

ROYAL STATISTICAL SOCIETY

England & Wales · Charity number 306096

Details

Status Registered

Legal form Other

Registered 1964-02-25

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

Contact

Address 56-64 Leonard Street
London
EC2A 4LT

Phone 02076388998

Email info@rss.org.uk

Website www.rss.org.uk

Activities

Objects: TO COLLECT, ARRANGE, DIGEST AND PUBLISH FACTS ILLUSTRATING THE CONDITION AND PROSPECTS OF SOCIETY IN ITS MATERIAL, SOCIAL AND MORAL RELATIONS; THESE FACTS BEING FOR THE MOST PART ARRANGED IN TABULAR FORMS AND IN ACCORDANCE WITH THE PRINCIPLES OF THE NUMERICAL METHOD.

Activities: The objects for which the Society is hereby constituted ("the Objects") are for the benefit of the public: the advancement of the science of statistics and its applications, and the promotion of the appropriate use and awareness of statistics.

Classification

- **How:** Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£2,335,769	£2,979,187	£3,626,647	29
2023-12-31	£2,174,997	£2,762,038	£4,074,471	29
2022-12-31	£3,108,039	£2,409,739	£4,504,475	26
2021-12-31	£2,235,822	£2,156,230	£2,973,549	26
2020-12-31	£2,005,065	£2,124,746	£2,482,470	25

Trustees

Name	Role	Appointed
Professor Sir John Aston	Chair	2024-01-01
Amanda Penistone		2026-01-01
Christine Anne Fletcher		2025-01-01
Clare Elizabeth Griffiths		2025-01-01
David Caplan		2026-01-01
David John Smallbone		2026-01-01
Dr Adam Sykulski		2025-01-01
Dr Altea Lorenzo-Arribas		2023-01-01
Dr Ayse Ulgen		2025-01-01
Dr Darren Lawrence Dahly		2025-01-01
Dr Edith Milanzi		2026-01-01
Dr Emily Granger		2023-01-01
Dr Katharine Rosemary Land		2026-01-01
Dr Lisa McFetridge		2025-01-01
Dr Louisa Nolan		2024-01-01
Dr Lucy Teece		2021-01-01
Dr Omar Rivasplata		2026-01-01
Dr Phillippa Maria Payne		2023-01-01
Dr Rhiannon Edge		2024-01-01
Kevin Barnes		2020-06-01
Omar McCarthy		2023-03-22
Patricia Dodd		2022-01-01
Professor Christopher John Brignell		2026-01-01
Professor Christopher Nemeth		2026-01-01
Professor Clare Morris		2024-01-01
Professor Donald Simeon		2023-01-01
Professor Guy Philip Nason		2026-01-01

Name	Role	Appointed
Professor Neil Spencer		2024-01-01
Professor Richard Samworth		2024-01-01
Professor Thomas Brendan Murphy		2026-01-01
Scott Howatson Heald		2021-01-01
Simon Asplen-Taylor		2026-01-01
Srshti Putcha		2025-01-01
Theodore Kypraios		2023-01-01
Timandra Harkness		2024-01-01

Accounts

Charity number: 306096

Royal Statistical Society

Report and financial statements

For the year ended 31 December 2024



Contents

For the year ended 31 December 2024

Reference and administrative information	3
Trustees' annual report	6
Independent auditor's report	29
Consolidated statement of financial activities	33
Balance sheets	34
Consolidated statement of cash flows	35
Notes to the financial statements	36

Reference and administrative information

For the year ended 31 December 2024

Charity number:	306096
Country of Registration	England & Wales
Registered office	124 City Road London EC1V 2NX
Operational address	Development House 56-64 Leonard Street London EC2A 4LT
Bankers	Royal Bank of Scotland London Drummonds 49 Charing Cross London SW1A 2DX
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane London EC1Y 0TG
Investment Managers	Cazenove Capital 12 Moorgate London EC2R 6DR

Trustees Trustees who served during the year and up to the date of this report were as follows:

President	Andrew Garrett	President (until 31 December 2024, Past President from 1 January 2025)
	John Aston	President (from 1 January 2025, President Elect from 1 January 2024)

Vice Presidents	Sophie Carr	VP Education & Statistical Literacy
	Christl Donnelly	VP External Affairs (until 31 December 2024)
	Scott Heald	VP External Affairs (from 1 January 2025)
	Clare Morris	VP Professional Affairs
	Richard Samworth	VP Academic Affairs

Honorary Officers	Kevin Barnes	Honorary Treasurer
	Paul Allin	Honorary Officer, National Statistics
	Simon Day	Honorary Officer, Discussion Meetings
	Tricia Dodd	Honorary Officer for Equality, Diversity and Inclusion
	Blaise Egan	Honorary Officer, Sections & Local Groups (until 31 December 2024)
	Steven Gilmour	Honorary Officer, Publications
	Scott Heald	Honorary Officer, Conferences & Events (until 31 December 2024)
	Johanna Hutchinson	Honorary Officer, Remuneration and Staffing (until 31 December 2024)
	Lisa McFetridge	Honorary Officer, Conferences & Events (from 1 January 2025)
	Richard Pugh	Honorary Officer, Membership
	Lucy Teece	Honorary Officer, Sections & Local Groups (from 1 January 2025)

Ordinary members

Darren Dahly	(from 1 January 2025)
Rhiannon Edge	
Richard Emsley	
Chrissie Fletcher	(from 1 January 2025)
Emily Granger	
Clare Griffiths	(from 1 January 2025)
Daria Gromyko	
Beverley Hale	
Timandra Harkness	
Uma Kambhampati	
Mona Kanaan	
Theodore Kypraios	
Altea Lorenzo-Arribas	
Anthony B Masters	(until 14 August 2024)
Anjali Mazumder	
Omar McCarthy	
Robin Mitra	(until 31 December 2024)
Brendan Murphy	(until 31 December 2024)
Sarah Nevitt	(until 31 December 2024)
Louisa Nolan	
Murray Pollock	
Srsthi Putcha	(from 1 January 2025)
Gesine Reinert	(until 31 December 2024)
Donald Simeon	
Neil Spencer	
Phillippa Spencer	
Adam Sykulski	(from 1 January 2025)
Lucy Teece	
Ayse Ulgen	(from 1 January 2025)

**Senior
Management
Team**

Sarah Cumbers	Chief Executive
Jack Beeby	Director of IT and Digital
Nicola Emmerson	Director of Membership and Professional Affairs (until 26 July 2024)
Adam Jones	Director of Training and Commercial (from 6 May 2025)
Stella Macaskill	Director of Professional Services (from 6 January 2024)
Stuart McKendrick	Director of Training and Commercial (until 12 May 2025)
Charlotte Stovell	Director of Finance

The trustees present their report and the audited financial statements for the year ended 31 December 2024.

The reference and administrative information set out on pages 1-5 form part of this report. The financial statements comply with current statutory requirements, the charity's Royal Charter, supplemental Charter, Bylaws and Regulations and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

Statement from the RSS President, Dr Andrew Garrett

It has been another year where the breadth of topics that the Society has been actively involved in demonstrates both the ubiquity of data and statistics and the reach of the Society and our members.

We have collated our response to Module 7 of the Covid-19 inquiry (test, trace and isolate) – an area where the Society was particularly active during the pandemic. Our submission to the inquiry was underpinned by the RSS Working Group's Report on Diagnostic Tests that was re-launched and published in Journal Series A this year. Similarly, we contributed to the Independent Review of the UK Statistics Authority (UKSA) by past-president Denise Lievesley. A lively Discussion Meeting was held to discuss the report's findings, and, importantly, we are partnering with UKSA to take forward one of the key review recommendations – a UK Statistics Assembly to advise on statistical priorities and gaps. The inaugural meeting for users, producers and regulators will be held in January.

Leading up to the UK general election, and following a members' survey, we sent *Statistics in Action: A manifesto for empowering society through data* to all political parties. Led by our Campaigns Advisory Group, we have subsequently provided various ministers and Select Committee chairs with detailed policy briefings across our campaign areas – many linked to the Lievesley Review.

We submitted evidence to the House of Lords Inquiry on Statutory Inquiries, and we were pleased that their good practice section highlighted the importance of including statistical expertise and emphasised that an inquiry's terms of reference should cover how statistical evidence will be investigated and handled.

Our journals continue to publish the best statistics research while showcasing important RSS work. We launched our first fully open-access, online journal, *RSS: Data Science and Artificial Intelligence*, which will publish papers on methods, applications and behind-the-scenes, as well as editorials, op-eds, interviews and reviews/perspectives. *Significance* continues to go from strength to strength, its reach regularly stretching beyond the statistics community with special issues covering the Olympics and space respectively.

In June, my President's Address 'The devil, the detail, and the data' was an opportunity to showcase the Society's work and highlight the importance of (and the data behind) the data generating process. The address referenced the Society's five-year strategic plan launched in April, a major outreach effort to members and stakeholders alike. I would like to extend my thanks to Jennifer Visser-Rogers

– who chaired the strategy working party – and CEO Sarah Cumbers for their professionalism, thoroughness and diligence. Short-term priorities include creating a sustainable office, energising the membership and building upon what we do well. In line with the strategy, an AI Task Force was created that includes representation from relevant RSS groups. Among other things, this Task Force will lead the development of the Society's AI policy work.

In July, alongside Sarah Cumbers, I represented the Society at JSM (Joint Statistical Meetings) in Portland, Oregon. This was an opportunity to continue to build relationships and make connections – notably establishing links between the Society's Climate Change Task Force and the ASA's Climate Change Committee and discussing the accreditation and training of statistics expert witnesses. The Climate Change Task Force launched a series of explainers, the first on the statistics and data underpinning the 1.5°C temperature target and the second on how a small change in the global mean can lead to a disproportionate increase in extreme events. The William Guy Lecturers also delivered in-person or online talks on climate change at 26 schools or events, while their recorded talks extended their reach with more than 1,500 views.

It is heartening that the Society continues to attract new members, and we are on track to hit a record number of fellows by year end – supported by the expansion of our corporate membership scheme. In September, many of our members were at our international conference in Brighton, where a record 733 delegates from 45 countries attended the highest ever number of sessions. Well done to Programme Chair Bev Hale and the staff team led by Paul Gentry. It shows that the Society and its events continue to have wide appeal – as further illustrated by our Teaching Statistics Section's inaugural UK Conference on Teaching Statistics, with more than 100 attendees.

The Brighton conference was also a wonderful opportunity to recognise the special achievements of many members at the awards ceremony and to appoint honorary fellows. Three new search committees were successful in increasing the number of nominations per award while also bringing forward a more diverse set of nominations. Together with five other societies, we have launched the David Cox Medal - a new international statistical award that commemorates the life and work of Sir David Cox.

Our Education Policy Advisory Group published key recommendations for the teaching of statistics and data in the UK, while the Statistics Under Pressure initiative produced a series of case studies, which illustrate instances when compromises were made in relation to the data feeding into decision-making. A set of principles to support statisticians balancing competing demands was subsequently published. Statisticians for Society continues to support our charitable work, with a recent survey pointing to a strong desire from our members to give back to the community.

Our last major public event at Errol Street was the Statistical Excellence Awards. These were presented in healthcare, journalism, early-career writing, pharmaceutical statistics and official and non-official UK statistics. The sale of Errol Street has progressed as planned, and the Society is moving to a temporary home while we continue our search for a permanent base. Many members will look back with fond memories of the meetings held and the interactions held there. The sale is

to an arts charity that intends to make full use of its unique design, while the Society will have the opportunity to purchase a building that meets our longer-term needs.

Looking ahead and supported with funding from the Academy of Social Sciences, we were able to launch our new Future Leaders programme. This enabled us to award membership to 15 individuals from typically underrepresented backgrounds within statistics and data - providing conference attendance, a platform to reach our wider network and opportunities to join our committees and sections.

It has been a privilege to lead the Society over the past two years and work with so many talented and committed individuals – volunteers and staff alike who are generous with their time, expertise and, above all, energy. Moving into 2025, John Aston will take up the reins, and it is already clear that the RSS will continue to flourish under his leadership. There will seldom be a dull moment, reflecting the ubiquity of statistics and data, and that really is a good thing for statistics, statisticians and data professionals.

Dr Andrew Garrett, December 2024

(President of the Royal Statistical Society 2023 - 2024)

Objectives and activities

The vision of the Royal Statistical Society (RSS) is 'A world where data are at the heart of understanding and decision making.'

Following the work of the long-term strategy group and the approval of the Council, the new five-year strategy was launched in April 2024. With this came four new strategic goals outlined below:

- (1) **Enabling a strong, diverse profession**
- (2) **Facilitating innovation and growth**
- (3) **Championing the public interest**
- (4) **Supporting public understanding and engagement**

These four goals aligned with the Society's values of being inclusive, impactful, collaborative and progressive.

In 2024, the Society focused on three priorities designed to set a solid foundation for the future implementation of the new strategy:

- Efforts to **create a sustainable office** saw the Society put its Errol Street headquarters up for sale, which was completed in January 2025, and the search commenced for a new building that will enable networking, collaboration and the continuation of the Society's popular programme of events. This also brought new staff to the Society, who will work on increasing income generation in line with future goals.
- The second priority, **energising the membership**, was designed to bring additional depth to the Society's understanding of the wants and needs of members, as well as to gain a more granular insight into those who make up the RSS membership. A number of focus groups held in 2024 along with work to improve member data will pave the way for work to define the value of the Society and refine its products and services.
- The final priority, **building on what we do well**, saw developments across a range of strategically aligned activities. This included the Society's general election campaign, research and engagement projects to reinforce equity, diversity and inclusion, and further work to establish accreditation of university data science degrees.

Activities and public benefit

The trustees confirm that they have complied with the duty in section four of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The RSS's work contributes to public benefit by:

- Supporting the **professionalisation** of those working with data and statistics in the UK and overseas, contributing to the skills demanded by a 'data economy'
- Supporting the development of the **discipline** of statistics, which in turn leads to improvements on a wide range of social, environmental and economic issues
- Ensuring statistics are used in the **public interest**, leading to better quality policy making and decision making
- Supporting **statistical education and literacy**, enabling organisations and individuals to make better choices

The RSS develops a detailed plan on an annual basis to take forward the activities of the Society. Key areas of activity are outlined below.

Enabling a strong, diverse profession

- Offering professional membership and qualifications
- Accreditation of university courses
- Training and continuing professional development

Facilitating innovation and growth

- Publication of academic journals
- Running meetings and conferences
- Awarding honours
- Supporting Sections and Local Groups

Championing the public interest

- Policy work on a range of topics to improve the use of data and statistics in public policy and the public interest
- Holding events and conducting research on topics of public interest
- Running working groups on key topics of public interest including our AI taskforce
- Working in partnership with other organisations to secure change in the public interest
- Giving awards for outstanding work in journalism, official statistics and the pharmaceutical industry

Supporting public understanding and engagement

- Statistics Under Pressure Initiative
- William Guy Lectureships
- Influencing education policy and curricula
- Publishing Significance magazine

Structure, governance and management

Founded in 1834, the Society is a learned society and professional body incorporated by Royal Charter. It is an international membership body nearly 13,000 members (of whom over 7,000 are designated 'fellows'). Fellows with suitable qualifications, training and experience are able to apply for professional accreditation.

Governance: The Society's governing documents are the supplemental Charter (which came into effect on 8 March 2023) and the Bylaws and the Regulations, which are reviewed annually. The Society's governance is largely in line with the recommendations of the Charity Governance Code.

The Society's Council is its board of trustees, and consists of:

- The President
- Twenty-four other fellows who are members of the Council and are elected by the fellowship
- Any Vice Presidents and Honorary Officers appointed from outside the Council
- The most recent Past President who is willing to serve on the Council or the incoming President-Elect once appointed
- Any additional person(s) co-opted to Council under the provisions in the Bylaws.

The President serves a two-year term. The ordinary members of Council are elected by a ballot of all fellows. Vice Presidents and Honorary Officers are appointed by the Council. If not already members of the Council, Vice Presidents and Honorary Officers are co-opted to membership of Council.

Members of the Council are normally experts in one or more branches of statistical science and its applications. They bring this expertise and their knowledge of the statistical profession to the strategic management of the Society.

With respect to their duties and responsibilities as trustees of the RSS, new members of the Council receive an induction into the Society including its governance, finances, strategy and activities, as well as their role as trustees. Updates to the whole trustee board are given where appropriate - due to, for example, changes in legislation or regulation.

During the past year, the major risks to which the charity is exposed have been identified and Council is satisfied that adequate systems are in place to manage those risks. An Audit and Risk Committee is in place to review the key risks in detail and the Society's approach to managing them, this occurs on at least an annual basis. The Senior Management Team and the Audit and Risk Committee escalate any major risks to Council.

The Council has a formal and detailed scheme of delegation laid out in its Regulations which are reviewed and renewed annually by Council. Responsibilities are delegated to the Executive Committee and various other committees. The Professional Affairs Committee leads the Society's

work as a professional body. The President and Vice Presidents have the authority to speak for and represent the Society and to take urgent decisions between meetings.

The Society employs a Chief Executive, Dr Sarah Cumbers, to manage the day-to-day operations of the charity, its staff and facilities. The Society has a small permanent staff and is heavily dependent on the input of volunteers in the whole range of its activities. Volunteers are drawn from the membership and serve in a variety of ways including through committees and working groups.

The Society has 19 Sections, which hold meetings and discussions about their specialist area topics. Driven by the fellowship, there are Sections on, for example, social statistics, medical statistics and business and industrial statistics. The Society also has 22 Local Groups, which run events in their respective local and regional areas, as well as 2 Special Interest Groups (SIGs).

In 2024, Dr Andrew Garrett led the Society in his second and final year as President before his term ended on 31 December. Following his election as President-Elect in 2023, Professor Sir John Aston commenced his two-year term as President on 1 January 2025. The process to appoint the next Society President began at the end of 2024; the candidate selected will begin their term in 2027.

Related Parties and connections with other organisations: The RSS has a wholly owned subsidiary trading company, RSS (Services) Ltd, which gifts all of its profits to the Society. The subsidiary's main activities are the running of training courses and the sale of print and online advertising. The organisation is a company limited by share capital, incorporated on 28 April 2000.

The following persons served as directors of the company during 2024:

Paul Baxter
Sarah Cumbers
Stuart McKendrick (until 8 May 2025)
Chris Murphy
Branko Pecar (from 7 May 2024)
Edward Swires-Hennessy (until 26 September 2024)

The Society also works with several organisations in the pursuit of its charitable activities. *Significance* is the official magazine of the Royal Statistical Society, the American Statistical Association (ASA) and the Statistical Society of Australia (SSA). Both the magazine and RSS journals are published by Oxford University Press (OUP).

The RSS is a founding member of the Council for the Mathematical Sciences (CMS), which was established in 2001 by the Institute of Mathematics and its Applications (IMA), the London Mathematical Society (LMS) and the RSS. The CMS comprises representatives and observers from the mathematical sciences community, including the Presidents and Chief Executives of these three societies. The CMS is an authoritative and objective body that exists to develop, influence and respond to UK policy issues that affect the mathematical sciences in higher education and research, and therefore the UK economy and society in general. In light of the formation of the new National Academy for the Mathematical Science, the future of the CMS is under review.

The RSS is also a member of the Royal Society's Advisory Committee on Mathematics Education (ACME) which provides advice to government and others to inform policy related to mathematics and quantitative education for 3–19-year-olds, and the transition into further or higher education or employment.

Remuneration Policy: The Society sets remuneration according to a salary policy. It strives to offer a fair and affordable rate of pay for each role, seeking to ensure consistency and transparency. It is committed to ensuring that:

- Its salaries remain competitive in the labour market, broadly benchmarked to other professional societies and the public sector in London
- It informs employees how their pay has been determined and considers any feedback received.

Staff are not discriminated against because of gender reassignment, marriage and civil partnership, race, religion or belief, sex and sexual orientation, age, disability, pregnancy or maternity or because they work part-time or on a fixed-term contract.

The Society rewards staff through salary and a number of other benefits. These include a pension scheme, holiday allowance, flexible working where appropriate, season ticket loans, and access to staff development opportunities including training. The Society has four salary bands.

The Executive Committee is responsible for the annual salary review for all staff, as set out in the RSS salary policy. When determining any increase, the Executive Committee considers a range of factors including inflation, wage increases in the wider economy, and affordability.

In addition to the annual pay review individual salaries are also reviewed, and further increases considered to reflect changes in job roles (e.g. taking on new responsibility). The Chief Executive and Executive Committee look at a variety of factors when reviewing individual salaries including affordability in the context of the Society's finances and the current market rate for roles (what it would cost to replace a particular role in the market). Periodic benchmarking of individual and overall salaries may also be undertaken.

The ratio of remuneration of the highest paid to the median salary is 2.4 (2023: 2.4) based on the employees in place at the end of the financial year.

Reserves Policy: The Society maintains reserves according to a set policy which is regularly reviewed by the Audit and Risk Committee and Council. The Society keeps reserves for a number of purposes: to provide an income to the Society from investments; to pay for unanticipated in-year costs; to allow trustees to invest in new areas of work in order to achieve the long term vision of the Society; and to provide for a gap in funding if a core funding source were to unexpectedly shrink. The Society's level of free reserves, calculated as general reserves less tangible assets less any pension deficit from the latest FRS102 accounting valuation, was £2.53m at the end of 2024 (2023: £2.83m). The free reserves position now exceeds the £1.5m to £2.0m range recommended by the reserves policy. In January 2025 the RSS headquarters was sold adding over £4m. The Society is actively seeking a new headquarters to purchase and these funds, minus a reserve high enough to fund operational needs for 12 months, will be used to purchase and refit this new property.

Fundraising: Most of the Society's income is earned from its regular activities. The RSS does not generally engage in public fundraising and does not use external fundraisers. A new fundraising policy was approved by Council in November 2024 and the RSS received no complaints during the year relating to its fundraising practices.

Risk: The detailed Risk Register is monitored by the Senior Management Team and the Audit and Risk Committee. The top risks, listed below, are reported to the Society's Council.

Strategic risks

Failure to deliver against one of the Society's four strategic objectives

Metrics, controls and recent developments

The Society has a long-term strategy that is reviewed every five years, the last review was completed in March 2024, which concluded with a new set of strategic priorities. Council agrees the annual priorities and Executive agrees how that strategy is implemented. Council and Executive Committee monitor performance via regular reports on the Society's work and hold the staff to account. Detail on activities for each strategic goal are listed in the annual report and the time and cost allocated to each goal is in note 1j in the annual accounts.

As part of the strategic review the governance structure was evaluated for its ability to facilitate decision making and ensure strong controls are in place. It was agreed the current governance system was overdue a major review and this will be a significant area of activity starting in 2025.

Decline in membership of the Society reduces the impact and reach of the Society

Membership is a key theme of the RSS strategy, and the Society is reaching out to new communities including data scientists and corporate organisations in an effort to expand member diversity. In addition, the RSS is undertaking research on membership trends within the Fellowship. Regular monitoring of membership numbers is undertaken at Senior Management, Executive Committee and Council meetings. Total membership increased in 2024 to 12,973 (2023: 12,081) with paid members having increased to 7,043 (2023: 6,826). This continues the trend of an increase each year since 2013. See page 18 for a full breakdown.

Loss of journal income prevents the Society from achieving its objectives

A new contract was signed with Oxford University Press in 2023. Open access publishing has reduced the offer any publisher is prepared to make while still offers an element of guaranteed income. This means the Society has some protection against changes in the revenue from academic publishing until 2027.

The Society fails to remain relevant to data users and statisticians

This is a key strategic priority for the Society. The Society has an active focus on value proposition, ensuring that we understand the needs of our members. Research supported by the Equity, Diversity and Inclusion Group (chaired by the Honorary Officer for EDI) is also seeking to ensure we understand the diversity of our membership. The RSS has also worked to broaden its reach by recruiting from new communities such as data scientists, and by securing new corporate partnerships.

Business intelligence is insufficient to track and identify the key risks facing the Society

The Customer Relationship Management (CRM) database allows the RSS to track, collect and analyse data from members and stakeholders. The "MyRSS" member portal on the RSS website captures users' key data enabling the RSS to target them with personalised content and adapt to their needs. Data is collated and used to determine the key performance indicators (KPIs) required to meet business needs, improve decision making and the appropriate allocation of resources.

External Risks

Economic downturn reduces all income sources and reserves

Pension deficit requiring large payments

Reputational risks

Virus and hacking risks

Metrics, controls and recent developments

The Society has resilience in the form of free reserves. The Society's finances are monitored on a monthly basis by SMT. Trustees actively review the Society's financial situation and, if reserve levels drop, cut back when appropriate. RSS free reserves were £2.53m at the close of 2024 (2023: £2.82m), calculated as general reserves less tangible assets.

The Society's final salary pension scheme was closed to new entrants on 1 January 2017. A valuation of the scheme is undertaken every three years. If the liabilities for the scheme are greater than the assets then the Society must agree a payment plan to fund the deficit. A surplus of £843k was identified in the last valuation dated 31 December 2023, it was approved in December 2024. This ended the £200k annual payments the Society had been required to make based on the previous 2020 valuation which had identified a deficit of £2.029m.

All Society publications have a vetting procedure, and a limited number of designated people may issue statements on behalf of the Society. The Society has implemented data protection legislation, including guidance for Sections and Local Groups. The RSS needs to be particularly vigilant about maintaining high standards in its use of personal data. Social media is monitored. There were no complaints in 2024.

Cyber security threats have increased in recent years, particularly following the Russian invasion of Ukraine. The Society holds personal data on a large number of individuals, and must therefore be diligent in managing these risks. The RSS has gained the National Cyber Security Centre's "Cyber Essentials" certification which ensures that best practice is being followed to mitigate a wide range of online threats. This was last renewed in March 2025.

Staff are regularly educated about IT security and only access systems via a dedicated business laptop with firewall, data encryption and the latest versions of anti-virus/malware software. Laptops are monitored for threats via cloud portals and regular manual checks by IT staff.

Data is stored within the Microsoft Office 365/Azure infrastructure giving access to enterprise level security features such as automated alerts and action triggers based on machine learning. Multifactor authentication is used on all admin accounts and extensive use of granular security permissions is made to restrict unauthorized access to functionality and data.

The Audit and Risk Committee reviews this risk annually.

Internal risks

A lack of volunteers prevents the Society achieving its goals

Loss of key staff prevents the Society achieving its goals

Customer Relationship Management (CRM) database failure

Metrics, controls and recent developments

The Society is dependent on volunteers to fill roles on Council, Section and local group committees, working groups and to produce the Society's journals. Volunteer engagement is an increasing priority with an increase in the staff time allocated now and in the future.

Notice periods mirror staff seniority and difficulty of replacement. Key processes have been mapped, and SMT monitors general staff wellbeing and the intentions of key staff members.

The Society is dependent on its CRM to manage operating activities. A single supplier maintains and develops bespoke functionality for the CRM and integrated website, which results in cost and efficiency savings but introduces a potential single point of failure.

As the CRM and website are both customised versions of mature underlying technology from Microsoft and Kentico respectively, the level of risk is significantly reduced as data and functionality could be ported to a new supplier. Dynamics CRM software is part of the wider Office 365. The technology stack that is used by organisations all over the world, giving a wide range of suppliers and support specialists that can be turned to for help. As the CRM is cloud-based, all data is automatically backed up on a regular schedule and stored securely.

RSS headquarters building not fit for purpose

The pandemic led to a change in the needs of the RSS. Our Errol Street building was not configured for hybrid events and live streaming and was not accessible to the disabled. Council agreed to put Errol Street up for sale in 2024 with the sale of the building completed in January 2025. The Society is now working from temporary accommodation that has been refurbished to suit its needs while staff seek out a suitable location for a new headquarters. This new office will inspire collaboration and allow for in-person training and activities to continue.

Fraud

The Society has a series of financial procedures in place to minimise the risk of fraud. ARC review internal controls regularly to determine they are sufficient. The auditors review processes during the audit and SMT monitor and report any incidences of fraud to the trustees and the relevant bodies. To date there have been no known instances of fraud.

General

There are a wide variety of operational risks which are outlined in a detailed Risk Register. These are reviewed quarterly by SMT and annually by ARC. The detailed Risk Register was last reviewed in full in January 2025.

Achievements and Performance

The trustees continue to be proud of what the organisation is achieving and consider that the RSS is becoming increasingly influential in its work. A new strategy was launched in April 2024, and the Society made good progress towards the new priorities, as set out below.

Goal One: 'Enabling a strong, diverse profession' - statisticians and other data professionals are developed and nurtured to enable their personal growth as part of a well-connect community and ensure the sustainability of the profession.

Membership

The Society continued to attract record numbers of new members in 2024 and hit a new high of almost 7,000 fellows by the end of the year. Its overall membership remained at well over 12,000 – exceeding the previous record set in 2023.

The Society saw an overall increase in both individual and corporate membership in 2024. The Society worked hard to grow its corporate partnerships and had success recruiting from within the financial, academic, and other more commercial markets – this resulted in new partners from multiple universities and organisations including NESTA and Accenture. Many new partners are particularly interested in the Society's new professional certificates in data science, including the Advanced Data Science Professional.

Membership Category	2020	2021	2022	2023	2024
Standard Fellow	4,649	4,882	5,027	5,124	5,336
Graduate Statistician Fellow	673	687	698	720	696
Chartered Statistician Fellow	982	989	967	928	913
Data Analyst		12	23	33	42
Data Science Prof.					17
Advanced Data Science Prof.			5	21	39
e-Teacher	1,273	1,332	1,361	1,421	1,491
e-Student	3,123	2,449	3,400	3,834	4,439
Total	10,700	10,351	11,481	12,081	12,973

Professional affairs and accreditation

Following the launch of the new Data Science Professional certification, applications for professional membership surpassed 2023 levels.

The RSS is pleased to have led work with the Alliance for Data Science Professionals to successfully pilot a new university accreditation programme designed to accredit data science degrees against a specific set of standards. The Society would like to extend its particular thanks to the Chartered Society for IT Professionals: British Computer Society for their contributions towards the future development of this product.

Honours

Each year, the Society awards medals and prizes to those who have made outstanding contributions to the development of statistics. In 2024, all awards were open for nominations.

To ensure a diverse pool of candidates was received, the Society formed search committees to focus on finding suitable nominations across the board – this more inclusive approach ensured that equal opportunity was provided to all and was reflected in the diversity of nominees received.

2024 honours and awards recipients

Guy Medal in Gold - Peter Diggle
Guy Medal in Silver - Jonathan Tawn
Guy Medal in Bronze - Chris Oates
David Cox Research Prize - Daniel García Rasines
Barnett Award - David Borchers
Honorary Fellowship - Andrew Ng, Hannah Ritchie, John Burn Murdoch
Mardia Prize - Emanuele Giorgi
Bradford Hill Medal - Mahesh Parmar
Greenfield Medal - Shirley Coleman
Wood Medal - Vahe Nafilyan
West Medal - Esta Clark
Howard Medal - Fiona Steele
Chambers Medal - Rachel Hilliam and John MacInness

The 2024 awards ceremony was held in September as part of the annual RSS conference. This included the David G Kendall Award, which was given to Qiyang Han who, as winner, presented a session at the conference.

The Society also launched a new award, the David Cox Medal for Statistics, in collaboration with the American Statistical Association, the Bernoulli Society, the International Biometric Society, the Institute of Mathematical Statistics and the International Statistical Institute. The prize commemorates the life and work of Sir David Cox (1924-2022) and will be awarded every three years to three candidates.

Statisticians for Society (S4S)

The scheme demonstrated continued success as it entered its seventh year, and at the beginning of 2024 introduced a new governance framework.

The Society partnered with Pro Bono Economics and Pro Bono OR to co-host an event for London Data Week, which highlighted how data experts can empower social sector organisations, optimising the use of data to drive impact and support informed decision-making. The session was highly successful, attracting 88 attendees.

As the Society reflects on its progress, it has taken the opportunity to look at the impact the scheme has had. The Society supported more than 200 organisations across the UK and engaged over 1,000 RSS fellows. A survey revealed that the primary motivation for those involved in S4S was a strong desire to give back to the community, coupled with a genuine interest in working with charities. The

scheme's website now features over 30 case studies illustrating the diverse support provided to organisations and the significant impact it has had in helping them achieve their charitable goals.

Training

In 2024, the Society delivered 14 commissioned courses, with HMRC our largest customer. New customers included The National Lottery Community Fund and The Department for Business and Trade. The Society also saw a growth in sales on its public course programme compared to 2023.

Goal Two: 'Facilitating innovation and growth' - opportunities for the development and evolution of statistical science and data disciplines are recognised and utilised, and expertise harnessed, so that wider society continues to be advanced by the application of statistics and data science.

Journals

The Society launched its first fully open access, online journal, *RSS: Data Science and Artificial Intelligence*, at the 2024 annual conference. The new journal's remit spans disciplines including statistics, machine learning, deep learning, econometrics, bioinformatics, engineering and computational social science. It will publish methods, applications and behind-the-scenes papers, as well as editorials, op-eds, interviews, and reviews/perspectives.

As part of the journal review during 2024, the aims and scope of Series A and C were refreshed to sharpen the distinction between them. The joint editors oversaw an increase in the number and diversity of the editorial board membership.

Three eminent statisticians were appointed as new joint editors to Series A, B and C: Nikos Tzavidis (JRSSA), Xuming He (JRSSB) and Thordis Thorarinsdottir (JRSSC). The Society gives its sincere thanks to Bianca De Stavola, Qiwei Yao and Janine Illian for their dedication and expert judgement steering the journals over the past four years.

Series A of the RSS journal published a special collection of papers 'In memoriam' celebrating David Cox. For the first time in many years, it also published a 'Working Party Report'. This was submitted for the UK Covid-19 Inquiry's examination of the UK's response to the Covid-19 pandemic to highlight lessons learned from diagnostic test results.

The 2024 journal webinar programme kicked off successfully in May, featuring journal papers selected by the Journal Webinar Advisory Group (JWAG). The selection of one exceptional journal paper from each series on the theme of causal inference led to a successful invited speaker session, 'Papers from the RSS journals', at the Annual Conference in Brighton.

Significance Magazine

Significance continued to go from strength to strength in 2024, its reach regularly stretching beyond the statistics community. Special issues in July and September covered the Olympics and space respectively. Stories on the redesigned/relaunched *Significance* website covered topics such as drug testing in developing countries, female representation in UK parliament and the Post Office scandal.

Real World Data Science

Real World Data Science (RWDS) continued to publish content of interest to data science students, practitioners and leaders, including a series of articles on AI and what we do and don't know about it. In 2024, RWDS published 40 articles, and the site received 10,000 visitors.

Sections and Local Groups

The Society's Sections, Special Interest and Local Groups continued to be very active, organising over 80 events and contributing to the RSS conference in 2024.

Sections, Special Interest and Local Groups took the opportunity to increase understanding of their roles by attending induction webinars, sharing best practice and learning how to get involved in other areas of the society. Group and section officers participated in monthly drop-in sessions to meet other officers, ask questions, and discuss possible collaborations.

Events

The busy 2024 discussion meetings programme included a multi-paper meeting on citizen science at the Annual Conference as well as well-attended meetings at Errol Street and beyond, including one focused on Denise Lievesley's 'Independent Report into UK Statistics'.

In June, the Society's Teaching Statistics Section organised the inaugural UK Conference on Teaching Statistics (UKCOTS), which was a huge success with over 100 attendees. The President's Address also took place in June, with Dr Andrew Garrett addressing the topic of 'The devil, the detail, and the data'.

The RSS 2024 International Conference, held in Brighton in September, was the Society's biggest annual conference yet, attracting a record 733 registrations from 45 countries with attendees participating in a record number of sessions. Planning is well underway for the 2025 edition of the conference, which will take place in Edinburgh from 1-4 September.

Goal Three: 'Championing the public interest' - societal decisions are informed and improved by the appropriate use of data and statistics that are reliable, that are used responsibly, and that are relevant to society's most important questions.

Policy

The Society's policy engagement in 2024 focused on the general election; its manifesto was informed by a survey of RSS members, capturing their views on the Society's most important policy priorities. The manifesto was supported by a series of briefing notes, and the team focused their efforts on lobbying ministers and political parties to raise awareness of the Society's asks. The RSS will continue to engage with the new government to make progress on these issues in 2025.

The Society engaged with the UK Statistics Authority to support their implementation of the recommendations of the Lievesley Review and partnered with them to deliver the first Triennial Statistical Assembly in January 2025.

A key area where the Society looks to influence debate is around AI. The Society established an AI Task Force in 2024 to lead its work in this area, and who published their plans and priorities in

October. The Society were also active on climate change, with its Climate Change Task Force launching a series of explainers on the statistics and data underpinning the public's understanding of climate change.

The Statistics Under Pressure Initiative progressed with its aims of raising awareness around the trade-offs that often need to be made to allow data to inform decision-making and supporting statisticians to make them. The Society developed a series of case studies highlighting best practice and a set of principles to support statisticians.

Media

The Society collaborated with the media on several of its key campaign areas, including the need for better inflation measures, the use of statistics in the legal system and the importance of statistical training for policymakers. RSS statistical ambassadors continued to aid public understanding by providing their expertise to journalists on a diverse range of topics, from premium bonds to health data.

Statistical Excellence Awards

The RSS delivered its 2024 statistical excellence awards across the different industries, with awards in healthcare, journalism, early-career writing, the pharmaceutical industry and official and non-official UK statistics. Working with its award partners and sponsors, the ceremony was the Society's last major event at Errol Street with around 100 attendees.

Equity, diversity and inclusion

The Society had a renewed focus on EDI 2024 led by its Equity, Diversity and Inclusion (EDI) Advisory Group, who continue to work towards a suite of actions, in line with the RSS strategy, that aim to understand and meet the needs of the ever-evolving membership. This ensures that what the Society offers is inclusive to everyone with an interest in data and statistics.

In 2024, an action plan was created to help drive the Advisory Group's influence and raise awareness of their work across the membership. Members of the group submitted proposals in 2024 for the 2025 conference programme; a number of these were accepted, including a neurodiversity panel and a networking session that will offer delegates the opportunity to speak with both the EDI Advisory Group and the Celebrating Diversity SIG. The group continues to contribute to the Improving Member Data project funded by the Academy of Social Sciences – this aims to aid membership organisations to understand the composition of their membership and understand their wants and needs, thereby improving their services. Group involvement has particularly included the designing of a member survey.

An aim of the EDI Advisory Group was to raise the visibility of underrepresented groups in the work of the Society – this has already begun, with increased diversity visible in the winners of the Society's awards and prizes and an improved selection process for these.

The Society formed a new Celebrating Diversity Special Interest Group, which hosted a range of events aimed at bringing parts of the statistical community together that may have been underserved in the past. This included accessible hybrid events at the Society's International Conference in Brighton.

The RSS also launched its new Future Leaders programme thanks to external funding from the Academy of Social Sciences and Economic and Social Research Council. This enabled the Society to award membership to 15 individuals from typically underrepresented backgrounds within statistics and data, providing them with experiences like conference attendance, a platform to reach a wider network, and opportunities to join the Society's committees and sections. The Future Leaders also joined the Society's mentorship programme and created a range of content to champion their work.

Goal Four: 'Supporting public understanding and engagement' - people understand the data and statistics that influence their daily life decisions, their work and the world around them, and feel empowered to meaningfully engage with issues.

Education and outreach

The Education Policy Advisory Group continued to work on its three strategic objectives - statistical literacy, supporting teachers to teach statistics, and the curriculum.

The Society produced a guide ('Sound or Suspicious? Ten tips to be statistically savvy') to help people think critically about the figures they come across on social media, in the run-up to the general election and beyond. This received wide engagement on social media with the initial post on X receiving over 2,000 engagements.

The 2023-24 William Guy Lecturers - the first to be appointed in the new format of the scheme - completed their term, delivering talks on climate change that received a combined total of over 1,500 views. They delivered these at 26 schools or events, reaching over 1,900 school children and receiving very positive feedback from teachers.

The three selected lecturers for 2024-25 have recorded their videos and are available to be contacted to inspire students on the theme of 'statistics in plain sight'. Their talks focus on topics ranging from sweets to medicines to Covid-19, including how to think critically about the figures the public comes across in daily life.

The Society also continued its work on the school curriculum, including responding to the Conservative government's consultation on the Advanced British Standard and publishing key recommendations for the teaching of statistics and data in the UK curriculum.

Achievements outside of the strategic goals

Governance

The Society elected and welcomed six new trustees to sit on Council to step in for those completing their term at the end of 2024. They, along with the new Honorary Officers for Conference and Events and Sections and Local Groups and the Vice President for External Affairs, formally began their roles as representatives for the wider membership in January 2025. Their election has ensured that, as a membership society and charity, the RSS continues to meet the wants and needs of its members while collaborating with a strong and supportive board of trustees.

IT and Digital

The Society has moved from operational IT to the strategic management of data, systems and assets, taking a digital-first approach to everything it does. The RSS is proud to reflect the diversity of the profession with over 800 videos online, and more than 30 newsletters that members can subscribe to. The Society is developing a framework to harness the power of AI safely, securely and in line with its ethical values. Microsoft benchmarking ranks the Society's security posture as twice that of comparable organisations. The Society is Cyber Essentials certified.

Building

In 1993, the RSS purchased a headquarters in central London EC1, Errol Street, to allow the Society to hold member events and committees in-house as well as offering more office space for a growing staff. Over the following decades the space available, the challenges of maintaining a period property and the need to hold virtual and hybrid events led to the determination that Errol Street was no longer fit for purpose. In 2022, the RSS established a building taskforce made up of trustees, members with specific building expertise and key staff to recommend options on the future of the RSS headquarters. The primary plan was to seek sufficient funding for an elaborate refurbishment to create a space for the RSS and like-minded organisations, unfortunately, the RSS were unable to secure the £3m funding needed. In November 2023, Council took the difficult decision to sell Errol Street and find another property more suited to the Society's needs in the 21st century. Errol Street was put on the market in February 2024 with the sale completed in January 2025. The RSS is actively seeking a new headquarters to purchase while the staff are currently located in temporary office space in Development House, EC2.

Financial Review

The financial performance for 2024 is a net decrease in funds of £447k. Total income was £2.336m, an increase of £161k from 2023. Total expenditure increased from the prior year by £217k to £2.979m, leading to an operational deficit of £643k (2023: £587k deficit).

The RSS is first and foremost a membership organisation, and are delighted to report both an increase in income and an increase in the total number of members of the RSS. Income from membership subscriptions increased to £873k (2023: £800k), which was from an increase in the fees and a 892 increase in the total number of members to almost 13,000.

Publications income fell by £28k to £594k (2023: £622k). Historically, the RSS has depended on income from our journals to fund its charitable activities. All learned and professional societies have been impacted by falling revenue from academic journals, and since 2023, the RSS has found its income from publications has been halved. A publications review has been looking for ways to increase output, while maintaining quality, and in September 2024 the *RSS: Data Science and Artificial Intelligence journal* was launched.

One of the key strategic objectives agreed in the long-term strategy plan launched in 2024 was to generate more income to allow the RSS to continue to operate at the current level and allow for sustainable growth without damaging what members care most about. The key areas identified were improving the offering to members by growing the accreditation scheme, increasing the diversity of the streams for the annual conference and actively seeking more sponsors and funders. To this end, the RSS has invested some additional resources, including increased staff in these areas, which are not planned to break even until the end of 2026. Even in 2024, there were encouraging signs with income from the conference increasing by £69k to £323k (2023: £254k) and grants and sponsorship by £110k to £186k (2023: £76k).

Income from our commercial activities fell by £42k to £283k (2023: £326k). £19k is a reduction in the income from external venue hire, with the RSS headquarters closed for hire to clients from March 2024, when Errol Street was put on the market for sale. The sale of the building was completed in January 2025 with the RSS planning to use those funds to purchase a new building and refit it to function as an office for staff and a fully functional and accessible event space for members.

One expense that will end from 2025 is the annual contribution of £200k that the RSS has been required to make to fund the shortfall in the defined benefit pension scheme since 2022. At the last valuation completed in December 2024, the scheme was in a surplus position.

This is the second consecutive year that the RSS has reported a deficit position, it has been a deliberate choice to take this opportunity to invest in future growth rather than cut current activities due to the impact of the reduced funding from publications. From 2025, the RSS expect an improved financial position, while still likely to finish on a deficit albeit a smaller one.

Plans for the future

The five-year strategy published in 2024 sets out four key goals articulating the impact that the Society aspires to. The RSS has an ambitious range of activities in the pipeline to support its strategic goals, and these are prioritised each year during business planning. This exercise factors in the pressure on the Society's future finances and the need for operational transformation across the organisation.

The Society's focus in 2025 will be to continue to deliver against three key priorities that will enable it to create a solid foundation for the future: creating a sustainable office, energising the membership, and building on what we do well.

Creating a sustainable office

This priority will encompass:

- The relocation of the Society's office and operational transformation to build a more efficient and sustainable organisation. Following the sale of Errol Street, RSS staff have been established in temporary accommodation while the Society continues its search for new premises in London
- A review of governance to ensure efficiency and inclusion. The review will build on scoping work undertaken in 2024, with implementation expected in 2026
- Generation of income, including diversification and the scaling up of current revenue streams to ensure the future financial sustainability of the RSS, particularly considering falling income from journals.

Energising the membership

RSS members are the heart of the Society, and much of its work aims to develop both individuals and the profession: the Society's ability to deliver public benefit also stems from engagement with members, who invest their time and expertise in these activities.

During 2025, the Society will continue to develop its value proposition to better understand the needs of current and future members at a granular level, and what they value.

In 2024, member data was analysed to inform value proposition development, and the Society will continue to work with key external groups to better understand their needs, engaging with different groups of members. This work will provide the foundation for better engagement with members, and refinement and development of the Society's products and services through strategic reviews of accreditation, training, conferences, meetings and events, member engagement, sections and local groups, and content.

Building on what we do well

The Society will also continue to build on what it does well by taking a strategic approach across key areas of work, including:

- Equity, Diversity and Inclusion – progressing research to better understand the lack of reporting of personal characteristics within RSS membership, and supporting positive action

on diversity through the Future Leaders programme, EDI Advisory Group and Celebrating Diversity Special Interest Group

- Data science and artificial intelligence – building on the formation of the AI taskforce, bringing together key members who can play a lead role across the Society's strategic goals to support practitioners, facilitate knowledge sharing, drive advocacy and influence work to enable better public understanding
- Data ethics and governance – shaping discussions around data ethics in the context of data science and AI
- Horizon scanning – ensuring the Society is well informed about developments and proactively responding to emerging issues across public understanding, public interest and the evolving discipline.

Building on what the Society does well also involves the continued support for, and iteration of, a whole range of activities. Particular developments of note in 2025 include:

- Campaigns – embedding the principles of Public Statistics, using the first Statistical Assembly to build momentum; continuing to build on the Society's advocacy work to reinforce the value of Household Cost Indices; and building stronger understanding of statistics in key professions.
- Professional affairs – working with the Alliance of Data Science Professionals to establish the Chartered Data Science qualification and full roll out of accreditation of university data science courses; exploring a training and accreditation programme for legal statistical expert witnesses; and reviewing the RSS Code of Conduct.

The Society has strong relationships in place across the official statistical system, other learned societies, international statistics bodies, and civil society organisations. These will be built on as it:

- Support the implementation of recommendations from the review of the UK Statistics Authority, including working in partnership with the UKSA on the first Statistical Assembly
- Seek to enhance the impact of its research and policy work by working formally in partnerships with civil society organisations.

Statement of responsibilities of the trustees

The Society delegates governance activities and detailed oversight to the relevant committees and Sections, but the ultimate responsibility is held by RSS trustees. The law applicable to charities in England and Wales requires trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period, and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that 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. They are also responsible for safeguarding the assets of the charity and group, 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 corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

The trustees' annual report has been approved by the trustees on 11 June 2025 and signed on their behalf by

Professor Sir John Aston
President

Kevin Barnes
Honorary Treasurer



Opinion

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

In our opinion, the financial statements:

- Give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2024 and of the group's incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and the parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

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

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



made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent 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 parent 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 parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

2 July 2025

Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

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

Consolidated statement of financial activities

For the year ended 31 December 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations	2a	314	-	314	459	-	459
Charitable activities							
Enabling a strong, diverse profession	2b	930,824	16,375	947,199	879,922	752	880,674
Facilitating innovation and growth	2c	918,195	-	918,195	791,094	85,768	876,862
Championing the public interest	2d	148,419	21,451	169,870	26,333	49,260	75,593
Supporting public understanding		-	-	-	-	-	-
Commercial activities	2e	283,686	-	283,686	325,841	-	325,841
Investments	2f	16,505	-	16,505	15,568	-	15,568
Total income		2,297,943	37,826	2,335,769	2,039,217	135,780	2,174,997
Expenditure on:							
Charitable activities							
Enabling a strong, diverse profession		915,364	75,410	990,774	830,792	80,943	911,735
Facilitating innovation and growth		1,010,788	2,856	1,013,644	883,977	87,268	971,245
Championing the public interest		554,926	106,707	661,633	349,836	146,727	496,563
Supporting public understanding		80,097	-	80,097	90,058	-	90,058
Commercial activities		233,039	-	233,039	292,437	-	292,437
Total expenditure	3	2,794,214	184,973	2,979,187	2,447,100	314,938	2,762,038
Net income / (expenditure) before net gains on investments		(496,271)	(147,147)	(643,418)	(407,883)	(179,158)	(587,041)
Net gain / (loss) on investments	10	195,594	-	195,594	157,037	-	157,037
Net income / (expenditure)		(300,677)	(147,147)	(447,824)	(250,846)	(179,158)	(430,004)
Transfers between funds	17	(2,475)	2,475	-	-	-	-
Net income/(expenditure) before other recognised gains and losses		(303,152)	(144,672)	(447,824)	(250,846)	(179,158)	(430,004)
Actuarial gain or (loss) on defined benefit pension schemes	15	-	-	-	-	-	-
Net movement in funds		(303,152)	(144,672)	(447,824)	(250,846)	(179,158)	(430,004)
Reconciliation of funds:							
Total funds brought forward		3,659,516	414,955	4,074,471	3,910,362	594,113	4,504,475
Total funds carried forward		3,356,364	270,283	3,626,647	3,659,516	414,955	4,074,471

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the financial statements.

Royal Statistical Society

Balance sheets

As at 31 December 2024

		The group	2023	The Society	2023
	Note	2024	£	2024	£
Fixed assets:					
Tangible assets	9	824,528	832,929	824,528	832,929
Investments	10	2,323,049	2,333,149	2,324,049	2,334,149
		3,147,577	3,166,078	3,148,577	3,167,078
Current assets:					
Debtors	12	579,358	405,751	568,371	428,643
Short term deposits		226,700	220,092	226,700	220,092
Cash at bank and in hand		235,228	651,877	210,363	570,125
		1,041,286	1,277,720	1,005,434	1,218,860
Liabilities:					
Creditors: amounts falling due within one year	13	(562,216)	(369,327)	(527,364)	(311,467)
Net current assets		479,070	908,393	478,070	907,393
Net assets excluding pension liability		3,626,647	4,074,471	3,626,647	4,074,471
Defined benefit pension scheme (liability)	15	-	-	-	-
Total net assets		3,626,647	4,074,471	3,626,647	4,074,471
Funds:	17				
Restricted income funds		270,283	414,955	270,283	414,955
Unrestricted income funds:					
Designated funds		1,288	1,438	1,288	1,438
General funds		3,355,076	3,658,078	3,355,076	3,658,078
		3,356,364	3,659,516	3,356,364	3,659,516
Pension reserve (liability)	15	-	-	-	-
Total unrestricted funds		3,356,364	3,659,516	3,356,364	3,659,516
Total charity funds		3,626,647	4,074,471	3,626,647	4,074,471

Approved by the trustees on 11 June 2025 and signed on their behalf by

John Aston
President

Kevin Barnes
Honorary Treasurer

Consolidated statement of cash flows

For the year ended 31 December 2024

	Note	2024 £	£	2023 £	£
Cash flows from operating activities					
Net income for the reporting period		(447,824)		(430,004)	
Depreciation charges		59,680		77,905	
(Gain) / loss on investments		(195,594)		(157,037)	
Dividends and interest		(16,505)		(15,568)	
Defined benefit pension employer contribution		-		-	
Defined benefit pension adjustment		-		-	
Decrease / (increase) in debtors		(173,607)		379,053	
(Decrease) / increase in creditors		192,889		(151,857)	
Net cash (used in) / provided by operating activities			(580,961)		(297,508)
Cash flows from investing activities:					
Purchase of fixed assets		(51,279)		(22,421)	
Proceeds from sale of investments		205,694		3,988	
Purchase of investments		-		-	
Movement on cash held in investments		-		-	
Dividends and interest		16,505		15,568	
Net cash (used in) / provided by investing activities			170,920		(2,865)
Change in cash and cash equivalents in the year			(410,041)		(300,373)
Cash and cash equivalents at the beginning of the year			871,969		1,172,342
Cash and cash equivalents at the end of the year			461,928		871,969
Analysis of cash and cash equivalents					
					At 31
					December
					2024
					£
Cash in hand			At 1 January		
			2023	Cash flows	
			£	£	
Cash in hand		651,877		(416,649)	235,228
Notice deposits (more than 3 months)		220,092		6,608	226,700
Total cash and cash equivalents			871,969	(410,041)	461,928

1 Accounting policies

a) Statutory information

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

The registered office address is 124 City Road, London EC1V 2NX.

The operating address for all correspondence is Development House, 56-64 Leonard Street, London EC2A 4LT.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

These financial statements consolidate the results of the Society and its wholly-owned subsidiary RSS (Services) Limited on a line by line basis. Transactions and balances between the Society and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the Society's balance sheet. A separate statement of financial activities, or income and expenditure account, for the Society itself is not presented as the summary of the result for the year is disclosed in the notes to the accounts.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the Society's ability to continue as a going concern for 12 months after the date of signing of these accounts.

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

e) Income

Income is recognised when the Society 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.

Membership subscriptions are recognised in the financial statements during the period in which a member becomes entitled to benefits.

Income from courses, conferences and meetings are recognised in the period in which the event takes place.

Income received from the sale of journals is recognised in the year in which the journal is published. Oxford University Press our publishers undertake the marketing and distribution of the Society's journals and the Society receives a guaranteed contribution plus a share in any surplus arising.

Grants are recognised in full in the statement of financial activities in the year in which they are receivable.

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

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Voluntary income received by way of donations and gifts to the Society, is included in full in the statement of financial activities when received.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised in the financial statements.

g) Investments, investment income and interest receivable

Investment income and interest on funds held on deposit is included when receivable. Investments held as fixed assets are revalued at bid value at the balance sheet date. The gain or loss for the year is taken to the statement of financial activities. The Society's investment in its subsidiary is included at cost.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. If funds are unspent and carried forward into a later financial period, the trustees allocate the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, to these funds as at the balance sheet date.

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff time, of the amount attributable to each activity. Support costs are then re-allocated to each of the charitable activities on the basis of staff time on each activity as follows:

Support cost reallocation	2024	2023
☐ Enabling a strong, diverse profession	37.61%	34.90%
☐ Facilitating innovation and growth	27.86%	30.34%
☐ Championing the public interest	19.24%	17.67%
☐ Supporting public understanding	3.22%	3.44%
☐ Commercial activities	5.12%	7.14%
☐ Governance costs	6.95%	6.52%

k) Allocation of governance costs

Resources expended and allocated support costs relating to Governance costs are allocated to each activity proportionately.

Governance cost reallocation	2024	2023
☐ Enabling a strong, diverse profession	40.42%	37.34%
☐ Facilitating innovation and growth	29.94%	32.45%
☐ Championing the public interest	20.68%	18.90%
☐ Supporting public understanding	3.46%	3.68%
☐ Commercial activities	5.50%	7.63%

1 Accounting policies (continued)

l) Tangible fixed assets

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

☐ Freehold land	Not depreciated
☐ Freehold buildings	100 years (1% per annum)
☐ Furniture, fixtures, fittings and office equipment	6 years (16.66% per annum)
☐ Computers & Laptops	2 years (50% per annum)
☐ Database & Servers and conference equipment	Up to 4 years (25% per annum)

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

The trustees have reviewed the carrying value of the freehold building. There is a regular maintenance programme which is designed to ensure its continual useful life. They are therefore happy to depreciate the building over the longer period of 100 years.

m) Heritage assets

A heritage asset is defined as "a tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge and culture". The Society is of the opinion that information on the cost or valuation of such assets is not available and such information cannot be obtained due to the specialist nature of the assets, many of which are unique.

n) Short term deposits

Short term deposits represent amounts held on deposit with a maturity of between 3 months and one year.

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

p) Foreign exchange

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange offered by the bank on the day of the transaction.

q) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme shown as an asset or liability in the balance sheet.

The Society also operates a group person pension plan which is a defined contribution scheme. Contributions are charged to the statement of financial activities in the periods to which they relate. The Society has no liability under the scheme other than for the payment of those contributions.

2 Analysis of income

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
a) Donations	314	-	314	459	-	459
b) Enabling a strong, diverse profession						
Membership subscriptions	873,324	-	873,324	799,922	-	799,922
Accreditation Scheme	57,500	-	57,500	80,000	-	80,000
Grants & Sponsorship	-	16,375	16,375	-	752	752
	930,824	16,375	947,199	879,922	752	880,674
c) Facilitating innovation and growth						
Publications & content	594,373	-	594,373	536,173	85,768	621,941
Conferences & Events	323,822	-	323,822	254,921	-	254,921
	918,195	-	918,195	791,094	85,768	876,862
d) Championing the public interest						
Grants & Sponsorship	148,419	21,451	169,870	26,333	49,260	75,593
	148,419	21,451	169,870	26,333	49,260	75,593
e) Commercial activities						
Training	259,623	-	259,623	275,050	-	275,050
Advertising	21,775	-	21,775	29,985	-	29,985
Venue Hire	2,288	-	2,288	20,806	-	20,806
	283,686	-	283,686	325,841	-	325,841
f) Investments						
Interest receivable	16,505	-	16,505	15,568	-	15,568
	16,505	-	16,505	15,568	-	15,568
Total income	2,297,943	37,826	2,335,769	2,039,217	135,780	2,174,997

3a Analysis of expenditure (current year)

	Charitable activities				Commercial activities £	Governance costs £	2024	Total £	2023 Total £
	Enabling a strong, diverse profession £	Facilitating innovation and growth £	Championing the public interest £	Supporting public understanding £					
Direct Costs									
Staff costs (note 5)	644,196	487,063	415,074	56,953	76,327	171,467	1,851,080		1,676,731
Other staff costs	14,377	10,651	7,356	1,231	1,956	2,658	38,229		58,485
Direct service costs	94,497	339,831	117,587	1,564	122,410	40,827	716,716		612,034
	753,070	837,545	540,017	59,748	200,693	214,952	2,606,025		2,347,250
Support costs									
Establishment costs	53,489	39,625	27,366	4,579	7,278	9,888	142,225		140,803
IT costs	24,049	17,816	12,304	2,059	3,272	4,446	63,946		96,590
Office costs	5,215	3,864	2,668	446	710	964	13,867		10,129
Legal and professional	3,891	2,883	1,991	333	530	719	10,347		30,756
Irrecoverable VAT	21,727	16,097	11,117	1,860	2,957	4,017	57,775		38,315
Depreciation	22,445	16,628	11,483	1,921	3,054	4,149	59,680		77,905
Other expenses	9,524	7,055	4,872	815	1,296	1,760	25,322		20,290
	140,340	103,968	71,801	12,013	19,097	25,943	373,162		414,788
Total expenditure	893,410	941,513	611,818	71,761	219,790	240,895	2,979,187		2,762,038
Governance costs reallocated	97,364	72,131	49,815	8,336	13,249	(240,895)	-		-
Total expenditure 2024	990,774	1,013,644	661,633	80,097	233,039	-	2,979,187		
Total expenditure 2023	911,735	971,245	496,563	90,058	292,437	-			2,762,038

Direct service costs in the governance section include investment management fees of £4,856 (2023: £4,444).

3b Analysis of expenditure (prior year)

	Charitable activities					Governance costs	2023	Total
	Enabling a strong, diverse profession £	Facilitating innovation and growth £	Championing the public interest £	Supporting public understanding £	Commercial activities £	£		£
Direct Costs								
Staff costs (note 5)	557,755	489,122	327,110	62,167	107,193	133,384	1,676,731	
Other staff costs	20,414	17,742	10,334	2,010	4,174	3,811	58,485	
Direct service costs	112,393	272,152	47,156	4,100	135,844	40,389	612,034	
	690,562	779,016	384,600	68,277	247,211	177,584	2,347,250	
Support costs								
Establishment costs	49,146	42,715	24,879	4,840	10,049	9,174	140,803	
IT costs	33,713	29,302	17,067	3,320	6,894	6,294	96,590	
Office costs	3,536	3,072	1,790	348	723	660	10,129	
Legal and professional	10,736	9,330	5,434	1,057	2,195	2,004	30,756	
Irrecoverable VAT	13,372	11,624	6,770	1,317	2,735	2,497	38,315	
Depreciation	27,193	23,633	13,765	2,678	5,560	5,076	77,905	
Other expenses	7,083	6,155	3,585	697	1,448	1,322	20,290	
	144,779	125,831	73,290	14,257	29,604	27,027	414,788	
Total expenditure	835,341	904,847	457,890	82,534	276,815	204,611	2,762,038	
Governance costs reallocated	76,394	66,398	38,673	7,524	15,622	(204,611)	-	
Total expenditure 2023	911,735	971,245	496,563	90,058	292,437	-	2,762,038	

Notes to the financial statements

For the year ended 31 December 2024

4 Net incoming resources for the year

This is stated after charging:

	2024	2023
	£	£
Depreciation		
Owned	59,680	77,905
Trustees' expenses	1,244	1,680
Auditor's remuneration (excluding VAT):		
Audit	15,200	14,500
Other services	1,250	1,200

In 2024 11 trustees (2023: 11) were paid for expenses relating to travel, subsistence, telephone and postage.

5 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	1,334,917	1,192,470
Social security costs	125,058	115,185
Pension contributions		
Defined benefit pension scheme costs	200,000	200,000
Defined contribution pension contributions	185,585	164,062
Life assurance	5,520	5,014
	1,851,080	1,676,731

Staff are entitled to carry over a maximum of 10 days allowance of unused annual leave. For the 2024 accounting year the value of the accrued leave was calculated at £29,376 (2023: £26,150). This amount is not material and so is not included as an adjustment in the salary and wages expense.

As part of the recovery plan to reduce the shortfall in funding for the defined benefit pension scheme that was identified in the 2020 triennial pension valuation, the employer contributed £200,000 (2023: £200,000) during the year. The actuarial gains and losses on the Scheme for the year, are recognised in the statement of financial activities in accordance with FRS102.

The contributions made during the year ended 31 December 2024 for the defined contribution scheme were at a rate of double that made by the contributor (between 1% and 8%) of pensionable salaries. The cost to the Society was £185,585 (2023: £164,062).

Insurance premiums for death in service benefits were payable in addition.

5 Analysis of staff costs (continued)

The following number of employees received employee benefits in excess of £60,000 (excluding employer pension costs and employer national insurance) during the year between:

	2024 No.	2023 No.
£60,000 - £69,999	2	-
£70,000 - £79,999	-	1
£80,000 - £89,999	-	-
£90,000 - £99,999	1	-
£100,000 - £109,999	-	-
£110,000 - £119,999	-	-
£120,000 - £129,999	1	-
	4	1

The key management personnel of the Society comprise the Chief Executive, the Director of Professional Affairs, the Director of Finance, the Director of Training & Commercial and the Director of Digital & IT. The total employee benefits (including pension contributions and employer national insurance contributions) of the key management personnel were £498,799 (2023: £407,371).

The trustees were not paid nor received any other benefits from employment with the Society in the year (2023: £nil). No trustee received payment for professional or other services supplied to the Society with the exception of those detailed in note 7.

6 Staff numbers

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

	2024 No.	2023 No.
Total staff	28.7	28.5
	28.7	28.5

7 Related party transactions

For teaching and developing commercial training courses trustee Sophie Carr was paid £nil in 2024 (2023: £1,200). There were no amounts outstanding at 31 December 2024 (2023: £nil).

8 Taxation

The Society is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Society's trading subsidiary RSS (Services) Ltd distributes available profits under Gift Aid to the Society. Its charge to corporation tax in the year was £nil (2023: £nil).

9 Tangible fixed assets

The group and Society

	Freehold land and buildings £	Fixtures and fittings and equipment £	Computers and Laptops £	Database, Servers and Audio-visual Equipment £	Total £
Cost					
At the start of the year	1,067,145	347,714	60,038	583,802	2,058,699
Additions in year	-	-	4,380	46,899	51,279
Disposals in year	-	-	-	-	-
At the end of the year	<u>1,067,145</u>	<u>347,714</u>	<u>64,418</u>	<u>630,701</u>	<u>2,109,978</u>
Depreciation					
At the start of the year	290,120	324,634	60,038	550,978	1,225,770
Charge for the year	10,071	18,334	2,190	29,085	59,680
Eliminated on disposal	-	-	-	-	-
At the end of the year	<u>300,191</u>	<u>342,968</u>	<u>62,228</u>	<u>580,063</u>	<u>1,285,450</u>
Net book value					
At the end of the year	<u>766,954</u>	<u>4,746</u>	<u>2,190</u>	<u>50,638</u>	<u>824,528</u>
At the start of the year	<u>777,025</u>	<u>23,080</u>	<u>-</u>	<u>32,824</u>	<u>832,929</u>

Land with a historic value of £60,000 is included within freehold property and not depreciated. Errol Street was sold in January 2025 for £4.05m, well in excess of the net book value of the asset.

The RSS maintained the oldest part of its historical book collection on site at Errol Street. The collection comprises approximately 500 volumes and includes all the pre 1800 dated books as well as the collections donated by William Newmarch and George Udny Yule. In January 2025 these books were moved into long-term storage.

The majority of post-1800 books are held on permanent deposit at the University of Essex library. This collection consists of back runs of around 30 periodicals, a large book collection, and an important series of tracts – bound volumes of pamphlets on diverse topics. The core of the collection relates to statistics and statistical history, and contains much material of interest in the field of social and economic history, particularly for the 19th and early 20th centuries.

The trustees regard the Book Collection as a Heritage Asset and it is not their intention at any time in the future to sell the collection. The collection is included at nil value.

All of the above assets are used for charitable purposes.

10 Listed investments

The entire RSS portfolio is held from a bespoke portfolio to the Cazenove Responsible Multi-Asset Fund (RMAF) in April 2022.

	The group		The Society	
	2024	2023	2024	2023
	£	£	£	£
Market value at the start of the year	2,333,149	2,180,100	2,334,149	2,181,100
Cash movement	-	-	-	-
Additions at cost	-	-	-	-
Disposal proceeds	(205,694)	(3,988)	(205,694)	(3,988)
Net gain/(loss) on revaluation	195,594	157,037	195,594	157,037
Total market value at year end	<u>2,323,049</u>	<u>2,333,149</u>	<u>2,324,049</u>	<u>2,334,149</u>

11 Subsidiary undertaking

The Society owns the whole £1,000 of the issued ordinary share capital of RSS (Services) Ltd, a company registered in England (company number 0398652). The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the Society. The Directors in 2024 were Mr Branko Pecar, Professor Paul Baxter, Dr Sarah Cumbers, Mr Stuart McKendrick, Mr Chris Murphy and Mr Edward Swires-Hennessy. No trustees of the Society are currently directors. Dr Sarah Cumbers and Mr Stuart McKendrick are employed by the Society in the positions of Chief Executive and Head of Training and Commercial respectively. A summary of the results of the subsidiary is shown below:

	2024 £	2023 £
Turnover	283,686	325,841
Cost of sales	(122,410)	(135,844)
Gross profit	161,276	189,997
Administrative expenses	(5,937)	(1,449)
Management charge from parent entity	(59,757)	(94,074)
Profit on ordinary activities before taxation	95,582	94,474
Taxation on profit on ordinary activities	-	-
Profit / (loss) for the financial year	95,582	94,474
Retained earnings		
Total retained earnings brought forward	-	-
Profit / (loss) for the financial year	95,582	94,474
Distribution under Gift Aid to parent charity	(95,582)	(94,474)
Total retained earnings / (loss) carried forward	-	-
The aggregate of the assets, liabilities and funds was:		
Assets	35,851	121,988
Liabilities	(34,851)	(120,988)
Funds	1,000	1,000

Parent charity

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

	2024 £	2023 £
Gross income	2,406,490	2,194,744
Result for the year	(447,824)	(430,004)

Gross income for the year includes a gain from investments of £195,594 (2023: £157,037).

12 Debtors

	The group		The Society	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	29,736	62,144	23,365	24,522
Other debtors	295,635	223,885	295,635	223,885
Prepayments	253,987	119,722	249,371	117,108
Amounts owed by subsidiary company	-	-	-	63,128
	579,358	405,751	568,371	428,643

13 Creditors: amounts falling due within one year

	The group		The Society	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	181,163	23,838	175,780	23,838
Other creditors, provisions and accruals	91,318	42,471	87,381	36,256
Deferred income	273,053	272,895	246,441	221,250
Amounts owed to subsidiary company			944	
Taxation and social security costs	16,682	30,123	16,818	30,123
	562,216	369,327	527,364	311,467

In June 2022 the RSS received a grant of £206k from the FTX Future Fund, the grant making body of the crypto exchange in FTX. In November 2022 the FTX was declared bankrupt. Subsequently the RSS has been contacted by the legal representatives of the FTX debtors regarding possible repayment of the grant. Any repayment of the grant and subsequent settlement agreement is subject to negotiation. This sum is not recognised as a liability within creditors as repayment is possible but not probable.

14 Deferred income

The deferred revenue below represents prepayments by our customers and members for goods or services that have yet to be delivered. £233,105 (2023: £204,919) relates to membership subscriptions for the future year with the remaining balance consisting of delegate fees for events and training courses for the upcoming year.

	The group		The Society	
	2024	2023	2024	2023
	£	£	£	£
Balance at the beginning of the year	272,895	379,789	221,250	349,595
Amount released to income in the year	(262,319)	(380,101)	(210,674)	(349,548)
Amount deferred in the year	262,476	273,207	235,864	221,203
Balance at the end of the year	273,052	272,895	246,440	221,250

15 Pension scheme

The Society operates a defined benefit scheme, *The Staff Pension and Life Assurance Plan of the Royal Statistical Society*. The most recent actuarial assessment for accounting purposes was at 31 December 2023, it showed a funding surplus of £843k. The previous two valuations showed a funding shortfall which required the Society to agreed a recovery plan to pay contributions to meet the shortfall in funding. Between 1 January 2019 to 31 December 2024 the employer paid £1m, with the scheme now in surplus all payments have ceased from 1 January 2025. Please note this assessment is calculated on a different basis from the deficit included in the financial statements, which is calculated in accordance with FRS 102.

At the year-end 31 December 2024, the RSS's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £1.78m. The RSS follows the accounting standard FRS 102. Under this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only 'to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan'. No refund of contributions to scheme can be considered until the scheme is wound up, as such the valuation of the defined benefit pension asset has been capped at nil.

The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017.

The Scheme has a number of purchased annuities in respect of past retirements. The annuity contracts held by the trustees are included as both an asset and liability, with the fair value of the asset taken to equal the present value of the liability.

Insurance premiums for death in service benefits were payable in addition.

The employee benefit obligations recognised in the balance sheet are as follows:

	2024 £	2023 £
Present value of funded obligations	(3,311,000)	(3,686,000)
Fair value of plan assets	5,091,000	4,908,000
	1,780,000	1,222,000
Amounts in the balance sheet:		
Liabilities	(3,311,000)	(3,686,000)
Assets	5,091,000	4,908,000
Net asset or (liability)	1,780,000	1,222,000
Amounts recognised in net incoming resources are as follows:		
	2024 £	2023 £
Net interest credit or (charge)	63,000	60,000
Total	63,000	60,000
Actual return on plan assets	266,000	(7,000)

Notes to the financial statements

For the year ended 31 December 2024

15 Pension scheme (continued)

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

	2024 £	2023 £
Opening defined benefit obligation	3,686,000	3,732,000
Interest cost	168,000	179,000
Actuarial (gains) / losses	(260,000)	(85,000)
Benefits paid	(283,000)	(140,000)
Closing defined benefit obligation	3,311,000	3,686,000

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

	2024 £	2023 £
Opening fair value of plan assets	4,908,000	4,855,000
Interest Income	231,000	239,000
Actuarial gains / (losses)	35,000	(246,000)
Contributions by employer	200,000	200,000
Benefits paid	(283,000)	(140,000)
Closing fair value of plan assets	5,091,000	4,908,000

Net actuarial (loss) on defined benefit pension scheme

	2024 £	2023 £
Actuarial gain/ (loss) on plan obligations	260,000	85,000
Actuarial gain/ (loss) on plan assets	35,000	(246,000)
	295,000	(161,000)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2024 %	2023 %
Retail Price Inflation assumption	3.15%	3.05%
Consumer Price Inflation assumption	2.90%	2.80%
Discount rate at the end of the year	5.55%	4.75%
Statutory revaluation in deferment	2.90%	2.80%
Future salary increases	3.40%	3.35%
Future pension increases	3.60%	3.55%
Life expectancy - Male	87 years	87 years
Life expectancy - Female	89 years	89 years

Amounts for the current and previous four periods are as follows:

	2024 £	2023 £	2022 £	2021 £	2020 £
Defined benefit obligation	(3,311,000)	(3,686,000)	(3,732,000)	(6,395,000)	(6,459,000)
Plan assets	5,091,000	4,908,000	4,855,000	5,275,000	5,073,000
Asset (deficit)	1,780,000	1,222,000	1,123,000	(1,120,000)	(1,386,000)
Experience loss on benefit obligation	(66,000)	(33,000)	(171,000)	(250,000)	(113,000)
Asset return less expected return on assets	35,000	(246,000)	(578,000)	349,000	126,000

16a Current year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	824,528	-	-	824,528
Investments	2,323,049	-	-	2,323,049
Net current assets	207,499	1,288	270,283	479,070
Defined benefit pension asset	-	-	-	-
Net assets at the end of the year	3,355,076	1,288	270,283	3,626,647

16b Prior year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	832,929	-	-	832,929
Investments	2,333,149	-	-	2,333,149
Net current assets	492,000	1,438	414,955	908,393
Defined benefit pension liability	-	-	-	-
Net assets at the end of the year	3,658,078	1,438	414,955	4,074,471

Notes to the financial statements

For the year ended 31 December 2024

17a Current year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,417	-	(810)	-	4,607
Chambers Medal Fund	10,176	-	(1,298)	-	8,878
Greenfield Industrial Medal Fund	2,184	-	(659)	-	1,525
Bradford Hill Medal Fund	3,946	-	(817)	-	3,129
David Cox Research Prize Fund	68,887	-	(2,000)	-	66,887
Cathie Marsh Memorial Bursary Fund	4,162	-	-	-	4,162
John Howard West Bursary & Medal Fund	24,109	-	(2,114)	-	21,995
Barnett Award Fund	28,805	-	(742)	-	28,063
David G. Kendall Award for Young Researchers	3,438	-	-	-	3,438
David Cox Medal	-	12,375	(3,282)	2,475	11,568
Mardia Interdisciplinary Workshop Prize Fund	29,529	4,000	(1,753)	-	31,776
Statisticians for Society (Big Lottery Fund)	116,972	-	(64,791)	-	52,181
Stats under pressure (FTX Future Fund)	93,330	-	(93,330)	-	-
EDI Future Leaders (AcSS)	24,000	-	(13,377)	-	10,623
EDI Peer review (AcSS)	-	21,451	-	-	21,451
Total restricted funds	414,955	37,826	(184,973)	2,475	270,283
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,438	-	(150)	-	1,288
Total designated funds	1,438	-	(150)	-	1,288
General funds	3,658,078	2,209,851	(2,510,378)	(2,475)	3,355,076
Non-charitable trading funds	-	283,686	(283,686)	-	-
Total unrestricted funds	3,659,516	2,493,537	(2,794,214)	(2,475)	3,356,364
Pension fund	-	-	-	-	-
Total funds including pension fund	4,074,471	2,531,363	(2,979,187)	-	3,626,647

17b Prior year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,417	-	-	-	5,417
Chambers Medal Fund	10,176	-	-	-	10,176
Guy Medal Fund	346	-	(346)	-	-
Greenfield Industrial Medal Fund	2,184	-	-	-	2,184
Bradford Hill Medal Fund	3,946	-	-	-	3,946
David Cox Research Prize Fund	70,887	-	(2,000)	-	68,887
Cathie Marsh Memorial Bursary Fund	4,662	-	(500)	-	4,162
John Howard West Bursary & Medal Fund	25,109	-	(1,000)	-	24,109
Barnett Award Fund	28,805	-	-	-	28,805
David G. Kendall Award for Young Researchers	3,438	-	-	-	3,438
Mardia Interdisciplinary Workshop Prize Fund	33,383	-	(3,854)	-	29,529
AIMS Next Einstein Project	1,713	752	(2,465)	-	-
Statisticians for Society (Big Lottery Fund)	189,250	-	(72,278)	-	116,972
Stats under pressure (FTX Future Fund)	184,797	-	(91,467)	-	93,330
Data technician research (Gatsby Foundation)	30,000	25,260	(55,260)	-	-
Real World Data Science Platform (ATI)	-	85,768	(85,768)	-	-
EDI Future Leaders (AcSS)	-	24,000	-	-	24,000
Total restricted funds	594,113	135,780	(314,938)	-	414,955
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,588	-	(150)	-	1,438
Total designated funds	1,588	-	(150)	-	1,438
General funds	3,908,774	1,870,413	(2,121,109)	-	3,658,078
Non-charitable trading funds	-	325,841	(325,841)	-	-
Total unrestricted funds	3,910,362	2,196,254	(2,447,100)	-	3,659,516
Pension fund	-	-	-	-	-
Total funds including pension fund	4,504,475	2,332,034	(2,762,038)	-	4,074,471

Purposes of restricted funds

All restricted funds represent grants, donations, bequests etc received by the Society, along with interest earned thereon. The majority of funds are used to meet future costs of awarding medals, prizes and bursaries. Those funds that are not are as follow:

The Barnett Award is a named lecture in the field of environmental statistics.

The Mardia Interdisciplinary Workshop Prize funds events or workshops in emerging interdisciplinary areas.

The Statisticians for Society project was begun in 2018 as a pilot programme to support RSS members to give their skills on a pro bono basis to organisations in the voluntary, community and social enterprise sector. In 2019 we were awarded a further grant from the National Lottery Fund to build on the learning gained during the development phase and to continue the development across the UK over the next five years

The Stats under pressure project was funded by FTX Future Foundation to build a movement of research aware, Bayesian minded public services

The Gatsby Foundation to map the data science careers ecosystem and design a framework for accreditation and training for technicians working with data.

The Academy of Social Sciences awarded two separate grants to the RSS. In 2023 the Future Leader programme was launched with the aim of promoting strong leadership and mentors in the statistics and data professions in all of their diversity. The second grant was commissioned by the Engineering and Physical Sciences Research Council (EPSRC) to carry out an independent exploration of its portfolio of research grants to measure the diversity applicants and any bias in the process.

In accordance with accounting policy on fund accounting (h) the trustees have transferred the percentage, representing the investment return, including both the income earned and the unrealised gain on investments, from the General fund to these funds as at the balance sheet date.

Purposes of designated funds

The C. Oswald George Prize Fund has been awarded to the authors of the best article in *Teaching Statistics* since the magazine launched in 1979.

18 Post balance sheet events

Errol Street was sold in January 2025 for £4.05m, well in excess of the £767k net book value of the asset. These funds will be used to purchase a new building in line with the strategic priority agreed in the new long-term strategy launched in 2024 of creating a sustainable office. The Society has made an offer on a suitable property, which has been accepted.

Accounts

Charity number: 306096

Royal Statistical Society

Report and financial statements

For the year ended 31 December 2023



Reference and administrative information	1
Trustees' annual report	6
Independent auditor's report	27
Consolidated statement of financial activities	31
Balance sheets	32
Consolidated statement of cash flows	33
Notes to the financial statements	34

Charity number: 306096

**Registered office
and operational
address** 12 Errol Street
London
EC1Y 8LX

**Country of
registration** England & Wales

Trustees Trustees who served during the year and up to the date of this report were as follows:

President/ Vice Presidents	Andrew Garrett	President (from 1 January 2023)
	John Aston	President-Elect (from 1 January 2024)
	Sylvia Richardson	Past President (until 31 December 2023)
	Sophie Carr	Vice President, Education & Statistical Literacy
	Christl Donnelly	Vice President, External Affairs
	Jon Forster	Vice President, Academic Affairs (until 31 December 2023)
	Rachel Hilliam	Vice President, Professional Affairs (until 31 December 2023)
	Clare Morris	Vice President, Professional Affairs (from 1 January 2024)
	Richard Samworth	Vice President, Academic Affairs (from 1 January 2024)

Honorary Officers	Kevin Barnes	Honorary Treasurer
	Paul Allin	Honorary Officer, National Statistics
	Shirley Coleman	Honorary Officer, Discussion Meetings (until 31 December 2023)
	Simon Day	Honorary Officer, Discussion Meetings (from 1 January 2024)
	Tricia Dodd	Honorary Officer for Equality, Diversity and Inclusion (from 22 June 2023)
	Blaise Egan	Honorary Officer, Sections & Local Groups
	Steven Gilmour	Honorary Officer, Publications
	Scott Heald	Honorary Officer, Conferences & Events
	Eugenie Hunsicker	Honorary Officer for Equality, Diversity and Inclusion (until 26 February 2023)
	Johanna Hutchinson	Honorary Officer, Remuneration and Staffing
	Richard Pugh	Honorary Officer, Membership

Ordinary members	Tricia Dodd	(until 22 June 2023)
	Rhiannon Edge	(from 1 January 2024)
	Peter Elias	(until 31 December 2023)
	Richard Emsley	
	Emily Granger	
	Daria Gromyko	
	Beverley Hale	
	Katie Harron	(until 31 December 2023)
	Timandra Harkness	(from 1 January 2024)
	Uma Kambhampati	
	Mona Kanaan	
	Theodore Kypraios	
	Altea Lorenzo-Arribas	
	Anthony B Masters	
	Anjali Mazumder	
	Omar McCarthy	
	Lisa McFetridge	(until 31 December 2023)
	Robin Mitra	
	Brendan Murphy	
	Sarah Nevitt	
	Louisa Nolan	(from 1 January 2024)
	Murray Pollock	
	Gesine Reinert	
	Jamie Sergeant	(until 31 December 2023)
	Donald Simeon	
	Phillippa Spencer	
	Neil Spencer	(from 1 January 2024)
	Lucy Teece	
Senior Management Team	Sarah Cumbers	Chief Executive (from 1 September 2023)
	Stian Westlake	Chief Executive (until 22 May 2023)
	Jack Beeby	Director of IT and Digital
	Nicola Emmerson	Director of Membership and Professional Affairs and Acting Chief Executive (from 23 May until 31 August 2023)
	Stuart McKendrick	Director of Training and Commercial
	Charlotte Stovell	Director of Finance

Reference and administrative information

For the year ended 31 December 2023

Bankers	Royal Bank of Scotland Drummonds 49 Charing Cross London SW1A 2DX
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane London EC1Y 0TG
Investment Managers	Cazenove Capital 12 Moorgate London EC2R 6DR

The trustees present their report and the audited financial statements for the year ended 31 December 2023.

The reference and administrative information set out on pages 1-5 form part of this report. The financial statements comply with current statutory requirements, the charity's Royal Charter, supplemental Charter, Bylaws and Regulations and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

Statement from the RSS President, Dr Andrew Garrett

I have enjoyed my first year as President immensely and I was pleased to have the opportunity to meet so many fellows at our Conference in September. During what can only be described as an Indian Summer in the beautiful spa town of Harrogate, it was inspiring to observe the breadth and depth of the work undertaken by so many statisticians and data scientists. We welcomed around 640 delegates from 36 countries to the conference – our second-largest attendance – with many saying it was our best yet. Thank you to Programme Chair, Mona Kanaan and the RSS team for making it so. Brighton awaits in 2024.

Continuing the membership theme, the RSS membership team have continued to recruit record numbers of members and in 2023 we have our highest-ever number of fellows at more than 6,700 – with around 19% subscribing via corporate membership schemes. I am particularly pleased to see the Data Science Professional certificate launched, adding to our professional pathway offering. Rachel Hilliam, Vice President for Professional Affairs, along with Ricky McGowan on the staff team, have done an exceptional job in moving this forward through their collegial approach with related societies and I look forward to Chartered Data Scientist emerging under the auspices of our Royal Charter. Importantly, this comes alongside the launch of our report funded by the Gatsby Foundation on alternative routes into data science careers.

The first half of 2023 saw Chief Executive Stian Westlake moving on to a new role and I would like to thank him for supporting me during those first few key months and for the strong legacy he leaves. Nicola Emmerson provided valuable support and continuity in the interim as acting CEO. I am delighted that Sarah Cumbers joined as our new CEO in September, just in time for the Conference. Sarah has been busy getting to grips with all things RSS as she develops, amongst many other things, a five-year strategic plan alongside Strategy Chair, Jennifer Visser-Rogers. Thank you to all those fellows who responded to our call for input this year.

It has been a busy year in terms of policy and we have secured media coverage in publications such as the Guardian, Telegraph, Economist, BBC and the Times on some of the Society's key campaign areas, including Covid-19, cost-of-living and the UK Prime Minister's 'Maths to 18' plan. We also responded to a consultation regarding the proposed Academy for the Mathematical Sciences (AcadMathSci), expressing our support and committing to continued engagement with it over the course of its development.

The Society was invited to submit evidence to the UK Covid-19 Inquiry on resilience and preparedness and we were able to quickly bring together the incisive and thorough work that has previously been undertaken by the Covid-19 Task Force to formulate our response. We held a successful roundtable meeting to feed into the review of the UK Statistics Authority, being undertaken by review chair and RSS Fellow, Denise Lievesley, who was also in attendance. Through the work of the National Statistics Advisory Group, we have continued to promote the development and routine reporting of Household Cost Indices that include interest payments for mortgages and other loans that impact sections of society differentially in terms of inflation.

Artificial Intelligence (AI) continues to be a hot topic and we have responded to both the UK Government's White Paper on AI regulation and the Communications and Digital Lords Select Committee's inquiry into Large Language Models. We also participated in the AI Fringe (which complemented the UK Government's AI Safety Summit) with an Errol Street event. In these areas, the Society has benefited greatly from the expert input of its relevant Sections: Data Ethics and Governance, Data Science and AI, and Computational Statistics and Machine Learning.

We have launched a new initiative, Statistics Under Pressure, that aims to support statisticians in providing data to inform decision-making at pace, raising awareness around the need for trade-offs and how to best communicate uncertainty. Letters written on behalf of the Society include to the Chair of the Lucy Letby inquiry to propose that the terms of reference include a consideration of the appropriate use of statistical evidence in this type of case. We have established a climate change task force this year to contribute to the statistical aspects of climate change and net zero with a focus on the public understanding of the statistical issues. It is apt that the topic for the William Guy lecture was climate change and environmental statistics, and a new approach means that we have appointed three lecturers this year, offering schools an online option to increase our coverage and impact.

Our journals and Significance successfully transitioned to our new publisher Oxford University Press and Significance published its 100th issue in June 2023, with glowing testimonials from VIP fans and contributors. Significance remains a wonderful outward facing publication to promote the work of our profession and its impact on society. Meanwhile, our Real World Data Science (RWDS) platform has gathered momentum with more than 50 articles published and 13,000 site visitors. This year, the American Statistical Association agreed to become a partner and financial contributor to RWDS, which will only strengthen the platform. On the training front, two new training courses have been developed, and we have delivered 20 commissioned courses.

We held a vibrant annual Statistical Excellence Awards ceremony at Errol Street in the summer with around 100 attendees from the media, government, the healthcare sector and industry. For the 2024 honours, we have appointed three search committees to actively seek out nominations for the Society's honours and awards that reflect the full diversity of our membership, and we remain committed to promoting equality, diversity and inclusion (EDI) across the Society and the profession. This year, the role of Honorary Officer for EDI has been taken up by Tricia Dodd, and we very much look forward to her input.

Our volunteering schemes have continued to grow in popularity in the past year. We now have 835 volunteers for our pro bono initiative, Statisticians for Society (S4S), with over 140 new member sign-ups, and 53 active projects underway. More than a dozen projects were completed in 2023.

As I enter my second year, I am pleased that John Aston will join Council as President-Elect and I look forward to working with him in 2024. Ably supported by RSS staff, the Society remains a volunteer-led organisation whose influence depends upon volunteers who are generous with their time, expertise and energy. It is a privilege to work with so many talented people who care deeply about delivering on our charter and to represent over 12,000 members.

Thank you to all our members and staff for your continued support.

Dr Andrew Garrett

(President of the Royal Statistical Society 2023 - Present)

Objectives and activities

The vision of the Royal Statistical Society (RSS) is 'A world where data are at the heart of understanding and decision making.'

In March 2023 a long-term strategy group was convened to develop the RSS strategy for the next five years. This culminated in the approval of the strategic plan in the March 2024 Council meeting and reducing the strategic goals from the existing six to four (please see page 23). To help achieve this vision, work is structured around the current six strategic objectives outlined below.:

- 1 For statistics to be used effectively in the **public interest**, so that policy formulation and decision making are informed by evidence for the good of society
- 2 For society to be more **statistically literate**, so that people's understanding of data, risk and probability can inform their daily decision making, leading to better outcomes
- 3 For a strong body of **professional statisticians** to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings
- 4 For statistics as a **discipline** to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world
- 5 For an engaged and energised **membership and staff** to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact
- 6 For the RSS to be a financially sustainable and **well run organisation**, with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact

These strategic objectives are to fulfil the Society's charitable objectives as set out in its Royal Charter:

- (i) To foster and encourage the growth, development and application of statistical science in all areas of activity which can benefit from it
- (ii) To establish, uphold and advance high standards of statistical competence
- (iii) To foster the production and publication of statistics on aspects of society
- (iv) To serve the public interest by acting in an advisory, consultative or representative capacity in matters relating to the science of statistics and its application
- (v) To promote the public understanding of statistics and the competent use and interpretation of statistics

Activities and public benefit

The trustees confirm that they have complied with the duty in section four of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The RSS's work contributes to public benefit by:

- Ensuring statistics are used in the **public interest**, leading to better quality policy making and decision making
- Supporting **statistical education and literacy**, enabling organisations and individuals to make better choices
- Supporting the development of the **discipline** of statistics, which in turn leads to improvements on a wide range of social, environmental and economic issues
- Supporting the **professionalisation** of those working with data and statistics in the UK and overseas, contributing to the skills demanded by a 'data economy'

The RSS develops a detailed activity plan on an annual basis to take forward the activities of the Society. Key areas of activity are outlined below.

Statistics in the public interest

- Policy work on a range of topics to improve the use of data and statistics in public policy and the public interest
- Running working groups on topics such as health and national statistics
- Holding events and conducting research on topics of public interest
- Working in partnership with other organisations to secure change in the public interest
- Giving awards for outstanding work in journalism, official statistics and the pharmaceutical industry

Education and statistical literacy

- The Society's campaign to improve statistical literacy
- Influencing education policy and curricula
- Campaigning for greater quantitative skills in higher education
- Publishing Significance magazine

Supporting the discipline

- Publication of academic journals
- Running meetings and conferences
- Awarding honours
- Supporting Sections and Local Groups
- Monitoring and supporting statistics in higher education

Professional affairs

- Offering professional membership and qualifications
- Accreditation of university courses
- Training and continuing professional development

Structure, governance and management

Founded in 1834, the Society is a learned society and professional body incorporated by Royal Charter. It is an international membership body with over 12,000 members (of whom over 6,700 are designated 'fellows'). Fellows with suitable qualifications, training and experience are able to apply for professional accreditation.

The Society's governing documents are the supplemental Charter (which came into effect on 8 March 2023), the Bylaws and the Regulations, which are reviewed annually. The Society's governance is largely in line with the recommendations of the Charity Governance Code.

The Society's Council is its board of trustees, and consists of:

- The President
- Twenty-four other fellows who are members of the Council and are elected by the fellowship
- Any Vice Presidents and Honorary Officers appointed from outside the Council
- The most recent Past President who is willing to serve on the Council or the incoming President-Elect once appointed
- Any additional person(s) co-opted to Council under the provisions in the Bylaws

The President serves a two-year term. The ordinary members of Council are elected by a ballot of all fellows. Vice Presidents and Honorary Officers are appointed by the Council. If not already members of the Council, Vice Presidents and Honorary Officers are co-opted to membership of Council.

Members of the Council are normally experts in one or more branches of statistical science and its applications. They bring this expertise and their knowledge of the statistical profession to the strategic management of the Society.

With respect to their duties and responsibilities as trustees of the RSS, new members of the Council receive an induction into the Society including its governance, finances, strategy and activities, as well as their role as trustees. Updates to the whole trustee board are given where appropriate - due to, for example, changes in legislation or regulation.

During the past year, the major risks to which the charity is exposed have been identified and Council is satisfied that adequate systems are in place to manage those risks. An Audit and Risk Committee is in place to review risks in-depth and to advise the Council. On an annual basis, the Council reviews the key risks and its approach to managing them. The Senior Management Team and the Audit and Risk Committee escalate any major risks to Council.

The Council has a formal and detailed scheme of delegation laid out in its Regulations which are reviewed and renewed annually by Council. Responsibilities are delegated to the Executive Committee and various other committees. The Professional Affairs Committee leads the Society's work as a professional body. The President and Vice Presidents have the authority to speak for and represent the Society and to take urgent decisions between meetings.

The Society employs a Chief Executive to manage the day-to-day operations of the charity, its staff and facilities. In September 2023, Dr Sarah Cumbers joined the RSS as the new Chief Executive. The Society has a small permanent staff and is therefore heavily dependent on the input of volunteers in the whole range of its activities. Volunteers are drawn from the membership and serve in a variety of ways including through committees and working groups.

The Society has 18 Sections, which hold meetings and discussions about their specialist area topics. For example, there are Sections on social statistics, medical statistics and business and industrial statistics. Sections are driven by the fellowship. The Society also has Local Groups which run events in their local and regional areas.

In 2023, Dr Andrew Garrett led the Society as President. Dr Garrett's term of office commenced on 1 January 2023 and will conclude on 31 December 2024. In 2023, the fellows elected Professor John Aston as President-Elect. Professor Aston will begin his term as President on 1 January 2025. The Society will begin the process of selecting the 2027 President in 2024.

Related Parties and connections with other organisations: The RSS has a wholly-owned subsidiary trading company, RSS (Services) Ltd, which gifts all of its profits to the Society. The main activities of the subsidiary are running training courses and the sale of print and online advertising. The subsidiary also hires the Society's meeting space to external clients. The organisation is a company limited by share capital, incorporated on 28 April 2000.

The following persons served as directors of the company during the year and up to the date of this report:

Professor Paul Baxter
Dr Sarah Cumbers (from 1 September 2023)
Mr Stuart McKendrick
Mr Chris Murphy
Mr Edward Swires-Hennessy
Mr Stian Westlake (until 22 May 2023)

The Society also works with several organisations in the pursuit of its charitable activities. Significance is the official magazine and website of the Royal Statistical Society, the American Statistical Association (ASA) and the Statistical Society of Australia (SSA). Both the magazine and journals are published by Oxford University Press.

The RSS is a founding member of the Council for the Mathematical Sciences (CMS) which was established in 2001 by the Institute of Mathematics and its Applications (IMA), the London Mathematical Society (LMS) and the RSS. The CMS comprises representatives and observers from the mathematical sciences community, including the Presidents and Chief Executives of these three societies. The CMS is an authoritative and objective body that exists to develop, influence and respond to UK policy issues that affect the mathematical sciences in higher education and research, and therefore the UK economy and society in general. Together with its CMS partners, the RSS supports the establishment of a new National Academy for the Mathematical Science, building on the findings of the independent review of Knowledge Exchange in the Mathematical Sciences, led by Professor Philip Bond.

The RSS is also a member of the Royal Society's Advisory Committee on Mathematics Education (ACME) which provides advice to the government and others to inform policy related to mathematics and quantitative education for 3-19 year olds, and the transition into further or higher education or employment.

Remuneration Policy: The Society sets remuneration according to a salary policy. It strives to offer a fair and affordable rate of pay for each role, seeking to ensure consistency and transparency. It is committed to ensuring that:

- Its salaries remain competitive in the labour market, broadly benchmarked to other professional societies and the public sector in London
- It informs employees how their pay has been determined and considers any feedback received

Staff are not discriminated against because of gender or gender reassignment status, marital or civil partnership status, race, religion or belief, sexual orientation, age, disability, pregnancy or maternity or because they work part-time or on a fixed-term contract.

The Society rewards staff through salary and other benefits. These include a pension scheme, holiday allowance, flexible working where appropriate, season ticket loans, and access to staff development opportunities including training.

The Executive Committee is responsible for determining the annual salary increase for all staff. There is an annual cycle of salary reviews and staff are made aware of this cycle through the salary policy. When determining an increase, the Executive Committee takes into account a range of factors including inflation, wage increases in the wider economy, and affordability.

In addition to the annual pay award, individual salaries are also reviewed and further increases are considered to reflect changes in job roles (e.g. taking on new responsibility). The Chief Executive and Executive Committee look at a variety of factors when reviewing individual salaries including affordability in the context of the Society's finances and the current market rate for roles (what it would cost to replace a particular role in the market). The Executive Committee may also undertake periodic benchmarking of individual and overall salaries as and when they see a need to.

The ratio of remuneration of the highest-paid employee to the median salary is 2.4 (2022: 2.4) based on the employees at the end of the financial year.

Reserves Policy: The Society maintains reserves according to a set policy which is regularly reviewed by the Audit and Risk Committee and Council. The Society keeps reserves for a number of purposes and these include: providing an income to the Society from investments; paying for unanticipated in-year costs such as maternity pay or long term staff sickness; allowing trustees to invest in new areas of work to achieve the long term vision of the Society; and providing for a gap in funding if a core funding source were to unexpectedly shrink. The Society's level of free reserves, calculated as general reserves less tangible assets less any pension deficit from the latest FRS102 accounting valuation, was £2.825m at the end of 2023 (2022: £3.020m).

Fundraising: Most of the Society's income is earned from its regular activities. The RSS does not generally engage in public fundraising and does not use external fundraisers. It has received no complaints during the year relating to its fundraising practices.

Risk: The detailed Risk Register is monitored by the Senior Management Team and the Audit and Risk Committee. The top risks, listed below, are reported to the Society's Council.

Strategic risks

Failure to deliver against the Society's strategic objectives

Metrics, controls and recent developments

The Society's governance is aligned with its strategy, and there is a Vice President responsible for each of the four outward-facing goals. Council and Executive Committee monitor performance via regular reports on the Society's work and hold the staff to account. Detail on activities for each strategic goal are listed in this annual report and the time and cost allocated to each goal is in note 1j of the annual accounts.

Decline in membership of the Society reduces the impact and reach of the Society

Membership is a key theme of the RSS strategy. The Society is reaching out to new communities such as data scientists. In addition, the RSS are undertaking research on membership trends within the Fellowship. Regular monitoring of membership numbers is undertaken at Senior Management, Executive Committee and Council meetings. Total membership and paid members increased in 2023. This continues the trend of an increase each year since 2013. See page 22 for a full breakdown.

Loss of journal income prevents the Society from achieving its objectives

Open access publishing is reducing the offer publishers are prepared to make for the journal content. A new contract was signed with Oxford University Press in 2023 to maximise the available income and provide an element of guaranteed income. Whilst a reduction from the historic income, it means the Society has secured some protection against changes in the revenue from academic publishing until 2027.

The Society fails to remain relevant to data users and statisticians

This is a key strategic priority for the Society. In 2020 the professional membership voted to add the Data Analyst membership category to increase the diversity of professional qualifications. There is an increasing focus on data ethics and improving the diversity of the membership with a new honorary officer role created in 2022 specifically focused on equality, diversity and inclusion.

External Risks

Economic downturn reduces all income sources and reserves

Metrics, controls and recent developments

The Society has resilience in the form of free reserves and an owned central London office. The Society's finances are monitored monthly by SMT. Trustees actively review performance and if reserve levels drop then expenditure would be reduced when appropriate. RSS free reserves were £2.825m at the close of 2023 (2022: £3.020m), calculated as general reserves less tangible assets and including any pension deficit.

Pension deficit requiring large payments

The Society's final salary pension scheme was closed to new entrants on 1 January 2017. The deficit is monitored via triennial reviews. A deficit of £2.029m was identified in the last triennial valuation dated 31 December 2020. The next valuation is currently being prepared. A payment plan was negotiated between the Society trustees and the pensions trustees and signed on 31 March 2022. £400k has been paid up to the end of 2023 with a commitment of £200k each year until 2031.

Reputational risks

Upholding data ethics is critical to the Society's work and its reputation. All Society publications have a vetting procedure, and a limited number of designated people are able to issue statements on behalf of the Society. The Society has implemented data protection legislation, including guidance for Sections and Local Groups. The RSS needs to be particularly vigilant about maintaining high standards in its use of personal data. Social media is monitored. There were no complaints in 2023.

IT and data security

Cyber security threats have increased in recent years. The Society holds personal data on a large number of individuals and therefore needs to be diligent in managing these risks. The RSS has gained the National Cyber Security Centre's "Cyber Essentials" certification which ensures that best practice is being followed to mitigate a wide range of online threats.

Staff are regularly educated about IT security and can only access systems via a dedicated business laptop with a firewall, data encryption and the latest versions of anti-virus/malware software. Laptops are monitored for threats via cloud portals and regular manual checks by IT staff.

Data is stored within the Microsoft Office 365/Azure infrastructure giving access to enterprise level security features such as automated alerts and action triggers based on machine learning. Multifactor authentication is used on all admin accounts and extensive use of granular security permissions is made to restrict unauthorized access to functionality and data.

The Audit and Risk Committee reviews this risk annually, the latest review occurred in January 2024.

Internal risks

A lack of volunteers prevents the Society achieving its goals

Loss of key staff prevents the Society achieving its goals

Customer Relationship Management (CRM) database failure

Errol Street building not fit for purpose

Sale of Errol Street and purchase of new headquarters

Fraud

General

Metrics, controls and recent developments

The Society is dependent on volunteers to fill roles on Council, Section and local group committees, working groups and to produce the Society's journals. Volunteer engagement is an increasing priority with volunteer workshops held in 2023 and an increase in the staff time allocated to manage volunteers.

Notice periods mirror staff seniority and difficulty of replacement. Business critical activities have been mapped and plans are in place to cover key areas. SMT monitors the intentions and morale of staff members. Pay benchmarking occurs regularly to recruit and retain staff.

The Society is dependent on its CRM system to manage operating activities. A single supplier maintains and develops bespoke functionality for the CRM and is integrated with the website. This results in cost and efficiency savings but introduces a potential single point of failure.

As the CRM and website are both customised versions of mature underlying technology from Microsoft and Kentico respectively, the level of risk is significantly reduced as data and functionality could be ported to a new supplier. The CRM software is part of the wider Microsoft 365, the technology stack that is used by organisations all over the world, giving a wide range of suppliers and support specialists that can be turned to for help. As the CRM is cloud-based, all data is automatically backed up on a regular schedule and stored securely.

The pandemic has led to a change in the needs of the RSS. Its Errol Street building is not configured for hybrid events and live streaming, and parts are not accessible to the disabled. Staff are working remotely more often. Council agreed to put Errol Street up for sale in February 2024. As part of this process, a valuation of the building was completed in March 2022 which confirmed the current value of the building is in excess of the historic cost shown in the accounts (see note 9).

To ensure the successful sale of the building Council has set a deadline for the sale and a minimum sale price. Expert advice has been obtained to allow for informed decisions to be made regarding the sale and purchase of an alternative property. A spend analysis is ongoing when considering the costs of a move including possible refurbishment costs.

The Society has a series of financial procedures in place to minimise the risk of fraud. ARC review internal controls regularly to determine they are sufficient. The auditors review processes during the audit and SMT monitor and report any incidences of fraud to the trustees and the relevant bodies. To date there have been no known instances of fraud.

There are a wide variety of operational risks which are outlined in a detailed Risk Register. These are reviewed quarterly by SMT and annually by ARC. The detailed Risk Register was last reviewed in full in January 2024.

Achievements and Performance

The trustees are proud of what the organisation is achieving and consider that the RSS is becoming increasingly influential in its work. The majority of the activity plan was completed in 2023 with some activities carried forward into 2024. A more detailed review of the Society's performance in 2023 against each of the goals is set out below.

Goal One: For statistics to be used effectively in the public interest, so that policy formulation and decision making are informed by evidence for the good of society.

Covid-19: The Society and key members continued to play an important role in the response to Covid-19 this year. Policy work has focused on, with the support of a wide variety of RSS stakeholders, writing up the Covid-19 Evidence Sessions and preparing for the public inquiry. The Society was pleased to be approached to give evidence and gave its final written submission on 21 April 2023.

Policy: The RSS has been delivering policy work that furthers RSS campaign priorities. Feeding into the consultation on the government's AI white paper and also a House of Lords Select Committee inquiry into large language models. The RSS is pushing via these and other avenues for investment in evaluation methodology and open source.

The RSS has been engaging heavily around official statistics – arguing for a public statistics approach that emphasises the needs of a diverse range of users. RSS engagement with the Cabinet Office's review of the UK Statistics Authority and the RSS response to a House of Commons Select Committee inquiry into the UK's evidence base have both been framed by this approach. The RSS has also been engaging with the Office for National Statistics around their plans to replace the census with annual population statistics based on administrative data, and has campaigned for the development and use of Household cost indexes

The newly established Climate Change Task Force has started to examine and develop outputs on statistical aspects of the public debate around environmental science. The RSS have also reached an agreement with the Engineering and Physical Sciences Research Council to analyse their funding data to assess if there is any evidence of bias in how grants are awarded, and will report on this in 2024.

Media: The RSS has continued to engage with the media on a regular basis with coverage in the majority of UK mainstream news publications on key policy areas, including the proposals around maths-to-18 education in England, cost of living and promoting the correct and robust use of data in government.

RSS statistical ambassadors have provided their expertise to a number of publications throughout the year, including the i newspaper, the BBC and the Times.

The RSS celebrated best practice in statistical communication via the Statistical Excellence in Journalism Awards, with winners including journalists from the Guardian and Sky News and a category for best commentary by non-journalists, which this year was won by Christina Pagel.

Campaigns Advisory Group: The Society established a new advisory group – composed primarily of Council members – to improve the ability of members to set the direction of RSS campaign and policy work. This should provide greater transparency and accountability in how these areas of work are pursued.

Goal Two: For society to be more statistically literate, so that people's understanding of data, risk and probability can inform their daily decision-making, leading to better outcomes.

Significance: the magazine continues to attract a large readership in print and online. This year the Society completed the transition from Wiley to Oxford University Press (OUP). In June 2023 the Society published its 100th issue and further celebrated Significance with the launch of a redesigned magazine website in October 2023.

Training: This year the RSS's trading subsidiary delivered 29 public courses and 20 commissioned courses, mainly for the civil service and also for Citizen's Advice and Sellafield.

Events: While many section and group events have returned to in-person meetings or a 'hybrid' format, there has still been a strong programme of online events. Events organised have included 'Evaluating artificial intelligence: How data science and statistics can make sense of AI models', as part of the AI fringe, and 'Household Costs Indices: What these new inflation indices can tell us and why they are important'.

Education and outreach: The Education Policy Advisory Group (EPAG) continues to work on its three strategic objectives – statistical literacy, teacher engagement with statistics and the curriculum. In April the William Guy lecturer programme was relaunched with changes to the scheme to focus on online delivery of material and the appointment of multiple lecturers. Given that it is a key campaign priority, lecturers were asked to focus on the role of statistics in climate change. Nine applications were received for the scheme (which is around double the number of applications received pre-pandemic) and appointed three lecturers; their videos are now available on the RSS website. The statistical ambassadors also continue to deliver talks to various groups in their areas of statistical expertise.

The RSS has engaged on the Prime Minister's maths-to-18 proposals, holding a roundtable to discuss how we should place statistics at the heart of these plans, submitted a write-up of the event to the group who is advising the Prime Minister on these matters – and the Vice President for Education and Statistical Literacy met with the advisors to set out the RSS's views on the proposals.

The RSS has been funded by the Gatsby Foundation to conduct policy research focusing on non-degree pathways into data science careers, publishing a detailed report with recommendations for how to improve data science apprenticeships and continuing to promote these findings to government.

Goal Three: For a strong body of professional statisticians to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings.

Accreditation: Major improvements have been made to the accreditation programme, including launching a new professional membership title “Data Analyst” to recognise good statistical knowledge at a modular level; developing a competency-based route to the GradStat title, for eligible career-young statisticians; and introducing the RSS Quality Mark, an accreditation route for individual degree modules and data skills training from other education providers.

Corporate Member Partnerships: The RSS had another good year of growth within current corporate partnerships, as well as interest from new parties. The BEIS split into different departments and the creation of new ones, which are all now corporate partners. These include the Department for Energy, Security and Net Zero, the Department for Business and Trade and the Department for Science, Innovation and Technology, amongst others. Interest from non-governmental departments and higher education institutions from across the globe also boosted and diversified RSS corporate partnerships at the start of 2024.

Statistical excellence awards: The RSS celebrated the work of those in data related professions as well as awards for journalists. The Champion Award celebrates the work of UK government statisticians while the Trustworthiness, Quality & Value Award celebrates those who voluntarily apply the Code of Practice to their work. The Florence Nightingale Award was presented to two teams working in healthcare data analytics. An in-person awards ceremony was held in July, with presentations from key RSS fellows and award partners, with around 100 people in attendance.

Data Science: The Society has maintained its focus on data science in 2023 by improving its offering for data science professionals. The Society launched the **Real World Data Science (RWDS) platform** in October 2022. Start-up funding was awarded by the Alan Turing Institute, and in the summer of 2023, the American Statistical Association agreed to become a partner and financial contributor to RWDS. To date, the RWDS has published over 70 articles with the site receiving 24,000 visitors and 68,000 page views. The video content has generated 2,700 views on YouTube.

Following the launch of the Advanced Data Science Professional member type in 2022, the Data Science Professional (the graduate level certificate) was launched at the end of 2023 and has already received interest from individuals and corporate partners with applications submitted and new partners recruited.

The Society remains a key player within the **Alliance for Data Science Professionals (AfDSP)**. Rachel Hilliam, in addition to agreeing to remain as Vice President for Professional Affairs for an additional year (until the end of 2023), agreed to remain Chair of the AfDSP until the end of the same year as the Society moved to an operational model and worked to recruit new member bodies. Clare Morris was approved as the incoming Vice President for Professional Affairs, beginning her role in January 2024. Work has also begun on developing a method of accrediting data science degrees, led by the RSS.

A new **online open access journal**, RSS Data Science and Artificial Intelligence, is due to be fully launched in the summer of 2024 when the journal will be open to submissions. The first issue is expected to be published by the end of 2024.

Honours: Each year the RSS awards medals and prizes to people who have made outstanding contributions to the development of statistics. The 2023 awards ceremony was held in September during the annual conference in Harrogate. The honours and awards recipients for 2023 were:

- Guy Medal in Silver – Mark Girolami
- Guy Medal in Bronze – Tengyao Wang
- The David Cox Research Prize – Oliver Stoner
- The Barnett Award – Marc Genton
- Honorary Fellowship – Walter Radermacher

The Society made changes in the process to encourage diversity and inclusivity for the 2024 RSS Honours and Awards. 12 awards were open for nominations, and the Mardia Prize.

International Development: The Society continues to organise placements for RSS members to volunteer abroad with the African Institute for Mathematical Sciences (AIMS). This initiative helps build capacity for low-income countries to develop their statistical infrastructure.

Equality, Diversity, and Inclusion (EDI): The Society continues its work to promote Equality, Diversity and Inclusion across the organisation and the profession. This year the EDI advisory group have focused on contributing to the new RSS strategy to ensure that EDI is appropriately prioritised.

Changes to the process for the Society's awards and honours processes have borne fruit and resulted in a greater diversity of nominations and awards. A new specialist interest group – Celebrating Diversity – has been established and aims to run a range of events and networking opportunities focusing on EDI.

Goal Four: For statistics as a discipline to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world.

Journals: In 2023 the transition to the new publisher for journals and Significance was completed. Both are now published by Oxford University Press (OUP). A review of the journal offering is due to conclude by the end of 2024 and the recommendations, if approved, will be implemented in alignment with the new RSS strategy. Some agreed improvements are already underway, for example, with the journals' aims and scope and the diversity of editorial boards. A panel has been convened to review discussion meetings and the evaluation of papers.

As part of the 2023 RSS Annual Conference in Harrogate, the RSS hosted an invited speaker session on 'Network Analysis' featuring one paper selected from each journal series. The 2024 RSS Annual Conference in Brighton will host an invited speaker session on 'causal inference', featuring one exceptional paper from each series selected by the editors. A multi-paper Discussion Meeting on 'citizen science' will also be held in Brighton.

RSS: Data Science and Artificial Intelligence is the new online open access journal and will launch in the summer with papers expected to be published by December.

Sections and Local Groups: RSS Sections, Special Interest and Local Groups continue to be very active and held over 100 events and meetings during 2023. They are provided with various levels of support such as webinars, and an annual officers' meeting to share good practice and learn more about the Society. Amongst the ideas for future support are virtual drop-in sessions.

RSS International Conference: In September 2023, the RSS International Conference took place in Harrogate which was attended by over 600 participants from 36 countries. The programme featured the usual mix of keynote talks, invited topic sessions and contributed talks and posters. The Society has announced that the RSS 2024 International Conference will take place in Brighton, East Sussex from 2-5 September 2024.

Goal Five: For an engaged and energised membership and staff to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact.

Membership: The RSS continued to recruit record numbers of members in 2023 and ended the year with the highest-ever number of fellows, at more than 6,800 – with more than 19% (the highest ever proportion) subscribing via corporate membership schemes.

Membership Category	2019	2020	2021	2022	2023
Standard Fellow	4,615	4,649	4,882	5,027	5,124
Graduate Statistician Fellow	669	673	687	698	720
Chartered Statistician Fellow	1,003	982	989	967	928
Data Analyst			12	23	33
Advanced Data Science Prof.				5	21
Subtotal of paid members	6,287	6,304	6,570	6,720	6,826
e-Teacher	950	1,273	1,332	1,361	1,421
e-Student	2,915	3,123	2,449	3,400	3,834
Total	10,152	10,700	10,351	11,481	12,081

Statisticians for Society: The RSS made good progress in 2023, with a total of 43 enquiries for statistical support and 35 projects started. The volunteer recruitment target of 100 new mailing list subscribers for the year was exceeded within the first quarter.

In June, the first event in collaboration with London Data Week was held. At the RSS conference in Harrogate there was a session showcasing S4S progress and to hear about volunteering as an international member. In October, a 2-part webinar series with Getting on Board about trusteeship was held. Getting on Board promote diversity in charity trusteeship by supporting under-represented individuals. By encouraging RSS fellows to become trustees of third sector organisations, the RSS members support charities to make better use of data in decision-making using experts with analytical skills and an understanding of the power of data.

In 2024, the RSS plan to host: two volunteer meet-ups; an event in partnership with RSS local groups in Scotland; an online webinar event with London Data Week; a session at the Conference, and a charity event towards the end of the year with a local group or pro bono partner.

Partnerships: The Society has continued to work with a wide range of partners throughout the year including government statistical bodies (e.g. the Office for National Statistics); research councils (e.g. UK Research and Innovation); statistical societies (e.g. American Statistical Association, the International Statistical Institute); mathematical bodies (e.g. through the Council for the Mathematical Sciences); and scientific bodies (e.g. Royal Society). The proposals to establish a new National Academy for Mathematical Sciences have been fully supported.

Goal Six: For the RSS to be a financially stable and well-run organisation with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact.

Governance: in 2023 the Council elected four candidates to fill vacancies left by Trustees who had concluded their four-year term in office. Furthermore, the Council appointed two new post holders to the roles of Vice-President for Academic Affairs and Honorary Officer for Discussion Meetings.

The Society focused its efforts on improving member engagement with the Council elections this year and saw an increase of 7.65% on the 2022 election turnout.

In September, the Society announced that Professor John Aston had been appointed as President-Elect. He will take up the position at the start of 2024 and will succeed Dr Andrew Garrett as Society President on January 1, 2025.

In the final quarter of 2024, the Society will elect six new Council members to fill vacancies left by both retiring Trustees and a triggered Casual Vacancy following Tricia Dodd's appointment as Honorary Officer for EDI. A new Vice President for External Affairs will also be appointed, along with Honorary Officers for Conferences and Events, and Sections and Local Groups.

IT and digital: The RSS have broadened its reach on social media and significantly increased subscribers to a wide range of newsletters. Data collection and analysis has been improved enabling more personalised communications to members.

The integration of online systems has deepened with automation introduced to deliver cost and efficiency savings. Online security has been a key focus with the RSS achieving the government-backed "Cyber Essentials" certification in 2023 and 2024.

Financial Review

The financial performance for 2023 is a net decrease in funds of £430k. Total income was £2.175m, a decrease of £933k from 2022. Total expenditure increased from the prior year by £352k to £2.762m leading to an operational deficit of £587k (2022: £698k surplus).

Income: Total income is £2.175m (2022: £3.108m).

Open access has presented a challenging financial impact for learned societies with the revenue from academic publishing decreasing and the impact on the RSS is no exception. The RSS changed

publishers, beginning a new contract in 2023 with Oxford University Press. Publications income has decreased by £881k. The fall in revenue from journal publishing is not unexpected and the RSS has been actively diversifying income streams for many years while preserving the reserves until member growth, commercial training and the RSS conference fill the funding gap.

Income from membership subscriptions neared £800k for the first time (2022: £782k), driven largely by the growth in membership and a 2.1% increase in fees, the first increase for three years. Revenue from commercial training was £270k (2022: £296k) with an 8% drop in sales of public training courses and some new courses introduced in 2023 not performing as well as expected. The RSS annual conference income was £255k (2022: £227k) a financial success with delegate feedback also being positive for the event as a whole.

In recent years the RSS has concentrated on seeking external grants to enable more policy and professional development work. In 2023, £25k was awarded by the Gatsby Foundation to map the data science careers ecosystem and design a framework for accreditation and training for technicians working with data. £24k from the Academy of Social Sciences and Economic Social Research Council for the Future Leaders programme which is aimed at improving the visibility of young professionals from minority groups in data and data-related roles. Finally, £85k was awarded by the Alan Turing Institute to fund the setup and development costs of the Real World Data Science platform.

Expenditure: Total expenditure is £2.762m (2023:£2.409m)

The £352k increase in costs is largely driven by the £280k increase in staff costs, £200k of which is a result of the change of treatment for the contributions made to the defined benefit pension scheme. In the last triennial valuation from 2020 a funding deficit of £2.029m was identified which required the charity to agree to a recovery payment plan to pay £17k each month from January 2022 until August 2031 (see note 15). In previous years these contributions have shown as an actuarial movement in the scheme itself rather than as a staff cost. But since 2022 the pension scheme has been in actuarial surplus and the accounting standard only allows a pension scheme to be reported as an asset if the asset is recoverable by the sponsoring employer the pension asset is capped at nil. Consequently, from 2023 the £200k payment can not be reflected as an actuarial movement and must now be included as a staff cost. The remaining £80k increase is reflected by an increase in average staff numbers from 26.3 to 28.5 in 2023. Direct costs and support costs were £47k and £25k higher due to a greater level of activity and inflationary increases.

Plans for the future

In March 2023 a long-term strategy group was convened to develop the RSS strategy for the next five years. This culminated in the approval of the strategic plan in the March 2024 Council meeting.

The strategy sets out four key goals articulating the impact that we aspire to:

1. **Enabling a strong, diverse profession.** Statisticians and other data professionals are developed and nurtured to enable their personal growth as part of a well-connected community and ensure the sustainability of the profession.
2. **Facilitating innovation and growth.** Opportunities for the development and evolution of statistical science and data disciplines are recognised and utilised, and expertise harnessed so that wider society continues to be advanced through the application of statistics and data science.
3. **Championing the public interest.** Societal decisions are informed and improved by the appropriate use of data and statistics that are reliable, that are used responsibly, and that are relevant to society's most important questions.
4. **Supporting public understanding and engagement.** People have an understanding of the data and statistics that influence their daily life decisions, their work and the world around them, and feel empowered to meaningfully engage with issues

An ambitious range of activities are in the pipeline to support these strategic goals, and they will need to be prioritised and phased in over the five-year plan. This exercise will need to factor in the pressure on finances and the need for operational transformation across the organisation.

The focus in year one of the strategy will be on three key priorities that will enable the creation of a solid foundation for the future: creating a sustainable office, energising the membership, and building on what the RSS do well.

Creating a sustainable office:

This priority will encompass:

- The relocation of the office and operational transformation to build a more efficient and sustainable organisation.
- A review of governance to ensure efficiency and inclusion.
- Generation of income, including diversification and the scaling up of current revenue streams to ensure the future financial sustainability of the RSS, particularly in light of falling income from journals.

Energising the membership:

Our members are the heart of the Society, and much of its work aims to develop individuals and the profession: the ability to deliver public benefit also stems from engagement with members, who invest their time and expertise in these activities. During the first year of the strategy, the value proposition will be developed to better understand the needs of current and future members at a granular level, and what they value. As part of this, we will work with key external groups to better understand their needs, for example engaging with the Government Statistical Service to anticipate how the needs of statisticians and other data professionals might evolve in the future. This work will provide the foundation for better engagement with members, and refinement and development of products and services through strategic reviews of accreditation, training, conferences, meetings and events, member engagement, sections and local groups, and content.

Building on what the RSS do well

What is done well will be built upon by taking a strategic approach across key areas of work, including:

- Equity, Diversity and Inclusion – seeking funding for research to better understand the lack of reporting of personal characteristics within our membership, and supporting positive action on diversity through the Future Leaders programme, EDI committee and Celebrating Diversity special interest group
- Data science and artificial intelligence – bringing together key members who can play a lead role across our strategic goals to support practitioners, facilitate knowledge sharing, drive advocacy and influencing work and enable better public understanding
- Data ethics and governance – shaping discussions around data ethics in the context of data science and AI
- Climate change – building on the work of the existing taskforce to highlight the role of statistics in climate science, and support public understanding
- Horizon scanning – being well informed about developments and proactively responding to emerging issues across public understanding, public interest and the evolving discipline.

Building on what is done well also involves the continued support for, and iteration of, a whole range of activities. Particular developments of note in the first year of the strategy include:

- Campaigns – continuing to build on advocacy work to reinforce the value of Household Cost Indices, as a core pillar of influencing work in the run-up to the UK general election, and embedding the principles of Public Statistics
- Professional affairs – working with the Alliance of Data Science Professionals to establish the Chartered Data Science qualification and accreditation of university data science courses.

Strong relationships are in place across the official statistical system, other learned societies, international statistics bodies, and civil society organisations. These will be built on to:

- Support the implementation of recommendations from the review of the UK Statistics Authority
- Play a full role in the new National Academy for Mathematical Sciences, ensuring that data and statistics are at the heart of solutions to national challenges around productivity, translation of research and evidence-based decision-making and that the pipeline for the mathematical sciences is secured to meet the needs of academia, government, business and civil society

Statement of responsibilities of the trustees

The Society delegates governance activities, and detailed oversight, to the relevant committees and Sections but the ultimate responsibility is held by RSS trustees. The law applicable to charities in England and Wales requires trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period, and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that 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. They are also responsible for safeguarding the assets of the charity and group, 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 corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 26 June 2024 and signed on their behalf by

Andrew Garrett
President

Kevin Barnes
Honorary Treasurer



Opinion

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

In our opinion, the financial statements:

- Give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2023 and of the group's incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

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



Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and the parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

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

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

Independent auditor's report

To the members of

Royal Statistical Society



made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent 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 parent 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 parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

4 July 2024

Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

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

Consolidated statement of financial activities

For the year ended 31 December 2023

		Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
	Note						
Income from:							
Donations	2a	459	-	459	3,265	-	3,265
Charitable activities							
Statistics & Public Interest	2b	-	49,260	49,260	5,365	236,344	241,709
Education & Statistical Literacy	2c	104,036	-	104,036	75,343	-	75,343
Developing the Profession	2d	352,700	85,768	438,468	360,301	-	360,301
Strengthening the Discipline	2e	715,741	-	715,741	1,575,371	-	1,575,371
Engaging the Membership & Partners	2f	829,907	752	830,659	815,320	13,625	828,945
Venue hire	2g	20,806	-	20,806	5,679	-	5,679
Investments	2h	15,568	-	15,568	17,426	-	17,426
Total income		2,039,217	135,780	2,174,997	2,858,070	249,969	3,108,039
Expenditure on:							
Charitable activities							
Statistics & Public Interest		305,070	146,727	451,797	296,301	21,547	317,848
Education & Statistical Literacy		239,934	-	239,934	201,367	-	201,367
Developing the Profession		517,062	85,768	602,830	604,883	-	604,883
Strengthening the Discipline		751,521	7,700	759,221	698,854	13,261	712,115
Engaging the Membership & Partners		602,242	74,743	676,985	475,593	87,100	562,693
Venue hire		31,271	-	31,271	10,833	-	10,833
Total expenditure	3	2,447,100	314,938	2,762,038	2,287,831	121,908	2,409,739
Net income / (expenditure) before net gains on investments		(407,883)	(179,158)	(587,041)	570,239	128,061	698,300
Net gain / (loss) on investments	10	157,037	-	157,037	(105,374)	-	(105,374)
Net income / (expenditure)		(250,846)	(179,158)	(430,004)	464,865	128,061	592,926
Transfers between funds	17	-	-	-	-	-	-
Net income/(expenditure) before other recognised gains and losses		(250,846)	(179,158)	(430,004)	464,865	128,061	592,926
Actuarial gain or (loss) on defined benefit pension schemes	15	-	-	-	938,000	-	938,000
Net movement in funds		(250,846)	(179,158)	(430,004)	1,402,865	128,061	1,530,926
Reconciliation of funds:							
Total funds brought forward		3,910,362	594,113	4,504,475	2,507,497	466,052	2,973,549
Total funds carried forward		3,659,516	414,955	4,074,471	3,910,362	594,113	4,504,475

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the financial statements.

Royal Statistical Society

Balance sheets

As at 31 December 2023

	Note	The group 2023 £	2022 £	The Society 2023 £	2022 £
Fixed assets:					
Tangible assets	9	832,929	888,413	832,929	888,413
Investments	10	2,333,149	2,180,100	2,334,149	2,181,100
		3,166,078	3,068,513	3,167,078	3,069,513
Current assets:					
Debtors	12	405,751	784,804	428,643	859,722
Short term deposits		220,092	39,940	220,092	39,940
Cash at bank and in hand		651,877	1,132,402	570,125	1,010,518
		1,277,720	1,957,146	1,218,860	1,910,180
Liabilities:					
Creditors: amounts falling due within one year	13	(369,327)	(521,184)	(311,467)	(475,218)
		908,393	1,435,962	907,393	1,434,962
Net current assets		4,074,471	4,504,475	4,074,471	4,504,475
Net assets excluding pension liability					
Defined benefit pension scheme (liability)	15	-	-	-	-
Total net assets		4,074,471	4,504,475	4,074,471	4,504,475
Funds:	17				
Restricted income funds		414,955	594,113	414,955	594,113
Unrestricted income funds:					
Designated funds		1,438	1,588	1,438	1,588
General funds		3,658,078	3,908,774	3,658,078	3,908,774
		3,659,516	3,910,362	3,659,516	3,910,362
Pension reserve (liability)	15	-	-	-	-
Total unrestricted funds		3,659,516	3,910,362	3,659,516	3,910,362
Total charity funds		4,074,471	4,504,475	4,074,471	4,504,475

Approved by the trustees on 26 June 2024 and signed on their behalf by

Andrew Garrett
President

Kevin Barnes
Honorary Treasurer

Consolidated statement of cash flows

For the year ended 31 December 2023

	Note	2023 £	£	2022 £	£
Cash flows from operating activities					
Net income for the reporting period		(430,004)		592,926	
Depreciation charges		77,905		130,039	
(Gain) / loss on investments		(157,037)		105,374	
Dividends and interest		(15,568)		(17,426)	
Defined benefit pension employer contribution		-		(200,000)	
Defined benefit pension adjustment		-		18,000	
Decrease / (increase) in debtors		379,053		(268,925)	
(Decrease) / increase in creditors		(151,857)		230,790	
Net cash (used in) / provided by operating activities			(297,508)		590,778
Cash flows from investing activities:					
Purchase of fixed assets		(22,421)		(34,344)	
Proceeds from sale of investments		3,988		2,226,465	
Purchase of investments		-		(2,243,624)	
Movement on cash held in investments		-		22,517	
Dividends and interest		15,568		17,426	
Net cash (used in) / provided by investing activities			(2,865)		(11,560)
Change in cash and cash equivalents in the year			(300,373)		579,218
Cash and cash equivalents at the beginning of the year			1,172,342		593,124
Cash and cash equivalents at the end of the year			871,969		1,172,342
Analysis of cash and cash equivalents					
		At 1 January 2022 £	Cash flows £	At 31 December 2023 £	
Cash in hand		1,132,402	(480,525)	651,877	
Notice deposits (more than 3 months)		39,940	180,152	220,092	
Total cash and cash equivalents		1,172,342	(300,373)	871,969	

1 Accounting policies

a) Statutory information

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

The registered office address is 12 Errol St, London EC1Y 8LX.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

These financial statements consolidate the results of the Society and its wholly-owned subsidiary RSS (Services) Limited on a line by line basis. Transactions and balances between the Society and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the Society's balance sheet. A separate statement of financial activities, or income and expenditure account, for the Society itself is not presented as the summary of the result for the year is disclosed in the notes to the accounts.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the Society's ability to continue as a going concern for 12 months after the date of signing of these accounts.

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

e) Income

Income is recognised when the Society 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.

Membership subscriptions are recognised in the financial statements during the period in which a member becomes entitled to benefits.

Income from courses, conferences and meetings are recognised in the period in which the event takes place.

Income received from the sale of journals is recognised in the year in which the journal is published. Wiley Publishers undertake the marketing and distribution of the Society's journals and the Society receives a guaranteed contribution plus a share in any surplus arising. Oxford University Press took over the journal publishing on 1 January 2023, for which a signing bonus was received in 2022.

Grants are recognised in full in the statement of financial activities in the year in which they are receivable.

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

Notes to the financial statements

For the year ended 31 December 2023

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Voluntary income received by way of donations and gifts to the Society, is included in full in the statement of financial activities when received.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised in the financial statements.

g) Investments, investment income and interest receivable

Investment income and interest on funds held on deposit is included when receivable. Investments held as fixed assets are revalued at bid value at the balance sheet date. The gain or loss for the year is taken to the statement of financial activities. The Society's investment in its subsidiary is included at cost.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. If funds are unspent and carried forward into a later financial period, the trustees allocate the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, to these funds as at the balance sheet date.

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff time, of the amount attributable to each activity. Support costs are then re-allocated to each of the charitable activities on the basis of staff time on each activity as follows:

Support cost reallocation	2023 %	2022 %
~ Statistics & Public Interest	16.71	13.89
~ Education & Statistical Literacy	8.81	8.22
~ Developing the Profession	17.01	22.16
~ Strengthening the Discipline	22.33	21.30
~ Engaging the Membership & Partners	27.94	28.04
~ Venue Hire	1.55	0.55
~ Governance costs	5.65	5.84

k) Allocation of governance costs

Resources expended and allocated support costs relating to Governance costs are allocated to each activity proportionately.

Governance cost reallocation	2023 %	2022 %
~ Statistics & Public Interest	17.71	14.75
~ Education & Statistical Literacy	9.34	8.73
~ Developing the Profession	18.03	23.53
~ Strengthening the Discipline	23.67	22.62
~ Engaging the Membership & Partners	29.61	29.79
~ Venue Hire	1.64	0.58

1 Accounting policies (continued)

l) Tangible fixed assets

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

~ Freehold land	Not depreciated
~ Freehold buildings	100 years (1% per annum)
~ Furniture, fixtures, fittings and office equipment	6 years (16.66% per annum)
~ Computers & Laptops	2 years (50% per annum)
~ Database & Servers and conference equipment	Up to 4 years (25% per annum)

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

The trustees have reviewed the carrying value of the freehold building. There is a regular maintenance programme which is designed to ensure its continual useful life. They are therefore happy to depreciate the building over the longer period of 100 years.

m) Heritage assets

A heritage asset is defined as "a tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge and culture". The Society is of the opinion that information on the cost or valuation of such assets is not available and such information cannot be obtained due to the specialist nature of the assets, many of which are unique.

n) Short term deposits

Short term deposits represent amounts held on deposit with a maturity of between 3 months and one year.

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

p) Foreign exchange

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange offered by the bank on the day of the transaction.

q) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme shown as an asset or liability in the balance sheet.

The Society also operates a group person pension plan which is a defined contribution scheme. Contributions are charged to the statement of financial activities in the periods to which they relate. The Society has no liability under the scheme other than for the payment of those contributions.

Notes to the financial statements

For the year ended 31 December 2023

2 Analysis of income

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
a) Donations	459	-	459	3,265	-	3,265
b) Statistics & Public Interest						
Receptions & Public Events	-	-	-	5,365	-	5,365
Grants & Sponsorship	-	49,260	49,260	-	236,344	236,344
	-	49,260	49,260	5,365	236,344	241,709
c) Education & Statistical Literacy						
Significance Magazine	77,703	-	77,703	50,832	-	50,832
Grants & Sponsorship	26,333	-	26,333	24,511	-	24,511
	104,036	-	104,036	75,343	-	75,343
d) Developing the Profession						
Accreditation Scheme	80,000	-	80,000	63,750	-	63,750
Real World Data Science Platform	2,500	85,768	88,268	-	-	-
Commercial Training	270,200	-	270,200	296,551	-	296,551
	352,700	85,768	438,468	360,301	-	360,301
e) Strengthening the Discipline						
Publications	455,970	-	455,970	1,337,134	-	1,337,134
Conferences & Events	254,921	-	254,921	227,487	-	227,487
ISO 18404 sector scheme	4,850	-	4,850	10,750	-	10,750
	715,741	-	715,741	1,575,371	-	1,575,371
f) Engaging the Membership & Partners						
Subscriptions	799,922	-	799,922	781,582	-	781,582
Advertising	29,985	-	29,985	33,738	-	33,738
Grants & Sponsorship	-	752	752	-	13,625	13,625
	829,907	752	830,659	815,320	13,625	828,945
g) Venue hire	20,806	-	20,806	5,679	-	5,679
h) Investments						
Dividends	-	-	-	14,971	-	14,971
Interest receivable	15,568	-	15,568	2,455	-	2,455
	15,568	-	15,568	17,426	-	17,426
Total income	2,039,217	135,780	2,174,997	2,858,070	249,969	3,108,039

3a Analysis of expenditure (current year)

	Charitable activities						Governance costs £	2023 £	Total £	2022 Total £
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £				
Direct Costs										
Staff costs (note 5)	307,988	157,523	313,520	350,481	417,879	18,183	111,157	1,676,731		1,397,078
Other staff costs	9,772	5,155	9,950	13,060	16,340	906	3,302	58,485		50,631
Direct service costs	33,558	24,247	45,574	259,885	74,745	-	38,181	476,190		445,164
Trading costs	-	-	131,473	1,500	-	2,871	-	135,844		127,101
	351,318	186,925	500,517	624,926	508,964	21,960	152,640	2,347,250		2,019,974
Support costs										
Establishment costs	23,526	12,411	23,955	31,443	39,339	2,180	7,949	140,803		127,646
IT costs	16,138	8,514	16,433	21,570	26,986	1,496	5,453	96,590		72,961
Office costs	1,692	893	1,723	2,262	2,830	157	572	10,129		9,398
Legal and professional	5,139	2,711	5,233	6,868	8,593	476	1,736	30,756		8,930
Irrecoverable VAT	6,402	3,377	6,519	8,556	10,705	593	2,163	38,315		10,414
Depreciation	13,016	6,867	13,254	17,398	21,766	1,206	4,398	77,905		130,039
Other expenses	3,390	1,789	3,452	4,531	5,669	314	1,145	20,290		30,377
	69,303	36,562	70,569	92,628	115,888	6,422	23,416	414,788		389,765
Total expenditure	420,621	223,487	571,086	717,554	624,852	28,382	176,056	2,762,038		2,409,739
Governance costs reallocated	31,176	16,447	31,744	41,667	52,133	2,889	(176,056)	-		-
Total expenditure 2023	451,797	239,934	602,830	759,221	676,985	31,271	-	2,762,038		
Total expenditure 2022	317,848	201,367	604,883	712,115	562,693	10,833	-			2,409,739

Direct service costs in the governance section include investment management fees of £4,444 (2022: £3,283).

3b Analysis of expenditure (prior year)

	Charitable activities							
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £	Governance costs £	2022 £
Direct Costs								
Staff costs (note 5)	216,417	129,781	331,073	303,254	324,435	6,324	85,794	1,397,078
Other staff costs	7,033	4,161	11,218	10,785	14,196	279	2,959	50,631
Direct service costs	18,865	22,739	16,900	281,850	71,365	-	33,445	445,164
Trading costs	-	-	125,219	400	245	1,237	-	127,101
	242,315	156,681	484,410	596,289	410,241	7,840	122,198	2,019,974
Support costs								
Establishment costs	17,732	10,490	28,282	27,191	35,788	703	7,460	127,646
IT costs	10,135	5,996	16,166	15,542	20,456	402	4,264	72,961
Office costs	1,306	772	2,082	2,002	2,635	52	549	9,398
Legal and professional	1,240	734	1,979	1,902	2,504	49	522	8,930
Irrecoverable VAT	1,447	856	2,307	2,218	2,920	57	609	10,414
Depreciation	18,064	10,687	28,812	27,701	36,460	716	7,599	130,039
Other expenses	4,220	2,497	6,730	6,471	8,517	167	1,775	30,377
	54,144	32,032	86,358	83,027	109,280	2,146	22,778	389,765
Total expenditure	296,459	188,713	570,768	679,316	519,521	9,986	144,976	2,409,739
Governance costs reallocated	21,389	12,654	34,115	32,799	43,172	847	(144,976)	-
Total expenditure 2022	317,848	201,367	604,883	712,115	562,693	10,833	-	2,409,739

Notes to the financial statements

For the year ended 31 December 2023

4 Net incoming resources for the year

This is stated after charging:

	2023 £	2022 £
Depreciation		
Owned	77,905	130,039
Trustees' expenses	1,680	2,116
Auditor's remuneration (excluding VAT):		
Audit	14,500	13,200
Other services	1,200	1,100
	84,685	146,455

In 2023 11 trustees (2022: 13) were paid for expenses relating to travel, subsistence, telephone and postage.

5 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	1,192,470	1,111,342
Social security costs	115,185	115,990
Pension contributions		
Defined benefit pension scheme costs	200,000	18,000
Defined contribution pension contributions	164,062	147,409
Life assurance	5,014	4,337
	1,676,731	1,397,078

Staff are entitled to carry over a maximum of 10 days allowance of unused annual leave. For the 2023 accounting year the value of the accrued leave was calculated at £26,150 (2022: £22,638). This amount is not material and so is not included as an adjustment in the salary and wages expense.

As part of the recovery plan to reduce the shortfall in funding for the defined benefit pension scheme the employer contributed £200,000 (2022: £200,002) during the year. The actuarial gains and losses on the Scheme for the year, are recognised in the statement of financial activities in accordance with FRS102.

The contributions made during the year ended 31 December 2023 for the defined contribution scheme were at a rate of double that made by the contributor (between 1% and 8%) of pensionable salaries. The cost to the Society was £164,062 (2022: £147,409).

Insurance premiums for death in service benefits were payable in addition.

Notes to the financial statements

For the year ended 31 December 2023

5 Analysis of staff costs (continued)

The following number of employees received employee benefits in excess of £60,000 (excluding employer pension costs and employer national insurance) during the year between:

	2023	2022
	No.	No.
£60,000 - £69,999	-	-
£70,000 - £79,999	1	1
£80,000 - £89,999	-	-
£90,000 - £99,999	-	-
£100,000 - £109,999	-	1
	1	2

The key management personnel of the Society comprise the Chief Executive, the Director of Membership and Professional Affairs, the Director of Finance, the Director of Training & Commercial and the Director of Digital & IT. The total employee benefits (including pension contributions and employer national insurance contributions) of the key management personnel were £407,371 (2022: £447,475).

The trustees were not paid nor received any other benefits from employment with the Society in the year (2022: £nil). No trustee received payment for professional or other services supplied to the Society with the exception of those detailed in note 7.

6 Staff numbers

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

	2023	2022
	No.	No.
Total staff	28.5	26.3
	28.5	26.3

7 Related party transactions

For teaching and developing commercial training courses trustee Sophie Carr was paid £1,200 in 2023 (2022: £1,000). There were no amounts outstanding at 31 December 2023 (2022: £nil).

8 Taxation

The Society is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Society's trading subsidiary RSS (Services) Ltd distributes available profits under Gift Aid to the Society. Its charge to corporation tax in the year was £nil (2022: £nil).

9 Tangible fixed assets

The group and Society

	Freehold land and buildings £	Fixtures and fittings and equipment £	Computers and Laptops £	Database, Servers and Audio-visual Equipment £	Total £
Cost					
At the start of the year	1,067,145	342,671	72,788	566,424	2,049,028
Additions in year	-	5,043	-	17,378	22,421
Disposals in year	-	-	(12,750)	-	(12,750)
At the end of the year	1,067,145	347,714	60,038	583,802	2,058,699
Depreciation					
At the start of the year	280,049	289,244	69,162	522,160	1,160,615
Charge for the year	10,071	35,390	3,626	28,818	77,905
Eliminated on disposal	-	-	(12,750)	-	(12,750)
At the end of the year	290,120	324,634	60,038	550,978	1,225,770
Net book value					
At the end of the year	777,025	23,080	-	32,824	832,929
At the start of the year	787,096	53,427	3,626	44,264	888,413

Land with a historic value of £60,000 is included within freehold property and not depreciated. The trustees believe that if sold at the current time the land and building would realise in excess of the net book value of the asset and that there is no indication of impairment.

The RSS maintains the oldest part of its historical book collection on site at Errol Street. The collection comprises approximately 500 volumes and includes all the pre 1800 dated books as well as the collections donated by William Newmarch and George Udny Yule.

The majority of post-1800 books are held on permanent deposit at the University of Essex library. This collection consists of back runs of around 30 periodicals, a large book collection, and an important series of tracts – bound volumes of pamphlets on diverse topics. The core of the collection relates to statistics and statistical history, and contains much material of interest in the field of social and economic history, particularly for the 19th and early 20th centuries.

The trustees regard the Book Collection as a Heritage Asset and it is not their intention at any time in the future to sell the collection. The collection is included at nil value.

All of the above assets are used for charitable purposes.

10 Listed investments

The entire RSS portfolio was moved from a bespoke portfolio to the Cazenove Responsible Multi-Asset Fund (RMAF) in April 2022.

	The group		The Society	
	2023	2022	2023	2022
	£	£	£	£
Market value at the start of the year	2,180,100	2,290,832	2,181,100	2,291,832
Cash movement	-	(22,517)	-	(22,517)
Additions at cost	-	2,243,624	-	2,243,624
Disposal proceeds	(3,988)	(2,226,465)	(3,988)	(2,226,465)
Net gain/(loss) on revaluation	157,037	(105,374)	157,037	(105,374)
Total market value at year end	2,333,149	2,180,100	2,334,149	2,181,100

11 Subsidiary undertaking

The Society owns the whole £1,000 of the issued ordinary share capital of RSS (Services) Ltd, a company registered in England (company number 0398652). The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the Society. Current Directors are Professor Paul Baxter, Dr Sarah Cumbers, Mr Stuart McKendrick, Mr Chris Murphy and Mr Edward Swires-Hennessy. No trustees of the Society are currently directors. Dr Sarah Cumbers and Mr Stuart McKendrick are employed by the Society in the positions of Chief Executive and Head of Training and Commercial respectively.

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

	2023 £	2022 £
Turnover	325,841	346,718
Cost of sales	(135,844)	(127,101)
Gross profit	189,997	219,617
Administrative expenses	(1,449)	(10,619)
Management charge from parent entity	(94,074)	(139,860)
Profit on ordinary activities before taxation	94,474	69,138
Taxation on profit on ordinary activities	-	-
Profit / (loss) for the financial year	94,474	69,138
Retained earnings		
Total retained earnings brought forward	-	(16,360)
Profit / (loss) for the financial year	94,474	69,138
Distribution under Gift Aid to parent charity	(94,474)	(52,778)
Total retained earnings / (loss) carried forward	-	-
The aggregate of the assets, liabilities and funds was:		
Assets	121,988	177,432
Liabilities	(120,988)	(176,432)
Funds	1,000	1,000

Parent charity

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

	2023 £	2022 £
Gross income	2,006,193	2,761,321
Result for the year	(335,530)	1,107,673

Gross income for the year includes a gain from investments of £157,037 (2022: £nil).

Notes to the financial statements

For the year ended 31 December 2023

12 Debtors

	The group 2023 £	2022 £	The Society 2023 £	2022 £
Trade debtors	37,622	52,482	-	-
Other debtors & prepayments	368,129	732,322	365,515	729,256
Amounts owed by subsidiary company	-	-	63,128	130,466
	405,751	784,804	428,643	859,722

In October 2019 the RSS was awarded a grant of £396,121 from the National Lottery for the Statisticians in Society project, this money will be paid in instalments until 2023. Currently £nil (2022: £81,871) is being held as an other debtor. The publisher of the RSS journals pay the balance of the journal income in arrears in 2023 this totalled £134,092 (2022: £384,610).

13 Creditors: amounts falling due within one year

	The group 2023 £	2022 £	The Society 2023 £	2022 £
Trade creditors	-	14,279	-	-
Other creditors, provisions and accruals	66,309	70,233	60,094	68,739
Deferred income	272,895	379,787	221,250	349,594
Taxation and social security costs	30,123	56,885	30,123	56,885
	369,327	521,184	311,467	475,218

In June 2022 the RSS received a grant of £206k from the FTX Future Fund, the grant making body of the crypto exchange in FTX. In November 2022 the FTX was declared bankrupt. Subsequently the RSS has been contacted by the legal representatives of the FTX debtors regarding possible repayment of the grant. Any repayment of the grant and subsequent settlement agreement is subject to negotiation.

14 Deferred income

The deferred revenue below represents prepayments by our customers and members for goods or services that have yet to be delivered. £204,919 (2022: £176,026) relates to membership subscriptions for the future year. £nil (2022: £168,008) is from our publishers OUP with the remaining balance consisting of delegate fees for events and training courses for the upcoming year.

	The group 2023 £	2022 £	The Society 2023 £	2022 £
Balance at the beginning of the year	379,789	188,573	349,595	162,332
Amount released to income in the year	(380,101)	(187,374)	(349,548)	(162,096)
Amount deferred in the year	273,207	378,590	221,203	349,359
Balance at the end of the year	272,895	379,789	221,250	349,595

15 Pension scheme

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The most recent actuarial assessment for accounting purposes was at 31 December 2020, it showed a funding shortfall (technical provisions minus value of assets) of £2,297,000. An allowance for the impact of contributions, changes in the gilt yield and inflation curves and actual investment returns since the valuation date reduced the funding shortfall to £2,029,000 as at 31 December 2021. On 31 March 2022 the Society agreed a recovery plan to pay contributions to meet the shortfall in funding. The employer is paying monthly contributions of £16,667 from 1 January 2022 to August 2031. £400,000 was paid between 2019 to 2021 to fund the shortfall identified in the previous triennial valuation. Please note this assessment is calculated on a different basis from the deficit included in the financial statements, which is calculated in accordance with FRS 102.

At the year-end 31 December 2022, the RSS's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £1.1m. This was as a result of an actuarial gain of £2.1m. The RSS follows the accounting standard FRS 102. Under this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only 'to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan'. Any potential reduction in contributions to the scheme is not likely until the next triennial valuation is completed in mid-2025 and no refund of contributions to scheme can be considered until the scheme is wound up, as such the valuation of the defined benefit pension asset has been capped at nil.

The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017.

The Scheme has a number of purchased annuities in respect of past retirements. The annuity contracts held by the trustees are included as both an asset and liability, with the fair value of the asset taken to equal the present value of the liability.

Insurance premiums for death in service benefits were payable in addition.

The employee benefit obligations recognised in the balance sheet are as follows:

	2023 £	2022 £
Present value of funded obligations	(3,686,000)	(3,732,000)
Fair value of plan assets	4,908,000	4,855,000
	1,222,000	1,123,000
Amounts in the balance sheet:		
Liabilities	(3,686,000)	(3,732,000)
Assets	4,908,000	4,855,000
Net asset or (liability)	1,222,000	1,123,000
Amounts recognised in net incoming resources are as follows:		
	2023 £	2022 £
Net interest credit or (charge)	60,000	(18,000)
Total	60,000	(18,000)
Actual return on plan assets	(7,000)	(485,000)

Notes to the financial statements

For the year ended 31 December 2023

15 Pension scheme (continued)

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

	2023 £	2022 £
Opening defined benefit obligation	3,732,000	6,395,000
Interest cost	179,000	111,000
Actuarial (gains) / losses	(85,000)	(2,639,000)
Benefits paid	(140,000)	(135,000)
Closing defined benefit obligation	3,686,000	3,732,000

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

	2023 £	2022 £
Opening fair value of plan assets	4,855,000	5,275,000
Interest Income	239,000	93,000
Actuarial gains / (losses)	(246,000)	(578,000)
Contributions by employer	200,000	200,000
Benefits paid	(140,000)	(135,000)
Closing fair value of plan assets	4,908,000	4,855,000

Net actuarial (loss) on defined benefit pension scheme

	2023 £	2022 £
Actuarial gain/ (loss) on plan obligations	85,000	2,639,000
Actuarial gain/ (loss) on plan assets	(246,000)	(578,000)
	(161,000)	2,061,000

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2023 %	2022 %
Retail Price Inflation assumption	3.05%	3.15%
Consumer Price Inflation assumption	2.80%	2.85%
Discount rate at the end of the year	4.75%	4.90%
Statutory revaluation in deferment	2.80%	2.85%
Future salary increases	3.30%	3.35%
Future pension increases	3.55%	3.55%
Life expectancy - Male	87 years	87 years
Life expectancy - Female	89 years	89 years

Amounts for the current and previous four periods are as follows:

	2023 £	2022 £	2021 £	2020 £	2019 £
Defined benefit obligation	(3,686,000)	(3,732,000)	(6,395,000)	(6,459,000)	(5,205,000)
Plan assets	4,908,000	4,855,000	5,275,000	5,073,000	4,853,000
Asset (deficit)	1,222,000	1,123,000	(1,120,000)	(1,386,000)	(352,000)
Experience loss on benefit obligation	(33,000)	(171,000)	(250,000)	(113,000)	(14,000)
Asset return less expected return on assets	(246,000)	(578,000)	349,000	126,000	208,000

Notes to the financial statements

For the year ended 31 December 2023

16a Current year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	832,929	-	-	832,929
Investments	2,333,149	-	-	2,333,149
Net current assets	492,000	1,438	414,955	908,393
Defined benefit pension asset	-	-	-	-
Net assets at the end of the year	3,658,078	1,438	414,955	4,074,471

16b Prior year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	888,413	-	-	888,413
Investments	2,180,100	-	-	2,180,100
Net current assets	840,261	1,588	594,113	1,435,962
Defined benefit pension liability	-	-	-	-
Net assets at the end of the year	3,908,774	1,588	594,113	4,504,475

17a Current year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,417	-	-	-	5,417
Chambers Medal Fund	10,176	-	-	-	10,176
Guy Medal Fund	346	-	(346)	-	-
Greenfield Industrial Medal Fund	2,184	-	-	-	2,184
Bradford Hill Medal Fund	3,946	-	-	-	3,946
David Cox Research Prize Fund	70,887	-	(2,000)	-	68,887
Cathie Marsh Memorial Bursary Fund	4,662	-	(500)	-	4,162
John Howard West Bursary & Medal Fund	25,109	-	(1,000)	-	24,109
Barnett Award Fund	28,805	-	-	-	28,805
David G. Kendall Award for Young Researchers	3,438	-	-	-	3,438
Mardia Interdisciplinary Workshop Prize Fund	33,383	-	(3,854)	-	29,529
AIMS Next Einstein Project	1,713	752	(2,465)	-	-
Statisticians for Society (Big Lottery Fund)	189,250	-	(72,278)	-	116,972
Good enough statistics (FTX Future Fund)	184,797	-	(91,467)	-	93,330
Data technician research (Gatsby Foundation)	30,000	25,260	(55,260)	-	-
Real World Data Science Platform (ATI)	-	85,768	(85,768)	-	-
EDI Future Leaders (AcSS)	-	24,000	-	-	24,000
Total restricted funds	594,113	135,780	(314,938)	-	414,955
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,588	-	(150)	-	1,438
Total designated funds	1,588	-	(150)	-	1,438
General funds	3,908,774	1,870,413	(2,121,109)	-	3,658,078
Non-charitable trading funds	-	325,841	(325,841)	-	-
Total unrestricted funds	3,910,362	2,196,254	(2,447,100)	-	3,659,516
Pension fund	-	-	-	-	-
Total funds including pension fund	4,504,475	2,332,034	(2,762,038)	-	4,074,471

Notes to the financial statements

For the year ended 31 December 2023

17b Prior year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,417	-	-	-	5,417
Chambers Medal Fund	10,176	-	-	-	10,176
Guy Medal Fund	1,913	-	(1,567)	-	346
Greenfield Industrial Medal Fund	2,184	-	-	-	2,184
Bradford Hill Medal Fund	3,946	-	-	-	3,946
David Cox Research Prize Fund	72,905	-	(2,018)	-	70,887
Cathie Marsh Memorial Bursary Fund	4,882	-	(220)	-	4,662
John Howard West Bursary & Medal Fund	26,109	-	(1,000)	-	25,109
Barnett Award Fund	28,805	-	-	-	28,805
David G. Kendall Award for Young Researchers	3,438	-	-	-	3,438
Mardia Interdisciplinary Workshop Prize Fund	31,214	10,625	(8,456)	-	33,383
AIMS Next Einstein Project	-	3,000	(1,287)	-	1,713
Statisticians for Society (Big Lottery Fund)	275,063	-	(85,813)	-	189,250
Good enough statistics (FTX Future Fund)	-	206,344	(21,547)	-	184,797
Data technician research (Gatsby Foundation)	-	30,000	-	-	30,000
Total restricted funds	466,052	249,969	(121,908)	-	594,113
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,738	-	(150)	-	1,588
Total designated funds	1,738	-	(150)	-	1,588
General funds	3,642,119	2,329,352	(2,062,697)	-	3,908,774
Non-charitable trading funds	(16,360)	346,718	(330,358)	-	-
Total unrestricted funds	3,627,497	2,676,070	(2,393,205)	-	3,910,362
Pension fund	(1,120,000)	1,120,000	-	-	-
Total funds including pension fund	2,973,549	4,046,039	(2,515,113)	-	4,504,475

Purposes of restricted funds

All restricted funds represent grants, donations, bequests etc received by the Society, along with interest earned thereon. They are used to meet future costs of awarding medals, prizes and bursaries. The Barnett Award is a named lecture in the field of environmental statistics. The Mardia Interdisciplinary Workshop Prize funds events or workshops in emerging interdisciplinary areas. The Statisticians for Society project was begun in 2018 as a pilot programme to support RSS members to give their skills on a pro bono basis to organisations in the voluntary, community and social enterprise sector. In 2019 we were awarded a further grant from the National Lottery Fund to build on the learning gained during the development phase and to continue the development across the UK over the next five years. In 2022 we received two grants the first was from the FTX Future Foundation to build a movement of research aware, Bayesian minded public services and the second from the Gatsby Foundation to map the data science careers ecosystem and design a framework for accreditation and training for technicians working with data.

In accordance with accounting policy on fund accounting (h) the trustees have transferred the percentage, representing the investment return, including both the income earned and the unrealised gain on investments, from the General fund to these funds as at the balance sheet date.

Purposes of designated funds

The C. Oswald George Prize Fund has been awarded to the authors of the best article in *Teaching Statistics* since the magazine launched in 1979.

Accounts

Charity number: 306096

Royal Statistical Society

Report and financial statements
For the year ended 31 December 2022

Reference and administrative information

For the year ended 31 December 2022

Reference and administrative information	1
Trustees' annual report	6
Independent auditor's report	28
Consolidated statement of financial activities	32
Balance sheets	33
Consolidated statement of cash flows	34
Notes to the financial statements	35

Reference and administrative information

For the year ended 31 December 2022

Charity number	306096	
Registered office and operational address	12 Errol Street London EC1Y 8LX	
Country of registration	England & Wales	
Trustees	Trustees who served during the year and up to the date of this report were as follows:	
President/ Vice Presidents	Andrew Garrett Sylvia Richardson Deborah Ashby Sylvia Richardson Sophie Carr Christl Donnelly Jon Forster Rachel Hilliam	President (from 1 January 2023) President (until 31 December 2022) Past President (until 31 December 2022) Past President (from 1 January 2023) Vice President, Education and Statistical Literacy Vice President, External Affairs Vice President, Academic Affairs Vice President, Professional Affairs
Honorary Officers	Kevin Barnes Paul Allin Shirley Coleman Blaise Egan Steven Gilmour Scott Heald Eugenie Hunsicker Johanna Hutchinson Richard Pugh	Honorary Treasurer Honorary Officer, National Statistics (from 22 March 2022) Honorary Officer, Discussion Meetings Honorary Officer, Sections & Local Groups Honorary Officer, Publications Honorary Officer, Conferences & Events Honorary Officer for Equality, Diversity and Inclusion (until 26 February 2023) Honorary Officer, Remuneration and Staffing Honorary Officer, Membership (from 22 March 2022)

Reference and administrative information

For the year ended 31 December 2022

Ordinary members	Mario Cortina Borja	(until 31 December 2022)
	Tricia Dodd	
	Peter Elias	
	Richard Emsley	
	Emily Granger	(from 1 January 2023)
	Daria Gromyko	
	Beverley Hale	
	Katie Harron	
	Uma Kambhampati	
	Mona Kanaan	
	Theodore Kypraios	(from 1 January 2023)
	Altea Lorenzo-Arribas	(from 1 January 2023)
	Anthony B Masters	
	Anjali Mazumder	
	Omar McCarthy	(from 22 March 2023)
	Lisa McFetridge	
	Claire Miller	(until 31 December 2022)
	Robin Mitra	
	Sarah Nevitt	(from 1 January 2023)
	Brendan Murphy	
	Murray Pollock	
	Gesine Reinert	
	Jamie Sergeant	
	Donald Simeon	(from 1 January 2023)
	Tom Smith	(until 31 December 2022)
	Phillippa Spencer	(from 1 January 2023)
	Lucy Teece	
	Deirdre Toher	(until 31 December 2022)
	James Weatherall	(until 31 December 2022)
Senior Management Team	Stian Westlake	Chief Executive (until 22 May 2023)
	Nicola Emmerson	Director of Membership and Professional Affairs
		Acting Chief Executive (from 23 May 2023)
	Jack Beeby	Director of IT and Digital
	Stuart McKendrick	Director of Training and Commercial
	Charlotte Stovell	Director of Finance

Reference and administrative information

For the year ended 31 December 2022

Bankers	Royal Bank of Scotland Drummonds 49 Charing Cross London SW1A 2DX
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane London EC1Y 0TL
Investment Managers	Cazenove Capital 12 Moorgate London EC2R 6DR

The trustees present their report and the audited financial statements for the year ended 31 December 2022.

The reference and administrative information set out on pages 1-3 form part of this report. The financial statements comply with current statutory requirements, the charity's Royal Charter, supplemental Charter, Bylaws and Regulations and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

Statement from the RSS President, Professor Sylvia Richardson

Once again, this year, it has been reassuring to see our **membership** – particularly the paid membership categories – continue to grow at record levels despite the difficult economic climate. We now have our highest-ever number of fellows, at over 6,700. This is at least partly thanks to strengthening our **corporate membership** offering; members subscribed via corporate membership schemes now make up more than 18% of our fellowship; the highest-ever proportion.

Our **professional membership** offering has expanded, too. 12th June saw the Alliance for Data Science Professionals launch the new standards for data science, with five RSS members being amongst the first 13 individuals to beta-test the accreditation process and receive the new Advanced Data Science Professional certificate. Members will soon be able to apply for the certificate online via My RSS. We have also partnered with PushFar to trial a new self-service **mentoring** platform, with plans to launch a wider mentoring scheme aimed at personal and professional development and accessible to all members at every level. Development of our new **data science** content platform; “*Real World Data Science*”, is continuing. The editorial strategy has been drawn up, setting out the vision and goals of the platform, basic site and content structure, and ways of working. An editorial board has been appointed and content development is underway.

We've continued to provide volunteering opportunities for RSS fellows, including via the **Statisticians for Society** initiative, which supports members to provide *pro bono* statistics expertise to small UK charities. In 2022, we had 67 enquiries from charities and matched a further 25 charities with volunteer statisticians, and completed ten projects. More than 730 fellows registered their interest in volunteering via the scheme.

I'm pleased that we have made good progress in the past year with our commitment to promoting **equality, diversity, and inclusion** (EDI) across the organisation and the profession – in 2021 the RSS appointed Eugenie Hunsicker as the inaugural RSS Honorary Officer for EDI. As part of her year in office, Eugenie successfully set up the EDI advisory group, the remit of which is to coordinate EDI activities to ensure that the Society considers EDI across the organisation, to understand the diversity of our membership and promote the impactful work achieved by members in this area. Unfortunately, Eugenie stepped down from the role of Honorary Officer for EDI at the beginning of 2023 due to work commitments, and the Society aims to appoint a replacement this summer.

Our **policy and external relations** work has continued apace. The past year has of course seen a continued focus on the issues surrounding the pandemic, and our **Covid-19 Task Force** held four successful Covid Evidence Sessions which brought together key members of the statistical

community to explore the statistical aspects of the pandemic ahead of the UK official inquiries. A major focus going forward is to shape the RSS contribution to the UK Covid-19 Public Inquiry. After a two-year hiatus due to Covid, July saw a return to a successful in-person awards ceremony for our **Statistical Excellence Awards** with over 100 attendees from media, government and academia. We continue to engage with the **media** on various topics on a regular basis, with our survey of MPs' statistical skills released in February covered by the *Guardian*, *Times*, *The I*, *BMJ*, the *BBC* and others.

I was delighted to see around 450 people attend the **international conference** in Aberdeen in Scotland in September. The feedback from delegates has been very positive. I particularly enjoyed seeing so many young statisticians and witnessing their enthusiasm for statistics. Our **training** offering continues to thrive, too, and we will have delivered 30 courses on our public course programme by the end of this year, as well as delivering 27 in-company courses – a new record for us.

It's been a busy year for all our **publications**. RSS appointed Oxford University Press (OUP) as the new publisher of the **RSS Journal Series** and **Significance** magazine and we are transitioning our journal content to OUP's new RSS journal websites from early 2023. *Significance* published a special collection of articles in April to celebrate the life, career and contributions of the late Sir David Cox – and we also held a successful invited speaker talk at the conference in Aberdeen on journal papers from each Series celebrating his outstanding work. Series A, *Statisticians in Society*, published a record number of special issue collections this year: a celebration of Harvey Goldstein's lifetime contributions; The Future of Online Data Collection in Social Surveys; a special issue in memory of Fred Smith and Chris Skinner; and a Special Topic Meeting supplement on Covid-19 transmission. In June, we held the first in-person discussion meeting at our Errol Street headquarters since the start of the Covid-19 pandemic, with papers about the pandemic itself. And in October, *Significance* published a guest-edited special issue in support of the first International Day for Women in Statistics and Data Science. In the coming year, we are planning to launch a new journal on Data Science, so watch this space!

Professor Sylvia Richardson

(President of the Royal Statistical Society 2021-2022)

Objectives and activities

The vision of the Royal Statistical Society (RSS) is 'A world where data are at the heart of understanding and decision making.'

To help achieve this vision work is structured around the six strategic objectives outlined below. The first four of these are outward facing and demonstrate charitable activity. The last two are more internal and governance related and support the achievement of the four external impact objectives:

- 1 For statistics to be used effectively in the **public interest**, so that policy formulation and decision making are informed by evidence for the good of society
- 2 For society to be more **statistically literate**, so that people's understanding of data, risk and probability can inform their daily decision making, leading to better outcomes
- 3 For a strong body of **professional statisticians** to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings
- 4 For statistics as a **discipline** to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world
- 5 For an engaged and energised **membership and staff** to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact
- 6 For the RSS to be a financially sustainable and **well run organisation**, with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact

These strategic objectives are to fulfil the Society's charitable objectives as set out in its Royal Charter:

- (i) To foster and encourage the growth, development and application of statistical science in all areas of activity which can benefit from it
- (ii) To establish, uphold and advance high standards of statistical competence
- (iii) To foster the production and publication of statistics on aspects of society
- (iv) To serve the public interest by acting in an advisory, consultative or representative capacity in matters relating to the science of statistics and its application
- (v) To promote the public understanding of statistics and the competent use and interpretation of statistics

Activities and public benefit

The trustees confirm that they have complied with the duty in section four of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The RSS's work contributes to public benefit by:

- Ensuring statistics are used in the **public interest**, leading to better quality policy making and decision making
- Supporting **statistical education and literacy**, enabling organisations and individuals to make better choices
- Supporting the development of the **discipline** of statistics, which in turn leads to improvements on a wide range of social, environmental and economic issues
- Supporting the **professionalisation** of those working with data and statistics in the UK and overseas, contributing to the skills demanded by a 'data economy'

The RSS develops a detailed activity plan on an annual basis to take forward the activities of the Society. Key areas of activity are outlined below.

Statistics in the public interest

- Policy work on a range of topics to improve the use of data and statistics in public policy and the public interest
- Running working groups on topics such as health and national statistics
- Holding events and conducting research on topics of public interest
- Working in partnership with other organisations to secure change in the public interest
- Giving awards for outstanding work in journalism, official statistics and the pharmaceutical industry

Education and statistical literacy

- The Society's campaign to improve statistical literacy
- Influencing education policy and curricula
- Campaigning for greater quantitative skills in higher education
- Publishing Significance magazine

Supporting the discipline

- Publication of academic journals
- Running meetings and conferences
- Awarding honours
- Supporting Sections and Local Groups
- Monitoring and supporting statistics in higher education

Professional affairs

- Offering professional membership and qualifications
- Accreditation of university courses
- Training and continuing professional development

Structure, governance and management

Founded in 1834, the Society is a learned society and professional body incorporated by Royal Charter. It is an international membership body with over 11,400 members (of whom over 6,700 are designated 'fellows'). Fellows with suitable qualifications, training and experience are able to apply for professional accreditation.

The Society's governing documents are the supplemental Charter (which came into effect on 1 April 2006), the Bylaws and the Regulations, which are reviewed annually. The Society's governance is largely in line with the recommendations of the Charity Governance Code.

The Society's Council is its board of trustees, and consists of:

- The President
- Twenty-four other fellows who are members of Council and are elected by the Fellowship
- Any Vice Presidents and Honorary Officers appointed from outside the Council
- The most recent Past President who is willing to serve on Council
- Any additional person(s) co-opted to Council under the provisions in the Bylaws

The President serves a two-year term. The ordinary members of Council are elected by a ballot of all fellows. Vice Presidents and Honorary Officers are appointed by Council. If not already members of Council, Vice Presidents and Honorary Officers are co-opted to membership of Council.

Members of Council are normally expert in one or more branches of statistical science and its applications. They bring this expertise and their knowledge of the statistical profession to the strategic management of the Society.

With respect to their duties and responsibilities as trustees of the RSS, new members of Council receive an induction into the Society including its governance, finances, strategy and activities, as well as their role as trustees. Updates to the whole trustee board are given where appropriate - due to, for example, changes in legislation or regulation.

During the past year, the major risks to which the charity is exposed have been identified and Council is satisfied that adequate systems are in place to manage those risks. An Audit and Risk Committee is in place to review risks in-depth and to advise Council. On an annual basis, Council reviews the key risks and its approach to managing them. The Senior Management Team and the Audit and Risk Committee escalate any major risks to Council.

Council has a formal and detailed scheme of delegation laid out in its Regulations which is reviewed and renewed annually by Council. Responsibilities are delegated to the Executive Committee and various other committees. The Professional Affairs Committee leads on the Society's work as a professional body. The President and Vice Presidents have the authority to speak for and represent the Society and to take urgent decisions between meetings.

The Society employs a Chief Executive to manage the day-to-day operations of the charity, its staff and facilities. The Society has a small permanent staff and is therefore heavily dependent on the

input of volunteers in the whole range of its activities. Volunteers are drawn from the membership and serve in a variety of ways including through committees and working groups.

The Society has 18 Sections, which hold meetings and discussions about their specialist area. For example, there are Sections on social statistics, medical statistics and business and industrial statistics. Sections are driven by the fellowship. The Society also has Local Groups which run events in their geographic areas.

In 2022, Professor Sylvia Richardson led the Society as President. Professor Richardson's term of office commenced on 1 January 2021 and concluded on 31 December 2022. Dr Andrew Garrett was confirmed as RSS President-Elect from 1 January 2023.

The Society is in the process of selecting the 2025-2026 President.

In February 2023 Chief Executive Stian Westlake tendered his resignation as he was appointed as the next Executive Chair of the Economic and Social Research Council (ESRC). He continued to serve until May 2023. The current President, Andrew Garrett is leading the recruitment for the next Chief Executive while in the interim Nicola Emmerson, the Director of Membership and Professional Affairs, will reprise her role as acting Chief Executive.

Related Parties and connections with other organisations:

The RSS has a wholly-owned subsidiary trading company, RSS (Services) Ltd, which gifts all of its profits to the Society. The main activities of the subsidiary are running training courses and the sale of print and online advertising. The subsidiary also hires the Society's meeting space to external clients. The organisation is a company limited by share capital, incorporated on 28 April 2000.

The following persons served as directors of the company during the year and up to the date of this report:

Stian Westlake (until 22 May 2023)
Paul Baxter
Stuart McKendrick
Chris Murphy
Edward Swires-Hennessy

The Society also works with a number of organisations in the pursuit of its charitable activities. *Significance* is the official magazine and website of the Royal Statistical Society, the American Statistical Association (ASA) and the Statistical Society of Australia (SSA). Both the magazine and journals are published by Oxford University Press.

The RSS is a founding member of the Council for the Mathematical Sciences (CMS) which was established in 2001 by the Institute of Mathematics and its Applications (IMA), the London Mathematical Society (LMS) and the RSS. The CMS comprises representatives and observers from the mathematical sciences community, including the Presidents and Chief Executives of these three societies. The CMS is an authoritative and objective body that exists to develop, influence and respond to UK policy issues that affect the mathematical sciences in higher education and research, and therefore the UK economy and society in general. Together with its CMS partners, the RSS is supporting the establishment of a new National Academy for the Mathematical Science, building on

the findings of the independent review into Knowledge Exchange in the Mathematical Science, led by Professor Philip Bond.

The RSS is also a member of the Royal Society's Advisory Committee on Mathematics Education (ACME) which provides advice to Government and others to inform policy related to mathematics and quantitative education for 3-19 year olds, and the transition into further or higher education or employment.

Remuneration Policy: The Society sets remuneration according to a salary policy. Staff are not discriminated against because of gender or gender reassignment status, marital or civil partnership status, race, religion or belief, sexual orientation, age, disability, pregnancy or maternity or because they work part-time or on a fixed-term contract. The policy strives to offer a fair and affordable rate of pay for each role, seeking to ensure consistency and transparency. It is committed to ensuring that:

- Its salaries remain competitive in the labour market, broadly benchmarked to other professional societies and the public sector in London
- It informs employees how their pay has been determined and considers any feedback received

The Society rewards staff through salary and a number of other benefits. These include a pension scheme, holiday allowance, flexible working where appropriate, season ticket loans, and access to staff development opportunities including training. The Society has three salary bands.

The Executive Committee is responsible for determining the annual salary increase for all staff. There is an annual cycle of salary review and staff are made aware of this cycle through the salary policy. When determining an increase, the Executive Committee takes into account a range of factors including inflation, wage increases in the wider economy, and affordability.

In addition to the annual pay award, individual salaries are also reviewed and further increases are considered to reflect changes in job roles (e.g. taking on new responsibility). The Chief Executive and Executive Committee look at a variety of factors when reviewing individual salaries including affordability in the context of the Society's finances and the current market rate for roles (what it would cost to replace a particular role in the market). The Executive Committee may also undertake periodic benchmarking of individual and overall salaries as and when they see a need to do so.

The ratio of remuneration of the highest paid to the median salary is 2.4 (2021: 2.64) based on the employees in place at the end of the financial year.

Reserves Policy: The Society maintains reserves according to a set policy which is regularly reviewed by the Audit and Risk Committee and Council. The Society keeps reserves for a number of purposes and these include: providing an income to the Society from investments; paying for unanticipated in-year costs such as maternity pay or long term staff sickness; allowing trustees to invest in new areas of work in order to achieve the long term vision of the Society; and providing for a gap in funding if a core funding source were to unexpectedly shrink. The Society's level of free reserves, calculated as general reserves less tangible assets less any pension deficit from the latest FRS102 accounting valuation, was £3.020m at the end of 2022 (2021: £1.538m). The increase in the reserves is due mainly to the pension deficit moving from £1.120m to nil. The free reserves position now exceeds the £1.5m to £2.0m range recommended by the reserves policy. This is likely to be a short-term situation as the income from the new journals publishing contract is significantly lower and the building owned by the RSS requires major refurbishment.

Fundraising: Most of the Society's income is earned from its regular activities. The RSS does not generally engage in public fundraising and does not use external fundraisers. It has received no complaints during the year relating to its fundraising practices.

Risk management

Risk: The detailed Risk Register is monitored by the Senior Management Team and the Audit and Risk Committee. The top risks, listed below, are reported to the Society's Council.

Risk	Metrics, controls and recent developments
<u>Strategic risks</u>	
Failure to deliver against one of the Society's six strategic objectives	The Society's governance is aligned with its strategy, and there is a Vice President for each of the four outward facing goals. Council and Executive Committee monitor performance via regular reports on the Society's work and to hold the staff to account. Detail on activities for each strategic goal are listed in this annual report and the time and cost allocated to each goal is in note 1j in the annual accounts.
Decline in membership of the Society reduces the impact and reach of the Society	Membership is a key theme of the RSS strategy. The Society is currently reaching out to new communities such as data scientists. In addition, the RSS is undertaking research on membership trends within the Fellowship. Regular monitoring of membership numbers is undertaken at Senior Management, Executive Committee and Council meetings. Overall membership increased in 2022 to 11,474 (2021: 10,330) with paid members having increased to 6,716 (2021: 6,560). This continues the trend of an increase each year since 2013. See page 19 for a full breakdown.
Loss of journal income prevents the Society from achieving its objectives	Journal income is the RSS' single largest source of income. The journal contract with Wiley ran until the end of 2022 and gave significant guaranteed payments. A new contract was signed with Oxford University Press which began in 2023. While the terms of this contract are not as generous as open access publishing has reduced the offer any publisher is prepared to make, it still offers an element of guaranteed income. This means the Society has protection against changes in the academic publishing market until 2027.
The Society fails to remain relevant to data users and statisticians	This is a key strategic priority for the Society. In 2020 the professional membership voted to add the Data Analyst membership category to increase the diversity of professional qualifications. There is an increasing focus on data ethics and improving the diversity of the membership with a new honorary officer role created in 2022 specifically focused on equality, diversity and inclusion.
Business intelligence is insufficient to track and identify the key risks facing the Society	The Customer Relationship Management (CRM) database allows the RSS to track, collect and analyse data from members and stakeholders. The "MyRSS" member portal on the RSS website captures members' key data enabling the RSS to target them with personalised content and adapt to their needs. Regular member surveys are conducted that focus on specific business areas. SMT collate the data and use it to inform the key performance indicators (KPIs) required to meet business needs, improve decision making and the appropriate allocation of resources.

Risk	Metrics, controls and recent developments
<u>External Risks</u>	
Economic downturn reduces all income sources and reserves	The Society has resilience in the form of free reserves and an owned central London office. The Society's finances are monitored on a monthly basis by SMT. Trustees actively review the situation and if reserve levels drop then expenditure can be cut back when appropriate. RSS free reserves were £3.020m at the close of 2022 (2021: £1.538m), calculated as general reserves less tangible assets and any pension deficit.
Pension deficit requiring large payments	The Society's final salary pension scheme was closed to new entrants on 1 January 2017. The deficit is monitored via triennial reviews. A deficit of £2.029m was identified in the last triennial valuation dated 31 December 2020. A payment plan was negotiated between the Society's trustees and the pensions trustees and signed on 31 March 2022. £200k has been paid up to the end of 2022 with a commitment of £200k each year until 2031. The next triennial valuation is due as at 31 December 2023.
Reputational risks	Upholding data ethics is critical to the Society's work and its reputation. All Society publications have a vetting procedure, and a limited number of designated people are able to issue statements on behalf of the Society. The Society has implemented data protection legislation, including guidance for Sections and Local Groups. The RSS needs to be particularly vigilant about maintaining high standards in its use of personal data. Social media is monitored. There were no complaints in 2022.
Virus and hacking risks	Cyber security threats have increased in recent years, particularly following the Russian invasion of Ukraine. The Society holds personal data on a large number of individuals, and therefore needs to be diligent in managing these risks. The RSS has gained the National Cyber Security Centre's "Cyber Essentials" certification which ensures that best practice is being followed to mitigate a wide range of online threats. Staff are regularly educated about IT security and only access systems via a dedicated business laptop with firewall, data encryption and the latest versions of anti-virus/malware software. Laptops are monitored for threats via cloud portals and regular manual checks by IT staff. Data is stored within the Microsoft Office 365/Azure infrastructure giving access to enterprise level security features such as automated alerts and action triggers based on machine learning. Multifactor authentication is used on all admin accounts and extensive use of granular security permissions is made to restrict unauthorised access to functionality and data. The Audit and Risk Committee reviews this risk annually, the latest review occurred in December 2022.

Risk

Internal risks

A lack of volunteers prevents the Society achieving its goals

Metrics, controls and recent developments

The Society is dependent on volunteers to fill roles on Council, Section and local group committees, working groups and to produce the Society's journals. Volunteer engagement is an increasing priority with volunteer workshops held in 2022 and an increase in the staff time allocated now and in the future.

Loss of key staff prevents the Society achieving its goals

Notice periods mirror staff seniority and difficulty of replacement. Key processes have been mapped, and SMT monitor the intentions of key staff members. In practice, when staff vacancies occur other staff support and cover their responsibilities.

Customer Relationship Management (CRM) database failure

The Society is dependent on its CRM to manage operating activities. A single supplier maintains and develops bespoke functionality for the CRM and integrated website. This results in cost and efficiency savings but introduces a potential single point of failure.

As the CRM and website are both customized versions of mature underlying technology from Microsoft and Kentico respectively, the level of risk is significantly reduced as data and functionality could be ported to a new supplier. Dynamics CRM software is part of the wider Microsoft 365 suite, technology that is used by organisations all over the world giving a wide range of suppliers and support specialists that can be turned to for help. As the CRM is cloud-based, all data is automatically backed up on a regular schedule and stored securely.

Errol Street building not fit for purpose

The pandemic has led to a change in the needs of the RSS. Its Errol Street building in its current state is not configured for hybrid events and live streaming, and it is not accessible to the disabled. Staff are working remotely more often. Council nominated a taskforce in 2022 to consider all the options available to RSS. Council decided to seek external funding to undertake a major refurbishment. If the funding bid is unsuccessful the trustees backed the sale of Errol Street and a move to a smaller building. As part of this process a valuation of the building was completed in March 2022 which confirmed the current value of the building is in excess of the historic cost shown in the accounts (see note 9).

Fraud

The Society has a series of financial procedures in place to minimise the risk of fraud. ARC review internal controls regularly to determine they are sufficient. The auditors review processes during the audit and SMT monitor and report any incidences of fraud to the trustees and the relevant bodies. To date there have been no known instances of fraud.

General

There are a wide variety of operational risks which are outlined in a detailed Risk Register. These are reviewed quarterly by SMT and annually by ARC. The detailed Risk Register was last reviewed in full in May 2022.

Achievements and Performance

The trustees are proud of what the organisation is achieving and consider that the RSS is becoming increasingly influential in its work. The majority of the activity plan was completed in 2022 with some activities carried forward into 2023. A review of the Society's performance in 2022 against each of the goals is set out below.

Goal One: For statistics to be used effectively in the public interest, so that policy formulation and decision making are informed by evidence for the good of society.

Covid-19: The Society and its members continue to play an important role in the response to Covid-19. The Covid-19 Task Force has continued to have an active voice on statistical issues relating to the pandemic, from calling for better data on the vaccine roll-out to urging the government to publish the evidence behind its travel lists. The Society's sections have also played an active role in the debate. In March 2022 the Task Force published its recommendations on lessons to be learnt from the pandemic, which has proved to be the Society's most downloaded report to date. The Working Group on Diagnostic Tests has set out detailed recommendations on how to improve regulation around testing, which are now being discussed with the government. Over the summer, the Task Force conducted a series of expert evidence sessions, whose findings will be fed into the public inquiries being conducted into the handling of the pandemic.

Policy: The RSS has responded to a wide range of government and parliamentary consultations. These have included Covid-19 (both lessons learned and on the economic impact), reproducibility and research integrity, the use of health data in research and the use of new data-based technologies in law enforcement.

Media: The RSS have continued to engage regularly with the media and while coverage is not as extensive as it was during the height of the pandemic, the Society has received regular media coverage throughout 2022. The survey of MPs statistical literacy skills which was released in February of this year was covered by the Guardian, Times, The I and others. The RSS's criticism of the dismantling of several covid surveillance studies was also covered in numerous major UK publications.

Goal Two: For society to be more statistically literate, so that people's understanding of data, risk and probability can inform their daily decision-making, leading to better outcomes.

Outreach: The RSS statistical ambassadors provide expert statistical expertise to journalists and other stakeholders. The statistical communication skills of non-statisticians were celebrated via the Statistical Excellence in Journalism award, with winners from the Financial Times, Times, Sky News and others attending the July awards ceremony held at Errol Street.

Significance: *Significance* magazine continues to attract a large readership in print and online. Wiley Journal Insights report more than 310k downloads of *Significance* articles for 2022. Downloads are fewer than the record numbers seen in 2020 (386k) and 2021 (431k), when the extensive pandemic-related coverage was made freely available to all. However, downloads for 2022 are above pre-pandemic levels.

In April 2022, *Significance* published a well-received collection of articles to celebrate the life, career and contributions of the late Sir David Cox. The magazine also published a guest-edited special issue in October 2022 in support of the first International Day for Women in Statistics and Data Science.

Training: The range and popularity of training programmes offered by the RSS has grown this year and sales have returned to pre-pandemic levels; 28 public courses were delivered in 2022, with over 300 people booking onto these courses. Bespoke training was provided for clients including the Ministry of Defence, the Department for Business, Energy & Industrial Strategy and Equality and the Human Rights Commission. In the first quarter of 2023 14 commissioned courses were delivered. A total of 37 public courses are planned in 2023.

Events: While many section and group events have continued to be held online, there was a gradual return to in-person events with some being held in a 'hybrid' format. This included the series of 4 Covid evidence sessions held at the Society. The President's Address was held in November.

Education: In its engagement with government and funding councils, the Society has continued to emphasise the message that statistical education needs to take place in a wide range of subjects in addition to mathematics allowing as many people as possible to gain a meaningful statistical education at school level. The Society continues its work on improving statistical literacy, and to this end, the RSS continues to be a funder and supporter of the Royal Society's Advisory Committee on Mathematics Education.

Goal Three: For a strong body of professional statisticians to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings.

Accreditation: Major improvements have been made to the accreditation programme, including: launching a new professional membership title "Data Analyst" to recognise good statistical knowledge at a modular level. Developing a competency-based route to the GradStat title, for eligible career-young statisticians, and introducing the RSS Quality Mark, an accreditation route for individual degree modules and data skills training from other education providers.

Corporate Membership Partnerships: In 2022 and to date the Society has successfully registered four new corporate partners; Ofcom, Kuwait University, Ofsted and Kings College London. The RSS is currently in talks with more potential new partners. 18% of all RSS members are part of the corporate membership scheme and this is likely to increase in 2023.

In September 2022 a LinkedIn advert campaign was launched to promote corporate membership, directly recruiting Kings College London. Another LinkedIn campaign was launched in late spring. In 2023 a major review of the corporate package began, designed to identify how best to cater for a more commercial corporate membership and discuss strategies to make the corporate package more accessible and relevant to all sectors and industries. In February 2023 there was a focus group meeting with leaders of data and data science teams from Unilever, Roche, ITV and M&S to collect feedback on their requirements.

There is still scope to grow membership within the existing corporate partners and get them more engaged with projects happening across the Society as well as continuing to encourage their participation and attendance at RSS events, the annual conference and RSS training courses.

Statistical excellence awards: The work of UK government statisticians and non-statisticians was celebrated through the RSS statistical excellence awards, which this year had a focus on equality, diversity and inclusion. An in-person awards ceremony was held in July, with presentations from key RSS fellows and award partners, with over 100 people in attendance.

Data Science: Deepening the Society's commitment to data science and improving the offering for data scientists is a major priority for the RSS.

A new data science content platform was launched in 2022, Real World Data Science (www.realworlddatascience.net), with support from the Alan Turing Institute. The platform's content offer is developing, and will feature case studies, explainers, training guides and advice, created and curated by expert data science practitioners and leaders to support the delivery of high quality, ethical, and impactful data science.

The RSS co-founded the Alliance for Data Science Professionals (AfDSP) with the British Computer Society, The Chartered Institute for IT, the Operational Research Society, the Institute of Mathematics and its Applications, The Alan Turing Institute and the National Physical Laboratory. This group will lead a wider consortium of organisations in work to develop and shape the profession of data science.

The Society also assembled an RSS Data Science Task Force of international experts to help plan future work in this area. Several projects are already underway, including the Alliance for Data Science Professionals; a partnership with the Alan Turing Institute to provide the Joint Biosecurity Centre with statistical modelling research capability; and the active work of the RSS Data Science Section, who organise regular well-attended speaker meetings and events such as the Ethics Happy Hours.

International Development: The Society continues to organise placements for RSS members to volunteer abroad with the African Institute for Mathematical Sciences (AIMS), and Partnership in Statistics for Development in the 21st Century (PARIS21). Both these initiatives help build capacity for low-income countries to develop their statistical systems.

Equality, Diversity and Inclusion: The RSS is working hard to promote Equality, Diversity and Inclusion across the organisation and the profession. As part of this, a new Honorary Officer for Equality, Diversity and Inclusion was created, this role will be supported by a committee of fellows to drive this work forward.

Projects in development include a partnership with the Royal Society on standards for the reporting of research on sex differences, and supporting work to “decolonize” mathematics curriculums.

For the year ended 31 December 2022

Honours: Each year medals and prizes are awarded to people who have made outstanding contributions to the development of statistics. The 2022 awards ceremony was held in September during the annual conference in Aberdeen. The recipients were:

- Guy Medal in Gold - **Nancy Reid**
- Guy Medal in Silver - **Paul Fearnhead**
- Guy Medal in Bronze - **Rajen Shah**
- Barnett Award - **Ruth King**
- David Cox Research Prize - **Dominik Rothenhäusler**

Goal Four: For statistics as a discipline to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world.

Journals: In April 2022, Oxford University Press (OUP) was appointed as the new publisher of the RSS Journal Series' A-C and *Significance* magazine after more than 30 years with Wiley. The transition began by launching new journal homepages at OUP in early September and switching the ScholarOne manuscript submission system from Wiley to OUP in early October. Transfer of the full journal content was completed in January 2023.

JRSSA published a record number of special issue collections during the year: A celebration of Harvey Goldstein's lifetime contributions; The Future of Online Data Collection in Social Surveys; Special issue in memory of Fred Smith and Chris Skinner and a Special Topic Meeting supplement on Covid-19 transmission.

Six Discussion meetings were held as part of the 2022 programme. In June, the first in-person Discussion meeting since the 2020 pandemic took place at Errol St. with papers about the Covid-19 pandemic. A multi-paper Discussion meeting was held during the RSS Annual Conference in Aberdeen on the topic of Statistical Aspects of Climate Change. Also in Aberdeen, a well-received invited speaker talk was held on journal papers from each series celebrating the outstanding work of the late Sir David Cox.

Sections and Local Groups: The RSS Sections, Special Interest and Local Groups continue to be very active, and held over 900 events and meetings during 2022.

International Conference: In September 2022, the RSS International Conference took place in Aberdeen, which was attended by over 500 participants both in-person and online. The programme featured keynote talks, invited topic sessions and contributed talks and posters, over 30 hours of content was made available online via live streaming and on-demand post-conference. The Society has announced that the RSS 2023 International Conference will take place in Harrogate, North Yorkshire from 4-7 September 2023.

Goal Five: For an engaged and energised membership and staff to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact.

Membership: A record number of members were recruited in 2022 achieving the highest-ever number of fellows, at more than 6,700 – with 18% (the highest-ever proportion) subscribing via corporate membership schemes.

Membership Category	2018	2019	2020	2021	2022
Standard Fellows	4,680	4,615	4,649	4,873	5,023
CStats	1,016	1,003	982	988	972
GradStats	678	669	673	687	698
Data Analysts	0	0	0	12	23
e-Student members	2,796	2,915	3,123	2,439	3,399
e-Teachers	875	950	1,273	1,331	1,359
Total Members	10,045	10,152	10,700	10,330	11,474

Statisticians for Society: The work on supporting RSS members to provide pro bono statistics expertise to small UK charities has been further developed. In 2022, 25 charities were matched with volunteer statisticians. Since the project began, 58 projects have been completed in total, and over 730 fellows have registered their interest in volunteering.

Partnerships: The Society has continued to work with a wide range of partners throughout the year including government statistical bodies (e.g. the Office for National Statistics); research councils (e.g. UK Research and Innovation); statistical societies (e.g. American Statistical Association, the International Statistical Institute); mathematical bodies (e.g. through the Council for the Mathematical Sciences); and scientific bodies (e.g. Royal Society).

Campaigns Advisory Group: The Society established a new advisory group – composed primarily of Council members – to improve the ability of members to set the direction of campaigns and policy work. This should provide greater transparency and accountability in how these areas of work are pursued.

Goal Six: For the RSS to be a financially stable and well-run organisation with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact.

IT: Online security has been a key focus with the RSS achieving the government-backed “Cyber Essentials” certification. The Society has broadened its reach on social media and significantly increased subscribers to a wider range of newsletters. Data collection and analysis of RSS members has improved, enabling more personalised targeted communications. The integration of online systems has increased in depth and more automation was implemented to deliver cost and efficiency savings.

Financial Review

The financial performance for 2022 is a net increase of funds of £1.531m. This is largely a result of the £938k actuarial gain in the pension scheme. Total income was £3.108m, an increase of £872k from 2021. Total expenditure increased from the prior year by £254k to £2.410m leading to an operational surplus of £698k (2021: 71k).

Income: Total income is £3.108m (2021: £2.235m).

The main income generating activities are income from journals, membership dues, commercial training fees and income from the annual conference. 2022 was the final year of the contract with the journal publishers Wiley and publication income received was £1.337m, £434k more than in 2021. £200k is a signing bonus received from Oxford University Press who took over the publishing of the journals in 2023 and £224k is due to a significant increase in open access sales. Membership subscription income increased by £32k to £782k which is entirely due to a growth in membership as fees have been held at the same rate since 2020. The trading subsidiary returned to pre-pandemic levels with commercial training income increasing by £93k to £297k. The RSS conference reported £227k of income, £57k more than 2021 despite the death of Queen Elizabeth II the week before the conference preventing some delegates from attending.

£249k more restricted income was received in 2022 with grants received for the “Good enough statistics” and the data technician research projects which will continue into 2023. The income for these is shown in full in 2022 and the unspent income is held as restricted funds.

Expenditure: Total expenditure is £2.410m (2021: £2.156m).

Total expenditure consists of staff costs, direct costs and support costs. Staff costs were £142k higher than in 2021. The average full time equivalent number of staff employed in 2022 increased from 26.0 to 26.3 and the median wage increased by approximately 10%. The total number of staff employed in 2022 was 33 (2021: 28). Recruitment costs were higher as staff turnover was the highest in many years and some roles remained vacant for some time due to a lack of appointable candidates. A cost of living payment was paid to staff in October 2022 to aid staff retention. Direct costs were £445k (2021: £351k) with £32k more spent on the RSS annual conference and £42k more on membership engagement, in particular, the Statisticians for Society project. Support costs were £40k less than in 2021 at £390k. However, £40k more was spent on property costs for building repair and maintenance work.

Trading Subsidiary: The principal activities of RSS (Services) Ltd are the training and professional development activities of the Royal Statistical Society, paid advertising online at rss.org.uk and in the magazine *Significance*, and the hire of the Errol Street meeting rooms to external clients.

The trading subsidiary reported a gross profit of £220k (2021: £160k) and a profit of £69k (2021: £20k). After clearing the brought forward loss from 2020, £53k will be gift aided to the charity to support the Society's activities. Training sales direct to individuals equalled the 2021 total at £187k. However, commissioned training courses, where a whole course is sold to another organisation, achieved total income of £109k (2021: £16k). Advertising sales at £34k were only £2k more than

2021. Venue hire at Errol Street continues to be difficult with the competition in the area coupled with the condition of the building.

Investments: The Investments held by the RSS experienced a loss of £105k reducing the total value of the portfolio to £2.180m. In March 2022 the Society transferred its investment portfolio into Cazenove's Charity Responsible Multi-Asset Fund. The fund actively screens investments for their impact on society, the environment, and how transparent and accountable they are to avoid harm and push for sustainability.

Pension scheme: The actuarial gain in the pension scheme is due to a significant reduction in the discount rate of the corporate bonds held in the scheme. The scheme moved from a deficit of £1.120m in 2021 to a surplus of £941k. However, this surplus has been accounted for at nil as the accounting standard only allows a pension scheme to be reported as an asset if the asset is recoverable by the sponsoring employer. As the accounting valuation has no impact on the pension contributions the Society is required to make as a result of the funding shortfall identified in the last triennial valuation the surplus has been recognised at nil. The next triennial valuation is at 31 December 2023 and this is the next opportunity to review contributions to the scheme.

Free reserves position: The Society's level of free reserves, calculated as general reserves less tangible assets less any pension deficit from the latest FRS102 accounting valuation, was £3.020m at the end of 2022 (2021: £1.538m). The increase in the reserves is due mainly to the pension reserve improving from a deficit of £1.120m to nil. The free reserves position now exceeds the £1.5m to £2.0m range recommended by the reserves policy. This is likely to be a short-term situation as the income from the new journal publishing contract is significantly lower and the building owned by the RSS requires major refurbishment.

Plans for the future

The Society's Activity Plan for 2023 is available online and gives detail about the work programme for the year.

Journals: January 2023 marked the launch of the new publishing contract with Oxford University Press (OUP) after more than 30 years with Wiley. The conclusion and bedding in of the transfer of all journal operations and the first issues of Series A, B and C were published during the first quarter of 2023.

The Society will take the opportunity of changing publisher and ongoing changes in academic publishing to take stock of journal strategy and development. Engaging with OUP partners, journal editors and other stakeholders, the RSS will seek to improve its offering and identify ways to ensure the journal's future sustainability in an increasingly open-science publishing landscape. As well as identifying improvements to the three Series, the plan will include important preparations for the introduction of a new open-access data science journal with a prospective launch at the 2023 annual conference.

The Society will support marketing and promotional plans created with the new publisher to underpin its journal development and the potential of the journals to retain revenues in an increasingly challenging publishing climate whilst maintaining its high-quality standing.

By the end of the year, the RSS aims to have included at least 4,000 pages across the three Series and anticipates an increase in the proportion of journal articles published open-access. The initiative to attract high quality papers by producing special issues within series and themed virtual issues across the series will again have a prominent place in editorial decisions.

The Society will again support the editors to increase the number and diversity of their membership. This is an important means of attracting and encouraging authors from diverse backgrounds and at different stages of their research careers to submit their papers.

The new journal pages on OUP's Oxford Academic website will undergo a content refresh during the year to ensure that they better meet the needs of authors, editors, RSS members and other stakeholders in the journal community.

The Discussion Meetings Committee (DMC) will continue to offer a programme of meetings presenting flagship single-paper and multi-paper discussion meetings, drawing on the expertise and knowledge of section and editorial representatives for timely and engaging topics. As in recent years, multi-paper Discussion meetings will be held at the RSS 2023 Annual Conference in Harrogate; the topic, this year, is Machine Learning.

A clear and comprehensive communications drive using available channels will continue throughout the year to support and inform authors, members and other stakeholders of changes and new initiatives.

Data Science: Following the successful launch of the Advanced Data Science Professional certificate in 2022 as planned, a marketing plan will be developed and implemented to increase applicants and in turn, members. The work will continue with the Alliance for Data Science Professionals to gain new partners, jointly market the standards and introduce both a graduate-level certificate, as well as university accreditation standards. This will be advertised across the membership and targeted at RSS corporate members.

The Society launched a new data science content platform in March 2023, Real World Data Science (www.realworlddatascience.net), with support from the Alan Turing Institute. The platform's content offer is developing, and will feature case studies, explainers, training guides and advice, created and curated by expert data science practitioners and leaders to support the delivery of high quality, ethical, and impactful data science. Guided by the editorial board, and with input from relevant RSS sections and other stakeholders, content will be commissioned according to key themes and topics that have been identified as timely and of interest to the data science community.

To widen the platform's audience and its pool of potential contributors, the RSS will look to partner with other creators in the data science space and pursue opportunities for cross-promotion of content. Similarly, the Society looks to develop the brand profile of the Data Science Platform by media-partnering various events and activities, both online and in-person.

The Society is looking to launch a new journal of statistics and data science. The RSS will be guided in this work by the Society's Sections (including the Data Science & AI Section, Data Ethics and Governance Section, and Women in Data Science and Statistics Special Interest Group) and by the RSS Data Science Task Force.

Conference: The RSSs annual international conference will take place in Harrogate in September 2023, continuing with the successful mix of keynote talks, invited topic sessions, professional development workshops, contributed and rapid-fire talks, and poster presentations. In particular, the RSS will ensure that there continues to be a strong professional development stream, and that the exhibition continues to grow back to the levels seen in 2018 and 2019.

Member engagement: As a member-led organisation, the RSS draws heavily on its member volunteers to increase the scope and scale of its activities. The RSS will continue to grow engagement with members as volunteers through a range of opportunities, including serving on Council (the Trustee body), in Local Groups, Sections and other advisory and working groups. The RSS will continue its Statisticians for Society and the African Institute for Mathematical Sciences (AIMS) initiatives.

Member Retention: The RSS will continue to work to retain members through communications and engagement with the membership, effective use of the CRM system and associated reporting, and the introduction of campaigns to recognise long service and to reconnect with lapsed members.

The RSS will continue to send – and regularly review – email communications to new members, and to engage telemarketing company Chord to make telephone calls to new fellows in months four and nine of their first year of membership. Chord will also continue their 'unpaid member' campaign on the behalf of the RSS, calling existing members who have not renewed within two to three months

For the year ended 31 December 2022

of the due date; whereas previously this campaign has focused solely on the bulk of members due to renew in January, in 2023, this was extended to all members renewing throughout the year (including those who renew on the anniversary of joining), providing better engagement with newer members. All paying members will continue to receive a series of renewal communications via the CRM.

The RSS will make use of the CRM system to monitor member engagement and continue to track membership trends. The RSS will continue reviewing member benefits to assess their relevance and value to members.

In 2023 the RSS will continue the campaign to invite lapsed members to re-join the Society, and introduce a new email campaign to acknowledge and appreciate members' long-service, offering digital badges for those who have been members for five, ten, twenty or more years of fellowship. The RSS will continue to profile members to demonstrate and recognise the impact and value they bring to the RSS.

Statement of responsibilities of the trustees

The Society delegates governance activities, and detailed oversight, to the relevant committees and Sections but the ultimate responsibility is held by RSS trustees. The law applicable to charities in England and Wales requires trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period, and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that 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. They are also responsible for safeguarding the assets of the charity and group, 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 corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

The trustees' annual report has been approved by the trustees on 21 June 2023 and signed on their behalf by

Andrew Garrett
President

Kevin Barnes
Honorary Treasurer

Opinion

We have audited the financial statements of the Royal Statistical Society ('the parent charity') for the year ended 31 December 2022 which comprise the consolidated statement of financial activities, the group and parent charity balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2022 and of the group's incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and the parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

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

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

made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent 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 parent 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 parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

10 July 2023

Sayer Vincent LLP, Statutory Auditor

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

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

Consolidated statement of financial activities

For the year ended 31 December 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations	2a	3,265	-	3,265	5,347	-	5,347
Charitable activities							
Statistics & Public Interest	2b	5,365	236,344	241,709	-	-	-
Education & Statistical Literacy	2c	75,343	-	75,343	62,067	-	62,067
Developing the Profession	2d	360,301	-	360,301	259,025	-	259,025
Strengthening the Discipline	2e	1,575,371	-	1,575,371	1,078,146	-	1,078,146
Engaging the Membership & Partners	2f	815,320	13,625	828,945	782,668	-	782,668
Venue hire	2g	5,679	-	5,679	-	-	-
Investments	2h	17,426	-	17,426	48,569	-	48,569
Total income		2,858,070	249,969	3,108,039	2,235,822	-	2,235,822
Expenditure on:							
Charitable activities							
Statistics & Public Interest		296,301	21,547	317,848	306,246	-	306,246
Education & Statistical Literacy		201,367	-	201,367	171,222	-	171,222
Developing the Profession		604,883	-	604,883	446,881	-	446,881
Strengthening the Discipline		698,854	13,261	712,115	716,227	10,486	726,713
Engaging the Membership & Partners		475,593	87,100	562,693	444,176	60,992	505,168
Venue hire		10,833	-	10,833	-	-	-
Total expenditure	3	2,287,831	121,908	2,409,739	2,084,752	71,478	2,156,230
Net income / (expenditure) before net gains on investments		570,239	128,061	698,300	151,070	(71,478)	79,592
Net gain / (loss) on investments	10	(105,374)	-	(105,374)	227,487	-	227,487
Net income / (expenditure)		464,865	128,061	592,926	378,557	(71,478)	307,079
Transfers between funds	17	-	-	-	(2,663)	2,663	-
Net income/(expenditure) before other recognised gains and losses		464,865	128,061	592,926	375,894	(68,815)	307,079
Actuarial gain on defined benefit pension schemes	15	938,000	-	938,000	184,000	-	184,000
Net movement in funds		1,402,865	128,061	1,530,926	559,894	(68,815)	491,079
Reconciliation of funds:							
Total funds brought forward		2,507,497	466,052	2,973,549	1,947,603	534,867	2,482,470
Total funds carried forward		3,910,362	594,113	4,504,475	2,507,497	466,052	2,973,549

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the financial statements.

Balance sheets

As at 31 December 2022

	Note	The group 2022 £	2021 £	The Society 2022 £	2021 £
Fixed assets:					
Tangible assets	9	888,413	984,108	888,413	984,108
Investments	10	2,180,100	2,290,832	2,181,100	2,291,832
		3,068,513	3,274,940	3,069,513	3,275,940
Current assets:					
Debtors	12	784,804	515,879	859,722	565,187
Short term deposits		39,940	39,854	39,940	39,854
Cash at bank and in hand		1,132,402	553,270	1,010,518	479,255
		1,957,146	1,109,003	1,910,180	1,084,296
Liabilities:					
Creditors: amounts falling due within one year	13	(521,184)	(290,394)	(475,218)	(250,327)
Net current assets		1,435,962	818,609	1,434,962	833,969
Net assets excluding pension liability		4,504,475	4,093,549	4,504,475	4,109,909
Defined benefit pension scheme (liability)	15	-	(1,120,000)	-	(1,120,000)
Total net assets		4,504,475	2,973,549	4,504,475	2,989,909
Funds:	17				
Restricted income funds		594,113	466,052	594,113	466,052
Unrestricted income funds:					
Designated funds		1,588	1,738	1,588	1,738
General funds		3,908,774	3,642,119	3,908,774	3,642,119
Non-charitable trading funds profit (loss)		-	(16,360)	-	-
		3,910,362	3,627,497	3,910,362	3,643,857
Pension reserve (liability)	15	-	(1,120,000)	-	(1,120,000)
Total unrestricted funds		3,910,362	2,507,497	3,910,362	2,523,857
Total charity funds		4,504,475	2,973,549	4,504,475	2,989,909

Approved by the trustees on 21 June 2023 and signed on their behalf by

Andrew Garrett
President

Kevin Barnes
Honorary Treasurer

Consolidated statement of cash flows

For the year ended 31 December 2022

	Note	2022 £	£	2021 £	£
Cash flows from operating activities					
Net income for the reporting period		592,926		307,079	
Depreciation charges		130,039		169,106	
Loss / (gain) on investments		105,374		(227,487)	
Dividends and interest		(17,426)		(48,569)	
Defined benefit pension employer contribution		(200,000)		(100,000)	
Defined benefit pension adjustment		18,000		18,000	
Finance lease rentals		-		(1,976)	
(Increase) / decrease in debtors		(268,925)		62,032	
Increase / (decrease) in creditors		230,790		(5,606)	
Net cash (used in) / provided by operating activities			590,778		172,579
Cash flows from investing activities:					
Purchase of fixed assets		(34,344)		(46,171)	
Proceeds from sale of investments		2,226,465		358,228	
Purchase of investments		(2,243,624)		(357,782)	
Movement on cash held in investments		22,517		12,381	
Dividends and interest		17,426		48,569	
Net cash (used in) / provided by investing activities			(11,560)		15,225
Change in cash and cash equivalents in the year			579,218		187,804
Cash and cash equivalents at the beginning of the year			593,124		405,320
Cash and cash equivalents at the end of the year			1,172,342		593,124
Analysis of cash and cash equivalents					
		At 1 January 2021 £	Cash flows £	At 31 December 2022 £	
Cash in hand		553,270	579,132	1,132,402	
Notice deposits (more than 3 months)		39,854	86	39,940	
Total cash and cash equivalents		593,124	579,218	1,172,342	

1 Accounting policies

a) Statutory information

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

The registered office address is 12 Errol St, London EC1Y 8LX.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

These financial statements consolidate the results of the Society and its wholly-owned subsidiary RSS (Services) Limited on a line by line basis. Transactions and balances between the Society and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the Society's balance sheet. A separate statement of financial activities, or income and expenditure account, for the Society itself is not presented as the summary of the result for the year is disclosed in the notes to the accounts.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the Society's ability to continue as a going concern for 12 months after the date of signing of these accounts.

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

e) Income

Income is recognised when the Society 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.

Membership subscriptions are recognised in the financial statements during the period in which a member becomes entitled to benefits.

Income from courses, conferences and meetings are recognised in the period in which the event takes place.

Income received from the sale of journals is recognised in the year in which the journal is published. Wiley Publishers undertake the marketing and distribution of the Society's journals and the Society receives a guaranteed contribution plus a share in any surplus arising. Oxford University Press took over the journal publishing on 1 January 2023, for which a signing bonus was received in 2022.

Grants are recognised in full in the statement of financial activities in the year in which they are receivable.

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

Notes to the financial statements

For the year ended 31 December 2022

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Voluntary income received by way of donations and gifts to the Society, is included in full in the statement of financial activities when received.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised in the financial statements.

g) Investments, investment income and interest receivable

Investment income and interest on funds held on deposit is included when receivable. Investments held as fixed assets are revalued at bid value at the balance sheet date. The gain or loss for the year is taken to the statement of financial activities. The Society's investment in its subsidiary is included at cost.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. If funds are unspent and carried forward into a later financial period, the trustees allocate the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, to these funds as at the balance sheet date.

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff time, of the amount attributable to each activity. Support costs are then re-allocated to each of the charitable activities on the basis of staff time on each activity as follows:

Support cost reallocation	2022 %	2021 %
~ Statistics & Public Interest	13.89	14.11
~ Education & Statistical Literacy	8.22	7.46
~ Developing the Profession	22.16	17.88
~ Strengthening the Discipline	21.30	25.16
~ Engaging the Membership & Partners	28.04	27.98
~ Venue Hire	0.55	0.00
~ Governance costs	5.84	7.42

k) Allocation of governance costs

Resources expended and allocated support costs relating to Governance costs are allocated to each activity proportionately.

Governance cost reallocation	2022 %	2021 %
~ Statistics & Public Interest	14.75	15.24
~ Education & Statistical Literacy	8.73	8.05
~ Developing the Profession	23.53	19.32
~ Strengthening the Discipline	22.62	27.17
~ Engaging the Membership & Partners	29.79	30.21
~ Venue Hire	0.58	0.00

1 Accounting policies (continued)

l) Finance leases

Assets purchased under finance leases are capitalised as fixed assets. Obligations under such agreements are included in creditors. The difference between the capitalised cost and the total obligation under the lease represents the finance charge. Finance charges are written off to the statement of financial activities over the period of the lease so as to produce a constant periodic rate of charge.

m) Tangible fixed assets

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

~ Freehold land	Not depreciated
~ Freehold buildings	100 years (1% per annum)
~ Furniture, fixtures, fittings and office equipment	6 years (16.66% per annum)
~ Computers & Laptops	2 years (50% per annum)
~ Database & Servers and conference equipment	Up to 4 years (25% per annum)

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

The trustees have reviewed the carrying value of the freehold building. There is a regular maintenance programme which is designed to ensure its continual useful life. They are therefore happy to depreciate the building over the longer period of 100 years.

n) Heritage assets

A heritage asset is defined as "a tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge and culture". The Society is of the opinion that information on the cost or valuation of such assets is not available and such information cannot be obtained due to the specialist nature of the assets, many of which are unique.

o) Short term deposits

Short term deposits represent amounts held on deposit with a maturity of between 3 months and one year.

p) 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.

q) Foreign exchange

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange offered by the bank on the day of the transaction.

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 measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

s) Pensions

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme shown as an asset or liability in the balance sheet.

The Society also operates a group person pension plan which is a defined contribution scheme. Contributions are charged to the statement of financial activities in the periods to which they relate. The Society has no liability under the scheme other than for the payment of those contributions.

Notes to the financial statements

For the year ended 31 December 2022

2 Analysis of income

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
a) Donations	3,265	-	3,265	5,347	-	5,347
b) Statistics & Public Interest						
Receptions & Public Events	5,365	-	5,365	-	-	-
Grants & Sponsorship	-	236,344	236,344	-	-	-
	5,365	236,344	241,709	-	-	-
c) Education & Statistical Literacy						
Significance Magazine	50,832	-	50,832	38,734	-	38,734
Grants & Sponsorship	24,511	-	24,511	23,333	-	23,333
	75,343	-	75,343	62,067	-	62,067
d) Developing the Profession						
Accreditation Scheme	63,750	-	63,750	55,750	-	55,750
Commercial Training	296,551	-	296,551	203,275	-	203,275
	360,301	-	360,301	259,025	-	259,025
e) Strengthening the Discipline						
Publications	1,337,134	-	1,337,134	903,124	-	903,124
Conferences & Events	227,487	-	227,487	169,984	-	169,984
ISO 18404 sector scheme	10,750	-	10,750	5,038	-	5,038
	1,575,371	-	1,575,371	1,078,146	-	1,078,146
f) Engaging the Membership & Partners						
Subscriptions	781,582	-	781,582	749,949	-	749,949
Advertising	33,738	-	33,738	31,969	-	31,969
Grants & Sponsorship	-	13,625	13,625	750	-	750
	815,320	13,625	828,945	782,668	-	782,668
g) Venue hire	5,679	-	5,679	-	-	-
h) Investments						
Dividends	14,971	-	14,971	48,454	-	48,454
Interest receivable	2,455	-	2,455	115	-	115
	17,426	-	17,426	48,569	-	48,569
Total income	2,858,070	249,969	3,108,039	2,235,822	-	2,235,822

3a Analysis of expenditure (current year)

	Charitable activities								
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £	Governance costs £	2022 Total £	2021 Total £
Direct Costs									
Staff costs (note 5)	216,417	129,781	331,073	303,254	324,435	6,324	85,794	1,397,078	1,254,115
Other staff costs	7,033	4,161	11,218	10,785	14,196	279	2,959	50,631	40,600
Direct service costs	18,865	22,739	16,900	281,850	71,365	-	33,445	445,164	351,270
Trading costs	-	-	125,219	400	245	1,237	-	127,101	80,315
	242,315	156,681	484,410	596,289	410,241	7,840	122,198	2,019,974	1,726,300
Support costs									
Establishment costs	17,732	10,490	28,282	27,191	35,788	703	7,460	127,646	87,974
IT costs	10,135	5,996	16,166	15,542	20,456	402	4,264	72,961	87,114
Office costs	1,306	772	2,082	2,002	2,635	52	549	9,398	7,079
Legal and professional	1,240	734	1,979	1,902	2,504	49	522	8,930	5,596
Irrecoverable VAT	1,447	856	2,307	2,218	2,920	57	609	10,414	50,723
Depreciation	18,064	10,687	28,812	27,701	36,460	716	7,599	130,039	169,106
Other expenses	4,220	2,497	6,730	6,471	8,517	167	1,775	30,377	22,338
	54,144	32,032	86,358	83,027	109,280	2,146	22,778	389,765	429,930
Total expenditure	296,459	188,713	570,768	679,316	519,521	9,986	144,976	2,409,739	2,156,230
Governance costs reallocated	21,389	12,654	34,115	32,799	43,172	847	(144,976)	-	-
Total expenditure 2022	317,848	201,367	604,883	712,115	562,693	10,833	-	2,409,739	
Total expenditure 2021	306,246	171,222	446,881	726,713	505,168	-	-		2,156,230

Direct service costs in the governance section include investment management fees of £3,283 (2021: £11,053).

3b Analysis of expenditure (prior year)

	Charitable activities							
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £	Governance costs £	2021 Total £
Direct Costs								
Staff costs (note 5)	194,110	111,241	247,419	310,825	293,044	-	97,476	1,254,115
Other staff costs	5,730	3,027	7,260	10,215	11,356	-	3,012	40,600
Direct service costs	19,998	11,308	3,701	250,331	29,521	-	36,411	351,270
Trading costs	-	-	79,015	1,300	-	-	-	80,315
	219,838	125,576	337,395	572,671	333,921	-	136,899	1,726,300
Support costs								
Establishment costs	12,416	6,559	15,732	22,134	24,606	-	6,527	87,974
IT costs	12,294	6,495	15,578	21,918	24,366	-	6,463	87,114
Office costs	999	528	1,266	1,781	1,980	-	525	7,079
Legal and professional	790	417	1,001	1,408	1,565	-	415	5,596
Irrecoverable VAT	7,159	3,782	9,070	12,762	14,187	-	3,763	50,723
Depreciation	23,866	12,607	30,240	42,547	47,299	-	12,547	169,106
Other expenses	3,153	1,665	3,995	5,620	6,248	-	1,657	22,338
	60,677	32,053	76,882	108,170	120,251	-	31,897	429,930
Total expenditure	280,515	157,629	414,277	680,841	454,172	-	168,796	2,156,230
Governance costs reallocated	25,731	13,593	32,604	45,872	50,996	-	(168,796)	-
Total expenditure 2021	306,246	171,222	446,881	726,713	505,168	-	-	2,156,230

Notes to the financial statements

For the year ended 31 December 2022

4 Net incoming resources for the year

This is stated after charging:

	2022 £	2021 £
Depreciation		
Owned	130,039	169,106
Trustees' expenses	2,116	125
Auditor's remuneration (excluding VAT):		
Audit	13,200	12,000
Other services	1,100	1,000
Finance lease rentals		
Equipment	-	1,976

In 2022 13 trustees (2021: 2) were paid for expenses relating to travel, subsistence, telephone and postage.

5 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,111,342	997,998
Social security costs	115,990	96,144
Pension contributions		
Net interest expense	18,000	18,000
Defined contribution pension contributions	147,409	138,265
Life assurance	4,337	3,708
	1,397,078	1,254,115

Staff are entitled to carry over a maximum of 10 days allowance of unused annual leave. In 2021 the maximum was raised temporarily to 13 days due to the pandemic. For the 2022 accounting year the value of the accrued leave was calculated at £22,638 (2021: £26,294). This amount is not material and so is not included as an adjustment in the salary and wages expense.

As part of the recovery plan to reduce the shortfall in funding for the defined benefit pension scheme the employer contributed £200,002 (2021: £100,000) during the year. The actuarial gains and losses on the Scheme for the year, are recognised in the statement of financial activities in accordance with FRS102.

The contributions made during the year ended 31 December 2022 for the defined contribution scheme were at a rate of double that made by the contributor (between 1% and 8%) of pensionable salaries. The cost to the Society was £147,409 (2021: £138,265).

Insurance premiums for death in service benefits were payable in addition.

Notes to the financial statements

For the year ended 31 December 2022

5 Analysis of staff costs (continued)

The following number of employees received employee benefits in excess of £60,000 (excluding employer pension costs and employer national insurance) during the year between:

	2022 No.	2021 No.
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-
£80,000 - £89,999	-	-
£90,000 - £99,999	-	1
£100,000 - £109,999	1	-
	2	2

The key management personnel of the Society comprise the Chief Executive, the Director of Membership and Professional Affairs, the Director of Finance, the Director of Training & Commercial and the Director of Digital & IT. The total employee benefits (including pension contributions and employer national insurance contributions) of the key management personnel were £447,475 (2021: £420,265).

The trustees were not paid nor received any other benefits from employment with the Society in the year (2021: £nil). No trustee received payment for professional or other services supplied to the Society with the exception of those detailed in note 7.

6 Staff numbers

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

	2022 No.	2021 No.
Total staff	26.3	26.0
	26.3	26.0

7 Related party transactions

For teaching and developing commercial training courses trustee Sophie Carr was paid £1,000 in 2022 (2021:£Nil). Mark Briers from MJO Data Consulting Ltd who ceased as trustee in 2021 was paid £2,000 in 2021. There were no amounts outstanding at 31 December 2022 (2021: £nil).

8 Taxation

The Society is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Society's trading subsidiary RSS (Services) Ltd distributes available profits under Gift Aid to the Society. Its charge to corporation tax in the year was £nil (2021: £nil).

9 Tangible fixed assets

The group and Society

	Freehold land and buildings £	Fixtures and fittings and equipment £	Computers and Laptops £	Database, Servers and Audio-visual Equipment £	Total £
Cost					
At the start of the year	1,067,145	342,671	65,537	539,331	2,014,684
Additions in year	-	-	7,251	27,093	34,344
Disposals in year	-	-	-	-	-
At the end of the year	1,067,145	342,671	72,788	566,424	2,049,028
Depreciation					
At the start of the year	269,978	253,182	54,939	452,477	1,030,576
Charge for the year	-	42,835	20,669	66,535	130,039
Eliminated on disposal	-	-	-	-	-
At the end of the year	269,978	296,017	75,608	519,012	1,160,615
Net book value					
At the end of the year	797,167	46,654	(2,820)	47,412	888,413
At the start of the year	797,167	89,489	10,598	86,854	984,108

Land with a historic value of £60,000 is included within freehold property and not depreciated. The trustees believe that if sold at the current time the land and building would realise in excess of the net book value of the asset and that there is no indication of impairment.

A finance lease with an original value of £7,850 (2021: £7,850) is included within fixtures and capitalised in accordance with FRS102.

The RSS maintains the oldest part of its historical book collection on site at Errol Street. The collection comprises approximately 500 volumes and includes all the pre 1800 dated books as well as the collections donated by William Newmarch and George Udny Yule.

The majority of post-1800 books are held on permanent deposit at the University of Essex library. This collection consists of back runs of around 30 periodicals, a large book collection, and an important series of tracts – bound volumes of pamphlets on diverse topics. The core of the collection relates to statistics and statistical history, and contains much material of interest in the field of social and economic history, particularly for the 19th and early 20th centuries.

The trustees regard the Book Collection as a Heritage Asset and it is not their intention at any time in the future to sell the collection. The collection is included at nil value.

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 December 2022

10 Listed investments

The entire RSS portfolio was moved from a bespoke portfolio to the Cazenove Responsible Multi-Asset Fund (RMAF) in April 2022.

	The group		The Society	
	2022	2021	2022	2021
	£	£	£	£
Market value at the start of the year	2,290,832	2,076,172	2,291,832	2,077,172
Cash movement	(22,517)	(12,381)	(22,517)	(12,381)
Additions at cost	2,243,624	357,782	2,243,624	357,782
Disposal proceeds	(2,226,465)	(358,228)	(2,226,465)	(358,228)
Net gain/(loss) on revaluation	(105,374)	227,487	(105,374)	227,487
Total market value at year end	2,180,100	2,290,832	2,181,100	2,291,832

Investments comprise:

	The group		The Society	
	2022	2021	2022	2021
	£	£	£	£
Bonds	-	304,451	-	304,451
Shares listed on recognised stock exchanges including unit trusts	2,180,100	1,705,287	2,180,100	1,705,287
Property fund	-	258,577	-	258,577
Cash	-	22,517	-	22,517
Investment in subsidiary undertakings	-	-	1,000	1,000
	2,180,100	2,290,832	2,181,100	2,291,832

Notes to the financial statements

For the year ended 31 December 2022

11 Subsidiary undertaking

The Society owns the whole £1,000 of the issued ordinary share capital of RSS (Services) Ltd, a company registered in England (company number 0398652). The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the Society. Current Directors are Professor Paul Baxter, Mr Stuart McKendrick, Mr Chris Murphy, Mr Edward Swires-Hennessy and Mr Stian Westlake. No trustees of the Society are currently directors. Mr Stuart McKendrick and Mr Stian Westlake are employed by the Society in the positions of Head of Training and Commercial and Chief Executive respectively. A summary of the results of the subsidiary is shown below:

	2022 £	2021 £
Turnover	346,718	240,282
Cost of sales	(127,101)	(80,315)
Gross profit	219,617	159,967
Administrative expenses	(10,619)	(4,286)
Management charge from parent entity	(139,860)	(135,851)
Profit on ordinary activities before taxation	69,138	19,830
Taxation on profit on ordinary activities	-	-
Profit / (loss) for the financial year	69,138	19,830
Retained earnings		
Total retained earnings brought forward	(16,360)	(36,190)
Profit / (loss) for the financial year	69,138	19,830
Distribution under Gift Aid to parent charity	(52,778)	-
Total retained earnings / (loss) carried forward	-	(16,360)
The aggregate of the assets, liabilities and funds was:		
Assets	177,432	82,806
Liabilities	(176,432)	(99,166)
Funds	1,000	(16,360)

Parent charity

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

	2022 £	2021 £
Gross income	2,761,321	2,358,878
Result for the year	1,107,673	471,249

Gross income for the year includes a gain from investments of £Nil (2021: £227,487).

Notes to the financial statements

For the year ended 31 December 2022

12 Debtors

	The group 2022 £	2021 £	The Society 2022 £	2021 £
Trade debtors	52,482	6,739	-	-
Other debtors & prepayments	732,322	509,140	729,256	506,285
Amounts owed by subsidiary company	-	-	130,466	58,902
	784,804	515,879	859,722	565,187

In October 2019 the RSS was awarded a grant of £396,121 from the National Lottery for the Statisticians in Society project, this money will be paid in instalments until 2023. Currently £81,871 (2021: £162,534) is being held as an other debtor. John Wiley the publisher pay the balance of the journal income in arrears in 2022 this totalled £384,610 (2021: £156,898).

13 Creditors: amounts falling due within one year

	The group 2022 £	2021 £	The Society 2022 £	2021 £
Trade creditors	14,279	1,065	-	-
Other creditors, provisions and accruals	70,233	71,157	68,739	58,396
Deferred income	379,787	188,573	349,594	162,332
Taxation and social security costs	56,885	29,599	56,885	29,599
	521,184	290,394	475,218	250,327

14 Deferred income

The deferred revenue below represents prepayments by our customers and members for goods or services that have yet to be delivered. £176,026 (2021: £158,608) relates to membership subscriptions for the future year. £168,008 (2021: £Nil) is from our publishers OUP with the remaining balance consisting of delegate fees for events and training courses for the upcoming year.

	The group 2022 £	2021 £	The Society 2022 £	2021 £
Balance at the beginning of the year	188,573	165,202	162,332	155,135
Amount released to income in the year	(187,374)	(164,557)	(162,096)	(154,490)
Amount deferred in the year	378,590	187,928	349,359	161,687
Balance at the end of the year	379,789	188,573	349,595	162,332

15 Pension scheme

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The most recent actuarial assessment for accounting purposes was at 31 December 2020, it showed a funding shortfall (technical provisions minus value of assets) of £2,297,000. An allowance for the impact of contributions, changes in the gilt yield and inflation curves and actual investment returns since the valuation date reduced the funding shortfall to £2,029,000 as at 31 December 2021. On 31 March 2022 the Society agreed a recovery plan to pay contributions to meet the shortfall in funding. The employer is paying monthly contributions of £16,667 from 1 January 2022 to August 2031. £400,000 was paid between 2019 to 2021 to fund the shortfall identified in the previous triennial valuation. Please note this assessment is calculated on a different basis from the deficit included in the financial statements, which is calculated in accordance with FRS 102.

At the year-end 31 December 2022, the RSS's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £1.1m. This was as a result of an actuarial gain of £2.1m. The RSS follows the accounting standard FRS 102. Under this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only 'to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan'. Any potential reduction in contributions to the scheme is not likely until the next triennial valuation is completed in mid-2025 and no refund of contributions to scheme can be considered until the scheme is wound up, as such the valuation of the defined benefit pension asset has been capped at nil.

The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017.

The Scheme has a number of purchased annuities in respect of past retirements. The annuity contracts held by the trustees are included as both an asset and liability, with the fair value of the asset taken to equal the present value of the liability.

Insurance premiums for death in service benefits were payable in addition.

The employee benefit obligations recognised in the balance sheet are as follows:

	2022 £	2021 £
Present value of funded obligations	(3,732,000)	(6,395,000)
Fair value of plan assets	4,855,000	5,275,000
	1,123,000	(1,120,000)
Amounts in the balance sheet:		
Liabilities	(3,732,000)	(6,395,000)
Assets	4,855,000	5,275,000
Net asset or (liability)	1,123,000	(1,120,000)

Amounts recognised in net incoming resources are as follows:

	2022 £	2021 £
Net interest expense	(18,000)	(18,000)
Total	(18,000)	(18,000)
Actual return on plan assets	(485,000)	419,000

Notes to the financial statements

For the year ended 31 December 2022

15 Pension scheme (continued)

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

	2022 £	2021 £
Opening defined benefit obligation	6,395,000	6,459,000
Interest cost	111,000	88,000
Actuarial (gains) / losses	(2,639,000)	165,000
Benefits paid	(135,000)	(317,000)
Closing defined benefit obligation	3,732,000	6,395,000

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

	2022 £	2021 £
Opening fair value of plan assets	5,275,000	5,073,000
Interest Income	93,000	70,000
Actuarial gains / (losses)	(578,000)	349,000
Contributions by employer	200,000	100,000
Benefits paid	(135,000)	(317,000)
Closing fair value of plan assets	4,855,000	5,275,000

Net actuarial (loss) on defined benefit pension scheme

	2022 £	2021 £
Actuarial gain/ (loss) on plan obligations	2,639,000	(165,000)
Actuarial gain/ (loss) on plan assets	(578,000)	349,000
	2,061,000	184,000

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2022 %	2021 %
Retail Price Inflation assumption	3.15%	3.20%
Consumer Price Inflation assumption	2.85%	2.80%
Discount rate at the end of the year	4.90%	1.75%
Statutory revaluation in deferment	2.85%	2.80%
Future salary increases	3.35%	3.30%
Future pension increases	3.55%	3.50%
Life expectancy - Male	87 years	87 years
Life expectancy - Female	89 years	89 years

Amounts for the current and previous four periods are as follows:

	2022 £	2021 £	2020 £	2019 £	2018 £
Defined benefit obligation	(3,732,000)	(6,395,000)	(6,459,000)	(5,205,000)	(4,644,000)
Plan assets	4,855,000	5,275,000	5,073,000	4,853,000	4,487,000
Asset (deficit)	1,123,000	(1,120,000)	(1,386,000)	(352,000)	(157,000)
Experience loss on benefit obligation	(171,000)	(250,000)	(113,000)	(14,000)	(26,000)
Asset return less expected return on assets	(578,000)	349,000	126,000	208,000	(205,000)

Notes to the financial statements

For the year ended 31 December 2022

16a Current year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	888,413	-	-	888,413
Investments	2,180,100	-	-	2,180,100
Net current assets	840,261	1,588	594,113	1,435,962
Defined benefit pension asset	-	-	-	-
Net assets at the end of the year	3,908,774	1,588	594,113	4,504,475

16b Prior year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	984,108	-	-	984,108
Investments	2,290,832	-	-	2,290,832
Net current assets	350,819	1,738	466,052	818,609
Defined benefit pension liability	(1,120,000)	-	-	(1,120,000)
Net assets at the end of the year	2,505,759	1,738	466,052	2,973,549

17a Current year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,417	-	-	-	5,417
Chambers Medal Fund	10,176	-	-	-	10,176
Guy Medal Fund	1,913	-	(1,567)	-	346
Greenfield Industrial Medal Fund	2,184	-	-	-	2,184
Bradford Hill Medal Fund	3,946	-	-	-	3,946
David Cox Research Prize Fund	72,905	-	(2,018)	-	70,887
Cathie Marsh Memorial Bursary Fund	4,882	-	(220)	-	4,662
John Howard West Bursary & Medal Fund	26,109	-	(1,000)	-	25,109
Barnett Award Fund	28,805	-	-	-	28,805
David G. Kendall Award for Young Researchers	3,438	-	-	-	3,438
Mardia Interdisciplinary Workshop Prize Fund	31,214	10,625	(8,456)	-	33,383
AIMS Next Einstein Project	-	3,000	(1,287)	-	1,713
Statisticians for Society (Big Lottery Fund)	275,063	-	(85,813)	-	189,250
Good enough statistics (FTX Future Fund)	-	206,344	(21,547)	-	184,797
Data technician research (Gatsby Foundation)	-	30,000	-	-	30,000
Total restricted funds	466,052	249,969	(121,908)	-	594,113
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,738	-	(150)	-	1,588
Total designated funds	1,738	-	(150)	-	1,588
General funds	3,642,119	2,329,352	(2,062,697)	-	3,908,774
Non-charitable trading funds	(16,360)	346,718	(330,358)	-	-
Total unrestricted funds	3,627,497	2,676,070	(2,393,205)	-	3,910,362
Pension fund	(1,120,000)	1,120,000	-	-	-
Total funds including pension fund	2,973,549	4,046,039	(2,515,113)	-	4,504,475

Notes to the financial statements

For the year ended 31 December 2022

17b Prior year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,247	-	(440)	610	5,417
Chambers Medal Fund	9,302	-	(272)	1,146	10,176
Guy Medal Fund	2,417	-	(720)	216	1,913
Greenfield Industrial Medal Fund	2,377	-	(439)	246	2,184
Bradford Hill Medal Fund	3,941	-	(440)	445	3,946
David Cox Research Prize Fund	74,906	-	(2,001)	-	72,905
Cathie Marsh Memorial Bursary Fund	4,882	-	-	-	4,882
John Howard West Bursary & Medal Fund	26,984	-	(875)	-	26,109
Barnett Award Fund	28,805	-	-	-	28,805
David G. Kendall Award for Young Researchers	5,188	-	(1,750)	-	3,438
Mardia Interdisciplinary Workshop Prize Fund	34,763	-	(3,549)	-	31,214
Statisticians for Society (Big Lottery Fund)	336,055	-	(60,992)	-	275,063
Total restricted funds	534,867	-	(71,478)	2,663	466,052
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,738	-	-	-	1,738
Total designated funds	1,738	-	-	-	1,738
General funds	3,368,055	1,957,027	(1,680,300)	(2,663)	3,642,119
Non-charitable trading funds	(36,190)	240,282	(220,452)	-	(16,360)
Total unrestricted funds	3,333,603	2,197,309	(1,900,752)	(2,663)	3,627,497
Pension fund	(1,386,000)	266,000	-	-	(1,120,000)
Total funds including pension fund	2,482,470	2,463,309	(1,972,230)	-	2,973,549

Purposes of restricted funds

All restricted funds represent grants, donations, bequests etc received by the Society, along with interest earned thereon. They are used to meet future costs of awarding medals, prizes and bursaries. The Barnett Award is a named lecture in the field of environmental statistics. The Mardia Interdisciplinary Workshop Prize funds events or workshops in emerging interdisciplinary areas. The Statisticians for Society project was begun in 2018 as a pilot programme to support RSS members to give their skills on a pro bono basis to organisations in the voluntary, community and social enterprise sector. In 2019 we were awarded a further grant from the National Lottery Fund to build on the learning gained during the development phase and to continue the development across the UK over the next five years. In 2022 we received two grants the first was from the FTX Future Foundation to build a movement of research aware, Bayesian minded public services and the second from the Gatsby Foundation to map the data science careers ecosystem and design a framework for accreditation and training for technicians working with data.

In accordance with accounting policy on fund accounting (h) the trustees have transferred the percentage, representing the investment return, including both the income earned and the unrealised gain on investments, from the General fund to these funds as at the balance sheet date.

Purposes of designated funds

The C. Oswald George Prize Fund has been awarded to the authors of the best article in *Teaching Statistics* since the magazine launched in 1979.

Accounts

Royal Statistical Society

Report and financial statements
For the year ended 31 December 2021

Contents

For the year ended 31 December 2021

Reference and administrative information	3
Trustees' annual report	6
Independent auditor's report	25
Consolidated statement of financial activities	29
Balance sheets	30
Consolidated statement of cash flows	31
Notes to the financial statements	32

Reference and administrative information

For the year ended 31 December 2021

Charity number	306096	
Registered office and operational address	12 Errol Street London EC1Y 8LX	
Country of registration	England & Wales	
Trustees	Trustees who served during the year and up to the date of this report were as follows:	
President/ Vice Presidents	Professor Sylvia Richardson Professor Deborah Ashby Dr Sophie Carr Professor Christl Donnelly Professor Jon Forster Professor Rachel Hilliam Ms Sharon Witherspoon	President Past President Vice President for Education and Statistical Literacy (from 1 January 2022) Vice President for External Affairs Vice President for Academic Affairs Vice President for Professional Affairs Vice President for Education and Statistical Literacy (to 31 December 2021)
Honorary Officers	Mr Kevin Barnes Professor Paul Allin Dr Shirley Coleman Mr Blaise Egan Professor Steve Gilmour Mr Scott Heald Dr Sara Hilditch Dr Eugenie Hunsicker Dr Johanna Hutchinson Professor John Kent Mr Stephen Penneck Mr Richard Pugh	Honorary Treasurer Honorary Officer for National Statistics (from 22 March 2022) Honorary Officer for Discussion Meetings Honorary Officer for Sections & Local Groups Honorary Officer for Publications (from 1 January 2022) Honorary Officer for Conferences & Events Honorary Officer for Membership (to 31 December 2021) Honorary Officer for Equality, Diversity and Inclusion (from 1 January 2022) Honorary Officer for Remuneration and Staffing Honorary Officer for Publications (to 31 December 2021) Honorary Officer for National Statistics (to 31 December 2021) Honorary Officer for Membership (from 22 March 2022)

For the year ended 31 December 2021

Ordinary members	Professor Mario Cortina Borja	
	Dr Mark Briers	(to 31 December 2021)
	Dr Sophie Carr	(to 31 December 2021)
	Ms Tricia Dodd	(from 1 January 2022)
	Professor Peter Elias	
	Professor Richard Emsley	(from 1 January 2022)
	Ms Daria Gromyko	(from 1 January 2022)
	Professor Beverley Hale	(from 1 January 2022)
	Dr Katie Harron	
	Professor Uma Kambhampati	(from 1 January 2022)
	Professor Mona Kanaan	(from 1 January 2022)
	Dr Ruth King	(to 31 December 2021)
	Dr Anthony B Masters	(from 1 January 2022)
	Dr Anjali Mazumder	
	Dr Emma McCoy	(to 31 December 2021)
	Dr Lisa McFetridge	
	Dr Claire Miller	
	Dr Robin Mitra	
	Professor Brendan Murphy	
	Dr Murray Pollock	(from 1 January 2022)
	Mr Richard Pugh	(from 1 January 2022 until 22 March 2022)
	Professor Gesine Reinert	
	Dr Jamie Sergeant	
	Dr Tom Smith	
	Dr Lucy Teece	
	Dr Deirdre Toher	
	Dr James Weatherall	
	Dr Simon White	(to 31 December 2021)

Senior Management Team	Stian Westlake	Chief Executive
	Jack Beeby	Director of IT and Digital
	Nicola Emmerson	Director of Membership and Professional Affairs
	Stuart McKendrick	Director of Training and Commercial
	Charlotte Stovell	Director of Finance

Reference and administrative information

For the year ended 31 December 2021

Bankers	Royal Bank of Scotland Drummonds 49 Charing Cross London SW1A 2DX
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane London EC1Y 0TL
Investment Managers	Cazenove Capital 12 Moorgate London EC2R 6DR

The trustees present their report and the audited financial statements for the year ended 31 December 2021.

The reference and administrative information set out on pages 3-5 form part of this report. The financial statements comply with current statutory requirements, the charity's Royal Charter, supplemental Charter, Bylaws and Regulations and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102.

Statement from the RSS President, Professor Sylvia Richardson

2021 was the first year of my Presidency, and I'm keen to reflect here on the positive impact the Society had during a challenging twelve months. I very much enjoyed getting to know the breadth of work that the Society is involved in and was impressed by the responsiveness and energy of the fellowship. One highlight for me was the RSS conference, where there was such palpable excitement about being able to get back to the lively in-person impromptu discussion of statistical ideas that results from listening to colleagues. In 2021, through our work and engagement in the response to the Covid-19 pandemic, we raised the profile of statistics with the public and government, and we continue to build on these achievements.

It is gratifying and reassuring to note that, despite the difficult times we find ourselves living through, our membership has remained strong. Having broken the 10,000 barrier for the first time in 2019, at the close of 2021 we had more than 10,300 members, in over 120 countries worldwide.

Our policy and external relations work has been heavily influenced by the pandemic. Our Covid-19 Task Force continues to have an active voice on the statistical issues relating to it, from calling for better data on the vaccine roll-out to urging the UK government to publish the evidence behind its travel lists. In 2021, the Task Force also published its Covid 'Lessons learned' memo – outlining ten statistical lessons for the government; this is currently the Society's most-downloaded policy document. Testing has been a particular focus, with the Task Force's March 2021 statement on schools testing generating approx. 700 pieces of media coverage. Our Working Group on Diagnostic Tests published its review of diagnostic tests in June, and we are pursuing discussions with Medicines and Healthcare products Regulatory Agency (MHRA) on how to take these recommendations forward.

You may be aware that I have a particular focus on increasing the Society's interactions with the data science ecosystem – so I am especially pleased that in 2021 we helped to form, and became part of, the Alliance for Data Science Professionals. The RSS's vice president for professional affairs, Rachel Hilliam, will serve as the inaugural Chair until the end of 2022. The Alliance is working to create industry-wide professional standards for data science, ensuring an ethical and well-governed approach so the public, organisations and governments can have confidence in how data is being used. We have also convened a Data Science Task Force to investigate how the RSS can deepen and extend its impact in the field of data science, and its offering to fellows who work as data scientists.

I am also delighted that we are continuing our commitment to promoting equality, diversity, and inclusion (EDI) across the organisation and the profession, with the creation of a new role of Honorary Officer for EDI. This role will be supported by a committee of fellows to drive forward this important work. I am pleased to say that in 2021 the RSS Council appointed Eugenie Hunsicker as our first Honorary Officer for EDI, and she took up this role in January 2022.

In 2022, a key focus is implementing our strategy for further engagement with data science. We have also launched a new campaign, 'Statistics are Vital', to promote the fantastic work that statisticians have done during the pandemic. I am delighted to be working with our members and partners to build on these remarkable achievements going forward.

Professor Sylvia Richardson

Objectives and activities

The vision of the Royal Statistical Society (RSS) is 'A world where data are at the heart of understanding and decision making.'

To help achieve this vision we structure our work around the six strategic objectives outlined below. The first four of these are outward facing and demonstrate our charitable activity. The last two are more internal and governance related and support the achievement of the four external impact objectives:

- 1 For statistics to be used effectively in the **public interest**, so that policy formulation and decision making are informed by evidence for the good of society
- 2 For society to be more **statistically literate**, so that people's understanding of data, risk and probability can inform their daily decision making, leading to better outcomes
- 3 For a strong body of **professional statisticians** to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings
- 4 For statistics as a **discipline** to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world
- 5 For an engaged and energised **membership and staff** to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact
- 6 For the RSS to be a financially sustainable and **well run organisation**, with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact

These strategic objectives are to fulfil the Society's charitable objectives as set out in its Royal Charter:

- (i) To foster and encourage the growth, development and application of statistical science in all areas of activity which can benefit from it
- (ii) To establish, uphold and advance high standards of statistical competence
- (iii) To foster the production and publication of statistics on aspects of society
- (iv) To serve the public interest by acting in an advisory, consultative or representative capacity in matters relating to the science of statistics and its application
- (v) To promote the public understanding of statistics and the competent use and interpretation of statistics

Activities and public benefit

The trustees confirm that they have complied with the duty in section four of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The RSS's work contributes to public benefit by:

- Ensuring statistics are used in the **public interest**, leading to better quality policy making and decision making
- Supporting **statistical education and literacy**, enabling organisations and individuals to make better choices
- Supporting the development of the **discipline** of statistics, which in turn leads to improvements on a wide range of social, environmental and economic issues
- Supporting the **professionalisation** of those working with data and statistics in the UK and overseas, contributing to the skills demanded by a 'data economy'

The RSS develops a detailed activity plan on an annual basis to take forward the activities of the Society. Key areas of activity are outlined below.

Statistics in the public interest

Activities include:

- Policy work on a range of topics to improve the use of data and statistics in public policy and the public interest
- Running working groups on topics such as health and national statistics
- Holding events and conducting research on topics of public interest
- Working in partnership with other organisations to secure change in the public interest
- Giving awards for outstanding work in journalism, official statistics and the pharmaceutical industry

Education and statistical literacy

Activities include:

- The Society's campaign to improve statistical literacy
- Influencing education policy and curricula
- Campaigning for greater quantitative skills in higher education
- Publishing Significance magazine

Supporting the discipline

Activities include:

- Publication of academic journals
- Running meetings and conferences
- Awarding honours
- Supporting Sections and Local Groups
- Monitoring and supporting statistics in higher education

Professional affairs

Activities include:

- Offering professional membership and qualifications
- Accreditation of university courses
- Training and continuing professional development

Structure, governance and management

Founded in 1834, the Society is a learned society and professional body incorporated by Royal Charter. It is an international membership body with over 10,000 members (of whom over 6,000 are designated 'fellows'). Fellows with suitable qualifications, training and experience are able to apply for professional accreditation.

The Society's governing documents are the supplemental Charter (which came into effect on 1 April 2006), the Bylaws and the Regulations, which are reviewed annually. The Society's governance is largely in line with the recommendations of the Charity Governance Code.

The Society's Council is its board of trustees, and consists of:

- The President
- Twenty four other fellows who are ordinary members of Council and are elected by the fellowship
- Any Vice Presidents and Honorary Officers appointed from outside the Council
- The most recent Past President who is willing to serve on Council
- Any additional person(s) co-opted to Council under the provisions in the Bylaws

The President serves a two year term. The ordinary members of Council are elected by a ballot of all fellows. Vice Presidents and Honorary Officers are appointed by Council. If not already members of Council, Vice Presidents and Honorary Officers are co-opted to membership of Council.

Members of Council are normally expert in one or more branches of statistical science and its applications. They bring this expertise and their knowledge of the statistical profession to the strategic management of the Society.

With respect to their duties and responsibilities as trustees of the RSS, new members of Council receive an induction into the Society including its governance, finances, strategy and activities, as well as their role as trustees. Updates to the whole trustee board are given where appropriate - due to, for example, changes in legislation or regulation. During the past year, the major risks to which the charity is exposed have been identified and Council is satisfied that adequate systems are in place to manage those risks. An Audit and Risk Committee is in place to review risks in-depth and to advise Council. On an annual basis, Council reviews the key risks and its approach to managing them. The Senior Management Team and the Audit and Risk Committee escalate any major risks to Council.

Council has a formal and detailed scheme of delegation laid out in its Regulations which are reviewed and renewed annually by Council. Responsibilities are delegated to the Executive Committee and various other committees. The Professional Affairs Committee leads on the Society's work as a professional body. The President and Vice Presidents have the authority to speak for and represent the Society and to take urgent decisions between meetings.

The Society employs a Chief Executive to manage the day-to-day operations of the charity, its staff and facilities. The Society has a small permanent staff and is heavily dependent on the input of volunteers in the whole range of its activities. Volunteers are drawn from the membership and serve in a variety of ways including through committees and working groups.

The Society has 17 Sections, which hold meetings and discussions about their specialist area topics. For example, there are Sections on social statistics, medical statistics and business and industrial statistics. Sections are driven by the fellowship. The Society also has Local Groups which run events in their local and regional areas.

During 2021, Professor Sylvia Richardson led the Society as President. Professor Richardson's term of office commenced on 1 January 2021 and will conclude on 31 December 2022.

Related Parties and connections with other organisations:

The RSS has a wholly owned subsidiary trading company, RSS (Services) Ltd, which gifts all of its profits to the Society. The main activities of the subsidiary are running training courses, and the sale of print and online advertising. The subsidiary also hires the Society's meeting space to external clients; however, no bookings were taken during 2021 due to the Covid-19 pandemic. The organisation is a company limited by share capital, incorporated on 28 April 2000.

For the year ended 31 December 2021

The following persons served as directors of the company during the year and up to the date of this report:

Mr Stian Westlake
Professor Paul Baxter
Mr Stuart McKendrick
Mr Chris Murphy
Mr Ed Swires-Hennessy

The Society also works with a number of organisations in the pursuit of its charitable activities. *Significance* is the official magazine and website of the Royal Statistical Society, the American Statistical Association (ASA) and the Statistical Society of Australia (SSA). The magazine is published by Wiley.

The RSS is a founding member of the Council for the Mathematical Sciences (CMS) which was established in 2001 by the Institute of Mathematics and its Applications (IMA), the London Mathematical Society (LMS) and the RSS. The CMS comprises representatives and observers from the mathematical sciences community, including the Presidents and Chief Executives of these three societies. The CMS is an authoritative and objective body that exists to develop, influence and respond to UK policy issues that affect the mathematical sciences in higher education and research, and therefore the UK economy and society in general.

Through the CMS the RSS is also a member of the Royal Society's Advisory Committee on Mathematics Education (ACME) which provides advice to government and others to inform policy related to mathematics and quantitative education for 3-19 year olds, and the transition into further or higher education or employment.

Remuneration Policy: The Society sets remuneration according to a salary policy. It strives to offer a fair and affordable rate of pay for each role, seeking to ensure consistency and transparency. It is committed to ensuring that:

- Its salaries remain competitive in the labour market, broadly benchmarked to other professional societies and the public sector in London
- It informs employees how their pay has been determined and considers any feedback received

Staff are not discriminated against because of gender, marital or civil partnership status, race, religion or belief, sexual orientation, age, disability, pregnancy or maternity or because they work part-time or on a fixed-term contract.

The Society rewards staff through salary and a number of other benefits. These include a pension scheme, holiday allowance, flexible working where appropriate, season ticket loans, and access to staff development opportunities including training. The Society has three salary bands.

The Executive Committee is responsible for determining the annual salary increase for all staff. There is an annual cycle of salary review and staff are made aware of this cycle through the salary

policy. When determining an increase, the Executive Committee takes into account a range of factors including inflation, wage increases in the wider economy, and affordability.

In addition to the annual pay award, individual salaries are also reviewed and further increases are considered to reflect changes in job roles (e.g. taking on new responsibility). The Chief Executive and Executive Committee look at a variety of factors when reviewing individual salaries including affordability in the context of the Society's finances and the current market rate for roles (what it would cost to replace a particular role in the market).

The Executive Committee may also undertake periodic benchmarking of individual and overall salaries as and when they see a need to do so.

The ratio of remuneration of the highest paid to the median salary is 2.64 (2020: 2.64) based on the employees in place at the end of the financial year.

Reserves Policy: The Society maintains reserves according to a set policy which is regularly reviewed by the Audit and Risk Committee and Council. The Society keeps reserves for a number of purposes and these include: providing an income to the Society from investments; paying for unanticipated in-year costs such as maternity pay or long term staff sickness; allowing trustees to invest in new areas of work in order to achieve the long term vision of the Society; and providing for a gap in funding if a core funding source were to unexpectedly shrink. The Society's level of free reserves, calculated as general reserves less tangible assets and the pension deficit from the latest FRS102 accounting valuation, was £1.538m at the end of 2021 (2020: £875k).

Fundraising: Most of the Society's income is earned from its regular activities. The RSS does not generally engage in public fundraising and does not use external fundraisers. It has received no complaints during the year relating to its fundraising practices.

Risk: The detailed Risk Register is monitored by the Senior Management Team (SMT) and the Audit and Risk Committee (ARC). The top risks, listed below, are reported to the Society's Council.

Risk	Metrics, controls and recent developments
<u>Strategic risks</u>	
Failure to deliver against one of the Society's six strategic objectives	The Society's governance is aligned with its strategy, and there is a Vice President for each of the four outward facing goals. Council and Executive Committee monitor performance via regular reports on the Society's work and hold the staff to account on this. Detail on activities for each strategic goal are listed in the annual report and the time and cost allocated to each goal is in note 1j in the annual accounts.
Decline in membership of the Society reduces the impact and reach of the Society	Membership is a key theme of the RSS strategy. The Society are also reaching out to new communities such as data scientists. In addition, the RSS are undertaking research on membership trends within the Fellowship. Regular monitoring of membership numbers is undertaken at Senior Management, Executive Committee and Council meetings. Overall membership dipped in 2021 to 10,330 (2020: 10,700) due to a reduction in e-student members, a free category of membership, but paid membership has increased to 6,560 (2020: 6,304). This continues the trend of an increase each year since 2013. See page 19 for a full breakdown.
Loss of journal income prevents the Society from achieving its objectives	Journal income is the RSS' single largest source of income. The journal contract with Wiley runs until the end of 2022 and gives significant guaranteed payments. A new contract was signed with Oxford University Press which will begin in 2023. While the terms of this contract are not as generous as open access publishing has reduced the offer any publisher is prepared to make, it still offers an element of guaranteed income. This means the Society has protection against changes in the academic publishing market until 2027.
The Society fails to remain relevant to data users and statisticians	This is a key strategic priority for the Society. In 2020 the professional membership voted to add the Data Analyst membership category to increase the diversity of professional qualifications. There is an increasing focus on data ethics and improving the diversity of the membership with a new honorary officer role created in 2022 specifically focused on equality, diversity and inclusion.
Business intelligence is insufficient to track and identify the key risks facing the Society	The Customer Relationship Management (CRM) database allows the RSS to track, collect and analyse data from members and stakeholders. The "MyRSS" member portal on our website captures users' key data enabling us to target them with personalised content and adapt to their needs. We also conduct regular member surveys that focus on specific business areas. SMT collate the data and use it to determine the key performance indicators (KPIs) required to meet business needs, improve decision making and the appropriate allocation of resources.

Risk	Metrics, controls and recent developments
<u>External Risks</u>	
Economic downturn reduces all income sources and reserves	The Society has resilience in the form of free reserves and an owned central London office. The Society's finances are monitored on a monthly basis by SMT. Trustees actively review the situation and if reserve levels drop then expenditure is cut back when appropriate. RSS free reserves were £1.538m at the close of 2021 (2020: £875k), calculated as general reserves less tangible assets and including the pension deficit.
Pension deficit requiring large payments	The Society's final salary pension scheme was closed to new entrants on 1 January 2017. The deficit is monitored via triennial reviews. A deficit of £2.029m was identified in the last triennial valuation dated 31 December 2020. A payment plan was negotiated between the Society trustees and the pensions trustees and signed on 31 March 2022. £100k has been paid up to the end of 2021 with a commitment of £200k each year until 2031.
Reputational risks	Upholding data ethics is critical to the Society's work and its reputation. All Society publications have a vetting procedure, and a limited number of designated people are able to issue statements on behalf of the Society. The Society has implemented data protection legislation, including guidance for Sections and Local Groups. The RSS needs to be particularly vigilant about maintaining high standards in its use of personal data. Social media is monitored. There were no complaints in 2021.
Virus and hacking risks	Cyber security threats have increased in recent years, particularly following the Russian invasion of Ukraine. The Society holds personal data on a large number of individuals, and therefore needs to be diligent in managing these risks. The RSS has gained the National Cyber Security Centre's "Cyber Essentials" certification which ensures that best practice is being followed to mitigate a wide range of online threats. Staff are regularly educated about IT security and only access systems via a dedicated business laptop with firewall, data encryption and the latest versions of anti-virus/malware software. Laptops are monitored for threats via cloud portals and regular manual checks by IT staff. Data is stored within the Microsoft Office 365/Azure infrastructure giving access to enterprise level security features such as automated alerts and action triggers based on machine learning. Multifactor authentication is used on all admin accounts and extensive use of granular security permissions is made to restrict unauthorized access to functionality and data. The Audit and Risk Committee reviews this risk annually, the latest review occurred in February 2022.

Risk

Metrics, controls and recent developments

Internal risks

A lack of volunteers prevents the Society achieving its goals

The Society is dependent on volunteers to fill roles on Council, Section and local group committees, working groups and to produce the Society's journals. Volunteer engagement is an increasing priority with volunteer workshops held in 2021 and an increase in the staff time allocated now and in the future.

Loss of key staff prevents the Society achieving its goals

Notice periods mirror staff seniority and difficulty of replacement. Key processes have been mapped, and SMT monitor the intentions of key staff members. In practice, when staff vacancies occur other staff rally round and cover their responsibilities.

Customer Relationship Management (CRM) database failure

The Society is dependent on its CRM to manage operating activities. A single supplier maintains and develops bespoke functionality for the CRM and integrated website. This results in cost and efficiency savings but introduces a potential single point of failure.

As the CRM and website are both customized versions of mature underlying technology from Microsoft and Kentico respectively, the level of risk is significantly reduced as data and functionality could be ported to a new supplier. Dynamics CRM software is part of the wider Office 365. The technology stack that is used by organisations all over the world, giving a wide range of suppliers and support specialists that can be turned to for help. As the CRM is cloud-based, all data is automatically backed up on a regular schedule and stored securely.

Errol Street building not fit for purpose

The pandemic has led to a change in the needs of the RSS. Its Errol Street building in its current state is difficult to use for hybrid events and live streaming, and is not accessible to the disabled. It is also likely that staff will be working remotely more often. Council has nominated a taskforce to consider all the options available to RSS from refurbishment to selling, their recommendations will be presented to Council in June 2022. As part of this process a valuation of the building was completed in March 2022 which confirmed the current value of the building is well in excess of the historic cost shown in the accounts (see note 9).

Fraud

The Society has a series of financial procedures in place to minimise the risk of fraud. ARC review internal controls regularly to determine they are sufficient. The auditors review processes during the audit and SMT monitor and report any incidences of fraud to the trustees and the relevant bodies. To date there have been no known instances of fraud.

General

There are a wide variety of operational risks which are outlined in a detailed Risk Register. These are reviewed quarterly by SMT and annually by ARC. The detailed Risk Register was last reviewed in full in February 2022.

Achievements and Performance

The trustees are proud of what the organisation is achieving and consider that the RSS is becoming increasingly influential in its work. The majority of the activity plan was completed in 2021 with some activities carried forward into 2022. A more detailed review of the Society's performance in 2021 against each of the goals is set out below.

Goal One: For statistics to be used effectively in the public interest, so that policy formulation and decision making are informed by evidence for the good of society.

Covid-19: During 2021, the Society and its members played an important role in the response to Covid-19. Our Covid-19 Task Force continued to have an active voice on statistical issues relating to the pandemic, from calling for better data on the vaccine roll-out to urging the UK Government to publish the evidence behind its travel lists. The Society's Sections also played an active role in the debate. In March the Task Force published its recommendations on lessons to be learnt from the pandemic, which proved to be the Society's most downloaded report to date. The Working Group on Diagnostic Tests set out detailed recommendations on how to improve regulation around testing, which was discussed with the Government.

Policy: The Society responded to a wide range of Government and parliamentary consultations on matters including: Covid-19 (both lessons learned and the economic impact), reproducibility and research integrity, the use of health data in research and the use of new data-based technologies in law enforcement.

Media: The Society's media presence increased over 2021, with a continued focus on Covid-19. For example, our commentary on Covid-19 testing in schools led to over 700 pieces of coverage. We secured opinion pieces in the Times, Guardian and the Conversation as well as broadcast interviews on the Today Programme, the BBC News Channel and Times Radio.

Exams: We were pleased that the Office for Statistics Regulation took up our call for a review into the 2020 exam adjustment process, and adopted our recommendation for more transparency around the process. In the wake of the 2021 exam results, we urged the Government to engage widely on the question of how exam grades during the pandemic will impact the 2022 results, to build consensus on how this should be handled.

Goal Two: For society to be more statistically literate, so that people's understanding of data, risk and probability can inform their daily decision-making, leading to better outcomes.

Outreach: Our statistical ambassadors provided regular statistical expertise to journalists and stakeholders. They were provided with media refresher training to support them to develop their public engagement skills. We also celebrated the statistical communication skills of non-statisticians via our Statistical Excellence in Journalism award, which had 100 entries.

Education: In our engagement with Government and funding councils, we continued to emphasise the message that statistical education needs to take place in a wide range of subjects in addition to

mathematics – so that as many people as possible gain a meaningful statistical education at school level. The Society continues its work on improving statistical literacy and, to this end, we continue to be a funder and supporter of the Royal Society's Advisory Committee on Mathematics Education.

Significance: *Significance* magazine continues to grow in popularity and published many articles on Covid-19 in 2021. Over the course of the year, our articles in the Wiley Online Library were downloaded more than 431,700 times. We are delighted to report that the Statistical Society of Australia (SSA) has become a partner in the production of *Significance*, meaning that the magazine is now a joint publication of the RSS, the American Statistical Association, and the SSA. We look forward to working with our new SSA colleagues on articles relating to Australia and the surrounding region.

Training: The range and popularity of our training programme grew in 2021, and over 340 people booked on to 30 public training courses. We also provided bespoke training for clients in both the public and private sectors.

Events: For most of 2021, no in-person events were held, because of Covid-19. However, the Society's Sections and Local Groups rose to the challenge of lockdown, hosting over 100 online events, many of which had record numbers of attendees. Later in the year, the Society held a well-attended Q&A with David Spiegelhalter and Anthony Masters on their book 'Covid by Numbers', and a conference in partnership with the Economic Statistics Working Group and Open Innovations on the data required to track the Government's 'levelling-up' agenda.

Goal Three: For a strong body of professional statisticians to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings.

Accreditation: We made major improvements to our accreditation programme, including:

- Launching a new professional membership title - Data Analyst - to recognise good statistical knowledge at a modular level
- Developing a competency-based route to our GradStat title, for eligible statisticians
- Introducing the RSS Quality Mark, an accreditation route for individual degree modules and data skills training from other education providers

International Development: The Society continues to organise placements for RSS members to volunteer abroad with the African Institute for Mathematical Sciences (AIMS), and Partnership in Statistics for Development in the 21st Century (PARIS21). Both these initiatives help build capacity for low-income countries to develop their statistical systems.

Corporate Membership Partnerships: During 2021, the Society successfully registered three new corporate members. At the close of the year, we had a total of 26 partners. One of our new corporate partners brought over 50 individual members to the RSS. We also welcomed 16 members from the Big Data Lab, our first Japanese partner. We worked closely with the Cabinet Office to renew their partnership status and agreed that all future entrants on the Civil Service Statistical Fast Stream will join the RSS as members.

Data Science: Deepening the Society's commitment to data science and improving our offering for data scientists is a major priority for us. In 2021, we co-founded the Alliance for Data Science Professionals with the British Computer Society, The Chartered Institute for IT, the Operational Research Society, the Institute of Mathematics and its Applications, The Alan Turing Institute and the National Physical Laboratory. This group will lead a wider consortium of organisations in work to develop and shape the profession of data science. We also assembled an RSS Data Science Task Force of international experts to help us plan future work in this area. Several projects are already underway in 2021, including:

- The Alliance for Data Science Professionals mentioned above
- A partnership with the Alan Turing Institute to provide the Joint Biosecurity Centre with statistical modelling research capability
- The active work of our Data Science Section, who organise regular well-attended speaker meetings and events such as the Ethics Happy Hours

Equality, diversity and inclusion: We are working hard to promote equality, diversity and inclusion across the organisation and the profession. As part of this, in 2021 a new trustee role was created - Honorary Officer for Equality, Diversity and Inclusion. The postholder will be supported by a committee of fellows to drive this work forward.

Statistical excellence awards: We celebrated the work of UK government statisticians and non-statisticians through our statistical excellence awards programme, which in 2021 had a focus on equality, diversity and inclusion and on Covid-19. An online awards ceremony was held in July, with presentations from key RSS fellows and our award partners.

Honours: Each year we award medals and prizes to people who have made outstanding contributions to the development of statistics. The 2021 awards ceremony was held in September during the annual conference in Manchester. The recipients were:

- Guy Medal in Silver: Håvard Rue
- Guy Medal in Bronze: Pierre E. Jacob
- Wood Medal: Katie Harron
- Chambers Medal: Sara Hilditch
- Bradford Hill Medal: Bianca De Stavola
- West Medal: Peter Goldblatt
- Howard Medal: Brian Francis
- Greenfield Industrial Medal: Philip Jonathan
- Research Prize: Chengchun Shi
- Barnett Award: Jonathan Rougier

Goal Four: For statistics as a discipline to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world.

Journals: The Society's journals continued to prove popular with authors and readers. All three journals increased their Impact Factor scores in 2021. Two discussion paper meetings were held during the year, featuring four papers. An important and successful Special Topic Meeting on Covid-19 Transmission was held in June. Following this, a well-attended multi-paper meeting on 'Statistical

For the year ended 31 December 2021

aspects of the Covid-19 pandemic' was held as a 'blended' event at the RSS conference. In total, the three series published just over 4,000 pages in 2021 with an increase in the number of articles published, the number published open access, the number of submissions and full article downloads.

Sections and Local Groups: Our Sections, Special Interest Groups and Local Groups continue to be very active and held over 100 events and meetings during 2021. For example, the Data Science Section held fireside chats with Artificial Intelligence researcher and entrepreneur, Andrew Ng and Kaggle founder, Anthony Goldbloom. Local Groups organised valuable outreach activities, including the Lancashire and East Cumbria Local Group and the Highlands Local Group (in collaboration with History of Statistics Section) celebrated women in statistics.

International Conference: In September 2021, we held our first ever 'blended' RSS International Conference, which was attended by over 500 participants both in Manchester and online. The programme featured the usual mix of keynote talks, invited topic sessions and contributed talks and posters, and for the first time over 40 hours of content was made available online via live streaming and on-demand post-conference. The Society has announced that the RSS 2022 International Conference will take place in Aberdeen in Scotland from 12-15 September 2022.

Goal Five: For an engaged and energised membership and staff to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact.

Membership: We are pleased to report that our membership continues to grow – having broken the 10,000 members barrier for the first time in 2018 and at the close of 2021 there were over 10,300 members in more than 120 countries worldwide. Over 6,500 were fellows, with the remainder in the e-Student and e-Teacher categories.

Membership Category	2017	2018	2019	2020	2021
Standard fellows	4,460	4,680	4,615	4,649	4,873
CStats	1,004	1,016	1,003	982	988
GradStats	616	678	669	673	687
Data Analysts	0	0	0	0	12
Subtotal of paid members	6,080	6,374	6,287	6,304	6,560
e-Student members	2,498	2,796	2,915	3,123	2,439
e-Teachers	597	875	950	1,273	1,331
Total members	9,175	10,045	10,152	10,700	10,330

While the number of members in paying categories increased quite substantially in 2021 (with membership resource concentrated on developing corporate partnerships), e-Student recruitment was adversely affected by the Covid-19 pandemic. A lack of face-to-face opportunities to advertise membership and a pause on new applications for university accreditation led to a drop in numbers. We are currently contacting lapsed members, reviewing e-Student benefits and engagement, and have now re-opened for university accreditation with new, more accessible standards to attract more students.

Statisticians for Society: We further developed our work on supporting RSS members to provide pro bono statistics expertise to small UK charities. In 2021, we matched 22 charities with volunteer statisticians. Since the initiative began, 48 projects have been completed and over 600 fellows have registered their interest in volunteering.

Partnerships: The Society continued to work with a wide range of partners throughout the year including government statistical bodies (e.g. the Office for National Statistics); research councils (e.g. UK Research and Innovation); statistical societies (e.g. American Statistical Association, the International Statistical Institute); mathematical bodies (e.g. through the Council for the Mathematical Sciences); and scientific bodies (e.g. Royal Society).

Campaigns Advisory Group: The Society established a new advisory group – composed primarily of Council members – to improve the ability of members to set the direction of our campaign and policy work. This should provide greater transparency and accountability in how these areas of our work are pursued.

Goal Six: For the RSS to be a financially stable and well-run organisation with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact.

Finances and operations: The Society moved most of its operations online in response to the Covid-19 pandemic. Fellows and staff embraced this challenge and moved most meetings, training sessions and events online. Financially, at the close of 2021 the Society's position was stable. Membership numbers held steady despite Covid-19; falls in commercial revenue (for example from room hire) were mostly offset by the lower operating costs of online work and modest reductions in staffing costs.

IT: The launch of our new website saw traffic rise in 2021 to over one million views per year, for the first time ever. By the end of the year, members could subscribe to 34 different newsletters via MyRSS. The roll out of Office 365 to Sections and Local Groups allowed them to independently organise events, create surveys and securely share resources. All IT infrastructure was migrated to the cloud to facilitate hybrid working and comply with the latest security standards. The move to MS Dynamics CRM increased the efficiency of internal systems and allowed the development of a better understanding of members' interests.

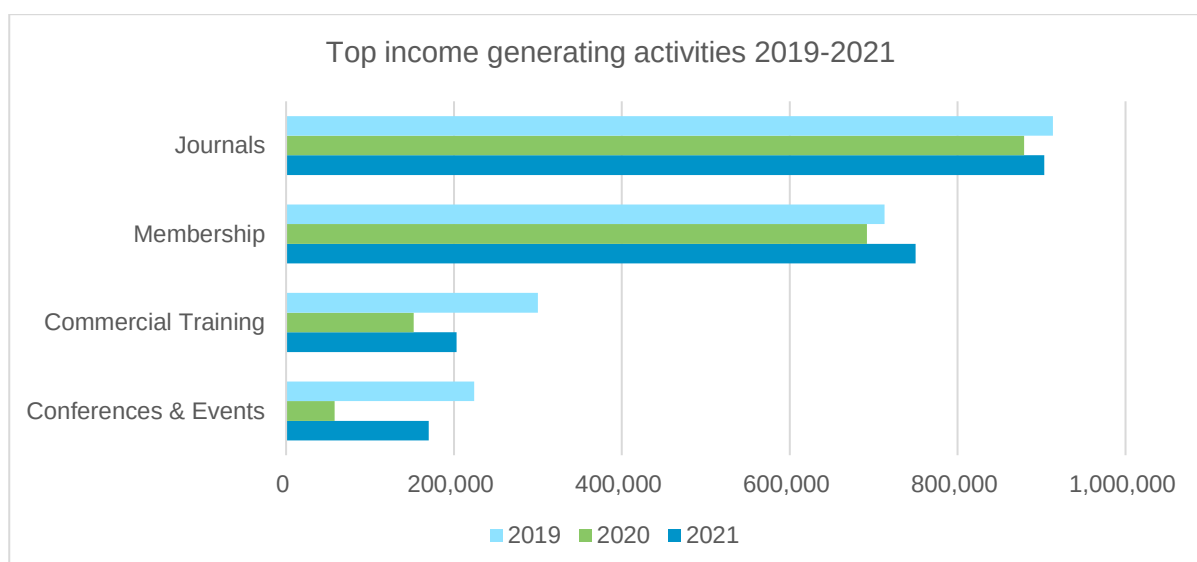
Financial Review

The final financial performance for 2021 is a net increase of funds of £491k, which is a swing of £1.706m from the net decrease in funds of £1.214m in 2020. Total income was £2.235m, an increase of £230k from 2020. Total expenditure only increased by £30k to £2.155m meaning the RSS achieved £200k more net income for the year based only on normal activities.

Investments experienced a gain of £227k, £193k more than the gain in 2020. The most significant change between years however is the change in the defined benefit scheme. In 2020 the deficit for the scheme worsened by £1.128m while in 2021 it recovered by £184k, largely a result of an improvement in market conditions.

Free reserves position: The Society's level of free reserves, calculated as general reserves less tangible assets and the pension deficit from the latest FRS102 accounting valuation, was £1.538m at the end of 2021 (2020: £875k). Trustees believe that given the current turnover and staffing, maintaining a level of free reserves in the range of between £1.5m and £2m is appropriate. The RSS is confident that the charity will still be financially sound for many years to come.

Income: The main income generating activities for the RSS are income from journals, membership dues, commercial training fees and income from the annual conference. While each of those activities were impacted by the pandemic, training and conference income, which were largely held in-person pre Covid-19, was severely reduced.



In 2021 commercial training income increased by £51k which is an excellent indicator for future performance whilst not yet a complete recovery to pre-pandemic levels. After holding the RSS conference virtually in 2020, a blended version was held in Manchester in September 2021 with elements available virtually for a fee. Financially this was not ideal, as attendance in Manchester was lower, with international delegates discouraged by the restrictions to enter the UK and local

residents hesitant to attend in person. While the virtual element was popular, the fees did not offset the costs to hold the in-person event and the conference made a loss for the year.

2021 is the penultimate year of our current journals contract with Wiley and from 2023 we will be moving to Oxford University Press. The new contract reflects the emergence of open access publishing and its impact on traditional publishing. The gap in income is expected to be filled by a combination of increased commercial training income and a growth in membership subscriptions.

In the last few years, the RSS has concentrated its efforts on improving membership engagement, maintaining our relevance to the discipline by encouraging data scientists to join and we have benefitted from a higher media profile brought about by the pandemic. All of this resulted in an increase of £58k from membership fees to the highest ever recorded total of £749k (2020: £691k), assisted by freezing membership fees since 2019.

Expenditure: Total expenditure consists of staff costs, direct costs and support costs. As the RSS is largely delivering services, the highest cost at £1.294m (2020: £1.428m) is always staff. 25% of staff costs are support staff, which along with support costs, are reapportioned based on direct staff time. In 2021 there was a shift in staff time allocated to educational and statistical literacy activities towards membership services resulting in £134k less spent on educational and statistical literacy and £54k more spent on membership. Average staff numbers increased marginally from 25.3 in 2020 to 26.0 in 2021 but total staff costs were actually £133k lower.

Direct service costs increased by £148k, which is almost entirely the costs relating to holding the RSS conference in Manchester. Considering the range of activities held in 2021 and the mix of in-person and virtual events achieving £230k more income with only an additional £30k of costs highlights how efficiently the RSS has handled the impact of the pandemic.

Trading Subsidiary: The principal activities of RSS (Services) Ltd are the training and professional development activities of the Royal Statistical Society, paid advertising online at rss.org.uk and in our magazine *Significance*, and the hire of the Errol Street meetings rooms to external clients. The company achieved a gross profit of £161k (2020: £110k) and a net profit of £21k (2020: loss of £37k), once administrative expenses and the management charge from the charity were included. The management charge is based on actual staff time allocated to trading activities and a share of the charity's support costs. It is the policy of the company to donate its taxable profits to the charity. In 2021 profits of £nil were distributed to the Society (2020: £nil) as the profit for 2021 was used to reduce the brought forward loss from 2020.

The surplus from training was £125k (2020: £87k) and was £22k less than was achieved in 2019. Two types of training are sold, selling places on courses to individuals and running private courses for an organisation for a flat fee. Sales to delegates have recovered with virtual courses running for the whole year and in-person courses beginning again in September 2021. Sales to organisations however were heavily impacted by the pandemic with a decrease of £21.7k in the surplus. The direct surplus from advertising was £32k (2020: £12k) and exceeded the £28k surplus reported for 2019. It was decided not to open venue hire at Errol Street in 2021. The outlook for 2022 is promising and the company is expected to recover completely and grow steadily over the next few years.

Plans for the future

The Society's Activity Plan for 2022 is available online and gives detail about the work programme for the year.

- **Campaigns Advisory Group:** During 2021, the RSS formed a Campaigns Advisory Group – composed primarily of Council members – to improve the ability of RSS members to set the direction of our campaign and policy work. The group is chaired by Christl Donnelly, RSS Vice President for External Affairs, and met for the first time in autumn 2021. Further meetings are planned for 2022.
- **Data Science:** In 2021, the Society also assembled an RSS Data Science Task Force of international experts, to help plan future work in this area. In addition, the RSS co-founded the Alliance for Data Science Professionals with several partner organisations, to develop and shape the profession of data science.
- **Covid-19 Task Force:** This Task Force was launched in March 2020 to respond to the huge expansion in work and commentary on data, statistics, medical science and new technologies that have arisen as a result of the Covid-19 crisis. The Task Force has been constituted under two Co-Chairs - Sylvia Richardson (RSS President 2021-22) and Sir David Spiegelhalter (Past President) - supported by a steering group of eminent members. A key aim of the Task Force is to continue to offer the UK Government and devolved administrations an expert statistical group that can be called upon to contribute its collective expertise.
- **Conference:** The 2022 annual conference is due to take place in Aberdeen in September.
- **Member engagement:** We will continue to focus on strengthening our Sections and Local Groups, empowering them to undertake activities that promote our goals and attract new members. Our Member Engagement Manager will provide support in this area and seek ways to substantially increase the involvement and interaction of members by making it easier to volunteer with the RSS, including through our Statisticians for Society project, for which we have received a five year grant from the National Lottery.
- **Data Analyst:** In 2021, the Society launched a new 'Data Analyst' category of fellow, for people who do not hold relevant qualifications at degree level but have meaningful experience and have completed a standard of continuing professional development training in statistics. In 2022, we will focus on publicising this new membership option.
- **External engagement:** In recent years, the Society has strengthened its engagement with matters of public interest through the media, civil society and Government. We plan to continue with this direction of travel.

Statement of responsibilities of the trustees

The Society delegates governance activities, and detailed oversight, to the relevant committees and Sections but the ultimate responsibility is held by RSS trustees. Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period, and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that 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. They are also responsible for safeguarding the assets of the charity and group, 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 corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 22 June 2022 and signed on their behalf by

Sylvia Richardson
President

Kevin Barnes
Honorary Treasurer

Opinion

We have audited the financial statements of the Royal Statistical Society ('the parent charity') for the year ended 31 December 2021 which comprise the consolidated statement of financial activities, the group and parent charity balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2021 and of the group's incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and the parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

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

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

Independent auditor's report

To the members of

Royal Statistical Society



made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent 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 parent 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 parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

24 June 2022

Sayer Vincent LLP, Statutory Auditor

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

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

Consolidated statement of financial activities

For the year ended 31 December 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations	2a	5,347	-	5,347	7,799	-	7,799
Charitable activities							
Statistics & Public Interest	2b	-	-	-	10,000	-	10,000
Education & Statistical Literacy	2c	62,067	-	62,067	59,171	-	59,171
Developing the Profession	2d	259,025	-	259,025	206,373	-	206,373
Strengthening the Discipline	2e	1,078,146	-	1,078,146	948,066	5,188	953,254
Engaging the Membership & Partners	2f	782,668	-	782,668	709,345	-	709,345
Venue hire	2g	-	-	-	7,069	-	7,069
Investments	2h	48,569	-	48,569	52,054	-	52,054
Total income		2,235,822	-	2,235,822	1,999,877	5,188	2,005,065
Expenditure on:							
Charitable activities							
Statistics & Public Interest		306,246	-	306,246	331,494	-	331,494
Education & Statistical Literacy		171,222	-	171,222	305,284	-	305,284
Developing the Profession		446,881	-	446,881	459,377	-	459,377
Strengthening the Discipline		716,227	10,486	726,713	565,611	3,208	568,819
Engaging the Membership & Partners		444,176	60,992	505,168	390,311	60,066	450,377
Venue hire		-	-	-	9,395	-	9,395
Total expenditure	3	2,084,752	71,478	2,156,230	2,061,472	63,274	2,124,746
Net income / (expenditure) before net gains on investments		151,070	(71,478)	79,592	(61,595)	(58,086)	(119,681)
Net gain on investments	10	227,487	-	227,487	34,358	-	34,358
Net income / (expenditure)		378,557	(71,478)	307,079	(27,237)	(58,086)	(85,323)
Transfers between funds	17	(2,663)	2,663	-	(6,315)	6,315	-
Net income/(expenditure) before other recognised gains and losses		375,894	(68,815)	307,079	(33,552)	(51,771)	(85,323)
Actuarial loss on defined benefit pension schemes	15	184,000	-	184,000	(1,128,000)	-	(1,128,000)
Net movement in funds		559,894	(68,815)	491,079	(1,161,552)	(51,771)	(1,213,323)
Reconciliation of funds:							
Total funds brought forward		1,947,603	534,867	2,482,470	3,109,155	586,638	3,695,793
Total funds carried forward		2,507,497	466,052	2,973,549	1,947,603	534,867	2,482,470

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the financial statements.

Balance sheets

As at 31 December 2021

	Note	The group 2021 £	2020 £	The Society 2021 £	2020 £
Fixed assets:					
Tangible assets	9	984,108	1,107,043	984,108	1,107,043
Investments	10	2,290,832	2,076,172	2,291,832	2,077,172
		3,274,940	3,183,215	3,275,940	3,184,215
Current assets:					
Debtors	12	515,879	577,911	565,187	707,301
Short term deposits		39,854	39,828	39,854	39,828
Cash at bank and in hand		553,270	365,492	479,255	256,135
		1,109,003	983,231	1,084,296	1,003,264
Liabilities:					
Creditors: amounts falling due within one year	13	(290,394)	(297,976)	(250,327)	(282,819)
Net current assets		818,609	685,255	833,969	720,445
Net assets excluding pension liability		4,093,549	3,868,470	4,109,909	3,904,660
Defined benefit pension scheme liability	15	(1,120,000)	(1,386,000)	(1,120,000)	(1,386,000)
Total net assets		2,973,549	2,482,470	2,989,909	2,518,660
Funds:	17				
Restricted income funds		466,052	534,867	466,052	534,867
Unrestricted income funds:					
Designated funds		1,738	1,738	1,738	1,738
General funds		3,642,119	3,368,055	3,642,119	3,368,055
Non-charitable trading funds (loss)		(16,360)	(36,190)	-	-
		3,627,497	3,333,603	3,643,857	3,369,793
Pension reserve	15	(1,120,000)	(1,386,000)	(1,120,000)	(1,386,000)
Total unrestricted funds		2,507,497	1,947,603	2,523,857	1,983,793
Total charity funds		2,973,549	2,482,470	2,989,909	2,518,660

Approved by the trustees on 22 June 2022 and signed on their behalf by

Sylvia Richardson
President

Kevin Barnes
Honorary Treasurer

Consolidated statement of cash flows

For the year ended 31 December 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period		307,079		(85,323)	
Depreciation charges		169,106		157,878	
Gain on investments		(227,487)		(34,358)	
Dividends and interest		(48,569)		(52,054)	
Defined benefit pension employer contribution		(100,000)		(100,000)	
Defined benefit pension adjustment		18,000		6,000	
Finance lease rentals		(1,976)		(5,250)	
Decrease in debtors		62,032		234,114	
(Decrease) in creditors		(5,606)		(39,802)	
Net cash (used in) / provided by operating activities			172,579		81,205
Cash flows from investing activities:					
Purchase of fixed assets		(46,171)		(53,859)	
Proceeds from sale of investments		358,228		240,227	
Purchase of investments		(357,782)		(259,571)	
Movement on cash held in investments		12,381		30,879	
Dividends and interest		48,569		52,054	
Net cash (used in) / provided by investing activities			15,225		9,730
Cash flows from financing activities					
Repayment of finance lease liability		-		(2,238)	
Net cash used in financing activities			-		(2,238)
Change in cash and cash equivalents in the year			187,804		88,697
Cash and cash equivalents at the beginning of the year			405,320		316,623
Cash and cash equivalents at the end of the year			593,124		405,320
Analysis of cash and cash equivalents					
		At 1 January 2021 £	Cash flows £	At 31 December 2021 £	
Cash in hand		365,492	187,778	553,270	
Notice deposits (more than 3 months)		39,828	26	39,854	
Total cash and cash equivalents		405,320	187,804	593,124	

1 Accounting policies

a) Statutory information

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

The registered office address is 12 Errol St, London EC1Y 8LX.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

These financial statements consolidate the results of the Society and its wholly-owned subsidiary RSS (Services) Limited on a line by line basis. Transactions and balances between the Society and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the Society's balance sheet. A separate statement of financial activities, or income and expenditure account, for the Society itself is not presented as the summary of the result for the year is disclosed in the notes to the accounts.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the Society's ability to continue as a going concern for 12 months after the date of signing of these accounts, this is despite the likely increase in the pension deficit. A significant proportion of our income is guaranteed until the end of 2022 and the RSS owns the freehold of our Errol Street headquarters.

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

e) Income

Income is recognised when the Society 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.

Membership subscriptions are recognised in the financial statements during the period in which a member becomes entitled to benefits.

Income from courses, conferences and meetings are recognised in the period in which the event takes place.

Income received from the sale of journals is recognised in the year in which the journal is published. Wiley Publishers undertake the marketing and distribution of the Society's journals and the Society receives a guaranteed contribution plus a share in any surplus arising.

Grants are recognised in full in the statement of financial activities in the year in which they are receivable.

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

Notes to the financial statements

For the year ended 31 December 2021

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Voluntary income received by way of donations and gifts to the Society, is included in full in the statement of financial activities when received.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised in the financial statements.

g) Investments, investment income and interest receivable

Investment income and interest on funds held on deposit is included when receivable. Investments held as fixed assets are revalued at bid value at the balance sheet date. The gain or loss for the year is taken to the statement of financial activities. The Society's investment in its subsidiary is included at cost.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. If funds are unspent and carried forward into a later financial period, the trustees allocate the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, to these funds as at the balance sheet date.

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

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

Transfers are made from general funds to designated funds or restricted funds based on decisions by the Trustees.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff time, of the amount attributable to each activity. Support costs are then re-allocated to each of the charitable activities on the basis of staff time on each activity as follows:

Support cost reallocation	2021 %	2020 %
~ Statistics & Public Interest	14.11	13.12
~ Education & Statistical Literacy	7.46	12.10
~ Developing the Profession	17.88	19.52
~ Strengthening the Discipline	25.16	25.32
~ Engaging the Membership & Partners	27.98	23.26
~ Venue Hire	0.00	0.37
~ Governance costs	7.42	6.31

k) Allocation of governance costs

Resources expended and allocated support costs relating to Governance costs are allocated to each activity proportionately.

Governance cost reallocation	2021 %	2020 %
~ Statistics & Public Interest	15.24	14.00
~ Education & Statistical Literacy	8.05	12.91
~ Developing the Profession	19.32	20.84
~ Strengthening the Discipline	27.17	27.03
~ Engaging the Membership & Partners	30.21	24.82
~ Venue Hire	0.00	0.40

1 Accounting policies (continued)

l) Finance leases

Assets purchased under finance leases are capitalised as fixed assets. Obligations under such agreements are included in creditors. The difference between the capitalised cost and the total obligation under the lease represents the finance charge. Finance charges are written off to the statement of financial activities over the period of the lease so as to produce a constant periodic rate of charge.

m) Tangible fixed assets

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

~ Freehold land	Not depreciated
~ Freehold buildings	100 years (1% per annum)
~ Furniture, fixtures, fittings and office equipment	6 years (16.66% per annum)
~ Computers & Laptops	2 years (50% per annum)
~ Database & Servers and conference equipment	Up to 4 years (25% per annum)

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

The trustees have reviewed the carrying value of the freehold building. There is a regular maintenance programme which is designed to ensure its continual useful life. They are therefore happy to depreciate the building over the longer period of 100 years.

n) Heritage assets

A heritage asset is defined as "a tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge and culture". The Society is of the opinion that information on the cost or valuation of such assets is not available and such information cannot be obtained due to the specialist nature of the assets, many of which are unique.

o) Short term deposits

Short term deposits represent amounts held on deposit with a maturity of between 3 months and one year.

p) 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.

q) Foreign exchange

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange offered by the bank on the day of the transaction.

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 measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

s) Pensions

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme shown as an asset or liability in the balance sheet.

The Society also operates a group person pension plan which is a defined contribution scheme. Contributions are charged to the statement of financial activities in the periods to which they relate. The Society has no liability under the scheme other than for the payment of those contributions.

Notes to the financial statements

For the year ended 31 December 2021

2 Analysis of income

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
a) Donations	5,347	-	5,347	7,799	-	7,799
b) Statistics & Public Interest Receptions & Public Events	-	-	-	10,000	-	10,000
	-	-	-	10,000	-	10,000
c) Education & Statistical Literacy Significance Magazine Grants & Sponsorship	38,734 23,333	- -	38,734 23,333	41,338 17,833	- -	41,338 17,833
	62,067	-	62,067	59,171	-	59,171
d) Developing the Profession Accreditation Scheme Commercial Training	55,750 203,275	- -	55,750 203,275	54,250 152,123	- -	54,250 152,123
	259,025	-	259,025	206,373	-	206,373
e) Strengthening the Discipline Publications Conferences & Events Medals & Prizes ISO 18404 sector scheme	903,124 169,984 - 5,038	- - - -	903,124 169,984 - 5,038	879,298 57,997 - 10,771	- - 5,188 -	879,298 57,997 5,188 10,771
	1,078,146	-	1,078,146	948,066	5,188	953,254
f) Engaging the Membership & Partners Subscriptions Advertising Grants & Sponsorship	749,949 31,969 750	- - -	749,949 31,969 750	691,905 11,940 5,500	- - -	691,905 11,940 5,500
	782,668	-	782,668	709,345	-	709,345
g) Venue hire	-	-	-	7,069	-	7,069
h) Investments Dividends Interest receivable	48,454 115	- -	48,454 115	50,640 1,414	- -	50,640 1,414
	48,569	-	48,569	52,054	-	52,054
Total income	2,235,822	-	2,235,822	1,999,877	5,188	2,005,065

3a Analysis of expenditure (current year)

	Charitable activities						Governance costs £	2021 £	Total £	2020 Total £
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £				
Direct Costs										
Staff costs (note 5)	194,110	111,241	247,419	310,825	293,044	-	97,476	1,254,115		1,323,224
Other staff costs	5,730	3,027	7,260	10,215	11,356	-	3,012	40,600		105,356
Direct service costs	19,998	11,308	3,701	250,331	29,521	-	36,411	351,270		203,215
Trading costs	-	-	79,015	1,300	-	-	-	80,315		71,570
	219,838	125,576	337,395	572,671	333,921	-	136,899	1,726,300		1,703,365
Support costs										
Establishment costs	12,416	6,559	15,732	22,134	24,606	-	6,527	87,974		55,093
IT costs	12,294	6,495	15,578	21,918	24,366	-	6,463	87,114		94,573
Office costs	999	528	1,266	1,781	1,980	-	525	7,079		13,803
Legal and professional	790	417	1,001	1,408	1,565	-	415	5,596		17,936
Irrecoverable VAT	7,159	3,782	9,070	12,762	14,187	-	3,763	50,723		36,336
Depreciation	23,866	12,607	30,240	42,547	47,299	-	12,547	169,106		157,878
Other expenses	3,153	1,665	3,995	5,620	6,248	-	1,657	22,338		45,762
	60,677	32,053	76,882	108,170	120,251	-	31,897	429,930		421,381
Total expenditure	280,515	157,629	414,277	680,841	454,172	-	168,796	2,156,230		2,124,746
Governance costs reallocated	25,731	13,593	32,604	45,872	50,996	-	(168,796)	-		-
Total expenditure 2021	306,246	171,222	446,881	726,713	505,168	-	-	2,156,230		
Total expenditure 2020	331,494	305,284	459,377	568,819	450,377	9,395	-			2,124,746

Direct service costs in the governance section include investment management fees of £11,053 (2020: £9,868).

3a Analysis of expenditure (prior year)

	Charitable activities							
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £	Governance costs £	2020 £
Direct Costs								
Staff costs (note 5)	208,704	201,279	259,602	322,975	255,554	5,047	70,063	1,323,224
Other staff costs	13,818	12,744	20,570	26,678	24,498	395	6,653	105,356
Direct service costs	34,414	22,497	3,973	69,709	38,136	-	34,486	203,215
Trading costs	-	-	64,241	5,504	-	1,825	-	71,570
	256,936	236,520	348,386	424,866	318,188	7,267	111,202	1,703,365
Support costs								
Establishment costs	7,226	6,664	10,756	13,951	12,811	206	3,479	55,093
IT costs	12,404	11,440	18,465	23,947	21,991	354	5,972	94,573
Office costs	1,810	1,670	2,695	3,494	3,210	52	872	13,803
Legal and professional	2,352	2,170	3,502	4,541	4,171	67	1,133	17,936
Irrecoverable VAT	4,766	4,395	7,094	9,202	8,449	136	2,294	36,336
Depreciation	20,706	19,097	30,824	39,980	36,711	591	9,969	157,878
Other expenses	6,002	5,535	8,935	11,588	10,641	171	2,890	45,762
	55,266	50,971	82,271	106,703	97,984	1,577	26,609	421,381
Total expenditure	312,202	287,491	430,657	531,569	416,172	8,844	137,811	2,124,746
Governance costs reallocated	19,292	17,793	28,720	37,250	34,205	551	(137,811)	-
Total expenditure 2020	331,494	305,284	459,377	568,819	450,377	9,395	-	2,124,746

Notes to the financial statements

For the year ended 31 December 2021

4 Net incoming resources for the year

This is stated after charging:

	2021 £	2020 £
Depreciation		
Owned	169,106	156,570
Leased	-	1,308
Trustees' expenses	125	459
Auditor's remuneration (excluding VAT):		
Audit	12,000	11,500
Pension Audit	-	3,000
Other services	1,000	6,620
Finance lease rentals		
Equipment	1,976	5,250
	1,976	5,250

In 2021 2 trustees (2020: 4) were paid for expenses relating to travel, subsistence, telephone and postage.

5 Analysis of staff costs and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	997,998	1,061,366
Social security costs	96,144	105,496
Pension contributions		
Defined benefit pension contributions	-	(4)
Net interest expense	18,000	6,000
Defined contribution pension contributions	138,265	143,152
Life assurance	3,708	7,214
	1,254,115	1,323,224

Staff are entitled to carry over a maximum of 10 days allowance of unused annual leave. In 2020 it was decided to remove this limit for all staff and in 2021 the maximum was raised temporarily to 13 days due to the pandemic. For the 2021 accounting year the value of the accrued leave was calculated at £26,294 (2020: £34,396). This amount is not material and so is not included as an adjustment in the salary and wages expense.

As part of the recovery plan to reduce the shortfall in funding for the defined benefit pension scheme the employer contributed £100,000 (2020: £99,996) during the year. The actuarial gains and losses on the Scheme for the year, are recognised in the statement of financial activities in accordance with FRS102.

The contributions made during the year ended 31 December 2020 for the defined contribution scheme were at a rate of double that made by the contributor (between 1% and 8%) of pensionable salaries. The cost to the Society was £138,265 (2020: £143,152).

Insurance premiums for death in service benefits were payable in addition.

Notes to the financial statements

For the year ended 31 December 2021

5 Analysis of staff costs (continued)

The following number of employees received employee benefits in excess of £60,000 (excluding employer pension costs and employer national insurance) during the year between:

	2021	2020
	No.	No.
£60,000 - £69,999	1	1
£70,000 - £79,999	-	1
£80,000 - £89,999	-	-
£90,000 - £99,999	1	-
	2	2

The key management personnel of the Society comprise the Chief Executive, the Director of Membership and Professional Affairs, the Director of Finance, the Director of Training & Commercial and the Director of Digital & IT. The total employee benefits (including pension contributions and employer national insurance contributions) of the key management personnel were £420,265 (2020: £423,512).

The trustees were not paid nor received any other benefits from employment with the Society in the year (2020: £nil). No trustee received payment for professional or other services supplied to the Society with the exception of those detailed in note 7.

6 Staff numbers

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

	2021	2020
	No.	No.
Total staff	26.0	25.3
	26.0	25.3

7 Related party transactions

For teaching and developing commercial training courses one trustee, Mark Briers (MJO Data Consulting Ltd) was paid £2,000 (2020: £2,000). There were no amounts outstanding at 31 December 2021 (2020: £nil).

8 Taxation

The Society is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Society's trading subsidiary RSS (Services) Ltd distributes available profits under Gift Aid to the Society. Its charge to corporation tax in the year was £nil (2020: £nil).

9 Tangible fixed assets

The group and Society

	Freehold land and buildings £	Fixtures and fittings and equipment £	Computers and Laptops £	Database, Servers and Audio-visual Equipment £	Total £
Cost					
At the start of the year	1,067,145	342,671	44,341	514,356	1,968,513
Additions in year	-	-	21,196	24,975	46,171
Disposals in year	-	-	-	-	-
At the end of the year	1,067,145	342,671	65,537	539,331	2,014,684
Depreciation					
At the start of the year	259,907	215,890	44,341	341,332	861,470
Charge for the year	10,071	37,292	10,598	111,145	169,106
Eliminated on disposal	-	-	-	-	-
At the end of the year	269,978	253,182	54,939	452,477	1,030,576
Net book value					
At the end of the year	797,167	89,489	10,598	86,854	984,108
At the start of the year	807,238	126,781	-	173,024	1,107,043

Land with a historic value of £60,000 (2020: £60,000) is included within freehold property and not depreciated. The trustees believe that if sold at the current time the land and building would realise in excess of the net book value of the asset and that there is no indication of impairment.

A finance lease with an original value of £7,850 (2020: £7,850) is included within fixtures and capitalised in accordance with FRS102.

The RSS maintains the oldest part of its historical book collection on site at Errol Street. The collection comprises approximately 500 volumes and includes all the pre 1800 dated books as well as the collections donated by William Newmarch and George Udny Yule.

The majority of post-1800 books are held on permanent deposit at the University of Essex library. This collection consists of back runs of around 30 periodicals, a large book collection, and an important series of tracts – bound volumes of pamphlets on diverse topics. The core of the collection relates to statistics and statistical history, and contains much material of interest in the field of social and economic history, particularly for the 19th and early 20th centuries.

The trustees regard the Book Collection as a Heritage Asset and it is not their intention at any time in the future to sell the collection. The collection is included at nil value.

All of the above assets are used for charitable purposes.

10 Listed investments

	The group		The Society	
	2021	2020	2021	2020
	£	£	£	£
Market value at the start of the year	2,076,172	2,053,349	2,077,172	2,054,349
Cash movement	(12,381)	(30,879)	(12,381)	(30,879)
Additions at cost	357,782	259,571	357,782	259,571
Disposal proceeds	(358,228)	(240,227)	(358,228)	(240,227)
Net gain/(loss) on revaluation	227,487	34,358	227,487	34,358
Total market value at year end	2,290,832	2,076,172	2,291,832	2,077,172

Investments comprise:

	The group		The Society	
	2021	2020	2021	2020
	£	£	£	£
Bonds	304,451	308,229	304,451	308,229
Shares listed on recognised stock exchanges including unit trusts	1,705,287	1,494,360	1,705,287	1,494,360
Property fund	258,577	238,685	258,577	238,685
Cash	22,517	34,898	22,517	34,898
Investment in subsidiary undertakings	-	-	1,000	1,000
	2,290,832	2,076,172	2,291,832	2,077,172

Dividends of £48,454 were received in the year (2020: £50,640).

Notes to the financial statements

For the year ended 31 December 2021

11 Subsidiary undertaking

The Society owns the whole £1,000 of the issued ordinary share capital of RSS (Services) Ltd, a company registered in England (company number 0398652). The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the Society. Current Directors are Professor Paul Baxter, Mr Stuart McKendrick, Mr Chris Murphy, Mr Ed Swires-Hennessy and Mr Stian Westlake. No trustees of the Society are currently directors. Mr Stuart McKendrick and Mr Stian Westlake are employed by the Society in the positions of Head of Training and Commercial and Chief Executive respectively. A summary of the results of the subsidiary is shown below:

	2021 £	2020 £
Turnover	240,282	181,903
Cost of sales	(80,315)	(71,570)
Gross profit	159,967	110,333
Administrative expenses	(4,286)	(5,588)
Management charge from parent entity	(135,851)	(140,935)
Profit on ordinary activities before taxation	19,830	(36,190)
Taxation on profit on ordinary activities	-	-
Profit / (loss) for the financial year	19,830	(36,190)
Retained earnings		
Total retained earnings brought forward	(36,190)	-
Profit / (loss) for the financial year	19,830	(36,190)
Distribution under Gift Aid to parent charity	-	-
Total retained earnings / (loss) carried forward	(16,360)	(36,190)
The aggregate of the assets, liabilities and funds was:		
Assets	82,806	122,724
Liabilities	(99,166)	(157,914)
Funds	(16,360)	(35,190)

Parent charity

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

	2021 £	2020 £
Gross income	2,358,878	1,998,424
Result for the year	471,249	(1,177,160)

Gross income for the year includes a gain from investments of £227,487 (2020: £34,384)

Notes to the financial statements

For the year ended 31 December 2021

12 Debtors

	The group 2021 £	2020 £	The Society 2021 £	2020 £
Trade debtors	6,739	11,326	-	-
Other debtors & prepayments	509,140	566,585	506,285	564,544
Amounts owed by subsidiary company	-	-	58,902	142,757
	515,879	577,911	565,187	707,301

In October 2019 the RSS was awarded a grant of £396,121 from the National Lottery for the Statisticians in Society project, this money will be paid in instalments until 2023. Currently £162,534 (2020: £242,032) is being held as an other debtor.

13 Creditors: amounts falling due within one year

	The group 2021 £	2020 £	The Society 2021 £	2020 £
Trade creditors	1,065	2,813	-	-
Other creditors, provisions and accruals	71,157	110,903	58,396	108,626
Deferred income	188,573	165,202	162,332	155,135
Finance lease commitments	-	624	-	624
Taxation and social security costs	29,599	18,434	29,599	18,434
	290,394	297,976	250,327	282,819

14 Deferred income

The deferred revenue below represents prepayments by our customers and members for goods or services that have yet to be delivered. £158,608 (2020: £145,410) relates to membership subscriptions for the future year with the remaining balance consisting of delegate fees for events and training courses for the upcoming year.

	The group 2021 £	2020 £	The Society 2021 £	2020 £
Balance at the beginning of the year	165,202	153,184	155,135	128,596
Amount released to income in the year	(164,557)	(152,566)	(154,490)	(127,978)
Amount deferred in the year	187,928	164,584	161,687	154,517
Balance at the end of the year	188,573	165,202	162,332	155,135

15 Pension scheme

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The most recent actuarial assessment for accounting purposes was at 31 December 2020, it showed a funding shortfall (technical provisions minus value of assets) of £2,297,000. An allowance for the impact of contributions, changes in the gilt yield and inflation curves and actual investment returns since the valuation date reduced the funding shortfall to £2,029,000 as at 31 December 2021. On 31 March 2022 the Society agreed a recovery plan to pay contributions to meet the shortfall in funding. The employer will pay monthly contributions of £16,667 from 1 January 2022 to August 2031. £400,000 was paid between 2019 to 2021 to fund the shortfall identified in the previous triennial valuation. Please note this assessment is calculated on a different basis from the deficit included in the financial statements, which is calculated in accordance with FRS 102.

The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017.

The Scheme has a number of purchased annuities in respect of past retirements. The annuity contracts held by the trustees are included as both an asset and liability, with the fair value of the asset taken to equal the present value of the liability.

Insurance premiums for death in service benefits were payable in addition.

The employee benefit obligations recognised in the balance sheet are as follows:

	2021 £	2020 £
Present value of funded obligations	(6,395,000)	(6,459,000)
Fair value of plan assets	5,275,000	5,073,000
	(1,120,000)	(1,386,000)
Amounts in the balance sheet:		
Liabilities	(6,395,000)	(6,459,000)
Assets	5,275,000	5,073,000
Net (liability)	(1,120,000)	(1,386,000)
Amounts recognised in net incoming resources are as follows:		
	2021 £	2020 £
Net interest expense	(18,000)	(6,000)
Total	(18,000)	(6,000)
Actual return on plan assets	419,000	228,000

Notes to the financial statements

For the year ended 31 December 2021

15 Pension scheme (continued)

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

	2021 £	2020 £
Opening defined benefit obligation	6,459,000	5,205,000
Interest cost	88,000	108,000
Actuarial losses	165,000	1,254,000
Benefits paid	(317,000)	(108,000)
Closing defined benefit obligation	6,395,000	6,459,000

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

	2021 £	2020 £
Opening fair value of plan assets	5,073,000	4,853,000
Interest Income	70,000	102,000
Actuarial gains	349,000	126,000
Contributions by employer	100,000	100,000
Benefits paid	(317,000)	(108,000)
Closing fair value of plan assets	5,275,000	5,073,000

Net actuarial (loss) on defined benefit pension scheme

	2021 £	2020 £
Actuarial gain/ (loss) on plan obligations	(165,000)	(1,254,000)
Actuarial gain on plan assets	349,000	126,000
	184,000	(1,128,000)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2021 %	2020 %
Retail Price Inflation assumption	3.20%	2.80%
Consumer Price Inflation assumption	2.80%	2.40%
Discount rate at the end of the year	1.75%	1.40%
Statutory revaluation in deferment	2.80%	2.40%
Future salary increases	3.30%	2.90%
Future pension increases	3.50%	3.40%
Life expectancy - Male	87 years	87 years
Life expectancy - Female	89 years	89 years

Amounts for the current and previous four periods are as follows:

	2021 £	2020 £	2019 £	2018 £	2017 £
Defined benefit obligation	(6,395,000)	(6,459,000)	(5,205,000)	(4,644,000)	(5,006,000)
Plan assets	5,275,000	5,073,000	4,853,000	4,487,000	4,583,000
Deficit	(1,120,000)	(1,386,000)	(352,000)	(157,000)	(423,000)
Experience loss on benefit obligation	(250,000)	(113,000)	(14,000)	(26,000)	(98,000)
Asset return less expected return on assets	349,000	126,000	208,000	(205,000)	149,000

Notes to the financial statements

For the year ended 31 December 2021

16a Current year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	984,108	-	-	984,108
Investments	2,290,832	-	-	2,290,832
Net current assets	350,819	1,738	466,052	818,609
Defined benefit pension liability	(1,120,000)	-	-	(1,120,000)
Net assets at the end of the year	2,505,759	1,738	466,052	2,973,549

16b Prior year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	1,107,043	-	-	1,107,043
Investments	2,076,172	-	-	2,076,172
Net current assets	148,650	1,738	534,867	685,255
Defined benefit pension liability	(1,386,000)	-	-	(1,386,000)
Net assets at the end of the year	1,945,865	1,738	534,867	2,482,470

17a Current year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,247	-	(440)	610	5,417
Chambers Medal Fund	9,302	-	(272)	1,146	10,176
Guy Medal Fund	2,417	-	(720)	216	1,913
Greenfield Industrial Medal Fund	2,377	-	(439)	246	2,184
Bradford Hill Medal Fund	3,941	-	(440)	445	3,946
Research Prize Fund	74,906	-	(2,001)	-	72,905
Cathie Marsh Memorial Bursary Fund	4,882	-	-	-	4,882
John Howard West Bursary & Medal Fund	26,984	-	(875)	-	26,109
Barnett Award Fund	28,805	-	-	-	28,805
David G. Kendall Award for Young Researchers	5,188	-	(1,750)	-	3,438
Mardia Interdisciplinary Workshop Prize Fund	34,763	-	(3,549)	-	31,214
Statisticians for Society (Big Lottery Fund)	336,055	-	(60,992)	-	275,063
Total restricted funds	534,867	-	(71,478)	2,663	466,052
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,738	-	-	-	1,738
Total designated funds	1,738	-	-	-	1,738
General funds	3,368,055	1,957,027	(1,680,300)	(2,663)	3,642,119
Non-charitable trading funds	(36,190)	240,282	(220,452)	-	(16,360)
Total unrestricted funds	3,333,603	2,197,309	(1,900,752)	(2,663)	3,627,497
Pension fund	(1,386,000)	266,000	-	-	(1,120,000)
Total funds including pension fund	2,482,470	2,463,309	(1,972,230)	-	2,973,549

Notes to the financial statements

For the year ended 31 December 2021

17b Prior year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,038	-	-	209	5,247
Chambers Medal Fund	8,932	-	-	370	9,302
Guy Medal Fund	3,529	-	(1,208)	96	2,417
Greenfield Industrial Medal Fund	2,283	-	-	94	2,377
Bradford Hill Medal Fund	3,784	-	-	157	3,941
Research Prize Fund	73,929	-	(2,000)	2,977	74,906
Cathie Marsh Memorial Bursary Fund	4,688	-	-	194	4,882
John Howard West Bursary & Medal Fund	25,911	-	-	1,073	26,984
Barnett Award Fund	27,660	-	-	1,145	28,805
David G. Kendall Award for Young Researchers	-	5,188	-	-	5,188
Mardia Interdisciplinary Workshop Prize Fund	34,763	-	-	-	34,763
Statisticians for Society (Big Lottery Fund)	396,121	-	(60,066)	-	336,055
Total restricted funds	586,638	5,188	(63,274)	6,315	534,867
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,888	-	(150)	-	1,738
Total designated funds	1,888	-	(150)	-	1,738
General funds	3,459,267	1,852,332	(1,937,229)	(6,315)	3,368,055
Non-charitable trading funds	-	181,903	(218,093)	-	(36,190)
Total unrestricted funds	3,461,155	2,034,235	(2,155,472)	(6,315)	3,333,603
Pension fund	(352,000)	-	(1,034,000)	-	(1,386,000)
Total funds including pension fund	3,695,793	2,039,423	(3,252,746)	-	2,482,470

Purposes of restricted funds

All restricted funds represent grants, donations, bequests etc received by the Society, along with interest earned thereon. They are used to meet future costs of awarding medals, prizes and bursaries. The Barnett Award is a named lecture in the field of environmental statistics. The Mardia Interdisciplinary Workshop Prize funds events or workshops in emerging interdisciplinary areas. The Statisticians for Society project was begun in 2018 as a pilot programme to support RSS members to give their skills on a pro bono basis to organisations in the voluntary, community and social enterprise sector. In 2019 we were awarded a further grant from the National Lottery Fund to build on the learning gained during the development phase and to continue the development across the UK over the next five years.

In accordance with accounting policy on fund accounting (h) the trustees have transferred the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, from the General fund to these funds as at the balance sheet date.

Purposes of designated funds

The C. Oswald George Prize Fund has been awarded to the authors of the best article in *Teaching Statistics* since the magazine launched in 1979.

Accounts

Charity number: 306096

Royal Statistical Society

Report and financial statements

For the year ended 31 December 2020



Contents

For the year ended 31 December 2020

Reference and administrative information	1
Trustees' annual report	4
Independent auditor's report	22
Consolidated statement of financial activities	26
Balance sheets	27
Consolidated statement of cash flows	28
Notes to the financial statements	29

Reference and administrative information

For the year ended 31 December 2020

Charity number 306096

**Registered office
and operational
address** 12 Errol Street
London
EC1Y 8LX

**Country of
registration** England & Wales

Trustees Trustees who served during the year and up to the date of this report were as follows:

President/ Vice Presidents	Professor Deborah Ashby	President (to 31 December 2020)
	Professor Sylvia Richardson	President Elect (from 1 January 2020)
	Professor John MacInnes	Vice President, Professional Affairs (to 31 December 2020)
	Dr Rachel Hilliam	Vice President, Professional Affairs (from 1 January 2021)
	Professor Jennifer Rogers	Vice President, External Affairs (to 31 December 2020)
	Professor Christl Donnelly	Vice President, External Affairs (from 1 January 2021)
	Ms Sharon Witherspoon	Vice President, Education and Statistical Literacy (to 31 December 2021)
	Professor Jon Forster	Vice President, Academic Affairs (from 1 January 2020)
Honorary Officers	Mr Trevor Llanwarne	Honorary Treasurer (to 31 May 2020)
	Mr Kevin Barnes	Honorary Treasurer (from 1 June 2020)
	Dr Shirley Coleman	Honorary Officer, Discussion Meetings (from 1 January 2020)
	Dr Karen Facey	Honorary Officer, Sections & Local Groups (to 31 December 2020)
	Mr Blaise Egan	Honorary Officer, Sections & Local Groups (from 1 January 2021)
	Dr Sara Hilditch	Honorary Officer, Membership (to 31 December 2021)
	Dr Kim Kavanagh	Honorary Officer, Conferences & Events (to 31 December 2020)
	Mr Scott Heald	Honorary Officer, Conferences & Events (from 1 January 2021)
	Professor John Kent	Honorary Officer, Journals (to 31 December 2021)

Reference and administrative information

For the year ended 31 December 2020

	Dr Moira Mugglestone	Honorary Officer, Remuneration and Staffing (to 31 December 2020)
	Dr Johanna Hutchinson	Honorary Officer, Remuneration and Staffing (from 1 January 2021)
	Mr Stephen Penneck	Honorary Officer, National Statistics (to 31 December 2021)
Ordinary members	Professor Lucinda Billingham	(until 31 December 2020)
	Professor Mario Cortina Borja	
	Dr Mark Briers	
	Mr Simon Briscoe	(until 31 December 2020)
	Dr Sophie Carr	(from 1 January 2021)
	Professor Peter Elias	
	Professor Arnaldo Frigessi	(until 31 December 2020)
	Dr Claire Gormley	(until 31 December 2020)
	Dr Lisa Hampson	(until 31 December 2020)
	Dr Katie Harron	
	Dr Ruth King	
	Dr Anjali Mazumder	(from 1 January 2021)
	Dr Emma McCoy	
	Dr Lisa McFetridge	
	Dr Claire Miller	
	Dr Robin Mitra	(from 1 January 2021)
	Professor Brendan Murphy	(from 1 January 2021)
	Professor Gesine Reinert	(from 1 January 2021)
	Dr Jamie Sergeant	
	Dr Tom Smith	
	Mr Andy Sutherland	(until 31 December 2020)
	Dr Lucy Teece	(from 1 January 2021)
	Dr Deirdre Toher	
	Dr James Weatherall	(from 1 January 2021)
	Dr Simon White	
Senior Management Team	Stian Westlake (Chief Executive from 1 July 2020)	
	Hetan Shah (Executive Director until 31 January 2020)	
	Nicola Emmerson (Director of Membership and Professional Affairs, and acting Chief Executive from 1 February 2020 to 30 June 2020)	
	Jack Beeby (Head of IT and Digital from 1 November 2020)	
	Paul Hellmuth (Finance and Operations Director until 10 March 2020)	
	Stuart McKendrick (Head of Training and Commercial from 1 February 2020)	
	Charlotte Stovell (acting Head of Finance from 10 March 2020, and Finance Director from 1 November 2020)	
	Iain Wilton (Director of Policy and Public Affairs until 5 October 2020)	

Reference and administrative information

For the year ended 31 December 2020

Bankers	Royal Bank of Scotland Drummonds 49 Charing Cross London SW1A 2DX
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane London EC1Y 0TL
Investment Managers	Cazenove Capital 12 Moorgate London EC2R 6DR

The trustees present their report and the audited financial statements for the year ended 31 December 2020.

The reference and administrative information set out on pages 1-3 form part of this report. The financial statements comply with current statutory requirements, the charity's Royal Charter, supplemental Charter, Bylaws and Regulations and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Statement from the RSS President, Professor Sylvia Richardson

I am pleased to present the Royal Statistical Society annual report and financial statements for the year ending 31st December 2020.

In a year when COVID-19 changed lives and livelihoods around the world, it will come as no surprise that the RSS's activities and operations have been significantly affected. However, I am glad to say that the Society has risen to the challenge. We have worked quickly to move our activities online, managed the risks to the Society's finances and operations and, most importantly, RSS members have played an active role in the fight against the pandemic.

Because of the importance of statistics to understanding and managing the impact of Covid, the expertise of Fellows was in high demand. The Society set up a COVID-19 Task Force in the Spring which has been active in raising statistical issues, engaging with Government, interacting with the media and increasing public understanding. Our Education Policy Advisory Group was prominent in the debate over COVID-19 related exam adjustments over the Summer, and our Statistical Ambassadors have been busy providing rigorous, accurate input into the public debate.

The Society's business has moved almost entirely online. Our membership, sections and local groups have responded well to this challenge, with many of our meetings recording their highest ever attendances. The closure of our Errol Street office has reduced room hire income, and our training offering has been moved online and has been busy. The Annual Conference also moved entirely online and was a success. Membership figures remain strong, and are slightly up on 2019.

The Society's finances were impacted by the COVID-19 pandemic with budgeted income reduced by over £500k, but despite this our financial performance for our strategic goals was only a net loss of £120k. A large part of this is due to cost reductions from moving our activities online and changes in the staffing structure at the RSS. Our comparatively strong financial position meant we did not need to draw down on our investments, allowing them time to recover from the market reductions early in 2020.

2020 also saw significant personnel changes. Our Executive Director, Hetan Shah, left in January; his role was taken by our new Chief Executive, Stian Westlake, who joined in July; Nicola Emmerson served as Chief Executive in the interim. I am also grateful to the Officers who finished their term of office during the year: the outgoing President, Professor Deborah Ashby, the outgoing

Vice President for Professional Affairs Professor John MacInnes; Vice President for External Affairs Jen Rogers, and outgoing Honorary Officers Dr Karen Facey, Dr Kim Kavanagh, Mr Trevor Llanwarne and Dr Moira Mugglestone.

I have no doubt that 2021 will present its own challenges, as the world continues to struggle with COVID-19 and its consequences. One thing which is sure is that the last year has amply demonstrated to the wider public and to government that data and statisticians are playing an important role in our understanding of the coronavirus pandemic and our attempts to fight it. I am confident that the Society is well placed to respond to upcoming challenges and that our mission is more important than ever.

Objectives and activities

The vision of the Royal Statistical Society (RSS) is 'A world where data are at the heart of understanding and decision making.'

To help achieve this vision we structure our work around the six strategic objectives outlined below. The first four of these are outward facing and demonstrate our charitable activity. The last two are more internal and governance related and support the achievement of the four external impact objectives:

- 1 For statistics to be used effectively in the **public interest**, so that policy formulation and decision making are informed by evidence for the good of society.
- 2 For society to be more **statistically literate**, so that people's understanding of data, risk and probability can inform their daily decision making, leading to better outcomes.
- 3 For a strong body of **professional statisticians** to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings.
- 4 For statistics as a **discipline** to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world.
- 5 For an engaged and energised **membership and staff** to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact.
- 6 For the RSS to be a financially sustainable and **well run organisation**, with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact.

These strategic objectives are to fulfil the Society's charitable objectives as set out in its Royal Charter:

- (i) To foster and encourage the growth, development and application of statistical science in all areas of activity which can benefit from it.
- (ii) To establish, uphold and advance high standards of statistical competence.
- (iii) To foster the production and publication of statistics on aspects of society.
- (iv) To serve the public interest by acting in an advisory, consultative or representative capacity in matters relating to the science of statistics and its application.
- (v) To promote the public understanding of statistics and the competent use and interpretation of statistics.

Activities and public benefit

The trustees confirm that they have complied with the duty in section four of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

The RSS's work contributes to public benefit through:

- Ensuring statistics are used in the **public interest**, leading to better quality policy making and decision making.
- Supporting **statistical education and literacy**, enabling organisations and individuals to make better choices.
- Supporting the development of the **discipline** of statistics, which in turn leads to improvements on a wide range of social, environmental and economic issues.
- Supporting the **professionalisation** of those working with data and statistics in the UK and overseas, contributing to the skills demanded by a 'data economy'.

The RSS develops a detailed activity plan on an annual basis to take forward the activities of the Society. Key areas of activity are outlined below.

Statistics in the public interest

Activities include:

- policy work on a range of topics to improve the use of data and statistics in public policy and the public interest;
- running working groups on topics such as health and national statistics;
- holding events and conducting research on topics of public interest;
- working in partnership with other organisations to secure change in the public interest; and
- giving awards for outstanding work in journalism, official statistics and the pharmaceutical industry.

Education and statistical literacy

Activities include:

- the Society's campaign to improve statistical literacy;
- influencing education policy and curricula;

- campaigning for greater quantitative skills in higher education; and
- producing Significance magazine.

Supporting the discipline

Activities include:

- publication of academic journals;
- running meetings and conferences;
- awarding honours;
- supporting sections and local groups; and
- monitoring and supporting statistics in higher education.

Professional affairs

Activities include:

- offering professional membership and qualifications;
- accreditation of university courses; and
- training and continuing professional development.

Structure, governance and management

Founded in 1834, the Society is a learned society and professional body incorporated by Royal Charter. It is an international membership body with over 10,000 members (of whom over 6,000 are designated 'Fellows'). Fellows with suitable qualifications, professional training and experience are able to apply for award of Chartered Statistician (CStat) status.

The Society's governing documents are the supplemental Charter (which came into effect on 1 April 2006), the Bylaws and the Regulations, which are reviewed annually. The Society's governance is largely in line with the recommendations of the Charity Governance Code. The Society's Council is its board of trustees. Council consists of the President and twenty-four other Fellows who are the ordinary members of Council and are elected by the Fellowship, together with any Honorary Officers appointed from outside the Council, the most recent Past President who is willing to serve on Council and any person(s) co-opted to Council under the provisions in the Bylaws. The President serves for a two-year term. The ordinary members of Council are elected by a ballot of all members. Vice Presidents and Honorary Officers are appointed by Council. If not already members of Council, Vice Presidents and Honorary Officers are co-opted to membership of Council.

Members of Council are normally expert in one or more branches of statistical science and its applications and they bring that expertise and their knowledge of the statistical profession to the strategic management of the Society.

With respect to their duties and responsibilities as trustees of the Society, new members of Council receive an induction into the Society including its governance, finances, strategy and activities, as well as their role as trustees. Updates to the whole trustee board are given where appropriate due

to, for example, changes in legislation or regulation. During the course of the past year, the major risks to which the charity is exposed have been identified and Council is satisfied that adequate systems are in place to manage those risks. An Audit and Risk Committee is in place to review risks in-depth on behalf of Council. On an annual basis, Council reviews the key risks and its approach to managing them. The Senior Management Team and Audit and Risk Committee escalate any major risks to Council.

Council has a formal and detailed scheme of delegation laid out in its Regulations which are reviewed and renewed annually by Council. Responsibilities are delegated to the Executive Committee and various other committees. The Professional Affairs Committee leads on the Society's work as a professional body. The President and Vice Presidents have the authority to speak for and represent the Society and to take urgent decisions between meetings.

The Society employs a Chief Executive to manage the day-to-day operations of the charity, its staff and facilities. The Society has a small permanent staff and is therefore heavily dependent on the input of volunteers in the whole range of its activities. Volunteers are drawn from the membership, and serve in a variety of ways including through committees and working groups.

The Society has 17 Sections, which hold meetings and discussions about their specialist area topics (e.g. there are Sections on social statistics, medical statistics and business and industrial statistics). Sections are driven by the Fellowship. The Society also has Local Groups which run events in their local and regional areas.

During 2020, Professor Deborah Ashby led us as President of the Society. Professor Deborah Ashby's term of office commenced on 1 January 2019, and concluded on 31 December 2020. During 2019, our Fellows elected Professor Sylvia Richardson as President Elect; her term of office as President commenced on 1 January 2021.

Related Parties and connections with other organisations:

The RSS has a wholly owned subsidiary trading company, RSS (Services) Ltd, which gifts all of its profits to the Society. The main activities of the subsidiary are running training courses, and the sale of print and online advertising. The subsidiary also hires the Society's meeting space to external clients, but from March 2020 no bookings were taken as the building was closed due to COVID-19. The organisation is a company limited by share capital, incorporated on 28 April 2000.

The following persons served as directors of the company during the year and up to the date of this report:

Mr S Westlake (from 23 October 2020)
Dr P Baxter
Mr S McKendrick (from 1 February 2020)
Mr C Murphy
Mr H Shah (until 31 January 2020)
Mr E Swires-Hennessy

The Society also works with a number of organisations in the pursuit of its charitable activities. *Significance* is an official magazine and website of both the Royal Statistical Society and the American Statistical Association (ASA). Both the magazine and our journals are published by Wiley-Blackwell.

The RSS is a founding member of the Council for the Mathematical Sciences (CMS) which was established in 2001 by the Institute of Mathematics and its Applications (IMA), the London Mathematical Society (LMS) and the RSS. The CMS comprises representatives and observers from the mathematical sciences community, including the Presidents and Chief Executives of these three societies. The CMS is an authoritative and objective body that exists to develop, influence and respond to UK policy issues that affect the mathematical sciences in higher education and research, and therefore the UK economy and society in general.

Through the CMS the RSS is also a member of the Royal Society's Advisory Committee on Mathematics Education (ACME) which provides advice to government and others to inform policy related to mathematics and quantitative education for 3-19 year olds, and the transition into further or higher education or employment.

Remuneration Policy: The Society sets remuneration according to a salary policy. It strives to offer a fair and affordable rate of pay for each role, seeking to ensure consistency and transparency. It is committed to ensuring that:

- its salaries remain competitive in the labour market, broadly benchmarked to other professional societies and the public sector in London; and
- it informs employees how their pay has been determined and considers any feedback received.

Staff are not discriminated against because of gender, marital or civil partnership status, race, religion or belief, sexual orientation, age, disability, pregnancy or maternity or because they work part-time or on a fixed-term contract.

The Society rewards staff through salary and a number of other benefits. These include a pension scheme, holiday allowance, flexible working where appropriate, season ticket loans, and access to staff development opportunities including training. The Society has three salary bands.

The Executive Committee is responsible for determining the annual salary increase for all staff. There is an annual cycle of salary review and staff are made aware of this cycle through the salary policy. When determining an increase, the Executive Committee takes into account a range of factors including inflation, wage increases in the wider economy, and affordability within the long term position of the Society's finances.

In addition to the annual pay award, individual salaries are also reviewed and further increases are considered to reflect changes in job roles (e.g. taking on new responsibility). The Chief Executive and Executive Committee look at a variety of factors when reviewing individual salaries including affordability in the context of the Society's finances and the current market value of posts (what it would cost to replace a particular role in the market).

The Executive Committee may undertake periodic benchmarking of individual and overall salaries as and when they see a need to do so.

The ratio of remuneration of the highest paid to the median salary is 2.64 (2019 3.11) based on the employees in place at the end of the financial year.

In 2019, the Society's Council decided to transfer the responsibilities of the Remuneration and Staffing Committee to the Executive Committee who fully took over this remit from January 2020. Council came to this decision because the Remuneration and Staffing Committee agenda had become fairly thin, and it was agreed that matters such as salary setting could be dealt with by the Executive Committee.

Reserves Policy: The Society maintains reserves according to a set policy which is regularly reviewed by the Audit and Risk Committee and Council. The Society keeps reserves for a number of purposes and these include: providing an annual income to the Society from dividends; paying for unanticipated in-year costs such as maternity pay or long term staff sickness; allowing trustees to invest in new areas of work in order to achieve the long term vision of the Society; and providing for a gap in funding if a core funding source were to unexpectedly shrink. The Society's level of free reserves, calculated as general reserves less tangible assets and the pension deficit from the latest FRS102 accounting valuation, was £839k at the end of 2020 (2019 £1.9m). See Page 18 for more details.

Fundraising: The vast majority of the Society's income is earned from its regular activities and the RSS does not generally engage in public fundraising and does not use external fundraisers. It has received no complaints during the year relating to its fundraising practices.

Risk: The detailed Risk Register is monitored by the Senior Management Team and the Audit and Risk Committee. The top risks, listed below, are reported to the Society's Council.

Risk**Metrics, controls and recent developments****Strategic risks****Failure to deliver against one of Society's six strategic objectives**

The Society's governance is aligned with its strategy, and there is a Vice President for each of the four outward facing goals. Council and Executive Committee monitor performance via regular reports on the Society's work and hold the staff to account on this. Detail on activities for each strategic goal are listed in the annual report and the time and cost allocated to each goal is in note 1j in the annual accounts.

Decline in membership of the Society reduces the impact and reach of the Society

Membership is a key theme of the new RSS strategy. The RSS has recruited new staff who are dedicated to membership recruitment and engagement. The Society are also reaching out to new communities such as data scientists. In addition, the RSS are undertaking research on membership trends within the Fellowship. Regular monitoring of membership numbers is undertaken at Senior Management, Executive Committee and Council meetings. Overall membership has increased each year since 2013 and in 2020 paying membership increased to 6,304 (2019: 6,287). See page 17 for a breakdown of member numbers by category.

Loss of journal income prevents the Society from achieving objectives

Journal income is the RSS' single biggest source of income. The journal contract with Wiley runs until the end of 2022. The contract gives significant guaranteed payments. This means the Society have protection against changes in the academic publishing market in the short term. In addition, the RSS have been looking to diversify income streams, and monitoring trends in open access publishing without diluting quality.

The Society fails to remain relevant to data users and statisticians

This is a key strategic priority for the Society. In 2020 the professional membership voted to add the Data Analyst membership category to provide a pathway for data scientists. A new section focusing on AI and machine learning is being discussed in 2021 and there is an increasing focus on data ethics and improving the diversity of the membership.

Business intelligence is insufficient to track and identify the key risks facing the Society

The Customer Relationship Management (CRM) database was launched in April 2020 allowing the RSS opportunity to track, collect and analyse more data. The Senior Management Team (SMT) are currently revising the key performance indicators (KPIs) required to meet business needs, allow better decision making and the appropriate allocation of resources.

Risk**Metrics, controls and recent developments****External Risks****Economic downturn reduces all income sources and reserves**

The Society has resilience in the form of free reserves and an owned central London office. The Society's finances are monitored on a monthly basis by SMT. Trustees actively review the situation and if reserve levels drop, as they have this year, expenditure is cut back when appropriate. RSS free reserves after the pension deficit were £839k at the close of 2020 (2019 £1.92m). Calculated as general reserves less tangible assets and the pension deficit, which increased by £1.4m at the end of 2020.

Pension deficit requiring large payments

The Society's final salary pension scheme was closed to new entrants on 1 January 2017. The deficit is monitored via triennial reviews. A deficit of £667k was identified in the last triennial valuation. A payment plan was negotiated between the Society trustees and the pensions trustees. £300k has been paid up to the end of 2020 with a commitment of £100k each year until 2025. The next valuation is due on a valuation date of 31 December 2020. Based on the significant increase in the pension deficit from the latest FRS102 accounting it is highly likely that the deficit has increased and the RSS will need to agree a new recovery plan and payment schedule.

Reputational risks

Upholding data ethics is critical to the Society's work and its reputation. All Society publications have a vetting procedure, and a limited number of designated people are able to issue statements on behalf of the Society. The Society has implemented data protection legislation, including guidance for Sections and Local Groups. The RSS needs to be particularly vigilant about maintaining high standards in its use of personal data. Social media is monitored. There have been no complaints in 2020.

Virus and hacking risks

In the UK, hacking and virus incidents have increased significantly in recent years, and have been prominent in the national press. The Society holds personal data on a large number of individuals, and therefore needs to be diligent in managing this risk. The RSS continue to update IT systems, in particular to prevent hacking attacks, and to monitor for any unusual digital activity. The Audit and Risk Committee reviews this risk annually, the latest review occurred in May 2021. Systems have the latest versions of malware and anti-virus software.

<u>Risk</u>	Metrics, controls and recent developments
<u>Internal risks</u>	
A lack of volunteers prevents the Society achieving its goals	The Society is absolutely dependent on volunteers to fill roles on Council, section and local group committees, working groups and to produce the Society's journals. Volunteer engagement is an increasing priority with volunteer workshops held in 2020 and an increase in the staff time allocated now and in the future.
Loss of key staff prevents the Society achieving its goals	Notice periods mirror staff seniority and difficulty of replacement. Key processes have been mapped, and SMT monitor the intentions of key staff members. In practice, where staff loss happens other staff rally round and manage. For example, when the Executive Director left in early 2020, the Director of Membership stepped into the role of Acting CEO; this worked very well.
Customer Relationship Management (CRM) database failure	The Society introduced a new CRM database in April 2020 and is entirely dependent on the new CRM to manage operating activities. The RSS is reliant on a single supplier to maintain and fix the system, for which there is a contractual agreement in place. Future development work is required to improve systems which are negotiated as needed. Bespoke functionality is owned by the Society while the underlying structure is owned by Microsoft. Any critical failure should therefore be fixed promptly. SMT regularly monitor the project, and the Executive Committee and Council are kept informed of progress.
Errol Street building not fit for purpose	The pandemic has led to a change in the needs of the RSS. Its Errol Street building in its current state is unfit for hybrid events, live streaming and is not accessible to the disabled. It is also likely that staff will be working remotely more often. The Senior Management Team are reviewing the future needs of the Society and will discuss options with Council once the impact of the pandemic on the organisation has settled.
Fraud	The Society has a series of financial procedures in place to minimise the risk of fraud. The Audit and Risk committee review internal controls regularly to determine they are sufficient. The auditors review processes during the audit and SMT monitor and report any incidences of fraud to the trustees and the relevant bodies. To date there have been no instances of fraud.
General	There are a wide variety of operational risks which are outlined in a detailed Risk Register. These are reviewed quarterly by the Senior Management Team and annually by the Audit and Risk Committee. In May 2021 the Audit and Risk Committee reviewed this summarised Risk Report. The detailed Risk Register was last reviewed in full in December 2020.

Achievements and Performance

The trustees are proud of what the organisation is achieving and consider that the RSS is becoming increasingly influential in its work. The majority of the activity plan was completed in 2020 with some activities carried forward into 2021. A more detailed review of the Society's performance in 2020 against each of the goals is set out below.

Goal One: For statistics to be used effectively in the public interest, so that policy formulation and decision making are informed by evidence for the good of society.

- **COVID-19:** In response to the pandemic, we created a COVID-19 Task Force, and a Working Group on Diagnostic Tests, comprised of senior fellows. We provided statistical expertise to inform policymaking around the pandemic, working with government officials, parliamentary committees and other scientific organisations.
- **Media:** Our media presence increased considerably in 2020. Both the Society and its fellows had an active voice, commenting on COVID-19 and a number of other statistical issues. Coverage included broadcast interviews with the BBC, Sky and ITV, and print comment featuring in the Guardian, Times, Financial Times and others. We also continued to assist journalists behind the scenes, offering expertise through our Statistical Ambassadors programme.
- **Exam grades:** From April 2020, we engaged extensively with government and parliamentarians regarding school exam grading during COVID-19. We repeatedly advocated for transparency and proper consideration of statistical issues. After A-Level results day, we successfully called for a review by the Office for Statistics Regulation and hope that the recommendations from this review will mean that the confusion is not repeated.
- **Inflation:** The government has been consulting on plans to bring the Retail Prices Index (RPI) in line with the Consumer Prices Index. In April 2020, we secured an extension to the consultation to ensure that proper discussion was possible during lockdown. In July, we hosted a lively open meeting to discuss the changes. We expressed our strong disagreement with the government's plans and set out a positive alternative – aligning RPI with the Household Costs Index, which is currently being developed as a National Statistic.
- **UK Parliament:** We responded to inquiries on issues including data transparency during the pandemic, lessons learned from COVID-19, the National Data Strategy and death registrations. A number of fellows gave evidence to Parliamentary Select Committees, including the Science and Technology Select Committee and the Public Administration and Constitutional Affairs Committee.

Goal Two: For society to be more statistically literate, so that people's understanding of data, risk and probability can inform their daily decision-making, leading to better outcomes.

- **COVID-19:** Members were active in seeking to increase public understanding of COVID-19 statistics. Our Vice-President for External Affairs began working with ITV News as their Covid statistician – helping to explain coronavirus numbers and what they mean. Members of the COVID-19 Task Force regularly appeared on TV and radio as well as providing explanatory articles for newspapers.
- **Education:** We worked in collaboration with the Royal Society, the London Mathematical Society and the Institute of Mathematics and its Applications to promote the teaching of statistics. Our William Guy Lecturer – in spite of the difficulties caused by the pandemic – gave talks at a number of schools. And as part of Maths Week England, we ran a successful chart competition for primary school aged children.
- **Significance:** Significance magazine, which we publish jointly with the American Statistical Association, continues to grow in popularity. From January to November, our articles in the Wiley Online Library were downloaded more than 386,700 times (2019: 282,521).
- **Training:** In the first quarter of 2020, we ran four face-to-face courses in London. From April to December, following the outbreak of COVID-19 in the UK, we delivered 15 online public courses. In total, 226 delegates attended public courses during 2020. We also delivered six commissioned courses to clients including the Guardian, the Foreign Office and the Ministry of Defence.
- **Events:** We ran several well-attended public events. Moreover, attendance at the Society's events increased significantly when they were moved online, in part because of ease of access. Equality, diversity and inclusion was a particular focus, with events on the ethnicity data gap and on the connections between some of the founding figures of statistics and racism. We also held an event in December in partnership with Bournemouth University on how the media has handled the reporting of COVID-19 statistics.

Goal Three: For a strong body of professional statisticians to maintain and develop the skills they need so that they can critically apply methodology, interpret results and communicate findings.

- **Honours:** Each year we award medals and prizes to people who have made outstanding contributions to the development of statistics. The 2020 awards ceremony was held in September as part of our first online RSS conference. The 2020 honours and awards recipients were:
 - Guy Medal in Gold: David Spiegelhalter
 - Guy Medal in Silver: Arnaud Doucet
 - Guy Medal in Bronze: Rachel McCrea
 - Barnett Award: Byron JT Morgan
 - Research Prize: Thomas B Berrett
 - Honorary Fellowship: Judea Pearl

- **Accreditation:** In 2020, the Society and its Professional Affairs Committee launched the RSS Quality Mark. This measure will sit underneath our accreditation of statistics degrees, and will enable the RSS to accredit individual modules and training courses. This will, in turn, allow individuals to gain professional recognition for good statistical training, including the GradStat, CStat and Data Analyst titles.
- **Data Science Coalition:** Following the *Dynamics in Data Science Skills* report by the Royal Society, the RSS formed a steering group with the British Computing Society, Operational Research Society and other professional bodies. This group will lead a wider consortium of organisations to develop and shape the profession of data science. This initiative was referenced in the UK government's National Data Strategy.
- **Corporate Membership Partnerships:** The Society now has 30 corporate partners (2019: 33).
- **Healthcare:** With support from the Health Foundation, we presented our inaugural Florence Nightingale Award for Excellence in Healthcare Data Analytics. In 2020, to coincide with Nightingale's bicentenary, we announced two joint winners - NHS Blood and Transplant, and Barking, Havering and Redbridge University Hospitals NHS Trust.

Goal Four: For statistics as a discipline to thrive, so that methodology is advanced, applied and made accessible, leading to greater understanding of an increasingly complex world.

- **Sections and Local Groups:** During 2020, our Sections and Local Groups ran dozens of online events and activities. For example, in June, the RSS Nigeria Local Group delivered a talk on 'Modelling the COVID-19 pandemic in Nigeria' to over 300 attendees. The Data Science Section launched 'Ethics Happy Hours', to encourage data scientists to share and discuss ethical challenges encountered in their professional life.
- **International Conference:** In September 2020, we held our first ever online RSS International Conference, which was attended by 550 participants. The programme featured over 50 hours of content, including eight professional development workshops, 28 invited topic sessions and eight keynote talks from presenters including Ruth King and David Spiegelhalter. Feedback from attendees was extremely positive. The 2021 conference is due to take place in September in Manchester.
- **Journals:** In 2019, we saw an increase in the impact factors for all three journals, Series A: Statistics in Society, Series B: Statistical Methodology and Series C: Applied Statistics. Over the course of the year, the three series published over 4,200 pages and 183 articles, 44 of these being open access.
- **Discussion meetings:** Some RSS Journal articles ('papers for reading') are presented and discussed before publication at a discussion meeting. The discussion and authors' replies are then published in the relevant Journal series. During 2020, we held five meetings. In May, we hosted our first ever web-based meeting, followed by very well-attended online meetings in June and September.
- **International Development:** The Society continues to organise placements for RSS members to volunteer abroad with the African Institute for Mathematical Sciences (AIMS), and Partnership in Statistics for Development in the 21st Century (PARIS21). Both these initiatives help build capacity for low-income countries to develop their statistical systems.

Goal Five: For an engaged and energised membership and staff to work collaboratively with partner organisations and other stakeholders in meeting these goals, so that the Society can maximise its impact.

- **Membership:** Member numbers remain strong at over 10,000, and have slightly increased since 2019, at a time when some membership organisations have reported declines. Of these, over 6,000 are Fellows. In addition, we now have well over 1,000 e-Teacher members, and over 3,000 e-Student members. We have members in 114 countries worldwide.

Membership Category	2017	2018	2019	2020
Standard Fellows	4,460	4,680	4,615	4,649
CStats	1,004	1,016	1,003	982
GradStats	616	678	669	673
e-Student members	2,498	2,796	2,915	3,123
e-Teachers	597	875	950	1,273
Total Members	9,175	10,045	10,152	10,700

- **Statisticians for Society:** We have further developed our work on supporting RSS members to provide pro bono statistics expertise to small UK charities. In 2020, we matched 16 charities with volunteer statisticians.
- **Partnerships:** The Society has continued to work with a wide range of partners throughout the year including government bodies (e.g. the Office for National Statistics); research councils (e.g. UK Research and Innovation); statistical societies (e.g. American Statistical Association, the International Statistical Institute); mathematical bodies (e.g. the Council for the Mathematical Sciences); and scientific bodies (e.g. Royal Society).

Goal Six: For the RSS to be a financially stable and well-run organisation with effective governance and use of technology, so that it will grow in relevance, exert influence and have wider impact.

- **Awards:** The RSS Statistics of the Decade campaign was 'highly commended' in the 2020 Memcom Awards. The judges said this initiative 'really brought the topic to life, engaging audiences nationally and making highly effective use of a range of media.'
- **IT:** In April 2020, the Society launched a new website and Customer Relationship Management database. This has led to significant improvements in the service we offer to members, and the efficiency of our internal systems.

Financial Review

2020 saw a significant reduction in income, caused by the reduction of in-person events, moving the annual conference online and a reduction in activity from the trading subsidiary. This was matched by a reduction in expenditure, resulting in net expenditure of £85,323 (2019: net income of £382,825). The 2020 net movement in funds was an overall loss of £1.21m (2019: surplus of £69,825). The largest movement was caused by an increase of £1.13m in the liability for the closed defined benefit pension scheme (see Note 15 to the accounts).

Increase in the defined benefit pension scheme FRS102 valuation

The deficit in the scheme is a result of an increase in the value of the liabilities, due to a reduction in the discount rate of future cashflows and increases in inflation assumptions. This valuation is purely for the purposes of preparing the statutory accounts and has no implications on our liquidity. The valuation that does require the Society to correct any funding shortfall is the triennial valuation, and that will occur at the same date. It is therefore extremely likely that the pension liability has increased and how this is funded will need to be agreed with the pension trustees, potentially requiring significant funds being added to the scheme from 2022 onwards. The pension scheme deficit is included within the free reserves calculation, resulting in the decrease of free reserves from £1.9m at the end of 2019 to £839k by the end of 2020.

Free reserves position

Trustees believe that given current turnover and staffing, maintaining levels of free reserves in the range between £1.5m and £2m is required. Holding reserves of £839k is below the bottom of the target range of £1.5m. The deficit in the year and the sharp increase in the pension deficit are both a consequence of the COVID-19 pandemic. The RSS is confident that even below the target level of reserves the charity will still be financially sound for years to come. This is based on a positive cash flow forecast for the next few years, modelled on more pessimistic and stressed income projections. Furthermore, a positive cash position means any increase or decrease in the value of investments is largely irrelevant as the RSS does not expect to make any withdrawals from the portfolio in the short term. Finally, the RSS owns the Errol Street building outright, which is an asset the Society can call on if needed.

Net income position

Excluding restricted funds, and any income and expenditure from reserves, the net income from 2020 was a deficit of £61k, an improvement from the £191k deficit in 2019.

Total unrestricted income was £1.99m (2019: £2.50m) and total unrestricted expenditure was £2.06m (2019: £2.67m). The most significant drivers for the loss of income and reduced expenditure were the cancellation of all in-person events and activities from March 2020 onwards due to the COVID-19 pandemic. This resulted in the cancellation of our annual conference, due to be held in Bournemouth in September 2020. The activities of our trading subsidiary were also

severely impacted, all training courses were either cancelled or moved online and our venue hire activities ceased in March. Significant savings of over £70k were made by holding committee meetings remotely, salary savings and lower property expenditure.

Despite the income reduction in 2020, most income streams are stable and have remained robust. Journal revenue is secure until the end of 2022, when the current contract with our publisher expires. The growing profile of data as a discipline, and the Society's ongoing mission to stay relevant, makes a significant loss of membership income in the next two years unlikely.

Membership subscription income was largely unaffected in 2020 and we are on course to meet our target for 2021. Membership prices were not increased in 2020, as is usual, as a small way to thank our members.

2020 was the first year when the Statisticians for Society project was fully covered by the £396k five-year restricted grant awarded by the National Lottery Foundation in 2019. This grant covers staff costs, overheads and directs costs for the project which are budgeted at £75k. However, £15k of the in-person events and activities planned for 2020 had to be cancelled resulting in a lower claim against the grant. We received a new grant of £10k from the Alan Turing Institute which covered the consultancy costs for administering the COVID-19 Taskforce. However, with fewer in-person events income from sponsorship decreased from £49k in 2019 to £18k in 2020.

Overheads

Total staffing costs in 2020 were £1.32m (2019: £1.42m). This is primarily a result of fewer permanent staff as vacant senior roles were filled by existing staff. Average staff numbers fell from 30.3 in 2019 to 25.3 in 2020. The building was closed from March with only minimal maintenance visits before the second full lockdown in December resulting in a saving of £137k in running costs.

The new website and customer database went live in April 2020, the cumulation of three years' work and over £500k spent. Over the coming year new functionality will be added but the bulk of the expenditure has been made and any new future updates and functionality costs are expected to be funded from expenditure and not from reserves.

Trading Subsidiary

RSS (Services) Ltd finished with a gross profit of £110,333 and a loss of £36,190, once administrative expenses and the management charge from the charity are included. The management charge is based on actual staff time allocated to trading activities and a share of the charity's support costs. Usually, the trading subsidiary donates any profit to the charity but with all in-person activities cancelled from March 2020 a loss was expected and the RSS is confident that the trading subsidiary will be profitable again in the near future. Venue hire was closed from March 2020 and advertising income, which is primarily from recruitment, was also severely impacted by the pandemic. 35 public training courses were scheduled in 2020 of which 21 courses ran, including 5 in-person courses held before the lockdown in March.

Plans for the future

The Society's Activity Plan for 2021 is available online and gives detail about the work programme for the year.

- **COVID-19 Task Force:** The Task Force was launched in March 2020 to respond to the huge expansion in work and commentary on data, statistics, medical science and new technologies that have been arising as a result of the COVID-19 crisis. The Task Force has been constituted under two Co-Chairs - Sylvia Richardson (RSS President 2021-22) and Sir David Spiegelhalter (past president) - supported by a steering group of eminent members. A key aim of the Task Force is to continue to offer the UK government and devolved administrations an expert statistical group that can be called upon to contribute its collective expertise.
- **Staffing:** In autumn 2020, the RSS decided to create four new posts: Finance Director, Head of IT and Digital, Policy Data Analyst and Governance and Committees Officer. In November, Charlotte Stovell, former Acting Head of Finance, was appointed Finance Director. Jack Beeby, former IT Manager, was appointed Head of IT and Digital. Both staff members now sit on the Senior Management Team. In addition, in March 2021 we recruited a new Governance and Committees Officer, Jo Fishwell. In May 2021 we recruited Erica Belcher as Policy Data Analyst, a position that will involve a degree apprenticeship in data science and we are currently recruiting for a new project development manager to increase our impact with the data science community.
- **Conference:** Our 2021 annual conference is due to take place in Manchester in September.
- **Member engagement:** We will continue to focus on strengthening our Sections and Local Groups, empowering them to undertake activities that promote our goals and attract new members. Our Member Engagement Manager will provide support in this area, and seek ways to substantially increase the involvement and interaction of members by making it easier to volunteer with the RSS, including through our Statisticians for Society project, for which we have received a five year grant from the National Lottery.
- **Data Analyst:** The Society is planning to introduce a new 'Data Analyst' category of Fellow, for people who do not hold relevant qualifications at degree level, but have meaningful experience and have completed a certain standard of continuing professional development training in statistics. This change is being made in light of the Professional Affairs Committee's 2019 review of accreditation processes.
- **External engagement:** In recent years, the Society has strengthened its engagement with matters of public interest through the media, civil society and government. We plan to continue with this direction of travel.

Statement of responsibilities of the trustees

The Society delegates governance activities, and detailed oversight, to the relevant committees and sections but the ultimate responsibility is held by RSS trustees. Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period, and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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. They are also responsible for safeguarding the assets of the charity and group, 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 corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

The trustees' annual report has been approved by the trustees on 23 June 2021 and signed on their behalf by

Sylvia Richardson
President

Kevin Barnes
Honorary Treasurer

Opinion

We have audited the financial statements of the Royal Statistical Society ('the parent charity') for the year ended 31 December 2020 which comprise the consolidated statement of financial activities, the group and parent charity balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2020 and of the group's incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements
- Sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group and the parent 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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

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

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

made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent 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 parent 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 parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

2 July 2021

Sayer Vincent LLP, Statutory Auditor

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

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

Royal Statistical Society
Consolidated statement of financial activities

For the year ended 31 December 2020

				2020			2019
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations	2a	7,799	–	7,799	56	–	56
Charitable activities							
Statistics & Public Interest	2b	10,000	–	10,000	–	–	–
Education & Statistical Literacy	2c	59,171	–	59,171	90,995	–	90,995
Developing the Profession	2d	206,373	–	206,373	347,612	–	347,612
Strengthening the Discipline	2e	948,066	5,188	953,254	1,157,137	–	1,157,137
Engaging the Membership & Partners	2f	709,345	–	709,345	745,320	396,121	1,141,441
Venue hire	2g	7,069	–	7,069	7,583	–	7,583
Investments	2h	52,054	–	52,054	68,949	–	68,949
Other incoming resources	2i	–	–	–	88,728	–	88,728
Total income		1,999,877	5,188	2,005,065	2,506,380	396,121	2,902,501
Expenditure on:							
Charitable activities							
Statistics & Public Interest		331,494	–	331,494	490,913	–	490,913
Education & Statistical Literacy		305,284	–	305,284	376,867	–	376,867
Developing the Profession		459,377	–	459,377	536,229	–	536,229
Strengthening the Discipline		565,611	3,208	568,819	695,480	10,852	706,332
Engaging the Membership & Partners		390,311	60,066	450,377	561,229	21,037	582,266
Venue hire		9,395	–	9,395	36,611	–	36,611
Total expenditure	3	2,061,472	63,274	2,124,746	2,697,329	31,889	2,729,218
Net income / (expenditure) before net gains on investments		(61,595)	(58,086)	(119,681)	(190,949)	364,232	173,283
Net gain on investments	10	34,358	–	34,358	209,542	–	209,542
Net income / (expenditure)		(27,237)	(58,086)	(85,323)	18,593	364,232	382,825
Transfers between funds	17	(6,315)	6,315	–	(18,431)	18,431	–
Net income/(expenditure) before other recognised gains and losses		(33,552)	(51,771)	(85,323)	162	382,663	382,825
Actuarial loss on defined benefit pension schemes	15	(1,128,000)	–	(1,128,000)	(313,000)	–	(313,000)
Net movement in funds		(1,161,552)	(51,771)	(1,213,323)	(312,838)	382,663	69,825
Reconciliation of funds:							
Total funds brought forward		3,109,155	586,638	3,695,793	3,421,993	203,975	3,625,968
Total funds carried forward		1,947,603	534,867	2,482,470	3,109,155	586,638	3,695,793

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the financial statements.

**Royal Statistical Society
Balance sheets**

As at 31 December 2020

	Note	The group 2020 £	2019 £	The Society 2020 £	2019 £
Fixed assets:					
Tangible assets	9	1,107,043	1,211,062	1,107,043	1,211,062
Investments	10	2,076,172	2,053,349	2,077,172	2,054,349
		3,183,215	3,264,411	3,184,215	3,265,411
Current assets:					
Debtors	12	577,911	812,025	707,301	812,575
Short term deposits		39,828	39,710	39,828	39,710
Cash at bank and in hand		365,492	276,913	256,135	240,021
		983,231	1,128,648	1,003,264	1,092,306
Liabilities:					
Creditors: amounts falling due within one year	13a	(297,976)	(296,829)	(282,819)	(261,487)
Net current assets		685,255	831,819	720,445	830,819
Total assets less current liabilities		3,868,470	4,096,230	3,904,660	4,096,230
Creditors: amounts falling due after one year	13b	–	(48,437)	–	(48,437)
Net assets excluding pension liability		3,868,470	4,047,793	3,904,660	4,047,793
Defined benefit pension scheme liability	15	(1,386,000)	(352,000)	(1,386,000)	(352,000)
Total net assets		2,482,470	3,695,793	2,518,660	3,695,793
Funds:	17				
Restricted income funds		534,867	586,638	534,867	586,638
Unrestricted income funds:					
Designated funds		1,738	1,888	1,738	1,888
General funds		3,368,055	3,459,267	3,368,055	3,459,267
Non-charitable trading funds (loss)		(36,190)	–	–	–
		3,333,603	3,461,155	3,369,793	3,461,155
Pension reserve	15	(1,386,000)	(352,000)	(1,386,000)	(352,000)
Total unrestricted funds		1,947,603	3,109,155	1,983,793	3,109,155
Total charity funds		2,482,470	3,695,793	2,518,660	3,695,793

Approved by the trustees on 23 June 2021 and signed on their behalf by

Sylvia Richardson
President

Kevin Barnes
Honorary Treasurer

Consolidated statement of cash flows

For the year ended 31 December 2020

	Note	2020 £	£	2019 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period		(85,323)		382,825	
Depreciation charges		157,878		153,866	
Loss on disposal		–		73	
Gain on investments		(34,358)		(209,542)	
Dividends and interest		(52,054)		(68,949)	
Defined benefit pension employer contribution		(100,000)		(200,000)	
Defined benefit pension adjustment		6,000		4,000	
Finance lease rentals		(5,250)		(5,250)	
Decrease in debtors		234,114		138,611	
Increase/(decrease) in creditors		(39,802)		2,435	
Net cash (used in) / provided by operating activities			81,205		198,069
Cash flows from investing activities:					
Purchase of fixed assets		(53,859)		(283,306)	
Proceeds from sale of investments		240,227		418,662	
Purchase of investments		(259,571)		(373,070)	
Movement on cash held in investments		30,879		(33,747)	
Dividends and interest		52,054		68,949	
Net cash (used in) / provided by investing activities			9,730		(202,512)
Cash flows from financing activities					
Repayment of finance lease liability		(2,238)		(1,825)	
Net cash used in financing activities			(2,238)		(1,825)
Change in cash and cash equivalents in the year			88,697		(6,268)
Cash and cash equivalents at the beginning of the year			316,623		322,891
Cash and cash equivalents at the end of the year			405,320		316,623
Analysis of cash and cash equivalents					
		At 1 January 2020 £	Cash flows £	At 31 December 2020 £	
Cash in hand		276,913	88,579	365,492	
Notice deposits (more than 3 months)		39,710	118	39,828	
Total cash and cash equivalents		316,623	88,697	405,320	

1 Accounting policies

a) Statutory information

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

The registered office address is 12 Errol St, London EC1Y 8LX.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Charities Act 2011.

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

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

These financial statements consolidate the results of the Society and its wholly-owned subsidiary RSS (Services) Limited on a line by line basis. Transactions and balances between the Society and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the Society's balance sheet. A separate statement of financial activities, or income and expenditure account, for the Society itself is not presented as the summary of the result for the year is disclosed in the notes to the accounts.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the Society's ability to continue as a going concern despite the likely increase in the pension deficit. A significant proportion of our income is guaranteed until the end of 2022 and the RSS owns its Errol Street headquarters.

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

e) Income

Income is recognised when the Society 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.

Membership subscriptions are recognised in the financial statements during the period in which a member becomes entitled to benefits.

Income from courses, conferences and meetings are recognised in the period in which the event takes place.

Income received from the sale of journals is recognised in the year in which the journal is published. Wiley Publishers undertake the marketing and distribution of the Society's journals and the Society receives a guaranteed contribution plus a share in any surplus arising.

Grants are recognised in full in the statement of financial activities in the year in which they are receivable.

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

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Voluntary income received by way of donations and gifts to the Society, is included in full in the statement of financial activities when received.

In accordance with the Charities SORP (FRS 102), volunteer time is not recognised in the financial statements.

g) Investments, investment income and interest receivable

Investment income and interest on funds held on deposit is included when receivable. Investments held as fixed assets are revalued at mid-market value at the balance sheet date. The gain or loss for the year is taken to the statement of financial activities. The Society's investment in its subsidiary is included at cost.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. If funds are unspent and carried forward into a later financial period, the trustees allocate the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, to these funds as at the balance sheet date.

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

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

Transfers are made from general funds to designated funds or restricted funds based on decisions by the Trustees.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff time, of the amount attributable to each activity. Support costs are then re-allocated to each of the charitable activities on the basis of staff time on each activity as follows:

Support cost reallocation	2020 %	2019 %
● Statistics & Public Interest	13.12	22.09
● Education & Statistical Literacy	12.10	14.58
● Developing the Profession	19.52	15.24
● Strengthening the Discipline	25.32	18.81
● Engaging the Membership & Partners	23.26	22.93
● Venue Hire	0.37	1.96
● Governance costs	6.31	4.39

k) Allocation of governance costs

Resources expended and allocated support costs relating to Governance costs are allocated to each activity proportionately.

Governance cost reallocation	2020 %	2019 %
● Statistics & Public Interest	14.00	23.10
● Education & Statistical Literacy	12.91	15.25
● Developing the Profession	20.84	15.94
● Strengthening the Discipline	27.03	19.68
● Engaging the Membership & Partners	24.82	23.98
● Venue Hire	0.40	2.05

l) Finance leases

Assets purchased under finance leases are capitalised as fixed assets. Obligations under such agreements are included in creditors. The difference between the capitalised cost and the total obligation under the lease represents the finance charge. Finance charges are written off to the statement of financial activities over the period of the lease so as to produce a constant periodic rate of charge.

1 Accounting policies (continued)

m) Tangible fixed assets

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

● Freehold land	Not depreciated
● Freehold buildings	100 years (1% per annum)
● Furniture, fixtures, fittings and office equipment	6 years (16.66% per annum)
● Computers & Laptops	2 years (50% per annum)
● Database & Servers and conference equipment	Up to 4 years (25% per annum)

Items of equipment are capitalised where the purchase price exceeds £250. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

The trustees have reviewed the carrying value of the freehold building. There is a regular maintenance programme which is designed to ensure its continual useful life. They are therefore happy to depreciate the building over the longer period of 100 years.

n) Heritage assets

A heritage asset is defined as “a tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge and culture”. The Society is of the opinion that information on the cost or valuation of such assets is not available and such information cannot be obtained due to the specialist nature of the assets, many of which are unique.

o) Short term deposits

Short term deposits represent amounts held on deposit with a maturity of between 3 months and one year.

p) 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.

q) Foreign exchange

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange offered by the bank on the day of the transaction.

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 measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

s) Pensions

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017. The cost of providing pension and related benefits is charged to the statement of financial activities over the employees' service lives on the basis of a percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a percentage of current and estimated future earnings. Any difference between the charge to the statement of financial activities and the contributions payable to the scheme shown as an asset or liability in the balance sheet.

The Society also operates a group person pension plan which is a defined contribution scheme. Contributions are charged to the statement of financial activities in the periods to which they relate. The Society has no liability under the scheme other than for the payment of those contributions.

Notes to the financial statements

For the year ended 31 December 2020

2 Analysis of income

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
a) Donations	7,799	–	7,799	56	–	56
b) Statistics & Public Interest Receptions & Public Events	10,000	–	10,000	–	–	–
	10,000	–	10,000	–	–	–
c) Education & Statistical Literacy Significance Magazine	41,338	–	41,338	41,874	–	41,874
Grants & Sponsorship	17,833	–	17,833	49,121	–	49,121
	59,171	–	59,171	90,995	–	90,995
d) Developing the Profession Accreditation Scheme	54,250	–	54,250	47,750	–	47,750
Commercial Training	152,123	–	152,123	299,862	–	299,862
	206,373	–	206,373	347,612	–	347,612
e) Strengthening the Discipline Publications	879,298	–	879,298	913,384	–	913,384
Conferences & Events	57,997	–	57,997	224,153	–	224,153
Medals & Prizes	–	5,188	5,188	–	–	–
ISO 18404 sector scheme	10,771	–	10,771	19,600	–	19,600
	948,066	5,188	953,254	1,157,137	–	1,157,137
f) Engaging the Membership & Partners Subscriptions	691,905	–	691,905	712,814	–	712,814
Advertising	11,940	–	11,940	27,901	–	27,901
Grants & Sponsorship	5,500	–	5,500	4,605	396,121	400,726
	709,345	–	709,345	745,320	396,121	1,141,441
g) Venue hire	7,069	–	7,069	7,583	–	7,583
h) Investments Dividends	50,640	–	50,640	66,064	–	66,064
Interest receivable	1,414	–	1,414	2,885	–	2,885
	52,054	–	52,054	68,949	–	68,949
i) Other incoming resources Compensation for building works	–	–	–	81,000	–	81,000
Other	–	–	–	7,728	–	7,728
	–	–	–	88,728	–	88,728
Total income	1,999,877	5,188	2,005,065	2,506,380	396,121	2,902,501

3a Analysis of expenditure (current year)

	Charitable activities							2020	2019
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £	Governance costs £	Total £	Total £
Direct Costs									
Staff costs (note 5)	208,704	201,279	259,602	322,975	255,554	5,047	70,063	1,323,224	1,416,445
Other staff costs	13,818	12,744	20,570	26,678	24,498	395	6,653	105,356	112,973
Direct service costs	34,414	22,497	3,973	69,709	38,136	–	34,486	203,215	436,479
Trading costs	–	–	64,241	5,504	–	1,825	–	71,570	167,783
	256,936	236,520	348,386	424,866	318,188	7,267	111,202	1,703,365	2,133,680
Support costs									
Establishment costs	7,226	6,664	10,756	13,951	12,811	206	3,479	55,093	174,964
IT costs	12,404	11,440	18,465	23,947	21,991	354	5,972	94,573	85,408
Office costs	1,810	1,670	2,695	3,494	3,210	52	872	13,803	30,827
Legal and professional	2,352	2,170	3,502	4,541	4,171	67	1,133	17,936	20,642
Irrecoverable VAT	4,766	4,395	7,094	9,202	8,449	136	2,294	36,336	83,424
Depreciation	20,706	19,097	30,824	39,980	36,711	591	9,969	157,878	153,866
Other expenses	6,002	5,535	8,935	11,588	10,641	171	2,890	45,762	46,407
	55,266	50,971	82,271	106,703	97,984	1,577	26,609	421,381	595,538
Total expenditure	312,202	287,491	430,657	531,569	416,172	8,844	137,811	2,124,746	2,729,218
Governance costs reallocated	19,292	17,793	28,720	37,250	34,205	551	(137,811)	–	–
Total expenditure 2020	331,494	305,284	459,377	568,819	450,377	9,395	–	2,124,746	
Total expenditure 2019	490,913	376,867	536,229	706,332	582,266	36,611	–		2,729,218

3b Analysis of expenditure (prior year)

	Charitable activities							
	Statistics & Public Interest £	Education & Statistical Literacy £	Developing the Profession £	Strengthening the Discipline £	Engaging the Membership & Partners £	Venue Hire £	Governance costs £	2019 Total £
Direct Costs								
Staff costs (note 5)	275,554	214,549	229,763	273,894	335,812	17,750	69,123	1,416,445
Other staff costs	24,951	16,474	17,213	21,256	25,907	2,217	4,955	112,973
Direct service costs	25,719	37,104	22,434	258,483	49,548	–	43,191	436,479
Trading costs	–	–	153,202	12,400	–	2,012	169	167,783
	326,224	268,127	422,612	566,033	411,267	21,979	117,438	2,133,680
Support costs								
Establishment costs	38,642	25,514	26,659	32,919	40,123	3,433	7,674	174,964
IT costs	18,863	12,455	13,013	16,069	19,586	1,676	3,746	85,408
Office costs	6,808	4,496	4,697	5,800	7,069	605	1,352	30,827
Legal and professional	4,559	3,010	3,145	3,884	4,734	405	905	20,642
Irrecoverable VAT	18,425	12,165	12,711	15,696	19,131	1,637	3,659	83,424
Depreciation	33,982	22,438	23,444	28,950	35,284	3,019	6,749	153,866
Other expenses	10,249	6,767	7,071	8,731	10,642	911	2,036	46,407
	131,528	86,845	90,740	112,049	136,569	11,686	26,121	595,538
Total expenditure	457,752	354,972	513,352	678,082	547,836	33,665	143,559	2,729,218
Governance costs reallocated	33,161	21,895	22,877	28,250	34,430	2,946	(143,559)	–
Total expenditure 2019	490,913	376,867	536,229	706,332	582,266	36,611	–	2,729,218

Notes to the financial statements

For the year ended 31 December 2020

4 Net incoming resources for the year

This is stated after charging:

	2020 £	2019 £
Depreciation		
Owned	156,570	152,558
Leased	1,308	1,308
Loss on disposal of fixed assets	–	73
Trustees' remuneration	–	–
Trustees' expenses	459	5,377
Auditor's remuneration (excluding VAT):		
Audit	11,500	11,200
Pension Audit	3,000	2,900
Other services	6,620	950
Finance lease rentals		
Equipment	5,250	5,250

4 (2019: 18) trustees were paid for expenses relating to travel, subsistence, telephone and postage.

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

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	1,061,366	1,140,749
Social security costs	105,496	107,142
Pension contributions		
Defined benefit pension contributions	(4)	(4)
Less adjustment for FRS102	–	–
Net interest expense	6,000	4,000
Loss due to benefit change	–	–
Defined contribution pension contributions	143,152	153,676
Life assurance	7,214	10,882
	1,323,224	1,416,445

Staff are entitled to carry over a maximum of 10 days allowance of unused annual leave, however in 2020 it was decided to temporarily remove this limit for all staff as a result of the pandemic. For the 2020 accounting year the value of the accrued leave was calculated at £34,396 (2019: £22,757). This amount is not material and so is not included as an adjustment in the salary and wages expense.

As part of the recovery plan to reduce the shortfall in funding for the defined benefit pension scheme the employer contributed £99,996 (2019: £199,996) during the year. The actuarial gains and losses on the Scheme for the year, are recognised in the statement of financial activities in accordance with FRS102.

The contributions made during the year ended 31 December 2020 for the defined contribution scheme were at a rate of double that made by the contributor (between 1% and 8%) of pensionable salaries. The cost to the Society was £143,152 (2019: £153,676).

Insurance premiums for death in service benefits were payable in addition.

Notes to the financial statements

For the year ended 31 December 2020

5 Analysis of staff costs (continued)

The following number of employees received employee benefits in excess of £60,000 (excluding employer pension costs and employer national insurance) during the year between:

	2020 No.	2019 No.
£60,000 – £69,999	1	1
£70,000 – £79,999	1	1
£80,000 – £89,999	–	–
£90,000 – £99,999	–	1
	2	3

The key management personnel of the Society comprise the Chief Executive, the Director of Membership and Professional Affairs, the Director of Policy and Public Affairs (until November 2020), the Director of Finance, the Head of Training & Commercial (from February 2020) and the Head of Digital & IT (from November 2020). The total employee benefits (including pension contributions and employer national insurance contributions) of the key management personnel were £423,512 (2019: £367,393).

The trustees were not paid nor received any other benefits from employment with the Society in the year (2019: £nil). No trustee received payment for professional or other services supplied to the Society with the exception of those detailed in note 7.

6 Staff numbers

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

	2020 No.	2019 No.
Total staff	25.3	30.3
	25.3	30.3

7 Related party transactions

For teaching and developing commercial training courses one trustee, Mark Briers was paid £nil (2019: £2,000). There were no amounts outstanding at 31 December 2020 (2019: £nil).

8 Taxation

The Society is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Society's trading subsidiary RSS (Services) Ltd distributes available profits under Gift Aid to the Society. Its charge to corporation tax in the year was £nil (2019: £nil).

9 Tangible fixed assets

The group and Society

	Freehold land and buildings £	Fixtures and fittings and equipment £	Computers and Laptops £	Database, Servers and Audiovisual Equipment £	Total £
Cost					
At the start of the year	1,067,145	334,637	44,341	675,179	2,121,302
Additions in year	–	8,034	–	45,825	53,859
Disposals in year	–	–	–	(206,648)	(206,648)
At the end of the year	1,067,145	342,671	44,341	514,356	1,968,513
Depreciation					
At the start of the year	249,836	175,972	41,730	442,702	910,240
Charge for the year	10,071	39,918	2,611	105,278	157,878
Eliminated on disposal	–	–	–	(206,648)	(206,648)
At the end of the year	259,907	215,890	44,341	341,332	861,470
Net book value					
At the end of the year	807,238	126,781	–	173,024	1,107,043
At the start of the year	817,309	158,665	2,611	232,477	1,211,062

Land with a historic value of £60,000 (2019: £60,000) is included within freehold property and not depreciated. The trustees believe that if sold at the current time the land and building would realise in excess of the net book value of the asset. The last valuation was in 2015 and at that time valued the building at £5m.

A finance lease with an original value of £7,850 (2019: £7,850) is included within fixtures and capitalised in accordance with FRS102.

The RSS maintains the oldest part of its historical book collection on site at Errol Street. The collection comprises approximately 500 volumes and includes all the pre 1800 dated books as well as the collections donated by William Newmarch and George Udny Yule.

The majority of post-1800 books are held on permanent deposit at the University of Essex library. This collection consists of back runs of around 30 periodicals, a large book collection, and an important series of tracts – bound volumes of pamphlets on diverse topics. The core of the collection relates to statistics and statistical history, and contains much material of interest in the field of social and economic history, particularly for the 19th and early 20th centuries.

The trustees regard the Book Collection as a Heritage Asset and it is not their intention at any time in the future to sell the collection. The collection is included at nil value.

All of the above assets are used for charitable purposes.

10 Listed investments

	The group		The Society	
	2020	2019	2020	2019
	£	£	£	£
Market value at the start of the year	2,053,349	1,855,652	2,054,349	1,856,652
Cash movement	(30,879)	33,747	(30,879)	33,747
Additions at cost	259,571	373,070	259,571	373,070
Disposal proceeds	(240,227)	(418,662)	(240,227)	(418,662)
Net gain/(loss) on revaluation	34,358	209,542	34,358	209,542
Total market value at year end	2,076,172	2,053,349	2,077,172	2,054,349

Investments comprise:

	The group		The Society	
	2020	2019	2020	2019
	£	£	£	£
Bonds	308,229	297,731	308,229	297,731
Shares listed on recognised stock exchanges including unit trusts	1,494,360	1,484,113	1,494,360	1,484,113
Property fund	238,685	205,728	238,685	205,728
Cash	34,898	65,777	34,898	65,777
Investment in subsidiary undertakings	–	–	1,000	1,000
	2,076,172	2,053,349	2,077,172	2,054,349

Dividends of £50,640 were received in the year (2019: £66,064).

Notes to the financial statements

For the year ended 31 December 2020

11 Subsidiary undertaking

The Society owns the whole £1,000 of the issued ordinary share capital of RSS (Services) Ltd, a company registered in England (company number 0398652). The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the Society. Current Directors are Dr Paul Baxter, Mr Stuart McKendrick (from 1 February 2020), Mr Chris Murphy, Mr Hetan Shah (until 31 January 2020), Mr Ed Swires-Hennessy and Mr Stian Westlake (from 23 October 2020). No trustees of the Society are currently directors. Mr Stuart McKendrick and Mr Stian Westlake are employed by the Society in the positions of Head of Training and Commercial and Chief Executive respectively. A summary of the results of the subsidiary is shown below:

	2020 £	2019 £
Turnover	181,903	354,946
Cost of sales	(71,570)	(167,614)
Gross profit	110,333	187,332
Administrative expenses	(5,588)	(3,834)
Management charge from parent entity	(140,935)	(155,876)
Profit on ordinary activities before taxation	(36,190)	27,622
Taxation on profit on ordinary activities	–	–
Profit / (loss) for the financial year	(36,190)	27,622
Retained earnings		
Total retained earnings brought forward	–	–
Profit / (loss) for the financial year	(36,190)	27,622
Distribution under Gift Aid to parent charity	–	(27,622)
Total retained earnings / (loss) carried forward	(36,190)	–
The aggregate of the assets, liabilities and funds was:		
Assets	123,724	71,727
Liabilities	(158,914)	(70,727)
Funds	(35,190)	1,000

Parent charity

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

	2020 £	2019 £
Gross income	1,998,424	2,940,594
Result for the year	(1,177,160)	69,823

Notes to the financial statements

For the year ended 31 December 2020

12 Debtors

	The group		The Society	
	2020	2019	2020	2019
	£	£	£	£
Trade debtors	11,326	33,003	–	–
Other debtors & prepayments	566,585	779,022	564,544	777,189
Amounts owed by subsidiary company	–	–	142,757	35,386
	577,911	812,025	707,301	812,575

In October 2019 the RSS was awarded a grant of £396,121 from the National Lottery for the Statisticians in Society project, this money will be paid in installments until 2023. Currently £242,032 is being held as an other debtor.

13a Creditors: amounts falling due within one year

	The group		The Society	
	2020	2019	2020	2019
	£	£	£	£
Trade creditors	2,813	7,219	–	–
Other creditors, provisions and accruals	110,903	106,542	108,626	103,007
Deferred income	165,202	153,184	155,135	128,596
Finance lease commitments	624	2,238	624	2,238
Taxation and social security costs	18,434	27,646	18,434	27,646
	297,976	296,829	282,819	261,487

13b Creditors: amounts falling due in more than one year

	The group		The Society	
	2020	2019	2020	2019
	£	£	£	£
Finance lease commitments (one to five years)	–	624	–	624
External decoration provision (greater than five years)	–	47,813	–	47,813
	–	48,437	–	48,437

14 Deferred income

	The group		The Society	
	2020	2019	2020	2019
	£	£	£	£
Balance at the beginning of the year	153,184	210,705	128,596	169,476
Amount released to income in the year	(152,566)	(209,799)	(127,978)	(168,570)
Amount deferred in the year	164,584	152,278	154,517	127,690
Balance at the end of the year	165,202	153,184	155,135	128,596

Notes to the financial statements

For the year ended 31 December 2020

15 Pension scheme

The Society operates a defined benefit scheme, The Staff Pension and Life Assurance Plan of the Royal Statistical Society. The most recent actuarial assessment for accounting purposes was at 1 January 2018, it showed a funding shortfall (technical provisions minus value of assets) of £667,000. On 14 February 2019 the Society agreed a recovery plan to pay contributions to meet the shortfall in funding. A lump sum of £100,000 was paid in 2019 in respect of the year 2018 and from January 2019 to February 2025 £8,333 will be paid each month. Please note this assessment is calculated on a different basis from the deficit included in the financial statements, which is calculated in accordance with FRS 102.

The pension scheme members' years of employment, counted in the scheme, ceased to increase with effect from 1 January 2017.

The Scheme has a number of purchased annuities in respect of past retirements. The annuity contracts held by the trustees are included as both an asset and liability, with the fair value of the asset taken to equal the present value of the liability.

Insurance premiums for death in service benefits were payable in addition.

The employee benefit obligations recognised in the balance sheet are as follows:

	2020 £	2019 £
Present value of funded obligations	(6,459,000)	(5,205,000)
Fair value of plan assets	5,073,000	4,853,000
	<u>(1,386,000)</u>	<u>(352,000)</u>
Amounts in the balance sheet:		
Liabilities	(6,459,000)	(5,205,000)
Assets	5,073,000	4,853,000
Net (liability)	<u>(1,386,000)</u>	<u>(352,000)</u>
Amounts recognised in net incoming resources are as follows:		
	2020 £	2019 £
Net interest expense	(6,000)	(4,000)
Total	<u>(6,000)</u>	<u>(4,000)</u>
Actual return on plan assets	<u>228,000</u>	<u>337,000</u>

Notes to the financial statements

For the year ended 31 December 2020

15 Pension scheme (continued)

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

	2020 £	2019 £
Opening defined benefit obligation	5,205,000	4,644,000
Interest cost	108,000	133,000
Actuarial losses	1,254,000	521,000
Benefits paid	(108,000)	(93,000)
Closing defined benefit obligation	6,459,000	5,205,000

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

	2020 £	2019 £
Opening fair value of plan assets	4,853,000	4,409,000
Interest Income	102,000	129,000
Actuarial gains	126,000	208,000
Contributions by employer	100,000	200,000
Benefits paid	(108,000)	(93,000)
Closing fair value of plan assets	5,073,000	4,853,000

Net actuarial (loss) on defined benefit pension scheme

	2020 £	2019 £
Actuarial gain loss on plan obligations	(1,254,000)	(521,000)
Actuarial gain on plan assets	126,000	208,000
	(1,128,000)	(313,000)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2020 %	2019 %
Retail Price Inflation assumption	2.8%	2.7%
Consumer Price Inflation assumption	2.4%	1.9%
Discount rate at the end of the year	1.4%	2.1%
Statutory revaluation in deferment	2.4%	1.9%
Future salary increases	2.9%	2.4%
Future pension increases	3.4%	3.3%
Life expectancy – Male	87 years	87 years
Life expectancy – Female	89 years	89 years

Amounts for the current and previous four periods are as follows:

	2020 £	2019 £	2018 £	2017 £	2016 £
Defined benefit obligation	(6,459,000)	(5,205,000)	(4,644,000)	(5,006,000)	(4,557,000)
Plan assets	5,073,000	4,853,000	4,487,000	4,583,000	4,401,000
Deficit	(1,386,000)	(352,000)	(157,000)	(423,000)	(156,000)
Experience loss on benefit obligation	(113,000)	(14,000)	(26,000)	(98,000)	(258,000)
Asset return less expected return on assets	126,000	208,000	(205,000)	149,000	364,000

16a Current year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	1,107,043	–	–	1,107,043
Investments	2,076,172	–	–	2,076,172
Net current assets	148,650	1,738	534,867	685,255
Defined benefit pension liability	(1,386,000)	–	–	(1,386,000)
Net assets at the end of the year	1,945,865	1,738	534,867	2,482,470

16b Prior year analysis of group net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	1,211,062	–	–	1,211,062
Investments	2,053,349	–	–	2,053,349
Net current assets	243,293	1,888	586,638	831,819
Long term liabilities	(48,437)	–	–	(48,437)
Defined benefit pension liability	(352,000)	–	–	(352,000)
Net assets at the end of the year	3,107,267	1,888	586,638	3,695,793

17a Current year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	5,038	–	–	209	5,247
Chambers Medal Fund	8,932	–	–	370	9,302
Guy Medal Fund	3,529	–	(1,208)	96	2,417
Greenfield Industrial Medal Fund	2,283	–	–	94	2,377
Bradford Hill Medal Fund	3,784	–	–	157	3,941
Research Prize Fund	73,929	–	(2,000)	2,977	74,906
Cathie Marsh Memorial Bursary Fund	4,688	–	–	194	4,882
John Howard West Bursary & Medal Fund	25,911	–	–	1,073	26,984
Barnett Award Fund	27,660	–	–	1,145	28,805
David G. Kendall Award for Young Researchers	–	5,188	–	–	5,188
Mardia Interdisciplinary Workshop Prize Fund	34,763	–	–	–	34,763
Statisticians for Society (Big Lottery Fund)	396,121	–	(60,066)	–	336,055
Total restricted funds	586,638	5,188	(63,274)	6,315	534,867
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	1,888	–	(150)	–	1,738
Total designated funds	1,888	–	(150)	–	1,738
General funds	3,459,267	689,974	(774,871)	(6,315)	3,368,055
Non-charitable trading funds	–	181,903	(218,093)	–	(36,190)
Total unrestricted funds	3,461,155	871,877	(993,114)	(6,315)	3,333,603
Pension fund	(352,000)	–	(1,034,000)	–	(1,386,000)
Total funds including pension fund	3,695,793	877,065	(2,090,388)	–	2,482,470

Notes to the financial statements

For the year ended 31 December 2020

17b Prior year movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Francis Wood Memorial Medal Fund	4,442	–	–	596	5,038
Chambers Medal Fund	7,875	–	–	1,057	8,932
Guy Medal Fund	4,578	–	(1,466)	417	3,529
Greenfield Industrial Medal Fund	2,013	–	–	270	2,283
Bradford Hill Medal Fund	3,336	–	–	448	3,784
Research Prize Fund	67,180	–	(2,000)	8,749	73,929
Cathie Marsh Memorial Bursary Fund	4,133	–	–	555	4,688
John Howard West Bursary & Medal Fund	22,845	–	–	3,066	25,911
Barnett Award Fund	24,387	–	–	3,273	27,660
Mardia Interdisciplinary Workshop Prize Fund	42,149	–	(7,386)	–	34,763
Statisticians for Society (Big Lottery Fund)	21,037	396,121	(21,037)	–	396,121
Total restricted funds	203,975	396,121	(31,889)	18,431	586,638
Unrestricted funds:					
Designated funds:					
C. Oswald George Prize Fund	2,038	–	(150)	–	1,888
Total designated funds	2,038	–	(150)	–	1,888
General funds	3,654,955	1,838,434	(2,015,691)	(18,431)	3,459,267
Non-charitable trading funds	–	354,946	(354,946)	–	–
Total unrestricted funds	3,656,993	2,193,380	(2,370,787)	(18,431)	3,461,155
Pension fund	(235,000)	–	(117,000)	–	(352,000)
Total funds including pension fund	3,625,968	2,589,501	(2,519,676)	–	3,695,793

Purposes of restricted funds

All restricted funds represent grants, donations, bequests etc received by the Society, along with interest earned thereon. They are used to meet future costs of awarding medals, prizes and bursaries. The Barnett Award is a named lecture in the field of environmental statistics. The Mardia Interdisciplinary Workshop Prize funds events or workshops in emerging interdisciplinary areas. The Statisticians for Society project was begun in 2018 as a pilot programme to support RSS members to give their skills on a pro bono basis to organisations in the voluntary, community and social enterprise sector. In 2019 we were awarded a further grant from the National Lottery Fund to build on the learning gained during the development phase and to continue the development across the UK over the next five years.

In accordance with accounting policy on fund accounting (h) the trustees have transferred the percentage, representing the investment return, including both the income earned and the unrealised gain/loss on investments, from the General fund to these funds as at the balance sheet date.

Purposes of designated funds

The C. Oswald George Prize Fund has been awarded to the authors of the best article in *Teaching Statistics* since the magazine launched in 1979.