

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Charity registered number: 277981

**THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2020
CONTENTS**

	<u>Page</u>
Officers and Advisers	1 - 2
Trustees' Report	3 - 23
Independent Auditors' Report	24 - 25
Statement of Financial Activities	26
Balance Sheet	27
Statement of Cash Flows	28
Notes to the Financial Statements	29 - 44

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

The Council of the Society, the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2020.

Reference and Administrative information

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

Members of Council during the period 1 October 2019 to 30 September 2020

Officers of Council

Professor Dame Julia Goodfellow President
Dr Paul Brooker Honorary Treasurer
Professor Richard Reece Honorary Secretary

College of Individual Members

Professor Nigel Brown Chair of the College
Dr Jacqui Piner
Professor Caroline Austin
Professor Hilary MacQueen

College of Organisational Members

Professor Paul Hoskisson Chair of the College
Professor Patricia Kuwabara
Professor Yvonne Barnett
Professor Patrick Hussey (until May 2020)
Professor Stefan Przyborski (from May 2020)

Appointed by Council

Professor Jacqueline Hunter (until May 2020)
Dr Louise Leong
Professor Claire Wathes
Mr Terrance Gould

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

Senior Staff

Dr M Downs	Chief Executive
Dr L Bellingan	Director, Policy and Public Affairs
Ms R Lambert-Forsyth	Director, Membership & Professional Affairs (until March 2020)
Mr M Leach	Associate Director, Membership, Regions and Facilities (from April 2020)
Mr P Trimmer	Associate Director, Accreditation and Professional Affairs (from April 2020)
Dr S Benn	Director, Parliamentary Affairs

External Auditor

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

Bankers

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

CAF Bank
Kings Hill
West Malling
Kent ME19 4TA

Solicitor

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

A YEAR IN NUMBERS

Financial year 2019-2020



Finances

£2,745k

Income

£3,003k

Expenditure

£1,783k

Total funds this year

Membership

17,764

Individual members

86

Organisation members

9

Strategic partners

Client services

7

External membership clients, with:

6,500

members of their own

Education and Science Policy

COVID-19 bulletin

26,400

Subscribers to our COVID-19 bulletin, with a total of

12



newsletters sent out since April 2020

Policy Resource Library

729



Resources in the policy resource library, from

24

different science organisations



Consultation responses

19



Total consultation responses, including research funding, T-levels, biodiversity, open access, impact of COVID-19 on bioscience education, food policy

Publications

The Biologist

20



Interviews covering the sector response to COVID-19

120k

Readers across The Biologist microsite, up 48%

Journals

5



Issues published of The Journal of Biological Education

33%

Increase in digital downloads compared to 2018/19

Publishing

6



Titles published in the Oxford Primers series of textbooks

12

New institutional subscriptions via digital platform Exact Editions

Events and Branches

Events

6,520

People registered online for



96

Society, branch and training events

Regional branches

19



Branches across the UK, in Australasia and Hong Kong

58

Branch events including trips, tours, talks and quizzes

Anniversary year

300



Guests attended the Anniversary Gala Dinner

1



Lifetime Achievement Award presented to Sir David Attenborough

Accreditation and Professional Registers

Accreditation

691

Degree programmes, across



52

UK institutions, plus

14

International programmes



Professional Registers

4,020

Individuals registered as Chartered Biologist

82

Registered Science Technicians (RSciTech)

32

Chartered Science Teachers (CSciTech)

Registers

410

Individuals on UK Register of Toxicologists

93

Individual Plant Health Professional registrants

9

Qualified Person



assessments completed

Outreach and Engagement

2019 Competitions and awards

1,959

Photography Competition entries



565

Nancy Rothwell Award entries



40

BioArtAttack entries



26

Outreach and Engagement Award nominations



2019 Biology Week

114

Events worldwide



500+

Total attendees across RSB events

4,828

Votes cast in freshwater species poll

2,735,074

Total reach of #iamabiologist social media campaign

Biology Week 2019

114

Events took place in the UK and abroad

12 Events ran by Royal Society of Biology regional branches

7 Events funded by the Biology Week Outreach and Engagement grant scheme



#IAMBIOLOGIST TWITTER CAMPAIGN

 **2602**

Number of times [#iambiologist](#) was used during the social media campaign

 **1494**

Number of biologists who shared a photo of themselves in action as part of the campaign

 **72**

Different countries took part in the campaign

 **2,735,074**

Total reach of the [#iambiologist](#) campaign (number of people who saw at least one [#iambiologist](#) tweet)

Biology Week

OUTREACH AND ENGAGEMENT

500+ 

People attended events run by the RSB London office

114 

Politicians, members and stakeholders attended the Parliamentary reception

232 

People attended the annual Royal Institute debate 'Marine plastics: is it too late to save our oceans?'

107 

People attended the RSB Annual Awards Ceremony at the Francis Crick Institute, London

4828 

Votes cast in our favourite freshwater species poll, with the otter coming in first

80 

People attended Policy Lates: 'Insect declines in the headlights'

COMPETITIONS AND AWARDS

 **2590**

Total competition entries for Biology Week 2019

 **1959**

Entries for the RSB Photography competition

 **565**

Entries submitted for the Nancy Rothwell Award

 **40**

Entries for #BioArtAttack competition

 **26**

Entries for the Outreach and Engagement Awards

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

INTRODUCTION

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

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

The financial year 1 October 2019 to 30 September 2020 is the second year of the current three year strategic plan - "[Biology. Changing the World](#)" set around the core themes to Inspire, Influence, Support and Evolve underpinned by a "bioscience for all" agenda aimed at promoting an inclusive, accessible and diverse participation in the life sciences. There has been real progress in all these areas, as set out in more detail throughout this report. The RSB has not escaped the impact of the global COVID-19 pandemic but work for the public benefit continued, finances remained sound and staff and volunteers continued to operate effectively during the lockdown periods. The overall impact of the pandemic within the year (March – September 2020), and its potential future impact, are considered in a dedicated section of this report on page 8.

Despite the impact of the pandemic, the year saw key ambitions come to fruition, most notably a series of celebratory activities to mark the tenth anniversary of the Society with a [Gala Dinner](#) in March 2020, at the Science Museum for 300 people, a particular highlight. This self-funding event provided a showcase for the achievements of bioscience and the RSB's contribution, culminating with a lifetime achievement award to Honorary Fellow Sir David Attenborough. Sir David, together with Honorary Fellow Sir Paul Nurse, launched the Society in March 2010 and both spoke of the enormous change in the sector, the value of biology to society and the value of the RSB's work. Guest speaker, Science Minister Amanda Solloway MP, echoed these sentiments. The Trustees would like to record their thanks to all three and to the individual members attending and to the member organisation and other sponsors of the [evening](#).

The Anniversary Year was 'front loaded' fortuitously enabling a significant part of the celebration to be completed prior to the national COVID-19 lockdown and is covered in full [here](#). One key deliverable was a series of visual 'infographic' reports demonstrating the impact of RSB's work programme since 2010. These can be viewed [online](#). As well as celebrating the recent history of the RSB, the year also represented 70 years since the formation of the Institute of Biology (one of the original parent bodies) and 40 years of the Society's Royal Charter.

This financial year was the first full year based at the 1 Naoroji Street office. The initial refit was developed further with an emphasis on ensuring the main meeting rooms were made ready for hire and internal use with full acoustic dampening and IT provisioning. This work has been capitalised over a six year period to the first potential break-point in the lease.

Following the sale of the co-owned Charles Darwin House buildings the limited company used to operate them, Charles Darwin House Limited, was placed into voluntary liquidation. This process may take up to one year. To date no issues have arisen, or are expected, and completion of the process is expected in the first quarter of 2021. There are no known liabilities remaining for the Society and a small (c£5-10k) redistribution of funds is expected.

The policy agenda was especially busy this financial year with the General Election in December 2019 providing an opportunity to highlight the value of biology on a cross party basis. The Christmas reception in the Palace of Westminster, organised by RSB on behalf of the science and engineering community, was the first parliamentary science event post-election.

Policy positions were prepared across the science and education agenda for the general election and subsequently, with significant work arising from the Brexit process, helping to ensure the bioscience voice was

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

heard. The school examinations debacle in the summer of 2020 across the UK nations was inevitably a focus of work for the Education Policy team. The RSB's response to these issues can be viewed on the [website](#).

The 'biosciences for all' theme has been developed across all areas of the Society's work. This has included the appointment of an ED&I (equality, diversity and inclusion) champion on each committee leading to a cohort of 23 individuals who now exchange information and best practice and meet at least once virtually per annum, led by the Board level champion, RSB Trustee Professor Caroline Austin.

The RSB special interest group, UK Biology Competitions (UKBC) continued to successfully deliver three secondary school competitions during the year including the International Biology Olympiad. Further details on the outcomes can found [here](#). To support the next phase in the development of the competitions the Society has worked with the UKBC committee to establish new arrangements from 1 October 2020, supporting the establishment of UKBC as a new independent charity using a grant equal to the value of the fund already dedicated to this activity. This £189k grant is recorded as expenditure within the 2019-20 financial year and appears as part of these accounts. From next year the competitions will be the responsibility of the new UK Biology Competitions charity (no. 1191037) but the RSB will continue to operate them on behalf of UKBC under contract.

The finances of the Society remain sound. The lower external in-person engagement from April to September 2020 reduced the expenditure of travel and subsistence for staff, committees and other volunteers considerably. This and other savings resulting from a temporary refocussing of work during the COVID-19 lockdown delivered savings in excess of £100k improving the operating bottom line and reducing the expected deficit.

The Society is grateful to all its sponsors and supporters throughout the year and would particularly like to record thanks to those member organisations who have provided additional resource including the Biochemical Society, British Ecological Society, British Pharmacological Society, British Society for Immunology, Genetics Society, Nutrition Society, Physiological Society, Society for Applied Microbiology, Society for Experimental Biology, AstraZeneca, the BBSRC and the Wellcome Trust.

Current and future impact of the COVID-19 pandemic

The Trustees wish to record their thanks to the RSB staff and volunteers, throughout this difficult period, for their commitment and professionalism in ensuring an effective response that allowed the Society to continue operating close to normal. But, inevitably there were changes, specifically in relation to external events. At an early stage the Trustees agreed that physical events should not take place for the remainder of the financial year, extending this to at least March 2021 at their June 2020 board meeting. This shift to online meetings, events, and outreach has brought benefit as well as dis-benefit. In particular, it has facilitated greater inclusion, allowing access to many more events for members and non-members from around the country, and beyond. Many meetings have seen record levels of attendance. But day to day communication has required more time, in line with the experience of many organisations.

RSB staff worked from home between March and September 2020. The office reopened for a three-week period in September but most staff remained at home.

The Society has followed Government advice at all stages of the pandemic. A dedicated risk register was developed and appropriate mitigation steps taken to reduce the risk of infection.

No staff were furloughed or made redundant. The reduction in external events created capacity to cover staff vacancies in other areas for the April to September period. This further reduced expenditure. Individual membership and organisational membership remained steady during the year and there has not yet been a significant impact on numbers as a result of the pandemic. As this remains the RSB's main income source the Society's Finance Committee has modelled the potential impact of reduced membership and has considered

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

a range of appropriate responses to ensure the Society is able to meet its financial and charitable commitments. Performance will be closely monitored and a three-year cash flow projection continues to show strong liquidity.

To support the community and membership, the Society has made available a range of resources for free, including access to elements of *The Biologist*, teaching material, outreach information and access to other print material. It can be found [here](#). A new COVID-19 newsletter was immediately introduced to bring together a range of original research source material and this is now received by 27,000 people with an "open rate" exceeding 60%. It is available to non-members as a public benefit.

OBJECTS, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND REGIONAL BRANCHES

Members are at the core of the RSB and 2019/20 proved to be a challenging year for membership recruitment and retention. Having started the year with an overall membership of 17,719 in October 2019, individual membership fell to 17,423 in the January election. However, the numbers rose back steadily to 17,764 by July 2020. Given the uncertainty and turbulence of the COVID-19 pandemic, static membership can be seen as positive. Notably, there were no significant fluctuations at the FRSB and MRSB grades.

An increased emphasis has been placed upon member retention and a successful trial using Chord UK, a third party call centre, has been carried out over the last year.

Member Organisation (MO) numbers remain relatively steady, with a small net decrease over the year following a modest number of leavers and joiners. At the end of the financial year period there were 90 MOs.

Regional activity

The Society has 19 branches: 17 regional branches in the UK, one in Hong Kong and one in Australasia. A proposal for a new branch in Malaysia was approved in 2019-20 with developments to form a branch committee expected in the coming year. The RSB's branch committees organise events for members, schools and the public; 58 events were organised during the year, including trips, tours, lectures, workshops and hands-on activities. Branch committees quickly adapted to COVID-19 changes, running virtual events and delivered 25 virtual events from May onwards, including quizzes, panel discussions and AGMs.

CLIENT SERVICES

The membership services team completed its fifth full year, servicing seven societies (Genetics Society, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, Quekett Microscopical Club, the Anatomical Society and the International Society for Affective Disorders) at year end totalling around 6,500 individual members collectively. The team is now also supporting two external clients, the British Society for Antimicrobial Chemotherapy, and the Institute of Animal Technology, which also run a version of the RSB membership system to manage their respective memberships. The team is hoping to commence managing full membership administration services for a new client in the first part of 2021.

DEGREE ACCREDITATION

Accreditation of degree programmes continues to perform well and is now an embedded area of activity for the Society. Advanced Accreditation and Accreditation are now established as key pillars of the Society's work with interest and applications for both processes in demand from universities. In addition to these core accreditation routes, the Society offers Foundation Degree Accreditation, Masters Accreditation, International

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

Accreditation and Doctoral Accreditation; these additional routes are based on the core accreditations albeit with additional, more focused criteria depending on the accreditation type. The programme definitions are as follows:

Advanced Accreditation by the Royal Society of Biology recognises academic excellence in the biosciences, highlighting degrees which contain a significant research element and educate the future leaders of research and development.

Accreditation by the Royal Society of Biology follows an independent and rigorous assessment of degree programmes which contain a solid academic foundation in biological knowledge and key skills, and prepare graduates to address the needs of employers.

Accredited HEIs and Programmes (at end of financial year)

Type:	HEIs		Programmes	
	<u>2020</u>	<u>2019</u>	<u>2020</u>	<u>2019</u>
Accreditation	50	47	457	378
Advanced Accreditation	19	20	234	231
International Accreditation	7	6	11	9
International Advanced Accreditation	2	0	3	0
Masters Accreditation	2	2	9	9
Foundation Degree Accreditation	2	2	4	4
Doctoral Accreditation	3	2	4	2

It is expected that the demand for Accreditation will continue during the next financial year as universities have begun to come through the reaccreditation process. Advanced Accreditation numbers have increased slightly from the previous financial year. The new accreditation criteria were piloted at the University of South Wales in February 2020 and have now been successfully applied to all new applications or renewals.

International Accreditation continues to gain momentum with interest from institutions located in Ecuador, Mexico, New Zealand and the Bahamas to name a few. Universiti Sains Malaysia was awarded accreditation in October 2019.

Two new initiatives have recently been started by the accreditation team, International Consultancy and ACE-Impact Accreditation.

International Consultancy is offered where a programme requires significant support and advice in order to adapt their programmes to bring them closer in line with our accreditation criteria. An application for accreditation may be submitted at a later date if recommendations made during consultancy are successfully implemented, although this is not the primary focus of consultancy.

ACE-Impact Accreditation is offered to institutions included in the Africa Higher Education Centres of Excellence (ACE) Project initiative by the World Bank. The RSB will offer subject level accreditation for these Centres helping to build capacity in HE institutions in Africa. Members of the Accreditation Committee attended a conference in Abuja, Nigeria in February 2020 to begin our involvement in this multi-agency project.

The first joint Doctoral Accreditation application with the RSB, Institute of Physics and the Royal Society of Chemistry occurred in November 2019 at the University of Warwick. The visit was a huge success with accreditation awarded to their Postgraduate Certificate and Award in Transferable Skills in Science. Students who complete this course will be able to apply for Chartered Biologist status a year earlier than normal. A

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

second joint visit by the three societies occurred in September 2020 to a Doctoral Training Partnership between UCL, Nottingham and SSCP (Ireland).

COVID-19 presented numerous challenges to the ongoing work of the Accreditation Team. In-person visits to all universities were cancelled from March. As a result, virtual visits were piloted for those universities requiring renewals; new applications were postponed until the September 2020 application round. The virtual visits were a great success in the circumstances and as a result these have been extended to all renewals and new applications in the September 2020 application round.

Advice has been provided to universities on the teaching of technical skills during the pandemic and this is being updated as the situation progresses. The Accreditation Committee is approaching the challenges posed by the pandemic in a flexible and pragmatic manner to support accredited HEIs as much as possible during this difficult time while maintaining the rigour of our accreditation programme.

The 2020 Accreditation conference and awards ceremony were unfortunately cancelled. Plans are being developed for the 2021 event when student award winners and accredited institutions from both cohorts will be honoured. Students nominated for the 2020 awards attended a presentation workshop at the RSB offices to provide them training on public speaking and science communication. This was well received by the students and will be repeated in the coming year, though likely in a virtual format.

PROFESSIONAL REGISTERS & TRAINING

Registers

The professional registers remain a core area of Society business. The biggest register is the Chartered Biologist, which had 4,020 individuals registered in September 2020. Over the last year 1,618 Chartered Biologists paid for their registration accounting for £40,450 of new income that will be invested into the professional support packages and membership offer generally.

The Society offers professional registers under licence from the Science Council. As of September 2020 there are: 82 Registered Science Technicians (RSciTech), 157 Registered Scientists (RSci), 179 Chartered Scientists (CSci) and 32 Chartered Science Teachers (CSciTeach).

Current work is underway to launch a new register for biosafety professionals with the aim to pilot this process in the 2021 calendar year.

9 Qualified Person (QP) assessments were completed during the year.

There are 410 individuals on the UK Register of Toxicologists (UKRT). All applications, re-registrations and retention fees are being managed electronically, with registrants also using the RSB's online CPD (continued professional development) system. New software developments have automated the re-registration process for all registrants on a 5 yearly cycle. There has been some discussion with the British Toxicological Society (BTS) about the governance structure of UKRT and its link with EUROTOX. Confirmation on key areas that EUROTOX would like UKRT to review has been provided and these have been discussed by the panel and are being addressed under a Memorandum of Understanding between UKRT and BTS.

The International Register of Fetal Morphologists continues to grow. Applications have been received from USA and Europe over the past year.

The Plant Health Professionals register is receiving applications through the RSB website, currently 93 are registered. Continued work is underway in this area to help grow the Plant Health Register which will be a key focus of the team in the 2020/21 FY.

Training

A new Training Development Plan outlines our training offer and how this extends to target groups linked to registration levels, aligning the registration competency framework with our training courses. An Industry Skills

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Certificate was introduced to support the employability of scientists into industry, either for the first time or from academia. The certificate recognises a set of skills and knowledge gained through the participation in online and in-person training courses, which can support a career move into industry and ultimately support members seeking to apply for Registered Scientist. This has been duplicated in a Technical Skills Certificate which supports the Registered Science Technician register. A formal review of our training provision has been planned for October 2020 and will form the basis of the strategy and direction of RSB training for the future.

Technician Action Plan

The RSB, as a member body of the Science Council and a supporter of their Technician Commitment, committed to deliver our own action plan designed to support and champion technicians and technical staff. Building on the work we already are doing in support of technicians, our action plan outlines a series of activities that we will complete over the next three years which will showcase our support for technical staff, putting the RSB in a driving position as a lead professional body for the technical community within the biosciences. We launched our action plan as part of the 10 year anniversary celebration at the Biology Week awards ceremony 2019.

PUBLIC ENGAGEMENT

Outreach and engagement

2019-2020 continued to be a busy period for the Society's Outreach and Engagement team. This was due to be the second full cycle of events using new activities and evaluation techniques developed for the current three year development strategy, and findings will be used to improve outreach and engagement delivery in 2021 onwards. The normal delivery of outreach and engagement events was disrupted by restrictions put in place as a result of the COVID-19 outbreak. All in-person outreach events from March 2020, starting with the Big Bang Fair at NEC, were cancelled, postponed or took place online.

During the first half of the financial year, the Society delivered outreach and engagement activities at a variety of festivals, fairs and other events across the UK, including in person engagement at a Big Biology Day in Cambridge, a Food Festival in Conwy and Suffolk Science Festival. This followed virtual engagement via online festivals including; Hullabaloo At Home, Lambeth Country Show and Glasgow Science Festival – Science on the Sofa.

Biology Week 2019 (5 - 13 October 2019)

Biology Week 2019 was a considerable success, building on the achievements of 2018, continuing a year on year increase in the number of events from 104 in 2018. There were 114 events globally in the 2019 Biology Week. This included 5 "Big Biology Days", hands on biology events, one of which, via RSB grant scheme funding, took place in Nigeria. There were 4,828 votes cast in the UK's favourite freshwater species poll, 197 downloads of our free resources and activities, and 12 events organised by our regional branches. There were 2,602 tweets using #iamabiologist during Biology Week, with over 15,500,000 total impressions of the #iamabiologist campaign.

Grants, competitions and awards

The Society continues to deliver a number of awards and competitions that celebrate bringing together biology and art, including the Nancy Rothwell Award, the RSB Photography competition, and BioArtAttack. During the year the Society supported and celebrated those working in outreach and engagement through the annual Outreach and Engagement Awards and Outreach and Engagement grant scheme. In total, 3,059 entries were submitted across all of these competitions and awards.

ITN Productions partnership

After the success of the first current-affairs style programme with ITN Productions, launched at the 2018 Biology Week Annual Awards ceremony, work began on a second iteration, titled "Biology Impacting Lives."

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

The film includes footage from the Natural Capital Initiative's summit that took place in May 2019, alongside an interview with RSB President Professor Dame Julia Goodfellow FRSB. The film was launched at the 2019 Biology Week Award ceremony. The programme contains sponsored editorial profiles from Astex Pharmaceuticals, Edge Hill University, Karus Therapeutics, Teesside University, University of Edinburgh, University of Oxford and UWE Bristol, and is available on the RSB [website](#) and [YouTube channel](#).

A third film, "Biology for the Future", will be launched during the 2020 Biology Week.

POLICY WORK

To promote awareness of, and access to, the science and education policy outputs of the RSB and its Member Organisations, The Society created a searchable [Policy Resource Library](#). The library features over 800 policy resource documents from more than 25 organisations across the RSB membership. Sitting alongside this are [anniversary impact infographics](#) and [consultation response infographics](#), created to encourage promotion of engagement with this resource and wider policy activities.

The suite of regular RSB newsletters and linked webpages used to share information on policy, research communication and plant sciences was expanded to share information about COVID-19 research and response, community wellbeing and mental health, and to counter misinformation. The COVID-19 Bulletin proved a valued and popular addition according to a subscriber survey, with over 20,000 subscribers and reaching many non-members and the wider community.

Three Policy Lates discussion events addressed insect declines, One Health approaches to antimicrobial resistance, and the future of discovery research and innovation in the life sciences in the context of the COVID-19 pandemic. Two of these events were successfully delivered online, enabling information exchange and discussion with record attendance from the UK and globally. A new support agreement was instated with five of our strategic partner member organisations, to collaborate on four interdisciplinary events annually covering major policy issues.

A broad range of issues were addressed through consultations, letters, analyses and engagement, including: animal and plant sciences, research funding, potential impacts of Brexit, genetic technologies, publication policy, diversity and inclusion, biosecurity, career progression, and innovation policy. The Society produced responses to: [the Department for Environment, Food and Rural Affairs' call for evidence on a National Food Strategy](#); [the Dasgupta Review](#) on the Economics of Biodiversity, conducted by HM Treasury; the [IPSOS-MORI poll on public attitudes to animal research](#); the UKRI Open Access Review [Consultation](#); the Science and Technology Committee inquiry into [a new UK funding agency](#) (ARPA); the [BEIS R&D survey consultation](#) on the UK R&D Roadmap 2020; and a [representation](#) to the Comprehensive Spending Review 2020.

In July 2020, in collaboration with the Network of Networks group hosted by Wellcome, the Society pledged its support to [a statement](#) setting out how negotiators could secure an agreement on UK participation in Horizon Europe, alongside more than 100 other organisations and researchers.

A new collaboration was forged with colleagues from the Royal Society of Chemistry to provide ongoing advice to the COP Unit of the Cabinet Office on their science priorities for COP26 (UN Climate Change Conference), and to engage together on climate issues moving forward. During the year several members at MRSB and FRSB grade were nominated for appointment to the REF 2021 sub-panels. Additionally, we were invited to join the UKRI hosted External Affairs Advisory Group of organisations across the sector, which has enabled an additional mechanism for further horizon scanning capacity, feed-in and discussion of community need across policy issues in the science sector, including effects from and response to the COVID-19 pandemic, planning and policy for future pandemics, the Government's new R&D Roadmap, plus Budgets and Spending

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Reviews. The Society also joined the Science Council Policy Forum and is a supportive member of the Society Publishers' Coalition (SocPC), an alliance of non-profit learned societies and member organisations.

Ever-growing attendance at quarterly Diversity and Inclusion Working Group (DIWG) meetings has enabled representatives from member organisations to take the lead in chairing focused sessions, resulting in continued sharing of best practice, discussion and resources on specific and called-for issues. This year, meetings focused on topics including: social mobility and regional disparity; moving beyond gender; and mental health and wellbeing. The Society also joined the organisation Equality, Diversity and Inclusion in Science and Health (EDIS), for wider engagement and sharing of best practice with high level organisations on D&I. Additionally, the RSB published a [Twitter thread](#) (in addition to posts on LinkedIn, Facebook and Instagram) with information and resources in support of the Black Lives Matter movement. This has been followed by similar resource postings in support of the International Day of Sign-Languages, Mental Health Awareness Day, and Black History Month, with more in planning.

During the year each of the Society's committees appointed a diversity and inclusion (D&I) ambassador to ensure the agenda stays integrated across all parts of RSB work. The representatives attended their first two of quarterly meetings this year, following community consultation to receive feedback on their D&I priorities, and perceived opportunities and challenges for the RSB. The group is led by Council D&I representative Professor Caroline Austin FRSB, and is tasked with sharing best practice and awareness of challenges, providing a forum for discussion and advice on developing future RSB D&I activity.

Policy training and support was provided to one early career researcher, as part of the UKRI Policy Interns programme, within the team this year. Our second internship placement in 2020 was postponed to 2021 due to pandemic restrictions.

The Society continued to organise successful and well-received Parliamentary pan-science events, many of which had to be held online. Parliamentary Links Day in July brought together an unrivalled variety of senior Government and Parliamentary figures together with outstanding scientists of national renown to discuss Public Trust in Science. Throughout the year the Society convened the Parliamentary Affairs Committee which allowed a wide segment of the science & engineering community to discuss issues of mutual importance and question the Chair of the House of Commons Science & Technology Select Committee. More widely the Society plays a prominent role in the Parliamentary & Scientific Committee (whose many online meetings throughout the year gained large audiences) and the organisation of STEM for BRITAIN. To celebrate the 10th Anniversary of the RSB a new 'Parliamentary Engagement' initiative was launched online and this series has featured the Minister of Science, the Chair of the Select Committee on the Future Relationship with the European Union, and individual Members of the Commons S&T Select Committee.

The Education and Science Policy Committee agreed on science policy specific strategic priorities for focus across 2020 – 2021. These include: use of genetic knowledge, UK biosecurity, environmental policy, supporting the next generation of bioscience professionals, and research culture, funding and infrastructure.

Education policy

The Royal Society of Biology now acts as host organisation for the collaborative and coordinative work on education policy with Association for Science Education, Institute of Physics, Royal Society and Royal Society of Chemistry. This area of work is part of a three year agreement, enabling the Society to recruit a new 0.4 FTE administrator to facilitate associated meetings, thematic groups and learning and developing lunches, as well as supporting project work. Regular engagement with member organisations continues through the Education Policy Advisory Group.

With the fast-moving pace of policy changes since the COVID-19 outbreak in March 2020, the Society has submitted written evidence to a large number of consultations, calls for evidence and policy positions in a

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

relatively short period. Topics included: recruitment and retention of teachers (Scotland), Adjustments to 2020 GCSEs, A levels, Scottish and technical qualification awards, issues facing Newly Qualified Teachers in 2020-21, proposed adjustments to 2021 exams in Scotland and England, issues impacting education following COVID-19 disruptions in England, Northern Ireland, Scotland and Wales, T Level outline content (Agriculture and Animal Care pathways) and proposals for a Natural History GCSE.

Following staff changes in October 2019, the Society established a new focus for a part time education policy officer role, with the aim of moving towards a published curriculum framework. Drafting of the curriculum framework is ongoing, supported by the Curriculum Committee and Primary Curriculum Advisory Group. In 2019-20 the focus has been on developing and refining themes “How do we study the biological world?” And “How do people use biological knowledge?”. RSC, IOP and RSB commissioned an external review of the 11-16 age group portion of our frameworks with a view to increase alignment between the subjects.

During the pandemic The Society increased engagement with other science organisations, science leads at Ofqual and DfE, and with Joint Council for Qualifications, SSERC and CLEAPPS, and others, to discuss possible resources, support and science specific issues during COVID-19 disruptions and cancellation of summer exam series. The Society also quickly established a hub of regularly updated education [webpages](#), covering education announcements and useful resources for primary, secondary and tertiary education.

RSB has advised on, and engaged with, several groups, including Institute of Physics CPD (continual professional development) manifesto, National Oak Academy curriculum mapping, Ofsted Science Working Group and STEM Learning CPD working group, new qualifications in Wales, and climate change in education with a variety of stakeholders throughout the year.

PUBLICATIONS

The Biologist magazine won Best Specialist Magazine 2019 at the Scottish Magazine Awards (*The Biologist* publishers Think Publishing Ltd are based in Glasgow). A special edition was produced to celebrate the RSB's 10th Anniversary, which featured articles reflecting on the Society's work and history and an interview with Dr Jennifer Doudna, world-renowned inventor of CRISPR gene-editing, arguably the biggest science story of the decade. Throughout 2020, the magazine's content focused on the urgent issues of climate change and biodiversity loss.

An ongoing series of mostly online-only interviews exploring the bioscience sector's response to COVID-19 has been an innovative and popular addition to the magazine and traffic to *The Biologist* website continues to increase. Comparing the period Sep 2018-Sep 2019 with the same period 2019-2020, the number of 'page views' rose to 230K from 161K (42%) and the number of 'users' rose to 120K from 81K (48%) and it is projected that traffic figures by the end of 2020 will exceed the Three Year Plan target to increase traffic on 2018 figures by 50%. 88% of visitors to the website were classed as 'new users', suggesting the website has a wide reach beyond the RSB membership.

RSB partnership with Exact Editions, who provide a platform for digital issues of *The Biologist*, resulted in 12 new institutional subscriptions over the period.

Six titles were published in the Oxford Primers series of textbooks, produced in partnership with Oxford University Press (OUP), including *Biochemistry: the Molecules of Life*; *Conservation: A People-centred Approach*, and *Cancer Biology and Treatments*, and proposals for over 40 further titles were added to the publication pipeline. A critical mass of titles is expected in summer 2021, when marketing of the series to schools and universities will begin in earnest.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

The Journal of Biological Education published five print issues in 2020 under new editor Dr Mark Winterbottom FRSB (Cambridge University) who dissolved the journal's International Advisory Board, which had been largely inactive for a number of years. Instead, to reflect the Journal's increasingly international readership and submissions, more international members were brought onto the Journal's Editorial Board. Global sales agreements are on track to improve on the same period last year and downloads have increased 33%.

Emerging Topics in Life Science, the journal co-owned with the Biochemical Society and published by Portland Press, published four issues in the period, including a special issue reflecting on important bioscience topics from the past decade as part of the RSB's 10th anniversary. All content was made free-to-read for September as part of the anniversary and Biology Week.

WORK OF COMMITTEES AND SPECIAL INTEREST GROUPS (SIGs)

Animal Science Group (ASG)

The ASG continued its important function as a forum for discussion and development of policy around the use of animals in research.

This year the group held the 17th Animal Science Meeting, jointly hosted with the Animals in Science Regulation Unit of the Home Office – which was well attended and productive. Invited speakers at quarterly ASG meetings focused their talks and group discussion on topics including: pain and welfare assessment in fish and marine invertebrates; use and interpretation of behavioural tests in neuroscience and psychopharmacology research: the case of the Forced Swim Test (an Understanding Animal research [UAR]-led cross-community briefing paper was collaboratively produced as a result of this talk); and an overview of key recommendations from the [Godfray Report](#) on achieving Bovine Tuberculosis Free Status for England, with a focus on the strategy for cattle vaccination.

A [news story](#) commenting on the release of the ASRU (Animal Science Regulation Unit) annual statistics release was supported by the Science Media Centre, in coordination with UAR, and resulted in wide and positive media engagement and coverage.

The ASG also inputs to the work of the UK Bioscience Sector Coalition (UKBSC), a policy group which meets regularly with the Home Office. This group, alongside ASG leadership, played an important role in high-level official communication with relevant Ministers, to enable recognition of animal care staff as essential workers - eligible for COVID-19 testing - during the first lockdown. The group continues regular communication with ASRU and other sector leaders, to relay and discuss emerging concerns and responses to COVID-19 in relation to emergency and contingency planning, including guidance, and support to staff wellbeing, at animal research facilities. The group also maintains a focus on the development of the new e-licencing system.

Teleconference meetings of the UKBSC Public Affairs Group continue on a monthly basis, as a forum for discussion on news and communications related to animal research.

Natural Capital Initiative (NCI)

The NCI, a partnership project with the British Ecological Society, Centre for Ecology and Hydrology, and the James Hutton Institute held online round-tables with experts, providing a platform to discuss and feed into the review processes of the Treasury Dasgupta Review on the economics of biodiversity. NCI also developed its strategy and fundraising framework.

UK Plant Sciences Federation (UKPSF)

In collaboration with Fera Science Ltd, Defra, UKRI-BBSRC (UK Research and Innovation, Biotechnology and Biological Sciences Research Council), APHA (Animal Plant Health Agency) and Celia Knight Consulting,

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2020

UKPSF began organisation of an online Plant Health Summit for Future Leaders, marking the International Year of Plant Health. An online network of over 100 people with a role related to plant health, from across sectors and levels of experience, will be created and provided with opportunities to discuss themes in the lead-up to the Summit, currently planned for March 2021.

The group's [Plant Health Undergraduate Studentship 2020](#) attracted 17 applications from researchers looking to host a placement. The review panel selected ten projects to fund, but these will now take place in 2021 because of restrictions imposed due to COVID-19. Defra has agreed to fund an additional four studentships in 2021; a significant growth in this program.

The group organised a session at the RSB's Bioscience Careers Day in October 2019, with a panel demonstrating to undergraduates a range of plant science-related careers. This session evolved into one focusing broadly on careers to tackle Global Challenges, including relating to plant science, after group discussion.

The group is working to update its position statement on plant biotechnology, and group leadership took part in a conversation about a strategy for funding plant sciences research in the UK, which the BBSRC has commissioned externally.

UK Biology Competitions (UKBC)

In the spring term of 2020, 42,425 students participated in the 2020 UKBC competitions including the Biology Challenge, Intermediate Biology Olympiad and British Biology Olympiad. To support students learning at home during the lockdown access to the Intermediate Biology Olympiad was provided free of charge via schools. A team comprised of the winners of the British Biology Olympiad went on to represent the UK in the International Biology Olympiad Challenge (Japan) taken virtually, winning two silver, and two bronze medals. The charity ASDAN China was again involved in helping UKBC expand BBO participation to schools in China, with 856 students taking part. From October 2020 UKBC will operate as an independent charity, with administrative support from the RSB to run the competitions. A grant of £189k has been provided to establish the new charity. This represents the designated fund previously set aside for this activity.

Heads of University Biosciences (HUBS)

HUBS welcomed three new members to its Executive Committee this year. Dr Gillian Knight, Dr Georgina Manning, and Dr Phillip Gould were formally elected at the HUBS AGM held by videoconference on 27 May. Unfortunately, due to the COVID-19 pandemic, the 2020 HUBS annual meeting due to take place in April at the Francis Crick Institute was cancelled. The HUBS committee has decided to host the 2021 conference entirely online over two days. Keynote speakers will include Dame Professor Ottoline Leyser (UKRI) and Professor Julia Buckingham (Universities UK).

The HUBS Early Career Lecturer Forum was this year rebranded Early Career Lecturers in Biosciences, now chaired by Dr Cristina Sisu. The group ran a successful workshop in January, as well contributing several articles to the Biologist. HUBS continues to sponsor several Learning and Teaching workshops, including one organised jointly with the Heads of University Centres for Biomedical Sciences. The Group also provides support for the RSB's HE Bioscience Teacher of the Year Award.

Biology Education Research Group (BERG)

BERG hosted their annual day of talks at the Association of Science Education conference in January including presentations from BERG members. BERG co-chairs opted to cancel May's meeting in the hope that they would be able to convene face to face in Autumn 2020. Plans are now underway for a BERG webinar.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

STRUCTURE, GOVERNANCE & MANAGEMENT

The members of Council are the charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times during the financial year as the Council of the Society.

The Council of 15 Trustees is appointed in accordance with the Society's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four Trustees are elected by the College of Individual Members and four by the College of Organisational Members through a free vote with the outcome announced at the Annual General Meeting. A further four are appointed by the elected Trustees to fill skills gaps. Trustees are normally elected for a term of four years. A second term may be served. Additionally, there are three appointed Honorary Officers: Treasurer, Secretary (up to five year term) and President (a term of four years).

The Society's Annual General Meeting is usually held every May. However, due to the COVID-19 pandemic the meeting was unable to be held in person as scheduled for 6 May 2020 and was postponed to an online meeting on 24 September 2020. The move proved popular with many members able to attend without travelling and a record number of over 150 members and MO representatives attended. The meeting included a summary of the RSB and a question and answer session with the honorary officers. The meeting also covered future plans to invest further in digital development, diversity and inclusion work, and the plans to explore forming a "shadow Council" for younger members to feed into the RSB Council. The AGM was followed by a Charter Lecture by Dr Jacqui Piner CBIol FRSB who spoke on adapting to the evolution of pharmacology research and development.

The AGM was also an opportunity to acknowledge the Trustees that had been elected onto Council in May. Professor Nigel Brown FRSB, Chair of the College of Individual Members, finished his first term on Council in May 2020. Professor Brown had stood for election for a second term, and five further nominations were received from members entitled to vote. Professor Brown was duly elected for a second term. In the College of Member Organisations, Professor Patrick Hussey's term came to an end. Three nominations were received from Member Organisations, and following an election Professor Stefan Przyborski FRSB, nominated by the Anatomical Society, was elected to the role.

The Society provides new trustees with a formal induction pack explaining key governance structures, financial management and the overarching operational processes for the charity. This is delivered alongside an induction meeting with the Governance Officer with a slide presentation, supplemented with a one to one discussion with the Chief Executive. The RSB's "Operational Manual" is updated annually and sent to all trustees to ensure the Board's knowledge and understanding remains current. Best practice within the charitable sector is highlighted regularly using guidance from the Charity Commission for England and Wales. Board effectiveness is also independently reviewed at least once during the tenure of each President.

The Society has two principal advisory committees that report to Council; the Education and Science Policy Committee (ESP) and Membership and Professional Affairs Committee (MPA). Membership of these committees is through appointment by Council but nominations for those positions becoming vacant are sought through an open application process. The chair of ESP is Professor Sarah Jane Blakemore FRSB. The chair of MPA is the Honorary Secretary, Professor Richard Reece FRSB. Representatives of full member organisations (MOs) from within the Society's Strategic Partner Group are permitted to attend as observers.

The Finance Committee deals with financial planning and strategic finance issues. It consists of the Honorary Treasurer who chairs the Committee and an additional three members of Council and a Member Organisation representative. The Finance Committee is also attended by the Society's CEO and finance manager in an observational capacity.

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2020

In addition to these committees there is a Remuneration Committee (general) and Remuneration Committee (CEO) who meet at least once per year (chair: Professor David Coates FRSB) and an Audit Committee (Chair: Dr Rodney Eastwood FRSB) who both report directly to Council. The Remuneration Committees have devolved responsibility for setting annual staff pay awards and the CEO award plus any applicable bonus, within a total budget agreed by Finance Committee and endorsed by Council. The annual award is based on a combination of CPI for the previous twelve months, market comparators, staff retention and ability to pay.

The Accreditation Committee met six times during the course of the year (chair: Professor David Coates FRSB).

Policy is determined by Council on the advice of its advisory committees and an external HR consultant and its implementation is delegated to the Chief Executive who, in conjunction with staff, committees and members of Council as appropriate, undertakes the necessary work. The Honorary Secretary has particular responsibility for issues relating to governance and the Honorary Treasurer to the financial management of the organisation.

Staff numbers decreased to 27 FTE on 30th Sept 2020 (2019: 32) plus three interns. Total number of staff employed was 34 (this is the average number for the year).

IMPACT OF THE SOCIETY'S WORK

Commentary on the objectives for 2019-20 as described in last year's Trustee's report follows:

- *Develop a programme celebrating the RSB's 10th anniversary and the 40th anniversary of the Society's Royal Charter with a lasting impact for science, running from October 2019 to September 2020*

A suite of events, activities and initiatives were developed. The pinnacle event, a fundraising Gala Dinner on 3rd March 2020, took place in London where Sir David Attenborough Hon FRSB was presented with a Life Time Achievement Award. Other activities included: a regional event celebrating a pioneer of biology; a social media campaign promoting membership using #MembershipMay; a new Apprentice of the Year award; an ITN animation about the RSB; a series of infographics on RSB's impact; and articles in RSB publications.

Anniversary activity communicated the role of the RSB, celebrated RSB achievements, and inspired and reached people of all ages and backgrounds. Unfortunately, due to the COVID-19 outbreak most activity planned for the final seven months of the anniversary year was postponed. Suspended activity prevented greater achievement of the following objectives: celebrating the success of biology and biological discovery and increasing understanding and appreciation of the biosciences. Resources created will have lasting impact and activity plans can be delivered in the future.

- *Develop a formal process to measure the impact of science policy work*

Work on this was temporarily delayed by the necessity of prioritising unforeseen but pressing community needs, including work on new initiatives related to the COVID-19 pandemic and response.

A two-part report depicting case studies measuring RSB's science policy impact, in addition to contributions from MOs and the wider biosciences community, is in the first stages of draft. We are also in the process of collating a wide range of examples of RSB policy impact, and externally benchmarking and engagement on the topic, for example with the Physiological Society, Royal Society of Chemistry and the Wellcome Trust.

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Additionally, the RSB's 10-year anniversary consultation response infographics, produced through collaboration with colleagues across RSB teams, which form part of this report, have been published. They depict the influence of our responses to Government consultations and Parliamentary inquiries. An additional infographic depicting a summary of the impact of our science policy activity was published at the end of 2019.

- *Reach a total 15 bioscience primer textbooks published by the end of 2020*

With a small delay, eleven titles will have been published in the series of primer textbooks by the end of 2020, with over 40 titles added to the pipeline of proposed publications in the series. The series is expected to reach 25 titles by summer 2021, when the books can be marketed to schools and universities as a series.

- *Sign up at least 100 RSB ambassadors to strength connections to both academia and industry*

We currently have 19 ambassadors in place (15 in academia, and 4 in industry). We are continuing to seek opportunities to grow this network, although this proved challenging in the climate of the COVID-19 pandemic.

- *Publish a curriculum framework supporting ages 5-19*

Due to the change in working practices during the pandemic, we have delayed publication of the curriculum framework to 2021. The committee and work programme were impacted in several ways: committee meetings moved online at a time when face to face discussion of draft documents was crucial, we adapted meetings to smaller group discussions to facilitate further development of the document, some committee members took on more responsibility for drafting while others were less able to commit time to the project. Our Primary Curriculum Advisory Group (PCAG) had planned several face to face sessions including a two day workshop, this has been postponed indefinitely however the group have been meeting monthly. Output from that group has been postponed to spring 2021 and is essential for finalising the 5-19 document. The committee agreed that asking teachers and HE teaching focussed staff to review and comment in depth on our documents for consultation would not be feasible or appropriate while so many experienced increased workloads March – September 2020. We intend to consult on the 11-19 age group before the end of 2020 and on the 5 – 11 age group when output from PCAG has been received.

Public Benefit

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

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

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

THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Future plans

This was the second year of the three-year strategic plan "Biology – Changing the World" which outlines the Society's goals under the aims to inspire, influence, support and evolve against a background of increased equality, diversity and inclusion.

Key deliverables for the upcoming final year of the plan will be:

- Increase the number of events during Biology Week by 50%, delivering 150 Biology Week events worldwide
- 75% of UK institutions delivering RSB accredited bioscience-based degree programmes
- Grow the individual membership back to 18,000
- Offer at least 10 new online courses for biologists in comparison to 2018, subject to a review.
- Each of the RSB's committees and special interest groups will appoint an ambassador for diversity and inclusion and we will also begin reporting annually on key diversity and inclusion metrics from all areas of work

Unpaid Volunteers

The Society continues to benefit from significant contributions from unpaid volunteers. Their contribution is often at a senior strategic level on key policy issues or with operational arrangements in branches and Special Interest Groups, and projects such as the Degree Accreditation Programme. The Society's growth and achievements this year would not have been possible without these dedicated volunteers.

The RSB Council wishes to record thanks to all these volunteers for their significant work.

TRANSACTIONS AND FINANCIAL POSITION

To enable growth of the accreditation programmes, outreach and the training available to members and the public the Society's Council agreed a deficit operational budget and provided for further investment in infrastructure, leading to an overall planned deficit of £400k. Following a process of cost reduction and pandemic impact, this was reduced to £258k (£180k after realised and unrealised investment gains).

The Balance Sheet shows total funds of £1,783k (2019: £1,963k) and cash in-hand of £889k (2019: £614k). The FRS102 valuation of the closed defined benefit pension scheme shows a surplus but this is not realised and recorded as Nil on the Balance Sheet.

The closed final salary Pension scheme received a contribution of £37,000 (2019: £37,000).

INVESTMENT POLICY AND RETURNS

The Finance Committee, chaired by the Honorary Treasurer is responsible for prudent investment of the Society's funds to ensure a balance between risk and return. Following the sale of equity (buildings) in the Charles Darwin House Partnership funds were placed into interest bearing bank accounts. The Society's investments in the CCLA fund rose from £639k (2019) to £1,013k including £24k unrealised investment gain and in year additions of £350k

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

RESERVES POLICY

Following detailed financial planning for the three years to September 2021 the Trustees have set a reserves policy of three months unrestricted operating costs (+/- 20%) as a designated revenue reserves fund. These reserves are held in funds that can be liquidated within thirty days. It is set at £500k for 2019/20 (2018/19: £440k).

The total accumulated unrestricted fund was £1,728k (2019: £1,900k), included within this is total accumulated designated funds of £549k (2019: £694k). The restricted fund was £55k (2019: £63k).

Pension Liabilities

The charity has adopted the full requirements of Financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains/losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the balance sheet.

At 30 September 2020 the Society had a pension scheme surplus of £219k (2019: £217k) calculated in accordance with Financial Reporting Standard 102 'Retirement Benefits Plan: Financial Statements'. This surplus is not recognised on the Balance Sheet and thus recorded as £Nil (2019: £Nil).

STAFF

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

INFORMATION AVAILABLE TO THE AUDITORS

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

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

AUDITOR

haysmacintyre continued to serve as the Society's auditors for a fourth year, having been reappointed at the September 2020 AGM.

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

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

Julia M Goodfellow

On behalf of the Trustees:

Professor Dame Julia Goodfellow FRSB
President
10 March 2021

Opinion

We have audited the financial statements of The Royal Society of Biology for the year ended 30 September 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2020 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 23, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Matters on which we are required to report by exception

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

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

Use of our report

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

Haysmacintyre LLP

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

Date: 17 March 2021

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

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2020 £'000	Total Funds 2019 £'000
INCOME FROM:					
Donations and legacies	3	290	20	310	189
Charitable activities:	4				
Membership and subscription services		1,704	-	1,704	1,696
Accreditation & examination fees		464	-	464	448
Journals		30	-	30	38
Education		1	-	1	6
Courses & events		121	-	121	147
Total charitable activities		2,320	-	2,320	2,335
Other trading activities	5	82	-	82	94
Investment income	6	33	-	33	3
Total income		2,725	20	2,745	2,621
EXPENDITURE ON:					
	7				
Raising funds		50	-	50	62
Charitable activities:					
Members subscriptions & services		1,233	-	1,233	1,323
Accreditation & exams		364	-	364	431
Journals		324	-	324	332
Education		708	-	708	621
Courses & Events		296	28	324	349
Total charitable activities		2,925	28	2,953	3,056
Total expenditure		2,975	28	3,003	3,118
Net (expenditure)/income before net gains on investments		(250)	(8)	(258)	(497)
Realised gains/(losses) on investment properties		54	-	54	(90)
Unrealised gains on investments	13	24	-	24	56
Net (expenditure)/income for the year		(172)	(8)	(180)	(531)
Transfers between funds		-	-	-	-
Net (expenditure)/income before other recognised gains and losses		(172)	(8)	(180)	(531)
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	(16)
Net movement in funds		(172)	(8)	(180)	(547)
Funds brought forward at 1 October 2019		1,900	63	1,963	2,510
Funds carried forward at 30 September 2020		1,728	55	1,783	1,963

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

The Society has no gains or losses other than the result for the period.
The notes on pages 29 to 44 form part of these financial statements.

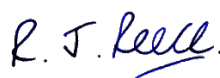
THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2020

	Notes	2020 £000	2019 £000
FIXED ASSETS			
Tangible fixed assets	12	206	195
Investments	13	1,013	639
		<u>1,219</u>	<u>834</u>
CURRENT ASSETS			
Debtors	14	377	1,001
Cash at bank and in hand		889	614
		<u>1,266</u>	<u>1,615</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(669)	(466)
		<u>597</u>	<u>1,149</u>
Net Current Assets			
		<u>1,816</u>	<u>1,983</u>
Total Assets less Current Liabilities			
Creditors:			
Amounts falling due after more than one year	16	(33)	(20)
		<u>1,783</u>	<u>1,963</u>
Net Assets excluding pension liability			
		-	-
Pension (deficit) on defined benefit scheme			
	10	-	-
Net Assets			
		<u><u>1,783</u></u>	<u><u>1,963</u></u>
Funds:			
Restricted Funds			
	19	55	63
Unrestricted Funds			
General Fund		1,179	1,206
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	549	694
Revaluation Reserve		-	-
		<u>1,728</u>	<u>1,900</u>
Total unrestricted funds			
		<u><u>1,783</u></u>	<u><u>1,963</u></u>

The financial statements were approved and authorised for issue by the Board of Trustees on 10 March 2021 and were signed on its behalf by:



Dr P Brooker
Honorary Treasurer



Professor R Reece
Honorary Secretary

The notes on pages 29 to 44 from part of these financial statements.

**THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

	Notes	2020 £000	2019 £000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	648	471
Cash flows from investing activities:			
Bank interest		33	3
(Purchase) of fixed assets		(56)	(191)
(Purchase) of fixed asset investments		(350)	-
Cash from/(used in) investing activities		(373)	(188)
Change in cash and cash equivalents in the year		275	283
Cash and cash equivalents at the beginning of the year		614	331
Cash and cash equivalents at the end of the year	B	889	614

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

	2020 £'000	2019 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(180)	(547)
Depreciation	45	36
Interest and dividends from investments	(33)	(3)
(Gains) on investments	(24)	(56)
Decrease/(Increase) in debtors	624	(778)
Decrease in current assets held for sale	-	1,676
Increase in creditors	216	143
Net cash provided by/ (used in) operating activities	648	471

B. Analysis of cash and cash equivalents

	1 October 2019 £'000	Cash Flow £'000	30 September 2020 £'000
Cash in bank and in hand	614	275	889
	614	275	889

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020

1. ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

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

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

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

Basis of Consolidation

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

b) Going Concern

Based on the level of reserves, the trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The trustees do not consider that there are any sources of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

The trustees have reviewed the potential impact of the Covid19 pandemic in reaching their conclusion, noting that almost all activity can continue irrespective of the pandemic. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met. It is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until criteria for income recognition are met.

d) Interest receivable

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

e) Fund accounting

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

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

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

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020

1. ACCOUNTING POLICIES (continued)

f) Expenditure and irrecoverable VAT (continued)

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support costs

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

h) Tangible fixed assets

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

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

Fixtures and fittings – 5 years

Computer equipment and software – 3 years

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

i) Investment properties

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

j) Investments

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

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

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

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

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Branch Funds

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

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

1. ACCOUNTING POLICIES (continued)

o) Reserves

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

p) Pension Costs

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

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

q) Operating Leases

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

r) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measure at their settlement value.

s) Estimates and judgements

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

t) Joint Venture

The Royal Society of Biology does not prepare consolidated accounts. The joint venture, Charles Darwin House limited (CDH Ltd), in which RSB held 8.2% of the equity, ceased trading in September 2019 following the sale of the two jointly owned buildings at 12 Roger Street, London and 107 Grays Inn Road, London during the year. CDH Ltd was placed in to voluntary liquidation as a solvent business in May 2020 and is expected to be struck-off during Spring 2021. The trustees are not aware of any outstanding liabilities, which in any case, would not materially affect these accounts.

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020

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

	Unrestricted Funds £000	Restricted Funds £000	Total Funds 2019 £000
INCOME FROM:			
Donations and legacies	157	32	189
Charitable activities:			
Membership and subscription services	1,696	-	1,696
Accreditation & examination fees	448	-	448
Journals	38	-	38
Education	6	-	6
Courses & events	113	34	147
Total charitable activities	2,301	34	2,335
Other trading activities	94	-	94
Investment income	3	-	3
Total income	2,555	66	2,621
EXPENDITURE ON:			
Raising funds	62	-	62
Charitable activities:			
Members subscriptions & services	1,323	-	1,323
Accreditation & exams	431	-	431
Journals	332	-	332
Education	621	-	621
Courses & Events	295	54	349
Total charitable activities	3,002	54	3,056
Total expenditure	3,064	54	3,118
Net income/(expenditure) before Net gains on investments	(509)	12	(497)
Unrealised gains on investment properties	(90)	-	(90)
Unrealised gains on investments	56	-	56
Net income/(expenditure) for the year	(543)	12	(531)
Transfers between funds	17	(17)	-
Net income/(expenditure) before Other recognised gains and losses	(526)	(5)	(531)
Actuarial gains (losses) on defined Benefit schemes	(16)	-	(16)
Net movement in funds	(542)	(5)	(547)
Funds brought forward at 1 October 2018	2,442	68	2,510
Funds carried forward at 30 September 2019	1,900	63	1,963

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

3. INCOME FROM DONATIONS AND LEGACIES

	2020 £'000	2019 £'000
Grants	140	131
Donations	4	2
Legacy	85	-
Sponsorship	81	56
	<u>310</u>	<u>189</u>

In March 2021 the Society received notification of probate clearance dated 22 January 2021 confirming a sum of approximately £200k has been bequeathed to the Society from the estate of a past Fellow. This will be included as income for financial year 2020-21. These accounts include another legacy receipt of £85k as detailed above, also from a past Fellow. The trustees record their sincere thanks and will provide full recognition of these in due course.

4. INCOME FROM CHARITABLE ACTIVITIES

	2020 £'000	2019 £'000
Members subscriptions & services		
Subscriptions	1,704	1,696
Total	<u>1,704</u>	<u>1,696</u>
Accreditation & exams		
Fees	464	448
Total	<u>464</u>	<u>448</u>
Journals		
Subscriptions	30	38
Total	<u>30</u>	<u>38</u>
Education		
Invoiced sales	1	6
Total	<u>1</u>	<u>6</u>
Courses & events		
Event income	81	138
Course fees	40	9
Total	<u>121</u>	<u>147</u>
Total income from charitable activities	<u><u>2,320</u></u>	<u><u>2,335</u></u>

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

5 INCOME FROM OTHER TRADING ACTIVITIES

	2020 £'000	2019 £'000
Administration services	1	12
Other income	81	82
	<u>82</u>	<u>94</u>

6. INCOME FROM INVESTMENTS

	2020 £'000	2019 £'000
Bank interest	2	2
Investment income	31	1
	<u>33</u>	<u>3</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2020 Total £'000
Staff costs	50	719	141	125	341	187	41	1,604
Direct costs	-	229	78	151	314	64	-	836
Travel	-	-	-	-	-	-	15	15
Premises	-	-	-	-	-	-	266	266
Office costs	-	-	-	-	-	-	65	65
IT	-	-	-	-	-	-	80	80
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	90	90
Governance costs	-	-	-	-	-	-	47	47
	<u>50</u>	<u>948</u>	<u>219</u>	<u>276</u>	<u>655</u>	<u>251</u>	<u>604</u>	3,003
Support costs	-	285	145	48	53	73	(604)	-
Total expenditure 2020	<u>50</u>	<u>1,233</u>	<u>364</u>	<u>324</u>	<u>708</u>	<u>324</u>	<u>-</u>	3,003

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2019 Total £'000
Staff costs	62	736	144	128	338	192	41	1,641
Direct costs	-	284	132	152	225	80	-	873
Travel	-	-	-	-	-	-	21	21
Premises	-	-	-	-	-	-	236	236
Office costs	-	-	-	-	-	-	96	96
IT	-	-	-	-	-	-	88	88
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	140	140
Governance costs	-	-	-	-	-	-	23	23
	<u>62</u>	<u>1,020</u>	<u>276</u>	<u>280</u>	<u>563</u>	<u>272</u>	<u>645</u>	3,118
Support costs	-	303	155	52	58	77	(645)	-
Total expenditure 2019	<u>62</u>	<u>1,323</u>	<u>431</u>	<u>332</u>	<u>621</u>	<u>349</u>	<u>-</u>	3,118

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020

8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2020	2019
	£'000	£'000
Net (expenditure)/income is stated after charging for:		
Depreciation	45.0	36.1
Auditor's remuneration:		
Audit fees	10.3	9.4
Other services	6.1	7.6
Irrecoverable VAT	42.6	103.8
Operating lease rentals – land and buildings	53.0	50.8
Trustees Expenses	3.7	10.6
	<u> </u>	<u> </u>

9. STAFF COSTS

	2020	2019
	£'000	£'000
Salaries and wages	1,317	1,349
Social security costs	140	145
Employer's contribution to defined contribution pension schemes	107	108
Defined benefit pension schemes costs	21	21
Training	3	4
Recruitment	2	3
Other staff costs	14	11
	<u> </u>	<u> </u>
	<u>1,604</u>	<u>1,641</u>

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

	2020	2019
	£'000	£'000
£150,000 to £160,000	1	1
£80,000 to £90,000	1	1
£60,000 to £70,000	1	2

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £409,926 (2019: £439,344).

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2019: £nil). 11 trustees were reimbursed travel expenses of £2.9k during the year (2019: 13 reimbursed £9k) with 1 of these trustees receiving an honorarium of £0.8k (2019: 1 trustee received £1.5k). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

9. STAFF COSTS (Continued)

Staff numbers

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

	2020 £'000	2019 £'000
Raising funds	1	1
Charitable activities	30	32
Support	2	2
Governance	1	1
	<u>34</u>	<u>36</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme which is open to all members of staff after three months service. The Society's contributions in the year amounted to £37,000. There were no outstanding or prepaid contributions.

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

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £2,421,000 at 1 April 2014 and that the actuarial value of those assets represents 91.00% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

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

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2020 £'000	2019 £'000
Fair value of scheme assets	2,465	2,425
Present value of scheme liabilities	(2,246)	(2,208)
Irrecoverable surplus on pension scheme	(219)	(217)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

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

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

10. PENSION SCHEMES (Continued)

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

	2020 £'000	2019 £'000
Opening defined benefit obligation	2,208	2,129
Movement in the year		
Interest cost	40	57
Benefits paid and death in-service premiums paid	(25)	(368)
Expenses	11	21
Actuarial losses/(gains)	12	369
	<u>2,246</u>	<u>2,208</u>

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

Opening fair value of plan assets	2,425	2,430
Interest income	44	66
Actuarial gains	(16)	260
Contributions by the Society	37	37
Benefits paid and death in service insurance premiums	(25)	(368)
	<u>2,465</u>	<u>2,425</u>

The major category of plan assets is

With profits Insurance Fund		
Mixed Investments	100%	100%

The Principal actuarial assumptions at the balance sheet date were

Allowance for revaluation of deferred pensions	N/A	N/A
Discount rate	1.7%	1.80%
Inflation assumption	3.2%	3.30%

Amount charged within expenditure

	£'000	£'000
Current service cost		
Expenses	11	21
Net interest cost	-	-
	<u>11</u>	<u>21</u>

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2020 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
Male retiring in 2020	26.4	
Female retiring 2020	28.5	
Male retiring in 2039	27.9	
Female retiring in 2039	30.1	

	2020 £'000	2019 £'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets Amount: (Loss)/Gain	(16)	260
Experience gains and losses arising on the scheme liabilities Amount: Gain	14	-
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities: Amount: (Loss)/Gain	(26)	(369)
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	2	93
Amount: (Loss)/Gain	<u>(26)</u>	<u>(16)</u>
Effect of limit on amount of surplus recognised Due to some of the surplus not being recognisable	-	-
Total amount recognised in other recognised gains and losses	<u><u>(26)</u></u>	<u><u>(16)</u></u>

The best estimate of contributions to be paid by the Charity for the year beginning after 30th September 2020 is £37,000.

11 BRANCH FUNDS

Reports have been received from the 8 branches who operate their finances independently. The other eight branches use centralised facilities. The total cash at bank and in-hand held by the eight reporting branches at the balance sheet date was £4,267 (2019: £3,751)

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2019	163	17	50	14	244
Additions	19	22	15	-	56
Transfers	14	(14)	-	-	-
	<u>196</u>	<u>25</u>	<u>65</u>	<u>14</u>	<u>300</u>
At 30 September 2020	<u>196</u>	<u>25</u>	<u>65</u>	<u>14</u>	<u>300</u>
Depreciation					
At 1 October 2019	24	4	21	-	49
Charge for the year	27	5	13	-	45
	<u>51</u>	<u>9</u>	<u>34</u>	<u>-</u>	<u>94</u>
At 30 September 2020	<u>51</u>	<u>9</u>	<u>34</u>	<u>-</u>	<u>94</u>
Net Book Value					
At 30 September 2020	<u><u>145</u></u>	<u><u>16</u></u>	<u><u>31</u></u>	<u><u>14</u></u>	<u><u>206</u></u>
At 30 September 2019	<u><u>139</u></u>	<u><u>13</u></u>	<u><u>29</u></u>	<u><u>14</u></u>	<u><u>195</u></u>

All tangible fixed assets are for direct charitable use.

Grays Inn Road

At 30 September 2019, the property was being marketed for sale. Accordingly, the asset was shown within current assets held for sale within the balance sheet. Prior to transfer, the property was revalued to fair value based on the current expected sale proceeds. The property was sold during the year ended 30 September 2019 with the final proceeds being received during the year ended 30 September 2020.

Works of Art:

The Society holds works of Art which were valued by Corman James Limited (Art & Antique Valuers) on 4 August 2011 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

13. INVESTMENTS

	2020 £'000	2019 £'000
Market value at 1 October 2019	639	583
Additions in the year	350	-
Gain in the year	24	56
	<u>1,013</u>	<u>639</u>
Market value at 30 September 2020	<u>1,013</u>	<u>639</u>
Investments at market value comprised:		
Equities	1,013	639
	<u>1,013</u>	<u>639</u>

14. DEBTORS

	2020 £'000	2019 £'000
Due within one year		
Trade Debtors	47	46
Other debtors	98	140
VAT	4	46
Prepayments and accrued income	228	769
	<u>377</u>	<u>1,001</u>

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

15. CREDITORS: amounts falling due within one year

	2020 £'000	2019 £'000
Due within one year		
Subscriptions and fees in advance	151	159
Accruals	205	26
Trade creditors	132	150
Taxation and social security costs	39	44
Other creditors	142	87
	<u>669</u>	<u>466</u>
	<u><u>669</u></u>	<u><u>466</u></u>
Deferred income		
	2020 £'000	2019 £'000
Balance at the beginning of the year	179	150
Amount released to income in the year	(179)	(130)
Amount deferred in the year	184	159
	<u>184</u>	<u>179</u>
Balance at the end of the year	<u>184</u>	<u>179</u>
	<u><u>184</u></u>	<u><u>179</u></u>

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

	2020 £'000	2019 £'000
Due after more than one year		
Life membership fund	33	20
	<u>33</u>	<u>20</u>
	<u><u>33</u></u>	<u><u>20</u></u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2020

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000
Fixed Assets	1,219	-	1,219
Net current assets	542	55	597
Long term liabilities	(33)	-	(33)
	<u>1,728</u>	<u>55</u>	<u>1,783</u>
	<u><u>1,728</u></u>	<u><u>55</u></u>	<u><u>1,783</u></u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2019

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2019 £'000
Fixed Assets	834	-	834
Net current assets	1,086	63	1,149
Long term liabilities	(20)	-	(20)
	<u>1,900</u>	<u>63</u>	<u>1,963</u>
	<u><u>1,900</u></u>	<u><u>63</u></u>	<u><u>1,963</u></u>

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

18. DESIGNATED FUNDS - 2020

	At 1 October 2019 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2020 £'000
Working Capital	440	-	-	60	500
UKBC	216	56	(239)	(33)	-
HUBS	38	22	(12)	1	49
Pension Reserve	-	37	(37)	-	-
	694	115	(288)	28	549
	694	115	(288)	28	549

DESIGNATED FUNDS – 2019

	At 1 October 2018 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2019 £'000
Working Capital	440	-	-	-	440
UKPSF	-	-	-	-	-
UKBC	201	61	(46)	-	216
HUBS	-	40	(36)	34	38
Pension Reserve	-	37	(37)	-	-
	641	138	(119)	34	694
	641	138	(119)	34	694

Working capital

The Council of the Society use three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The growth in staff and inflationary pressure required an upward adjustment for this fund in the year ended 30 September 2019.

UKBC is a special interest group of the Society with responsibility for the organisation and operation of three national school competitions – the Biology Challenge, Intermediate Biology Olympiad and Biology Olympiad. It was mutually agreed that these competitions would benefit from the focus of an independent charity and the UKBC was established as such in September 2020. The RSB provided a one-off grant from the Designated fund of £189k for this purpose with any remaining monies transferred to the general fund on 30 September 2020.

HUBS

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

19. RESTRICTED FUNDS - 2020

	At 1 October 2019 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2020 £'000
Natural Capital Initiative	63	20	(28)	-	55
	63	20	(28)	-	55
	63	20	(28)	-	55

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

19. RESTRICTED FUNDS (Continued)

RESTRICTED FUNDS - 2019

	At 1 October 2018 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2019 £'000
Natural Capital Initiative	68	66	(54)	(17)	63
	<u>68</u>	<u>66</u>	<u>(54)</u>	<u>(17)</u>	<u>63</u>

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

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

20. JOINT VENTURE

The Royal Society of Biology does not prepare consolidated accounts. The Society has previously included within tangible fixed assets and investments properties its share of the assets held by CDH Ltd, which were sold during this financial year.

The cost of the Society's shareholding in CDH Limited is £125. This represented a 12.5% holding of CDH Ltd's shares up to May 2013, subsequently reduced to 9.2% from June 2013 and further reduced to 8.2% from May 2019. The reduction in shareholding was as a result of the introduction of a further member into the co-ownership agreement and to facilitate in the purchase of an investment property and its resulting in the re-allocation of the individual members shareholdings. CDH Limited is now in the process of being wound up as noted in the accounting policies.

21. LEGAL STATUS OF THE CHARITY

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

22. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for 2020 (2019: nil).

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

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020**

23. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2020:

	2020 £'000	2019 £'000
Within one year	164	99
Between two and five years	689	690
After five years	-	163
	<u>853</u>	<u>952</u>

24. POST BALANCE SHEET EVENTS

The national lockdown announced in January 2021 will continue to limit the ability of the Society to deliver face to face events during the majority of 2021. All other work is expected to continue virtually including public engagement activity. The trustees do not expect the lockdown and ongoing pandemic to significantly affect income. Where there is an impact expenditure will also reduce ensuring little impact on the anticipated final year outturn.