

DRAFT MINUTES OF THE SEVENTY-NINTH ANNUAL GENERAL MEETING OF THE BRITISH SOCIETY OF ANIMAL SCIENCE HELD AT THE EAST MIDLANDS CONFERENCE CENTRE, NOTTINGHAM AND BY ZOOM

TUESDAY 12TH APRIL 2022

17:00 – 17:45PM (UK)

1. WELCOME AND APOLOGIES

The President, Michael Lee, welcomed members to the meeting. There were sixteen in attendance virtually and twenty-eight in attendance in person.

Apologies received from:

Cassandra Barrett, Christian Scharch, Rex Walters, Danna Emery & Birgit Fuerst-Waltl

2. MINUTES OF THE MEETING HELD ON 15TH APRIL 2021 (79a)

The minutes of the previous AGM (15th April 2021) were accepted

Proposed: by Helen Warren

Seconded: by Jordana Rivero-Viera

3. REPORT BY CHIEF EXECUTIVE FOR THE YEAR 1ST DECEMBER 2020 – 30TH NOVEMBER (PAPER 79b – ANNUAL REVIEW)

Chief Executive, Maggie Mitchell, provided an overview of her report along with the Annual Review.

These documents had been circulated ahead of the AGM to all members. The presentations included an overview of the Society's activities for 2021/2022. Highlights include:

- Introduction of the following:
 - Policy & Procedure Manual
 - Finance & Governance Group
 - Undergraduate Council
 - Membership Booklet
- Membership numbers as shown in the report are continuing to steadily increase, particularly within the Undergraduate and Early Careers.
- The Accreditation process and system has been reviewed and updated and consequently the process time of applications is significantly lower.
- BSAS Global reach has increased with the introduction of LMIC lowered membership fee and partnership with Australian Association of Animal Science (AAAS). BSAS plan on building on this with additional partnerships with other global animal science associations.
- Events:
 - The 2021 Conference was a recognised success with over 500 global attendees. As part of the conference, BSAS held farming webinars in partnership with the Stapledon Memorial Trust.
 - Grill the President Event gave Early Careers Members opportunity to engage with the Society and learn about how they can get involved
 - R-Stats Workshop was once again a great success and had a waiting list for attendees

- Animal Family of Journals; these were launched at the conference in 2021 and are showing steady progress as they gain footing. BSAS carried out a supplementary author survey which indicated that the author experience has improved.
- 7 Awards available for which 8 Prizes were awarded (the Steve Bishop award had a joint winner due to the high standard of applications)
- Freshers and Refresher Campaign: There were 100 undergraduate members recruited because of these campaigns

Looking forward, the Society will be working on:

- Building on existing relationship with partner societies such as British Grassland Society, Nutrition Society, Stapledon Memorial Trust etc. as well as building new relationships with the view of connecting science with application
- BSAS is working with the Stakeholders Committee to create a Career Guide. This will connect stakeholder, industry and academia and show careers available in all elements of animal science
- Generating generic sponsorship packs with the aim of getting more sponsorship for more awards, webinars and newsletters.
- Launching Undergraduate Accreditation Scheme for students and Course Accreditation for Universities and Colleges
- BSAS 2023 will be held in Birmingham
- May 2023 International Ruminant Reproduction Symposium in partnership with UCD and Teagasc will be held in Galway, Ireland

The President thanked Maggie Mitchell, the BSAS committee chairs and committee members for their professionalism and hard work over the last 12 months which has been fundamental to the society's membership growth.

Question from the audience, Nigel Scollan, asked what were the key drivers of membership growth and how should that be continued going forward. The CEO answered there was a renewal campaign aimed at expired members which was successful in attracting membership renewal and the committees, particularly the ECC, worked hard to attract new members. There must be focus from the Society on how to retain "mid-career" members. The CEO encouraged members to submit feedback to her on what the society should be focusing on.

4. REPORT OF THE HON. TREASURER AND ADOPTION OF THE AUDITED ACCOUNTS (PAPER 79c/79d)(NOTE 1)

BSAS Hon. Treasurer, Cledwyn Thomas, joined the AGM remotely. He gave an overview of the financial report for 2021. The accounts were circulated to members with the AGM papers ahead of the meeting.

It was recognised that for 2021, BSAS will break even on the Income and Expenditure and there was an increase in investment. The main sources of income for 2021 were publications and the 2021 Virtual Conference. The main sources of expenditure were staff costs and management fees. Animal journals are now open access, therefore income is reduced from these. However it is predicted that these will be back to normal levels by 2024/25.

The budget for 2022 is currently showing a deficit in the I&E but it was recognised that investment returns should cover part of the deficit. Conference & strategic planning are the main sources of expenditure for 2022.

Future steps for the society include:

- BSAS must invest in future development. A review was carried out of BSAS investments compared to other similar societies and the society have matched their risk level. It was also recognised that investment provider costs were high and these costs have now been reduced by half
- BSAS will be carrying out an examination of irrecoverable VAT which is currently costing approximately £20k
- Animal income must be improved

There was a question from Kate Dubarry on whether BSAS currently hold any investments in controversial areas like fossil fuels or arms trade. The Treasurer confirmed that there are investments in fossil fuels, but BSAS are working on minimising these, and it is major item which is being addressed actively by the trustees.

The President asked for the accounts to be adopted:

Proposer: Nigel Scollan

Second: David Kenny

5. RE-APPOINTMENT OF AUDITORS (NOTE 2)

The treasurer moved that the auditors, Paterson Boyd be reappointed

Proposer: Helen Warren

Second: Peter Williams

6. RETIREMENT OF TRUSTEES (NOTE 3)

The President reported that Howard Simmins stepped down as role of BSAS Treasurer on 31st May 2021. Mel Le Bon also stepped down from the Board of Trustees on 12th January 2022. The President thanked both for their hard work.

7. ELECTION OF OFFICE BEARERS (PAPER 79e)(NOTE 4)

Kim Matthews was elected BSAS President for 2022/23.

Proposed: Jordana Rivero-Viera

Second: Mel Le Bon

Elizabeth Magowan moves her position to Senior vice President

David Kenny was elected Vice President.

Proposed: Helen Warren

Second: Nigel Scollan

Dr Paul Smith was appointed into the Board of Trustees.

Proposed: David Kenny

Second: Lucy Ross

8. AOB

The President welcomed questions from members.

Peter Williams asked whether BSAS had engaged with the **Lancet** in relation to the article published on the GBD2019 analysis. The President confirmed that BSAS had written a letter to the **Lancet**. The letter will be made available via the BSAS membership portal along with the contact details. Members are encouraged as individuals, and as part of their organisations, to submit a letter.

Damilola Kareem asked whether there was a BSAS discount for publishing in *animal*. As *animal* is a consortium of three organisations (EAAP, INRAE & BSAS), the decision was taken to support the open access platform and not, at this stage, offer members discounts.

It was confirmed to Maurice Bichard that sessions from the BSAS Conference will be made available on demand.

Howard Simmins questioned the future format of the BSAS conference and whether the high cost of Hybrid is sustainable going forward. It was confirmed that the conference will make a small profit due to last minute surge of income, therefore the income figures are higher than those presented in the Treasurers report. While it was recognised that the Society must be cost efficient in certain areas of the conference, the format has proven to be invaluable due to the opportunities it has given members and other delegates who may not be able to attend a conference in person.

The president brought the AGM to a close and thanked all those that had attended for their time.

Professor Michael Lee
BSAS President 2021/2022



Annual Review

2021/2022

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Welcome to our Annual Review of Activities



It has been an honour to serve as your President since the AGM at our 2022 conference. Although it was a big disappointment not to have been able to be there in-person, it was great to participate on-line and it is clearly the highlight of our calendar. Michael Lee (as last year's President) and Elizabeth Magowan (as Chair of the Organising Committee) together with the organising Committee did a fantastic job and the hybrid format served us well. We will have a hybrid event again in 2023, but we recognise the added costs associated with this, and we will think long and hard about whether this is justified for the conference in Belfast in 2024.

One of the things you get to see as President is the huge amount of work put in to the Society from our members – from our office holders and committee members through to those who participate in events and webinars – thank you all for your support and hard work, but especially the fellow members of the Presidential team – Michael, Elizabeth and David Kenny who have been great at covering for my shortcomings!

As the foremost Society representing applied Animal Scientists in the UK, we are keen that we move on to the front foot on issues such the role of livestock in sustainable agriculture, human dietary requirements, and the benefits of gene editing. We have therefore worked with like-minded groups to support initiatives aimed at ensuring balanced evidence-based approaches are adopted in the public policy arena, such as signing up to recent communication to parliamentarians on the benefits of precision breeding techniques.

We have continued to work to ensure the future financial viability of our society – others have provided more details in this annual review, but key to this is ensuring we deliver what our members require - and we can only do that with your support and feedback so do please engage with us in this, and continue to feedback what you want from your Society.

A key initiative over the coming year will be to ensure the society is the natural home for our animal science colleagues from Southern Ireland to deliver what they need and create a better Society for us all.

Finally thank you to Maggie, who works extremely hard, often unnoticed, to keep the wheels turning and the Society developing to meet our needs from it in the future. Without your support, Maggie, the President would achieve very little. I have enjoyed working with you immensely and know that the Society is in good hands with you and Elizabeth at the helm!

A handwritten signature in black ink, reading 'Kim', with a long horizontal flourish extending to the right.

Kim Matthews
BSAS President



Chief Executive Update



As reported last year, this and next year are particularly challenging as we wait for new income generating projects to take root and come into being to support the future sustainability of BSAS. This aligned with less publications income, and the uncertainty in financial markets leading to a reduction in the value of our investments has compounded an already difficult situation.

Combined with the decision of our administration provider to resign the account and the associated increase in costs has led to a larger deficit than projected. However, as part of the exercise of sourcing a new provider we have further reduced our outsourcing costs. The real benefit of this coming through in 2023/2024.

Our committees continue to work hard to deliver benefits to our members and to initiate income generating projects.

The BSAS 2022 conference saw a return to in-person meetings. Whilst residual Covid influence did not see us return to the numbers of BSAS 2019, the conference returned a small surplus.

The Early Career Council continue to be the voice of those that will shape the future of animal science with a member of the Council, Paul Smith, now a trustee.

In the coming year and thereafter we will focus on income and impact related activities to enhance the resilience of the society in the longer term.

Consolidation will be key in the coming year, looking forward to a brighter time.

Activities carried out in the year included:

Successful annual meeting delivered as a both in-person and hybrid event as BSAS 2022

Establishing formal partner agreement with Australasian Pig Science Association.

Future Sheep Farm Webinar

animal family of journals development

Grew and developed BSAS communications content and reach

A handwritten signature in black ink that reads "Maggie".

Maggie Mitchell
BSAS Chief Executive

Membership and Accreditation

Key Objectives:

- Raise awareness, engage and sustain existing membership, attract new members
- BSAS membership to be recognised as a 'badge of credibility' in the animal science sector
- Grow accreditation register and on-going CPD initiatives
- Generation of income through value-added membership and accreditation activities

Membership

We continued to develop our member communications and review our member benefits and society activities. During the year we, again, delivered Freshers and Refreshers week targeting both new members from the undergraduate community and lapsed members to join or renew BSAS membership. The undergraduate campaign resulted in the recruitment of 9 BSAS Ambassadors who are committed to championing BSAS in their institutions.

It is acknowledged that we need to increase engagement with industry and as part of this we identified key industry events at which BSAS should have a presence to promote the society and how this can be included in existing activities to reduce and/or eliminate costs.

A two-day livestock nutrition conference aimed at industry as part of the wider engagement activity is in planning and will be held in January 2024.



We are looking for university and college students participating in animal science related courses, to become BSAS Ambassadors, to represent the views of our undergraduate members and help shape the future of BSAS and its activities.

Applicants should have an enthusiasm for animal science, wish to get actively involved in the activities of BSAS, be able to work collaboratively with the BSAS Early Career Council and Trustees.

You will be keen and outgoing and will be willing to represent BSAS to students on your and other animal science courses.

The role includes promoting:

- membership of BSAS to animal science and related course students
- activities such as conferences, workshops, webinars, awards, grants and publications
- BSAS to new starters during Freshers Week

Sharing information:

- about events and training and other Society activities and news
- And to:
- be a conduit for queries, suggestions and feedback from students back to the Society



www.bsas.org.uk



MEMBERSHIP

Membership and Accreditation



Helen Warren
Chair, Membership & Accreditation

BSAS is a passionate supporter of the future generation of animal scientists and technologists and were delighted to announce the launch of our brand-new Student Accreditation Register during 2022.

Student Accreditation can help undergraduates stand out from their peers, demonstrating competence and credibility to potential employers. BSAS Student Accreditation is open to those whose studies are in the area of animal science, animal technology or animal care.

A training page has been included in the BSAS website making it much easier to navigate when looking for learning opportunities. The link is where all events, webinars and podcasts are stored that can be used as points towards CPD

In 2023, we plan to further develop this project with more information around CPD and linking with Stakeholders in a career guide to support undergraduates.



ACCREDITATION

Awards

Key Objectives:

- Raise awareness of the BSAS Awards in academia and industry
- Aim to have sponsorship for all major awards such that the cost to BSAS is no more than the administration
- Ensure Award winners are promoted (with agreement) in dedicated and relevant national press articles and media
- Ensure the Awards are maintained as relevant to the appropriate sector(s) and changed as required

AWARD	2022 RECIPIENT	INSTITUTION	TITLE
Undergraduate Thesis of the Year	Catherine McPartland	SRUC	An Investigation into the Differential Effects of Conventional Crate and PigSAFE Postnatal Environments on Telomere Length in Piglets (<i>Sus scrofa domestica</i>)
Presidents Award	Abdul Aziz Yunus	Kwame Nkrumah University	Effects of concentrate supplement on feed intake, growth performance and blood parameters of N'dama calves fed cultivated Napier grass basal diet
Industry Award	Elisa Arnaud	Teagasc	Post-partum analgesia administration to sows but not split-suckling increased piglet growth and reduced anti-inflammatory treatment of piglets
CABI Best Poster Award	Ciaran Hearn	UCD and Teagasc	An investigation into the response of grazed multispecies swards to nitrogen fertiliser application
Developing Talent Award	Amy Jackson	University of Nottingham	Understanding public perceptions of dairy cow welfare
Sir John Hammond Award	Phil Garnsworthy	University of Nottingham	In recognition of extensive research and invaluable contribution to the field of animal production to optimise resource use and profitability of animal production systems, while reducing their environmental impact.



David Wilde
Chair, Awards Committee

BSAS Animal Science Undergraduate Thesis of the Year Award 2022

Do you have animal science and related subject students that deserve special recognition?

Win an opportunity to present at the BSAS Annual Conference 2023!

BSAS Undergraduate Thesis of the Year Award 2022 competition is open to universities and colleges that have students participating in animal science related courses. To enter this competition, you are invited to submit up to 2 entries of the best presented theses or dissertations, submitted in 2022, from your animal science students. We are accepting theses on a diverse range of subjects, covering any species, in all fields of animal science. The award looks to acknowledge the best of undergraduate research and offer the opportunity to have a summary published on the BSAS website. The BSAS Undergraduate Thesis of the Year Award aims to demonstrate the quality of animal science students and their work globally, to both academic and industry audiences.

Please note, entries will be shortlisted on the abstract provided with the thesis.

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AWARDS



AWARDS

Global

Key Objectives:

- Like-minded society partner membership and collaboration, including lobbying and project partnership for information dissemination
- Creation and development of global events, including training, speakers exchange and international session(s) at BSAS annual conference
- International links and collaboration, via BSAS ECC, with a similar society or organisation's early career council

The Global committee reviewed BSAS membership options and subsequently launched an "Associate" category to meet the needs of like-minded societies that cannot afford the full membership. This Associate membership gives their members access to our Newsletter and a variety of webinars, whilst the membership rate will apply to those who want to be registered as accredited Animal Scientist/Technologist.

We are continuing to expanding our Alliances. This year, The Australasian Pig Science Association (APSA) has joined BSAS Global. The membership benefits will be extremely valuable for APSA members and we look forward to making some reciprocal arrangements in the next period. Additionally, APSA has published their conference proceedings in the animal suite of publications. This society joins the Australian Association of Animal Sciences (AAAS) who have renewed their membership.

We are currently in conversations with other like-minded societies of Asia, Oceania and South America to explore the possibility of BSAS Global Membership.

We held a Global session at the 2022 BSAS Annual Conference, The role of animals in human and planetary health conference. The theme of the keynote session was Recent Developments in Climate Change Policy: A Global Perspective for Livestock Agriculture, which was presented as a virtual session.

Next year, we aim to increase the number of like-minded societies as part of the Alliance and the activities between members. We also aim to consolidate the Project Dissemination initiative, aimed at BSAS being a leader in dissemination of animal science knowledge in the UK and internationally. Through a proactive approach, BSAS will raise global awareness and understanding of animal science and its value, ensuring that research and knowledge transfer has a practical and beneficial application.



Jordana Rivero-Viera
Chair, BSAS Global



GLOBAL

Stakeholders

Key Objectives:

- Promote BSAS press coverage in industry and farming press
- Sponsorship campaign (linked to charitable support)
- Deliver a series of industry 'technical' webinars
- Promote academia - industry partnerships for supporting the career development and employment opportunities of animal science related students and graduates



Sokratis Stergiadis
Chair, Stakeholders

The Stakeholders committee comprises members from academia, industry and the public sector. Membership from industry and academia is balanced and supported by representatives from the Early Career Council.

This year, the Stakeholder group has completed a new sponsorship pack to help attract sponsors for BSAS activities and the completion of a Career Guide for undergraduates and a separate guide for school leavers.

The BSAS website highlights partners and their information together with potential opportunities for placements and collaboration.

BSAS Stakeholders have shared a number of events on-line in 2022, all made freely available for BSAS members. Topics covered many areas in the field of animal science and related sectors.

The group has been in close collaboration with the BSAS Early Career Council to create a mechanism whereby those in their early career can promote their work, especially that of higher relevance to industry, via public press.



Careers in Animal Science
Guide for
Undergraduates



**Partner &
Sponsorship
Opportunities**



STAKEHOLDER

Publications

Key Objectives:

- Create and implement an engagement strategy that promotes the animal family of journals, as is and through development changes to meet future vision, to authors, members and generally those involved and or interested in animal science
- Publish, monthly, a variety of blogs and articles related to animal family of journals that are pertinent, informative and interesting
- Look at developing additional, income generating, animal science publications and the development potential of animal – science proceedings



David Kenny
Chair, Publications

animal – The international journal of animal biosciences publishes the best, innovative and cutting-edge science that relates to animals (farmed or managed) and that is relevant across a range of disciplines relevant to whole animal outcomes and/or management practices.. The journal has an Impact Factor of 3.730 (2020 – 3.240), ranking 8/63 in the Agriculture, Dairy & Animal Science category (previously 9/63) and 10/144 in the Veterinary Science Category (previously 15/146). The journal continues to gather momentum, with the IF increasing year-on-year for six consecutive years, and the total citations increasing since 2015.

animal - open space - This new journal has a wider scope than the flagship animal. The journal fully embraces Open Science and its philosophy is that all carefully conducted research, the data linked to that research and the associated points of views of the authors should contribute to overall knowledge gain. This knowledge deserves to be rapidly published and open for further discussion from readers and the authors once published. The journal publishes articles that relate to farmed or other managed animals, leisure and companion animals and the use of insects for animal feed and human food. The APC is waived until 30.06.2023.

animal – science proceedings - The journal publishes high-quality conference, symposium and workshop proceedings on aspects of the life sciences with emphasis on farmed, other managed animals, leisure and companion animals and the use of insects for animal feed and human food.

The animal family of journals were represented and promoted at both BSAS and EAAP 2022 conferences. Whilst the journal income continues to be financially impacted since the transition to open-access. Notwithstanding this, significant improvements have been achieved in the form of improved author experience as well as the duration from submission to final publication.

The animal family of journals is comprised of **animal**, **animal – science proceedings**, and **animal – open space**. The journals are published by a consortium of not-for-profit scientific organisations BSAS, EAAP and INRAE.



animal family of journals

ALL ARTICLES ARE PUBLISHED BY ELSEVIER AS GOLD OPEN ACCESS

animal-journal.eu



PUBLICATIONS

Events

Eileen to comment / write text

Key Objectives:

- Develop and sustainably grow the BSAS annual conference to increase sponsorship, partner opportunities, delegate numbers and audience diversity
- Host a series of workshops and deliver other knowledge transfer initiatives to meet the continuing professional development requirements of our membership, general animal science and related sectors
- Partner compatible UK and international organisations to create joint events and initiatives that promote animal science and knowledge transfer



BSAS 2022

Held at the EMCC in Nottingham, BSAS 2022 saw the return to in-person meetings. With delegates attending the event in-person and virtually.

International speakers discussed the role of animals in human and planetary health creating lively discussion and debate. Sustainability and food security were key topics.

The scientific programme delivered cutting edge science on a range of topics from across the globe.

Partnering with the Nutrition Society, the One Nutrition Symposium, discussed the interactions of animal and human nutrition.

Future Sheep Farms Webinar

This interactive session brought together a range of experts from across the sheep industry to share their thoughts on what future sheep farms need to look like.

There were discussions on the role of genetics, the need for farmers to engage with health planning and technology, how to deal with the range of systems, and how to improve the public perception of the sheep sector.

100 people registered for the event with 45 attending on the day. The webinar is available in-demand via the BSAS website.



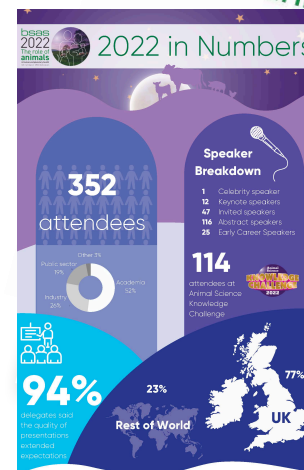
Eileen Wall
Chair, Events Committee



The role of animals in human and planetary health

Developing Talent Proceedings
British Society of Animal Science
Hybrid Conference
Nottingham | 12th - 14th April 2022

Kindly sponsored by
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EVENTS

Early Career Council

Key Objectives:

- To provide a platform for early career animal scientists in both academia and industry to engage fellow animal scientists with BSAS and to get involved in BSAS activities
- To provide wider opportunities for networking and skill development whilst boosting the profile and benefits of BSAS



Oliver Ashton
Early Career Council

The Early Career Council, composed of 22 members from seven industry and 11 academic institutions, has been involved in all of the BSAS committees providing input and insight from an early career perspective to the activities that BSAS undertake. Sharing knowledge and experience about animal science is a high priority.

The ECC were involved in the successful BSAS 2022 conference at a number of levels. An ECC representative was involved in the planning committee. Multiple ECC members were involved as deputy chairs and technical helpers. Our member Holly Vickery also chaired a developing talent session, sponsored by AHDB, involving Joe Stanley from the Allerton Project. We look forward to our involvement in BSAS 2023, where the ECC will be holding a session Animal Science Career Workshop - Interactive Panel Discussion. Jemma Franklin a member of the ECC working for AHDB is also responsible for the organisation of the developing talent sessions and has some exciting topics prepared.

Members Eric Newton and Lucy Ross continued our relationship with EAAP's Young Club and co-organised the R Stats session at BSAS 2022 and also EAAP 2022 in Porto. Although BSAS's own R Stats course led by Dr Davina Hill did not occur this year we are planning for its return in August 2023.

Through our ongoing Knowledge Transfer Partnership, young farmer organisations are able to gain access to the most up to date scientific information delivered by some of the UK and Ireland's top early career animal scientists. For our early career members in BSAS, the partnership offers an excellent opportunity to gain invaluable industry experience. It also offers younger members of farming organisations a chance to speak to the ECC about their role in animal science and gain an insight into animal science as a career. We continue to seek expressions of interest from any party wishing to host a talk on an animal science topic of your choice from one of our members.

Our members also write monthly "Fledgling Bytes" succinctly summarising the winners and highly commended entrants of the Thesis of the Year Award, which can be viewed on the BSAS website. Similarly our members, along with members of the Undergraduate Council, write monthly "Animal Bytes", which summarise a recent paper from the animal journal or provide a review of a current topic from the area of animal science available on the website.

We are always happy to hear from graduates within three-years of completing their full time education and current post-graduate students interested in joining the ECC.

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KNOWLEDGE TRANSFER PARTNERSHIP
The British Society of Animal Science (BSAS) Early Career Council is the voice of the UK and Ireland's most talented upcoming animal scientists.

The Early Career Council, consisting of postgraduate and early career researchers, is seeking interest from young farmers organisations interested in developing a knowledge transfer partnership.

The ultimate aim of the partnership will be to provide farmer organisations access to the most up to date scientific information associated with a specific topic, whilst providing our early career animal scientists with the opportunity to engage with industry.

So if you are developing a new policy position paper or have members of a discussion group simply interested in a particular topic, why not contact the BSAS Early Career Council to see if one of our members can help provide your organisation with the most up to date available.

British Society of Animal Science | Berridge Hall Court, Burre Road, White Colne, Essex CO2 3GB | 01982 321 039 | Email: bsas@bsas.org.uk

Further information on BSAS Early Career Council, including information on Council Members, can be found [here](https://bsas.org.uk).

Please contact BSAS for more information on earlycareercouncil@bsas.org.uk

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EARLY CAREERS



EARLY CAREERS

Communication & Collaboration

Key Objectives:

- Development of a robust communication plan that engages a wide animal science audience including academia, industry, sector influencers and policy makers
- Broaden the reach of the society at home and globally by partnering and collaborating with related organisations and events to share digital platforms, information and research
- Be a leading society, valued as a key influencer and opinionator that shares knowledge and experience, challenging misconceptions, creating channels of communication that draw out desired and valued content

Digital Media

Twitter has been a strong performer generating 1.9 million impressions. BSAS followers increased by 25% over the 12 months at a total of 3,618 and the number of mentions has increased quarter on quarter showing our growing prominence on the platform among animal scientists.

Facebook & Instagram remain strong platforms attracting increased reach of 58% and 210% respectively. FB directs 15% of website traffic.

Linkedin continues to perform well across metrics, including a 40% increase in audience reach.

The website attracted 67k new page views, 20k page users, 19,100 new users and an average dwell time of 2 minutes, which is well above the standard of 62 seconds.

Newsletters and Mailing

31 campaigns to an average of 6,379 recipients. A monthly news date accompanied by regular updates on items of interest to members including The Dublin Declaration, Freshers Week(s), awards, events, as well as targeted early careers and new membership campaigns.

Summary

Over the last year, BSAS communications were targeted to relevant audiences and were fewer in number. This has resulted in increased engagement from our members across our communication platforms. We frequently receive requests to be added to mailing lists and are increasingly mentioned in social media posts we did not generate. This indicates that our profile is rising among our intended audience and is a good foundation to build on. Our increased reach has allowed us to drive attendees to events, attract ambassadors and new trustee applications, as well as to shine a light on topics that matter. Over the next 12 months, our priority will be to implement the communications plan and drive new membership.

At a glance



Finance and Governance

Key Objectives:

- To review and monitor expenditure, overseeing and ensuring good governance of BSAS finances whilst managing risk and creating financial resilience for BSAS
- To review, oversee and ensure the policies and procedures of BSAS are applicable, up to date and support the operations and governance of BSAS
- To review and oversee income generation, projects and ideas, in the short, medium and long term to optimize sustainable revenue and BSAS's impact on the sector

Over the last year, the Finance, Income Generation and Governance Committee has encouraged and overseen the development of income generation plans from each of the Society's committees.

Committees have been challenged to focus on activities which are income-generating while also enhancing the reputation of the society. A number of initiatives were identified and continue to be developed with projected returns over 3-5 years, and will be vital to ensure a strong financial future for BSAS to underpin its core activities and charitable objectives.

During 2022, we monitored the new investment plan, which was implemented in 2021 and which accepts a slightly higher level of volatility with a view to achieving stronger long-term growth of our investments while allowing us to draw down funds to support the day-to-day running of the society if needed. In the medium term, our aim is to get to a position where we fund the society's activities from its annual income and preserve the investments for future generations of animal scientists, or use them for strategic projects.

In 2022, there was no need to draw from investments although overall income was lower than expenditure. A dedicated team also engage actively on the board if the journal "animal" and while continues to do well, it will take time to rebuild the income to the levels we have been used to and we are increasingly realising these levels may not be achieved although the launch of a suite of publications in the animal family of journals may help.

BSAS maintains an up-to-date Policy & Procedure Manual, with a schedule for review of the individual policies in place. All policies and procedures were reviewed as required in 2022 and all are accessible via our website.



Elizabeth Magowan
Chair - Finance & Governance

Finance and Governance



Cled Thomas
Treasurer

Investment Policy and Reserves

In accordance with the constitution of the charity, the Trustees have the power to invest in shares, bonds and other investments as they see fit. This has been a difficult year for investments with our investment portfolio decreasing in value from £400,661 to £376,813. The treasurer and chief executive met with the BSAS investment managers, Brooks Macdonald twice in the year. It was agreed by trustees not to move investment management at this stage but to continue to maintain a constant review of performance.

It is the policy of the charity to maintain unrestricted funds at a level that equates to a minimum of approximately one year's unrestricted income. This provides sufficient funds to cover management and administration costs and to respond to any emergencies that may arise from time to time. Future budgets will need maintain a zero operating balance so as not to reduce further our reserves.

Operating performance

The trustees agreed in 2022 that the Society should invest in initiatives to improve future income with a budgeted loss of £50,000 against a realised loss £60,311. The variance was mainly due to lower than expected income. The Society continues to run a tight budget and despite the additional costs to support initiatives, expenditure came below budget. Income generation activities are now key to secure the future of the Society.

The impact of moving our journal, animal, from a subscription model to an open access format is still with us, clearly shown in the reduced publications income. In addition the results were impacted by the launch costs of a new journal in the animal family (animal – open space). However, we believe that there is light at the end of the tunnel and that we have again achieved the minimum target for published papers and are now seeing a slow but steady increase in submissions.

BSAS Trustees



President:	Kim Matthews
Senior Vice-President:	Elizabeth Magowan
Vice-President:	David Kenny
Past President:	Michael Lee
Trustees:	Callum Harvey David Wilde Jordana Rivero-Viera Paul Smith Sokratis Stergiadis Eileen Wall Helen Warren

British Society of Animal Science SCIO

Unaudited Financial Statements

30 November 2022

18 North Street
GLENROTHES
Fife
KY7 5NA
Tel No: 01592 610388

8 Mitchell Street
LEVEN
Fife
KY8 4HJ
Tel No: 01333 425250

PATERSON BOYD & Co.
Chartered Accountants

British Society of Animal Science SCIO

Financial Statements

Year ended 30 November 2022

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British Society of Animal Science SCIO

Trustees' Annual Report

Year ended 30 November 2022

The trustees present their report and the unaudited financial statements of the charity for the year ended 30 November 2022.

Reference and administrative details

Registered charity name	British Society of Animal Science SCIO	
Charity registration number	SC050710	
Principal office	18 North Street Glenrothes Fife KY7 5NA	
The trustees	Mr Kim Matthews Prof Michael Lee Dr Elizabeth Magowan Prof David Kenny Dr Helen Warren Mr David Wilde Mr Callum Harvey Dr Sokratis Stergiadis Dr Jordano Rivero-Viera Prof Eileen Wall Dr Paul Smith	President Past President Snr Vice President Jnr Vice President (Appointed 12 April 2022)
Chief executive	Ms Maggie Mitchell	
Honorary Treasurer	Dr Cledwyn Thomas	
Bank	Royal Bank of Scotland 36 St Andrew Square Edinburgh EH2 2YB	
Independent examiner	Neil Paterson Paterson Boyd & Co 18 North Street Glenrothes Fife KY7 5NA	

British Society of Animal Science SCIO

Trustees' Annual Report *(continued)*

Year ended 30 November 2022

Structure, governance and management

British Society of Animal Science SCIO was registered as an incorporated charity from 1 June 2021.

Constitution and objects

The Society has a Memorandum and Articles of Association formally set out and available for consultation via the members area of the website.

Organisation

The board of trustees of the Society is an elected body, with new members being elected at each Annual General Meeting to serve for four years. Candidates for President, Senior Vice-President, Vice-President, Chief Executive and Honorary Treasurer are proposed by trustees for election at the Annual General Meeting. Members of the board holding office during the year ended 30 November 2022 are as stated on page 1.

The CEO of the Society is chosen by the Trustees following an open recruitment process and ratified by the members at the AGM.

The Trustees meet at least every three months in virtual meetings and, post-pandemic, at least once a year in person, in order to discuss strategic and operational matters relating to the Society.

A number of Committees carry out work in furtherance of the charity's objectives, and report directly to the Board of Trustees. These key committees are led by a Trustee. The Finance, Governance and Income Generation Committee is responsible for oversight of all governance and financial planning and activities.

Newly appointed Trustees are provided with a copy of the governing document, a copy of the financial statements, recent minutes of meetings and handbooks of governance and codes of practice. In addition, a verbal briefing is given by the President and the Honorary Treasurer. They are also provided with the following documents issued by OSCR: Guidance and Good Practice for Charity Trustees; Who's in Charge: Control and Independence in Scottish Charities; and also with additional independent information on Trustee boards. On an ongoing basis, confirmation is obtained that Trustees understand their responsibilities through discussion in person at Trustee meetings and by conference calls.

In this year investment was made in income generating initiatives and this is reflected in the increase in professional fees.

Key Management Personnel

The Trustees and the Chief Executive are deemed to be the charity's key management personnel. The Trustees are not remunerated for their services.

British Society of Animal Science SCIO

Trustees' Annual Report *(continued)*

Year ended 30 November 2022

Structure, governance and management *(continued)*

Risk Management

The board of Trustees has assessed the major risks to which the Society is exposed, in particular those related to the operations and finances of the Society and are satisfied that systems are in place to mitigate our exposure to the major risks.

Objectives and activities

The British Society of Animal Science SCIO was formally constituted as a Scottish Charitable Incorporated Organisation on 1 June 2021 in order to:

- Provide opportunities for those interested in and concerned with the science relating to animals and its application to meet and exchange information, ideas and experiences.
- Encourage the investigation of problems and matters pertaining to the science related to animals and its application.
- Collect and publish information about the science relating to animals and its application; to print and publish any periodicals, books and leaflets which the Society may think desirable.
- Stimulate the incorporation into practice of advances resulting from research, experimental work and practical experience.
- Co-operate with any other organisation in furthering any of the objects of the Society.
- Do all such things as may be incidental or conducive to the attainment of the above objects or any of them.

Achievements and performance

Activities carried out in the year included:

- Successful annual meeting delivered as a both in-person and hybrid event as BSAS 2022.
- Establishing formal partner agreement with Australasian Pig Science Association.
- Delivered successful Future Sheep Farm Webinar.
- Publication of animal family of journals in partnership with INRAE and EAAP - animal has an Impact Factor of 3.730 (2020 - 3.240), ranking 8/63 in the Agriculture, Dairy & Animal Science category (previously 9/63) and 10/144 in the Veterinary Science Category (previously 15/146).
- Grew and developed BSAS communications content and reach

The Society continues to run on a tight budget and despite additional costs to support initiatives, expenditure came below budget. BSAS changed our support functions provider during the year; this will moving forward to 2023/2024 show further reduction in expenditure, there will be residual carryover in the next financial year with associated cost of change. Income generation activities are now key to secure the future of the Society.

The impact of moving our journal, Animal, from a subscription model to an open access format is still with us, clearly shown in the reduced publications income. However, we believe that there is light at the end of the tunnel and that we have again achieved the minimum target for published papers and are now seeing a slow but steady increase in submissions.

British Society of Animal Science SCIO

Trustees' Annual Report *(continued)*

Year ended 30 November 2022

Financial review

The net loss was due to a combination of a loss on investment and an operational loss due to reduced income compared to budget and a greater expenditure in support of initiatives. These initiatives are planned to provide additional future income.

Reserves Policy

Unrestricted funds represent the general funds that the charity is free to use in accordance with the Society's charitable objectives. It is the policy of the charity to maintain unrestricted funds at a level that equates to a minimum of approximately one year's unrestricted income. This provides sufficient funds to cover management and administration costs and to respond to any emergencies that may arise from time to time. Unrestricted funds were maintained at or above this level throughout the year.

At the year end the Society had unrestricted reserves of £469,988 (2021: £557,611), which includes designated reserves of £4,500 (2021: £4,500). At the year end the restricted reserves were £33,473 (2021: £33,473).

The charity confirms that, in their opinion, the assets of the Society are available and adequate to fulfil its obligations.

Investment Policy

In accordance with the constitution of the charity, the Trustees have the power to invest in shares, bonds and other investments as they see fit. This has been a difficult year for investments with our investment portfolio decreasing in value from £400,661 to £376,813.

The treasurer and chief executive met with the BSAS investment managers, Brooks Macdonald twice in the year. It was agreed by trustees not to move investment management at this stage but to continue to maintain a constant review of performance.

Plans for future periods

In the coming years, the Society will:

- Focus on income and impact related activities to enhance the resilience of the society in the longer term
- Continue its structure, governance procedures and constitution
- Continue to consult with stakeholders and members to promote an animal science agenda to a wide audience
- Organise or assist with the organisation of animal science conferences in the UK and overseas
- Support the management of the Animal Consortium (part ownership)
- Deliver activities specifically aimed at supporting the development of early career scientists
- Develop new activities to meet the needs and aspirations of current and future members.

British Society of Animal Science SCIO

Trustees' Annual Report *(continued)*

Year ended 30 November 2022

Plans for future periods *(continued)*

Trustees' responsibilities statement

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

The law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping adequate 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 and Trustees Investments (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006, and the terms of the charity's constitution. 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' annual report was approved on 8 March 2023 and signed on behalf of the board of trustees by:



Mr Kim Matthews
BSAS President

British Society of Animal Science SCIO

Independent Examiner's Report to the Trustees of British Society of Animal Science SCIO

Year ended 30 November 2022

I report to the trustees on my examination of the financial statements of British Society of Animal Science SCIO ('the charity') for the year ended 30 November 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 (the '2005 Act') and the Charities Accounts (Scotland) Regulations 2006 (as amended). You are satisfied that your charity is not required by charity law to be audited and have chosen instead to have an independent examination.

I report in respect of my examination of the charity's financial statements as carried out under section 44(1)(c) of the 2005 Act. In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Independent examiner's statement

Since the charity has prepared its accounts on an accruals basis your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of ICAS which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 44(1)(a) of the 2005 Act and Regulation 4 of the Charities Accounts (Scotland) Regulations 2006 (as amended); or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Neil Paterson

Neil Paterson
Independent Examiner

Date: 8 March 2023

Paterson Boyd & Co
18 North Street
Glenrothes
Fife
KY7 5NA

British Society of Animal Science SCIO

Statement of Financial Activities

Year ended 30 November 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	4	43,897	–	43,897	48,347
Charitable activities	5	173,078	–	173,078	153,462
Investment income	6	5,041	–	5,041	3,806
Total income		<u>222,016</u>	<u>–</u>	<u>222,016</u>	<u>205,615</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	7	1,488	–	1,488	2,382
Expenditure on charitable activities	8,9	280,839	–	280,839	202,167
Total expenditure		<u>282,327</u>	<u>–</u>	<u>282,327</u>	<u>204,549</u>
Net (losses)/gains on investments	12	(27,312)	–	(27,312)	29,229
Net (expenditure)/income and net movement in funds		<u>(87,623)</u>	<u>–</u>	<u>(87,623)</u>	<u>30,295</u>
Reconciliation of funds					
Total funds brought forward		557,611	33,473	591,084	560,789
Total funds carried forward		<u>469,988</u>	<u>33,473</u>	<u>503,461</u>	<u>591,084</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 21 form part of these financial statements.

British Society of Animal Science SCIO

Statement of Financial Position

30 November 2022

	Note	2022 £	2021 £
Fixed assets			
Investments	18	373,450	398,785
Current assets			
Debtors	19	137,701	94,106
Cash at bank and in hand		83,700	128,739
		<u>221,401</u>	<u>222,845</u>
Creditors: amounts falling due within one year	20	91,390	30,546
Net current assets		<u>130,011</u>	<u>192,299</u>
Total assets less current liabilities		<u>503,461</u>	<u>591,084</u>
Net assets		<u>503,461</u>	<u>591,084</u>
Funds of the charity			
Restricted funds		33,473	33,473
Unrestricted funds		469,988	557,611
Total charity funds	23	<u>503,461</u>	<u>591,084</u>

These financial statements were approved by the board of trustees and authorised for issue on 8 March 2023, and are signed on behalf of the board by:

Dr Cledwyn Thomas

Dr Cledwyn Thomas
Honorary Treasurer

The notes on pages 9 to 21 form part of these financial statements.

British Society of Animal Science SCIO

Notes to the Financial Statements

Year ended 30 November 2022

1. General information

The charity is a public benefit entity and a registered charity in Scotland and is unincorporated. The address of the principal office is 18 North Street, Glenrothes, Fife, KY7 5NA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities and Trustee Investment (Scotland) Act 2005 and the Charity Accounts (Scotland) Regulations 2006 (as amended).

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis of accounting with the exception of investments which are carried at market value. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The financial statements have been prepared on a going concern basis. The Council members and Trustees have assessed the charity's ability to continue as a going concern and have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. Its financial statements are consolidated into the financial statements of (enter name of group financial statements) which can be obtained from (enter detail). As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

- (a) No cash flow statement has been presented for the charity.
- (b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

3. Accounting policies *(continued)*

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- interest receivable is included upon notification of the interest paid or payable by the bank.
- dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

3. Accounting policies *(continued)*

Resources expended *(continued)*

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 33% straight line

Investments

Investments are included in the financial statements at market value. Realised and unrealised gains or losses are reflected within the Statement of Financial Activities when they arise. Investments are valued at middle market prices. Unrealised gains and losses are calculated as the difference between the opening market value on the first day of the financial year and the closing market value at the year end. Gains and losses are allocated to the appropriate fund (restricted or unrestricted) based on what fund holds the investment.

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date. For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

Grants awarded

All grants awarded during the year were awarded to individuals rather than institutions and are accounted for on the accruals basis.

VAT status

The charity is not registered for VAT. British Society of Animal Science SC004845 de-registered for VAT on 31 May 2021. Irrecoverable VAT is included as an expense item within the support costs.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	502	—	502
Subscriptions	33,827	—	33,827
Miscellaneous Income	9,568	—	9,568
	<u>43,897</u>	<u>—</u>	<u>43,897</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	231	10,050	10,281
Subscriptions	37,107	—	37,107
Miscellaneous Income	959	—	959
	<u>38,297</u>	<u>10,050</u>	<u>48,347</u>

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

5. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Income from publications	54,235	54,235	74,005	74,005
Income from conferences	118,843	118,843	79,457	79,457
	<u>173,078</u>	<u>173,078</u>	<u>153,462</u>	<u>153,462</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	89	89	9	9
Dividends receivable	4,952	4,952	3,797	3,797
	<u>5,041</u>	<u>5,041</u>	<u>3,806</u>	<u>3,806</u>

7. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Raising funds	1,488	1,488	2,382	2,382

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activities	93,180	–	93,180
Support costs	187,659	–	187,659
	<u>280,839</u>	<u>–</u>	<u>280,839</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activities	24,045	10,050	34,095
Support costs	168,072	–	168,072
	<u>192,117</u>	<u>10,050</u>	<u>202,167</u>

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken		Total funds	Total funds
	directly	Support costs	2022	2021
	£	£	£	£
Charitable activities	93,180	184,227	277,407	199,877
Governance costs	–	3,432	3,432	2,290
	<u>93,180</u>	<u>187,659</u>	<u>280,839</u>	<u>202,167</u>

10. Analysis of support costs

	Total 2022	Total 2021
	£	£
Staff costs	56,971	55,901
Communications and IT	12,240	6,537
General office	3,561	2,387
Finance costs	684	1,076
Governance costs	3,432	2,290
Professional fees	86,130	64,955
Irrecoverable VAT	–	10,061
Other costs	24,641	24,865
	<u>187,659</u>	<u>168,072</u>

11. Analysis of grants

	2022	2021
	£	£
Grants to individuals		
President's Prize	200	200
Hammond Memorial Award	500	500
Early Career Award	–	10,050
Other Awards	2,450	620
	<u>3,150</u>	<u>11,370</u>
Total grants	<u>3,150</u>	<u>11,370</u>

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

12. Net (losses)/gains on investments

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Gains/(losses) on other investment assets	(27,312)	(27,312)	29,229	29,229

13. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	—	165
Foreign exchange differences	158	(235)

14. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for: Independent examination of the financial statements	2,028	1,800

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022 £	2021 £
Wages and salaries	53,401	52,354
Employer contributions to pension plans	3,570	3,547
	56,971	55,901

The average head count of employees during the year was 1 (2021: 1).

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Key Management Personnel

The key management personnel of the charity comprises of the Trustees and the Chief Executive. The total employee benefits of the key management personnel of the charity during the year were £56,973 (2021: £55,901).

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

16. Trustee remuneration and expenses

Trustees were reimbursed travel and subsistence expenses totalling £nil (2021: £nil).

The Chief Executive was reimbursed travel and subsistence expenses totalling £nil (2021: £nil).

17. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 December 2021 and 30 November 2022	7,584
Depreciation	
At 1 December 2021 and 30 November 2022	7,584
Carrying amount	
At 30 November 2022	–
At 30 November 2021	–

18. Investments

	Other investments £
Cost or valuation	
At 1 December 2021	398,785
Additions	387,269
Disposals	(385,291)
Fair value movements	(27,313)
At 30 November 2022	373,450
Impairment	
At 1 December 2021 and 30 November 2022	–
Carrying amount	
At 30 November 2022	373,450
At 30 November 2021	398,785

All investments shown above are held at valuation.

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

19. Debtors

	2022	2021
	£	£
Trade debtors	38,258	28,462
Amounts owed by undertakings in which the charity has a participating interest	38,628	45,229
Prepayments and accrued income	60,815	20,415
	<u>137,701</u>	<u>94,106</u>

20. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	22,049	16,301
Accruals and deferred income	66,814	11,864
Social security and other taxes	2,527	2,381
	<u>91,390</u>	<u>30,546</u>

21. Deferred income

	2022	2021
	£	£
Amount deferred in year	<u>50,249</u>	<u>5,864</u>

22. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,570 (2021: £3,547).

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

23. Analysis of charitable funds

Unrestricted funds

	At 1 December 2021 £	Income £	Expenditure £	Gains and losses £	At 30 November 2022 £
General funds	553,111	222,016	(282,327)	(27,312)	465,488
Alan Robertson Genetics funds	4,500	–	–	–	4,500
	<u>557,611</u>	<u>222,016</u>	<u>(282,327)</u>	<u>(27,312)</u>	<u>469,988</u>

	At 1 December 2020 £	Income £	Expenditure £	Gains and losses £	At 30 November 2021 £
General funds	522,816	195,565	(194,499)	29,229	553,111
Alan Robertson Genetics funds	4,500	–	–	–	4,500
	<u>527,316</u>	<u>195,565</u>	<u>(194,499)</u>	<u>29,229</u>	<u>557,611</u>

Name of Fund

Purpose

Alan Robertson
genetics fund

This award is aimed at those interested in animal genetics, helping them to attend the World Congress in Genetics Applied Livestock Production(WCGALP)

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

23. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 December 2021 £	Income £	Expenditure £	Gains and losses £	At 30 November 2022 £
Alan Robertson Genetics fund	26,065	—	—	—	26,065
Mike Steele Award	3,855	—	—	—	3,855
Kevin Shingfield Award	2,053	—	—	—	2,053
Christopher Wathes Award	1,500	—	—	—	1,500
Steve Bishop Award	—	—	—	—	—
	<u>33,473</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>33,473</u>

	At 1 December 2020 £	Income £	Expenditure £	Gains and losses £	At 30 November 2021 £
Alan Robertson Genetics fund	26,065	—	—	—	26,065
Mike Steele Award	4,355	—	—	—	4,355
Kevin Shingfield Award	2,053	—	—	—	2,053
Christopher Wathes Award	1,000	—	—	—	1,000
Steve Bishop Award	—	10,050	(10,050)	—	—
	<u>33,473</u>	<u>10,050</u>	<u>(10,050)</u>	<u>—</u>	<u>33,473</u>

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

23. Analysis of charitable funds *(continued)*

<u>Name of Fund</u>	<u>Purpose</u>
Alan Robertson genetics fund	This award is aimed at those interested in animal genetics, helping them to attend the World Congress in Genetics Applied Livestock Production(WCGALP).
Mike Steele	Set up to honour Mike Steele's contribution to BSAS and Animal Science this is an annual Award scholarship aimed at providing opportunities for early-career scientists from emerging countries to travel to the UK to attend and present at the BSAS annual conference.
Kevin Shingfield	The Kevin Shingfield Award is aimed at providing opportunities for under and postgraduates who excel in conducting scientifically excellent research to attend the annual BSAS conference.
Christopher Wathes	This award is intended to help members of BSAS to attend scientific meetings and Award workshops in the UK or overseas who might not otherwise be able to go through lack of financial support. The award is targeted at early career scientists.
KTN Biosciences Scholarship	In collaboration with KTN UK this is aimed at providing the opportunity to an undergraduate, postgraduate or early career scientist to attend the BSAS 2022 conference.

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Investments	373,450	—	373,450
Current assets	187,928	33,473	221,401
Creditors less than 1 year	(91,390)	—	(91,390)
Net assets	469,988	33,473	503,461

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	—	—	—
Investments	398,785	—	398,785
Current assets	189,372	33,473	222,845
Creditors less than 1 year	(30,546)	—	(30,546)
Net assets	557,611	33,473	591,084

British Society of Animal Science SCIO

Notes to the Financial Statements *(continued)*

Year ended 30 November 2022

The following pages do not form part of the financial statements.

British Society of Animal Science SCIO

Detailed Statement of Financial Activities

Year ended 30 November 2022

	2022 £	2021 £
Income and endowments		
Donations and legacies		
Donations	502	10,281
Subscriptions	33,827	37,107
Miscellaneous Income	9,568	959
	<u>43,897</u>	<u>48,347</u>
 Charitable activities		
Income from publications	54,235	74,005
Income from conferences	118,843	79,457
	<u>173,078</u>	<u>153,462</u>
 Investment income		
Bank interest receivable	89	9
Dividends receivable	4,952	3,797
	<u>5,041</u>	<u>3,806</u>
 Total income	<u>222,016</u>	<u>205,615</u>

British Society of Animal Science SCIO

Detailed Statement of Financial Activities *(continued)*

Year ended 30 November 2022

	2022 £	2021 £
Costs of raising donations and legacies	1,488	2,382
Expenditure on charitable activities		
Grants payable	3,161	11,370
Wages/salaries	53,401	52,354
Pension costs	3,570	3,547
Expenditure on publications	1,125	530
Conference expenditure	88,894	22,195
Repairs & maintenance	–	18
Insurance	3,452	2,125
Cjam management fees	76,920	62,830
PR and press	14,794	5,398
Depreciation	–	165
Subscriptions to other societies	5,834	17,746
Foreign exchange gain/loss	158	(235)
Honorarium	3,000	3,000
Printing and stationery	109	262
Postages and telephone	1,382	907
Travelling and committee expenses	855	–
Bank charges and interest	684	1,076
Miscellaneous expenses	–	196
Internet upkeep and management	10,858	5,630
Irrecoverable VAT	–	10,061
Professional fees	9,210	702
Independent examiners fees	3,432	2,290
	<u>280,839</u>	<u>202,167</u>
Total expenditure	<u>282,327</u>	<u>204,549</u>
Net (losses)/gains on investments		
Gains/(losses) on other investment assets	<u>(27,312)</u>	<u>29,229</u>
Net (expenditure)/income	<u>(87,623)</u>	<u>30,295</u>

British Society of Animal Science SCIO

Notes to the Detailed Statement of Financial Activities

Year ended 30 November 2022

	2022 £	2021 £
Costs of raising donations and legacies		
Raising funds		
Investment management costs	1,488	2,382
	<u>1,488</u>	<u>2,382</u>
Costs of raising donations and legacies	<u>1,488</u>	<u>2,382</u>
Expenditure on charitable activities		
Charitable activities		
<i>Activities undertaken directly</i>		
Grants payable	3,161	11,370
Expenditure on publications	1,125	530
Conference expenditure	88,894	22,195
	<u>93,180</u>	<u>34,095</u>
Support costs		
Wages/salaries	53,401	52,354
Pension costs	3,570	3,547
Repairs & maintenance	–	18
Insurance	3,452	2,125
Cjam management fees	76,920	62,830
PR and press	14,794	5,398
Depreciation	–	165
Subscriptions to other societies	5,834	17,746
Foreign exchange gain/loss	158	(235)
Honorarium	3,000	3,000
Printing and stationery	109	262
Postage and telephone	1,382	907
Travelling and committee expenses	855	–
Bank charges and interest	684	1,076
Miscellaneous expenses	–	196
Internet upkeep and management	10,858	5,630
Irrecoverable VAT	–	10,061
Professional fees	9,210	702
	<u>184,227</u>	<u>165,782</u>
Governance costs		
Governance costs - accountancy fees	3,432	2,290
	<u>3,432</u>	<u>2,290</u>
Expenditure on charitable activities	<u>280,839</u>	<u>202,167</u>

Election of Office Bearers - Short Biographies

Elizabeth Magowan (Election as BSAS President)

Prof Elizabeth Magowan is the Director of Sustainable Agri-Food Sciences Division in the Agri-Food and Biosciences Institute, Northern Ireland. Elizabeth completed a PhD in dairy nutrition from Queen's University Belfast (with DARD Science Service and ARINI) in 2004 and joined AFBI as a pig research scientist in 2003, where she was responsible for developing the AFBI pig research programme until April 2017. Elizabeth's main focus of research was on optimising pig production performance through management and nutritional strategies, while reducing environmental impact. Elizabeth then took up the post of Director of Sustainable Agri-Food Sciences Division in May 2017. Elizabeth has worked extensively on industry/academic studies and presented her work across the UK and at international conferences, as well as publications in journals. In 2017, she was awarded BSAS's Sir John Hammond Award, in recognition of her scientific work in collaboration with industry. In 2022 Queens University Belfast awarded Elizabeth an Honorary Professorship in recognition of her scientific work, especially aligned with developing the AFBI/QUB strategic alliance. Some achievements during Elizabeth's career include being the scientific Co-Ordinator of a large EU FP7 project ECO-FCE, being elected to the presidential team of BSAS; being a Director of UK Centre of Excellence for Livestock (CIEL) in its formative months and leading consortia formed of academics across the UK on two influential publications, funded by CIEL, aligned with Livestock and it's net zero position.

Helen Warren (Election as BSAS Vice-President)

In 1999, Dr. Warren achieved her primary degree in Animal Science from the University of Wales, Aberystwyth, followed by her PhD in fatty acids in beef from the Faculty of Medical and Veterinary Sciences at the University of Bristol. She spent five years lecturing degree students in animal and equine science before moving to industry. She is a Senior Visiting Fellow at Nottingham Trent University, a trustee of the British Society of Animal Science and Chair of their Membership and Accreditation Committee. She is also a qualified lecturer, a Cow Signals Master Trainer and a registered Animal Scientist. Helen is a member of KTN's Animal Sector Advisory Board and the Food Standards Agency's Advisory Committee on Animal Feedingstuffs. She currently works as a European Technical Manager for Ruminants and Horses for Alltech, involving initiating European research projects, as well as delivering nutritional education and technical sales support.

Diarmuid Moloney | BSc, MSc, MA, FCA

Diarmuid is a Qualified Chartered Accountant with 14 years' experience in finance and accounting roles across a number of industries including professional services, manufacturing and agriculture. He currently works in Teagasc, the state agency providing research, advisory and education in agriculture, horticulture, food and rural development in Ireland. He is a farm owner with a keen interest in animal welfare. He is on the Board of Directors of the Bride & Blackwater Dairy Valley Company, a regional purchasing group for 55 dairy farm members. He is currently in the role of Group Treasurer and due to become Group Chairman in January 2024. He is currently finishing a Certificate in Strategic Leadership through Dublin City University.

Diarmuid graduated from University College Cork (UCC) in 2006 with a 1st Class Honours degree in Finance and went on to complete a Masters in Corporate Finance & Accounting at UCC. He then undertook the prestigious Master of Accounting at the UCD Smurfit School of Business. This programme is designed for top graduates who have majored in business, accounting and finance and who wish to pursue a career in accounting, corporate finance, management consulting, and taxation either within the profession or with local or multinational companies. The Master of Accounting is the leading, longest-established accounting-specialist Master's degree in Ireland.

Then, in 2009 Diarmuid joined Deloitte, the leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax, and related services. Deloitte is the largest professional services firm globally with approximately 286,000 people in more than 150 countries, bringing world-class capabilities and high-quality services to their clients. It was while at Deloitte that Diarmuid gained his chartered accountancy training and qualification working in the audit department from 2009 to 2013. He worked and excelled on audit teams on a wide-ranging portfolio encompassing indigenous and multinational clients across a broad spectrum of industry sectors such as manufacturing, health, foods, broadcasting and logistics. Diarmuid also got the opportunity to work in the UK and Guernsey Deloitte offices broadening his experience and exposure to reporting under UK GAAP as well as IFRS and Irish GAAP.

Following his time in Deloitte, Diarmuid then gained valuable industry experience for the next three and a half years working first in Pfizer Pharmaceuticals Centre of Excellence as an Operations Analyst and then in One51 ES Plastics before moving to Teagasc in 2016.

Diarmuid is a hardworking and self-motivated individual with established communication and teamwork skills. His mission is to become part of an organisation in which he feels he can add value. One of his greatest achievements has been how he has built and maintained strong relationships with key stakeholders in his various roles and used these relationships to clearly and openly communicate business and budget priorities in order to positively influence spending behaviours and budget decision making, ensuring good corporate governance.

Mike Addelman

Originally a print journalist on national, regional and local newspapers, I have worked at The University of Manchester since 2006 as a press officer, though for the past seven years have had a dual role as comms lead for animal research. During that time, I have helped build the University's reputation as the one of the most open and forward thinking in Europe around animal research. I am a lay member of AWERB- the ethics committee which grants project licenses- and have participated in a working group which provided a guidance to the European Commission on writing the lay section of project licenses. This has been recognised with two awards from the sector's membership organisation, Understanding Animal Research. It was also recognised by the University, which promoted me on the basis of exceptional performance.

I was responsible for building our award winning animal research website which forms the core of our communication activities, and is regularly in the top 6 Google searches for 'animal research'. We were the first University to publish a range of information including anonymised non-technical license summaries, ethics committee minutes and a widely admired virtual tour of our animal unit which enables viewers to navigate their way around 12 different rooms in 3D, clicking on icons to open video content. There are also infographics, data archives, case studies, and a page dedicated to harms and benefits. Since its inception, the site has been praised by several home office inspectors, the Science Media Centre, as well as numerous individuals and bodies in the sector.

Media engagement has been a central part of my communications and engagement strategy in animal research. In September 2021, for example, I ran a media campaign around research which found that Viagra can strongly suppress abnormal heart rhythms in sheep. The story received national newspaper coverage including the Daily Mail and the Mirror. In my work outside animal research, I promote biology and health, and my PR campaigns have achieved front page coverage in almost every national newspaper, and numerous press interviews on national television news and radio programmes. I often act as the lead University contact when working on public relations campaigns with other institutions including HEIs, government departments and research councils.

Over the past two years, I have coordinated two social media campaigns, one around Fish in Research and the other around the international Be Open Animal Research Day. The campaigns involved an Instagram takeover, twitter, new case studies and a YouTube Video called "A day in the life of an animal technologist" which has so far received over 1000 views. We received another award for UAR for these activities.

I am a regular contributor to British Science Week as an animal research specialist. I am also a regular Sense about Science panellist, sitting alongside national news reporters taking questions from around 100 scientists. I enjoy public speaking and have conducted media training sessions for researchers and other colleagues at all levels of seniority.