

**THE ROYAL SOCIETY OF BIOLOGY
FORMERLY THE SOCIETY OF BIOLOGY**

**TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 30 SEPTEMBER 2015

CHARITY NO: 277981

**THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2015
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OFFICERS AND ADVISERS
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The Council of the Society, the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2015.

Reference and Administrative information

Charity Name:	The Royal Society of Biology, formerly The Society of Biology
Charity registration number:	277981
Address:	Charles Darwin House, 12 Roger Street London, WC1N 2JU

Members of Council during the period 1 October 2014 to 30 September 2015

Officers of Council

Professor Dame Jean Thomas	President
Dr P M Goodwin	Honorary Treasurer
Professor C Kirk	Honorary Secretary

College of Individual Members

Mr TDA Brigstocke	Chair of the College
Dr EJ Lakin	
Dr K Hardie	
Professor R Reece	

College of Organisational Members

Professor J Coggins	Chair of the College
Professor C Garland	
Professor J Buckingham	
Professor D Blackburn	

Appointed by Council

Dr A Allsop	
Dr P Brooker	
Professor P Downes	
Professor R Hails	(until May 2015)

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Senior Staff

Dr M Downs	Chief Executive
Dr L Bellingan	Director, Science Policy
Ms R Lambert- Forsyth	Director of Education & Training
Mr J Kudlick	Director, Membership, Marketing & Communications
Dr S Benn	Director of Parliamentary Affairs

External Auditor

BDO LLP
55 Baker Street
London, UK
W1U 7EU

Bankers

HSBC Bank plc,
1 Sydney Place
Onslow Square
London SW7

CAF Bank
Kings Hill
West Malling
Kent ME19 4TA

Solicitor

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

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INTRODUCTION

Since the inception of the Society in 2009 the Trustees have held a long-term ambition to achieve a Royal title in recognition of the importance of biology and to place the Society on a level footing with many key sister organisations. This was achieved on 8 May 2015 when the Royal title was granted by her Majesty the Queen acting on the advice of her ministers. The Society is deeply honoured to have been granted this title and has been operating under the name of the Royal Society of Biology since July 2015. The Society remains incorporated by the original Royal Charter granted in 1977 and operates in accordance with the by-laws and Charter amendment agreed by the Privy Council in 2009. A formal application has been made to the Privy Council to amend the Charter to reflect the Royal title. It is hoped this will be finalised early in 2016 alongside a revised set of by-laws. Until such amendment is formally granted the Society continues to operate under existing by-laws and regulations.

Financial year 2014-15 was the final year in a three-year plan to grow the Society and to diversify income in accordance with clear objectives and criteria. The detail of this plan is available on the Society's website. A new three-year plan has been agreed and commenced on 1 October 2015. It contains three key themes: a unifying voice, a professional membership and a broad reach, all underpinned by an active public engagement / citizen science programme. This new plan, alongside a summary of the extent to which the Society met the objectives set out between 2012-15, is also available on the Society's website or in hard copy on request.

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.

Both individual and organisational membership has grown well during the course of the financial year, seeing the Society approach 16,000 members for the first time and over 100 member organisations. Two new professional registers have been launched: the Plant Health Inspectors Register with seed funding from DEFRA and the Chartered Science Teacher Register under licence from the Science Council.

The Society continued to benefit from enhanced support from a number of member organisations who provided significant unrestricted funds to support the work of the Society. The Biochemical Society additionally provided funds to support 1.5FTE members of staff across the education and science policy teams alongside specific project support and an enhanced membership fee, whilst the Society for Experimental Biology provided additional funds to assist the UK Plant Science Federation special interest group alongside its enhanced fee. The other enhanced funders were the British Ecological Society, British Pharmacological Society, Microbiology Society, Nutrition Society, British Society for Immunology, Society for Applied Microbiology and the Society for Endocrinology. This support alongside major grants from the Biotechnology and Biological Sciences Research Council, Gatsby Charitable Trust, Welsh Assembly Government and UK Commission for Employability and Skills are very gratefully acknowledged. The Society also benefitted from a range of other small grants and sponsorship.

As part of a strategy to provide further support for smaller member organisations who do not enjoy the benefit of professional staff, and to further diversify income, the Society has launched a new suite of

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professional services offered under contract. These include secretariat services, membership operations, bookkeeping services and event management. The latter service is often undertaken in partnership with the Biochemical Society. These new services benefit from the Society's wholly-owned database system which has been developed in-house specifically to meet the needs of the Society and other learned societies.

Following a successful pilot, an accreditation service for traditional three-year honours degrees (four in Scotland) was launched in February 2015.

Biology Week ran for a third successive year and has continued to grow with over 150 events taking place. In May 2015 the Society benefited from a unique fundraising event in which Sir David Attenborough Hon FRSB was interviewed by Professor Alice Roberts FRSB at the IMAX cinema within the Science Museum in central London in front of an audience of 400, raising £17,500 (net). Similar fundraising events are planned for future years.

OBJECTS, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

SCIENCE POLICY

The science policy activity of the Society continues to be a key area of activity and a point of contact with governments, members and others. We have provided expert advice in response to consultations on science funding, governance and use across broad topics including the innovation landscape, the organisation of research, genetic modification, among other topics to government and others in the past year. In addition, the Society collaborated with others on joint statements and reports and endorsed key position statements.

The work of the policy team was supported by a part-time secondment of a policy assistant from the Biochemical Society. This facilitated work on joint projects as well as enabling Society initiatives.

The weekly science policy newsletter was further developed and its distribution broadened to include the whole membership. The monthly research communication newsletter, which retains its opt-in distribution list, had almost 2,000 subscribers.

Parliamentary Engagement

The Society actively engaged throughout the year with all four UK legislatures offering balanced, evidenced based advice and a route to engaging politicians in science and bioscience issues, facilitating greater understanding and interaction with the bioscience/science community. A range of pan-science events were delivered on behalf of the broader science and engineering community at Westminster including "Voice of the Future", "SET for Britain", Parliamentary "Links Day" and a seasonal reception. This was delivered by the Director of Parliamentary Affairs with the partnership of a range of sister science organisations whose support is gratefully acknowledged. Those contributing funding to support this work were: Royal Society of Chemistry, Institute of Physics, Geological Society, Council for Mathematics, Royal Society of Edinburgh, Biochemical Society, British Pharmacological Society, Microbiology Society, Society for Applied Microbiology, Society for Endocrinology.

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During a busy political year including the UK General Election the Society sought to support and inform prospective and new parliamentarians through non-partisan bioscience policy briefing across parties and organised the only dedicated science focussed hustings event in the Palace of Westminster ahead of the election where six political parties were represented.

In Scotland, Wales and Northern Ireland the Society was grateful to be able to partner with the Royal Society of Chemistry in their Stormont, Holyrood and Assembly events which they led and funded on behalf of the science community.

Special Interest Groups

Animal Science Group (ASG)

The ASG continued to provide a forum for discussion and development of policy around the use of animals in research. A successful joint meeting with the Animals in Science Regulation Unit (ASRU) of the Home Office welcomed 70 researchers, technicians and associated professionals for a one-day workshop on policy developments, openness and experimental design. The Society reported on its first year as a signatory to the Concordat on Openness and sponsored the inaugural awards event associated with this. The Society continued to provide the Secretariat for the UK Bioscience Sector Coalition, liaising regularly with coalition members and co-ordinating regular communication with the Home Office, and Department for Business, Innovation and Skills as appropriate.

Natural Capital Initiative (NCI)

The NCI is a collaboration between the Society, the Centre for Ecology and Hydrology, British Ecological Society (BES) and the James Hutton Institute (JHI). The NCI held its major summit "Valuing our Life Support Systems 2014" at the British Library with the support of a range of sponsors including NERC, RSPB, WWF, Alliance Trust and eftec. The event drew over 250 expert participants from science, business, policy and civil society for a combination of keynote presentations and parallel sessions with workshops on a range of topics. A report of the event was launched in Parliament and evidence quoted in debate. The event was delivered on time and budget and helped to improve the profile and capacity of the NCI. In addition the BES initiated a contract with dedicated fundraisers to improve the resource base for the initiative. Their work is ongoing. In September the JHI led an NCI Dialogue event entitled *Putting the Ecosystem Approach into practice – what can it do for you?* This workshop style event was held in Edinburgh and attended by 40 people for a very successful day of discussion on the basis of which a report was compiled and published.

UK Plant Sciences Federation (UKPSF)

The UKPSF continued to engage with the recommendations of its report on the status of plant science in the UK. In particular four working groups were convened to discuss Training and Skills, Translation, Regulations and Funding. Reports were prepared and circulated for discussion and development and the AGM discussion prioritized the activity to develop a 25 year roadmap for plant science in the UK. This work was supported through grants from the Gatsby Charitable Foundation and the Society for Experimental Biology during the year.

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Research Dissemination Committee (RDC)

The RDC assisted in responding to "publication relevant" consultations and further developed positions on researcher communication, as well as overseeing the increasingly popular monthly newsletter.

Other groups

The Society initiative on returners to bioscience successfully established a working group and activities to explore, refine and disseminate relevant initiatives of value in supporting professional returners of both sexes and all professional grades.

The Drug Discovery Pathways Group, the UK Bioscience Sector Coalition, the STEM Disability Committee and other groupings of science organisations continued. Three policy trainees joined the team for three-month Research Council fellowships. The work of policy colleagues in Member Organisations was supported through the Science Policy Adviser Network and involvement with the Policy Lunchbox discussion series.

EDUCATION & CAREERS

The Society's education and training work covers the entire spectrum of school, further education, higher education and lifetime continual professional development. It is a central plank for delivering public benefit through increasing professionalisation, free support for teachers and influencing public policy. The training programme and professional registers in particular support the Society's membership through access to low cost, high quality training that can often contribute to the continuing professional development (CPD) requirements of both the Society's and external recognition schemes.

Special interest groups play key roles in providing focussed activity, allowing the Society to engage with specific sub-sections of the bioscience community and, through competitions, school biology students. There has been significant growth in all areas, often working in partnership with sister organisations, whilst the Society's "advanced accreditation" and "accreditation" programmes for bioscience degrees has remained a flagship activity. More details on each area are provided below.

School policy

Over the past year the Society has responded to many consultations which have focused on education policy in schools covering changes to GCSEs and A-levels in the sciences and highlighting the importance of practical work and changes to its direct assessment through endorsement. Much of the policy work undertaken is in collaboration with other learned societies, including the Association for Science Education (ASE), the Institute of Physics (IoP), the Royal Society (RS) and Royal Society of Chemistry (RSC) which used to be branded as the Science Community Representing Education (SCORE). A decision was made this year to reorganise the working of the group, removing the SCORE brand to increase the visibility of the partner organisations and enable greater flexibility and a more proactive approach. In Scotland the Society also continues to work together as part of the Learned Societies group responding to consultations on school science issues.

The Curriculum Committee has been tasked with the development of a school biology curriculum. The committee now includes representatives from secondary and primary education, active teachers in schools and universities, with backgrounds in chemistry, physics, maths, industry and across the

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biosciences in higher education. A working group has been established to focus on primary education, with a range of primary expertise. A student group composed of first and second year bioscience students and biology A-level students has also been brought together to ensure that student voice is represented. This group met for the first time in August 2015.

Higher Education Policy

The Society has responded to a number of consultations that relate to changes within the higher education sector and have been closely involved in supporting the development of the updated bioscience and biomedical science benchmark statements.

Through the Society's Heads of University Biosciences (HUBS) special interest group and a collaboration with the Physiological Society a tool / framework has been developed to support teachers in higher education progressing through a teaching career pathway, identifying the support that we currently have available.

Degree Accreditation

Accreditation of degree programmes remained a focus for the Society this financial year. The original grant from the UK Commission for Employment and Skills (UKCES), planned to naturally end in September 2014, was extended by £90,000 until March 2015. This has allowed for a pilot programme of accreditation for traditional undergraduate degree programmes to take place. The pilot process included eight higher education institutions (HEIs) between October 2014 and December 2014, which was followed by production of the official accreditation handbook. The full accreditation programme launched in March 2015 highlighted by an official launch event at the Royal College of Surgeons, incorporated a Q&A session for academics considering accreditation for their degree programmes. This event was attended by representatives from over 50% of UK HEIs that offer bioscience degrees. Upon launch of this accreditation route, and in conjunction with the already established Advanced Accreditation pathway, the Society is able to offer a form of accreditation for the majority of bioscience programmes in the UK.

Accreditation by the Society 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.

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

During the latter part of the year, the Degree Accreditation Committee has been developing an International Accreditation Programme to mirror the system being delivered in the UK, with a few variations, to allow for differing education systems around the world. International Accreditation and International Advanced Accreditation will be ready to launch during 2016.

To date, 160 programmes across 24 HEIs have been awarded Advanced Accredited status, and 54 programmes across eight HEIs have been awarded accreditation. It is expected that a significant demand for accreditation will be experienced during the next financial year.

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UK Biology Competitions (UKBC) Special Interest Group

Over 41,000 students participated in the 2015 British Biology Olympiad and Biology Challenge. The UK winners went on to the international Olympiad in Denmark where Guy Cheng (Winchester College) narrowly missed out on a Gold medal, coming top of the silver medals. Timothy Birkle (St Paul's School) and Matthew Hankins (Reading School) received silver medals and Rhys Thomson (Reigate Grammar School) was awarded a bronze medal.

The Society has signed contracts with Warwick University to host the Olympiad in the UK in 2017 and plans are underway for the development of the theory and practical paper.

A new AS level competition was piloted in June 2015 and has received good feedback from the competing schools, and the new competition, Intermediate Biology Olympiad, will take place in June 2016. Two thousand students participated in the pilot.

Heads of University Biosciences (HUBS) Special Interest Group

Heads of University Biosciences (HUBS) hosted their 2014 winter meeting focusing on "Higher Education 2015 and beyond: Funding, Opportunities & Challenges". Speakers discussed the future of higher education, the challenges that it faces going forward and the impact this may have on research and training.

The 2015 residential spring meeting addressed assessment and feedback within higher education and also gave the opportunity for good practice to be shared as the winners and runners up from the Higher Education Bioscience Teacher of the Year award spoke about the initiatives they have implemented within their institutions and the positive impact this has had.

In 2015 HUBS decided to encourage the community to share good practice and have put mechanisms into place to allow them to fund three teaching workshops from the next financial year. In June HUBS celebrated 21 years together with a Parliamentary Reception.

Biology Education Research Group (BERG) Special Interest Group

The BERG community has grown to over 50 members and actively contributes to the Society's consultation responses. In the past year BERG held a meeting at the Wellcome Genome Institute to discuss the changes that have taken place in GCSE and A level surrounding genetics and genomics, and further work on the results of the meeting is ongoing. BERG hosted a day of talks at the Association for Science Education (ASE) conference in 2015 and are hosting another day of talks at ASE in 2016.

Professional Registers & Training Programme

The professional registers continue to be an important area of work for the Society. Next to the Society's own Chartered Biologist (CBiol) register, through a licence offered by the Science Council the Society offers members Registered Science Technician (RSciTech), Registered Scientist (RSci), Chartered Scientist (CSci) and Chartered Science Teacher (CSciTeach) designations. There were 55 RSciTech, 66 RSci, 146 CSci and 11 CSciTeach registrants as of September 2015. The Society is also working with support from the Gatsby Charitable Foundation to provide Access to Science – a scheme to provide professional registration (RSciTech) to further education students who complete project work with a local employer.

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The transfer of the UK Register of Toxicologists (UKRT) Register from its current site into the Society website is well underway, and there are now 195 toxicologists on the online register. All applications, re-registrations and retention fees are managed through the new website, with registrants also using the Society's online CPD system.

The Qualified Persons (QP) register, as defined by the Medicines and Healthcare products Regulatory Agency (MHRA), had 7 new applications, and 6 passed viva examinations. The QP symposium took place in April 2014. Two new assessors have been recruited and are in training.

The International Register of Fetal Morphologists (IRFM) continues to grow in reputation and desirability in the USA. During the financial year 32 assessments were carried out worldwide.

The Plant Health Professionals Register pilot was launched for testing by 17 volunteers who have provided feedback on the process for the 2016 full launch.

The Society's training programme is continuing to grow and over 30 training courses have taken place during the financial year. The monthly training newsletter is now emailed out to nearly 1,000 subscribers, comprising a mix of members and non-members. This provides information about the latest training courses relevant to all sectors of the Society's membership. Through a partnership with the Biotechnology and Biological Sciences Research Council (BBSRC) a new initiative for the development of online training is being planned for 2016 for practicing animal scientists. The Society plans to increase its future delivery of online training services.

MEMBERSHIP, MARKETING AND COMMUNICATIONS

This has been a successful year for recruiting individual members and the Society has seen its overall numbers grow from 15,420 (at the end of the July 2014 election) to 15,856 a year later.

It is pleasing that we have seen growth across all our professional grades this year. The Fellow (FRSB) grade has shown a net increase of 164 (7%), and there has been an increase of 57 (1%) at the member (MRSB) grade. Student affiliate members are now automatically upgraded to the associate member (AMRSB) grade following graduation, and this has contributed towards a significant increase of 210 (12%) at a particularly difficult grade for recruitment purposes. The inverse effect on our student affiliate members has shown a net decrease of 19%.

The BioNet grade showed a significant increase from 1,532 to 1,902 members (24%) over the course of the year, which can be attributed to the promotion of free BioNet membership by teachers who have registered their schools to take part in the Biology Challenge and the Biology Olympiad competitions.

A field recruitment programme is now in place, following the appointment of a dedicated member of staff who is focusing on recruitment (at the professional grades) within universities and industry. It has also been a positive year for organisational membership; 12 member organisations were recruited during the financial year – 3 full, 4 supporting and 5 affiliated.

Public Engagement

We have continued to explore diverse topics in our public engagement activities, and have worked in partnership with a number of our Member Organisations and other groups.

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Great biologists and their discoveries were celebrated via hands-on activities at the Cambridge Big Biology Day 2014, at the BBSRC's Great British BioScience Festival, at Winchester Science Festival 2014 and at a number of events around the UK, as part of the Heritage Lottery-funded 'Biology Changing the World' project.

In February 2015 topics related to food security, including the potential for insects to provide a sustainable source of foods, were explored through the Society's interactive stand at St George's market in Belfast, as part of the inaugural Northern Ireland Science Festival. The activities were delivered in partnership with the charity Bugs for Life and included cooking demonstrations, tastings and light-hearted ballots. Over 600 people interacted with these activities, which were covered by the local press, including BBC News. The topic of entomophagy was also the focus of a film screening and an interactive stand delivered by the Society at the Glasgow Science Festival in June.

The Society delivered activities related to hormones and circadian rhythms at The Big Bang Fair in March in partnership with the Society for Endocrinology; over 3,000 people participated in these activities at the Big Bang Fair; a further 600 people were engaged at the Big Bang Fair South-East in June.

The Society sponsored a speaker at the Royal Institution's 'Lates' event in April – one Society Fellow, Professor Bruce Hood, spoke around the 'questioning reality' theme to an audience of 400 people.

In June the Society coordinated a joint activity stand at Cheltenham Science Festival 2015, with seven Member Organisations contributing activities over the six-day event (Society for Applied Microbiology, Society for Endocrinology, Biochemical Society, British Pharmacological Society, The Physiological Society, the British Society for Immunology and the Anatomical Society). Two days on the stand were used to pilot some new Biochemical Society-funded activities related to stem cells and genetic modification. The activities form part of a set of hands-on resources developed to facilitate delivery of public engagement activity by researchers, teachers and others involved in biology and/or public engagement.

Through collaboration with the British Ecological Society and the Centre for Ecology and Hydrology the Society helped deliver wildlife-themed activities at Suffolk's Latitude Festival. The stand, entitled 'Big Biology Bus' was located in the family campsite area. Around 500 people took part in the activities; many of these spent over an hour at the stand ensuring high-quality engagement. In addition visitors and volunteers recorded 242 species; these were added to the UK's National Biodiversity Network.

In September the Society participated in the 2015 British Science Festival in Bradford working with the Centre for Ecology and Hydrology to deliver a discussion event about invasive species.

We now have seventeen regional branches, following the establishment of a new South Wales branch in November 2014, including one international branch in Hong Kong. The Society's branch committees organise events for members, schools and the public across the UK; over 130 events were organised between October 2014 and September 2015, including trips, tours, lectures, school competitions, workshop and hands-on activities.

The second round of the Society's regional grant scheme funded over 30 additional public events regionally, including talks, workshops and hands-on activities. Grant funding from the Scottish

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Government also generated a further 15 events across Scotland, including several in remote and rural areas.

Awards and grants

The Science Communication Awards are intended to reward outreach work carried out by young scientists and established researchers to inform, enthuse and engage the public. Thirty nine entries were received in the 2015 Awards (19 in the new researcher category and 20 in the established researcher category) – 38% more than 2014. These were supported by the Wellcome Trust and Wiley.

The RSB Book Awards celebrate outstanding textbooks aimed at undergraduates and postgraduates and general biology books. The 2015 awards saw 111 books entered into the awards (64 in general, 22 in undergraduate textbook and 25 in postgraduate textbook) – a 63% increase from last year's entries.

The Nancy Rothwell Award celebrates specimen drawing in schools and highlights the benefits of combining art and science. We saw a fantastic 97% increase in submissions compared to the previous year, receiving a total of 239 entries.

The theme of the Society's annual photography competition, sponsored by Eppendorf, was 'Conflict and Survival' and a total of 323 entries from 158 entrants were received.

The Society's travel grants give the opportunity of overseas travel in connection with biological study, teaching or research to those who would otherwise be unlikely to have it. Ten grants of £500 were available to members in 2014/5, and 88 applications (63 AMRSB/affiliate applications and 25 early career MRSB applications) were received.

Biology: Changing the World

Thirty eight volunteers spent 95 days creating a website of over 500 pages of information, including 50 video interviews with biologists and information about over 150 locations of biological interest around the UK. 700 people voted for the biologist they thought changed the world most – Darwin coming out top! One hundred teacher packs were distributed and over 3,000 students taught on visits from 18 RSB-trained volunteers.

Ten blue plaques were unveiled across the country at sites of biological interest. Over 500 people attended the unveiling ceremonies, with 26 speakers including mayors and local or related notable biologists. There was a launch event in Manchester and a balloon debate as part of Biology Week in London, with nearly 100 attendees at both. Press coverage including: 1 national print (The Times), 10 national online (including ITV and BBC News), 1 national broadcast, 11 regional broadcasts, 4 specialist online and around 55 regional print/online. The project was funded by the Heritage Lottery Fund and was completed in May 2015.

Citizen Science

The Society's free house spider identification app was relaunched in October 2014, 'Spider in da house', for people to identify their sightings of 12 different species of house spiders, and this received over 40,000 new downloads.

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The flying ant survey received 5,149 sightings in its third year, and there are now 5,906 people on the flying ant survey mailing list. Data received in 2012-14 is currently also being analysed by researchers at The University of Gloucestershire for a citizen science paper to be published in 2016 as is the 2013 Spider data.

The first starling survey opened in Biology Week 2014 and closed in April 2015 having received 1,644 murmuration sightings which revealed some unexpected patterns.

In August-September 2015 the Society conducted an online poll of the favourite UK insect. The aim was to raise awareness of the essential role of insects and 7,490 voted for their favourite from a shortlist of 10.

Biology Week 2014

In 2014 Biology Week was held on 11-18 October. There were 61 events in total listed on the Society's website, and at least 70 schools/universities organised various Biology Week activities.

The annual Biology Week awards ceremony was held at the King's Fund on 14 October and was attended by 104 guests. The book awards, photography competition, science communication awards and BioArtAttack competition were all celebrated.

During Biology Week there was a Parliamentary Reception at the House of Commons, in partnership with the BBSRC, a public debate: '*Malaria eradication: Can we do it? Should we do it?*' at the Royal Institution, and a '*How will biology change the world?*' debate for Biology: Changing the World project.

This year there were four Big Biology Days in Cambridge, Cardiff, Essex and Glasgow, with a total of 26 partners and 5,950 attendees.

Press coverage included many national broadcasts (e.g. BBC, ITV, SKY and Autumnwatch), in the national print (both broadsheet and tabloid), online nationally and internationally, and over 200 regional print/online/broadcast features. Topics included the Society's policy activity, views of scientific and ethical issues and citizen science work.

Publications

The Biologist continues to receive overwhelmingly positive feedback from members, and was highly commended in the Best Magazine category at the 2015 MemCom Awards. High profile interviewees in 2014/15 included the government's chief scientific advisor Professor Sir Mark Walport; the then Royal Society president Sir Paul Nurse Hon FRSB, and the then science minister Greg Clark; plus a globe-trotting botanist, a professor of laughter, and the Society's incoming and outgoing presidents.

The magazine has a new editorial board with a broader range of expertise and research interests, with the Oxford geneticist Professor Alison Woollard now acting as chair. The Society also published a collection of *The Biologist's* best career-based articles and interviews, which was made available to thousands of budding biologists around the UK throughout 2015.

The Journal of Biological Education (JBE) editorial board has also continued to expand to ensure its members are as well-informed and relevant to our readership as possible. The journal changed to a more compact and traditional size in 2015 and is looking forward to its 50th year.

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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. As part of the normal cycle of turnover one position elected to Council from within the College of individual members (Dr Kim Hardie) became open to new nominations. Following a public call to those members entitled to vote, no nominations were received and Dr Kim Hardie, having agreed to re-stand for a second term, was duly elected unopposed. One trustee, Professor Rosemary Hails resigned during the course of the year and her place has remained vacant. The by-laws of the Society allow for a maximum of 15 trustees. Eight are elected and seven are appointed to fill skills gaps. Of those elected, four are elected from the College of Individual Members and four from the College of Organisational Members.

The Education, Training and Policy Committee (ETP) is a principal advisory committee to Council. Membership of this committee is through appointment by Council but nominations for those positions becoming vacant were sought through an open application process. The chair of ETP is Dr Jeremy Prichard. ETP met four times during the financial year. Representatives from four member organisations (MOs) from within the Society's enhanced MO funding group are permitted to attend as observers.

The Finance Committee is another principal committee and deals with financial planning and strategic finance issues. It consists of the chair, Dr Pat Goodwin (Honorary Treasurer), and an additional four members of Council, the chair of the Audit Committee and an MO representative. The Finance Committee is also attended by the Society's CEO, financial administrator and external accountant(s) in an observational capacity.

In addition to the ETP and Finance committees there is also a Remuneration Committee which meets at least once per year (chair: Professor David Coates), an Audit Committee (Chair: Dr Rodney Eastwood) which met twice last year and the Degree Accreditation Committee which met six times during the course of the year (chair: Dr Liz Lakin). All these committees report directly to Council.

Policy is determined by Council on the advice of its advisory committees and others 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 reduced slightly to 32 FTE (full-time equivalents) on 30 September 2015 (2014: 33.5). Staff turnover during the year was 18.5%.

Trustee Induction & Training

New trustees undergo a formal induction process with the Chief Executive, who briefs them on their legal obligations under Charity Law, the content of the Charter, Bylaws and Regulations, the committee structure and decision making processes. A Royal Society of Biology trustee induction pack is made available to all new trustees, including key information about the Society, charity law, and their current obligations. It also contains all recent minutes and other reports.

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There were no new trustees elected at the last Society AGM and as such no inductions were carried out. Trustees are also supported through on-going training, with skills requirements reviewed as appropriate.

The Council of 15 trustees is appointed in accordance with the Society's by-laws 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. Additionally there are three appointed Honorary Officers: Treasurer, Secretary and President. Trustees are normally elected for a term of four years. A second term may be served. All trustee positions are voluntary and no remuneration is provided save for reasonable travel and subsistence costs. These costs totalled £11,900 (2014: £15,000).

Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the top risks the charity may face by the whole Council
- Delegation of bi-annual detailed review to the Audit Committee
- The establishment of systems and procedures to manage those risks identified in the annual risk review
- The implementation of procedures to minimise any potential impact on the charity should those risks materialise

The current risk register takes particular notes of the risks associated with the Society's cash flow, rapid loss of member organisations, International Biology Olympiad, accreditation of undergraduate degrees and the provision of MO membership services.

Related Parties

The Society has a large number of scientific Societies that are affiliated to it and which the Society values highly as part of its structure, and as representative of the interests of biology. The Society also participates in the wider scientific arena through membership bodies such as the Science Council, Campaign for Science and Engineering (CaSE), British Science Association and Foundation for Science and Technology. Such forums are an invaluable formal arrangement for operation among the leading professional scientific bodies.

Biology Limited

This wholly owned company remained dormant throughout the year.

Charles Darwin House Ltd (CDH Ltd)

The Society is a co-owner of this company along with four other owners in a joint venture. CDH Ltd is a conference and rental management business offering services within Charles Darwin House.

Early 2015 saw the completion of the refurbishment work being carried out on the building purchased in May 2013 (107 Gray's Inn Road), which was pushed back due to significant delays to planning permission. The first of the learned societies, the Landscape Institute, started occupying the building

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2015

in April 2015, and it is now occupied by 3 societies with a further two already planned to move in the next financial year. The formal opening of the building was held on 18th November 2015.

All profit continues to be gifted aided to the five owning Societies in proportion to their equity share. RSB owns 9.2% of the equity.

IMPACT OF THE SOCIETY'S WORK

Commentary on the objectives for 2014-15 as described in last year's trustee's report were as follows:

- Develop a fully costed and evaluated training programme for members that supports the register, and professional development on a national and regional level

The Society's training programme has continued to grow and cover its marginal costs in the last financial year. More than 30 training courses were run, not just at Charles Darwin House but also regionally to expand reach to as many members as possible. Training programmes continue to feed into members' Continual Professional Development.

Through a partnership with the Biotechnology and Biological Sciences Research Council (BBSRC) a new initiative for the development of online training is being planned for 2016 for practicing animal scientists. The Society plans to increase its future delivery of online training services.

- Deliver a pilot programme for accreditation of three year degrees and create a sustainable model for accreditation of all biology based degrees by 2018

The pilot process for Accreditation has been a success. It included eight HEIs between October and December 2014. Following the pilot, the full accreditation programme launched in March 2015, highlighted by an official launch event at the Royal College of Surgeons and incorporated a Q&A session for academics considering accreditation for their degree programmes. This event was attended by representatives from over 50% of UK HEIs that offer bioscience degrees.

After the launch of the pilot, the Society started production of the official accreditation handbook which had created a model for a sustainable process of accreditation in future years.

Upon launch of this accreditation route, and in conjunction with the already established Advanced Accreditation pathway, the Society is able to offer a form of accreditation for the majority of bioscience programmes in the UK.

- Establish new branches in Hong Kong, South Wales and the Republic of Ireland

In November 2014, 28 members, Fellows, family and friends attended the Hong Kong branch inauguration ceremony held at the United Services Recreation Club. The launch of the new branch was a success and the chair, Sik Yan Tse CBiol FSB, welcomed all attending the meeting and discussed the future direction of the branch.

The South Wales branch was also launched successfully in November 2014, and held two public events in spring and summer of 2015, including their first public lecture in Cardiff in March 2015.

The Society has been working with the Institute of Biology of Ireland to create links between the two societies, and will continue to work towards a strong partnership in the next financial year for the

THE ROYAL SOCIETY OF BIOLOGY TRUSTEES' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2015

benefit of members of both societies. A Republic of Ireland branch has not yet been launched but an exploratory reception to initiate the process was held in Dublin.

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 public to celebrate and promote biology.

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

Future plans

At the end of the last financial year, the Society published its next Three Year Plan for 2015-2018. The plan highlights aims across three key themes: achieving a unified voice for our members, a professional membership and an even broader reach than in previous years. All of this will be underpinned by a programme of public outreach work to ensure the delivery of both the Society's charitable objectives and the requirements of individual and organisational members.

Key deliverables for the next financial year will be:

- Launch a new register for plant health professionals and increase the numbers of registrants across our existing registers
- Within degree accreditation, at least 20 HEIs will be awarded Advanced Accreditation for 200 programmes, and more than 15 HEIs will be awarded Accreditation for 100 programmes
- Develop a portal to link bioscience policy statements and briefing notes developed by our Member Organisations and continue to present strong evidence to Government
- Work with members abroad to develop appropriate support and engagement, including discussion of the formation of branches
- Launch a new schools competition – "Intermediate Biology Olympiad".

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. There were over 500 volunteers during the year.

The Society's Council wishes to record thanks to all these volunteers for their significant work.

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

TRANSACTIONS AND FINANCIAL POSITION

To enable growth of the accreditation programmes and the training available to members and the public the Society's Council agreed a deficit budget of £308,000 to invest in long term development. However, following a series cost reduction measures, better than expected membership growth and new income from a range of activities, including membership services, the final deficit outturn was reduced to £137,500 before unrealised investment gains and actuarial gains on defined benefit schemes.

The final salary Pension scheme received a contribution of £45,300.

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. During the year £126,745 was reinvested in an annual 1% fixed return high street account, £221,974 with CCLA and £15,549 with M & G. The unrealized movements for the CCLA investment fund and M&G were a £10,809 gain and £500 loss respectively for the year to 30 September 2015.

RESERVES POLICY

Following detailed financial planning for the three years to September 2018 the trustees have modified the reserves policy to recognise the further investment needed for long term growth to three months unrestricted operating costs (+/- 20%) as a designated revenue reserves fund. The policy was amended this year to clarify that the reserves will be held in funds that can be liquidated within thirty days. The revenue reserves fund was decreased during 2014-15 to £373,300 (2014: £560,000). These funds are held partly in a current bank account and 30 day notice Santander account and partly in CCLA investments, which can also be sold at a short notice.

FRS 17

The charity has adopted the full requirements of Financial Reporting Standard 17, Retirement Benefits, by recognising actuarial gains/losses in the statement of financial activities. In addition the charity recognises any asset/(deficit) on the pension scheme as a liability on the balance sheet. At present the charity is showing no long term liability on the pension scheme. At 30 September 2015 the Society had a £194,000 pension scheme asset (2014: £51,000 deficit) calculated in accordance with Financial Reporting Standard 17 'Retirement Benefits'. The trustees do not expect to recover this asset through reduced pension contributions in the future therefore the asset has been capped at £nil in the Society's balance sheet.

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.

**THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

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

At the Society's AGM on 13 May 2015, BDO LLP was appointed as the Society's auditor. They have indicated their willingness to continue in office, subject to approval of members at the next Annual General Meeting.



On behalf of the Trustees:

Professor Dame Jean Thomas FRS Hon FSB
President

Date:  2016

**THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

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.

**THE ROYAL SOCIETY OF BIOLOGY
INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES' OF
THE SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

We have audited the financial statements of The Society of Biology for the year ended 30 September 2015 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. 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 and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2015, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

BDO LLP

BDO LLP

Statutory Auditor

London, United Kingdom

Date: *5 March* 2016

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

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

**THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

	Notes	Unrestricted		Total	Total
		General	Restricted	2015	2014
		Fund	Fund	2015	2014
		£,000	£,000	£,000	£,000
Incoming Resources					
Incoming resources from generated funds					
Voluntary income	2	419.1	197.7	616.8	867.6
Income from activities generating funds	3	53.7	5.9	59.6	56.0
Investment income	4	3.1	-	3.1	3.5
Incoming resources from charitable activities					
Other income	5	1,682.5	55.0	1,737.5	1,744.7
		13.7	-	13.7	17.6
Total Incoming Resources		2,172.1	258.6	2,430.7	2,689.4
Resources Expended					
Charitable Activities	6	2,111.9	308.0	2,419.9	2,689.9
Activities for generating funds	7	55.8	-	55.8	56.3
Governance costs	8	92.5	-	92.5	74.3
Total Resources Expended		2,260.2	308.0	2,568.2	2,820.5
Net (outgoing)/incoming resources for the year before		(88.1)	(49.4)	(137.5)	(131.1)
Transfer between funds		3.5	(3.5)	-	-
Net (outgoing)/incoming resources before other recognised gains and losses		(84.6)	(52.9)	(137.5)	(131.1)
Unrealised gains on investments	16	10.3	-	10.3	20.6
Actuarial gains/ (losses) on defined benefit schemes	13	43.0	-	43.0	(56.0)
Net movement in funds		(31.3)	(52.9)	(84.2)	(166.5)
Funds brought forward at 1 October 2014		1,584.8	177.8	1,762.6	1,929.1
Funds carried forward at 30 September 2015		1,553.5	124.9	1,678.4	1,762.6

All amounts relate to continuing operations.

The Society has no gains or losses other than the result for the period.

The notes on pages 23 to 34 form part of these financial statements.

**THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2015**

	Notes	2015	2014
		£,000	£,000
Fixed Assets			
Tangible fixed assets	15	1,299.5	1,204.9
Investments	16	<u>247.9</u>	<u>237.6</u>
		1,547.4	1,442.5
Current Assets			
Debtors	17	132.0	340.0
Cash at bank and in hand	23	<u>363.6</u>	<u>551.5</u>
		495.6	891.5
Current Liabilities			
Creditors: amounts falling due within one year	18	(341.3)	(497.1)
		<u>154.3</u>	<u>394.4</u>
Net Current Assets			
		1,701.7	1,836.9
Total Assets less Current Liabilities			
Creditors:			
Amounts falling due after more than one year	19	<u>(23.3)</u>	<u>(23.3)</u>
Net Assets excluding pension liability		1,678.4	1,813.6
Pension (deficit)/ surplus on defined benefit scheme	13	-	(51.0)
Net Assets		<u><u>1,678.4</u></u>	<u><u>1,762.6</u></u>
Restricted Funds			
	22	<u>124.9</u>	<u>177.8</u>
Unrestricted Funds			
Accumulated Fund		1,150.5	1,024.8
Designated Funds	21	<u>403.0</u>	<u>560.0</u>
Total unrestricted funds after the pension deficit		1,553.5	1,584.8
Total unrestricted funds		<u>1,553.5</u>	<u>1,584.8</u>
Total Funds		<u><u>1,678.4</u></u>	<u><u>1,762.6</u></u>

The financial statements were approved and authorised for issue by the Board of Trustees and were signed on its behalf on ⁹ May 2016

P. M. Goodwin

Dr P M Goodwin
Honorary Treasurer

C. Kirk

Professor C Kirk
Honorary Secretary

The notes on pages 23 to 34 form part of these financial statements.

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

1. Accounting Policies

a) Basis of Accounting

The financial statements are prepared on a going concern basis in accordance with applicable accounting standards using the historical accounting convention adjusted for the revaluation of investments.

The financial statements reflect the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities (2005)' (SORP), Charities Act 2011 and the Royal Charter.

As permitted under SORP 2005, consolidated accounts incorporating the results of Biology Limited have not been prepared on the basis of materiality. Biology Limited was dormant throughout the year.

The charity has taken advantage of the exemption available under Financial Reporting Standard 1, by virtue of its size, and has not produced a cash flow statement.

b) Incoming Resources

Grants receivable are credited to income when the criteria of entitlement, certainty and measurement have been met. Grant income subject to performance conditions is recognized when earned.

Donations are credited to income when received.

Membership fees are accounted for on an accruals basis with only those fees relating to the current year being recognised as income. No amount is included in respect of subscriptions outstanding at the yearend although future subscriptions are deferred. Life membership subscriptions are released each year to incoming resources at 20% of their reducing balance.

Conference income is accounted for in the period in which the conference takes place.

c) Gifts in Kind

The value of gifts in kind provided to the Society is recognised in the statement of financial activities at their open market value in the period in which the income is receivable and where the benefit to the Society can be reliably measured. An equivalent amount is included in expenditure under the relevant category.

d) Resources Expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, exclusive of VAT. Irrecoverable VAT is included within the management and administration costs. Costs of generating funds have been shown separately to the charitable activities expenditure as these costs represent services provided to members.

Direct costs, including directly attributable salaries, are allocated on an actual basis to the key strategic areas of activity. Overheads and other salaries are allocated between expenses headings on the basis of time spent.

Governance costs are incurred in relation to the running of the charity. This includes strategic planning and attending to the statutory affairs of the charity. An analysis of these costs can be found in note 10.

Grants payable are charged in the year when the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attached are fulfilled.

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

e) Support Costs

Management and administration costs include salaries and related costs of central administration plus their proportion of attributable overheads.

The overhead costs which include office costs, rates, non recoverable VAT, depreciation and the staff costs of those providing information technology, finance and office management services are allocated to departments as a proportion based on the value of time spent incurred in supporting each activity.

f) Tangible Fixed Assets

Depreciation is calculated to write off assets over their expected useful lives. These are estimated to be:

Fixtures & fittings – 5 years

Computers equipment & software – 3 years

Freehold land and buildings are depreciated over 50 years

Works of Art - Nil

Depreciation is not charged on works of art as their estimated residual value is not materially different from the carrying amount of the assets; it is tested annually for impairment.

g) Investments

Investments are shown at market value. Realised and unrealised gains and losses are dealt with in the Statement of Financial Activities. Investment income plus associated tax recoverable is credited to income on an accruals basis, using dates of payment for dividends, and daily accrual for interest.

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

h) Branches

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

i) Reserves

The retention of surpluses as a designated revenue reserve fund is in accordance with the Trustee's reserve policy of maintaining six months operating costs in a separate fund.

j) Pension Costs

The Society operates a defined benefit pension scheme, governed by independent Trustees, 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 employee's expected working life. The pension charge is calculated on the basis of actuarial advice. These contributions are invested separately from the company's assets, with an insurance company.

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

k) Funds

The Society's funds consist of unrestricted and restricted amounts. The Society may use unrestricted amounts at its discretion. Restricted funds represent income contributions that are restricted to a particular purpose, in accordance with the donor's wishes.

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

2 Voluntary Income	2015	2014
	£,000	£,000
Sponsorship	135.5	79.9
Grants	474.8	756.5
Donations	6.5	4.0
Gift in kind - Biochemical Society	-	27.2
	<u>616.8</u>	<u>867.6</u>

3 Income from activities generating funds	2015	2014
	£,000	£,000
Administration Services	49.3	48.9
Gift Aid receivable	4.4	0.6
Fundraising Events	5.9	6.5
	<u>59.6</u>	<u>56.0</u>

4 Investment Income	2015	2014
	£,000	£,000
Cash investments	3.1	3.5
	<u>3.1</u>	<u>3.5</u>

The cash investments are interest bearing deposit accounts.
All investment income is derived from the UK.

5 Incoming Resources from charitable activities	2015	2014
	£,000	£,000
Member Subscriptions	1,396.8	1,412.0
Accreditation & examination fees	159.2	167.1
Journals	23.8	27.8
Education	17.5	21.7
Courses & Events	140.2	116.1
	<u>1,737.5</u>	<u>1,744.7</u>

6 Charitable Activities				2015	2014
	Staff	Direct	Support		
	Costs	Costs	Costs	£,000	£,000
Journals	118.3	127.3	22.1	267.7	252.8
Services for members	249.7	270.3	46.6	566.6	1,053.2
Bioscience promotion & services	417.3	152.6	88.3	658.2	586.7
Policy & campaigning	118.3	104.9	22.1	245.3	203.9
Education	210.2	200.8	39.3	450.3	430.8
Courses & Events	144.5	60.3	27.0	231.8	162.5
	<u>1,258.3</u>	<u>916.2</u>	<u>245.4</u>	<u>2,419.9</u>	<u>2,689.9</u>

7 Activities for generating funds				2015	2014
	Staff	Direct	Support		
	Costs	Costs	Costs	£'000	£'000
Administration Services costs	55.8	-	-	55.8	56.3
	<u>55.8</u>	<u>-</u>	<u>-</u>	<u>55.8</u>	<u>56.3</u>

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2015

8 Governance Costs

			2015	2014
	Staff Costs	Direct Costs	Support Costs	
	£'000	£'000	£'000	£'000
	40.8	43.7	8.0	92.5
				74.3

9 Analysis of Support Costs

a) Charitable Activities

							2015	2014
	Journals	Services for members	Bioscience Promotion	Policy & Campaig- ning	Education	Events & Confe- rences	£'000	£'000
Travel	0.4	0.6	0.8	0.5	0.8	0.5	3.6	14.3
Premises	7.3	15.4	29.7	7.3	13.0	8.9	81.6	93.6
Office Costs	7.0	14.8	28.0	6.9	12.3	8.4	77.4	106.1
Information Technology	3.7	7.9	14.9	3.7	6.6	4.6	41.4	52.2
Depreciation	3.7	7.9	14.9	3.7	6.6	4.6	41.4	39.5
	22.1	46.6	88.3	22.1	39.3	27.0	245.4	305.7

b) Governance

	2015	2014
	£'000	£'000
Travel	0.1	0.3
Premises	2.6	2.3
Office Costs	2.6	2.6
Information Technology	1.3	1.3
Depreciation	1.4	1.1
	8.0	7.6

10 Analysis of Governance Costs

	2015	2014
	£'000	£'000
Audit fees	9.5	9.1
Cost of AGM & Trustees Travel	22.0	23.2
Other Direct Costs	12.2	3.7
Total Direct Costs	43.7	36.0
Staff Costs	40.8	30.7
Support Costs	8.0	7.6
	92.5	74.3

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2015

11 Resources Expended	2015	2014
	£'000	£'000
Resources expended are stated after charging:		
Depreciation and losses on the disposal of fixed assets	42.8	40.4
Auditor's remuneration	9.5	9.1
Non-recoverable VAT	33.3	57.6
Trustee Expenses	11.9	15.0
The number of trustees whose expenses were reimbursed	13	14
Trustee indemnity insurance	0.5	0.5

12 Staff Costs	2015	2014
	£'000	£'000
Salaries	1,111.5	1,107.2
Social Security Costs	118.9	113.4
Pension contributions	105.6	94.2
Training	5.2	6.7
Recruitment	3.1	0.3
Other staff benefits	10.6	9.8
	<hr/>	<hr/>
	1,354.9	1,331.6

	2015	2014
	no's	no's
Direct Charitable	31.0	31.5
Administrative	2.0	2.0
	<hr/>	<hr/>
	33.0	33.5

Number of employees earning between:		
£130,000 to £140,000	1	-
£120,000 to £130,000	-	1
£70,000 to £80,000	1	1
£60,000 to £70,000	1	1

There were 20 employees , including two higher paid employees, accruing pension benefits under the defined contribution scheme at the year end. The Society's contributions for higher paid employees were £17,401 (2014: £16,349).

**THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2015**

13 Pension Schemes

The Society operates a defined contribution scheme which is open to all members of staff after three months services. The Society's contributions in the year amounted to £68,301. 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 01 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 Society paid £45,300 in contributions towards the defined contribution scheme which was used to reduce the liability on the balance sheet. The Society is in the process of negotiating further payments following the receipt of the triennial actuarial report.

The accounting standard for retirement benefits, FRS 17, 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:

	Defined benefit 2015 £'000	Pension plan 2014 £'000
Fair value of scheme assets	2,627.0	2,502.0
Present value of scheme liabilities	2,433.0	2,553.0
(Deficit)/Surplus	<u>194.0</u>	<u>(51.0)</u>

At 30 September 2015, the Society had a £194,000 pension scheme asset calculated in accordance with Financial Reporting Standard 17 'Retirement Benefits'. The Trustees do not expect to recover this asset through reduced pension contributions in the future. Therefore the asset has been capped at nil in the Society balance sheet.

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13 Pension Schemes (continued)

	2015	2014
	£'000	£'000
Changes in the present value of the defined benefit obligations are as follows		
Opening defined benefit obligation	2,553.0	2,341.0
Movement in year:		
Current service cost	-	-
Interest cost	100.0	100.0
Benefit paid and death in-service premiums paid	-	(58.0)
Past service cost	-	-
Gains and losses on settlement and curtailments	-	-
Other finance income	-	-
Actuarial (gains) losses	(220.0)	170.0
Closing defined benefit obligation	<u>2,433.0</u>	<u>2,553.0</u>

Changes in the fair value of plan assets are as follows

Opening fair value of plan assets	2,502.0	2,443.0
Expected return on scheme assets	63.0	60.0
Actuarial gains	17.0	12.0
Contributions by the Society	45.0	45.0
Benefits paid and death in service insurance premiums	-	(58.0)
	<u>2,627.0</u>	<u>2,502.0</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	3.30%	3.40%
Rate of increase in pensions in payment	-	-
Discount rate	3.80%	3.90%
Inflation assumption	3.30%	3.40%
Expected return on plan assets	2.50%	2.50%

Amount charged within resources expended

	£'000	£'000
Current service cost		
Interest cost	100.0	100.0
Expected return on assets	(63.0)	(60.0)
	<u>37.0</u>	<u>40.0</u>

The mortality assumptions adopted at 30 September 2015 imply the following life expectancies:

	Life expectancy at age 60 (Years)	
Male retiring in 2015	28.6	26.9
Female retiring in 2015	31.0	29.3
Male retiring in 2035	32.0	28.9
Female retiring in 2035	34.3	31.3

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13 Pension Schemes (continued)

	2015 £'000	2014 £'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets Amount: Gain	17.0	12.0
Experience gains and losses arising on the scheme liabilities Amount: Gain	356.0	7.0
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities: Amount: (Loss)/ Gain	(136.0)	(177.0)
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable Amount: (Loss)/ Gain	<u>237.0</u>	<u>(158.0)</u>
Effect of limit on amount of surplus recognised due to some of the surplus not being recognisable	<u>(194.0)</u>	<u>-</u>
Total amount recognised in other recognised gains & losses	<u>43.0</u>	<u>(158.0)</u>

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

Defined benefit pension plans

	2015	2014	2013	2012	2011
Fair value of scheme assets	2,627.0	2,502.0	2,443.0	2,729.0	2,638.0
Present value of scheme liabilities	2,433.0	2,553.0	2,341.0	2,677.0	2,086.0
Surplus/(Deficit) in scheme	194.0	(51.0)	102.0	52.0	552.0
Experience adjustment on scheme assets	17.0	12.0	5.0	14.0	(33.0)
Experience adjustment on scheme liabilities	356.0	7.0	7.0	(178.0)	(29.0)

The best estimate of contributions to be paid by the Company for the year beginning after 30th September 2015 is £10,000

14 Branch Funds

Reports have been received from 14 of the 16 branches. One branch is overseas and 15 are in the UK. The total cash at bank and in hand held by the reporting branches at the balance sheet date was £3,331 (2014: £5,521)

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15 Tangible Fixed Assets

	Freehold Land & Buildings	Fixtures & Fittings	Computer equipment	Works of Art	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At 1 October 2014	1,240.9	35.8	121.3	13.7	1,411.7
Additions	133.4	1.0	4.0	-	138.4
Disposals	-	(1.0)	-	-	(1.0)
At 30 September 2015	<u>1,374.3</u>	<u>35.8</u>	<u>125.3</u>	<u>13.7</u>	<u>1,549.1</u>
Depreciation					
At 1 October 2014	77.6	22.9	106.3	-	206.8
Charge for the year	26.7	7.1	9.0	-	42.8
At 30 September 2015	<u>104.3</u>	<u>30.0</u>	<u>115.3</u>	<u>-</u>	<u>249.6</u>
Net Book Value					
At 30 September 2015	<u>1,270.0</u>	<u>5.8</u>	<u>10.0</u>	<u>13.7</u>	<u>1,299.5</u>
At 30 September 2014	<u>1,163.3</u>	<u>12.9</u>	<u>15.0</u>	<u>13.7</u>	<u>1,204.9</u>

All tangible fixed assets are for direct charitable use.

Grays Inn Road

During the year, CDH Ltd, of whom The Society owns 9.2%, continued to develop a freehold property. The Society's share of the new property has been capitalised as CDH Ltd holds the asset on trust for the Society and the other owners under the co-ownership agreement.

Works of Art:

The Society holds works of Art which were valued by Coram James Limited (Art & Antique Valuers) on 4 August 2011 at replacement value for insurance purposes.

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	2015	2014
	£'000	£'000
16 Investments		
Market value at 1 October 2014	237.6	217.0
Gain in the year	10.3	20.6
Market value at 30 September 2015	<u>247.9</u>	<u>237.6</u>
Investments at market value comprised UK equities	<u>247.9</u>	<u>237.6</u>
Historical cost at 30 September 2015	<u>151.0</u>	<u>151.0</u>

17 Debtors		
Due within one year		
Trade Debtors	76.8	147.8
Other debtors	24.0	129.0
VAT	11.1	20.0
Prepayments	20.1	43.2
	<u>132.0</u>	<u>340.0</u>

18 Creditors: amounts falling due within one year

Subscriptions and fees in advance	144.7	107.8
Accruals	48.1	38.4
Trade creditors	86.2	281.2
Taxation and social security costs	34.0	34.3
Other creditors	28.3	35.4
	<u>341.3</u>	<u>497.1</u>

Other creditors include an amount of £15,054 held on behalf of EFB.

19 Creditors: amounts falling due after more than one year

Life membership fund	23.3	23.3
	<u>23.3</u>	<u>23.3</u>

Life membership receipts are released to incoming resources at a rate of 20% on the reducing balance.

20 Analysis of net assets between funds

	Unrestricted £'000	Restricted £'000	Total £'000
Tangible Fixed Assets	1,547.4	-	1,547.4
Net current assets	29.4	124.9	154.3
Long term liabilities	(23.3)	-	(23.3)
	<u>1,553.5</u>	<u>124.9</u>	<u>1,678.4</u>

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21 Designated Funds

	At 1st October 2014 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2015 £'000
Working Capital	560.0	-	-	(186.7)	373.3
UKPSF	-	-	-	29.7	29.7
	<u>560.0</u>	<u>-</u>	<u>-</u>	<u>(157.0)</u>	<u>403.0</u>

The Working Capital funds are held in conformity with the Reserves Policy.

The funds held under UKPSF are funds set aside for that purpose (explained more below) but don't have a specific restriction from the funder.

22 Restricted funds	At 1st October 2014 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2015 £'000
UK Biology Competitions (UKBC)	72.6	79.5	94.3	-	57.8
Natural Capital Initiative	52.1	31.4	16.4	-	67.1
UKPSF	23.1	30.7	63.8	10.0	-
Accreditation	10.0	90.0	103.3	3.3	-
Biology: Changing the World	20.0	27.0	30.2	(16.8)	-
	<u>177.8</u>	<u>258.6</u>	<u>308.0</u>	<u>(3.5)</u>	<u>124.9</u>

UK Biology Competitions (UKBC) is a special interest group which runs the Biology Olympiad (BBO) and Biology Challenge (BC).

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

The UK Plant Science Federation (UKPSF) has twenty nine member organisations involved in its work and operates as a special interest group of the Society. It is funded by The Gatsby Charitable Trust and The Society for Experimental Biology.

Accreditation has completed it's first phase with ninety three programmes accredited and sixty eight assessors fully trained to process future programmes. It was funded over an initial two year period by UKCES.

The Biology: Changing the World scheme is to celebrate life science research and life scientists that changed the world and it is funded by the Heritage Lottery Fund.

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.

23 Analysis of changes in funds	1 October 2014 £'000	Cash Flow £'000	30 September 2015 £'000
Bank balances and cash	634.3	(270.7)	363.6
	<u>634.3</u>	<u>(270.7)</u>	<u>363.6</u>

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24 Joint Venture

The Society of Biology does not prepare consolidated accounts. In accordance with Financial Reporting Standard 9 Associates and Joint Ventures, the relevant figures in relation to its joint venture holding in Charles Darwin House Ltd (CDH Ltd) have been presented below.

The figures are extracted from CDH Ltd's financial statements for the year ending 30th June 2015.

Turnover	£839,455
Cost of Sales	£281,650
Administrative expenses	£557,837

The cost of the Society's shareholding in CDH Ltd 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.

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 this resulting in the re-allocation of the individual members shareholdings. The new property at 107 Gray's Inn Road, London, very close to the current building, will enable an expansion of the Biohub concept.