

**The British Association of  
Urological Surgeons  
Limited**

**Annual Report and Financial  
Statements**

31 December 2021

Charity Registration Number 1127044

Company Limited by Guarantee

Registration Number 06054614 (England & Wales)

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## Reference and administrative details of the Society, its trustees and advisers

<b>President</b>	T O'Brien
<b>Vice President</b>	J Cresswell
<b>Honorary Treasurer</b>	O Wiseman (Until 23 June 2021)
<b>Honorary Treasurer</b>	N Watkin (From 23 June 2021)
<b>Honorary Treasurer Elect</b>	N Watkin (Until 23 June 2021)
<b>Honorary Treasurer Elect</b>	I Shergill (From 23 June 2021)
<b>Honorary Secretary</b>	A Muneer (Until 23 June 2021)
<b>Honorary Secretary</b>	I Pearce (From 23 June 2021)
<b>Honorary Secretary Elect</b>	I Pearce (Until 23 June 2021)
<b>Honorary Secretary Elect</b>	J Philip (From 23 June 2021)
<b>Co-opted Trustees</b>	M Brown G Singh S F Willis L Dodgshon (from 25 January 2021)
<b>Registered/Principal office</b>	The Royal College of Surgeons England 38 - 43 Lincolns Inn Fields London WC2A 3PE
<b>Charity registration number</b>	1127044
<b>Company registration number</b>	06054614
<b>Auditor</b>	Buzzacott LLP 130 Wood Street London EC2V 6DL
<b>Bankers</b>	National Westminster Bank Plc Corporate Central Banking 5 -10 Great Tower Street London EC3P 3HX
<b>Investment managers</b>	CCLA Investment Management Limited Senator House 85 Queen Street London EC4V 4ET

## **Trustees' report** 31 December 2021

The Trustees, who are also the directors of the charitable company for the purposes of company law, are pleased to present their annual report with the financial statements of The British Association of Urological Surgeons Limited (BAUS or The Association) for the year ended 31 December 2021.

This report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out therein and comply with the charitable company's Articles of Association, applicable laws, Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) second edition, effective from accounting periods commencing 1 January 2020 or later.

### **Objectives and activities**

#### ***Charitable objectives***

The charitable objective for which the charity was established is:

To promote the highest standard in the practice of urology for the benefit of patients by fostering education, research and clinical excellence.

Urology deals with specific diseases and disorders of the male genitourinary and female urinary tract and urologists are medical and surgical specialists who treat men, women and children with kidney, bladder, prostate and urinary problems, covering benign and malignant disease. Urologists also care for men's sexual and reproductive health.

In order to meet the charitable objective, the Trustees of the Association have set an overall goal for BAUS to do everything in its powers to support education, research and clinical excellence in urology. In pursuance of this overall goal, the principal activity of the charity is the dissemination of information as it relates to the specialty.

In practice, the Association promotes and arranges scientific meetings and events covering every aspect of the practice of urology. These include an Annual Scientific Meeting and various other meetings. The Association supports the education of urologists through activities co-ordinated through the Education Committee and undertakes targeted audits to highlight and disseminate information about potential improvements in patient pathways and care. The charity also produces patient information leaflets relating to urological conditions and operations.

**Objectives and activities** (continued)

**Charitable objectives** (continued)

The Association's primary objectives in 2021 were to:

- ◆ review current digital platforms and develop a coordinated digital strategy to support future activity including a more integrated approach to marketing and communications;
- ◆ run an even larger programme of webinars and virtual meetings during the year, including an expanded programme of industry sponsored webinars;
- ◆ make the UK the best place to do a fellowship by developing a directory of UK Fellowship opportunities to help to facilitate a smoother applications process; the establishment of new fellowships in new centres; and the creation of new educational and research opportunities for fellows;
- ◆ widen participation in the Association and reach out to all those delivering urological care to patients, a priority was to engage with clinicians in the staff and associate specialist grades;
- ◆ review membership categories and consult on proposed changes, including new categories and bring final proposals to the 2021 AGM;
- ◆ support the development of the highest quality trials in British urology and, crucially, give people who do not have robust "in-house" research support a chance to get their ideas developed through a collaboration with The Urology Foundation (TUF) and the CHART clinical trials unit in Aberdeen.

**Public benefit**

The Trustees have taken the Charity Commission's general guidance on public benefit into consideration in preparing their statements on public benefit contained within this Trustees' Report.

**Benefits and beneficiaries**

As stated above, in accordance with its charitable objectives, the Association strives to support education, research and clinical excellence in the specialty of urology. In so doing it seeks to improve the quality of medical care for the benefit of patients. The charity's ultimate beneficiaries are therefore patients, and benefits to patients are provided through advancing knowledge of, practice in and setting standards for the specialty.

**Objectives and activities** (continued)

**Public benefit** (continued)

*Benefits and beneficiaries* (continued)

Urologists treat a broad spectrum of conditions across all age groups but, particularly with an ageing population, demand for care has been steadily increasing. Urologists and their teams treat three of the ten commonest cancers, prostate, kidney and bladder, as well as a wide range of benign conditions such as lower urinary tract symptoms (which affects 35-40% of men over 55 years of age), urinary tract stones and incontinence. During 2021 the COVID-19 pandemic continued to present particular challenges for BAUS and the wider urological workforce. BAUS embraced new ways of working so that it could continue to provide appropriate professional and educational support to urologists to assist them in delivering high standards of care to their patients.

**Achievements and performance**

In 2021, with the gradual easing of some of the COVID restrictions, the Association was able to run three face to face events towards the end of the year but in the first half of the year the organisation continued to utilise online delivery of services in order to maintain BAUS' role as the key provider of education and professional development for all doctors working in the field of urological surgery.

Association membership in 2021 was 2,191 (2,109 in 2020). At the present time, 83% (1,026 out of 1,242) of the substantive consultant urologists in the UK are BAUS members.

**Events and activities**

*Annual Scientific Meeting*

The Annual Scientific Meeting is the largest event BAUS organises. It is usually held in June but in 2020 it was deferred until November and was held as an online event. As COVID restrictions remained in place the decision was taken early in 2021 to run the Annual Scientific Meeting in June 2021 as a virtual online event. A number of sessions were pre-recorded with the faculty available for live interaction, including chats and live polling, when the talks were broadcast. In 2020 the meeting had been offered free to delegates but in 2021 a small registration fee, ranging from £20-£50, was charged. In total 1,793 delegates (1,811 in 2020) registered for the meeting, including 418 international registrations, and during the three days of the meeting there were 1,704 active participants (1,638 in 2020).

Thirteen online teaching courses were offered with a total of 1,172 views, ranging from 53 – 199 per course (in 2020 four online courses were offered with 685 views). As in 2020, the courses were fully recorded and accessible prior to the meeting but in 2021 there were Question and Answer sessions for six of the courses during the meeting allowing live interaction with course faculty; these attracted 458 participants.

In 2021, 509 abstracts were submitted for consideration for inclusion in the Annual Scientific Meeting (621 in 2020), of which 150 were accepted (29%) (174 in 2020, 28%).

## **Achievements and performance** (continued)

### **Events and activities** (continued)

#### *Annual Scientific Meeting (continued)*

All delegates were sent an online review form after the meeting and 597 or 35% of active participants (473/29% in 2020) returned comments:

*"(The) platform was on the whole really easy to use and I think being able to watch sessions back on demand is extremely useful. I've been able to take more away from the conference than I would if it were face to face and not recorded!"*

*"Very relevant to current covid related issues and ethical elements in dealing with backlog."*

*"I was pleasantly surprised how interactive it was through this format."*

*"I thought the content of lectures was very good and easy access to radiologists - it means as a cohort we were taught information in a clear manner which can only enhance our reporting and what we offer our urology colleagues in both MDTs and pre and post operatively."*

*"Very well organised at a difficult time. Both innovative and inclusive."*

*"BAUS as a meeting has been fantastic over the last couple of years, adapting to change very well."*

*"Plenty of sessions discussing UK audits/projects which are relevant to clinical practice it's really useful that these are available for 12 months as excellent content."*

Normally pharmaceutical and medical equipment companies attend the Medical and Trade Exhibition which runs in parallel with the Annual Scientific Meeting. Inevitably a virtual exhibition does not offer the same opportunities for interaction as exhibitors enjoy at a face to face meeting but the 2021 meeting offered virtual exhibition stands with the ability to set up 1 to 1 meetings between delegates and company representatives, satellite symposia and pre-recorded adverts. Six (three in 2020) companies took sponsorship packages and a further 16 (12 in 2020) companies took stands in the virtual exhibition. BAUS is particularly grateful to all the companies who maintained their support of the meeting.

#### *Section meetings*

Following the cancellation of their meetings in 2020, the Endourology and Oncology Sections were able to go ahead with their meetings in October and December 2021 respectively.

In October the Section of Endourology annual meeting was held over two days at the University of Nottingham attended by 142 delegates (164 in 2019). There was also an option for virtual participation, this was not the fully integrated platform available for the Annual Scientific Meeting but virtual delegates could watch live and submit questions. There were 27 virtual registrations. 56 delegates (39%) gave feedback on the meeting, which was generally positive.

## **Achievements and performance** (continued)

### **Events and activities** (continued)

#### *Section meetings* (continued)

In December the Section of Oncology annual meeting was held over two days at the IWM Duxford Conference Centre in Cambridge attended by 153 delegates (237 in 2019). There were 47 virtual registrations. The meeting programme included sessions on the three big urological cancers: bladder, kidney and prostate and the meeting concluded with a trainee organised session on fellowship training.

64 delegates (42%) returned feedback on the meeting and comments included the following:

*"I thought the representation of relatively young consultants / trainees was excellent. All cancers covered in one meeting."*

*"Keeping up to date and staying connected with the British Urology community."*

*"More content relevant to subspecialty interest than main BAUS meeting."*

#### *Educational courses*

The Core Urology course runs annually and is targeted at surgical trainees who have just started, or are thinking about pursuing, higher specialist training in urology. There were 78 registrations for the course (61 for the face-to-face course in 2020) which was run virtually over three days in January.

The FRCS Urology examination is run by the Surgical Royal Colleges and success is a mandatory requirement for completion of specialist training which ultimately leads to entry on the GMC's Specialist Register, a requirement for appointment as a consultant. The examination is usually held twice each year and the BAUS FRCS (Urol) Revision Courses are held 4-6 weeks before each sitting.

The first revision course, in March 2021, was run virtually with 54 registrations (66 participants for the single virtual course run in 2020). The second revision course was run face to face at College Court, Leicester from 20 – 24 September for 51 participants (46 and 48 respectively for the face to face courses in March and September 2019).

#### *Webinars*

During the COVID pandemic a lot of formal teaching for specialty trainees was curtailed. In response to this BAUS developed a series of webinars, and seven webinars for specialty trainees were run in 2021. A total of 204 trainees joined these webinars live and, up to the end of 2021, there were a further 355 unique views.

In addition to the webinar series for specialty trainees, the core urology course in January was supplemented by a series of webinars designed to complement the course. Six webinars ran between January and March with 122 attendees and 281 unique views in 2021.

## **Achievements and performance** (continued)

### ***Events and activities*** (continued)

#### *Webinars* (continued)

Two more webinar series, launched in 2020, continued to run in 2021. The Controversies in Urology series is targeted at consultants and senior trainees, featuring national and international experts on the relevant topics; eight webinars were held during 2021 with 349 attendees and a further 373 unique views. The Innovations in Urology series is sponsored by industry partners. Sponsors were offered options of BAUS promoting their webinar or of BAUS organising the webinar in association with the industry partner. Nine industry webinars were held in 2021, six of which were organised by BAUS with 420 attendees and 260 post event unique views.

During 2021, as part of the SAS@BAUS project (see below), four webinars were run which were aimed at doctors in the Staff and Associate Specialist (SAS) grade. The first two in January and March introduced the project and in November a series of monthly webinars were launched, looking at topics of particular relevance or interest to SAS doctors. Across the four webinars there were 209 attendees and 320 unique views.

In summary, in 2021, BAUS ran 31 webinars with 1,304 attendees and a further 1,216 unique views.

In late 2020, members of the Urolink Executive Committee initiated a series of educational tutorial webinars. Initially these took place between various UK training sites and the University Hospital (UTH) Lusaka, Zambia but there is now wider involvement in season two. These tutorial presentations are trainee led, with senior moderation, and their focus is on discussing approaches to managing clinical scenarios in differing healthcare settings. The first series comprised of nine webinars and ran between November 2020 and July 2021 and the first three webinars of season two ran between October and December 2021.

### ***Audit***

The focus of BAUS audit has changed from collection of data in procedure-based registries to measuring wider aspects of patient care that have a major impact on treatment and on the care pathway beyond the technical aspects of the procedure. The audits are selected because they address common problems where differences in practice are perceived and where change in practice can benefit patients. Most urology patients do not have a major surgical procedure. The metrics are specifically designed to be more patient focused and the processes are designed to maximise case ascertainment. Unit feedback is the main focus of the exercise, although useful national data are also gained.

#### *Snapshot audits*

There is a rolling programme of snapshot audits, with clear criteria for assessment of audit proposals (Safety, Efficacy, Accessibility). Individual feedback is provided to units for benchmarking and quality improvement. This has positioned patient benefit at the centre of BAUS audit. It is also more inclusive of the membership, covering the breadth of urology and offering the potential for all urological units in the UK to participate in audit.

## **Achievements and performance** (continued)

### **Audit** (continued)

#### *Snapshot audits* (continued)

##### Renal Colic Audit

Data collection on the management and assessment of patients presenting with renal colic during November 2020, measuring performance against the NICE Quality Standards for stones, was undertaken in March 2021. 2,179 datasets were returned from 117 urology units in the UK. The national results were presented at the BAUS Annual Scientific Meeting, as well as sub-analyses of the data. A national report and headline statements from the audit were posted on the BAUS website and the data were presented to the NICE Quality Standards Advisory Committee in September and this was well received. A paper is being finalised for submission to the British Medical Journal (BMJ).

Individual unit feedback was provided to all participating hospitals. The audit was listed on the NHSE Quality Accounts List 2021/22 to ensure integration into Trust governance processes for scrutiny of the results and generation of an action plan. The Audit Steering Group (ASG) promoted local re-audit by providing the audit template and supporting documentation and guidance via the BAUS website.

The ASG also embarked on a project with the Getting it Right First Time / National Consultant Information Programme (GIRFT/NCIP) to correlate the collected renal colic dataset with Hospital Episode Statistics (HES) data to explore whether hybrid audits of routinely collected data and more targeted audit data collected by BAUS could be developed in the future.

##### Management of the Lower Ureter in Nephroureterectomy Audit

This audit was open from August 2020 until December 2021 and will report in June 2022. The audit aims to determine which surgical technique offers the best oncological control in terms of survival and recurrence.

Two further snapshot audits were developed by the Section of Oncology and the Section of Female, Neurological and Urodynamic Urology (FNUU) with guidance and support from the ASG. These will launch in 2022.

Muscle invasive bladder cancer (MIBC) is a potentially lethal disease with an estimated five-year survival rate of 45%. Survival rates have not changed significantly in the UK in recent years. Patient pathways to treatment are thought to be critically related to survival. However, there is little UK data to inform practice and better data are needed, this audit will examine the clinical pathway for MIBC identifying key delays to treatment for these patients.

The Emergency Ureteric Injury Management Audit (REJOIN) aims to improve understanding of the frequency of ureteric injuries, where and how they are initially managed, who ultimately manages the problem and early outcomes. It also seeks to identify whether trainees are getting enough exposure to this type of emergency.

## **Achievements and performance** (continued)

### ***Audit*** (continued)

#### Management of the Lower Ureter in Nephroureterectomy Audit (continued)

A paper on the national data from the 2020 Bladder Outflow Obstruction Audit (BOO) was published in the BJUI in October 2021. The BOO Audit results were incorporated into a successful bid for National Institute of Health and Care Research (NIHR) commissioned research (the PREMISE trial) and informed pathway development and best practice guidance developed through the GIRFT Best Practice Academy.

#### National Consultant Information Programme (NCIP) - Urology Vanguard

Through the ASG, BAUS successfully negotiated rollout of the NCIP data portal to urology as the vanguard specialty as part of the NCIP Business Case 2020-24. BAUS formed a partnership with NCIP in March 2021 to roll out the data portal to urologists in all Trusts in England by the end of March 2022 and to provide clinical expertise for the ongoing development of urology dashboards in the tool. BAUS remains committed to working with NCIP to take routinely collected data and making this accessible to clinicians in a format which gives them quality information, facilitating local and national benchmarking, with the aim of driving improvements in patient care.

At the end of 2021, more than 500 consultant urologists in 44/119 Trusts in England had access to their individual and unit level data in the NCIP data portal. NCIP provides high quality supporting evidence for consultant appraisal and professional development and is aligned to GIRFT and Model Hospital to support quality improvement.

The ASG continued to provide clinical expertise for the development of additional urology dashboards and metrics in the NCIP tool. In 2021 the number of procedure dashboards was increased from 17 to 23, as well as facilitating urologists' access to the stress incontinence dashboards in the Gynaecology portfolio. Work began on developing a perioperative complications metric for uro-oncological procedures, a reoperation metric for functional procedures and integration of theatre data.

To further support the rollout of the NCIP data portal, and promote uptake and content development, the ASG produced two podcasts, hosted a webinar and produced an NCIP feedback form, which are available on the BAUS website.

The ASG promoted improvements in urology coding by clinicians and coders as a collaborative venture, through meetings with individual clinical leads / urology departments which were held as part of the NCIP rollout. It also continued to work with GIRFT on the co-development of coder and clinician guidance to improve the conformity of coding nationally.

The ASG shared the learning from its collaboration with NCIP with BAUS representatives in the devolved nations with a view to informing any data collection projects these administrations may be considering.

## **Achievements and performance** (continued)

### **Research**

In 2021, BAUS, in collaboration with The Urology Foundation (TUF) and the Clinical Trials Unit in Aberdeen (CHART), established the TUF Urology Trials Unit (UTU). The aim of this project is to:

- ◆ encourage all urologists to engage in research;
- ◆ extend the reach of urological research outside major academic centres; and
- ◆ identify and address gaps and priorities in urological research.

The project was introduced to the BAUS membership with a webinar in April, which discussed “what makes a good research idea” and applications were invited for potential urological trials. 15 applications were received and five were shortlisted for presentation at a Dragon’s Den session at the BAUS Annual Scientific Meeting where applicants were interviewed by an expert panel. Two applications were selected, and the applicants are receiving support from the UTU to develop their ideas to a point where fully worked up applications can be submitted to a national funding body.

The two projects selected for further development were:

- ◆ Stent or not after completed urethro-ureteroscopy, an area where variation in practice has been identified, with clinical and financial implications; and
- ◆ ELIPSE - Evaluation of the role of Lymphadenectomy In High Risk Prostate cancer Surgery, a meta-analysis had shown no clear benefit but treatment is recommended in European and USA guidelines.

### **BAUS Website**

The BAUS site was launched in 2015 and the Association has continued to work closely with its website developer, Lightmedia Communications Limited, and the Surgical Web Editor (N Bullock) to maintain and enhance the site.

In 2021 a total 534,724 (483,665 in 2020) users visited the site of which 87% were new visitors. In 2021, 378,433 visitors (71% of users) were UK based compared to 61% in 2020. In 2021, 279,392 users (53%) accessed the site with a mobile or tablet device compared to 46% in 2020.

The most popular area of the site is the patients’ area, with 883,556 visitors, 47% of the page views in 2021 (861,426 in 2020). Eight of the top 10 landing pages on the site are in the patients’ area. Page views for the patient information leaflet area increased from 155,530 in 2020 to 175,985 in 2021.

Page views in the professionals’ area increased from 249,367 in 2020 to 258,393 in 2021.

## **Achievements and performance** (continued)

### ***Other activities***

#### *Workforce*

BAUS has undertaken annual workforce surveys since 2009 and uses the information to contribute to discussions on workforce planning. The report on the 2020 data was published in June 2021. In addition to the BAUS census data, the report drew on information from the General Medical Council (GMC), NHS Digital, the Joint Committee on Surgical Training and the Specialist Advisory Committee (SAC) in Urology. The Workforce Lead (S Payne) developed a further survey, in association with Bournemouth University, on the factors influencing when urologists leave full time practice. Survey data were collected in late 2020 and this work was published in March 2021.

Key amongst BAUS' strategic aims is to raise the profile of the specialty amongst medical students, to encourage junior doctors to consider a career in urology and to inspire the next generation of urologists to engage with the Association. To this end BAUS runs an essay competition for medical students and an audit or quality improvement project competition for Foundation Year and Core Trainees (FY & CTs). In 2021, 32 submissions were received for the essay competition (104 in 2020); the title set was "How has COVID-19 changed undergraduate urology teaching? What innovations have been most successful? Has anything been lost?". In 2021, 14 submissions were received for the audit competition (21 in 2020). Usually, the national winners are invited to attend the Annual Scientific Meeting but, as the Meeting was held virtually in 2021, the names of the winners were announced and winners in the FY/CT audit competition were invited to present their work in the Core Trainees session at the meeting. Prizes and certificates were sent to the winners.

#### *Widening Participation*

In July 2021 BAUS published its 10-point action plan around widening participation. Discussions within BAUS were stimulated by the Baroness Helena Kennedy's Review of Inclusion and Diversity (for the Royal College of Surgeons of England) – and this featured in a plenary session at the BAUS Annual Scientific Meeting in June. The aim is to embed the goals across the activities of the Association so that BAUS is an organisation that attracts membership from the widest group of clinicians and healthcare professionals and makes the specialty attractive to all.

A small working group, chaired by the Vice President, was established in the summer to start delivering on the plan and a workshop was held in October 2021. Actions included: piloting a data collection exercise with committee members in order to understand the diversity of BAUS and ensure representation reflects membership (this started in December 2021) and piloting a mentorship programme with a focus around the SAS@BAUS initiative. Work on priming the pipeline for diverse leadership roles and developing a professional code of conduct to guide meetings chairs is ongoing.

## **Achievements and performance** (continued)

### ***Other activities*** (continued)

#### *Return to Work Project*

A small working group was set up to consider the problems faced by urologists at all stages of their careers when returning to surgery after an extended period of absence, whether the result of parental leave, research or ill-health. Members of the working group and the President took part in a podcast in February 2021. A session on returning to work after illness was held at the Annual Scientific Meeting and included talks on “Adversity and how it affects performance” and “Interventions for dealing with a sick colleague and managing their return to work”.

#### **SAS@BAUS**

The SAS@BAUS Working Group was set up to offer career support and guidance for BAUS members who are Specialty and Associate Specialist (SAS) doctors or Locally Employed Doctors (LEDs). This was in response to a perception that many of these important members of urological teams did not always get adequate respect and recognition. The SAS@BAUS group aims to enable urologists in these grades to interact with colleagues, to share advice on improving a particular set of skills or, if they so wish, to work towards a Certificate of Eligibility for Specialist Registration (CESR) from the GMC. The project was launched to the membership with a podcast in January.

#### *Fellowships*

A Directory of UK Fellowship opportunities went live on the BAUS website during the year and Members can submit details of Fellowships for publication. The website also includes general information about Fellowships. On 1 October 2021 a meeting for urology Fellows in the UK was held in Bristol; it was aimed at trainees who had completed the FRCS(Urol) exam and were on, or were embarking on, dedicated urology fellowships.

#### *Review and update of the membership categories*

At the Annual General Meeting in September 2020, a resolution was passed to change the BAUS Articles of Association to open membership to any individual in urological practice interested in promoting the Objects of the Association. Previously membership had only been available to medical practitioners. A review was undertaken to update the existing membership categories and to give effect to the agreed change to broaden the membership to include all those involved in treating urological patients, including nurses and other healthcare professionals.

There was a consultation with the membership in August and September 2021, which indicated a broad measure of support for all proposed changes and a formal proposal and update to the Association Rules was approved at the AGM in November to take effect from 1 January 2022.

## **Achievements and performance** (continued)

### ***Other activities*** (continued)

#### *Standards of Care*

During 2021 the Section of Female, Neurological and Urodynamic Urology developed three consensus documents on:

- ◆ Management of the complications of long-term indwelling catheters;
- ◆ Management of bladder and ureteric injury; and
- ◆ Management of female voiding dysfunction.

All three were published in BJUI, with open-access links on the BAUS website.

There were no new NICE clinical guidelines of particular relevance to urology requiring input in 2021 but BAUS continued to assist with numerous NICE technology appraisals, evaluations of interventional procedures and updates to existing guidelines.

During 2021 approximately 200 pieces of patient information, including leaflets and website pages, were reviewed and updated.

Six podcasts, updating members on a number of projects and activities were produced in 2021. The President also held live Q&A sessions at the Annual Scientific Meeting in June.

## **Financial review**

### ***Financial results of activities and events***

In general, the Association's finances are stable. In 2021 there was an operating surplus £195,606 (2020 – deficit of £26,214, 2019 – deficit of £175,718), against a budgeted deficit of £45,834. This is the first operating surplus since 2014.

The direct surplus from the 2021 Annual Scientific Meeting (ASM) was £150,991 (2020 - £87,957, 2019 - £77,790). Expenditure on the virtual meeting was £66,008 (2020 virtual meeting expenditure - £58,449) and the income at £216,999 was considerably higher (£146,406 in 2020). For the 2021 virtual ASM a small registration fee was charged, and exhibition income was slightly higher than in 2020.

Although many online educational activities were still provided, and some of these remained free to members, the return to some face-to-face events and charges for non-member registrations for online events meant the surplus on educational activities was higher than previously, £73,127 in 2021 as opposed to £30,480 in 2020. Surgeons were keen to return to face-to-face events and the two section meetings run in 2021 generated a surplus of £48,350. The expansion of industry sponsored webinars, first introduced in late 2020, also generated new income of £62,459.

**Financial review** (continued)

***Financial results of activities and events*** (continued)

In 2021 subscriptions generated £580,483 (2020 - £533,225) which amounted to 46% of the Association's income in 2021 compared to 56% in 2020, reflecting the recovery in other income streams.

***Reserves policy and financial position***

The "free reserves" of BAUS at 31 December 2021, calculated as the total general funds of the Association less the value of fixed assets, amounted to £2,974,133 (2020 - £2,532,925).

Usually, the Annual Scientific Meeting generates about 30-40% of BAUS' income. In 2021 the ASM accounted for 17% (15% in 2020) and BAUS is fortunate that the membership subscriptions continue to provide a secure and stable income stream. BAUS has always been aware that it is exposed to significant financial risks in organising events and has worked hard with venues with whom it had contractual commitments for 2020 and 2021 to reach agreements whereby contracts have been rolled forward to future years. BAUS' level of contractual commitments is higher than has previously been the case. As COVID restrictions began to lift in 2021, BAUS was able to return to some face-to-face events and was gratified by the enthusiasm shown by participants. The continuing impact of COVID-19 means the organisation of face-to-face events continues to be challenging, including an expectation that future events will include hybrid options. The Trustees regard it as prudent to retain sufficient reserves to cover the costs of an Annual Scientific Meeting, plus any future contractual commitments, and in addition covering about six months of operational expenditure under normal circumstances. On this basis, free reserves of at least £1,500,000 should be maintained.

The Trustees acknowledge the Association is holding additional reserves and there are a number of reasons for this as outlined below.

BAUS moved into new offices in the redeveloped Royal College of Surgeons of England building in May 2021. In the circumstances the move was kept as simple as possible and, other than some IT installations, no work was undertaken on the new offices. It is likely some adaptations will need to be made in the near future.

There is increasing pressure on BAUS to reimburse Trusts for time surgeons spend on BAUS business. Sessional payments for BAUS officers were £44,789 in 2021 (£53,178 in 2020). The employing trusts of the Educational Leads are reimbursed for time they spend away from their Trusts running BAUS courses. The climate in the NHS is such that members are finding it increasingly difficult to secure time away from their employing hospitals to undertake work on behalf of the Association.

Even as BAUS' range of activities has continued to expand the staffing levels have remained pretty constant over a number of years. It is anticipated that specialist advice and consultancy services will be required to enable BAUS to continue to innovate and develop.

**Financial review** (continued)

***Reserves policy and financial position*** (continued)

The COVID-19 pandemic has impacted on all BAUS activities, and the organisation needs to continue to maintain the flexibility demonstrated over the last two years to cope with continuing uncertainty. Fortunately, the levels of reserves that BAUS holds, which are readily accessible, is such that BAUS will be able to continue to operate effectively notwithstanding the current economic uncertainties.

***Investments policy***

The Trustees are empowered to invest any money that the Association does not immediately need in such a manner as they may determine.

At 31 December 2021, the Trustees held £2,435,292 (£2,132,876 in 2020) of the Association's free reserves in the COIF Charity Funds Scheme managed by CCLA Investment Management. Of this £1,000 (£1,000 in 2020) was held as cash by the investment managers and the remainder was invested. The balance of free reserves, £538,841 (£400,049 in 2020) was held as current assets, principally cash in interest bearing bank accounts.

The Trustees take professional advice from, and are responsible for managing the relationship with, the Association's investment manager, CCLA. The Association's investment strategy is to seek a long-term total return comprising growth in capital and income with a medium level of investment risk. The Trustees have delegated certain discretionary powers of investment to CCLA but can approve changes to the overall investment strategy (for example where an emphasis may be put on capital growth) meaning a slight increase in the relative risk exposure. The Trustees will keep the performance of the investment managers under review and will review their investment strategy on an annual basis.

Performance of the COIF Charities Investment Fund is measured against the bespoke benchmark used by the Fund and by the ARC Steady Growth Charity Index which is used to measure peer group performance.

During the year, investment values rose 12.42% compared to the market value at the end of the previous year (6.39% in 2020) and generated investment income at an average rate of 2.6% (2.9% in 2020). During the year the Association's cash balances generated income at an average rate of 0.15% (0.94% in 2020). This reflected the prevailing economic climate and the trustees are satisfied with the performance.

**Governance, structure and management**

***Status and History***

The British Association of Urological Surgeons Limited is a registered charity, and a company limited by guarantee, not having a share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound-up during the period of membership, or within one year thereafter.

## Governance, structure and management (continued)

### *Status and History (continued)*

BAUS originally came into existence as an unincorporated association that was founded in 1945 and has always functioned as a charity. The current corporate entity was incorporated on 16 January 2007 and became a registered charity on 4 December 2010.

The Association is governed by the regulations set down in its company Articles of Association, which were reviewed and updated in 2020 and formally adopted at the Annual General Meeting on 29 September 2020 and subsequently filed with Companies House and the Charity Commission.

### *Organisational structure*

The Trustees of BAUS have legal and fiduciary responsibility for the Association. The Trustees are the Officers of the Association (the President, Vice President, Honorary Secretary, Honorary Secretary Elect, Honorary Treasurer and Honorary Treasurer Elect) and up to four co-opted Trustees.

The following key senior members of staff are responsible for the day-to-day management of the charity:

E A Bishop      Chief Executive and Company Secretary  
P Hagan          Deputy Chief Executive

The Association currently employs four part-time and six full time members of staff.

The following members have served on the Council since 1 January 2021:

#### *Elected Regional Representatives*

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R Barod	(2021-2024)	(from 23 June 2021)
M Brown	(2017-2022)	
D Burke	(2021-2024)	(from 23 June 2021)
V During	(2021-2024)	(from 23 June 2021)
G Durkan	(2019-2022)	
S Garnett	(2020-2023)	
W Green	(2021-2024)	(from 23 June 2021)
M Johnson	(2020-2023)	
G Kanda Swamy	(2019-2022)	
R Lockyer	(2021-2024)	(from 23 June 2021)
M Lynch	(2019-2022)	
R Morrison	(2021-2024)	(from 23 June 2021)
H Ojha	(2017-2022)	
B Patel	(2019-2022)	
N Shah	(2019-2022)	
H Simpson	(2021-2024)	(from 9 November 2021*)

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**Governance, structure and management** (continued)

**Organisational structure** (continued)

\* There were initially no candidates for election so Professor Ghulam Nabi was temporarily co-opted to the casual vacancy in Scotland East, a further call for nominations was made and two candidates stood for election.

Ex-officio Council Members

M Shabbir	(2020-2021)	Chairman, Section of Andrology and Genito-Urethral Surgery
D Smith	(2019-2021)	Chairman of Section of Endourology
S Reid	(2020-2021)	Chairman of Section of Female, Neurological and Urodynamic Urology
K Narahari	(2021-2022)	Chairman, Section of Oncology
N Harvey	(2021)	Chairman, Section of Trainees
B Challacombe	(2020-)	The Urology Foundation (TUF) Representative
A McNeill	(2021-)	Chairman, Executive Committee BJU International
D Hodgson	(2019-2021)	Chairman, BAUS Education Committee
P Cornford	(2019-2022)	Chairman of the Specialist Advisory Committee in Urology
J Glass	(2019-)	RCS England Council
C Waymont	(2021-)	President, British Association of Urological Nurses Representative ( <i>invited non-voting</i> )
A Dickinson	(2019-)	Chairman Audit Steering Group
S Natalwala	(2021-)	SAS members representative
C Moore	(2021-)	Surgical Specialty Lead for Research

**Key management**

The Trustees consider that they, together with the Chief Executive and Deputy Chief Executive, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis.

None of the Trustees receives remuneration in connection with their duties as trustees. The employing trust of the BAUS President is reimbursed for two sessions per week and there is an option to reimburse the Vice President and Honorary Secretary's trusts for one session respectively per week to ensure they have sufficient protected time to undertake the roles. Remuneration for all BAUS staff (including the Chief Executive and Deputy Chief Executive) is agreed by the Trustees who normally receive an annual confidential salary review report from an independent HR Consultant. The report contains salary review statistics and benchmarking of all job descriptions.

**Governance, structure and management** (continued)

***Method of recruitment, appointment, election, induction and training of Trustees***

*Recruitment*

Details of vacancies for Officer posts are circulated to voting members of the Association. Candidates, who must be voting members in good standing, are proposed and seconded by appropriate sponsors, also voting members in good standing, and nomination forms are submitted to the Secretariat by a given date. Candidates are required to provide a written statement in support of their application, the details of which are circulated to the members who are the electorate. The election process is conducted in accordance with the Rules of the Association.

*Appointment and election*

The following procedural details apply to the Officers:

The Officers of the Council comprise the President, Vice President, Honorary Treasurer, Honorary Treasurer Elect, Honorary Secretary and the Honorary Secretary Elect, all of whom have their elections confirmed at the Annual General Meeting.

The President holds office for two years from the time of the Annual General Meeting. The Vice President holds office for two years thereafter becoming President.

The Honorary Secretary and Honorary Treasurer hold office for two years from the time of the Annual General Meeting. The Honorary Secretary Elect and the Honorary Treasurer Elect hold office for two years thereafter becoming Secretary/Treasurer.

Trustees can co-opt up to four members, one of the co-opted Trustees was elected by the Regional Council members from among their number and two more members were appointed as co-opted Trustees after a recruitment process in 2020. Following changes to the Articles of Association in 2020, a lay Trustee was appointed.

*Induction and training*

To be eligible for election as a Trustee an individual must be a voting member of the Association, and therefore all of those elected will have a degree of familiarity with the workings of the Association which are set out in full on the BAUS website. However, mindful of the importance of Trustee induction and training, the Association has developed an induction pack for new Trustees and this is given to all Trustees on election and appointment.

The induction pack includes 'The Essential Trustee – what you need to know' published by the Charity Commission, the Trustees' Report and financial statements for the previous year, minutes of Trustee and Council meetings for the 12 month period before the newly elected/appointed Trustees formally begin their period of office, the Association's risk register and other general information – including the dates and times of future Trustees' meetings. Additional training is provided by the charity for Trustees on an on-going basis as the need arises.

**Governance, structure and management** (continued)

***Risk and corporate governance matters***

The Trustees of the Association have been tasked with risk management and corporate governance matters, with the Honorary Treasurer as the lead. The Trustees and the Council generally take a low-risk approach to the management of the Association and they seek to minimise all risk exposure through good governance by maintaining adequate and appropriate systems and procedures throughout the operations of the Association.

The Association maintains a comprehensive risk register which is reviewed regularly by the Trustees. The highest risks identified in the 2021 review remain loss of key staff and loss of income and dependency on a limited number of income sources.

The development of a strategic plan will allow a comprehensive review of work programmes and priorities which will include a review of staff resources against workplans to ensure resilience, sustainable performance and effective risk management.

The continuing inability to hold large face to face events in 2021 continued to impact BAUS' income and, although this was in large part off-set by the reduction in expenditure, Trustees remain mindful of the potential risks to the Association inherent in running large events. BAUS continues to explore ways to diversify its income streams.

The Trustees are satisfied that appropriate processes and policies are in place to manage the major risks identified to an acceptable level.

***Sub-Committees***

Under the Association's Rules the Trustees may establish (and disestablish) such committees as they think fit and delegate any of their functions to committees of BAUS. One member of every committee must be a Trustee. The main committees of BAUS are as follows:

***The UROLINK Committee***

The UROLINK Committee meets twice a year, and is responsible for the organisation, financial administration and running of UROLINK. UROLINK aims to encourage and support the establishment of links with individual departments and organisations in low-income countries and to facilitate professional visits to work with colleagues.

Priorities for UROLINK currently are to maintain the long-established link with Kilimanjaro Christian Medical College (KCMC) in Tanzania and further develop the links with Hawassa University Referral Hospital in Ethiopia and University Teaching Hospital Lusaka, Zambia. BJU International and The Urology Foundation (TUF) continue to support activities at designated centres in Lusaka and Hawassa respectively and funds donated are held in a reserve account. Progress reports are submitted to BJU International and TUF on a regular basis.

**Governance, structure and management** (continued)

**Sub-Committees** (continued)

*Education Committee*

The Education Committee was set up in 2011 and aims to provide a clear and comprehensive strategy to support the educational requirements of clinicians in the practice of urology, medical students with an interest in developing a career in urology and other healthcare professionals involved in the treatment of urological patients. The committee brings together the various elements of educational provision under one umbrella as it is essential BAUS has a clear strategy in relation to the provision and quality assurance of education in urology. The Chair is appointed (following open advertisement among members) and the committee includes representatives of the sub-specialty sections.

*Audit Steering Group*

The remit of the ASG is to provide leadership and strategic oversight across all data and audit activity within BAUS.

In 2021, work focussed on:

- ◆ Relationship building, networking and partnering with national programmes for quality improvement; Getting it Right First Time (GIRFT), the National Consultant Information Programme (NCIP), and UK-wide urology patient charities;
- ◆ Support for development and delivery of new audits; and
- ◆ Engagement with the membership, promotion of audit as a tool for quality improvement and dissemination of best practice.

**Sub-Specialty Sections**

BAUS has four sub-specialty sections:

- ◆ BAUS Section of Oncology formed in 1998;
- ◆ BAUS Section of Endourology formed in 2002;
- ◆ BAUS Section of Female, Neurological and Urodynamic Urology formed in 2002; and
- ◆ BAUS Section of Andrology and Genito-Urethral Surgery formed in 2003;

These sections aim to improve standards and quality of practice, within their sub-specialties, by promoting training, research and development. Members of the Association can join up to three sections which are relevant to their particular areas of practice.

In addition to the sub-specialty Sections, in 2018 a new BAUS Section of Trainees was formed (BSoT). All trainee members of BAUS are automatically members of BSoT.

## **Governance, structure and management (continued)**

### ***Sub-Specialty Sections (continued)***

Each section is administered by its own Executive Committee which is elected from within the sections' membership. The surgeons who make up the Executive Committees of each of the sections give their time voluntarily to these activities. The section chairs are ex-officio members of BAUS Council.

## **Plans for future periods**

### ***Future strategy***

Broadly BAUS has continued to be guided by the three overall goals set out in the 2016 strategy – namely urologists will be supported in their professional lives to deliver excellent care, BAUS will enhance its status as the leading authority for urology in the UK and BAUS will continue to evolve as an efficient and effective organisation. Given the challenges faced in 2020/21 as a result of COVID, attention was focused on short-term planning and delivery of virtual education packages. BAUS recognises that a priority for 2022 is to establish a robust, consensual planning process to ensure there is a shared vision of the Association's direction and strategy over the next three to four years.

### ***Future Activities and Events***

- ◆ The Annual Scientific Meeting in Birmingham in 2022 will be a return to a large, full scale, face to face event with the added challenge of running it as a hybrid event.
- ◆ Running a full programme of face-to-face events comprising three education courses, two section meetings, a BSoT conference and two clinical meetings on treatments for bladder outflow obstruction and genito-urethral surgery.
- ◆ Continuing to work with GIRFT and other partners to support urologists in addressing the challenges of the surgical backlog resulting from the COVID pandemic.
- ◆ Continuing to work on the delivery of the action plan around EDI – including the collection of data to understand the diversity of BAUS, the review of the pilot mentorship programme (part of SAS@BAUS), priming the leadership pipeline and developing a professional code of conduct to guide meeting chairs.
- ◆ Having updated and expanded the membership categories in 2021, development of plans to reach out to all those delivering urological care.
- ◆ The review of current digital platforms and the development of a coordinated digital strategy to support future activity including a more integrated approach to marketing and communications.
- ◆ The launch two snapshot audits as well as the continued development of audit activities and support for the roll out of the NCIP platform.

**Statement of Trustees' responsibilities**

The Trustees (who are also directors of The British Association of Urological Surgeons Limited for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Each of the Trustees confirms that:

- ◆ so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the Trustee has taken all the steps that he/she ought to have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

**Trustees' report** 31 December 2021

**Statement of Trustees' responsibilities** *(continued)*

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

Approved by the Trustees and signed on their behalf by:

T O'Brien

Approved by the Trustees on: 10th May 2022

**Independent auditor's report to the members of The British Association of Urological Surgeons Limited**

**Opinion**

We have audited the financial statements of The British Association of Urological Surgeons Limited (the 'charitable company') for the year ended 31 December 2021 which comprise the statement of financial activities, the balance sheet, and statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- ◆ the information given in the trustees' report, which is also a directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- ◆ the financial statements are not in agreement with the accounting records and returns; or
- ◆ certain disclosures of trustees' remuneration specified by law are not made; or
- ◆ we have not received all the information and explanations we require for our audit; or
- ◆ the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

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

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

### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006) and those that relate to data protection (General Data Protection Regulation).

**Auditor's responsibilities for the audit of the financial statements** (continued)

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ reading the minutes of meetings of those charged with governance; and
- ◆ enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Edward Finch (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

## Statement of financial activities Year to 31 December 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	2020 £
<b>Income and expenditure</b>							
<b>Income:</b>							
Investment income	1	64,295	—	64,295	67,342	—	67,342
Income from charitable activities							
. Dissemination of information	2	1,191,529	15,000	1,206,529	871,437	15,500	886,937
<b>Total income</b>		<b>1,255,824</b>	<b>15,000</b>	<b>1,270,824</b>	<b>938,779</b>	<b>15,500</b>	<b>954,279</b>
<b>Expenditure</b>							
Expenditure on charitable activities							
. Dissemination of information	3	1,071,273	3,945	1,075,218	976,825	3,668	980,493
<b>Total expenditure</b>		<b>1,071,273</b>	<b>3,945</b>	<b>1,075,218</b>	<b>976,825</b>	<b>3,668</b>	<b>980,493</b>
<b>Net income (expenditure) before gains on investments</b>		<b>184,551</b>	<b>11,055</b>	<b>195,606</b>	<b>(38,046)</b>	<b>11,832</b>	<b>(26,214)</b>
Net gains on investments	11	302,416	—	302,416	128,151	—	128,151
<b>Net income (expenditure)</b>		<b>486,967</b>	<b>11,055</b>	<b>498,022</b>	<b>90,105</b>	<b>11,832</b>	<b>101,937</b>
Transfer between funds	14	—	—	—	(2,000)	2,000	—
<b>Net movement in funds</b>		<b>486,967</b>	<b>11,055</b>	<b>498,022</b>	<b>88,105</b>	<b>13,832</b>	<b>101,937</b>
<b>Reconciliation of funds:</b>							
Fund balances brought forward at 1 January 2021		2,923,680	31,466	2,955,146	2,835,575	17,634	2,853,209
<b>Fund balances carried forward at 31 December 2021</b>		<b>3,410,647</b>	<b>42,521</b>	<b>3,453,168</b>	<b>2,923,680</b>	<b>31,466</b>	<b>2,955,146</b>

All of the charity's activities derived from continuing operations during the current financial period.

All recognised gains or losses are included in the above statement of financial activities.

**Balance sheet** 31 December 2021

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed assets</b>					
Intangible fixed assets	9		<b>9,360</b>		18,720
Tangible fixed assets	10		<b>11,809</b>		8,532
Investments	11		<b>2,434,292</b>		2,131,876
			<b>2,455,461</b>		2,159,128
<b>Current assets</b>					
Stocks		<b>6,487</b>		5,977	
Debtors	12	<b>704,877</b>		393,342	
Cash at bank and in hand		<b>753,666</b>		571,887	
		<b>1,465,030</b>		971,206	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	<b>(467,323)</b>		(175,188)	
<b>Net current assets</b>			<b>997,707</b>		796,018
<b>Total net assets</b>			<b>3,453,168</b>		2,955,146
<b>The funds of the charity:</b>					
Restricted funds					
. UROLINK funds	14		<b>42,521</b>		31,466
Designated funds					
. Endourology funds	14		<b>351,487</b>		307,028
. BSoT fund			<b>63,858</b>		56,475
Unrestricted funds:					
. General funds	14		<b>2,995,302</b>		2,560,177
			<b>3,453,168</b>		2,955,146

Approved by the Trustees  
and signed on their behalf by:

T O'Brien  
President

N Watkin  
Honorary Treasurer

Approved on: 10<sup>th</sup> May 2022

The British Association of Urological Surgeons Limited  
Registered Company Number: 06054614 (England and Wales)

## Statement of cash flows 31 December 2021

	Notes	2021 £	2020 £
<b>Cash inflow/(outflow) from operating activities:</b>			
Net cash provided by/(used in) operating activities	A	<b>123,103</b>	(311,603)
<b>Cash inflow from investing activities:</b>			
Dividends and interest from investments		<b>64,295</b>	67,342
Purchase of tangible fixed assets		<b>(5,619)</b>	(3,462)
<b>Net cash provided by investing activities</b>		<b>58,676</b>	63,880
<b>Change in cash and cash equivalents in the year</b>		<b>181,779</b>	(247,723)
<b>Cash and cash equivalents at 1 January 2021</b>	B	<b>571,887</b>	819,610
<b>Cash and cash equivalents at 31 December 2021</b>	B	<b>753,666</b>	571,887

### Notes to the cash flow statement for the year to 31 December 2021.

#### A Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>498,022</b>	101,937
<b>Adjustments for:</b>		
Depreciation charge	<b>2,342</b>	2,959
Amortisation charge	<b>9,360</b>	9,360
Gains on investments	<b>(302,416)</b>	(128,151)
Dividends and interest from investments	<b>(64,295)</b>	(67,342)
(Increase)/Decrease in stocks	<b>(510)</b>	1,483
(Increase)/Decrease in debtors	<b>(311,535)</b>	66,072
Increase/(Decrease) in creditors	<b>292,135</b>	(297,921)
<b>Net cash provided by/(used in) operating activities</b>	<b>123,103</b>	(311,603)

#### B Analysis of cash and cash equivalents

	2021 £	2020 £
Cash at bank and in hand	<b>752,666</b>	570,887
Cash held by investment managers	<b>1,000</b>	1,000
<b>Total cash and cash equivalents</b>	<b>753,666</b>	571,887

## Principal accounting policies 31 December 2021

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

### **Basis of preparation**

These accounts have been prepared for the year to 31 December 2021.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

### **Critical accounting estimates and areas of judgement**

Preparation of the accounts requires the trustees and management to make significant judgements and estimates.

The items in the accounts where judgements and estimates have been made include the judgement whether items meet the criteria for capitalisation as intangible fixed assets, estimating the amortisation and useful economic life and likely residual values, if any, of intangible and tangible fixed assets for the purposes of determining the annual depreciation charge.

### **Assessment of going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts.

The trustees of the charity have concluded that the charity is able to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the accounts are detailed above. With regard to the next accounting period, the year ending 31 December 2022, the most significant areas that affect the carrying value of the assets held by the charity are the level of investment return and the performance of the investment markets.

### **Income recognition**

Income is recognised in the period in which the charity becomes entitled to that income, where receipt of resources is probable and the amount can be measured reliably.

Income comprises subscriptions, income from scientific meetings and journals, investment income, donations and other income.

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity. This is normally upon notification of the interest paid or payable by the bank.

Income is recognised in the statement of financial activities for the proportion of subscriptions, which are receivable in the financial period. Amounts received but not recognised in the statement of financial activities are carried forward in the balance sheet as deferred income.

Income from scientific meetings and journals is recognised in the statement of financial activities when the service is delivered. Amounts received but not recognised are carried forward in the balance sheet as deferred income.

### **Resources expended**

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ◆ Expenditure on raising funds includes all expenditure associated with raising funds for the charity. This includes investment management fees.
- ◆ Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include charitable grants and donations, direct and support costs in respect of the dissemination of information including governance costs.

Grants payable are included in the statement of financial activities when approved and when the intended recipient has either received the funds or been informed of the decision to make the grant and has satisfied all performance conditions. Grants approved but not paid at the end of the financial year are accrued. Grants where the beneficiary has not been informed or has to fulfil performance conditions before the grant is released are not accrued for but are disclosed as financial commitments in the notes to the accounts. Grants comprise single year payments rather than multi-year grants.

All expenditure is stated inclusive of irrecoverable VAT.

#### **Allocation of support and governance costs**

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect of its compliance with regulation and good practice.

Support costs and governance costs are allocated in full to the charitable activity of dissemination of information.

#### **Intangible fixed assets**

All intangible assets purchased that have a cost of more than £500 and an expected useful economic life that exceeds one year are capitalised and classified as intangible fixed assets. Intangible fixed assets are stated at historical cost less amortisation. Amortisation is provided on all intangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

- ◆ CRM database – over 5 years.

An annual impairment review is carried out for each asset after it has been brought into use to reassess its remaining useful life and that it still meets the definition of an intangible asset. Provision is made for assets that are no longer deemed to give an ongoing benefit to the charity for a period of greater than 12 months.

#### **Tangible fixed assets**

All tangible assets purchased that have a cost of more than £500 and an expected useful economic life that exceeds one year are capitalised and classified as fixed assets. Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

- ◆ Improvements to leasehold premises – over the life of the lease
- ◆ Fixtures and fittings – over 5 years
- ◆ Office equipment – over 5 years

#### **Fixed asset investments**

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

The charity does not acquire put options, derivatives or other complex financial instruments.

**Fixed asset investments** (continued)

Realised gains (or losses) on investment assets are calculated as the difference between disposal proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value at that date. Realised and unrealised investment gains (or losses) are combined in the statement of financial activities and are credited (or debited) in the year in which they arise.

**Stocks**

Stocks are valued at the lower cost or net realisable value.

**Debtors**

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

**Cash at bank and in hand**

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

**Creditors and provisions**

Creditors and provisions are recognised when there is a legal or constructive obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

**Leased assets**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight line basis over the term of the lease.

**Pension contributions**

The charity participates in a multi-employer defined benefit pension scheme known as the Superannuation Arrangements of the University of London ("SAUL"). The scheme is contracted out of the State Earnings-Related Pension Scheme and is a centralised scheme for certain employees with the assets held in separate trustee-administered funds. The charity is unable to identify its share of the underlying assets and liabilities of the scheme, therefore the financial statements include pension costs payable in respect of the plan on a defined contribution basis.

## **Principal accounting policies** 31 December 2021

### **Fund accounting**

The general fund comprises the accumulated surpluses of unrestricted incoming resources not yet expended, which are available for use in furtherance of the general objectives of the charity.

Designated funds are set aside out of unrestricted funds and consist of amounts which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year end are carried forward in the balance sheet.

**1 Investment income**

	Unrestricted funds £	Restricted funds £	2021 £
Bank interest receivable on short term cash deposits	1,077	—	<b>1,077</b>
Income from investments listed on a recognised stock exchange	63,218	—	<b>63,218</b>
<b>2021 Total funds</b>	<b>64,295</b>	<b>—</b>	<b>64,295</b>

	Unrestricted funds £	Restricted funds £	2020 £
<i>Bank interest receivable on short term cash deposits</i>	5,367	—	5,367
<i>Income from investments listed on a recognised stock exchange</i>	61,975	—	61,975
<i>2020 Total funds</i>	<i>67,342</i>	<i>—</i>	<i>67,342</i>

**2 Income from dissemination of information**

	Unrestricted funds £	Restricted funds £	2021 £
Subscriptions	580,483	—	<b>580,483</b>
Annual Scientific Meeting	216,999	—	<b>216,999</b>
Journal of Clinical Urology	72,201	—	<b>72,201</b>
Journal of Medical & Surgical Urology	26	—	<b>26</b>
Office of Education	109,838	—	<b>109,838</b>
Section of Oncology	66,050	—	<b>66,050</b>
Section of Endourology	66,331	—	<b>66,331</b>
Section of Trainees	5,467	—	<b>5,467</b>
Industry sponsored webinars	71,534	—	<b>71,534</b>
Urolink	—	15,000	<b>15,000</b>
Data and audit	2,500	—	<b>2,500</b>
Other income	100	—	<b>100</b>
<b>2021 Total funds</b>	<b>1,191,529</b>	<b>15,000</b>	<b>1,206,529</b>

**2 Income from dissemination of information (continued)**

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>2020</i>
	£	£	£
<i>Subscriptions</i>	533,225	—	533,225
<i>Annual Scientific Meeting</i>	146,406	—	146,406
<i>Journal of Clinical Urology</i>	55,181	—	55,181
<i>Journal of Medical &amp; Surgical Urology</i>	36	—	36
<i>Office of Education</i>	79,680	—	79,680
<i>Section of Oncology</i>	—	—	—
<i>Section of Endourology</i>	—	—	—
<i>Section of Trainees</i>	16,167	—	16,167
<i>Industry sponsored webinars</i>	12,600	—	12,600
<i>Urolink</i>	—	15,500	15,500
<i>Data and audit</i>	25,000	—	25,000
<i>Other income</i>	3,142	—	3,142
<b><i>2020 Total funds</i></b>	<b>871,437</b>	<b>15,500</b>	<b>886,937</b>

**3 Costs of dissemination of information**

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>2021</i>
	£	£	£
Direct costs:			
Annual Scientific Meeting	66,008	—	<b>66,008</b>
Journal of Clinical Urology	55,417	—	<b>55,417</b>
Office of Education	36,711	—	<b>36,711</b>
Section of Oncology	47,181	—	<b>47,181</b>
Section of Endourology	36,850	—	<b>36,850</b>
Section of Female Urology	886	—	<b>886</b>
Section of Andrology	839	—	<b>839</b>
Section of Academic Urology	6,000	—	<b>6,000</b>
Industry sponsored webinars	9,075	—	<b>9,075</b>
BAUS 2020	749	—	<b>749</b>
UK Fellowship Meeting	5,956	—	<b>5,956</b>
Data and audit	5,610	—	<b>5,610</b>
British Journal of Urology International	61,233	—	<b>61,233</b>
Grants, donations and awards (see note 4)	3,737	—	<b>3,737</b>
Urolink	339	3,945	<b>4,284</b>
Subscriptions	6,952	—	<b>6,952</b>
Website Costs	15,745	—	<b>15,745</b>
	<b>359,288</b>	<b>3,945</b>	<b>363,233</b>
Support costs (see note 5)	625,205	—	<b>625,205</b>
Governance costs (see note 5)	86,780	—	<b>86,780</b>
<b>2021 Total funds</b>	<b>1,071,273</b>	<b>3,945</b>	<b>1,075,218</b>

**3 Costs of dissemination of information (continued)**

	Unrestricted funds £	Restricted funds £	2020 £
<i>Direct costs:</i>			
Annual Scientific Meeting	58,449	—	58,449
Journal of Clinical Urology	52,833	—	52,833
Office of Education	49,200	—	49,200
Section of Oncology	685	—	685
Section of Endourology	2,536	—	2,536
Section of Trainees	15,996	—	15,996
Section of Andrology and Genito-Urethral Surgery	1,032	—	1,032
Industry sponsored webinars	1,250	—	1,250
Data and audit	19,075	—	19,075
British Journal of Urology International	58,660	—	58,660
Grants, donations and awards (see note 4)	3,333	—	3,333
Urolink	763	3,668	4,431
Subscriptions	9,552	—	9,552
Website Costs	2,181	—	2,181
	<u>275,545</u>	<u>3,668</u>	<u>279,213</u>
<i>Support costs (see note 5)</i>	615,837	—	615,837
<i>Governance costs (see note 5)</i>	85,443	—	85,443
<b>2020 Total funds</b>	<u>976,825</u>	<u>3,668</u>	<u>980,493</u>

**4 Prizes, donations and awards**

	Unrestricted funds £	Restricted funds £	2021 £
Other Grants	2,757	—	2,757
Medals awarded to five individuals	980	—	980
<b>2021 Total funds</b>	<u>3,737</u>	<u>—</u>	<u>3,737</u>

	Unrestricted funds £	Restricted funds £	2020 £
Other Grants	1,850	—	1,850
Medals awarded to five individuals	1,483	—	1,483
<b>2020 Total funds</b>	<u>3,333</u>	<u>—</u>	<u>3,333</u>

**5 Support and governance costs**

	Support costs £	Governance £	2021 £
Staff costs (see note 7)	434,166	—	<b>434,166</b>
Staff recruitment, training, travel and welfare	5,978	—	<b>5,978</b>
Council and committee expenses	—	24,756	<b>24,756</b>
President's expenses and Officer's sessional time	—	44,789	<b>44,789</b>
Accommodation costs	55,201	—	<b>55,201</b>
Repairs, maintenance, and computer software expenses	65,517	—	<b>65,517</b>
Telephone	745	—	<b>745</b>
Postage, mailings, printing and stationery	4,171	—	<b>4,171</b>
Legal and professional fees	18,063	—	<b>18,063</b>
Auditors' remuneration:			
. Audit – current year	—	8,250	<b>8,250</b>
. Accountancy and advisory	—	8,985	<b>8,985</b>
Bank and credit card charges	11,114	—	<b>11,114</b>
Irrecoverable VAT	16,064	—	<b>16,064</b>
Sundry office expenses	2,484	—	<b>2,484</b>
Depreciation	2,342	—	<b>2,342</b>
Amortisation	9,360	—	<b>9,360</b>
	<b>625,205</b>	<b>86,780</b>	<b>711,985</b>

	Support costs £	Governance £	2020 £
Staff costs (see note 7)	426,077	—	426,077
Staff recruitment, training, travel and welfare	2,707	—	2,707
Council and committee expenses	—	2,134	2,134
President's expenses and Officer's sessional time	—	64,934	64,934
Accommodation costs	61,489	—	61,489
Repairs, maintenance, and computer software expenses	65,873	—	65,873
Telephone	2,331	—	2,331
Postage, mailings, printing and stationery	3,446	—	3,446
Legal and professional fees	20,778	—	20,778
Auditors' remuneration:			
. Audit – current year	—	9,000	9,000
. Accountancy and advisory	—	9,375	9,375
Bank and credit card charges	6,340	—	6,340
Irrecoverable VAT	12,960	—	12,960
Sundry office expenses	1,517	—	1,517
Depreciation	2,959	—	2,959
Amortisation	9,360	—	9,360
	<b>615,837</b>	<b>85,443</b>	<b>701,280</b>

**6 Net income (expenditure) before gains on investments**

This is stated after charging:

	2021 £	2020 £
Staff costs (see note 7)	434,166	426,077
Depreciation	2,342	2,959
Amortisation	9,360	9,360
Operating lease charges	58,989	58,989
Auditors' remuneration		
. Audit – current year	8,250	9,000
. Other services – current year	9,885	9,375

**7 Staff costs and remuneration of key management personnel**

The average number of persons employed by the charity (excluding council members), during the year was as follows:

	2021 No.	2020 No.
Office and administration	10	9

6 full-time and 4 part-time (2020 – 4 full-time, 5 part-time).

Staff costs for the above persons:

	2021 £	2020 £
Wages and salaries	349,859	343,939
Social security costs	32,639	31,787
Other pension costs	51,668	50,351
	<b>434,166</b>	<b>426,077</b>

No trustee received any remuneration for services to the charity as a member of Council during the current or previous year. During the year, seven (2020 - six) trustees were reimbursed for travel and meetings expenses totalling £1,091 (2020 - £12,661). BAUS reimbursed the employing trust of the BAUS President for two sessions per week and the employing trust of the Vice President for one session per week, amounting to £36,448 (2020 - £30,499).

During the year the number of employees earning £60,000 or more (including taxable benefits but excluding employer pension contributions) was as follows:

	2021 No.	2020 No.
£70,001 - £80,000	1	1

The pension contributions payable for these employees amounted to £12,926 (2020 - £12,735).

**7 Staff costs and remuneration of key management personnel** (continued)

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the trustees, the Chief Executive and Deputy Chief Executive. The total employment costs (including employer's national insurance and pension contributions) of the key management personnel for the year was £174,084 (2020 - £171,763).

**8 Taxation**

The charity is not liable to corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**9 Intangible fixed assets**

	CRM database £
<b>Cost</b>	
At 1 January 2021 and at 31 December 2021	<b>46,800</b>
<b>Amortisation</b>	
At 1 January 2021	<b>28,080</b>
Charge for the year	<b>9,360</b>
At 31 December 2021	<b>37,440</b>
<b>Net book values</b>	
At 31 December 2021	<b>9,360</b>
At 31 December 2020	<b>18,720</b>

**10 Tangible fixed assets**

	Improvements to leasehold premises £	Fixtures & fittings £	Computer equipment £	Total £
<b>Cost</b>				
At 1 January 2021	450,214	34,401	21,728	<b>506,343</b>
Additions	—	—	5,619	<b>5,619</b>
Disposals	(450,214)	(19,139)	(6,731)	<b>(476,084)</b>
At 31 December 2021	—	15,262	20,616	<b>35,878</b>
<b>Depreciation</b>				
At 1 January 2021	450,214	33,801	13,796	<b>497,811</b>
Charge for the year	—	—	2,342	<b>2,342</b>
Elimination on disposal	(450,214)	(19,193)	(6,731)	<b>(476,084)</b>
At 31 December 2021	—	14,662	9,407	<b>24,069</b>
<b>Net book values</b>				
At 31 December 2021	—	600	11,209	<b>11,809</b>
At 31 December 2020	—	600	7,932	<b>8,532</b>

Improvements to leasehold premises have been written off over the life of the lease. In the previous year, the lease was extended until May 2021, until which point these original assets remained in use.

## 11 Investments

	2021 £	2020 £
Investments listed on a recognised stock exchange at market value		
1 January 2021	2,131,876	2,003,725
Unrealised gains (losses)	302,416	128,151
<b>At 31 December 2021</b>	<b>2,434,292</b>	<b>2,131,876</b>

At the balance sheet date, the historical cost of the investments was £1,972,364 (2020 - £1,972,364).

At the balance sheet date, the market value of the portfolio comprised:

	2021 £	2020 £
Fixed interest	—	8,101
UK equities	286,760	234,719
Global equities	1,603,468	1,464,172
Property	93,720	83,356
Other assets	450,344	341,528
	<b>2,434,292</b>	<b>2,131,876</b>

Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:

	2021 £	2020 £
COIF Charities Investment Fund	2,434,292	2,131,876

## 12 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	102,068	116,980
VAT recoverable	—	23,483
Prepayments and accrued income	602,809	252,879
	<b>704,877</b>	<b>393,342</b>

### 13 Creditors: amounts falling due within one year

	2021 £	2020 £
Amounts falling due within one year:		
Trade creditors	50,511	29,308
Other taxes and social security costs	10,273	9,727
VAT payable	30,486	—
Accruals	49,341	46,820
Deferred income:		
. Annual meeting income received in advance	244,306	—
. Office of Education income received in advance	25,250	29,067
. BSoT income received in advance	23,408	—
. Industry sponsorship webinars/meetings	33,333	60,167
. Subscription income received in advance	415	99
	<b>467,323</b>	<b>175,188</b>

Income has been deferred because the charity has not yet met the conditions for recognising the income. The movements on deferred income are analysed below:

	2021 £	2020 £
Brought forward	89,333	279,788
Released in year	(89,333)	(279,788)
Additions in year	326,712	89,333
Carried forward	<b>326,712</b>	<b>89,333</b>

### 14 Funds

	1 January 2021 £	Income £	Expenditure £	Gains on investments £	31 December 2021 £
Restricted income funds:					
. UROLINK fund	31,466	15,000	(3,945)	—	42,521
Designated funds:					
. Section of Trainees fund	56,475	—	(1,100)	8,483	63,858
. Endourology fund	307,028	—	(1,657)	46,116	351,487
Unrestricted income funds:					
. General fund	2,560,177	1,255,824	(1,068,516)	247,817	2,995,302
	<b>2,955,146</b>	<b>1,270,824</b>	<b>(1,075,218)</b>	<b>302,416</b>	<b>3,453,168</b>

**14 Funds (continued)**

	1 January 2020 £	Income £	Expenditure £	Transfers & gains on investments £	31 December 2020 £
<i>Restricted income funds:</i>					
. UROLINK fund	17,634	15,500	(3,668)	2,000	31,466
<i>Designated funds:</i>					
. Section of Trainees fund	50,849	16,167	(15,076)	4,535	56,475
. Endourology fund	281,889	—	—	25,139	307,028
<i>Unrestricted income funds:</i>					
. General fund	2,502,837	922,612	(961,749)	96,477	2,560,177
	<u>2,853,209</u>	<u>954,279</u>	<u>(980,493)</u>	<u>128,151</u>	<u>2,955,146</u>

The UROLINK Fund was set up in 2008 by the unincorporated Association with a donation received from BJU international. Further funds have been received in recent years from BJU International and The Urology Foundation. These monies continue to be utilised to support UROLINK activities.

The Endourology designated fund represents the net surplus generated from the World Congress of Endourology, which will be used to support fellowships in endourology. It is anticipated this fund will be spent over a maximum of ten years.

The BAUS Section of Trainees (BSoT) designated fund represents the monies transferred to BAUS in 2019 when the Specialist Urology Registrars' Group (SURG), which had been a separate charity, ceased to exist and the BSoT was formed as part of BAUS. Trustees agreed these funds plus any surpluses generated by BSoT activities could be held in a designated fund to support urological training/trainees.

**15 Analysis of net assets between funds**

	Fixed assets £	Investments £	Net current assets £	<b>2021 Total £</b>
<i>Restricted income funds:</i>				
. UROLINK fund	—	—	42,521	<b>42,521</b>
Designated income funds	—	415,345	—	<b>415,345</b>
<i>Unrestricted income funds</i>				
. General fund	21,169	2,018,947	955,186	<b>2,995,302</b>
	<u>21,169</u>	<u>2,434,292</u>	<u>997,707</u>	<b><u>3,453,168</u></b>

**15 Analysis of net assets between funds (continued)**

	<i>Fixed assets</i> £	<i>Investments</i> £	<i>Net current assets</i> £	<i>2020 Total</i> £
<i>Restricted income funds:</i>				
. UROLINK fund	—	—	31,466	31,466
<i>Designated income funds</i>	—	363,503	—	363,503
<i>Unrestricted income funds</i>				
. General fund	27,252	1,768,373	764,552	2,560,177
	<u>27,252</u>	<u>2,131,876</u>	<u>796,018</u>	<u>2,955,146</u>

The total unrealised gains as at 31 December 2021 constitutes movements on fair value and are as follows:

	2021 £	2020 £
<b>Unrealised gains included above:</b>		
On investments	<b>461,928</b>	159,512
<b>Total unrealised gains at 31 December 2021</b>	<b>461,928</b>	159,512
<b>Reconciliation of movements in unrealised gains</b>		
Unrealised gains at 1 January 2021	<b>159,512</b>	31,361
Add: net gains arising on fair value movements arising in the year	<b>302,416</b>	128,151
<b>Total unrealised gains at 31 December 2021</b>	<b>461,928</b>	159,512

**16 Commitments under operating leases**

At 31 December 2021, the charitable company had the following future minimum commitments under non-cancellable operating leases as follows:

	2021 £	2020 £
In respect of land and building leases		
Payments which fall due:		
. Within one year	<b>46,057</b>	30,263
. Within two to five years	<b>153,523</b>	—
	<u><b>199,580</b></u>	<u>30,263</u>

**17 Pension commitments**

The charitable company participates in a centralised defined benefit scheme known as Superannuation Arrangements of the University of London (SAUL) for all qualified employees with the assets held in trustee administered funds. It is not possible to identify the charitable company's share of the underlying assets and liabilities of SAUL. Therefore contributions are accounted for as if SAUL were a defined contribution scheme and pension costs are based on the amounts actually payable (cash amounts) in accordance with FRS 102. The amount charged to the statement of financial activities in respect of pension costs (as shown in note 7) is the total contributions payable for the year. Any contributions payable at the balance sheet date are treated as creditors (as shown in note 13).

**17 Pension commitments** (continued)

SAUL is subject to triennial valuation by professionally qualified and independent actuaries. The last available valuation was carried out as at 31 March 2020 using the projected unit credit method in which the actuarial liability makes allowance for projected earnings. The main assumptions used to assess the technical provisions were:

Pre-retirement discount rate	4.06% per annum
Post-retirement discount rate	1.96% per annum
General salary increases	3.49% per annum
Price inflation – RPI	3.39% per annum
Price inflation – CPI	2.49% per annum
Pension increases in payment	2.49% per annum

The actuarial valuation applies to SAUL as a whole and does not identify surpluses or deficits applicable to individual employers. The valuation results show that SAUL's funding level at 31 March 2020 (the valuation date) was 94%, with a funding deficit of £217 million. The SAUL Trustee, as permitted by The Pensions Regulator, has chosen to take into account post-valuation date experience in its forward planning. Using the same assumptions as those applied at 31 March 2020, SAUL was 109% funded with a surplus of £357 million on 30 April 2021.

There will be a phased increase in the employer contribution rate from 16% to 19% on 1 April 2022, with a further increase from 19% to 21% on 1 January 2023. Member contributions were maintained at 6% of salaries.

**18 Related party transactions**

There were no transactions with a related party requiring disclosure during the period (2020 - £nil, see note 7 to the financial statements).