



BRITISH SOCIETY OF ANIMAL SCIENCE ANNUAL GENERAL MEETING 2021

**NOTICE IS HEREBY GIVEN THAT THE SEVENTY-EIGHTH ANNUAL GENERAL MEETING OF THE SOCIETY
WILL BE HELD VIA 'ZOOM' ON 15TH APRIL AT 15:00**

A G E N D A

1. Welcome and apologies
2. Minutes of the Meeting held on 24 August 2020 (78a)
3. Report by Chief Executive for the year 1st December 2019 - 30th November 2020 (Paper 78b - Annual Report)
4. Report of the Hon Treasurer and adoption of the audited accounts (Paper 78c) (Note 1)
5. Re-appointment of auditors
6. Resolution: Motion to Amend Membership Fees (78d)
7. Resolution: Motion to Transfer Membership (78e)
8. Retirement of Trustees (Note 2)
9. Election of Office Bearers (Note 3)
10. AOB

NOTES

1. (Papers 78a – 78c) circulated with this notice, will be taken as read and comments from the floor are invited.
2. The undernoted Trustees have retired:
Prof Helen Miller
3. Election of President - Trustees proposes the election of Prof Michael Lee, Kim Matthews becomes Senior Vice President

PAPERS FOR THE ANNUAL GENERAL MEETING 2021

Paper

- 78a Minutes of the Meeting held on 24 August 2020
- 78b Report of the Chief Executive Officer / Annual Report
- 78c Report of the Hon Treasurer and audited accounts for the year-ended 30 November 2020
- 78d Motion to Amend Membership Fees
- 78e Motion to Transfer Membership



DRAFT MINUTES OF THE SEVENTY-SEVENTH ANNUAL GENERAL MEETING OF THE BRITISH SOCIETY OF ANIMAL SCIENCE HELD BY ZOOM CONFERENCE CALL 12:00 – 13:00, 24TH AUGUST 2020

1 WELCOME AND APOLOGIES

The President, Eileen Wall, welcomed the members to the meeting. Thirty-three were in attendance. Apologies received from:

Maggie Gill, Callum Harvey, Lucy Mather, Kim Matthews, Marie Rowland, Mike Wilkinson, Rex Walters

Due to the format of the meeting members had been asked to submit questions prior to the meeting. The response to these questions is attached to these minutes.

2 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous AGM (10 April 2019) were accepted.

Proposed by Helen Warren

Seconded by Michael Lee

3 REPORT OF THE CHIEF EXECUTIVE AND COMMITTEES

The President introduced the Chief Executive, Maggie Mitchell who provided an overview presentation of the CEO and Committee Reports circulated with the AGM papers. The presentation included an overview of activities and referred to the new BSAS website, literature and strategic plan. Reference was also made to future monitoring and evaluation of activity.

A copy of the presentation is attached to these minutes.

The President thanked all the committee chairs and committee members for their hard work.

4 REPORT OF FINANCE

The Treasurer, Howard Simmins, reported on the account circulated with the AGM papers, acknowledging that it had been a challenging year for BSAS finances and that radical action had been required to secure the future of BSAS. A number of challenges are still to be faced with the change of animal to an open access publication and the likely reduction of income this will cause.

A copy of the presentation is attached to these minutes.

The treasurer asked the accounts be adopted:

Proposed by David Wilde

Seconded by Georgios Banos

5 RE-APPOINTMENT OF AUDITORS

The treasurer moved that the auditors, Paterson Boyd be reappointed

Proposed by Elizabeth Magowan

Seconded by Nigel Scollan

6 ELECTION OF OFFICE BEARERS

The trustees proposed, given the postponement of the March AGM, that the change of and election of office bearers, President, Snr Vice President, Vice-President, Past President to allow a full year in post, does not take place until next AGM to be held in early April 2021.

With the exception that Elizabeth Magowan is appointed as a trustee and (additional) vice-president.

The AGM voted unanimously that Elizabeth Magowan be appointed as a trustee and vice-president.

7 SCIO RESOLUTION MOTIONS AND CONSTITUTION

The president reported that the following are required to enable the change of charitable status to a SCIO and asked that the meeting approve the motions be approved by the meeting.

1. MOTION TO AMEND THE CONSTITUTION OF THE BRITISH SOCIETY OF ANIMAL SCIENCE and to THEREAFTER SEEK OSCR APPROVAL TO WIND-UP THE SOCIETY

We the undersigned move that

- a. The constitution of the British Society of Animal Science be amended to include the following Dissolution clause: Power to amalgamate and wind up
The Trustees shall have power to amalgamate with any charitable body or bodies (whether incorporated or unincorporated) having purposes similar in whole or in part to those of the Society and to wind up the Society after payment of the Society's debts and liabilities and to transfer any remaining property held by the Trustees to some other charitable body or bodies (whether incorporated or unincorporated) having purposes which are similar whether in whole or in part to those of the Society.
- b. That the British Society of Animal Science thereafter give notice to the Office of the Scottish Charity Regulator (OSCR) of the amendment and also seek to obtain the consent of OSCR to the winding up of the Society.

Proposed by Howard Simmins

Seconded by Michael lee

2. MOTION TO AMEND THE CONSTITUTION OF BRITISH SOCIETY OF ANIMAL SCIENCE SCIO

- a. We, the undersigned, move that the draft Constitution of the British Society of Animal Science SCIO be amended as set out in the attached document in order to put the constitution into final form and on this basis, obtain Members approval to proceed with an application to OSCR to set up the SCIO.

Proposed by Helen Warren

Seconded by David Kenny

3. MOTION THAT THE TRUSTEES OF BRITISH SOCIETY OF ANIMAL SCIENCE BECOME THE TRUSTEES OF BRITISH SOCIETY OF ANIMAL SCIENCE SCIO

- a. The British Society of Animal Science seeks approval of the individuals already selected as trustees to become the initial trustees of the British Society of Animal Science SCIO.

Proposed by David Wilde

Seconded by David Kenny

8 ELECTION OF COUNCIL MEMBERS

The President confirmed that Dr Kirsty Kliem had resigned as a trustee and thanked Kirsty for her outstanding contribution to the work of the Society.

The society had advertised for new trustees and 2 applications had been received

Dr Sokratis Stergiadis

Associate Professor in Animal Science, University of Reading, United Kingdom

M. Jordana Rivero

Research Scientist – Grazing Livestock Systems, Rothamsted Research - North Wyke

The AGM voted unanimously that Sokratis Stergiadis be appointed as a trustee.

The AGM voted unanimously that Jordana Rivero be appointed as a trustee.

10 AOB

Eileen Wall thanked the CEO, Treasurer, CJAM, Trustees and Committee members for all of their hard work and their contribution to BSAS. Saying that it had been a challenging year for the Society and gave particular thanks to Howard Simmins for his support. Eileen also thanked those that had worked in the office, prior to its closure, for their work within the Society.

Closing the meeting the President thanked all those that had attended for their time.

Professor Eileen Wall
BSAS President
2019

BRITISH SOCIETY OF ANIMAL SCIENCE ANNUAL GENERAL MEETING 2021

Maggie Mitchell

CEO OVERVIEW

December 2019 – November 2020

Finance & Governance

- ❑ Move to Charitable Incorporated Organisation
- ❑ Annual Report
- ❑ BSAS Ambassadors
- ❑ Financial Management

BSAS Ambassador will help us to:

- Identify partnership opportunities with similar societies or organisations
- Help us to obtain sponsorship and support from individuals and companies in industry
- Champion BSAS and its activities

The British Society of Animal Science is looking to strengthen and extend its network of key supporters and established members by appointing a series of Ambassadors to help us champion our work, solidify our position in both industry and academia and secure our future.

The key purpose of the BSAS Ambassador is to help us to generate long-standing partnerships with new and existing stakeholders, similar societies, funders and sponsors. We want to build on our position as a globally recognised society in the animal science and technology sector so that we can continue to provide support and knowledge transfer opportunities now and for future animal scientists and technologists.

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british society of animal science

www.bsas.org.uk

BSAS Ambassador will help us to:

- Identify partnership opportunities with similar societies or organisations
- Help us to obtain sponsorship and support from individuals and companies in industry
- Champion BSAS and its activities

The role of the BSAS Ambassador is a volunteering role and the individual would be responsible for championing and promoting BSAS nationally and within their sector; they will represent BSAS members with their needs and being the connection point between BSAS and its members across the sector. The role will be supported by the BSAS CEO and the society's communications team.

The BSAS Ambassador is expected to be the key contact in their sector and will be key in building relationships with current and prospective members. The role of a BSAS Ambassador is a new proposed role and it is anticipated that the role will grow and evolve to suit the needs of the organisation in the longer term.

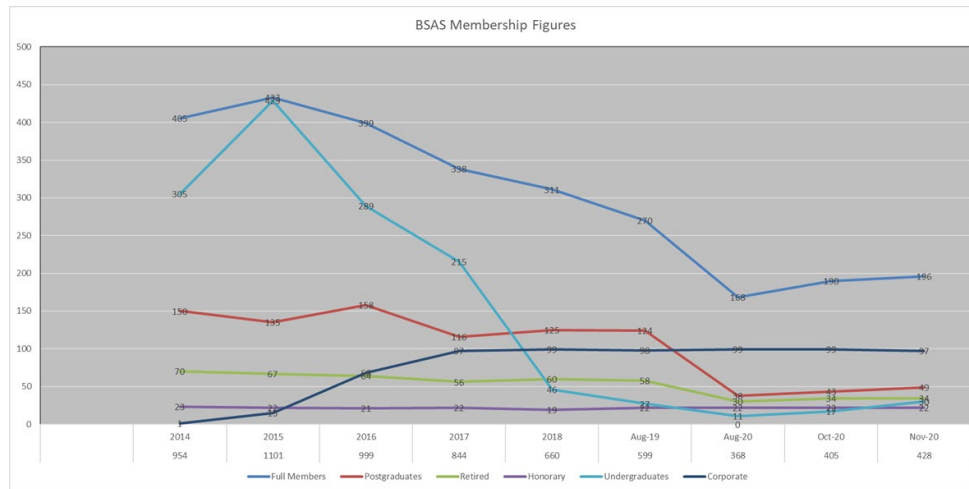
In return, BSAS endeavours to continue to provide a valuable and renowned publishing platform, reaching global audiences on and offline, enabling the Ambassador to promote their own work and raise the profile of their own area of speciality. The role provides opportunity to become a key influencer in the sector providing experience, insight and passion to help drive the society into a secure and bright future.

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Peershaw, Berewyk Hall Court, White Colne, Essex, CO6 2QB, UK
www.bsas.org.uk

Membership and Accreditation

- ❑ Membership Surveys
- ❑ Membership Campaigns
- ❑ Accreditation and CPD



Dr Jamie McFadzean

Animal Scientist (Associate)
Agricultural Microbiology
Veterinary Public Health & Policy

... provides an assurance to stakeholders

What is your background?
Research & Development Manager within the RSE sector.
A Royal Affairs (RFA) role
Over 10 years of RSE, working with the government, leading a working group of RSE experts on behalf of the government as a consultant. Also worked in the private sector under various conditions in various sectors & countries of operation.

Animal Scientist or graduate?
Yes, I am a professional with a BSc in Animal Science from the University of Edinburgh. I have worked in various roles in the industry, including as a consultant and as a senior advisor to the government.

Can you provide examples of the CPD and learning that you have carried out over the past year to maintain your place on the BSAS Accreditation Register?
The BSAS CPD framework is flexible and open to a range of different learning methods. Over the past year, I have completed several CPD activities, including attending conferences, webinars, and courses. I have also completed several CPD activities related to my current role, including attending workshops and seminars.

As well as benefiting you as an individual, how do you think it benefits employers having staff members on the BSAS Accreditation Register?
The BSAS Accreditation Register provides a clear and concise way for employers to identify and recruit staff with the necessary skills and experience. It also provides a clear and concise way for employers to ensure that their staff are up to date with the latest developments in their field.

BSAS Register	
Animal Scientist - Associate	72
Animal Scientist - Certified	113
Animal Technologist - Associate	14
Animal Technologist - Certified	23

Royal Society of Biology
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Accreditation



Stakeholders and Awards



- Stakeholder and Membership Directories
- Member Tool-Kit
- Awards

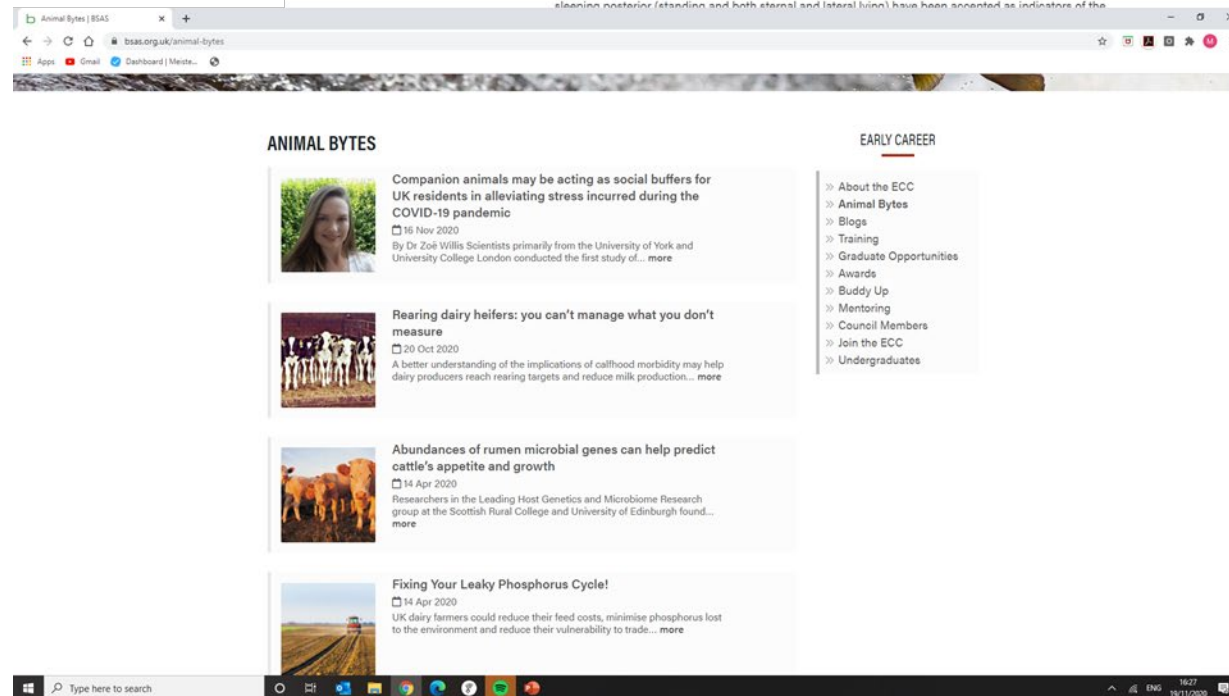
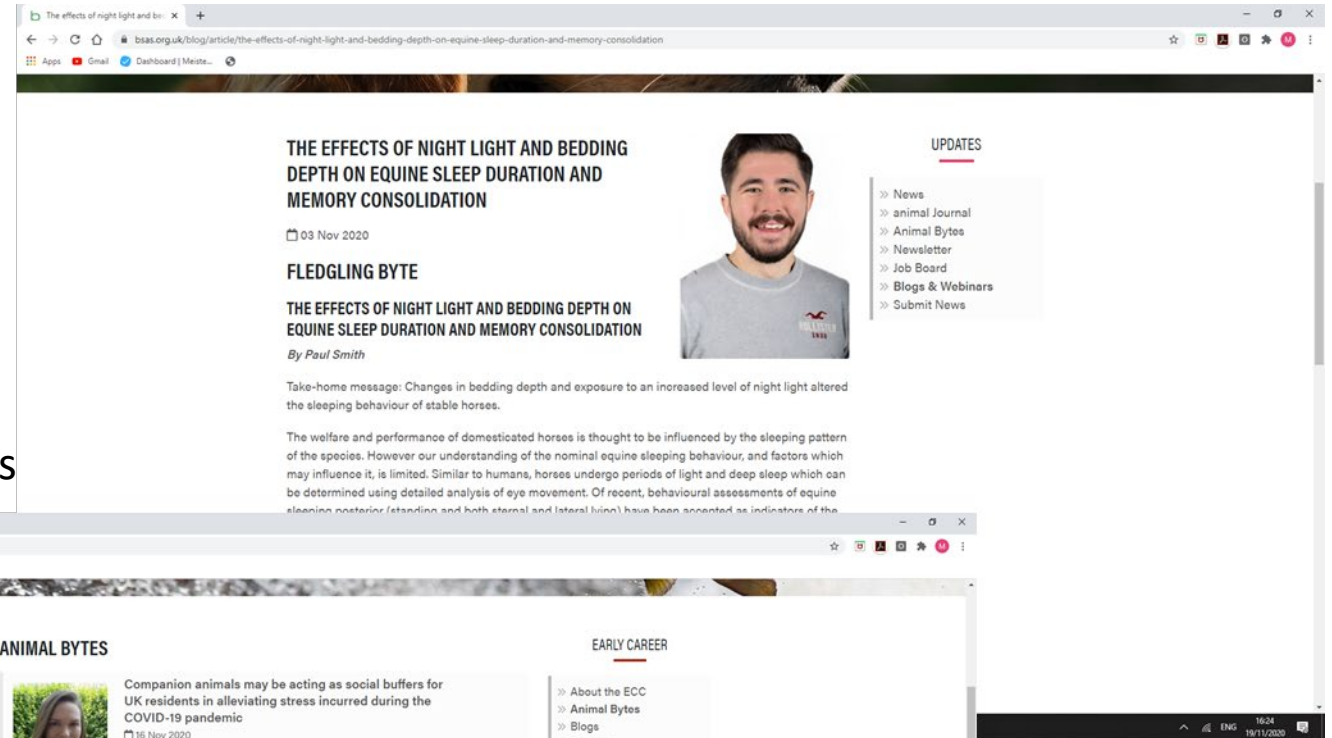
The screenshot shows the BSAS website interface. At the top, there's a navigation bar with the BSAS logo and various menu items. Below the navigation, there's a section titled 'Member Resources > Member Toolbox' with a 'LOGOUT' button. A sub-header reads 'These resources are made exclusively available to you, as part of your BSAS membership:'. Below this, there are four resource cards: 'Guidelines for Structuring a Scientific Paper', 'Guidelines for Summarising a Scientific Paper', 'Quick Guide Interview Do's & Don'ts', and 'Guidelines for Non-Technical Writing'. To the left of these resources is a list of stakeholders, each with a logo and a brief description of their organization, including ARBI, Alltech, Nottingham Trent University, University of Leeds, University of Reading, and Waltham Petcare Science.

Portal Menu

- « Home
- « My Profile
- « My Membership Application
- « BSAS Documents
- « Member Resources
 - « animal Journal
 - « Member News

Publications

- ❑ Move to Open Access & animal Family of Journals
- ❑ Thesis of the Year Award
- ❑ Fledgling and animal Bytes



Early Career Council

- ❑ Mentor and Buddy-Up Schemes
- ❑ Freshers Campaign
- ❑ Webinars and Training Courses



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Make a difference, be an Ambassador

BSAS Undergraduate Ambassador

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

Applicants should have an enthusiasm for animal science, be actively involved in the activities of BSAS, be able to communicate collaboratively with the BSAS Early Career Council and be willing to work with students on your and other animal science courses.

You will be keen and outgoing and will be willing to work with 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 | Society activities | And far... | be a conduit and feedback the Society

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Our early career animal scientists
our society for the future

BSAS FRESHERS WEEK



BSAS Global

- ❑ Webinars
- ❑ Like-minded and Similar Societies
- ❑ Global Reach



- Facilitate the development of globally sustainable livestock production
- Strengthen and disseminate animal science
- Facilitate international collaboration
- Develop global membership
- Host regional conferences and workshops
- Exchange speakers, students and scientists
- Accreditation and CPD



www.bsas.org.uk



Partner Society
Membership



Events

- ❑ Climate Change and Livestock: What Next?
- ❑ BSAS 2020
- ❑ Autumn Meeting: International Livestock and Nutrition Conference



Climate Change and Livestock: What Next?

Monday 2 December 2019
SCI, London, UK

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SCI
where science meets business

Organised by SCI's Agrisciences Group and the British Society of Animal Science

ence shows that optimising
egies must ensure long-term
mate change in turn affects
ty and quality of feed, and

changing climate to support
political will and action at both a local and global scale.

Confirmed Speakers

- ▶ Dr Sokratis Stergiadis, University of Reading
- ▶ Dr Michael McLeod, Scotland's Rural College
- ▶ Prof Tom Misselbrook, Rothamsted Research
- ▶ Dr Jason Sands, Ocean Harvest Technologies
- ▶ Dr Rafael de Oliveira Silva, University of Edinburgh
- ▶ Dr David Styles, Bangor University
- ▶ Ian Wilkinson, Cotswold Seeds
- ▶ Kim Matthews, AHDB
- ▶ Prof Gary Lanigan, Teagasc
- ▶ Dr Luke Spadavecchia, DEFRA
- ▶ Prof Andy Salter, University of Nottingham

Registration

Early bird rates before Monday 21 October 2019:
SCI / BSAS Member £75, SCI / BSAS Student Member £25,
SCI / BSAS Subsidised Member £30, Non-Member £100

Standard rates after Monday 21 October 2019:
SCI / BSAS Member £105, SCI / BSAS Student Member £40,
SCI / BSAS Subsidised Member £60, Non-Member £140

Attendees

This will be a unique opportunity to learn about, and discuss with experts in the field, climate change and livestock production, whilst expanding your relevant network and developing new partnerships. This event is aimed at people of all career stages and will be of interest to the following:

- ▶ Stakeholders across the animal food production and animal processing chain
- ▶ Specialists, students and early-career researchers in all areas of livestock production, greenhouse gas emissions, climate change and environmental modelling
- ▶ Those seeking evidence-based information around livestock and climate change
- ▶ Consumers and those involved in policy-making

Book today

T: +44 (0) 20 7598 1561
E: conferences@soci.org
W: [@SCIUpdate](http://bit.ly/SCIlivestock)

SCI
where science meets business

Communications

- ❑ Social Media
- ❑ Trustee Interviews
- ❑ Website
- ❑ Newsletters
- ❑ Articles



In Summary

- ❑ Our strategic plan, is detailed, covering all facets of BSAS, and we are working to it, with results already beginning to surface. Part of this plan is to look at different ways to generate income to replace the projected, short-medium term, decrease in return from our journal.
- ❑ Our membership numbers, whilst still lower than they were, are now showing steady, month-on-month increases. Whilst these are not momentous, the trends are encouraging, and there are multiple elements within the strategic document that unlock new ways of attracting interest.
- ❑ We are excited about new initiatives planned for next year, including the Livestock Sustainability Assessment Framework and joint events with partner associations.
- ❑ We continue to welcome invaluable support, from members and stakeholders, in 2021 as we (hopefully) move back to 'normal'
- ❑ Your views on what you, our members require from your society and how to best to meet those needs are encouraged and welcomed.
- ❑ We look forward, in 2021, to continuing to reinvigorate our society and its activities and to improving engagement and involvement with our members, stakeholders and partners.

ANNUAL REPORT 2020

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INTRODUCTION

Eileen Wall | President

I have now been serving for two years as BSAS President. After the AGM and conference in April were cancelled and during this second year we, as a society and as individuals have encountered significant change and new hurdles influencing the way we work and the way the society operates.

I would like to take this opportunity to thank all those who have continued to support BSAS during this difficult time. We look ahead to a year of hope, of development and of growth, as we begin to introduce new initiatives and partnerships to help us adapt to different ways of working in both industry and academia.

We also would like to extend our gratitude, in advance, for your continued support in addressing the 'Challenge of Change – the New Normal', at our first virtual conference to be held in April 2021.

Maggie Mitchell | CEO

An interesting year!

BSAS continues to work to our strategic plan and to improve all that we do. We asked our members what they wanted and are developing a range of activities to meet those needs, some of which are covered on the following pages in this, our first annual report.

There have been significant changes to the way we work and communicate with colleagues, in this change we have seen good and bad including time saved by not travelling and the loss of not seeing people and the gains of this interaction.

I hope that you find this summary of our activities interesting and informative, your feedback and suggestions are encouraged and welcomed.

GOVERNANCE & FINANCE

Objectives:

- ❑ Delivery of the society's charitable objectives
- ❑ Supporting the Society's aim to Operate to best practice
- ❑ Support the Society's delivery of effective financial management and monitoring resulting in a sustainable society

Activities Overview:

Completion of:

- ❑ 3-year Budget
- ❑ Policy & Procedure Manual
- ❑ Annual Report

KPIs: Performance against:

- ❑ Strategic Plan objectives
- ❑ Policy and Procedure Manual
- ❑ 3-year Budget and Cash-flow
- ❑ Investment Recovery

Committee Members:

Chair	Howard Simmins, Trustee / Treasurer
Governance	Kim Matthews, Trustee / Vice President
Finance	David Wilde, Trustee
Member	Maggie Mitchell, CEO

KEY ACTIVITIES & OUTCOMES

In this year we have built on our activities to improve governance and financial controls. We now have 3-year Budgets in place with income targets and cashflow forecasts. A Policy & Procedure Manual that acts as our operational bible and ensures that our policies and procedures are recorded and accessible.

We have published our first Annual Report and will continue to do so with greater transparency and member involvement.

The application for BSAS to become an incorporated charitable organization is underway, and we have launched the BSAS Ambassador initiative to generate and increase member engagement.

Financially, BSAS is in a better position than previous years, showing a small positive balance for the financial year. Although this is tempered by projected budget deficits in the following 2 years due to reduced income from our journal 'animal' linked to the change to open access.

As requested by members we are now including, for clarity, a year-on-year analysis of key expenditure and income in our financial reporting.

BRITISH SOCIETY OF ANIMAL SCIENCE SCIO

The charitable format of BSAS is outdated and no longer practical, it was therefore proposed to change to a Scottish Charitable Incorporated Organisation (SCIO).

BSAS, following approval by members at the 2019 AGM, have commenced the process to change the charitable status of BSAS to the more modern and appropriate SCIO. A revised constitution was approved at the 2020 AGM.

An application to OSCR to change the charitable status of BSAS to a SCIO has been made. The process has highlighted issues around the use of 'British' and 'Society' and these have to now be verified with OSCR and Companies House before the name can be confirmed.

It is anticipated that we will be able to complete the process of change in the early part of 2021.

Outcomes

- ❑ 'Fit for Purpose ' charitable status
- ❑ Revised and modernised constitution
- ❑ Updated governing document that reflects current processes

MANAGEMENT, POLICY & PROCEDURE MANUAL

The Management, Policy and Procedure Manual contains a comprehensive set of policies to guide the charity's governance, financial management, human resource, operations and administration. A copy of the document will be available via the BSAS member portal.

The purpose of the document is to assist in the day-to-day operation and running of the Society, ensuring procedures are in place to ensure that best practise is implemented in all that we do.

The policies and procedures will be reviewed regularly with set dates for each policy and procedure.

It is envisaged that the manual is a working document that will be regularly updated and will ensure that the organisation will operate within a framework of clear documented processes.

Outcomes:

- ❑ Management manual
- ❑ Comprehensive set of policies to guide governance
- ❑ Clear documented procedures

BSAS AMBASSADOR

To enable us to strengthen and extend our network of key supporters and influencers BSAS looks to appoint Ambassadors to help us champion our work, solidify our position in both industry and academia and secure our future.

The key purpose of the BSAS Ambassador is to help generate long-standing partnerships with new and existing stakeholders, similar societies, funders and sponsors. To help us build on our position as a globally recognised society so that we can continue to provide support and knowledge transfer opportunities now and in the future.

Launched in November 2020 it is anticipated that BSAS Ambassadors will:

- ❑ Highlight funding openings and opportunities and help BSAS obtain grants and awards
- ❑ Encourage participation from current and prospective members in discussions, events and online
- ❑ Write blogs and be guest speakers or panelists at webinars and events
- ❑ Identify partnership opportunities with similar societies or associations
- ❑ Help us to obtain sponsorship and support from individuals, commercial companies and sector organisations
- ❑ Champion BSAS and its activities within academia

Anticipated Outcomes

- ❑ New funding avenues
- ❑ Improved member involvement
- ❑ Increased sponsorship
- ❑ Buy-in from academia

FINANCE REPORT & TRENDS

Overview

Overall, BSAS showed a trading balance of £25,413 with cash and investment reserves of £480,469. When investment gains are included a total surplus of £48,104 was accrued. The Society should be reminded the key decision to outsource resources reduced staff, contractor, office rent and accountancy fees to £105,896 in 2020 compared with £269,487 in 2018, which was the last full year prior to the closure of the back office.

Revenue effects of conference cancellation

The Covid-19 pandemic directly affected all budget projections. The cancellation of the Annual Meeting was most important in this respect. Conferences can be expensive to hold and, in some years, have resulted in a cost to the Society. The cancellations in 2020 were neutral financially to the Society and it is arguable that it has given time for the chief executive to restructure arrangements for conferences in future, including sponsorship. Therefore, over the long-term, BSAS may be now in a stronger financial position when managing conferences.

2020 good year for Publications income

2020 was the last year under the old income structure with Cambridge University Press and provided BSAS with its expected revenue, which was critical in ensuring that the books balanced in 2020.

FINANCIAL REPORT & TRENDS

Publishing revenues will be challenging in the near future

The next major change that the Society has to face is reduced income from the publication sources. Open Access imposes more risk on income generation than we had previously encountered from our journals. Income comes directly now from the author – or her institution – and therefore all members of the Society have a direct part to play in supporting and generating income from the journal. The income expectations for 2 to 3 years will be considerably lower than we have used to and will affect BSAS' finances. In 5 years, a successful animal journal could earn as much as BSAS has received in 2020.

Investment management and strategy

BSAS withdrew a large amount of cash from the investments to cover losses from conferences in recent years. An objective now is to rebuild our resources. Over the last 15 years or so Investments have provided an important additional source of income for the Society. Growing the sum invested also allows us to support new projects and more widely our charitable activities. We have expected an income of up to £20,000/year from the investments in the recent past and we had no such income in 2020. This was a strategic decision as a further cash was withdrawn from the investments in early 2020 to cover a potentially costly conference. The money was not required and some has been returned to the investment portfolio but a significant portion is being retained during 2021 as the present financial situation is extremely unsettled. A minimum objective should be to obtain at least an income of £10,000/year from the investments and BSAS is rebuilding towards this as a first objective.

FINANCIAL REPORT & TRENDS

Management of expenditure

As a consequence of the restructuring, the Society now has only one employee, the chief executive. Cost reduction will continue to be reviewed, but, now, further reductions will reduce the capacity of BSAS to deliver its objectives. Therefore, the aim must be to increase revenue and there is considerable amount of work being done to investigating ways of doing so.

2021 will be financially tough

Significantly reduced income from the animal consortium, inevitable in 2021, returns BSAS into a projected trading loss. A successful conference is vital to mitigate the negative balance. We require a good attendance to support conference, alongside the growing sponsorship. There is a separate review of membership in this report and there is a need to restructure the financial package. It is vital that membership grows for the long-term survival of the society, but it should be noted that it takes large increases in membership numbers to have a significant effect on the bottom line.

The trustees and chief executive will continue to investigate all avenues to grow revenues.

MEMBERSHIP & 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
- ❑ Generation of income through added value membership and accreditation activities

Activities Overview

Completion of:

- ❑ Freshers Membership Campaign
- ❑ Updating Membership, Accreditation and CPD processes
- ❑ Accreditation Booklet
- ❑ Membership Survey
- ❑ Membership & Accreditation Certificates
- ❑ Membership Terms and Conditions

KPIs:

- ❑ Membership applications
- ❑ Member survey
- ❑ Academia and industry accreditation applications
- ❑ Maintaining/updating CPD
- ❑ Introduction of charged-for accreditation scheme
- ❑ CPD training initiatives

Committee Members:

Chair	Callum Harvey, Trustee
Member	Helen Warren, Trustee
Member	David Wilde, Trustee
Member	Pippa Handley
Member	Jamie McFadzean, ECC
Member	Kirsty Kliem
Member	Maggie Mitchell, CEO

KEY ACTIVITIES & OUTCOMES

BSAS is starting to see, following a decline in numbers, an increase in membership. We initiated a member survey during the year and have responded positively with actions and initiatives addressing issues and concerns.

Working with the BSAS Early Careers Council we developed a campaign directed at freshers week. This has proved successful with interest from and growth in undergraduate numbers. This activity has also generated the launch of the BSAS Undergraduate Ambassador scheme with 4 ambassadors already in place.

Linked with the Publications Committee work on the BSAS Undergraduate Thesis of the Year Award we are seeing improved engagement and involvement with academic institutions.

We have updated Membership, Accreditation and CPD processes to make them easier to navigate, significantly reducing time from beginning to 'end'. Certificates of membership and accreditation have been introduced together with updated and more informative literature.

The new membership portal is filling up with information, guides and webinar videos becoming a real asset to members.

MEMBERSHIP REPORT

BSAS, like many similar Societies, has suffered from decreasing membership. We believe that falling numbers are attributed to a combination of issues from unclear membership benefits to difficult and poor functioning web-based member processes. There was also a significant decrease in new member sign-ups and renewals due to the cancellation of the annual conference due to Covid-19.

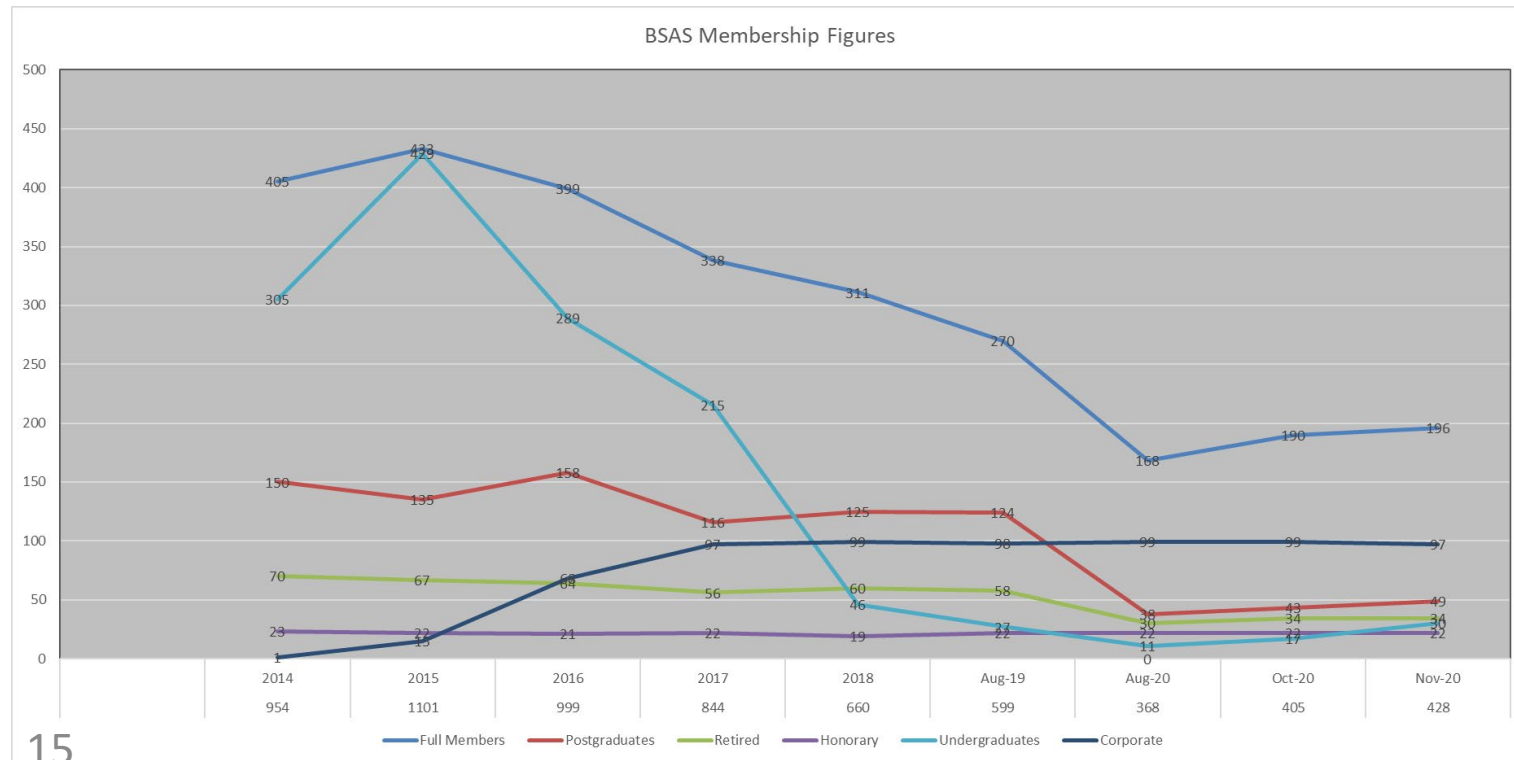
We have been working throughout the year to improve systems and make it easier for members to access information and complete the application process.

The highest area of membership decline has been seen in our early career members and we have worked hard to address this with focused membership campaigns and targeted communication.

Towards the later part of this year we have seen numbers begin to increase and hope that as activities continue to develop and that this trend will continue.

Membership Statistics 2014 - 2020

TOTAL		954	1101	999	844	660	599	368	405	428	Membership income
		2014	2015	2016	2017	2018	Aug-19	Aug-20	Oct-20	Nov-20	Income
Full Members	£90.00	405	433	399	338	311	270	168	190	196	£17,640.00
Postgraduates	£45.00	150	135	158	116	125	124	38	43	49	£2,205.00
Retired	£45.00	70	67	64	56	60	58	30	34	34	£1,530.00
Honorary		23	22	21	22	19	22	22	22	22	£0.00
Undergraduates	£10.00	305	429	289	215	46	27	11	17	30	£300.00
Corporate		1	15	68	97	99	98	99	99	97	£7,672.50
								Total			£21,675.00
							GRAND	TOTAL			£29,347.50



MEMBERSHIP SURVEYS

3 membership surveys were undertaken in this year. The first directed at individual members (full/retired/honorary), the second at our early career members (postgraduate and undergraduate) and the third at lapsed members, to understand better why membership had not been renewed.

Survey of Individual Members

102 respondents took part in this member survey, of which 69% had held their membership for 10+ years. The survey covered areas including BSAS social media awareness, readership of animal, understanding and uptake of accreditation and a general overview of BSAS activity and members perceptions.

Survey of lapsed members

Lapsed members were invited to offer feedback on why they had not renewed their membership. Issues identified were very similar to those in the other surveys and 10 members subsequently renewed.

Survey of Early Career Members

19 respondents submitted their answers to the survey questions. The questions asked were designed to give an overview as to members perceptions of BSAS and the value they placed on being a member and the information they could access. The new Buddy and Mentorship programmes were scrutinised.

The survey of members has provided a better understanding on the motives and drivers behind membership. Actions resultant of the survey are shown.

Actions, so far

- ❑ Accreditation information leaflet
- ❑ 'Matching' service for Mentor and Buddy schemes
- ❑ Focused opportunities for early careers members at conference
- ❑ Improved accreditation processes
- ❑ Personal member directory
- ❑ Development of long-term partnerships with other like-minded organisations
- ❑ A guide to BSAS social media channels
- ❑ Delivery of information and training webinars

67% of members read the BSAS newsletter

90% of members read 'animal'

71% find the CPD system easy to use

Conferences, workshops and events are perceived to offer the best value for members

MEMBERSHIP PORTAL

Following on from the introduction of the new BSAS website in 2019 we have now created an information portal specifically for members.

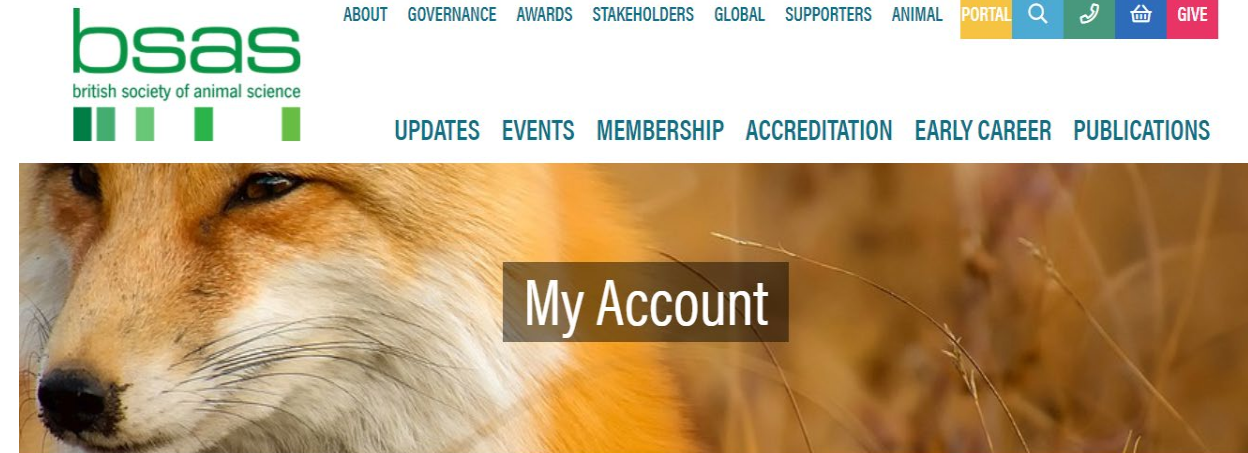
The portal contains back copies of the BSAS Annual Conference Proceedings, AGM papers and Trustee meeting minutes. Also available via the portal are video recordings from presentations at the 2017, 2018 and 2019 annual conferences.

BSAS Webinars can be accessed as can all informational literature. The member toolbox has a number of guides such as, how to write a scientific paper, new items are continually added.

MEMBERSHIP DIRECTORY

A member directory was launched in November 2020. This will be available as a list of members, their specialisms and status, visible either publicly or only to other members.

By completing the profile form members can highlight the stage of their education or career and clarify any additional support they may need or wish to contribute – from project opportunities, buddy or mentor, to work experience or employment.



Member Resources > Member Toolbox

These resources are made exclusively available to you, as part of your BSAS membership:

<p>Guidelines for Structuring a Scientific Paper Guidelines for Structuring a Scientific Paper</p>	<p>Guidelines for Summarising a Scientific Paper Last updated: 14 Aug 2020</p>	<p>Quick Guide Interview Do's & Don'ts Last updated: 14 Aug 2020</p>	<p>Guidelines for Non-Technical Writing Last updated: 14 Aug 2020</p>
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LOGOUT

Portal Menu

- « Home
- « My Profile
- « My Membership Application
- « BSAS Documents
- « **Member Resources**
 - « animal Journal
 - « Member News



INFOGRAPHIC

An infographic has been produced to show the range of varied activities that we undertake. It will be utilised next year over a number of initiatives to maximise the return on investment.



ACCREDITATION & CPD

Run in collaboration with the Royal Society of Biology, BSAS Accreditation is open to those working in animal welfare, animal science, animal technology or animal care in the academic, industry or government policy sectors, across food-producing, equine, companion and zoo animals.

The scheme also enables undergraduates to gain global public recognition for their knowledge and skills in their area of animal science from entry level upwards.

To maintain accreditation, members must carry out a programme of continued professional development each year and accrue a minimum of 50 credits. The programme must relate to learning and career development and cover a number of different areas, such as work-based learning, formal training courses and educational programmes, with each aspect carrying its own points value.

The scheme is promoted by a dedicated section and pages on the website as well as features and articles regularly added to the BSAS newsletter and social media.

In this year we have streamlined processes to launch, in January 2021, a fully on-line system. A new booklet containing more detailed information and example case studies has been completed. The booklet is supported by new guidance documents for applicants and assessors. An assessors' workshop is planned for early in 2021 and the development of a linked accreditation mentor support scheme to be launched later in the year.

Outcomes

- ❑ Updated and clearer literature
- ❑ Better applicant and assessor guidance
- ❑ Upgraded on-line processes
- ❑ Improved user experience
- ❑ Base for moving forward and establishing scheme within sector

Dr Jamie McFadzean
Agricultural Microbiology
Veterinary Public Health & Policy

... provides an assurance to stakeholders

What led you to join the BSAS Accreditation Register?
I applied during my PhD primarily as formal recognition of my previous qualifications and employment within my field but also to experience the assessment required to register and complete the CPD requirements. Undertaking the process of accreditation, updating CPD and now assisting prospective applicants has provided valuable experience in the necessary rigour of these processes which has benefited myself & I in the course of my work. Improving my ability to complete writing, cross reference and summarise information, and assess job candidate applications. My ongoing registration provides an assurance to stakeholders that I am both qualified and experienced in my field and that I continue to maintain my knowledge through ongoing CPD.

Can you provide examples of the CPD and learning that you have carried out over the past year to maintain your place on the BSAS Accreditation Register?
The BSAS CPD format is flexible and able to a variety of different relevant mediums. Most recently the increase in virtual workshops and courses have formed an important component of expanding my knowledge. This has allowed my CPD to reflect changes in training or learning approaches, with those in-person activities.

As well as benefiting you as an individual, how do you think it benefits employers having staff members on the BSAS Accreditation Register?
The updated maintenance of CPD also benefits employers as a necessary aid for professional activities. Registration provides an assurance to employers that employees are both qualified and experienced and that they continue to maintain knowledge beyond the workplace experience.

What impact has being an accredited Animal Scientist or Technologist had on your career progression?
My CPD and membership registration supports my professional skills expansion throughout the early career stage to processes which they are not otherwise able to attend. BSAS accreditation provides assurance to stakeholders, of individuals at all career stages, having recently verified experience and professional skills across a range of subjects and careers in animal science. The updated format of CPD benefits individuals as a valuable and transferable skill set for professional activities, an invaluable career reference for many careers. There is particular relevance of the relevant process on skills used in recruitment, which has provided with additional knowledge beyond my workplace experience.

BSAS Register	
Animal Scientist - Associate	72
Animal Scientist - Certified	113
Animal Technologist - Associate	14
Animal Technologist - Certified	23

Royal Society of Biology
bsas
british society of animal science
Accreditation

STAKEHOLDERS & AWARDS

Key Objectives:

- ❑ Drive and facilitate academic and industry engagement, championing UK animal science and livestock production initiatives
- ❑ Promote academic and industry co-operation through the provision of information about available roles, placements and candidates
- ❑ Foster career development opportunities for graduates and post-graduates through awards and scholarship opportunities

Activities Overview:

Completion of:

- ❑ Member Tool-Kit
- ❑ Member Directory
- ❑ Stakeholder Directory
- ❑ Awards Booklet
- ❑ Awards Funding

Committee Members:

Stakeholders Committee:

Chair - Helen Warren, Trustee

Vice Chair - Melanie Le Bon, Trustee

Member - Sifelani Chikunya

Member - Kirsty Kliem

Member - David Kenny, Trustee

Member - Ozzie Matika

Member - Cassie White

Member - Alan Kelly

Member - Jean Margerison

Member - Liz Homer

Member - Jessica Cooke

Member - David Wilde, Trustee

Member - John Dunne

Member - Chris Bartram

Member - Alison Bond

Member - Mandy Nevel

Member - Christopher Orrett

Member - Lorraine Salmon

Member - Aimee Louise Craig

Member - Annie Williams

Member - Stuart Kirwan | ECC

Member - Katie McDermott | ECC

Member - Alan Stewart

Member - Phillip Watson

Member - Pippa Handley

Awards Committee:

Chair - Melanie Le Bon, Trustee

Member - Helen Warren, Trustee

Member - Ann McLaren

Member - Carol-Anne Duthie

Member - Amy Taylor

Member - Maggie Mitchell, CEO

KPIS:

- ❑ Industry relevant sessions at conference
- ❑ Collaborative networking or information sharing projects
- ❑ Webinar workshop linking academia and industry
- ❑ Member tool-box
- ❑ Member and Stakeholder directories
- ❑ PR and comms activities targeting industry/farming press
- ❑ Awards booklet
- ❑ Sponsored awards, increasing number of award applications
- ❑ Improved contact with academic institutions

KEY ACTIVITIES & OUTCOMES

The Stakeholder and Awards Committee have in this year introduced a Member 'Toolkit', involving the preparation and completion of 'How to' guides for members. These include guides on grammar, technical writing, communication, presentation skills, looking and applying for funding and interview skills. Also introduced are the Member and Stakeholder directories, easy-to-access directory of BSAS members plus an additional directory of Stakeholder members. The latter includes information on the member organisation, including areas of expertise, opportunities for networking and contact details.

The BSAS Fellowship Scheme has been devised to bring industry and academia closer together. This scheme sees academic institutions appoint key industry personnel relevant to the academic provision to positions, such as Associate Professor and Visiting Fellow. The industry individual helps to inform courses, processes and research with the potential ability to access academic resources, such as journal subscriptions and experimental facilities. The exact nature of each fellowship is unique and decided on by participants. Currently, three fellowships exist at Writtle, the University of Nottingham and Nottingham Trent University.

Progress has been made in communications gaining press coverage, with an article on accreditation seen in the general farming publications, as well as one that highlights the Industry Prize finalists in the Farmers Guardian. We are in discussion with Farmers Guardian regarding regular article provision with the aim of getting animal science information and initiatives out and applied on farm.

Stakeholders, both industry and academia, have been involved in the Early Career Council webinars featuring career information. Working with the Membership and Accreditation Committee members of Stakeholders have been included in the accreditation booklet case studies.

The number of award applications increased from last year (2018/19) with high quality applications being received. All award applications are now through the online submission. Regrettably some awards had to be postponed due to COVID-19.

Funding from KTN to support the Steve Bishop awards was welcomed. We were also, thanks to the generosity of Claire Wathes and her family, able to introduce a new award in honour of Christopher Wathes. Successful award candidates are profiled on the BSAS website, via social media and newsletters. An early career awards booklet was created and distributed to academic institutions.

MEMBERS TOOLKIT

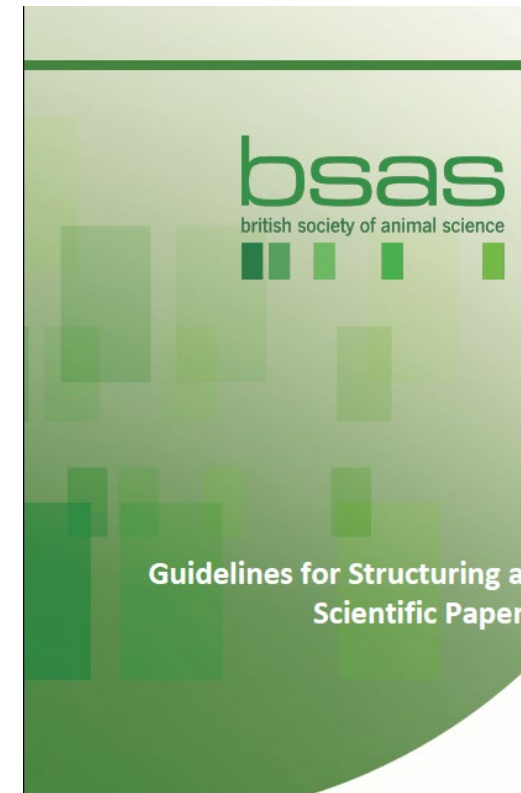
The 'Members Toolkit' area of the website is accessible to all BSAS members, via the Member Portal.

The tool-kit currently holds 11 guides covering

- ❑ Structuring a Scientific Paper
- ❑ Summarising a Scientific Article
- ❑ Scientific Poster
- ❑ Power point Presentations
- ❑ Presentation Skills
- ❑ Common grammar Mistakes
- ❑ Writing for a Non-Technical Audience
- ❑ Writing Your CV
- ❑ Innovation Funding
- ❑ Non-Technical Writing
- ❑ Interview Do's and Don'ts

Outcomes

- ❑ Member Only Resource
- ❑ Continued Learning
- ❑ Practical Implementation
- ❑ Member Benefit



'we aim to continue to develop this member resource, regularly adding new guides'

Interview Do's and Don'ts

If you have any comments please contact:
British Society of Animal Science
Tel: +44 (0)1753 222297
Email: bsas@bsas.org.uk
Web: www.bsas.org.uk



AWARDS

There were three BSAS Awards granted in this year. Thanks is given to Claire Wathes and her family for donation to support the Christopher Wathes Travel Bursary and to KTN for their support of the Steve Bishop Award

Steve Bishop Short Research/Training Award

This scholarship is aimed at those in the early part of their career as an animal scientist (postgraduate student or within two years of graduating with a PhD, or those working in commerce or industry with an equivalent level of experience without necessarily having a PhD).

Christopher Wathes Travel Bursary

This Award has been established to honour the contributions which Professor Christopher Wathes OBE made to animal science, in particular through improving the welfare of farmed livestock. The award is intended to help members of BSAS to attend scientific meetings and 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.

Award Winner

Dr Jennifer McIntyre, a Research Assistant at the University of Glasgow and Flock Health Ltd, was announced as the 2020 winner for her project proposal titled 'Worms-Resistance and Moxidectin on Scottish Sheep Farms.' Jennifer's project asks Scottish shepherds about their attitudes towards worm management, resistance, and SCOPA guidelines. She will be testing moxidectin efficacy on selected farms and work with Flock Health Clubs to share results amongst sheep farmers and the wider industry.

Award Winner

Dr Nienke Van Staaveren is an animal scientist who completed her M.Sc. in Animal Science at Wageningen University (The Netherlands) and obtained her PhD in Veterinary Medicine from University College Dublin and Teagasc. Since 2017, she has worked as a researcher and project manager at the University of Guelph, bridging the Centre for Genetic Improvement of Livestock and the Campbell Centre for the Study of Animal Welfare. Nienke has chosen to use the funding associated with the award, to attend the EAAP 2020 and WAFL 2021 meetings, as she feels this will provide her with an invaluable opportunity to not only share her findings on novel health and welfare traits for genomic selection in turkey production, but it will also enable her to gain an important insight into the latest advancements in breeding for improved animal welfare.

AWARDS continued

Mike Steele Award

Set up to honour Mike Steele's contribution to BSAS and Animal Science this is an annual 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.

Award Winner

International student Jen-Yun Chou who is completing a PhD in Clinical Veterinary Medicine – Animal Behaviour & Welfare at The Royal (Dick) School of Veterinary Studies was announced as the winner of The Mike Steele Award 2020. Her abstract was based on the subject of post-mortem carcass inspection in pigs and the implications on their life histories of health and welfare.

Jen-Yun believes that the BSAS Annual Conference (cancelled in 2020 due to Covid19) is an important arena for discussions in different disciplines in animal science, covering diseases, nutrition, health and welfare, and on a variety of species, and that it is the most suitable for cross-disciplinary studies to reach audiences from different backgrounds to exchange feedback.

Jen-Yun has also recently started a position with World Animal Protection as Global Animal Welfare Advisor.

Industry Prize

Industry prize finalists, following the first stage selection process, are asked to present at the BSAS Annual Conference for final judging.

In this unique and challenging year the second stage of assessment could not take place so the five finalists were awarded with out a winning prize.

In this award applicants are asked consider the importance of the impact of their research to industry, this is key in the final judging. The applicant has to show the outcome application, relevance and benefit to the end user, the producer.

This includes thinking about aspects, such as return on investment or feasibility of introducing new concepts that have been derived from the research.

The finalists were announced via press release, featured in the BSAS Newsletter and on the website.

2020 winners

The 2020 Industry Prize produced 5 finalists.

Kimberley Slinger from the University of Nottingham for her abstract titled 'Identification of the origin of host DNA content in the gastrointestinal tract of the broiler chicken'.

Kerensa Hawkey from the University of Nottingham for her abstract titled 'Can commercial enzymes be used to enhance the nutritional composition of Tenebrio molitor (yellow mealworm) as an alternative protein source'.

Lucy Ross from the University of Nottingham for her abstract titled 'Effect of calfhoorespiratory disease on rearing targets in Holstein-Friesian dairy heifers'.

Ashraf Alkhtib from Nottingham Trent University for his abstract titled 'Effect of olive tree pruning by-products on intake, digestability, growth performance and blood parameters of Shami goats'.

Rosie Barraclough from Roslin Institute, the University of Edinburgh for her abstract titled 'The behaviour of dairy cattle in late gestation: Effects of parity and dystocia'.

PUBLICATIONS

Key Objectives:

- ❑ To create and implement an engagement strategy that promotes the journal, as is and through the flip to OA and future vision, to authors, members and generally those involved and or interested in animal science
- ❑ To publish, monthly, a variety of blogs and articles related to animal that are pertinent, informative and interesting
- ❑ To look at the potential of developing additional, income generating, animal science publications and development potential of ABS

Activities Overview:

Completion of:

- ❑ Thesis of the Year 2020
- ❑ animal flip to OA
- ❑ Participation in review of animal now and future opportunities

KPIs:

- ❑ animal - growing awareness, submissions, citations and readership
- ❑ animal - improved impact factor
- ❑ Income generating journal(s) that complement and add value to animal and BSAS

Committee Members:

- | | | | |
|--------|----------------------|--------|-------------------------------|
| Chair | Eileen Wall, Trustee | Member | Paul Cheng |
| Member | Liam Sinclair | Member | Anne Carter |
| Member | Sokratis Stergiadis | Member | Paul Smith, ECC |
| Member | Kimberly Slinger | Member | Victoria Lindsay, ECC |
| Member | Emma-Jane Murray | Member | Brad Harrison, ECC |
| Member | Zofia Bekas | Member | Jordana Rivero-Viera, Trustee |
| Member | Anne Stevenson | Member | Alison Pyatt |
| Member | Carlos Castro | Member | Owen Powell, ECC |
| Member | Partha Ray | Member | Maggie Mitchell, CEO |



KEY ACTIVITIES & OUTCOMES

In the year 2019-2020 we saw preparation for the flip of the animal Journal to an open access publication. With animal, gold open access, to be launched in 2021 with the new publisher, Elsevier. Work continues in developing animal and the animal Family of journals. The animal IF is now 2.4.

The Undergraduate Thesis of the Year competition launched in this year was a great success with 26 entries from 14 institutions. We plan to develop this competition and grow entries over the next few years.

We have continued to develop animal Bytes and have worked closely with our Early Career Council to provide opportunities for publishing. Supporting this and providing a platform for the work of undergraduates we have also initiated fledgling Bytes.

ANIMAL OA SURVEY

The animal OA Survey, finalised in February 2020 was carried out to gauge the general position potential for the switch of animal from a printed, subscription publication to an OA model; as well as gaining a better understanding of readership and author experience of the journal.

The survey consisted of 20 questions and was answered by people at various stages of their careers – not limited to BSAS members.

Outcomes

- ❑ The survey was completed by 235 respondents
- ❑ The majority (34.75%) were at 'Mid Career' stage and 67.23% classified their geographical area as Europe
- ❑ Good background information on which to move forward

“animal is a great journal – I have published in it since it merged”

“...pass everything to open access”

Reach

The survey was promoted to the UK and overseas by inclusion on the social media platforms of BSAS, EAAP and INRAE.

94%

Of respondents spend over 20% of their time on research

78%

Would like to be considered as a future animal reviewer

THESIS OF THE YEAR

Launched in June 2020 the Thesis of The Year Award acknowledges the best of undergraduate research, and aims to demonstrate the quality of animal science students and their work, globally, to both academic and industry audiences.

Aimed at final year undergraduates award entries can only be submitted by institutions and not individuals. A maximum of two submissions per course can be made.

The award winner prize is a complimentary 3-day BSAS Annual Conference ticket. Part of the prize is the opportunity to present at the BSAS Annual Conference 2021 and have their abstract printed in conference proceedings.

A further 11 entrants were nominated as second, third or highly commended, their thesis will appear as Fledgling Byte on the website and be featured in the newsletter.

Applicants were judged on:

- Quality of Writing and Presentation
- Quality of Science and Methodologies
- Originality and/or Industry Application
- Critical Analysis of the Topic and Results

Social Media and Promotion

- PR was sent to all relevant media outlets
- Social media was used to announce the winner
- Each month, for the next 12 months the newsletter will feature one of the 12 finalists and their thesis will be condensed as a 'Fledgling Byte' for publication and promotion
- Students were invited to complete a Q&A about themselves and their aspirations for inclusion in publicity methods

Outcomes

- 26 Thesis were submitted
- 14 individual universities across the UK
- Opportunity for undergraduates to have work published
- Improved engagement with academic institutions

The Winner

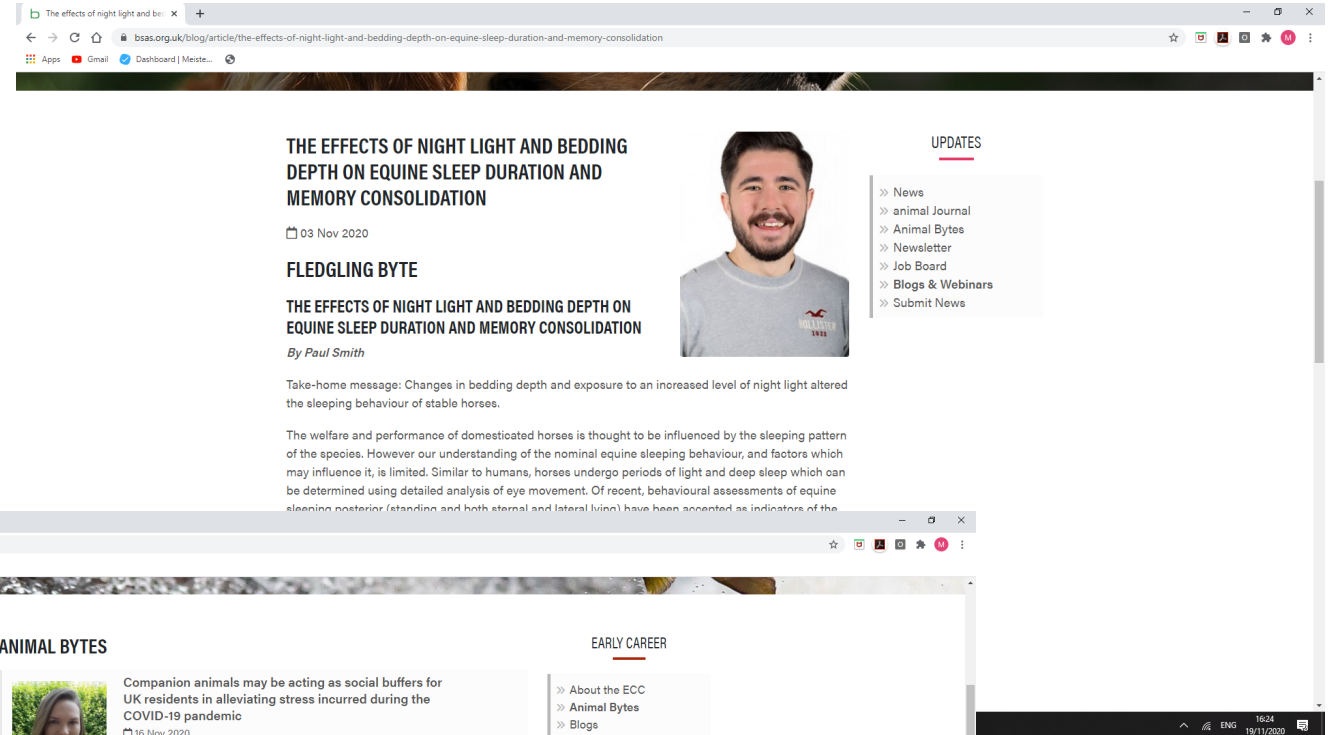
The winning dissertation was by Phoebe Abrahams of Leeds University Faculty of Biological Sciences, on health and welfare implications associated with the neutering of free-roaming dogs.

The panel felt that this dissertation exemplified excellence in all aspects: the quality of the science, the writing, and the potential applications for the enhancement of animal welfare.

ANIMAL BYTES

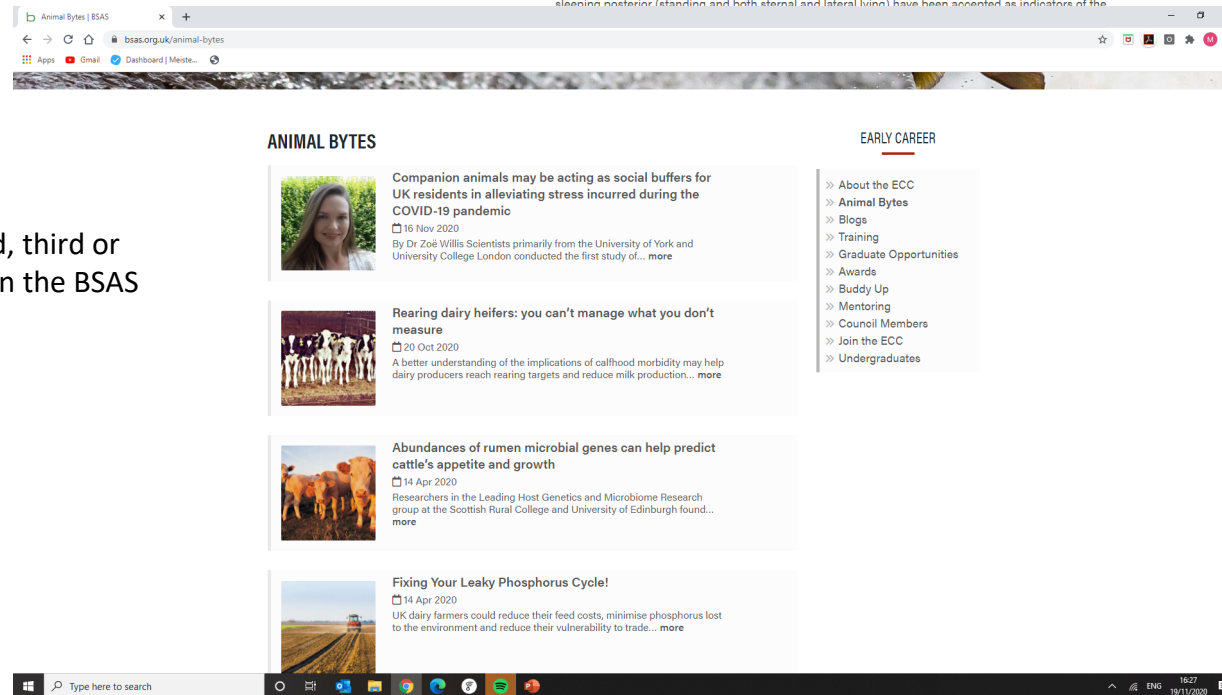
Animal Bytes is a selection of articles presented a more readable format for end-users such as farmers, technical advisors, policy makers and students.

Each article has a link to the original summary, conference presentation or scientific paper (if available) should more in depth information be required. There is also a link to the full range of conference proceedings.



FLEDGLING BYTES

The entry papers for Thesis Of The Year awarded second, third or highly commended appear as 'Fledgling Bytes' articles on the BSAS website and are featured in the newsletter.



EARLY CAREER

Objectives:

To attract and offer benefits and support to undergraduates, postgraduates and those in the early stages of their career through initiatives such as awards, accreditation, training, events, jobs and career information
 Deliver positive interaction between academia, industry and those seeking a career in animal science or related sectors
 Active and respected participant in shaping the future of BSAS and its activities through the submission of an annual activity development proposal and pro-active involvement in BSAS Trustee meetings

Activities Overview:

Completion of:

- Awards Booklet
- Mentor Scheme
- Buddy Scheme
- Webinars
- Freshers

Committee Members:

Chair Zoë Willis
 Member Hannah Davis
 Member Hollie Riddell
 Member Jamie McFadzean
 Member Jen-yun Chou
 Member Viola Farci

Member Annie Williams
 Member Katie McDermott
 Member Sophie Hazelden
 Member Hayley Marshall
 Member Lucy Ross
 Member George Peart

Member Brad Harrison
 Member Andy Jones
 Member Victoria Lindsay
 Member Joana Lima
 Member Paul Smith
 Member Stuart Kirwan

KPIs:

- Annual early careers newsletter
- Mentor Scheme
- Buddy Scheme
- Training, networking and/or workshop
- Careers day and events at the annual conference
- Annual development Discussion forum

KEY ACTIVITIES & OUTCOMES

The Autumn 2019 PhD mental health survey attracted 164 responses. These were to be used to create guiding topics for the PhD students Mental Health Awareness Hot Topic Day in November 2019. However, due to lack sign ups the ECC was unable to run the event. There were a number of issues contributing to lack of numbers with tight timings and speaker availability causing issues. The application of an attendance fee to cover costs may have also put people off.

Another lesson learnt was that due to early career members being spread across the UK and Ireland workshops are better delivered as webinars. ECC members have contributed to communications and the publications committee by writing blogs, animal and fledgling bytes.

The ECC had planned to have several sessions at the annual conference on moving from academia to industry, interview skills and critiquing journal papers; as well as organising the Monday evening social event with a quiz. With the conference cancelled we decided to run the topics as webinars, the four completed to date have proved very successful. These were 'Good Writing Habits', 'Writing in Word', 'Moving from Academia to Industry' and 'Early Career Mental Health'. Attendance ranged from 25 – 54 (excludes speakers & assistants) and there was very positive immediate feedback after each webinar.

We are also working on the 'Developing Talent' and 'early career' related sessions for the virtual conference.

KEY ACTIVITIES & OUTCOMES *continued*

Current membership prices were raised as an issue by the ECC with cost identified as a factor in deterring memberships. According to a survey of ECC members some also indicated that they had joined to qualify for a discount to the annual conference and subsequently would not be renewing.

In light of this, and given the very low numbers of early careers members at present, an alternative membership criteria was created. This was approved at the last trustees meeting on 5th November 2020 to be put forward at the next AGM.

Student member - In full time education	£15
Graduate member - Up to 3 years post full time education	£45

Also introduced in the year was the Mentor and Buddy Schemes and our first virtual R-Stats course. Many thanks to Davina Hill for her continued support in running this popular course. A Freshers Week campaign, working with the Membership & Accreditation Committee was run.

The Early Career Council currently has 19 members. Zoë Willis stepped down as chair on 31st October with a new chairing strategy set up by which a chair takes up the role for three months at a time. Sophie Hazelden has taken over as the next ECC chair.

ECC WEBINARS

Consisting of early career scientists from academia, industry and policy, the Early Careers Council provides an invaluable resource to members, in the first stages of their career, offering them advice, tailored support, and training. These include a programme of workshops/webinars where they can hone their skills on topics such as academic writing best practice and mental health.

4x 1.5hr webinars were held

- ❑ Good Writing Habits
- ❑ Writing in Word
- ❑ Moving from Academia to Industry
- ❑ Early Career Mental Health

Delegate Feedback

- ❑ 188 Unique Delegates attended
- ❑ 77.7% were 'VERY SATISFIED' with the organization of the ECC Webinar(s) attended
- ❑ 55.56% were 'VERY SATISFIED' with the content and delivery of the ECC Webinar(s) attended
- ❑ 0 delegates reported dissatisfaction with the webinar(s) attended

Outcomes

- ❑ **Mental Health**
 - ❑ 55 registered
- ❑ **Academia to Industry**
 - ❑ 63 registered
- ❑ **Writing in Word**
 - ❑ 102 registered
- ❑ **Good Writing Habits**
 - ❑ 110 registered

“Informative, had some good advice....”

“Relevant and interesting information, good range of speakers....”

RSTATS COURSES 2019/20

The R and Statistics webinar was held on 19th and 20th August 2020 under the guidance of Dr Davina Hill.

This two day training webinar, the first time this course had been delivered virtually, provided an introduction to the statistical software package 'R', a refresh on experimental design and support with using robust statistical analyses in attendees own work. This webinar was designed to refresh knowledge and enhance skills. The workshop was charged at £15 for student members, £25 others and £65 for non members and returned a small profit to BSAS.

Outcomes

- ❑ 21 students from
- ❑ 16 education institutions signed up
- ❑ Self-financing

Communications

- ❑ The event was promoted across social channels leading up to the workshop
- ❑ A dedicated information and registration page was shared on BSAS website
- ❑ Features and articles were added to the BSAS newsletter and latest news to the website
- ❑ Regular e-shots leading up to the webinar was sent to members

A feedback questionnaire was circulated and opinions and comments collated

“Thank you for holding such a great course, I would never have been able to understand everything without your help!”

“I like the parts where we could work through examples as a group and the fact that the course gave me a structured time to complete the workshops with help on hand for when I got stuck”.

“The skills I learned I can associate to my studies; it was a useful course. I also liked the option of not being in a classroom”.

BSAS MENTOR

Launched this year the BSAS Mentoring scheme is a system of semi-structured guidance whereby one person shares their knowledge, skills and experience to assist others to progress in their own lives and careers. BSAS Mentors are accessible and prepared to offer help - within agreed bounds.

Members that link with a BSAS Mentors, gain invaluable access to the knowledge, feedback, and advice of a more experienced academic or industry member in animal science.



“Seeing our undergraduates students identifying gaps and planning professional development, increasing their confidence and achieving personal and career goals through the mentoring scheme, is among its most rewarding aspects and creates an excellent breeding ground for innovation”

Sokratis Stergiadis,
BSAS Mentor

BSAS BUDDY UP

In conjunction with the BSAS Mentor scheme we also launched our Buddy-Up scheme. Being a buddy is an informal arrangement that allows those in at a similar stage in their career to share experiences, be a sounding board and offer general support.

Benefits of having a Buddy:

- ❑ Sharing of knowledge and practical advice
- ❑ Encouraging and supporting environment
- ❑ Learning from other member’s experiences

We believe that, in these unprecedented times, that the BSAS Buddy scheme will be of real benefit to our members, particularly those in their early careers

FRESHERS CAMPAIGN

The Freshers campaign was launched in September 2020 and targeted animal science institutions during the first few months of the new term to engage with and attract new student members.

The campaign communicated the various BSAS activities available to undergraduates. A presentation was created and sent to academic establishments across the UK detailing the benefits of BSAS membership.

bsas
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Make a difference, be a BSAS Undergraduate Ambassador

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

Applicants should have an enthusiasm for animal science, be actively involved in the activities of BSAS, be able to work collaboratively with the BSAS Early Career Council members and be outgoing and willing to help other 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 Society activities And to be a conduit for feedback to the Society

bsas
british society of animal science

BSAS is driven to engage, encourage, develop and celebrate the skills, passion and pioneering work of our early career animal scientists

BSAS provides a platform for students, graduates and industry employees to connect with others and share knowledge and expertise. With knowledge exchange and innovation being key to the society, we want our early career animal scientists to help shape the society for the future and help you to prepare for the next steps into academia, industry or policy.

Early Career Membership Benefits
To enable you to develop those transferable skills at the early stages of your career

- Free subscription to online journal Animal
- Free registration to becoming an Accredited Animal Scientist or Technologist
- Discount on annual conference fee
- Discount on attending our workshops
- Access to member-only awards/grants/scholarships
- Access to a diverse global network of academic and industry animal scientists and connections
- Hear about the latest animal science news through our newsletters and social media
- Access to the members Tool-kit full of useful documents to improve your skills

bsas
british society of animal science

Our early career animal scientists shape our society for the future

www.bsas.org.uk

Outcomes

- 21 New Undergraduate Members
- 7 New Postgraduate Members
- 55 Universities and Colleges contacted
- 4 Undergraduate Ambassadors Recruited

BSAS
FRESHERS WEEK

EARLY CAREER COUNCIL
bsas
british society of animal science

Supporting early career animal scientists

bsas
british society of animal science

BSAS GLOBAL

Key Objectives:

- ❑ Develop global opportunities to inform and share animal science research and application best practice
- ❑ Create a global network of affiliated, likeminded societies in or associated with the animal science sector to share benefits and become project partners
- ❑ Research suitable digital media platforms by which to distribute scientific papers, opinion pieces and news to a global audience and instigate a programme of appropriate communications

Activities Overview:

Completion of:

- ❑ Affiliated Member Booklet
- ❑ Contact and agreement with Similar Societies

KPIs:

- ❑ Increase member and accreditation applications from global territories
- ❑ Interaction and learning opportunities with academic institutions
- ❑ Number of international affiliated partner organisations
- ❑ Number global initiatives and projects undertaken
- ❑ Global recognition of BSAS as a learned society, its activities and contribution to the sharing of animal science on a global platform

Chair	Michael Lee, Trustee, Sen. VP	Member	Helen Ajayi	Member	Jen-yun Chou, ECC
Vice Chair	Helen Miller, Trustee	Member	Dammika Weerathilake	Member	Maggie Mitchell, CEO
Member	Jude Capper	Member	Tianhai Yan		
Member	Frank Dunshea	Member	Mike Rose		
Member	Cled Thomas	Member	Saead Navid		
Member	Jordana Rivero-Viera, Trustee	Member	Michael Diskin		

KEY ACTIVITIES & OUTCOMES

BSAS has been working on forming the links with global societies to join BSAS Global and then offer accreditation and services to their members. Discussion is on going with a number of societies with the most advanced being AAAS who have shown interest in a membership and accreditation package. So far we have engaged with EAAP (Europe), ASAS, AMSA, and ADSA (N America), AUPA, ALPA and SOCHIPA (S America), Chinese Society of Animal Nutrition, Chinese Association of Herbivore Animal Health and Production, and Beijing Society of Low-Carbon Agriculture Science (China), JSAS (SE Asia) and AAAS, RAAN (Australasia). We have not affiliated officially to any other organisation – but that is our aim over the coming 12 months building on from a GA session at the virtual conference in April.

BSAS Global is also working on a LMIC membership reduced rate to encourage individual membership from these countries. We have also assisted African partners in developing a bid for funding to tackle pastoralists : cropping farmer conflict.

We have co-organised two webinar series the first on grasslands to harness C capture joint with British Grassland Society and Stapledon Memorial Trust which had excellent attendance and follow-up impact (BBC Radio 4 and Farmers Today). The second webinar series was on precision livestock for grassland and rangelands in conjunction with EAAP PLF and Stapledon Memorial Trust.

BSAS Global continues to grow BSAS' reputation globally through dissemination and events – we hope to build on this over the next 12 months to increase our global recognition. The virtual conference will be a platform for this with a plan to have a Global session at future events for like minded societies to link up with.

GRASSLAND WEBINARS

The grassland webinars were aimed at academia, sector organisations, agriculture, industry and policy makers and consisted of two events:

‘Locking in C with Grasslands’ led by Prof Michael Lee, BSAS Global held on 25th June and; ‘How can policy facilitate locking C in grasslands?’ led by Prof Margaret Gill of Stapledon Trust held on 2nd July.

The webinars, held in partnership with the Stapledon Trust and British Grasslands Society, dealt with the science and policy potential of grassland to capture and store C as part of agriculture’s road map to reduce net greenhouse gas emissions.

The first webinar, aimed at researchers concentrated on the science behind and the potential of soil, pasture and on-farm woodland to increase C storage potential and improve efficiency (reduce emissions) the second addressed ‘How can policy facilitate locking C in grasslands’ exploring the interface between science and policy.

Communications

- ❑ Twitter, LinkedIn and Facebook posts
- ❑ News and features and registration page of BSAS website
- ❑ Regular e-shots leading up to the webinars
- ❑ Partner promotion of event extended reach

Outcomes

Grassland 1

250 Registered
110 Attended

Grassland 2

230 Registered
110 Attended

The webinars were well received and are still being promoted across the world.....

PLF WEBINARS

BSAS Global, EAAP PLF study commission and the Stapledon Trust organised two 90 minute webinars to consider the solutions and encourage development of PLF approaches in extensive systems.

The first webinar held on the 17th November concentrated on the current state of the art with presentations on the use of these technologies in grassland and range systems in Europe, Australasia, Africa and the Americas.

The second webinar held on the 19th November discussed what happens next - beyond the state of the art to examine the future potential of PLF and sensing technologies in extensive systems. Studies were presented by companies developing systems of sensing, communication and storage of data and transfer of relevant information to producers and policy makers.

Each webinar consisted of short presentations with questions raised via chat and a final Q & A session at the end of the presentations.

Communications

- Twitter, LinkedIn and Facebook posts
- News and features and registration page of BSAS website
- Regular e-shots leading up to the webinars
- Partner promotion of event extended reach

Outcomes

PLF 1

355 Registered
170 Attended

PLF 2

390 Registered
150 Attended

*Webinar themes will be
developed on BSAS 2021*

EVENTS

Outcomes

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

Activities Overview:

Completion of:

- ❑ BSAS 2020 (although the conference was cancelled due to Covid-19 most of the work required had already been completed including the Conference Proceedings)

Working on:

- ❑ BSAS2021

KPIs

- ❑ Sponsors and sponsorship
- ❑ Partners and partnerships
- ❑ Added Value initiatives
- ❑ Number and quality of submissions
- ❑ Event profit/loss
- ❑ Added value initiatives
- ❑ Number and type of event
- ❑ Number of videos/webinars produced/downloaded/paid
- ❑ Grants applied for/received

Events Committee Members:

David Kenny, Trustee
 Helen Warren, Trustee
 Alan Kelly, Member
 Sinead Waters, Member
 Stephen Mansbridge, Member
 Debbie Nash, Member
 Barbara Murphy, Member
 Lauren Turner, Member
 Lucy Mather, Member
 Andy Jones, Member
 Viola Farci, Member
 Maggie Mitchell, CEO

Conference Organising Committee:

Elizabeth Magowan, David Kenny, Michael Lee, Christina Marley, Cled Thomas, Jordana Rivero-Viera, Stephen Mansbridge, Steven Morrison, Jo-Anne Murray, Alan Kelly, Barbara Murphy, Frank Dunshea, Diarmaid Lynch, Eileen Wall, Phil Eades, Maggie Mitchell

BSAS 2020 ANNUAL CONFERENCE

BSAS made the difficult decision to cancel the BSAS 2020 Annual Conference due to the impact and escalating scale of the COVID-19 pandemic.

Conference proceedings of the peer reviewed and accepted abstracts for the 2020 meeting were published and are available via the BSAS Member portal.

The decision to cancel the conference impressed a financial burden upon the society, and the BSAS trustees made the difficult decision to not automatically refund fees in order to help us bear the strain of the situation. Individuals and companies whose financial positions meant that they were unable to support us on this occasion, were refunded monies paid, less an administrative fee.

On behalf of all of the trustees of BSAS we wish thank members and delegates who did not request a refund, thereby supporting the future viability of the society and our charitable objectives.

As we adapt to a virtual world we are planning for a fully virtual conference in 2021. It is hoped that we will be able to resume face-to-face meeting as the year progresses and develop our plans for occasional meetings.

COMMUNICATION & COLLABORATION

Objectives

- ❑ BSAS is valued by members and the recognised resource for opinions, materials, data and information relating to animal science
- ❑ A broad network of global partners, influencers, writers, speakers. Varied contra deals and cross promotion to the benefit of each partner and the transfer of animal science knowledge.
- ❑ BSAS used as a business resource to connect knowledge and people
- ❑ BSAS being recognised as a leading initiator and 'spokesperson' on animal science matters, a society not only willing to engage with media but challenge mis and pre-conceptions related to animal science and production

Completion of:

- ❑ Newsletters – focused and general
- ❑ Emailers / email campaigns
- ❑ Social Media activities – increased engagement
- ❑ Articles and Blogs – external and internal contribution
- ❑ Partner Collaboration – joint activities and promotion of events

KPIs

- ❑ Annual marketing plan to deliver five-year strategic objectives
- ❑ Communication and collaboration with similar organisations
- ❑ Joint projects to generate income streams though the use of innovation, webinars and events
- ❑ Network of 'writers' and 'interviewees' submitting articles/updates or participating in regular video blogs/interviews
- ❑ Active member resource of influencers and spokespersons

KEY ACTIVITIES & OUTCOMES

We are seeing an on-going increase in digital media communication engagement, the details are covered in the Digital Media Report on the following page. Some progress has been made with press coverage, as we continue to develop this activity.

During the year we have partnered with the Stapledon Trust, British Grasslands Society, and EAAP to develop a series of webinars. We also completed a series of Covid-19 videos.

Links with like-minded societies are being nurtured, these include working with the Nutritional Society, the American Rangeland Society and the New Zealand Grassland Society.

We have worked on increasing our communications reach with activity communication from a number of organisations, including CIEL, AgriEpi, Burleigh Dodds and the Royal Society of Biology. We thank these and others for their continued support.

DIGITAL MEDIA

Please click the link to read the [BSAS Digital Media Report](#)



KPI's

The aim for future years is to continue to grow social interactions, followers and reach across all platforms and channels to promote the work and aims of BSAS and engage with our audience

- ❑ Openings and Clicks for newsletters
- ❑ Social Media Engagements
- ❑ Website Visits and Interactions
- ❑ Member Interactions
- ❑ Survey Feedback
- ❑ Information / Website Downloads
- ❑ Partner Interactions
- ❑ Articles Printed
- ❑ Diversity of media coverage and geographical reach

COVID 19 VIDEOS

A series of discussion videos were filmed and posted online via YouTube discussing the effects of Covid on the animal science sector.

The impact of COVID19 on the animal feed industry, discussion with David Wilde and Helen Warren (BSAS Trustees).

This interview was divided into sections by each area covered:

- How has COVID 19 affected the animal feed industry?
- How has the relationship between academia & industry been, relating to production
- Have there been some lessons learned that would enhance this situation
- Post COVID 19, will the landscape revert back to where it was before, or be very different?

Interview with Howard Simmins PhD RAnimSci (BSAS Treasurer)

This interview was divided into sections by each area covered:

- How have you seen COVID 19 impact upon your area of specialism?
- How much research have you seen put on hold?
- Are you seeing much of a discussion between all of these communities around the world?
- Do you think its possible that this period will actually open up more conversation?

BSAS and COVID19 reaction - Jason Simms interviews President and Vice President of BSAS, Eileen Wall and Michael Lee about the effects of COVID-19 on the industry.

- What kind of impact has the COVID 19 epidemic had.....?
- How is BSAS approaching the challenge?
- Is there any insight from BSAS on financial position?

An interview with Melanie Le Bon & David Kenny:

- Do you expect animal science research to change as a consequence of COVID 19?
- How so you see COVID-19 19 impacting the BSAS going forward, particularly around events?
- What can those in the early part of their career expect from the BSAS during this time?

Outcomes

The impact of COVID19 on the animal feed industry series has been viewed a total of 116 times

- https://youtu.be/s42yflIHp_M
- <https://youtu.be/H5shjyPoVeE>
- https://youtu.be/kRE9u1E_ODw
- <https://youtu.be/b34f7xllauw>
- <https://youtu.be/YYH56zyKmNE>

Interview with Howard Simmins PhD RAnimSci (BSAS Treasurer) series has been viewed 63 times <https://youtu.be/VabGV1Vrruw>

BSAS and COVID19 reaction series has been viewed 135 times

An interview with Melanie Le Bon & David Kenny has been viewed 83 times <https://youtu.be/MIsQJmD64Sg>

Communications

- Social media campaign ran across all channels as each video was released
- Articles and links in BSAS newsletter
- Videos available via BSAS Member Portal Archive

SUMMARY

The past twelve months have seen unprecedented challenge, and we have had to adapt to new ways of operating to explore and develop new avenues of growth. The pandemic has adversely affected industry and academia, but as the world starts on a path to recovery, so must we.

The society's finances are steadily improving, with areas of notable recovery, however animal's flip to Open Access does mean that BSAS will likely face a significant reduction of income for at the next three years which can, potentially, return us to a loss-making position.

Our strategic plan, is detailed, covering all facets of BSAS, and we are working to it, with results already beginning to surface. Part of this plan is to look at different ways to generate income to replace the projected, short-medium term, decrease in return from our journal.

Our membership numbers, whilst still lower than they were, are now showing steady, month-on-month increases. Whilst these are not momentous, the trends are encouraging, and there are multiple elements within the strategic document that unlock new ways of attracting interest.

We are excited about new initiatives planned for next year, including the Livestock Sustainability Assessment Framework, and of course, our first virtual conference, 'The Challenge of Change, the New Normal'. The on-line conference will unite animal scientists and technologists from across the globe across four days of knowledge exchange, discussion and debate.

We continue to welcome invaluable support, from members and stakeholders, in 2021 as we move back to 'normal', with aspects of how that may manifest itself addressed at the conference.

There will be actions for BSAS required to support our members to continue to provide services and opportunities in 2021 and beyond. We welcome your views on what you, our members require from your society and how to best to meet those needs.

We look forward in 2021 to continuing to reinvigorate our society and its activities and to improving engagement and involvement with our members, stakeholders and partners.

BSAS Financial Overview for year ending 30th November 2020

AGM

Howard Simmins
Hon Treasurer

BSAS activities in 2020

- * **2020 was an exceptional year due to the pandemic, which resulted in the cancellation of all events.** Other activities included:
- * Managed with INRAE, EAAP and publishers the on-going production of the scientific journal ANIMAL. 2020 was a year of transition with the publishers moving from Cambridge University Press to Elsevier. Elsevier is wholly responsible from the start of 2021.
- * Continued to implement the accreditation scheme in conjunction with the Society of Biology.
- * Continued to strengthen links between academia and industry through the Stakeholder group (previously the Industry Association and the Academia Association).
- * Continued developing BSAS Global to extend its support to animal scientists in other countries, especially in the developing world. This is required to be self-financing.
- * Supported an active Early Career Council that advances the interests of the newer members of the Society.

The annual conference dominated the finances but NOT in the usual way

Financial summary for 2020

	2020	2019	2018
Income			
Donations and legacies	£30,087	£38,531	£45,275
Charitable activities (mainly Events)	£157,796	£215,294	£459,176
Investment income	£3,673	£9,342	£20,571
Total	£191,559	£263,167	£525,022
Expenditure			
Costs of raising donations	£2,765	£4,796	£35,431
Expenditure on charitable activities	£166,146	£503,367	£498,571
Less investment gains/losses	-£22,691	-£48,600	£8,844
Net income / expenditure	£48,104	-£191,600	-£185,297
Reconciliation of total funds (including investment reserves)	£560,789	£512,985	£704,285
Of which restricted funds for grants	£33,473	£33,273	£32,633

The 2018 decision to outsource resources reduced staff, contractor, office rent and accountancy fees to £105,896 in 2020 compared with £269,489 in 2018 (2019 was a transition year)

Key financial issue in 2020

- * 2020 was hit by the pandemic
- * The expectation was that, pre-pandemic, BSAS could lose up to £160k through the use of the full EMCC venue for its April Annual Conference
- * After cancellation of the conference, there was a risk BSAS would still be liable contractually for a payment of £90k
- * After valuable legal advice and much careful negotiations, led by the CEO, all liabilities were rescinded
- * Some (relatively small) conference preparation costs were irrecoverable
- * Overall, it resulted in the positive balance at the End-Of-Year for BSAS

Membership

- * There is a separate membership report
- * The figures remain concerning but the actions in place today and in the future should make a difference
- * One outcome is a updated membership fee structure, which I ask the members to support
- * A healthy membership provides one of the main income pillars
- * More importantly, a healthy membership is the lifeblood of this Society and requires ongoing efforts to support its growth

Publications

- * Overall, including Advances in Animal Biosciences, income from the Consortium was **£127k**, which was the major contribution to the revenue
- * This is the final year under the old (pre-Open Access) publishing contract with Cambridge University Press
- * *The income expectations for the next 2 to 3 years will be considerably lower than we have used to and will affect BSAS' finances.*
- * *Publication income could be as low as £35k for BSAS in 2021*
- * *In 5 years, a successful animal journal could earn as much as BSAS has received prior to 2021*

Hon Treasurer's views: revenue will be reduced for at least 3 years

- * Finance and Governance Committee continues to provide oversight and advice to the trustees
- * Investment management by Brooks MacDonald remains effective
- * Paterson Boyd & Co continue help reform the annual reporting with better transparency
- * The virtual conference this year has created a fresh way of communicating with the scientific and technical community. It will be important to evaluate what we have learnt from holding the conference in this way
- * In future, virtual events and/or hybrid events are likely to be more common, effect on revenues and expenditure is difficult to assess given its novelty
- * All BSAS trustee and committee meetings have been virtual which has been a considerable saving. In future, there will be ongoing virtual meetings although some F-2-F meetings should occur
- * **The next big challenge is significantly reduced income from publications due to the move of ANIMAL to Open Access this year**
- * **Reducing further the costs and running the society will be difficult without creating limitations in the functioning of the society**
- * **The aim must be to increase revenues and there is ongoing evaluation of all the ways this may be done including new activities**
- * **In every case activities must support the charitable aims of the society**

Formal proposal for the adoption of the audited accounts

Plus

Recommendation that the current
accountants, Paterson Boyd & Co, be
retained for another year

British Society of Animal Science
Unaudited Financial Statements
30 November 2020

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KY7 5NA
Tel No: 01592 610388

8 Mitchell Street
LEVEN
Fife
KY8 4HJ
Tel No: 01333 425250
Fax No: 01333 425655

PATERSON BOYD & Co
Chartered Accountants

British Society of Animal Science

Financial Statements

Year ended 30 November 2020

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British Society of Animal Science

Trustees' Annual Report

Year ended 30 November 2020

The trustees present their report and the unaudited financial statements of the charity for the year ended 30 November 2020.

Reference and administrative details

Registered charity name	British Society of Animal Science	
Charity registration number	SC004845	
Principal office	18 North Street Glenrothes Fife KY7 5NA	
The trustees	Prof Eileen Wall	President
	Prof Michael Lee	Senior Vice President
	Kim Matthews	Vice President
	Elizabeth Magowan	Vice President (Appointed 24 August 2020)
	Prof Helen Miller	Past president
	Dr Howard Simmins	Honorary Treasurer
	Dr Helen Warren	
	Dr David Wilde	
	Prof David Kenny	
	Dr Melanie Le Bon	
	Mr Callum Harvey	
	Sokratis Steriadis	(Appointed 24 August 2020)
	Jordano Rivero	(Appointed 24 August 2020)
Chief executive	Ms Maggie Mitchell	
Bank	Bank of Scotland 1 Liberton Drive Edinburgh EH16 6NL	
Independent examiner	Neil Paterson Paterson Boyd & Co 18 North Street Glenrothes Fife KY7 5NA	

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

Structure, governance and management

Constitution and objects

The Society has a Memorandum and Articles of Association formally set out and available for consultation at the Society office.

Organisation

The board of trustees of the Society is an elected body, with three members being elected at each Annual General Meeting to serve for three 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 2020 are as stated on page 1. 2020 was an exception to this due to the pandemic and delayed AGM. An additional year was added to all post-holders during the pandemic. The arrangements will return to normal with the AGM to be held in April 2021.

The board of trustees decided that it should be comprised only of Trustees. The Past-President, President, Senior Vice-President, Vice-President, Honorary Treasurer and two others representing Industry have been previously deemed to be the Trustees of the charity. This number has been extended to make a total of eleven. Skills and experience required by Trustees for the effective functioning and governance of BSAS are being assessed at present and it is most probable that additional Trustees will be added in due course.

The CEO of the Society is chosen by the Trustees and ratified by the board.

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. 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.

A number of Committees carry out work in furtherance of the charity's objectives, and report directly to the Board of Trustees. These have been restructured and are led by a Trustee.

New Council Members (Trustees) are 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.

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

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

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.

Key risks identified by the Council, and steps being taken to mitigate them are set out below.

Projects

Before a project is undertaken, the financial investment in the project is assessed, and budgets prepared in advance, and are agreed by the board of trustees.

Financial

Invoices or receipts are sought for all expenditure, and further authorisation controls are in place, including the countersigning of payments and limits on single payment amounts. All amounts over £1,000 require two authorised signatories, while all amounts over £5,000 must be signed by both the Treasurer or the CEO. Finances and management accounts are reviewed by the board of trustees on a quarterly basis.

Investments

The risks of financial loss associated with investment in a portfolio are managed by the Society's Investment Managers. The risk is spread by investing across a portfolio, and performance is reviewed by the board on a regular basis.

SCIO

The AGM held on 24th August 2020 voted to approve the motion that the constitution of the British Society of Animal Science be amended to include a dissolution clause and that BSAS sought consent from OSCR to wind up the society. BSAS then approved a second motion to proceed with an application to OCSR to set up a Scottish Charitable Incorporated Organisation (SCIO). A third motion that was also approved in that the individuals already selected as trustees would become the initial trustees of the BSAS SCIO. This will improve the governance of the Society and will make it fit-for-purpose in the 21st century. The bank accounts will be updated to reflect the change and all financial resources will be transferred to the SCIO.

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

Objectives and activities

The British Society of Animal Science (formerly The British Society of Animal Production) was formally constituted as an educational charity on 6 January 1944 and amended at the Annual General Meeting in 2010 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

2020 was an exceptional year due to the pandemic, which resulted in the cancellation of all events.

The other activities included:

- Managed with INRAE, EAAP and publishers the on-going production of the scientific journal ANIMAL. 2020 was a year of transition with the publishers moving from Cambridge University Press to Elsevier. Elsevier is wholly responsible from the start of 2021.
- Continued to implement the accreditation scheme in conjunction with the Society of Biology.
- Continued to strengthen links between academia and industry through the Stakeholder group (previously the Industry Association and the Academia Association). The Corporate membership has grown further this year.
- Continued developing BSAS Global to extend its support to animal scientists in other countries, especially in the developing world. This is required to be self-financing.
- Supported an active Early Career Council that advances the interests of the newer members of the Society.

Overall, BSAS showed a surplus before gain on investments of £25,413 with cash and investment reserves of £480,469. When investment gains are included a total surplus of £48,104 was accrued. The Society should be reminded the key decision to outsource resources reduced staff, contractor, office rent and accountancy fees to £105,896 in 2020 compared with £269,487 in 2018, which was the last full year prior to the closure of the back office.

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

Achievements and performance *(continued)*

The Covid-19 pandemic affected the usual arrangements of the running of the Society. The annual conference was cancelled as it was not possible for delegates to attend in person. All events were cancelled in 2020 due to the high level of uncertainty in planning them and it was decided that the next annual meeting to be held in April 2021 would be virtual only. The AGM, which would normally have been held at the annual meeting in April, was delayed until 24th August and given special dispensation by OSCR to be run as a virtual event. Due to these exceptional circumstances, it was decided to keep unchanged the personnel holding senior trustee positions until the next AGM in April 2021, which would also be a virtual event. In fact, all trustee, committee and other meetings have been virtual which has reduced the running costs of the Society.

As a consequence of the outsourcing decision, the Society now has only one employee, the chief executive, Maggie Mitchell, who has worked diligently and tirelessly to reorganise the business of BSAS. Cost reduction will continue to be reviewed, but we have reached the point where further reduction in running costs will reduce the capacity of BSAS to deliver its objectives. Therefore, the aim must be to increase revenue and there is considerable amount of work being done to investigating ways to improve existing revenue streams as well as to identify new ones.

Holding events and especially the annual conference is a key activity for BSAS. Therefore, it is with great regret to the trustees that 2020 saw a hiatus in its capability to meet, exchange information, ideas and experiences. However, it was also an opportunity to build a robust structure to manage these objectives virtually which will allow for a greater reach across the scientific community for the Society in future. There will be an opportunity to hold not just traditional meetings but also virtual and hybrid events.

Conferences can be expensive to hold and, in some years, have resulted in a cost to the Society. The cancellations in 2020 were neutral financially to the Society and it is arguable that it has given time for the chief executive to restructure arrangements for conferences in future, including sponsorship. Therefore, over the long-term, BSAS may be now in a stronger position, at the very least financially, when managing conferences.

2020 was the last year under the old income structure with Cambridge University Press and provided BSAS with its expected revenue. The revenue was critical in ensuring that the books balanced in 2020.

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

Achievements and performance *(continued)*

The next major change that the Society has to face is reduced income from the publication sources. The scientific publishing environment is changing rapidly and it is the view of the Animal Consortium, fully supported by BSAS, that it needs to reflect those developments. Animal and its sister journal Animal - Science Proceedings (formally Advances in Animal Biosciences) became Open Access journals in 2021. There is no doubt that this is an important step that had to be made given today's expectations for ensuring that published material is available to all. However, financially this imposes more risk on income generation than we had previously encountered from our journals. Income comes directly now from the author - or her institution - and therefore all members of the Society have a direct part to play in supporting and generating income from the journal. The income expectations for 2 to 3 years will be considerably lower than we have used to and will affect BSAS' finances. When we make a success of the journal then the potential for income could be as good as before the change to Open Access, but it may take a least five years to see a return to those levels. Therefore, BSAS has a difficult period if there are no other sources of income to compensate for the loss from Animal in the short-term. The trustees recognise the huge and ongoing efforts led by Liam Sinclair on the Animal board in 2020 to help drive the new direction for the consortium on behalf of BSAS. BSAS is reorganising and strengthening its membership of the Animal board in light of these ongoing changes, which are vital to BSAS' future. The most recent member is David Kenny, who joined the board later in 2020.

Maggie Mitchell completed a review of the membership records which revealed a significant number of out-of-date records. The number of paying ordinary members is much lower than previously thought from the records. It is equally concerning that for future ordinary memberships that the number of postgraduates is also under 50. It is a baseline for which we can have confidence but also shows us the task but has to be faced. The financial implications are clear but the most important decision for the future is how to grow numbers in this changing world. Some restructuring of membership pricing alongside re-engagement of present and future memberships will be key for the long-term. It is vital that membership grows for the long-term survival of the society, but it should be noted that it takes large increases in membership numbers to have a significant effect on the bottom line.

Membership	2020	2019
Ordinary members	196	270
Postgraduates	49	124
Retired	34	58
Honorary	22	22
Undergraduates	30	27
Corporate members	97	98
Total	428	599

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

Achievements and performance *(continued)*

BSAS has withdrawn a large amount of cash from the investments to cover losses from conferences in recent years. An objective now must be to rebuild our resources. At present the investments provide minimal income and over the last 15 years or so they have been an important additional source of income for the Society. Growing the investments also allows us to invest in new projects and support more widely our charitable activities. We have expected an income of £20,000/year from the investments in the recent past and we had no such income in 2020. This was a strategic decision as a further cash was withdrawn from the investments in early 2020 to cover a potentially costly conference. The money was not required and some has been returned to the investment portfolio but a significant portion is being retained during 2021 as the present financial situation is extremely unsettled. A minimum objective should be to obtain at least an income of £10,000/year from the investments and BSAS should rebuild towards this as a first objective.

The Society continues to work on updating its governance. Documents and measures have been put into place, and work continues in order to improve the transparency of the Society's operations.

Last year we wrote that it was a difficult time and our main objective was to ensure that the society survives for long-term and can enjoy its 100th anniversary in a robust state. We added that it had not been adequately fit-for-purpose for the 21st century, but it was now ready to grow in the changing scientific environment with positivity and realism. The Trustees depended on the membership and we were seeking participation for the range of important activities that we believe were vital for future success. The pandemic has brought these comments into sharp focus and this report emphasises that we are a membership charity and without the active participation of a growing membership we will not achieve our long-term aims.

Significantly reduced income from the Animal Consortium, inevitable in 2021, returns BSAS into a projected trading loss. The trustees and chief executive will continue to investigate all avenues to grow revenues.

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

Financial review

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 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 £527,316 (2019: £479,412). The Society also had designated reserves of £4,500 (2019: £4,500) and restricted reserves of £33,473 (2019: £33,273).

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. The Trustees reviewed their choice of investment managers and engaged Brooks Macdonald. During the year, the income received from investments amounted to £3,675 which is lower than target. The income target for 2021 will be dependent on whether more money can be invested. Uncertainty in the financial markets over the next 12 months will require that the portfolio be closely monitored.

Plans for future periods

In the coming years, the Society will:

- 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)
- Develop new activities to meet the needs and aspirations of current and future members, including assessing the feasibility of a self-financing Global Association
- Seek new and regular sources of income

The board of trustees discuss strategic and operational matters relating to the Society. Newly appointed Council Members and 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.

British Society of Animal Science

Trustees' Annual Report *(continued)*

Year ended 30 November 2020

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 17 March 2021 and signed on behalf of the board of trustees by:

Howard Simmins

Dr H Simmins

British Society of Animal Science

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

Year ended 30 November 2020

I report to the trustees on my examination of the financial statements of British Society of Animal Science ('the charity') for the year ended 30 November 2020.

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

17 March 2021

British Society of Animal Science

Statement of Financial Activities

Year ended 30 November 2020

		2020		2019	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	4	27,387	2,700	30,087	38,531
Charitable activities	5	157,796	–	157,796	215,294
Investment income	6	3,676	–	3,676	9,342
Total income		<u>188,859</u>	<u>2,700</u>	<u>191,559</u>	<u>263,167</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	7	2,765	–	2,765	4,796
Expenditure on charitable activities	8,9	160,881	2,500	163,381	498,571
Total expenditure		<u>163,646</u>	<u>2,500</u>	<u>166,146</u>	<u>503,367</u>
Net gains on investments	12	(22,691)	–	(22,691)	(48,600)
Net income/(expenditure) and net movement in funds		<u>47,904</u>	<u>200</u>	<u>48,104</u>	<u>(191,600)</u>
Reconciliation of funds					
Total funds brought forward		479,412	33,273	512,685	704,285
Total funds carried forward		<u>527,316</u>	<u>33,473</u>	<u>560,789</u>	<u>512,685</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 13 to 25 form part of these financial statements.

British Society of Animal Science

Statement of Financial Position

30 November 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible fixed assets	17	165	552
Investments	18	183,917	330,643
		<u>184,082</u>	<u>331,195</u>
Current assets			
Debtors	19	124,027	164,904
Cash at bank and in hand		296,552	56,983
		<u>420,579</u>	<u>221,887</u>
Creditors: amounts falling due within one year	20	43,872	40,397
Net current assets		<u>376,707</u>	<u>181,490</u>
Total assets less current liabilities		<u>560,789</u>	<u>512,685</u>
Net assets		<u>560,789</u>	<u>512,685</u>
Funds of the charity			
Restricted funds		33,473	33,273
Unrestricted funds		527,316	479,412
Total charity funds	23	<u>560,789</u>	<u>512,685</u>

These financial statements were approved by the board of trustees and authorised for issue on 17 March 2021, and are signed on behalf of the board by:

Howard Simmins

Dr Howard Simmins (Honorary Treasurer)
Trustee

The notes on pages 13 to 25 form part of these financial statements.

British Society of Animal Science

Notes to the Financial Statements

Year ended 30 November 2020

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

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

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 projects or commitments.

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

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

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 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

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

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

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

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 registered for VAT and has partial exemption status. Irrecoverable VAT is included as an expense item with the support costs.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	270	2,700	2,970
Subscriptions	27,117	–	27,117
	<u>27,387</u>	<u>2,700</u>	<u>30,087</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Donations			
Donations	–	610	610
Subscriptions	37,921	–	37,921
	<u>37,921</u>	<u>610</u>	<u>38,531</u>

5. Charitable activities

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Income from publications	127,289	127,289	79,663	79,663
Income from conferences	30,507	30,507	135,631	135,631
	<u>157,796</u>	<u>157,796</u>	<u>215,294</u>	<u>215,294</u>

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

6. Investment income

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Bank interest receivable	1	1	9	9
Dividends receivable	3,675	3,675	9,333	9,333
	<u>3,676</u>	<u>3,676</u>	<u>9,342</u>	<u>9,342</u>

7. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Raising funds	2,765	2,765	4,796	4,796
	<u>2,765</u>	<u>2,765</u>	<u>4,796</u>	<u>4,796</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Charitable activities	12,699	2,500	15,199
Support costs	148,182	–	148,182
	<u>160,881</u>	<u>2,500</u>	<u>163,381</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Charitable activities	166,158	–	166,158
Support costs	332,413	–	332,413
	<u>498,571</u>	<u>–</u>	<u>498,571</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2020 £	Total fund 2019 £
Charitable activities	15,199	146,682	161,881	497,071
Governance costs	–	1,500	1,500	1,500
	<u>15,199</u>	<u>148,182</u>	<u>163,381</u>	<u>498,571</u>

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

10. Analysis of support costs

	Analysis of support costs £	Total 2020 £	Total 2019 £
Staff costs	55,366	55,366	184,022
Communications and IT	5,345	5,345	10,512
General office	2,024	2,024	13,384
Finance costs	2,089	2,089	7,691
Governance costs	1,500	1,500	1,500
Professional fees	50,990	50,990	27,683
Irrecoverable VAT	4,965	4,965	44,582
Other costs	25,903	25,903	43,039
	<u>148,182</u>	<u>148,182</u>	<u>332,413</u>

11. Analysis of grants

	2020 £	2019 £
Grants to individuals		
Thesis of the year Award	400	–
President's Prize	–	400
Chris Wathes Award	1,000	–
Black Award	–	1,500
Early Career Award	–	1,750
Mike Steele Award	1,500	–
Other Award	–	200
	<u>2,900</u>	<u>3,850</u>
Total grants	<u>2,900</u>	<u>3,850</u>

12. Net gains on investments

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Gains/(losses) on other investment assets	<u>22,691</u>	<u>22,691</u>	<u>48,600</u>	<u>48,600</u>

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

13. Net income/(expenditure)

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

	2020	2019
	£	£
Depreciation of tangible fixed assets	387	387
Operating lease rentals	–	626
Foreign exchange differences	–	(11)
	<u> </u>	<u> </u>

14. Independent examination fees

	2020	2019
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	1,500	1,500
	<u> </u>	<u> </u>

15. Staff costs

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

	2020	2019
	£	£
Wages and salaries	51,866	168,082
Employer contributions to pension plans	3,500	15,826
	<u>55,366</u>	<u>183,908</u>

The average head count of employees during the year was 1 (2019: 4).

No employee received employee benefits of more than £60,000 during the year (2019: 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 £55,366 (2019: £49,042).

16. Trustee remuneration and expenses

Trustees were reimbursed travel and subsistence expenses totalling £2,133 (2019: £8,698).

The Chief Executive was reimbursed travel and subsistence expenses totalling £113 (2019: £2,102).

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

17. Tangible fixed assets

	Fixtures and fittings
	£
Cost	
At 1 December 2019 and 30 November 2020	<u>7,584</u>
Depreciation	
At 1 December 2019	7,032
Charge for the year	<u>387</u>
At 30 November 2020	<u>7,419</u>
Carrying amount	
At 30 November 2020	<u>165</u>
At 30 November 2019	<u>552</u>

18. Investments

	Other investments
	£
Cost or valuation	
At 1 December 2019	330,643
Additions	8,416
Disposals	(177,833)
Fair value movements	<u>22,691</u>
At 30 November 2020	<u>183,917</u>
Impairment	
At 1 December 2019 and 30 November 2020	<u>–</u>
Carrying amount	
At 30 November 2020	<u>183,917</u>
At 30 November 2019	<u>330,643</u>

All investments shown above are held at valuation.

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

19. Debtors

	2020	2019
	£	£
Trade debtors	25,239	18,893
Amounts owed by undertakings in which the charity has a participating interest	84,394	73,289
Prepayments and accrued income	14,394	72,722
	<u>124,027</u>	<u>164,904</u>

20. Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	17,483	20,294
Accruals and deferred income	16,829	8,897
Social security and other taxes	9,421	8,660
Other creditors	139	2,546
	<u>43,872</u>	<u>40,397</u>

21. Deferred income

	2020	2019
	£	£
Amount deferred in year	<u>10,215</u>	<u>5,061</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 £3,500 (2019: £15,826).

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

23. Analysis of charitable funds

Unrestricted funds

	At 1 December 2019 £	Income £	Expenditure £	Gains and losses £	At 30 November 2020 £
General funds	474,912	188,859	(163,646)	22,691	522,816
Alan Robertson Genetics funds	4,500	–	–	–	4,500
	<u>479,412</u>	<u>188,859</u>	<u>(163,646)</u>	<u>22,691</u>	<u>527,316</u>

	At 1 December 2018 £	Income £	Expenditure £	Gains and losses £	At 30 November 2019 £
General funds	667,122	262,557	(503,367)	48,600	474,912
Alan Robertson Genetics funds	4,500	–	–	–	4,500
	<u>671,622</u>	<u>262,557</u>	<u>(503,367)</u>	<u>48,600</u>	<u>479,412</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).

Restricted funds

	At 1 December 2019 £	Income £	Expenditure £	Gains and losses £	At 30 November 2020 £
Alan Robertson Genetics fund	26,065	–	–	–	26,065
Mike Steele Award	5,155	200	(1,000)	–	4,355
Kevin Shingfield Award	2,053	–	–	–	2,053
Christopher Wathes Award	–	2,500	(1,500)	–	1,000
	<u>33,273</u>	<u>2,700</u>	<u>(2,500)</u>	<u>–</u>	<u>33,473</u>

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

23. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 December 2018 £	Income £	Expenditure £	Gains and losses £	At 30 November 2019 £
Alan Robertson Genetics fund	26,065	–	–	–	26,065
Mike Steele Award	4,545	610	–	–	5,155
Kevin Shingfield Award	2,053	–	–	–	2,053
Christopher Wathes Award	–	–	–	–	–
	<u>32,663</u>	<u>610</u>	<u>–</u>	<u>–</u>	<u>33,273</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).

Mike Steele
Award

Set up to honour Mike Steele's contribution to BSAS and Animal Science this is an annual 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
Award

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
Award

This award is intended to help members of BSAS to attend scientific meetings and 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.

British Society of Animal Science

Notes to the Financial Statements *(continued)*

Year ended 30 November 2020

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	165	–	165
Investments	183,917	–	183,917
Current assets	387,106	33,473	420,579
Creditors less than 1 year	(43,872)	–	(43,872)
Net assets	<u>527,316</u>	<u>33,473</u>	<u>560,789</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Tangible fixed assets	552	–	552
Investments	330,643	–	330,643
Current assets	188,614	33,273	221,887
Creditors less than 1 year	(40,397)	–	(40,397)
Net assets	<u>479,412</u>	<u>33,273</u>	<u>512,685</u>

British Society of Animal Science

Management Information

Year ended 30 November 2020

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

British Society of Animal Science

Detailed Statement of Financial Activities

Year ended 30 November 2020

	2020	2019
	£	£
Income and endowments		
Donations and legacies		
Donations	2,970	610
Subscriptions	27,117	37,921
	<u>30,087</u>	<u>38,531</u>
Charitable activities		
Income from publications	127,289	79,663
Income from conferences	30,507	135,631
	<u>157,796</u>	<u>215,294</u>
Investment income		
Bank interest receivable	1	9
Dividends receivable	3,675	9,333
	<u>3,676</u>	<u>9,342</u>
Total income	<u><u>191,559</u></u>	<u><u>263,167</u></u>

British Society of Animal Science

Detailed Statement of Financial Activities *(continued)*

Year ended 30 November 2020

	2020	2019
	£	£
Expenditure		
Raising funds		
Investment management costs	2,765	4,796
Expenditure on charitable activities		
Grants payable	2,900	3,850
Wages/salaries	51,866	168,082
Pension costs	3,500	15,826
Expenditure on publications	–	626
Conference expenditure	12,299	159,182
Accreditation	–	2,500
Insurance	1,990	1,770
Chief Executive expenditure	–	39
CJam management fees	49,000	16,333
PR and press	3,970	4,906
Industry Engagement Executive	–	4,809
BSAS representation at conferences	155	588
Depreciation	387	386
Subscriptions to other societies	17,474	14,580
Foreign exchange gain/loss	–	(11)
Honorarium	3,000	3,000
Printing and stationery	34	2,763
Office occupation charge	–	8,851
Postages and telephone	972	611
Travelling and committee expenses	916	12,765
Accountancy fees	–	6,552
Bank charges and interest	2,089	1,150
Miscellaneous expenses	–	2,004
Internet upkeep and management	4,374	7,840
Software upgrade and maintenance	–	2,062
Irrecoverable VAT	4,965	44,582
Staff Training	–	75
Professional fees	1,990	11,350
Independent examiners fee	1,500	1,500
	<u>163,381</u>	<u>498,571</u>
Total expenditure	<u>166,146</u>	<u>503,367</u>
Net gains on investments		
Gains/(losses) on other investment assets	<u>(22,691)</u>	<u>(48,600)</u>
Net income/(expenditure)	<u>48,104</u>	<u>(191,600)</u>

British Society of Animal Science

Notes to the Detailed Statement of Financial Activities

Year ended 30 November 2020

	2020	2019
	£	£
Costs of raising donations and legacies		
Raising funds		
Investment management costs	2,765	4,796
	<u> </u>	<u> </u>
Costs of raising donations and legacies	<u>2,765</u>	<u>4,796</u>

British Society of Animal Science

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 30 November 2020

	2020	2019
	£	£
Expenditure on charitable activities		
Charitable activities		
Appendix A		
Grants payable	2,900	3,850
Expenditure on publications	–	626
Conference expenditure	12,299	159,182
Accreditation	–	2,500
	<u>15,199</u>	<u>166,158</u>
Support costs		
Wages/salaries	51,866	168,082
Pension costs	3,500	15,826
Insurance	1,990	1,770
Chief Executive expenditure	–	39
CJam management fees	49,000	16,333
PR and press	3,970	4,906
Industry Engagement Executive	–	4,809
BSAS representation at conferences	155	588
Depreciation	387	386
Subscriptions to other societies	17,474	14,580
Foreign exchange gain/loss	–	(11)
Honorarium	3,000	3,000
Printing and stationery	34	2,763
Office occupation charge	–	8,851
Postage and telephone	972	611
Travelling and committee expenses	916	12,765
Accountancy fees	–	6,552
Bank charges and interest	2,089	1,150
Miscellaneous expenses	–	2,004
Internet upkeep and management	4,374	7,840
Software upgrade and maintenance	–	2,062
Irrecoverable VAT	4,965	44,582
Staff training	–	75
Professional fees	1,990	11,350
	<u>146,682</u>	<u>330,913</u>
Governance costs		
Governance costs – accountancy fees	1,500	1,500
	<u>1,500</u>	<u>1,500</u>
Expenditure on charitable activities	<u>163,381</u>	<u>498,571</u>

British Society of Animal Science

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 30 November 2020

		2020		2019
<i>Appendix B</i>	£	£	£	£
<u>Income from publications</u>				
BSAS admin of Animal		10,000		10,000
BSAS 2018 share of Animal Journal		-		224
BSAS 2019 share of Animal Biosciences		14,463		9,400
BSAS 2020 share of Animal Biosciences		23,588		-
Sales of OP's		-		125
Nutrient standard sales		-		30
Royalties		241		120
Video sales		-		399
Members contribution		-		1,250
BSAS share of Animal Journal		68,080		58,115
EAAP income		10,909		-
Other		8		-
		<hr/>		<hr/>
Total Income		127,289		79,663
Animal Bytes	-		63	
Sundry costs	-		563	
		<hr/>	<hr/>	
		-		(626)
		<hr/>		<hr/>
Surplus		<u>127,289</u>		<u>79,037</u>

British Society of Animal Science

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 30 November 2020

		2020		2019
Appendix C	£	£	£	£
<u>Income from conferences and workshops</u>				
Conference fees		21,233		110,070
Accommodation & meals		5,758		17,416
Donations & sponsorships		1,000		3,250
Tours & workshop income		-		2,950
Sale of proceedings		-		910
Organisation income		-		1,035
Climate change event		1,591		-
R stats		925		-
		<hr/>		<hr/>
Total Income		30,507		135,631
Venue hire, accommodation & meals	-		126,324	
Printing, postage & stationery	-		3,176	
Secretarial & office overheads	470		2,029	
Travel & Subsistence	1,330		2,267	
Bank interest & charges	333		1,512	
Student helpers	-		1,758	
Invited speakers expenses	1,271		5,763	
Promotional material	3,748		13,399	
Miscellaneous	4,809		2,741	
Insurance	-		182	
Bad debt	338		31	
		<hr/>	<hr/>	
Total Expenditure		(12,299)		(159,182)
		<hr/>		<hr/>
Surplus/Deficit		<u>18,208</u>		<u>(23,549)</u>
Appendix D	£	£	£	£
<u>Accreditation</u>				
Income		-		-
Accreditation management fee	-		2,500	
		<hr/>	<hr/>	
Total Expenditure		-		(2,500)
		<hr/>		<hr/>
Deficit		<u>-</u>		<u>(2,500)</u>



It is proposed that the BSAS membership fee structure be amended as below.

1. MOTION TO AMEND THE BRITISH SOCIETY OF ANIMAL SCIENCE MEMBERSHIP FEE STRUCTURE AS TABLED BELOW

We the undersigned move that

The British Society of Animal Science be amended as tabled below. The new fees taking immediate effect.

President: Eileen Wall

Vice President: Michael Lee

Vice President: Kim Matthews

Vice President: Elizabeth Magowan

Treasurer: Howard Simmins

Trustee: David Wilde

Trustee: Helen Warren

Trustee: Melanie Le Bo

Trustee: David Kenny

Trustee: Callum Harvey

Trustee: Jordana Rivero-Viera

Trustee: Sokratis Stergiadis

PROPOSED BSAS MEMBERSHIP STRUCTURE AND FEES

Category	Proposed Fee / Annum
Student Member (Full time education) Currently split into 2 categories. Undergraduate £10, Postgraduate £45	£15
Graduate Member - Up to 3 years post full-time education New Category	£45
Low to Middle Income Countries (LMIC) Member New Category – LMIC as defined by The World Bank https://data.worldbank.org/country/XO	£20
Retired Member No Change	£45
Individual Member No Change	£90



1. MOTION TO TRANSFER MEMBERSHIP OF THE BRITISH SOCIETY OF ANIMAL SCIENCE TO THE BRITISH SOCIETY OF ANIMAL SCIENCE SCIO

We the undersigned move that

All membership, individual and group, of the British Society of Animal Science be transferred, on the 31st May 2021 on its winding-up, to the British Society of Animal Science SCIO on the 1st June 2021, to automatically roll-on in its current membership type and annual renewal date.

President: Eileen Wall

Vice President: Michael Lee

Vice President: Kim Matthews

Vice President: Elizabeth Magowan

Treasurer: Howard Simmins

Trustee: David Wilde

Trustee: Helen Warren

Trustee: Melanie Le Bo

Trustee: David Kenny

Trustee: Callum Harvey

Trustee: Jordana Rivero-Viera

Trustee: Sokratis Stergiadis