

Society for the Environment

Annual Report and Financial Statements 2019



Incorporated by Royal Charter RC000795

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

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SOCIETY INFORMATION FOR THE YEAR ENDED 31 DECEMBER 2019

BOARD MEMBERS (4th June – 31st December 2019)

The Board Members who served the Society were:

William Pope HonFSE CEnv	Chair	Simon Benfield CEnv	Board member
Dougal Driver CEnv	Vice Chair	Francesca Berriman	Board member
Alan Harper CEnv	Honorary Secretary	Colin Church CEnv	Board member
Sandra Norval CEnv	Honorary Treasurer	Alan Fitzpatrick CEnv	Board member
David Lloyd-Roach	Board member (RA Chair)	David Linsley-Hood CEnv	Board member
Ian Barker CEnv	Board member	Brian Robinson CEnv	Board member
Martin Baxter CEnv	Board member	Kirsten Roettcher CEnv	Board member
		Ross Weddle CEnv	Board member

COUNCIL MEMBERS (1st January – 3rd June 2019)

The Council Members who served the Society were:

William Pope HonFSE CEnv - Chair
 Dougal Driver CEnv - Vice Chair
 Alan Harper CEnv – Honorary Secretary
 Ian Byrne CEnv – Honorary Treasurer

Camilla Alexander-White (RSC)
 Stephen Axford CEnv (IFM)
 Ian Barker CEnv (IWater)
 David Barr (RSC)
 Martin Baxter CEnv (IEMA) (RA Chair)
 Jenifer Baxter IMechE (resigned 11th March 2019)
 Suzanne Beard (EI)
 Simon Benfield CEnv (IED)
 Francesca Berriman MBE (CIAT)
 Tim Boldero HonFSE CEnv (IWater)
 Ian Bowbrick CEnv (IOM3)
 Tim Brigstocke MBE CEnv (IAgrM)
 Victoria Bywater (IAgrM)
 Mervyn de Calcina-Goff CEnv (SEE)
 Colin Church CEnv (IOM3)
 Raymond Clark OBE HonFSE CEnv (SEE)
 Alan Fitzpatrick CEnv (SOE)
 Terry Fuller (CIWEM)
 Tony Ginda (CABE)

Amy Gough (CIOB)
 Sally Hayns (CIEEM)
 Peter Holloway CEnv (AA)
 John Humphries CEnv (CABE)
 Mark Kibblewhite CEnv (IAgrE)
 John Laverty (ICE)
 David Lloyd-Roach (IChemE)
 Peter Matthews CBE HonFSE CEnv (CIWEM)
 Libby Meyrick (IED)
 Bruce McGill (SOE)
 Chris Murphy CEnv (CIWM)
 Stephen McKenna (RSC)
 Robert Parker (ICF)
 Adam Reid CEnv (CIWM)
 Carolyn Roberts CEnv (IES)
 Brian Robinson CEnv (IMechE)
 Nigel Sagar CEnv (ICE)
 Janet Talman (CIOB)
 Alastair Taylor CEnv (IAgrE)
 Ross Weddle CEnv (ICF)

CORRESPONDENCE ADDRESS:

EC1.1 Enterprise Centre, Puma Way, Coventry, CV1 2TT

REGISTERED NUMBER:

RC000795 (England and Wales)

AUDITORS:

Burgis & Bullock, 23-25 Waterloo Place, Leamington Spa, Warwickshire, CV32 5LA

BANKERS:

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REPORT OF THE BOARD OF THE SOCIETY FOR THE YEAR ENDED 31 DECEMBER 2019

The Board has pleasure in presenting its report and the financial statements of the Society for the year ended 31 December 2019.

PRINCIPAL ACTIVITY

The principal activity of the Society in the year under review was the provision of internationally recognised qualifications for environmental practitioners.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The Society received its Royal Charter on 17th September 2004. As a Chartered Body, it is not subject to the requirements of the Companies Act 2006 and is not required to lodge copies of its annual accounts with Companies House.

Only through strong organisational governance can the Society's Member Bodies be assured that the organisation established on their behalf is serving their, and registered environmental professionals', best interests, that strategic direction remains in line with their wishes and public benefit is delivered. Equally good practice governance enables the Society to move forwards and continue to deliver its Object whilst ensuring sound decisions are made and risk is managed.

When the Society was established in 2004 it was a partnership of 10 Member Bodies. The number of Member Bodies has more than doubled and the Society has further established itself as a credible organisation with ambitious plans.

In 2011 the Society began its first governance review and in 2014 amendments were again made to Governance in keeping with the original Charter. During 2018 the Society's members again reviewed the governance arrangements and concluded the Society's governance structure be updated to create a Board which the Member Bodies appoint to manage the organisation on their behalf.

Following AGM approval these changes were submitted to the Privy Council during 2018 and were formally accepted by the Privy Council, which issued an updated Charter for the Society in February 2019.

The Society's Board members were appointed at an EGM on 24th April 2019 and the Board was formally constituted ahead of the Society's AGM on 4th June 2019.

VISION

The Society's vision is 'Sustainability through environmental professionalism'.

We continually strive to be:

- A respected leader in developing and guarding the environmental profession and its professional standards.
- A champion and authoritative voice demonstrating the relevance and value of environmental professionals.
- A respected and dynamic contributor providing access to expert input from professional environmentalists on key issues.
- A respected, sustainable, innovative, responsive and socially responsible organisation.

OBJECTIVES AND ACTIVITIES

The Royal Charter sets out the Object of the Society; to promote the advancement of, the dissemination of, knowledge of and education in good environmental practice for the public benefit.

In pursuance of the Object, but not otherwise, the Society shall:

- provide a forum for discussion and exchange of information relevant to the Object;
- provide advice and respond to proposals and enquiries relating to the advancement and the regulation of good environmental practice and where appropriate collaborate with other bodies;
- designate as Licensed Members those Member Bodies which (a) demonstrate to the satisfaction of the Registration Authority their competence to assess individuals for initial and continuing registration and (b) regulate the conduct of their individual members; license such bodies to admit individuals to a register; monitor the additions and deletions the Licensed Members make to such register; and provide guidance on the codes of conduct and disciplinary procedures of such Licensed Members;
- be accountable to Member Bodies and Associate Bodies in respect of its activities; and
- establish and keep under review generic standards and procedures for academic and occupational achievement, competence and commitment and the requirements for initial and continuing professional development for registrants.

As a partnership of, now 25, Member Bodies, the Society ensures the quality, relevance and awareness of its registrations and enabling our partners and registrants to work together. The Society is in a unique position, bringing together a range of disciplines and sectors to reflect the multi-disciplinary practice of environmental professionals.

Our 2019 strategic aims were:

- Managing Environmental Professional Registration
- Championing Good Environmental Practice.

ORGANISATION

During 2019 the Society transferred its governance from a Council to a Board consisting of up to 15 individuals appointed by Members in General Meeting. A Chief Executive is appointed by the Board to manage the day-to-day operations of the Society.

VOLUNTEERS

The Society relies on the generosity and commitment of volunteers to deliver its commitments. The Society is indebted to all our volunteers who give so generously of their time and expertise, often over and above of what is expected of them, to help the Society to deliver its strategic and operational goals.

RELATED PARTIES

The Society is related to the organisations listed in Section 10 of the notes to the financial statements by the fact that they are Member Bodies.

RISK MANAGEMENT

The Audit and Risk Committee, a sub-committee of the Board, conducts regular reviews of the major risks to which the Society is exposed. The Risk Register is regularly reviewed by the Board and, where appropriate, measures are taken to ensure that systems and procedures are strengthened to mitigate the risks identified.

ACHIEVEMENTS AND PERFORMANCE 2019

REVIEW OF ACTIVITIES

2019 was a positive year for the Society. We worked hard to increase the influence of our registrants as well as celebrating and sharing their successes. Ultimately, we aim to ensure all environmental decisions are taken by someone who has proven their competence to do so.

Highlights include:

- Updated Charter and Bye-Laws implementation
- Partnering with leading Environmental organisations and employers to create and launch the Pledge to Net Zero <https://www.pledgetonetzero.org/> initiative to encourage net zero targets across the environmental services sector and beyond
- Championing World Environment Day across the UK
- Contribution to environmental policy through the facilitation of the Environmental Policy Forum
- Launching the Environmental Professionals podcast series
- Developing and launching Employer Champion's programme
- Awarding membership to the Institution of Occupational Safety and Health (IOSH)
- Showcasing our registrants at multiple events including Flood Expo, Futurebuild, National Sustainability Expo and Network Harvest

In pursuit of the strategic aims, the Society undertook the following activities during the year.

Guarding the Standards for Environmental Professionals

By December 2019, the Society had registered a total of 9,888 individuals across 90 counties and 25 professions since 2004, with the 10,000th registrant then being achieved in May 2020. In 2019, 290 new CEnv were registered, making 7,491 current on the register at 31 December 2019.

Since its launch in 2014, 20 REnvTech have been registered via two Licensed Members, the Institute of Water and the Institution of Environmental Sciences, 18 of who were current on the register at the end of December 2019.

Following the closure of the Society of Environmental Engineers (SEE) in July 2019, CEnv registered through SEE were supported to transfer to other Licensed Members. As of December 2019, 60 transfers were completed with a deadline of May 2020 for the remaining 54.

Three licence reviews were completed during 2019, providing guidance and recommendations where appropriate, to ensure consistency and parity of standards across the professions. The Licensed Members achieving licence renewals in 2019 were:

- Chartered Institution of Wastes Management (audit November 2018)
- Institution of Mechanical Engineers
- Institute of Water

During 2019 the Registration Authority implemented bespoke Routes to Registration for all Licensed Members following a successful pilot in 2018.

Promoting Environmental Professionals

The Society continued to build on its marketing activity in 2019 to support current and potential registrants and enable the Society to further champion environmental professionals, publishing direct guidance and support for our Licensed Members. A dedicated programme of employer engagement began, including the launch of the Employer Champion programme. During 2019 ten organisations successfully achieved Employer Champions status with the Society: Amey, Anglian Water, Arup, Atkins, Environment Agency, Locogen, Skanska, Willmott Dixon, Wills Bros and WSP.

Activities continued to make greater use of technology in support of wider engagement and our Sustainability Policy, including webinars and the launch of the Environmental Professionals podcast series.

Facilitating Collective Influence of Environmental Professionals

During 2019 the Society continued to focus on putting the 'collective' into 'collective influence' by working directly with our Member Bodies. The Society continued its role as secretariat of the Environmental Policy Forum – a group of professional bodies, many of which are the Society's Member Bodies, that work together to respond quickly and collectively to policy developments. The Environmental Policy Forum focused much of its energy on extensive work to prioritise the environment as the UK leaves the EU, including the new environment, fisheries and agriculture bills and many related matters.

Maximising Organisational Impact and Sustainability

During 2019 we implemented our new governance arrangements. Finance, IT systems and security improvements were made during the year.

FINANCIAL REVIEW

We delivered a high volume of work and made strong progress during 2019. This was achieved through careful budgeting and planning and ensuring good value for any money spent. The new finance and IT systems continued to enable operations to run efficiently. However, we recognise increased ambition and activity comes at a cost and the 2019 business plan identified that the additional ambitions of the Society required additional funding, including drawing down on some reserves, which was agreed by Council prior to the establishment of the new Board. Provision has been made for costs associated with enhanced employer engagement and the development of qualifications including apprenticeships all while expanding international activity is included in the enhanced plan rather than core budgets (this additional expenditure is reflected in the Profit and Loss account).

PLANS FOR FUTURE PERIODS

The Society's plans are set out in the Strategic Plan to 2020 which has now been refreshed to 2025. We must ensure the value to our registrants and their employers is clear. There are also further potential opportunities to explore and validate while not to distract from the core goal of registrations.

The work of 2020 and beyond will continue to build on our successes. We will continue to work towards the objectives and purpose to promote the advancement of, the dissemination of, knowledge of, and education in good environmental practice for the public benefit. The Society's vision remains *"Sustainability through environmental professionalism"*.

Informed by our strategic aims, the activities planned for 2020 and beyond will ensure we will:

Objective 1: Champion Environmental Professionalism

- Work with employers and decision-makers to ensure environmental professionalism underpins all decision making.
- Ensure our registrations are an integral part of entry, progression and work as an environmental professional.
- Continue to review our portfolio of registrations to ensure it meets the needs of the environmental profession as well as the environment now and into the future.
- Increase the number of registered environmental professionals to further strengthen their presence, status and impact.
- Influence policy and decision-makers.
- Celebrate and showcase our registrants.

Objective 2: Increase the number of registered environmental professionals

- Clearly articulate the benefits of environmental professional registration to relevant audiences to ensure our registrations remain well respected, valued, and required.
- Evolve our registration processes to ensure they are fully inclusive.
- Address barriers to professional registration while maintaining our quality standards.
- Celebrate and showcase our registrants and their work.

Objective 3: Facilitate the sharing of professional environmental best practice

- Provide opportunities for cross profession collaboration by bringing together expert input from our registered environmental professionals.
- Developing mechanisms for sharing good evidence-based environmental practice across professions.

STATEMENT OF BOARD RESPONSIBILITIES

The Board is responsible for ensuring the financial statements are prepared in accordance with the Royal Charter and applicable law and regulations.

In accordance with the Royal Charter the Board shall cause to be kept, audited and reported on by an individual eligible for appointment as a company auditor, proper and sufficient accounts of the capital, funds, income and expenditure of the Society and shall give in respect of each financial year a true and fair statement of the Society's affairs and of its income and expenditure.

The Board shall cause such accounts for the previous financial year, together with the report of the auditor thereon, to be presented to each Annual General Meeting. The Board shall also cause to be prepared an annual report of the Society containing a fair review of the activities of the Society during the year ending with the balance sheet date. The annual report, income and expenditure account and balance sheet shall be published within two months of the Annual General Meeting at which they are approved. In preparing these financial statements, the Board is required to;

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

The Board is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Society and to enable them to ensure that the financial statements comply with the relevant legislation. The Board is also responsible for safeguarding the assets of the Society and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Board Members are aware, there is no relevant audit information of which the Society's auditors are unaware, and each Board Member has taken all the steps that they ought to have taken as a Board Member in order to make Board aware of any relevant audit information and to establish that the Society's auditors are aware of that information.

AUDITORS

The auditors, Burgis & Bullock, will be proposed for re-appointment at the forthcoming Annual General Meeting.



Prof William Pope HonFSE CEnv
Chair of the Society for the Environment, June 2020

Date 1st June 2020

**REPORT OF THE BOARD OF THE SOCIETY (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019**

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	£	£
INCOME	354,530	340,758
Administrative expenses (note 12)	(370,174)	(333,333)
Other operating income	<u>2,021</u>	<u>-</u>
OPERATING SURPLUS /(DEFICIT) (note 2)	(13,623)	7,425
Interest receivable and similar income	<u>847</u>	<u>839</u>
SURPLUS/(DEFICIT) ON ORDINARY ACTIVITIES BEFORE TAX	(12,776)	8,264
Tax on surplus on ordinary activities	<u>(210)</u>	<u>(159)</u>
SURPLUS /(DEFICIT) FOR THE FINANCIAL YEAR AFTER TAX	<u>(12,986)</u>	<u>8,105</u>

REPORT OF THE BOARD OF THE SOCIETY (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

BALANCE SHEET 31 DECEMBER 2019

	2019 £	2018 £
FIXED ASSETS (note 4)		
Tangible assets	3,779	2,679
CURRENT ASSETS		
Debtors (note 5)	9,440	8,131
Cash at bank and in hand	167,233	185,585
	<u>176,673</u>	<u>193,716</u>
CREDITORS (note 6)		
Amounts falling due within one year	<u>(32,014)</u>	<u>(34,971)</u>
NET CURRENT ASSETS	<u>144,659</u>	<u>158,745</u>
NET ASSETS	<u>148,438</u>	<u>161,424</u>
RESERVES (note 7)		
Income and Expenditure account	<u>148,438</u>	<u>161,424</u>
	<u>148,438</u>	<u>161,424</u>


These financial statements have been prepared in accordance with the Royal Charter.

The financial statements were approved by the Board on 21st April 2020

and were signed on its behalf on 1st June 2020 by:



.....
Prof William Pope HonFSE CEnv
Chair



.....
Sandra Norval CEnv
Honorary Treasurer

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1. ACCOUNTING POLICIES

Society information

The society is incorporated under a Royal Charter granted in 2004, and updated in 2019, and acts in the public interest. Its members are not required to provide any form of guarantee.

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Royal Charter and applicable accounting standards.

Turnover

The turnover shown in the income and expenditure account represents amounts invoiced during the period. Turnover is recognised at the fair value of the consideration received or receivable for goods and services provided in the normal course of business.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life at the following rate:

IT and office equipment	33% on cost
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Pension costs and other post-retirement benefits

The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to the profit and loss account in the period to which they relate.

Going Concern

At the time of approving the financial statements, the members have a reasonable expectation that, after taking into consideration the Covid19 outbreak, the Society has made sufficient preparations and has adequate resources to continue in operational existence for the foreseeable future. Thus the members continue to adopt the going concern basis of accounting in preparing the financial statements.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the society is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

REPORT OF THE BOARD OF THE SOCIETY (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019 - continued

2. OPERATING SURPLUS/DEFICIT

The operating surplus/deficit is stated after charging:

	2019	2018
	£	£
Depreciation	3,212	1,978
Auditors' remuneration	2,798	2,910
Pension costs	15,053	12,617
Volunteers' expenses reimbursements	<u>879</u>	<u>1,043</u>

3. EMPLOYEES

	2019	2018
Average number of employees	<u>6</u>	<u>5</u>

4. TANGIBLE FIXED ASSETS

IT and office equipment

COST	£
At 1 January 2019	5,981
Additions	4,312
Disposals	<u>(611)</u>
At 31 December 2019	<u>9,682</u>
DEPRECIATION	
At 1 January 2019	3,302
Charge for year	3,212
Disposals	<u>(611)</u>
At 31 December 2019	<u>5,903</u>
NET BOOK VALUE	
At 31 December 2019	<u>3,779</u>
At 31 December 2018	<u>2,679</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019 - continued

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Trade debtors	2,682	1,845
Other debtors	<u>6,758</u>	<u>6,286</u>
	<u>9,440</u>	<u>8,131</u>

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Trade creditors	5,672	3,628
Taxation and social security	6,729	5,919
Other creditors	<u>19,613</u>	<u>25,424</u>
	<u>32,014</u>	<u>34,971</u>

7. RESERVES

Income & Expenditure Account

At 1 January 2019	161,424
Surplus/(Deficit) for the year	<u>(12,986)</u>
At 31 December 2019	<u>148,438</u>

8. PENSION COMMITMENTS

During the year, the company paid pension contributions of £15,053 (2018 - £12,617). At the year end, the company had a pension creditor of £nil (£nil in 2018).

9. FINANCIAL COMMITMENT

	2019	2018
	£	£
Operating leases		
Total due	<u>20,389</u>	<u>31,726</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019 - continued

10. RELATED PARTY DISCLOSURES

The Society is related to the following organisations and bodies by virtue of the fact that they are Members Bodies of the Society.

Arboricultural Association (AA)
Chartered Association of Building Engineers (CABE)
Chartered Institute of Architectural Technologists (CIAT)
Chartered Institute of Building (CIOB)
Chartered Institute of Ecology and Environmental Management (CIEEM)
Chartered Institution of Wastes Management (CIWM)
Chartered Institution of Water and Environmental Management (CIWEM)
Energy Institute (EI)
Institute of Agricultural Management (IAgrM)
Institute of Chartered Foresters (ICF)
Institute of Environmental Management and Assessment (IEMA)
Institute of Fisheries Management (IFM)
Institute of Materials, Minerals and Mining (IOM3)
Institute of Water (IWater)
Institution of Agricultural Engineers (IAgrE)
Institution of Chemical Engineers (IChemE)
Institution of Civil Engineers (ICE)
Institution of Engineering Designers (IED)
Institution of Environmental Sciences (IES)
Institution of Occupational Safety and Health (IOSH) (from September 2019)
Institution of Mechanical Engineers (IMechE)
Royal Institution of Chartered Surveyors (RICS)
Nuclear Institute (NI)
Royal Society of Chemistry (RSC)
Society of Environmental Engineers (SEE) (until July 2019)
Society of Operations Engineers (SOE)

All of the income that the Society of the Environment received during the year arose from transactions with related parties.

11. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party beyond the Board.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019 - continued

12. USE OF RESERVES

In 2018 the (then) Council of the Society (which preceded the Board of the Society, up to 3rd June 2019) resolved that up to £50,000 of the Society's reserves should be invested in the long term development of the organisation, outside of the core day to day activities. During this financial year, to further this intention of the Council, the Board made a decision to employ the services of a consultant to investigate and develop the opportunity for the Society to adopt the role of End Point Assessment Organisation (EPAO) for the Environmental Practitioner degree apprenticeship, which would, if successful, bring long term benefits to the Society, its Member Bodies and the profession, and would help further deliver the Object of the Society. This required the deployment of the Council's commitment to invest up to £50,000 of existing reserves; up to the sum of £48,840 was allocated to be expended over two years (in the financial years 2019, 20 and 21), of which £6,373.68 was incurred during this financial year. The balance of the £50,000 committed from reserves will remain so allocated until either invested in future years or an alternative decision or decisions are made by the Board, leaving at year end a balance of £43,626.32 to be held as committed and allocated from reserves for the next financial year.

Initial reserve committed by Council	£50,000.00
Reserve allocated as above	£48,840.00
Reserve used during 2019	£6,373.68
Committed reserve held for use during 2020	£43,626.32
Reserve committed not yet allocated	£1,160.00

DETAILED INCOME AND EXPENDITURE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

	2019		2018	
	£	£	£	£
Income				
Membership & registration		354,530		340,758
Bank Interest		847		839
Sundry Income		2,021		
		<hr/>		<hr/>
		357,398		341,597
 Expenditure				
Rent & Service charges	20,147		14,291	
Insurance	716		976	
Wages	230,107		215,391	
Social security	21,848		23,598	
Pensions	15,053		12,617	
Training	3,092		4,788	
Telephone and internet costs	1,698		1,300	
Printing, postage and stationery costs	5,711		4,490	
PR, marketing and special projects	1,854		5,029	
Travelling and subsistence	14,145		11,087	
Subscriptions	7,346		3,836	
Events and Committee meeting expenses	12,316		3,843	
Website costs	6,948		6,581	
IT support & maintenance costs	4,213		5,065	
Consultancy fees	6,374		-	
Bad and doubtful debts	-		80	
Sundry expenses	880		1,045	
Accountancy fees	7,490		7,075	
Legal fees	3,415		3,278	
Auditors' remuneration	2,798		2,910	
Recruitment fees	-		3,329	
Equipment hire	-		-	
		<hr/>		<hr/>
		(366,151)		(330,609)
		<hr/>		<hr/>
		(8,753)		10,988
 Finance costs				
Bank charges	631		539	
Interest on PAYE/NI	-		-	
Profit/(loss) on foreign currency	180		207	
		<hr/>		<hr/>
		(811)		(746)
 Surplus /(Deficit) carried forward		<hr/>		<hr/>
		(9,564)		10,242

	2019		2018	
	£	£	£	£
Surplus/(Deficit) b/fwd		(9,564)		10,242
Depreciation & disposal of fixed assets				
Fixtures and fittings	681		681	
Computer equipment	2,531		1,297	
Loss on disposal of fixed assets	-		-	
	<hr/>		<hr/>	
		(3,212)		(1,978)
Taxation				
Corporation Tax charge for year		(210)		(159)
		<hr/>		<hr/>
Surplus/(Deficit) for the year		(12,986)		8,105