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

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2021 £'000	Total Funds 2020 £'000
INCOME FROM:					
Donations and legacies	3	114	243	357	310
Charitable activities:	4				
Membership and subscription services		1,785	-	1,785	1,704
Accreditation & examination fees		508	-	508	464
Journals		31	-	31	30
Education		-	-	-	1
Courses & events		35	-	35	121
Total charitable activities		2,359	-	2,359	2,320
Other trading activities	5	40	-	40	82
Investment income	6	32	-	32	33
Total income		2,545	243	2,788	2,745
EXPENDITURE ON:					
	7				
Raising funds		40	-	40	50
Charitable activities:					
Membership subscriptions & services		1,093	-	1,093	1,233
Accreditation & exams		323	-	323	364
Journals		275	-	275	324
Education		474	-	474	708
Courses & Events		246	27	273	324
Total charitable activities		2,411	27	2,438	2,953
Total expenditure		2,451	27	2,478	3,003
Net (expenditure)/income before net gains on investments		94	216	310	(258)
Realised gains/(losses) on fixed assets		27	-	27	54
Unrealised gains on investments	13	138	-	138	24
Net (expenditure)/income for the year		259	216	475	(180)
Transfers between funds		-	-	-	-
Net (expenditure)/income before other recognised gains and losses		259	216	475	(180)
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	-
Net movement in funds		259	216	475	(180)
Funds brought forward at 1 October 2020		1,728	55	1,783	1,963
Funds carried forward at 30 September 2021		1,987	271	2,258	1,783

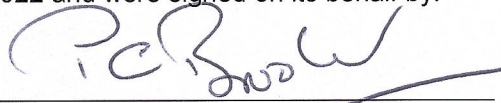
All amounts relate to continuing operations. Full comparatives are included in note 2.

The Society has no gains or losses other than the result for the period.
The notes on pages 32 to 47 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2021

	Notes	2021 £000	2020 £000
FIXED ASSETS			
Tangible fixed assets	12	201	206
Investments	13	1,351	1,013
		<u>1,552</u>	<u>1,219</u>
CURRENT ASSETS			
Debtors	14	453	377
Cash at bank and in hand		705	889
		<u>1,158</u>	<u>1,266</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(415)	(669)
		<u>743</u>	<u>597</u>
Net Current Assets			
		<u>2,295</u>	<u>1,816</u>
Total Assets less Current Liabilities			
Creditors:			
Amounts falling due after more than one year	16	(37)	(33)
		<u>2,258</u>	<u>1,783</u>
Net Assets excluding pension liability			
		-	-
Pension (deficit) on defined benefit scheme	10		
Net Assets		<u><u>2,258</u></u>	<u><u>1,783</u></u>
Funds:			
Restricted Funds	19	271	55
Unrestricted Funds			
General Fund		1,426	1,179
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	561	549
		<u>1,987</u>	<u>1,728</u>
Total unrestricted funds			
Total Funds		<u><u>2,258</u></u>	<u><u>1,783</u></u>

The financial statements were approved and authorised for issue by the Board of Trustees on 28 March 2022 and were signed on its behalf by:


Dr P Brooker
Honorary Treasurer


Professor R Reece
Honorary Secretary

The notes on pages 32 to 47 from part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	2021 £000	2020 £000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	5	648
Cash flows from investing activities:			
Interest and dividends from investments		32	33
(Purchase) of fixed assets		(21)	(56)
(Purchase) of fixed asset investments		(200)	(350)
Cash from/(used in) investing activities		(189)	(373)
Change in cash and cash equivalents in the year		(184)	275
Cash and cash equivalents at the beginning of the year		889	614
Cash and cash equivalents at the end of the year	B	705	889

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

	2021 £'000	2020 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	475	(180)
Depreciation	53	45
Interest and dividends from investments	(32)	(33)
Gains on investments	(138)	(24)
Gains on revaluation of tangible fixed assets	(27)	-
(Increase)/Decrease in debtors	(76)	624
(Decrease)/Increase in creditors	(250)	216
Net cash provided by/ (used in) operating activities	5	648

B. Analysis of cash and cash equivalents

	1 October 2020 £'000	Cash Flow £'000	30 September 2021 £'000
Cash in bank and in hand	889	(184)	705
	889	(184)	705

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

1. ACCOUNTING POLICIES

(a) Basis of accounting

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) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

The charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

The financial statements reflect the requirements of the Charities Act 2011 and the Royal Charter.

Basis of Consolidation

These financial statements give information on the Society as a single entity. The Society is exempt from preparing group accounts as the subsidiary Biology Ltd has remained dormant throughout the year.

b) Going Concern

Based on the level of reserves, the trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The trustees do not consider that there are any sources of 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.

The trustees have reviewed the potential impact of the on-going Covid19 pandemic in reaching their conclusion, noting that almost all activity can continue irrespective of the pandemic. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) 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' 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 for the provision of specified service is deferred until criteria for income recognition are met.

d) Interest receivable

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

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) 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 comprise of trading costs and the costs incurred by the charity including third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

1. ACCOUNTING POLICIES (continued)

f) Expenditure and irrecoverable VAT (continued)

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities 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.

g) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs have been allocated to activities on the basis of employment costs.

h) Tangible fixed assets

Items of equipment are depreciated to write off assets over their expected useful lives. These are estimated to be:

Leasehold improvements – over the life of the lease (7 years)

Fixtures and fittings – 5 years

Computer equipment and software – 3 years

The works of art capitalised in the balance sheet are shown at replacement value based on the valuation for insurance purposes.

i) Investment properties

Investment properties are included in the balance sheet at fair value and are not depreciated. Any change in fair value is recognised in the statement of financial activities. The valuation method used to determine fair value will be stated in the notes to the accounts.

j) Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measure at their fair value as at the balance sheet date. Any change in their value will be recognised in the statement of financial activities.

Investments are made, as required by the Royal Charter, in accordance with the provisions of the Trustee Act 2000.

k) 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.

l) 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.

m) 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.

n) Branch Funds

The funds of the Society's branches are included in the accounts on a line by line basis.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

1. ACCOUNTING POLICIES (continued)

o) Reserves

The retention of surpluses as general reserves is necessary to provide working capital, and provide for items of expenditure which do not occur annually. The required non-recurring expenditure level is calculated at three month's expenditure and the required non-recurring expenditure reserve level is calculated by estimates of future expenditure requirements.

p) Pension Costs

The Society operates a defined benefit pension scheme which was closed to current members on 31 March 2006. Contributions payable to this scheme are charged in the statement of financial activities so as to spread the cost of the pension over the employees working life. The pension is calculated on the basis of actuarial advice. These contributions are invested separately from the society's assets, with an insurance company.

Contributions payable to the Society's defined contribution schemes are charged to the Statement of Financial Activities during the year incurred.

q) Operating Leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities as incurred.

r) 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 measure at their settlement value.

s) Estimates and judgements

In preparing these financial statements, the trustees have made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

t) Joint Venture

The Royal Society of Biology does not prepare consolidated accounts. The joint venture, Charles Darwin House limited (CDH Ltd), in which RSB held 8.2% of the equity, ceased trading in September 2020 following the sale of the two jointly owned buildings at 12 Roger Street, London and 107 Gray's Inn Road, London during the year. CDH Ltd was placed in to voluntary liquidation as a solvent business in May 2021 and is expected to be struck-off during Spring 2022. The trustees are not aware of any outstanding liabilities, which in any case, would not materially affect these accounts.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

2. DETAILED PRIOR YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2020 £'000
INCOME FROM:				
Donations and legacies	3	290	20	310
Charitable activities:	4			
Membership and subscription services		1,704	-	1,704
Accreditation & examination fees		464	-	464
Journals		30	-	30
Education		1	-	1
Courses & events		121		121
Total charitable activities		2,320	-	2,320
Other trading activities	5	82	-	82
Investment income	6	33	-	33
Total income		2,725	20	2,745
EXPENDITURE ON:				
	7			
Raising funds		50	-	50
Charitable activities:				
Members subscriptions & services		1,233	-	1,233
Accreditation & exams		364	-	364
Journals		324	-	324
Education		708	-	708
Courses & Events		296	28	324
Total charitable activities		2,925	28	2,953
Total expenditure		2,975	28	3,003
Net (expenditure)/income before net gains on investments		(250)	(8)	(258)
Realised gains/(losses) on investment properties		54	-	54
Unrealised gains on investments	13	24	-	24
Net (expenditure)/income for the year		(172)	(8)	(180)
Transfers between funds		-	-	-
Net (expenditure)/income before other recognised gains and losses		(172)	(8)	(180)
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-
Net movement in funds		(172)	(8)	(180)
Funds brought forward at 1 October 2019		1,900	63	1,963
Funds carried forward at 30 September 2020		1,728	55	1,783

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

3. INCOME FROM DONATIONS AND LEGACIES

	2021 £'000	2020 £'000
Grants	102	140
Donations	2	4
Legacy	228	85
Sponsorship	25	81
	<u>357</u>	<u>310</u>

In March 2021 the Society received notification of probate clearance dated 22 January 2021 confirming a legacy gift. Over ninety percent of these funds have now been received totalling £219k. A further £9k is expected. The trustees record their sincere thanks and will provide full recognition of these in due course.

4. INCOME FROM CHARITABLE ACTIVITIES

	2021 £'000	2020 £'000
Members subscriptions & services		
Subscriptions	1,785	1,704
Total	<u>1,785</u>	<u>1,704</u>
 Accreditation & exams		
Fees	508	464
Total	<u>508</u>	<u>464</u>
 Journals		
Subscriptions	31	30
Total	<u>31</u>	<u>30</u>
 Education		
Invoiced sales	-	1
Total	<u>-</u>	<u>1</u>
 Courses & events		
Event income	28	81
Course fees	7	40
Total	<u>35</u>	<u>121</u>
Total income from charitable activities	<u><u>2,359</u></u>	<u><u>2,320</u></u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

5 INCOME FROM OTHER TRADING ACTIVITIES

	2021 £'000	2020 £'000
Administration services	-	1
Other income	40	81
	<u>40</u>	<u>82</u>

6. INCOME FROM INVESTMENTS

	2021 £'000	2020 £'000
Bank interest	-	2
Investment income	32	31
	<u>32</u>	<u>33</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2021 Total £'000
Staff costs	40	711	139	124	346	186	42	1,588
Direct costs	-	115	48	106	77	19	-	365
Travel	-	-	-	-	-	-	5	5
Premises	-	-	-	-	-	-	279	279
Office costs	-	-	-	-	-	-	43	43
IT	-	-	-	-	-	-	97	97
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	78	78
Governance costs	-	-	-	-	-	-	23	23
	<u>40</u>	<u>826</u>	<u>187</u>	<u>230</u>	<u>423</u>	<u>205</u>	<u>567</u>	<u>2,478</u>
Support costs	-	267	136	45	51	68	(567)	-
Total expenditure 2021	<u>40</u>	<u>1,093</u>	<u>323</u>	<u>275</u>	<u>474</u>	<u>273</u>	<u>-</u>	<u>2,478</u>

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2020 Total £'000
Staff costs	50	719	141	125	341	187	41	1,604
Direct costs	-	229	78	151	314	64	-	836
Travel	-	-	-	-	-	-	15	15
Premises	-	-	-	-	-	-	266	266
Office costs	-	-	-	-	-	-	65	65
IT	-	-	-	-	-	-	80	80
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	90	90
Governance costs	-	-	-	-	-	-	47	47
	<u>50</u>	<u>948</u>	<u>219</u>	<u>276</u>	<u>655</u>	<u>251</u>	<u>604</u>	<u>3,003</u>
Support costs	-	285	145	48	53	73	(604)	-
Total expenditure 2020	<u>50</u>	<u>1,233</u>	<u>364</u>	<u>324</u>	<u>708</u>	<u>324</u>	<u>-</u>	<u>3,003</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2021 £'000	2020 £'000
Net (expenditure)/income is stated after charging for:		
Depreciation	53.0	45.0
Auditor's remuneration:		
Audit fees	10.8	10.3
Other services	7.0	6.1
Irrecoverable VAT	25.4	42.6
Operating lease rentals – land and buildings	152.3	200.7
Trustees Expenses	0.1	3.7

9. STAFF COSTS

	2021 £'000	2020 £'000
Salaries and wages	1,278	1,317
Social security costs	138	140
Employer's contribution to defined contribution pension schemes	102	107
Defined benefit pension schemes costs	47	21
Training	3	3
Recruitment	6	2
Other staff costs	14	14
	<u>1,588</u>	<u>1,604</u>

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

	2021 £'000	2020 £'000
£150,000 to £160,000	1	1
£90,000 to £100,000	1	-
£80,000 to £90,000	-	1
£60,000 to £70,000	1	1

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £392,225 (2020: £409,926).

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2020: £nil). 1 trustee was reimbursed travel expenses of £0.1k during the year (2020: 11 reimbursed £2.9k) with no trustees receiving an honoraria (2020: 1 trustee received £0.8k). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

9. STAFF COSTS (Continued)

Staff numbers

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

	2021 £'000	2020 £'000
Raising funds	1	1
Charitable activities	26	30
Support	2	2
Governance	1	1
	<u>30</u>	<u>34</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme which is open to all members of staff. The Society's contributions in the year amounted to £11,000. There were no outstanding or prepaid contributions.

The Society operated a defined benefit scheme which was closed to new members with effect from 2 September 2002 and was closed to further accrual of benefits with effect from 31 March 2006.

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £2,421,000 at 1 April 2014 and that the actuarial value of those assets represents 91.00% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

The accounting standard for retirement benefits, FRS 102, has been fully implemented in these accounts. The Society instructed a qualified and independent actuary to make valuation of pension scheme liabilities using the projected unit method.

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2021 £'000	2020 £'000
Fair value of scheme assets	2,692	2,465
Present value of scheme liabilities	(2,209)	(2,246)
Irrecoverable surplus on pension scheme	(483)	(219)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

Following advice from the scheme actuary, the pension scheme asset has not been recognised in the Society's accounts on the basis that it is irrecoverable.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

10. PENSION SCHEMES (Continued)

Changes in the present value of the defined benefit obligations are as follows:

	2021 £'000	2020 £'000
Opening defined benefit obligation	2,246	2,208
Movement in the year		
Interest cost	38	40
Benefits paid and death in-service premiums paid	(40)	(25)
Expenses	21	11
Actuarial gains/(losses)	(56)	12
	<u>2,209</u>	<u>2,246</u>
Closing defined benefit obligation	<u>2,209</u>	<u>2,246</u>

Changes in the fair value of plan assets are as follows:

Opening fair value of plan assets	2,465	2,425
Interest income	42	44
Actuarial gains/(losses)	214	(16)
Contributions by the Society	11	37
Benefits paid and death in service insurance premiums	(40)	(25)
	<u>2,692</u>	<u>2,465</u>

The major category of plan assets is

With profits Insurance Fund		
Mixed Investments	100%	100%

The Principal actuarial assumptions at the balance sheet date were

Allowance for revaluation of deferred pensions	N/A	N/A
Discount rate	2.0%	1.7%
Inflation assumption	3.7%	3.2%

Amount charged within expenditure	£'000	£'000
Current service cost		
Expenses	21	11
Net interest cost	-	-
	<u>21</u>	<u>11</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2021 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
Male retiring in 2021	26.8	
Female retiring 2021	29.3	
Male retiring in 2039	28.3	
Female retiring in 2039	30.8	

	2021 £'000	2020 £'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets		
Amount: Gain/(Loss)	214	(16)
Experience gains and losses arising on the scheme liabilities		
Amount: Gain	6	14
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: Gain/(Loss)	50	(26)
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	(260)	2
Amount: Gain/(Loss)	10	(26)
Effect of limit on amount of surplus recognised		
Due to some of the surplus not being recognisable	-	-
Total amount recognised in other recognised gains and losses	10	(26)

The best estimate of contributions be paid by the Charity for the year beginning after 30th September 2021 is £11,000.

11 BRANCH FUNDS

Reports have been received from the 8 branches who operate their finances independently. The other eight branches use centralised facilities. The total cash at bank and in-hand held by the eight reporting branches at the balance sheet date was £5,025 (2020: £4,267)

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2020	196	25	65	14	300
Additions	2	7	12	-	21
Revaluation	-	-	-	27	27
At 30 September 2021	198	32	77	41	348
Depreciation					
At 1 October 2020	51	9	34	-	94
Charge for the year	29	5	19	-	53
At 30 September 2021	80	14	53	-	147
Net Book Value					
At 30 September 2021	118	18	24	41	201
At 30 September 2020	145	16	31	14	206

All tangible fixed assets are for direct charitable use.

Works of Art:

The Society holds works of Art which were valued by Corman James Limited (Art & Antique Valuers) on 2 April 2019 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
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13. INVESTMENTS

	2021 £'000	2020 £'000
Market value at 1 October 2020	1,013	639
Additions in the year	200	350
Gain in the year	138	24
	<u>1,351</u>	<u>1,013</u>
Market value at 30 September 2021	<u>1,351</u>	<u>1,013</u>
Investments at market value comprised:		
Equities	<u>1,351</u>	<u>1,013</u>
	<u>1,351</u>	<u>1,013</u>

14. DEBTORS

	2021 £'000	2020 £'000
Due within one year		
Trade Debtors	119	47
Other debtors	88	98
VAT	-	4
Prepayments and accrued income	246	228
	<u>453</u>	<u>377</u>
	<u>453</u>	<u>377</u>

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15. CREDITORS: amounts falling due within one year

	2021	2020
	£'000	£'000
Due within one year		
Subscriptions and fees in advance	160	151
Accruals	32	205
Trade creditors	56	132
Taxation and social security costs	46	39
Other creditors	121	142
	<u>415</u>	<u>669</u>

	2021	2020
	£'000	£'000
Deferred income		
Balance at the beginning of the year	184	179
Amount released to income in the year	(184)	(179)
Amount deferred in the year	197	184
	<u>197</u>	<u>184</u>

16. CREDITORS: amounts falling due after more than one year

	2021	2020
	£'000	£'000
Due after more than one year		
Life membership fund	37	33
	<u>37</u>	<u>33</u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2021

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
Fixed Assets	1,552	-	1,552
Net current assets	472	271	743
Long term liabilities	(37)	-	(37)
	<u>1,987</u>	<u>271</u>	<u>2,258</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2020

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000
Fixed Assets	1,219	-	1,219
Net current assets	542	55	597
Long term liabilities	(33)	-	(33)
	<u>1,728</u>	<u>55</u>	<u>1,783</u>

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18. DESIGNATED FUNDS - 2021

	At 1 October 2020 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2021 £'000
Working Capital	500	-	-	-	500
HUBS	49	22	(10)	-	61
Pension Reserve	-	47	(47)	-	-
	<u>549</u>	<u>69</u>	<u>(57)</u>	<u>-</u>	<u>561</u>

DESIGNATED FUNDS – 2020

	At 1 October 2019 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2020 £'000
Working Capital	440	-	-	60	500
UKBC	216	56	(239)	(33)	-
HUBS	38	22	(12)	1	49
Pension Reserve	-	37	(37)	-	-
	<u>694</u>	<u>115</u>	<u>(288)</u>	<u>28</u>	<u>549</u>

Working capital

The Council of the Society use three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The trustees have maintained this at a £500k level for FY 2020-21.

HUBS

Heads of University Biosciences (HUBS) is a Special Interest Group of the Royal Society of Biology and aims to address the particular challenges of managing biological and life science departments and units in UK higher education (HE). HUBS acts as a forum for discussing relevant national issues and as a source of informed comment. HUBS runs an annual meeting for members, the Bioscience Teacher of the Year Award, and supports the Early Career Lecturers Forum.

19. RESTRICTED FUNDS - 2021

	At 1 October 2020 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2021 £'000
Natural Capital Initiative	55	15	(27)	-	43
The John Barker Educational fund	-	228	-	-	228
	<u>55</u>	<u>243</u>	<u>(27)</u>	<u>-</u>	<u>271</u>

John Barker, an editor of the RSB's JBE journal for almost 25 years, generously provided a legacy of £228k in 2021. This will be used to further biology education in all forms from curriculum improvement to UK-wide policy development. The trustees aim to spend the fund within 3 to 5 years.

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19. RESTRICTED FUNDS (Continued)

RESTRICTED FUNDS - 2020

	At 1 October 2019 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2020 £'000
Natural Capital Initiative	63	20	(28)	-	55
	<u>63</u>	<u>20</u>	<u>(28)</u>	<u>-</u>	<u>55</u>

Natural Capital Initiative (NCI) develops a series of workshops and policy positions on the use and value of natural capital.

Funds were received to be spent on the above projects by donors, and the note above provides details of restricted funds, held, received and spent during the year.

20. JOINT VENTURE

The Royal Society of Biology does not prepare consolidated accounts as it has no other holdings following voluntary insolvency of the jointly owned building, Charles Darwin House Limited, which is in the final stages of strike-off, expected in early 2022. A final profit share of approximately £9k was received in November 2022.

21. LEGAL STATUS OF THE CHARITY

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

22. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for 2021 (2020: nil).

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

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23. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2021:

	2021 £'000	2020 £'000
Within one year	169	164
Between two and five years	520	689
	<u>689</u>	<u>853</u>