

THE ROYAL SOCIETY OF BIOLOGY

**TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Charity registered number: 277981

**THE ROYAL SOCIETY OF BIOLOGY
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



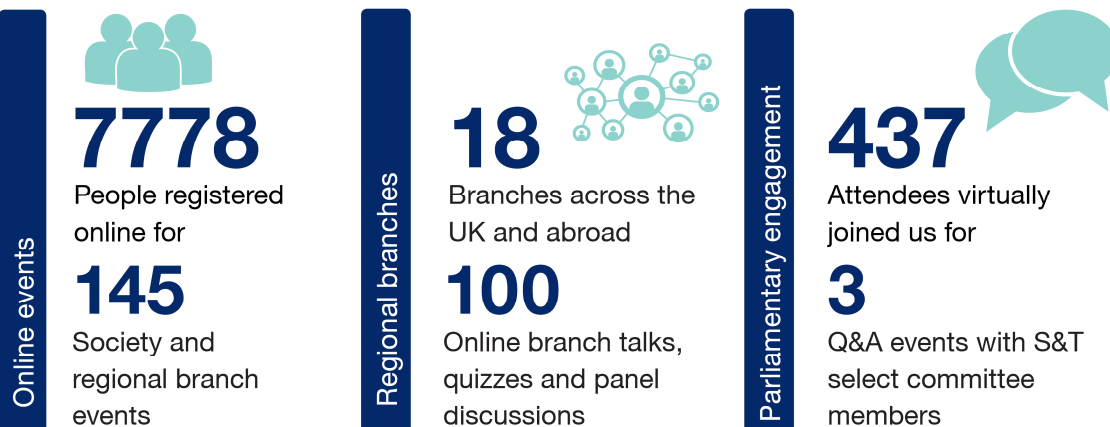
New titles published in the Oxford Primers series of textbooks

7

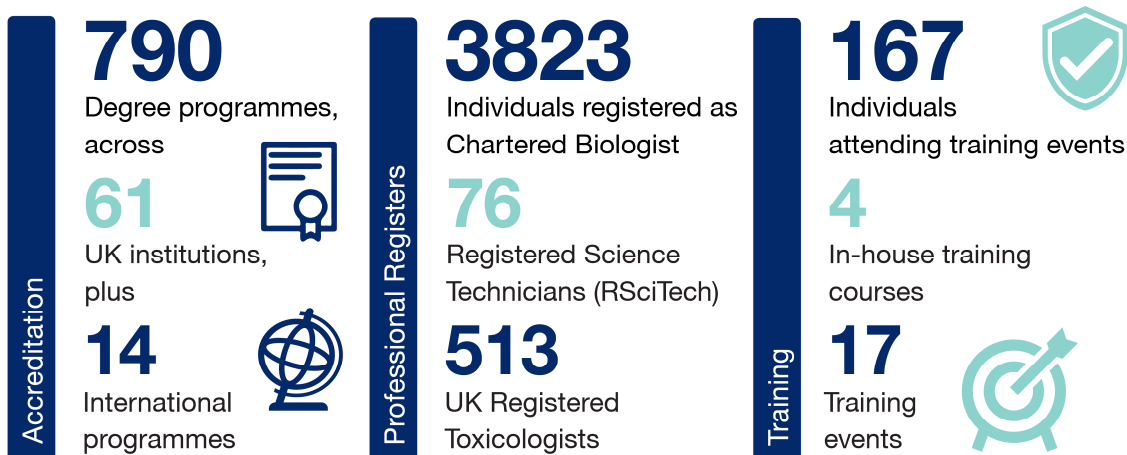
New issues of the journal *Emerging Topics in Life Science*



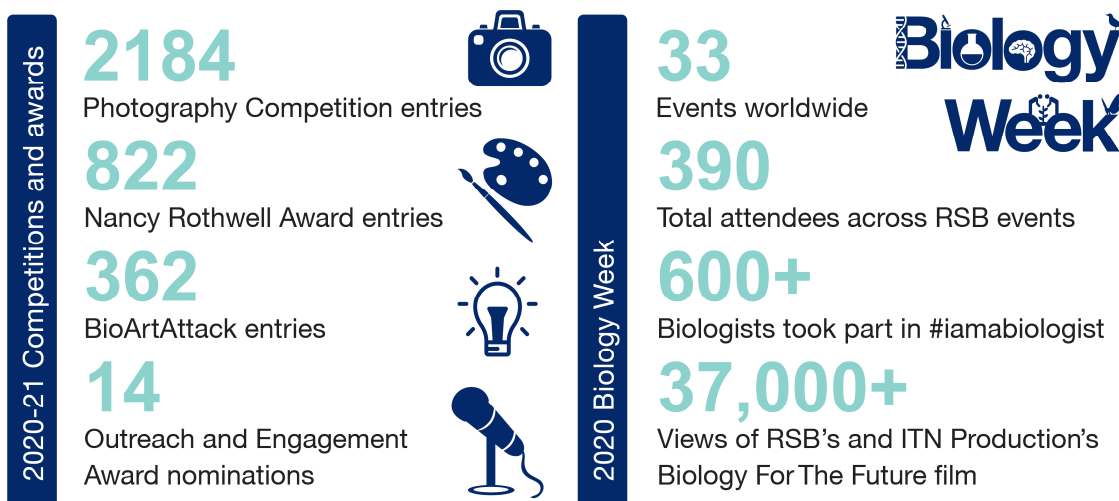
Events and Branches



Accreditation and Professional Registers



Outreach and Engagement



Biology Week 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.

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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.

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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.

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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.

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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.

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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.

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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 FRSB 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.

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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 FRSB. 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 FRSB 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).

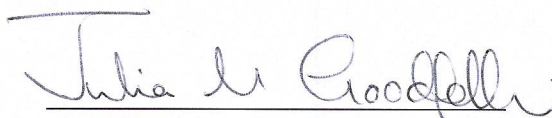
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees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

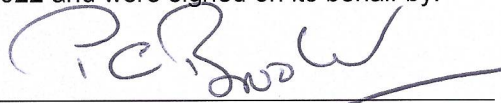
All amounts relate to continuing operations. Full comparatives are included in note 2.

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
		1,552	1,219
CURRENT ASSETS			
Debtors	14	453	377
Cash at bank and in hand		705	889
		1,158	1,266
Current Liabilities			
Creditors: amounts falling due within one Year	15	(415)	(669)
Net Current Assets		743	597
Total Assets less Current Liabilities		2,295	1,816
Creditors:			
Amounts falling due after more than one year	16	(37)	(33)
Net Assets excluding pension liability		2,258	1,783
Pension (deficit) on defined benefit scheme	10	-	-
Net Assets		2,258	1,783
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
Total unrestricted funds		1,987	1,728
Total Funds		2,258	1,783

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>2,359</u>	<u>2,320</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)

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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	<u>198</u>	<u>32</u>	<u>77</u>	<u>41</u>	<u>348</u>
Depreciation					
At 1 October 2020	51	9	34	-	94
Charge for the year	29	5	19	-	53
At 30 September 2021	<u>80</u>	<u>14</u>	<u>53</u>	<u>-</u>	<u>147</u>
Net Book Value					
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>
At 30 September 2020	<u><u>145</u></u>	<u><u>16</u></u>	<u><u>31</u></u>	<u><u>14</u></u>	<u><u>206</u></u>

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.

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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>
	<u><u>689</u></u>	<u><u>853</u></u>