

The British Association of Urological Surgeons Limited

Annual Report and Financial Statements

31 December 2024

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

| | |
|---|--|
| President | J Cresswell (until 26 June 2024) |
| President | I Pearce (from 26 June 2024) |
| Vice President | I Pearce (until 26 June 2024) |
| President Elect | J Philip (from 26 June 2024) |
| Vice President Membership | I Shergill |
| Deputy Vice President Membership | M S Ahmad |
| Vice President Education | J Philip |
| Deputy Vice President Education | M Belal |
| Co-opted Trustees | S F Willis (until 31 December 2024) L Dodgshon |
| Registered/Principal office | The Royal College of Surgeons England 38 - 43 Lincolns Inn Fields London WC2A 3PE |
| Charity registration number | 1127044 |
| Company registration number | 06054614 |
| Auditor | Buzzacott Audit LLP 130 Wood Street London EC2V 6DL |
| Bankers | National Westminster Bank Plc Corporate Central Banking 5 -10 Great Tower Street London EC3P 3HX |
| Investment managers | CCLA Investment Management Limited Senator House 85 Queen Street London EC4V 4ET |

Trustees' report 31 December 2024

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 2024.

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 practice, the Association promotes and arranges scientific meetings and events covering every aspect of the practice of urology. The Association supports the education of urologists through courses, online learning, specialty focused meetings and a three-day annual scientific congress. The Association 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.

The Association's primary objectives in 2024 were to:

- ◆ focus on membership recruitment and retention, reviewing the range of membership benefits and pricing models.
- ◆ deliver a full calendar of events including educational courses, targeted sub-specialty meetings and a three-day annual scientific meeting.

Objectives and activities (continued)

Charitable objectives (continued)

- ◆ continue to review its education offering to ensure it continued to be relevant, accessible and valued by those who access it.
- ◆ continue to develop and promote best practice service models through audit and quality improvement and where appropriate by working with and giving input to other organisations such as GIRFT and NICE.
- ◆ engage in discussions and activities to better support the urological workforce including training guidance, recruitment and retention.
- ◆ develop a targeted strategy for communications to ensure they are fit for purpose and review current digital platforms to inform the development of a coordinated digital strategy.
- ◆ work on fully implementing the 10-Point Action Plan around widening participation with the aim of embedding 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.
- ◆ publish a Code of Conduct to be displayed at all BAUS meetings and events.

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.

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. BAUS provides ongoing professional and educational support to urologists to assist them in delivering high standards of care to their patients.

Achievements and performance

In 2024, the Association delivered twelve face-to-face events (F2F), BAUS remains the key provider of education and professional development for all doctors working in the field of urological surgery.

Association membership was 2,430 in January 2024 rising to 2,517 in November 2024 (2,409 in 2023). At the present time, 73% (960 out of 1,319) of the substantive consultant urologists in the UK are BAUS members.

Events and activities

Annual Scientific Meeting

The Annual Scientific Meeting (ASM) was held in Birmingham on 24-26 June 2024. This is the largest event BAUS organises, and it was attended by 1,200 delegates (1,138 in 2023) with a further 213 virtual registrations (245 in 2023). In total 1,413 delegates registered for the meeting, (1,383 in 2023).

Nine on site **skills courses** were offered overall. There were 161 places available on the skills courses and nine of the ten courses were sold out in advance with a total of 155 attendees (121 attendees for seven courses in 2023). In 2024 eight on site **teaching courses** were also offered with a total of 432 places available, 208 were booked and 199 attended. Four **virtual teaching courses** were offered with a total of 135 views ranging from 29-42 per course (in 2023 91-304 for online courses with 1,357 views).

386 abstracts were submitted for consideration for inclusion in the Annual Scientific Meeting (395 in 2023), of which 146 (38%) were accepted for presentation at the meeting (116 in 2023, 29%). In order to increase the acceptance rate and facilitate engagement in the meeting, more poster sessions and posters accepted for display will be included in the 2025 meeting.

All delegates were sent an online review form after the meeting and 635 or 44.9% of active participants (501 / 36% in 2023) returned comments which were generally helpful and constructive and help to inform future programme planning. 92% of those commenting confirmed attendance at the BAUS meeting helped them to keep up to date with their practice.

"Educational need and social as well as networking. Great to meet past trainees who has made it to the consultant careers."

"President Jo Cresswell and the way she conducted the whole meeting and engaged with everyone!"

"The inspiration speech of every speaker"

"I felt there was a gear change in valuing our diversity and being respectful of one another and our patients."

"Excellent speakers, motivating, uplifting and inspiring."

"Learning about new equipment/ technology at the exhibition".

Achievements and performance (continued)

Events and activities (continued)

Annual Scientific Meeting (continued)

In 2024 BAUS offered eight sponsorship packages, and seven sponsorship packages were sold (eight in 2023). In addition to these seven sponsors there were 60 exhibiting companies (51 in 2023), all available exhibition space was sold. Overall meeting sponsorship was 18% up on 2023.

Section meetings

The **Section of Endourology annual meeting** was held on 11-12 September 2024 at the Royal College of Physicians Edinburgh attended by 166 urologists (200 delegates in 2023). There were 16 exhibiting companies. 83 / 50% of the delegates (77 / 46.6% in 2023) returned feedback on the meeting.

"I have been attending from its inception. Covers an area of my interest"

"Opportunity to meet with like-minded urologists and always find meeting educationally valuable"

"As usual the best meeting of the urology calendar".

The **Section of Oncology annual meeting** was held on 14-15 November 2024 at the East Midlands Conference Centre, Nottingham attended by 206 delegates (234 in 2023). There were 20 exhibiting companies. 94 / 45.6% of the delegates (94 / 40% in 2023) returned feedback on the meeting.

"Always very good. Specialist, scientific, snappy."

"Fascinated with recent developments of Oncology Horizons"

"Wonderful scientific program"

"Best meeting of the year".

The **Section of Trainees (BSoT)** held their biennial meeting on 11-12 March 2024 at Bridgewater Hall, Manchester, attended by 122 delegates (105 in 2023) and supported by 5 exhibiting companies. 49 / 40.2% of delegates returned feedback on the meeting.

"I thought this was a fantastic conference - first time going and will definitely be back! A very relevant mix of topics for Urology SpRs and gained something from every talk. Thank you very much to the committee and sponsors."

"The variety of topics- especially the non urological ones were the best"

"For trainees, by trainees. Support for my fellows and colleagues".

Achievements and performance (continued)

Events and activities (continued)

Section meetings (continued)

In September 2024 the Section of Endourology ran the **Residential Operative Course** at St George's Hospital, London. This intensive three-day course is limited to four delegates and is for senior trainees in their final year, post FRCS (Urol), who are aiming to be appointed to a Consultant post with a subspecialty interest in endourology. Those completing the course can apply for a £1,500 travelling scholarship to support a visit to an endourological centre of excellence. Delegates reported that the course was an excellent opportunity for trainees to further their technical skills with input and guidance from an expert faculty.

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. The course was run face to face on 23-26 January 2024 at College Court, Leicester, with 45 registrations (60 registrations in January 2023 for a hybrid face to face and online course). The course was organised for the first time by Mr Kasra Saeb-Parsy, who took over as Course Director from Miss Anna O'Riordan. 55 / 91.7% (55 / 92 % in 2023) of the delegates returned feedback.

"Loved the venue. All the presenters were phenomenal. All the lectures were really great and massively helped in building my understanding of the topics further."

"Mr Parsy and his team have done a fantastic job organising such a brilliant course. The venue and catering was outstanding. I would highly recommend this course to my colleagues and juniors."

"Extremely helpful session. Good ST3 prep. Nice atmosphere for constructive feedback."

"I really enjoyed the Viva session. It allows me to learn from other candidates. Mr Kasra is also a great facilitator and he gave very useful constructive feedback which I find it essential in prepping for national selection interview."

The **FRCS Urology examination** is run by the Joint Intercollegiate Exam Board (JCIE) 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 and are run over five days.

In March 2024 the course was held at CentrED at ExCel, London with 77 participants (66 in Birmingham in 2023).

The second revision course was at College Court, Leicester in September 2024 with 52 participants (56 in 2023 in Leicester).

Achievements and performance (continued)

Events and activities (continued)

Section meetings (continued)

41 / 53% of the delegates returned feedback on the March course and 26 / 50% of the delegates completed feedback on the September course.

"Exceptional course. Learnt a lot. Sian was a star and should be commended"

"Thanks to all. Brilliant course. So helpful in exam preparation"

"The course was very well-organized".

"The course organisation was at top level."

"Viva sessions from faculty who had sat the exam within the last 5 years was the most useful."

Skills courses

The collaboration with KARL STORZ runs a series of skills courses utilising the facilities at the KARL STORZ Training & Technology Centre (TTC), Slough. BAUS organises the faculty, determines the content and registers delegates and both parties collaborate to ensure there is good coordination and optimisation of access to skills training.

Two ureteroscopy courses were run in May and November with 21 and 20 delegates respectively (16 and 21 in 2023) and two endoscopic skills courses were run in May and December with 22 and 18 delegates respectively (19 and 22 in 2023). One PCNL course was run in December in 15 registrations.

Webinars

There were 5 webinars that took place in the BAUS Sponsored Innovations in Urology Series in 2024. The average number of registrations for the webinar was 165, with an average of 57 delegates joining live and 84 watching the recording post webinar. Topics covered; Urology and oncology partnerships, HoLEP for optimal prostate enlargement treatment, TFL drive applications in surgery, Advances in the management of urethral stricture, and BPH pathway transformation.

Audit

There is a rolling programme of BAUS snapshot audits, with clear criteria for assessment of audit proposals based on safety, efficacy and accessibility criteria. The audits are developed by the Sections with the support of the Audit Steering Group (ASG) and BAUS Programme Manager. Audits are selected to address common problems where differences in practice are perceived and where changes in practice can benefit patients but do not exclude rarer conditions where, for example, unwarranted variation has been highlighted by the NHS Getting It Right First Time (GIRFT) programme. The audit programme aims to cover the breadth of urology, offering the potential for all urological units in the UK to participate. The metrics are patient-focused, and the data collection and submission processes are designed to maximise case ascertainment. National data is reported but the focus of the audits is to provide individual feedback to units for benchmarking and quality improvement.

Achievements and performance (continued)

Audit (continued)

The audits appear on the annual NHSE Quality Accounts List, which helps drive compliance and ensures integration into Trust governance processes for scrutiny of the results and generation of an action plan if required. There are case studies available to urologists from the audits which demonstrate how individual unit feedback to urology units has been a catalyst for driving changes in practice and service improvement. Local re-auditing is promoted through provision of audit templates and supporting documentation and guidance, thereby closing the audit loop.

Nephrostomy Audit

Unit-level anonymised data was collected on all patients undergoing primary insertion of nephrostomy for an infected, obstructed kidney in the emergency setting between 1 October and 30 November 2023 inclusive. Data submission took place between 1 and 28 February 2024 inclusive. Sepsis due to an infected obstructed kidney is a serious urological emergency that needs prompt and appropriate management. Although there is consensus on diagnosis and immediate resuscitation of the patient, provision for further management of draining the infected obstructed kidney is not uniform across the different hospitals depending on availability of on-call interventional radiology service. Centralisation of vascular services will impact further on appropriate and timely access to interventional radiology for management of patients requiring nephrostomy insertion. The aim of the audit was to identify variation in the nephrostomy pathway and its effect on patients. 688 complete datasets were captured from 105 units in the UK. The preliminary results were presented at the BAUS Annual Scientific Meeting in June 2024 and further analysis of the data was presented at the Section of Endourology Annual Meeting in September 2024. The national summary results were uploaded onto the BAUS website and individual unit reports were sent to all participating units. The results were shared with Interventional Radiologists and GIRFT with the aim of a collaborative approach to improving the nephrostomy pathway.

The Impact of Diagnostic Ureteroscopy on Radical Nephroureterectomy and Compliance with Standard Care (I-DUNC) Audit

Unit-level anonymised data was collected on all patients undergoing radical nephroureterectomy (RNU) for suspected urothelial cancer (UTUC) between 1 July 2022 and 31 July 2023, and subsequent follow-up data including the number of patients who had post-RNU bladder mitomycin-C (MMC) and the number of patients receiving adjuvant chemotherapy for T2 or higher disease. Data submission took place between 1 April and 30 April 2024 inclusive. UTUC requires timely and accurate diagnosis and treatment. RNU is the surgical standard of care for patients with suspected UTUC but there is currently no consensus on the best diagnostic evaluation strategy for these patients.

The aims of the audit were to assess national practices for diagnostic evaluation of patients with suspected UTUC and the impact of diagnostic ureteroscopy on the outcomes of RNU and evaluate national compliance with standard-of-care practices such as MMC administration and adjuvant chemotherapy in T2 or higher disease. 877 complete datasets were captured from 70 units in the UK. The preliminary results were presented at the BAUS Annual Scientific Meeting in June 2024 and further analysis of the data was presented at the Section of Oncology Annual Meeting in November 2024. The national summary results were uploaded onto the BAUS website and individual unit reports were sent to all participating units.

Achievements and performance (continued)

Audit (continued)

The Impact of Diagnostic Ureteroscopy on Radical Nephroureterectomy and Compliance with Standard Care (I-DUNC) Audit (continued)

BAUS hosted a webinar in October 2024 to disseminate the findings to other relevant stakeholders and to facilitate discussion. Development of a UTTCC pathway guide was commissioned by GIRFT on the strength of the evidence provided by the audit.

Environmental Lessons Learned and Applied to the Bladder Cancer Care Pathway (ELLA) Audit

Unit-level anonymised data was collected on all patients with new diagnoses of bladder tumour who underwent TURBT between 1 April and 31 May 2024. Data submission took place between 1 and 30 November 2024 inclusive. Data was also collected on the bladder service configuration in UK units via a one-off unit survey. Climate change is a global emergency, and healthcare is responsible for 5% of global greenhouse gas emissions. The NHS has a net zero greenhouse gas emissions target of 2045. Achieving this goal will involve adaptation and innovation throughout healthcare. GIRFT has developed guidance for the bladder cancer pathway, aimed at showing healthcare teams how they can quickly realise significant greenhouse gas emission reductions. The audit aimed to assess and identify variations in practice related to the most important GIRFT decarbonisation recommendations for the bladder cancer care pathway across the UK and estimate hospital level excess greenhouse gas emissions compared to optimal 'low carbon' practice. The preliminary results of this audit will be presented at the BAUS Annual Scientific Meeting in June 2025 and at the Section of Oncology Annual Meeting in November 2025.

Penile Fracture (SNAP) Audit

This audit was launched in September 2024. Unit-level anonymised data will be collected on all patients undergoing surgical repair for a suspected or confirmed penile fracture between 1 April 2023 and 31 March 2024. Data submission will take place from 1 March to 31 March 2025 inclusive. Penile fracture remains a rare and unique urological emergency with high rates of erectile dysfunction, curvature and pain if not managed promptly. With changes and advances in centralisation and imaging the current state of national practice remains unclear. The aims of this audit are to collect data on the presentation, investigations, management and outcomes of patients undergoing a surgical repair for penile fracture and to determine variations in pathways and treatment received. The preliminary results of this audit will be presented at the BAUS Annual Scientific Meeting in June 2025.

Two future audits were approved by the Audit Steering Group for development and piloting by the Section of Oncology and the Section of Female Reconstructive Urology respectively.

Achievements and performance (continued)

Audit (continued)

National Consultant Information Programme (NCIP) - Urology Vanguard

BAUS continued its partnership with NCIP to provide urologists with access to routinely collected data in a format which gives them high quality supporting information for appraisal and professional development and enables local and national benchmarking to help improve quality and patient safety. All consultant urologists in England have access to their individual and unit level data in the NCIP portal. There are 35 urology dashboards in the tool and urologists also have access to the stress incontinence and paediatric urology dashboards in the Gynaecology and Paediatric Surgery portfolio if they undertake these procedures. In 2024, BAUS promoted use of the NCIP and Model Health System (MHS) data portals and support materials such as webinars and FAQs to urologists through a variety of mechanisms: the BAUS Sections, the BAUS Regional Representatives, BAUS website, BAUS Weekly Newsletter/web-app, and BAUS provided the facility for NCIP to host a helpdesk at the BAUS Annual Scientific Meeting.

BAUS also continued work with GIRFT on the co-development and publication of coder and clinician guidance for a range of urological procedures to improve the conformity of coding nationally, which is available on the BAUS and GIRFT websites.

NCIP applies to England only but BAUS is supporting its members in the devolved nations by sharing learning from the Association's collaboration with NCIP that can be applied to data collection projects in Wales, Scotland and Northern Ireland.

Other activities

Workforce

BAUS has undertaken annual workforce surveys since 2009 and uses the information to contribute to discussions on workforce planning and identify longitudinal workload trends. The report on the 2023 data was published in June 2024. 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 2024 report included regional data to show the number of urologists per head of population demonstrating a marked variation across the country.

Essay and Audit Competitions

BAUS aims 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 2024, 44 submissions were received for the essay competition (17 in 2023); the title set was **""What is the role of Artificial Intelligence in Urology at present and what does the future hold?"**

Achievements and performance (continued)

Other activities (continued)

Essay and Audit Competitions (continued)

In 2024, 15 submissions were received for the audit competition (17 in 2023). The national winners were invited to attend the Annual Scientific Meeting and were invited to present their work in the Medical Student session and Core Trainees session at the meeting. Prizes and certificates were presented to the winners.

BAUS Medals and Awards

The Medals and Awards Committee includes BAUS Trustees, Council Members, Committee Members and previous medal winners. Nominations were opened in September 2023 and were considered by the Committee. The winners were presented with their awards at the BAUS Annual Meeting in June 2024. The 2024 winners were:

- ◆ St Peter's Medal for 2024 – Professor Shamim Khan
- ◆ St Paul's Medal for 2024 – Dr Sanjay Kulkarni
- ◆ BAUS Gold Medal for 2024 – Miss Jean McDonald
- ◆ Karl Storz - Harold Hopkins Golden Telescope Award 2024 – Professor Hashim Ahmed
- ◆ John Anderson Award 2024 – Mrs Suzie Venn
- ◆ Certificate of Distinction 2024 – Mr Rob Feasey (Karl Storz)

Widening Participation

In July 2021 BAUS published its 10-point action plan around widening participation. 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.

The Widening Participation Working Group, which includes two Trustees and reports directly to the Board, held several meetings in 2024 and progressed a number of workstreams. Data collection is an ongoing priority to help BAUS understand the diversity of the membership and those holding leadership roles within BAUS. Currently BAUS have collected 51% of active members' data. BAUS Committee Members' current data shows that 31% are female and 69% are male.

In all meetings and conferences there was a drive to ensure that the faculty invited to participate in sessions represented a diverse and inclusive range of urologists. At the 2024 BAUS Annual Meeting there were 33% of female and 67% of male Chairs and Speakers.

In its ten-point action plan BAUS had committed to developing a code of conduct for meeting chairs and panellists to follow in order to avoid inappropriate comments and bystander apathy and this was piloted at the Section of Oncology meeting in November 2023 and was rolled out to all meetings in 2024.

Point 6 of the Plan was to prime the pipeline for leadership into BAUS roles. During 2023 the working group developed plans for a shadowing scheme to allow members, at any stage of their careers, to gain a deeper understanding of the functions of BAUS's committees. The pilot was rolled out late in 2024 and is ongoing.

Achievements and performance (continued)

Other activities (continued)

BAUS Digital and Communications Strategy

The BAUS Digital Working Group and Light Media (external IT provider) continued to work closely together throughout the first half of 2024 to ensure that development of the Web App was finalised in time for launch at the ASM in June 2024, along with the 'new look' BAUS website. Training regarding usage and the potential for the Web App to enhance communication was provided to multiple stakeholders including the BAUS HQ Team, Section and Regional representatives and Trustees. Feedback was incorporated, where appropriate, throughout this process.

Launch materials were developed in collaboration with Light Media. The Digital Working Group collaborated with Sections and Regions in the lead up to the ASM to ensure that a programme of content-development was in place, ready for roll-out at the ASM. The Web App was successfully launched at the ASM and made available to all BAUS members, with the provision of on-site support for those who required help in downloading it etc. Numerous 'Talking Heads' videos were recorded on site by Section and Regional representatives and by key faculty members - all of which were edited and pushed out via the Web App during the meeting. The Light Media team and key BAUS personnel successfully managed all on site queries regarding the Web App and the launch was achieved both on time and on budget.

The BAUS communications strategy continued to develop alongside the above activities, with key consideration of the resources required to successfully drive content via the Web App moving forwards. As a result, a case was made to Trustees for the recruitment of a Communications Manager, which was subsequently approved. Ongoing improvements were made to the BAUS Weekly Newsletter. The management of any issues associated with using the Web App was undertaken by Light Media and a monthly report was developed to report back to Trustees/other key stakeholders. A Communications Dashboard was developed to better understand member interaction with the Web App/website. Both these documents are reviewed on an ongoing basis by the BAUS Communications Manager and allow for the success of new initiatives to be evaluated.

Work in this area continues to evolve to ensure that the Web App becomes the channel of choice for members wishing to access succinct, timely and, importantly, personalised information regarding BAUS.

Urolink

Urolink works with a number of centres, mainly in East and Central Africa, to support the development of urological services.

There were a number of visits and workshops undertaken in 2024 including the following:

Suzie Venn ran the first Urogynaecological workshop in Lilongwe in February 2024. Over 5 days, a series of activities, formal teaching, operating and setting up of a urodynamics machine were carried out. After the visit there are plans to hold monthly urogynae MDTs between the UK and Malawi, and the team plan to revisit KCH in a year's time.

Achievements and performance (continued)

Other activities (continued)

Urolink (continued)

Shekhar Biyani conducted a scoping visit to Mengo Hospital in Kampala in March 2024, Shekhar and his colleagues made great progress and had solid discussions with a very receptive management team and medical director about provision of a urological service.

Nick Campain conducted a scoping visit to Ndola Teaching Hospital, Zambia, in April 2024. Nick was able to evaluate the needs, the capabilities and the future requirements of the Ndola Teaching Hospital (NTH). He left with very positive impressions of how Urolink could assist in the development of this centre due to the dynamism and positive attitudes of both the consultants leading the service, and the enthusiasm of the younger surgeons who were delivering the service there. This has led to the adoption of Ndola as another Urolink centre.

Will Finch and Matt Trail made their first visit to Hawassa in Ethiopia for the percutaneous stone surgery workshop to build the experience of the local team in PCNL, and endoscopic management of upper tract stone disease. Over four days, with Graham Watson's, Shekhar Biyani's and Steve Payne's help, they undertook 11 percutaneous procedures, of differing levels of complexity, resulting in complete success for 9 patients.

Ethiopian surgeon, Tilaneh Leyah, together with Shekhar Biyani, organised a simulation bootcamp about urological emergencies for general surgical residents at HUCSH (Hawassa University Comprehensive Specialized Hospital). They presented a comprehensive programme of knowledge-based teaching and practical simulation of the management of ureteric injuries, testicular torsion, priapism and penile fracture. It is hoped that this course may become endorsed by COSECSA (College of Surgeons of East, Central & Southern Africa) to help disseminate good urological practice to the many general surgeons who are seeing urological patients in their country's emergency setting.

Paul Anderson and Suzie Venn travelled to KCMC to deliver a reconstructive workshop to help mentor and upskill the local team in complex posterior urethral surgery as well as less complicated anterior urethral reconstruction. 15 cases, including a very complex posterior urethral injury presenting with a fistula in the thigh, were undertaken in the week.

Detailed reports on all activities are included on the Urolink pages on the BAUS website.

Financial review

Financial results of activities and events

The Association's finances remain stable. In 2024 there was an operating surplus of £130,627 (2023 – surplus of £210,866), against a budgeted deficit of £70,345. With total income of £2,285,431 and total expenditure of £2,154,804.

The direct surplus from the 2024 Annual Scientific Meeting (ASM) was £233,563 (2023 - £237,588), with income from the meeting at £971,920 (2023 - £909,802). Expenditure on the meeting was £738,357 (2023 - £672,214).

Financial review (continued)

Financial results of activities and events (continued)

BAUS continued to deliver a full programme of educational events in 2024, generating a direct surplus from its educational activities (Office of Education and journal income less associated expenditure) of £18,406 (Office of Education income £186,109; expenditure £151,957; journal income £87,050; expenditure £102,796).

The Section of Oncology and Section of Endourology annual meetings generated a surplus of £41,249 and a deficit of £(2,420) respectively (Oncology income £116,445; expenditure £75,196. Endourology income £93,874; expenditure £96,294).

The Industry Sponsored Webinars programme in 2024 brought in £32,850 of income, with expenditure of only £2,800, yielding a surplus of £30,050.

In 2024, subscription income was £618,063 (2023 - £580,418), accounting for 27% of the Association's income, maintaining the proportion from the previous year. (27% in 2023, 30% in 2022 and 46% in 2021)

Reserves policy and financial position

The "free reserves" of BAUS at 31 December 2024, calculated as total general funds less the value of intangible and tangible fixed assets, amounted to £3,268,881 (2023 - £3,185,919).

The Annual Scientific Meeting (ASM) accounted for 43% of BAUS's income (same as 2023) and 34% of expenditure (2023 – 36%). Given the increasing costs and forward-commitments associated with event organisation, the Trustees consider it prudent to retain sufficient reserves to cover one ASM, future contractual commitments (including pensions), and six months of operational expenditure. Accordingly, a minimum reserve level of £2,500,000 remains the target.

Staffing levels have increased modestly in 2024, reflecting investments in recruitment and consultancy to support strategic priorities and future-proof the organisation. Staff costs rose to £482,250 (2023 - £424,136).

The Trustees are committed to delivering innovative and comprehensive educational opportunities to all our members, throughout their urological career. Trustees have committed to a full educational review to take place in 2025, resulting in the development of an educational strategy. The reserves will fund this educational review and will fund a number of projects that the review will identify for the benefit of members. Additionally, a full review of the investment strategy will be held in 2025 which may result in a change to the reserves policy. The Trustees are confident that the levels of reserves that BAUS holds, which are readily accessible, is such that BAUS will be able to continue to operate effectively.

Investments policy

The Trustees are authorised to invest surplus funds as they determine. At 31 December 2024, the Association held £2,401,968 in the COIF Charity Funds Scheme managed by CCLA Investment Management (2023 - £2,348,906). Of this, £1,000 was held as cash, with the rest invested. Remaining reserves were held in current assets, primarily interest-bearing cash, amounting to £1,365,752 (2023 - £1,131,146).

Financial review (continued)

Investments policy (continued)

The Association's investment strategy remains focused on achieving long-term returns with moderate risk. Professional advice is obtained from the investment manager, CCLA, and investment performance is reviewed annually.

In 2024, the investment value rose by 2.26% (2023 – 9.2%) and generated income of £65,774. Trustees remain satisfied with this performance.

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.

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.

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 2024, formally adopted at the Annual General Meeting on 26 June 2024 and subsequently filed with Companies House and the Charity Commission.

The articles were amended to change the titles of the following officer posts:

- ◆ Vice President re-titled to become President Elect
- ◆ Honorary Secretary re-titled to become Vice President Education
- ◆ Honorary Secretary Elect re-titled to become Deputy Vice President Education
- ◆ Honorary Treasurer re-titled to become Vice President Membership
- ◆ Honorary Treasurer Elect re-titled to become Deputy Vice President Membership.

Governance, structure and management (continued)

Status and History (continued)

A change was made in the registered address of the Association to 38-43 Lincoln's Inn Fields.

At the AGM, the Rules of the Charity were amended to reflect the changes to the Articles (above).

Organisational structure

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

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

| | |
|------------|---------------------------------------|
| E A Bishop | Chief Executive and Company Secretary |
| P Hagan | Deputy Chief Executive |
| M Suphi | Chief Operating Officer |

The Association employed three part-time and seven full time members of staff as at 31 December 2024.

The following members have served on the Council since 1 January 2024:

| <i>Elected Regional Representatives</i> | | |
|---|-------------|------------------|
| R Barod | (2021-2026) | |
| R Casey | (2024-2027) | (from June 2024) |
| B Duggan | (2021-2024) | (to June 2024) |
| V During | (2021-2024) | (to June 2024) |
| G Durkan | (2019-2024) | (to June 2024) |
| S Garnett | (2020-2025) | |
| W Green | (2021-2025) | |
| M Haynes | (2024-2027) | (from June 2024) |
| J Jelski | (2024-2027) | (from June 2024) |
| G Kanda Swamy | (2019-2024) | (to June 2024) |
| L Kerr | (2022-2025) | |
| R Lockyer | (2021-2026) | |
| M Lynch | (2019-2024) | (to June 2024) |
| A Mainwarinig | (2024-2025) | (from June 2024) |
| V Modgil | (2023-2026) | |
| R Morrison | (2021-2025) | |
| A Nambiar | (2023-2026) | |
| B Patel | (2019-2024) | (to June 2024) |
| N Shah | (2019-2024) | (to June 2024) |
| T Sami | (2024-2027) | (from June 2024) |
| H Simpson | (2021-2026) | |
| K Thomas | (2024-2027) | (from June 2024) |
| S Wood | (2024-2027) | (from June 2024) |

Governance, structure and management (continued)

Organisational structure (continued)

Ex-officio Council Members

| | | |
|---------------|-------------|--|
| A Parnham | (2024-2025) | Chair, Section of Andrology and Genito-Urethral Surgery |
| S Subramonian | (2024-2025) | Chair, Section of Endourology |
| A Sahai | (2024-2025) | Chair, Section of Female and Reconstructive Urology |
| S Murali | (2024-2025) | Chair, Section of Specialist & Trust Urologists |
| V Hanchanale | (2024-2025) | Chair, Section of Oncology |
| S Nalagatla | (2023-2024) | Chair, Section of Trainees (to June 2024) |
| T Tien | (2024-2025) | Chair Section of Trainees (from June 2024) |
| A Dickinson | (2019-2024) | Chair, Audit Steering Group (to Feb 2024) |
| R Calvert | (2024-2029) | Chair Audit Steering Group (from Feb 2024) |
| R Heer | (2024- | Surgical Specialty Lead for Research |
| N Soomro | (2023-2027) | Council RCS England |
| A McNeill | (2021- | Chair, Executive Committee BJU International |
| M Garthwaite | (2023- | Chair, The Urology Foundation (TUF) |
| S Hillery | (2022- | President, British Association of Urological Nurses (BAUN) |

Key management

The Trustees consider that they, together with the Chief Executive, Deputy Chief Executive and the Chief Operating Officer, 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. There is an option to reimburse sessions, to the employing Trust, for the following Officers: President, President Elect and Vice President Education, if required.

Remuneration for all BAUS staff (including the Chief Executive, Deputy Chief Executive and the Chief Operating Officer) 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.

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.

Governance, structure and management (continued)

Method of recruitment, appointment, election, induction and training of Trustees (continued)

Appointment and election

The following procedural details apply to the Officers:

The Officers of the Council comprise the President, President Elect, Vice President Membership, Deputy Vice President Membership, Vice President Education and Deputy Vice President Education 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 President Elect holds office for two years thereafter becoming President.

The Vice President Membership and Vice President Education hold office for two years from the time of the Annual General Meeting. The Deputy Vice President Membership and Deputy Vice President Education hold office for two years thereafter becoming Vice President Membership and Vice President Education.

Trustees can co-opt up to four members, one of the co-opted Trustees was appointed from among the elected Regional Council members (following interview) 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 in 2021.

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. In 2024 induction meetings were held by the President, President Elect and senior staff with the newly elected Trustees. Additional training is provided by the charity for Trustees on an on-going basis as the need arises.

Risk and corporate governance matters

The Trustees of the Association have been tasked with risk management and corporate governance matters. 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.

Governance, structure and management (continued)

Risk and corporate governance matters (continued)

The Association maintains a comprehensive risk register which is reviewed regularly by the Trustees. The highest risks identified in the 2024 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 allows for a comprehensive review of work programmes and priorities which includes a review of staff resources against workplans to ensure resilience, sustainable performance and effective risk management.

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 virtually 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.

BJU International and The Urology Foundation (TUF) continue to support activities and funds donated are held in a reserve account. Progress reports to funders are submitted on a regular basis.

Education Committee

In April 2024, BAUS inaugurated a new education committee, the BAUS Education Steering Group (ESG) to provide leadership and strategic oversight across all educational activity undertaken by the Association. Working with the BAUS Sections, BAUS' four Educational Leads and co-opting additional expertise as required, the ESG facilitates an educational programme for all levels of practitioner involved in providing urological clinical care (including urology trainees, medical students seeking a career in urology and Allied Healthcare Professionals) to ensure its appropriateness, relevance and quality, and to avoid duplication. The ESG is chaired by Vice President Education) and the Vice-Chair the Deputy Vice President Education. The Secretaries of the BAUS specialist Section are ex-officio members.

The ESG has been given the following short to long term priorities (2024-26):

- ◆ Evaluating feedback and quantitative data for BAUS events
- ◆ Establishing a process for review of BAUS educational activities
- ◆ Repackaging existing BAUS recorded sessions from the Annual Scientific Meeting
- ◆ Cataloguing BAUS educational resources
- ◆ Creating an educational atlas.

Governance, structure and management (continued)

Sub-Committees (continued)

Audit Steering Group

The remit of the ASG is to provide leadership and strategic oversight across all data and audit activity within BAUS. In 2024, Mr Robert Calvert took over as Chair, replacing Andrew Dickinson.

In 2024, work focused on:

- ◆ Relationship building, networking and partnering with national programmes for quality improvement including Getting it Right First Time (GIRFT) and the National Consultant Information Programme (NCIP);
- ◆ Development of projects using existing data to inform development of BAUS audits and pathway development through GIRFT;
- ◆ 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.

BAUS Speciality Sections

BAUS has six specialty sections, four of which are Clinical Sections:

1. BAUS Section of Oncology formed in 1998;
2. BAUS Section of Endourology formed in 2002;
3. BAUS Section of Functional and Reconstructive Urology (previously Female, Neurological and Urodynamic Urology) formed in 2002;
4. BAUS Section of Andrology and Genito-Urethral Surgery formed in 2003;
5. BAUS Section of Trainees (BSoT) formed in 2018; and
6. BAUS Section of SAS & Trust Urologists (SSTU), formed in 2024.

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 clinical sections which are relevant to their areas of practice (BSoT and SSTU are not clinical sections).

In 2024 BAUS established a new Section of SAS & Trust Urologists (SSTU), replacing the SAS@BAUS working group which had been set up to offer career support and guidance for BAUS members who are Specialty and Associate Specialist (SAS) doctors or Locally Employed Doctors (LEDs).

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

The 2023-26 Strategic plan was presented to BAUS Council in January 2023. The plan informs and guides BAUS' activities for the coming years.

Membership

OUTCOME– That those delivering urological care become active members of BAUS at all stages of their careers so enabling BAUS to be relevant, representative, inclusive and effective.

In 2024 BAUS reviewed member communications and promotional opportunities to support recruitment and retention.

Education

OUTCOME – That members are supported to access lifelong learning in urology.

Education has been described as the 'heartbeat' of BAUS; it is the Association's core business. In 2024 BAUS:

- ◆ delivered a full calendar of events including educational courses, targeted sub-specialty meetings and a three-day annual scientific meeting.
- ◆ established a new structure to guide, evaluate and optimise BAUS's educational offer.

Provision of Urological Care

OUTCOME – BAUS' professional expertise is harnessed to contribute to equitable access to urological care for all patients in the UK.

BAUS will continue to develop and promote best practice service models through audit and quality improvement and where appropriate by working with and giving input to other organisations such as GiRFT and NICE.

Engagement in discussions and activities to better support the urological workforce including training guidance, recruitment and retention.

In addition to the core themes mentioned above, BAUS will develop a targeted strategy for communications to ensure they are fit for purpose including an update of the website and the launch of a progressive web app.

Work on fully implementing the 10-Point Action Plan around widening participation will continue. 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.

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).

Statement of Trustees' responsibilities (continued)

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.

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:



I Pearce

Approved by the Trustees on: 16 May 2025

Statement of financial activities Year to 31 December 2024

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 2024 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 2024 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.

Statement of financial activities Year to 31 December 2024

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).

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

Statement of financial activities Year to 31 December 2024

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

- ◆ 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. 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.



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

Date: 21 May 2025

Statement of financial activities Year to 31 December 2024

| | Notes | Unrestricted funds 2024 £ | Restricted funds 2024 £ | 2024 £ | Unrestricted funds 2023 £ | Restricted funds 2023 £ | 2023 £ |
|---|-------|---------------------------------|-------------------------------|------------------|---------------------------------|-------------------------------|------------------|
| Income and expenditure | | | | | | | |
| Income: | | | | | | | |
| Investment income | 1 | 89,093 | — | 89,093 | 81,108 | — | 81,108 |
| Income from charitable activities | | | | | | | |
| . Dissemination of information | 2 | 2,171,521 | 24,817 | 2,196,338 | 2,105,268 | 394 | 2,105,662 |
| Total income | | 2,260,614 | 24,817 | 2,285,431 | 2,186,376 | 394 | 2,186,770 |
| Expenditure | | | | | | | |
| Expenditure on charitable activities | | | | | | | |
| . Dissemination of information | 3 | 2,146,030 | 8,774 | 2,154,804 | 1,969,167 | 6,737 | 1,975,904 |
| Total expenditure | | 2,146,030 | 8,774 | 2,154,804 | 1,969,167 | 6,737 | 1,975,904 |
| Net income (expenditure) before gains on investments | | 114,584 | 16,043 | 130,627 | 217,209 | (6,343) | 210,886 |
| Net gains (losses) on investments | 11 | 53,062 | — | 53,062 | 197,678 | — | 197,678 |
| Net income (expenditure) | | 167,646 | 16,043 | 183,689 | 414,887 | (6,343) | 408,544 |
| Transfer between funds | 14 | 11,156 | (11,156) | — | — | — | — |
| Net movement in funds | | 178,802 | 4,887 | 183,689 | 414,887 | (6,343) | 408,544 |
| Reconciliation of funds: | | | | | | | |
| Fund balances brought forward at 1 January 2024 | | 3,570,142 | 24,142 | 3,594,284 | 3,155,255 | 30,485 | 3,185,740 |
| Fund balances carried forward | | | | | | | |
| at 31 December 2024 | | 3,748,944 | 29,029 | 3,777,973 | 3,570,142 | 24,142 | 3,594,284 |


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 2024

| | Notes | 2024 £ | 2024 £ | 2023 £ | 2023 £ |
|--|-------|------------------|------------------|------------------|------------------|
| Fixed assets | | | | | |
| Intangible fixed assets | 9 | | 57,417 | | 38,400 |
| Tangible fixed assets | 10 | | 17,636 | | 7,244 |
| Investments | 11 | | 2,401,968 | | 2,348,906 |
| | | | <u>2,477,021</u> | | <u>2,394,550</u> |
| Current assets | | | | | |
| Stocks | | 14,710 | | 4,147 | |
| Debtors | 12 | 689,088 | | 870,744 | |
| Cash at bank and in hand | | <u>1,365,752</u> | | <u>1,131,146</u> | |
| | | <u>2,069,550</u> | | <u>2,006,037</u> | |
| Liabilities: | | | | | |
| Creditors: amounts falling due within one year | 13 | <u>(768,598)</u> | | <u>(806,303)</u> | |
| Net current assets | | | <u>1,300,952</u> | | <u>1,199,734</u> |
| Total net assets | | | <u>3,777,973</u> | | <u>3,594,284</u> |
| The funds of the charity: | 14 | | | | |
| Restricted funds | | | | | |
| . UROLINK funds | | | 29,029 | | 24,142 |
| Designated funds | | | | | |
| . Endourology funds | | | 325,587 | | 345,796 |
| . BSoT fund | | | 55,110 | | 38,427 |
| . Urolink fund | | | 19,053 | | — |
| . Fixed asset fund | | | 75,053 | | — |
| Unrestricted funds: | | | | | |
| . General funds | | | <u>3,274,141</u> | | <u>3,185,919</u> |
| | | | <u>3,777,973</u> | | <u>3,594,284</u> |

Approved by the Trustees
and signed on their behalf by:



President

(...16/05/2025...)

Approved on:

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

Statement of cash flows 31 December 2024

| | Notes | 2024 £ | 2023 £ |
|--|-------|------------------|-----------|
| Cash inflow from operating activities: | | | |
| Net cash provided by operating activities | A | 186,802 | 241,482 |
| Cash inflow from investing activities: | | | |
| Dividends and interest from investments | | 89,093 | 81,108 |
| Purchase of intangible fixed assets | | (26,600) | (38,400) |
| Purchase of tangible fixed assets | | (14,689) | (1,662) |
| Net cash provided by investing activities | | 47,804 | 41,046 |
| Change in cash and cash equivalents in the year | | 234,606 | 282,528 |
| Cash and cash equivalents at 1 January 2024 | B | 1,131,146 | 848,618 |
| Cash and cash equivalents at 31 December 2024 | B | 1,365,752 | 1,131,146 |

Notes to the cash flow statement for the year to 31 December 2024.

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

| | 2024 £ | 2023 £ |
|---|----------------|-----------|
| Net movement in funds (as per the statement of financial activities) | 183,689 | 408,544 |
| Adjustments for: | | |
| Depreciation charge | 4,297 | 3,622 |
| Amortisation charge | 7,583 | — |
| (Gains)/Losses on investments | (53,062) | (197,678) |
| Dividends and interest from investments | (89,093) | (81,108) |
| Decrease in stocks | (10,563) | 979 |
| (Increase) in debtors | 181,656 | (74,062) |
| Increase in creditors | (37,705) | 181,185 |
| Net cash provided by operating activities | 186,802 | 241,482 |

B Analysis of cash and cash equivalents

| | 2024 £ | 2023 £ |
|--|------------------|-----------|
| Cash at bank and in hand | 1,364,752 | 1,130,146 |
| Cash held by investment managers | 1,000 | 1,000 |
| Total cash and cash equivalents | 1,365,752 | 1,131,146 |

Principal accounting policies 31 December 2024

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 2024.

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 2024, 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.
- ◆ 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 and web app – over 5 years
- ◆ Web app – 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.

Fixed asset investments (continued)

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

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 2024

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.

Notes to the financial statements 31 December 2024

1 Investment income

| | Unrestricted funds £ | Restricted funds £ | 2024 £ |
|--|-------------------------------------|-----------------------------------|-------------------|
| Bank interest receivable | 23,319 | — | 23,319 |
| Income from investments listed on a recognised stock exchange | 65,774 | — | 65,774 |
| 2024 Total funds | 89,093 | — | 89,093 |
| | <i>Unrestricted funds £</i> | <i>Restricted funds £</i> | <i>2023 £</i> |
| <i>Bank interest receivable</i> | <i>16,624</i> | <i>—</i> | <i>16,624</i> |
| <i>Income from investments listed on a recognised stock exchange</i> | <i>64,484</i> | <i>—</i> | <i>64,484</i> |
| <i>2023 Total funds</i> | <i>81,108</i> | <i>—</i> | <i>81,108</i> |

2 Income from dissemination of information

| | Unrestricted funds £ | Restricted funds £ | 2024 £ |
|------------------------------------|-------------------------------------|-----------------------------------|-------------------|
| Subscriptions | 618,063 | — | 618,063 |
| Annual Scientific Meeting | 971,920 | — | 971,920 |
| Journal of Clinical Urology | 87,050 | — | 87,050 |
| Office of Education | 186,109 | — | 186,109 |
| Section of Oncology | 116,445 | — | 116,445 |
| Section of Endourology | 93,874 | — | 93,874 |
| Section of Trainees | 43,474 | — | 43,474 |
| Industry sponsored webinars | 32,850 | — | 32,850 |
| Urolink | — | 24,817 | 24,817 |
| Data and audit | 7,000 | — | 7,000 |
| Other income | 14,736 | — | 14,736 |
| 2024 Total funds | 2,171,521 | 24,817 | 2,196,338 |
| | <i>Unrestricted funds £</i> | <i>Restricted funds £</i> | <i>2023 £</i> |
| <i>Subscriptions</i> | <i>580,418</i> | <i>—</i> | <i>580,418</i> |
| <i>Annual Scientific Meeting</i> | <i>909,802</i> | <i>—</i> | <i>909,802</i> |
| <i>Journal of Clinical Urology</i> | <i>85,321</i> | <i>—</i> | <i>81,794</i> |
| <i>Office of Education</i> | <i>178,649</i> | <i>—</i> | <i>178,649</i> |
| <i>Section of Oncology</i> | <i>105,376</i> | <i>—</i> | <i>105,376</i> |
| <i>Section of Endourology</i> | <i>177,332</i> | <i>—</i> | <i>177,332</i> |
| <i>Section of Female Urology</i> | <i>19,075</i> | <i>—</i> | <i>19,075</i> |
| <i>Section of Trainees</i> | <i>1,500</i> | <i>—</i> | <i>1,500</i> |
| <i>Industry sponsored webinars</i> | <i>35,683</i> | <i>—</i> | <i>35,683</i> |
| <i>Urolink</i> | <i>2,450</i> | <i>20</i> | <i>2,470</i> |
| <i>Data and audit</i> | <i>1,000</i> | <i>—</i> | <i>1,000</i> |
| <i>Other income</i> | <i>8,662</i> | <i>374</i> | <i>9,036</i> |
| <i>2023 Total funds</i> | <i>2,105,268</i> | <i>394</i> | <i>2,105,662</i> |

3 Costs of dissemination of information (continued)

| | Unrestricted funds £ | Restricted funds £ | 2024 £ |
|---|----------------------------|--------------------------|------------------|
| Direct costs: | | | |
| Annual Scientific Meeting | 738,357 | — | 738,357 |
| Journal of Clinical Urology | 102,796 | — | 102,796 |
| Office of Education | 151,957 | — | 151,957 |
| Section of Oncology | 75,196 | — | 75,196 |
| Section of Endourology | 96,294 | — | 96,294 |
| Section of Female Urology | 1,339 | — | 1,339 |
| Section of Trainees | 30,415 | — | 30,415 |
| Section of Andrology | 1,481 | — | 1,481 |
| Section of Academic Urology | 3,000 | — | 3,000 |
| Industry sponsored webinars | 2,800 | — | 2,800 |
| Data and audit | 2,322 | — | 2,322 |
| British Journal of Urology International | 66,500 | — | 66,500 |
| Grants, donations and awards (see note 4) | 2,238 | — | 2,238 |
| Urolink | 1,556 | 8,774 | 10,330 |
| Subscriptions | 2,184 | — | 2,184 |
| Website Costs | 12,456 | — | 12,456 |
| | <u>1,290,891</u> | <u>8,774</u> | <u>1,299,665</u> |
| Support costs (see note 5) | 778,574 | — | 778,574 |
| Governance costs (see note 5) | 76,565 | — | 76,565 |
| 2024 Total funds | <u>2,146,030</u> | <u>8,774</u> | <u>2,154,804</u> |
| | Unrestricted funds £ | Restricted funds £ | 2023 £ |
| Direct costs: | | | |
| Annual Scientific Meeting | 672,214 | — | 672,214 |
| Journal of Clinical Urology | 102,361 | — | 102,361 |
| Office of Education | 146,402 | — | 146,402 |
| Section of Oncology | 71,452 | — | 71,452 |
| Section of Endourology | 133,833 | — | 133,833 |
| Section of Female Urology | 12,785 | — | 12,785 |
| Section of Trainees | 29,482 | — | 29,482 |
| Section of Andrology | 3,066 | — | 3,066 |
| Section of Academic Urology | 3,000 | — | 3,000 |
| Industry sponsored webinars | 2,100 | — | 2,100 |
| Data and audit | 1,395 | — | 1,395 |
| British Journal of Urology International | 66,500 | — | 66,500 |
| Grants, donations and awards (see note 4) | 2,729 | 374 | 3,103 |
| Urolink | 14,796 | 6,363 | 21,159 |
| Subscriptions | 8,899 | — | 8,899 |
| Website Costs | 10,151 | — | 10,151 |
| | <u>1,281,165</u> | <u>6,737</u> | <u>1,287,902</u> |
| Support costs (see note 5) | 623,766 | — | 623,766 |
| Governance costs (see note 5) | 64,236 | — | 64,236 |
| 2023 Total funds | <u>1,969,167</u> | <u>6,737</u> | <u>1,975,904</u> |

Notes to the financial statements 31 December 2024

4 Prizes, donations and awards

| | Unrestricted funds £ | Restricted funds £ | 2024 £ |
|---|-------------------------------------|-----------------------------------|-------------------|
| Other Grants | 250 | — | 250 |
| Medals awarded to five individuals | 1,988 | — | 1,988 |
| 2024 Total funds | 2,238 | — | 2,238 |
| | <i>Unrestricted funds £</i> | <i>Restricted funds £</i> | <i>2023 £</i> |
| <i>Other Grants</i> | <i>1,750</i> | <i>374</i> | <i>2,124</i> |
| <i>Medals awarded to five individuals</i> | <i>979</i> | <i>—</i> | <i>979</i> |
| 2023 Total funds | 2,729 | 374 | 3,103 |

5 Support and governance costs

| | Support costs £ | Governance £ | 2024 £ |
|--|-----------------------|-----------------|----------------|
| Staff costs (see note 7) | 482,250 | — | 482,250 |
| Staff recruitment, training, travel and welfare | 34,162 | — | 34,162 |
| Council and committee expenses | — | 16,937 | 16,937 |
| President's expenses and Officer's sessional time | — | 50,028 | 50,028 |
| BAUS 80th anniversary expenditure | 425 | — | 425 |
| Accommodation costs | 52,025 | — | 52,025 |
| Repairs, maintenance, and computer software expenses | 63,661 | — | 63,661 |
| Postage, mailings, printing and stationery | 4,050 | — | 4,050 |
| Legal and professional fees | 94,376 | — | 94,376 |
| Auditors' remuneration – audit fees – current year | — | 9,600 | 9,600 |
| Bank and credit card charges | 31,156 | — | 31,156 |
| Irrecoverable VAT | 1,961 | — | 1,961 |
| Sundry office expenses | 2,628 | — | 2,628 |
| Depreciation and amortisation | 11,880 | — | 11,880 |
| | 778,574 | 76,565 | 855,139 |

5 Support and governance costs (continued)

| | Support costs £ | Governance £ | 2023 £ |
|--|-----------------------|-----------------|----------------|
| Staff costs (see note 7) | 424,136 | — | 424,136 |
| Staff recruitment, training, travel and welfare | 5,747 | — | 5,747 |
| Council and committee expenses | — | 8,934 | 8,934 |
| President's expenses and Officer's sessional time | — | 45,752 | 45,752 |
| Accommodation costs | 48,150 | — | 48,150 |
| Repairs, maintenance, and computer software expenses | 68,726 | — | 68,726 |
| Postage, mailings, printing and stationery | 6,370 | — | 6,370 |
| Legal and professional fees | 53,591 | — | 53,591 |
| Auditors' remuneration: | | | |
| . Audit – current year | — | 9,550 | 9,550 |
| . Accountancy and advisory | 8,250 | — | 8,250 |
| Bank and credit card charges | 30,678 | — | 30,678 |
| Bad debt write off | 6,576 | — | 6,576 |
| Irrecoverable VAT | (33,123) | — | (33,123) |
| Sundry office expenses | 1,043 | — | 1,043 |
| Depreciation | 3,622 | — | 3,622 |
| | 623,766 | 64,236 | 688,002 |

6 Net income (expenditure) before gains on investments

This is stated after charging:

| | 2024 £ | 2023 £ |
|---------------------------------|----------------|-----------|
| Staff costs (see note 7) | 482,250 | 424,136 |
| Depreciation | 4,297 | 3,622 |
| Amortisation | 7,583 | — |
| Operating lease charges | 44,532 | 41,408 |
| Auditors' remuneration | | |
| . Audit – current year | 9,600 | 9,550 |
| . Other services – current year | — | 8,250 |

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:

| | 2024 No. | 2023 No. |
|---------------------------|-------------|-------------|
| Office and administration | 9 | 8 |

7 full-time and 3 part-time (2023 – 5 full-time, 4 part-time).

Staff costs for the above persons:

| | 2024 £ | 2023 £ |
|-----------------------|----------------|----------------|
| Wages and salaries | 379,696 | 331,218 |
| Social security costs | 34,068 | 29,014 |
| Other pension costs | 68,486 | 63,904 |
| | 482,250 | 424,136 |

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

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 (2023 – seven) trustees were reimbursed for travel and meetings expenses totalling £18,197 (2023 – £14,468). BAUS reimbursed employing trusts for Officer sessions amounting to £26,818 (2023 – £35,935).

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

| | 2024 No. | 2023 No. |
|-------------------|-------------|-------------|
| £80,001 - £90,000 | 1 | 1 |

The pension contributions payable for these employees amounted to £30,844 (2023 – £18,153).

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 £229,533 (2023 – £193,027).

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

| | Web App £ | Asset under develop- ment £ | CRM database £ | Total £ |
|------------------------|--------------|---|----------------------|----------------|
| Cost | | | | |
| At 1 January 2024 | — | 38,400 | 46,800 | 85,200 |
| Additions | — | 26,600 | — | 26,600 |
| Transfers | 65,000 | (65,000) | — | — |
| At 31 December 2024 | 65,000 | — | 46,800 | 111,800 |
| Amortisation | | | | |
| At 1 January 2024 | — | — | 46,800 | 46,800 |
| Charge for the year | 7,583 | — | — | 7,583 |
| At 31 December 2024 | 7,583 | — | 46,800 | 54,383 |
| Net book values | | | | |
| At 31 December 2024 | 57,417 | — | — | 57,417 |
| At 31 December 2023 | — | 38,400 | — | 38,400 |

10 Tangible fixed assets

| | Fixtures & Fittings £ | Computer Equipment £ | Total £ |
|------------------------|--------------------------|-------------------------|---------------|
| Cost | | | |
| At 1 January 2023 | 5,496 | 21,245 | 26,741 |
| Additions | 13,055 | 1,634 | 14,689 |
| At 31 December 2024 | 18,551 | 22,879 | 41,430 |
| Depreciation | | | |
| At 1 January 2023 | 4,896 | 14,601 | 19,497 |
| Charge for the year | 1,739 | 2,558 | 4,297 |
| At 31 December 2024 | 6,635 | 17,159 | 23,794 |
| Net book values | | | |
| At 31 December 2024 | 11,916 | 5,720 | 17,636 |
| At 31 December 2023 | 600 | 6,644 | 7,244 |

11 Investments

| | 2024 £ | 2023 £ |
|---|------------------|-----------|
| Investments listed on a recognised stock exchange at market value | | |
| 1 January 2024 | 2,348,906 | 2,151,228 |
| Unrealised (losses) gains | 53,062 | 197,678 |
| At 31 December 2024 | 2,401,968 | 2,348,906 |

At the balance sheet date, the historical cost of the investments was £1,972,364 (2023 – £1,972,364).

At the balance sheet date, the investment portfolio comprised wholly of the COIF Charities investment fund and comprised the following:

| | 2024 £ | 2023 £ |
|-------------------------------------|------------------|-----------|
| Global equities | 1,517,084 | 1,522,795 |
| Other assets | 205,608 | 214,455 |
| UK equities | 199,363 | 151,270 |
| Infrastructure and operating assets | 201,765 | 151,974 |
| Fixed interest | 184,711 | 206,704 |
| Property | 93,437 | 101,708 |
| | 2,401,968 | 2,348,906 |

12 Debtors

| | 2024 £ | 2023 £ |
|---|----------------|----------------|
| Amounts falling due within one year: | | |
| Trade debtors | 413,188 | 538,790 |
| Prepayments | 153,391 | 231,595 |
| Accrued income | 100,668 | 78,853 |
| Other debtors | 1,073 | 15 |
| | 668,320 | 849,253 |
| Amounts falling due after more than one year: | | |
| Prepayments | 20,768 | 21,491 |
| | 689,088 | 870,744 |

13 Creditors: amounts falling due within one year

| | 2024 £ | 2023 £ |
|---|----------------|----------------|
| Amounts falling due within one year: | | |
| Trade creditors | 84,022 | 99,748 |
| VAT payable | 64,228 | 71,553 |
| Accruals | 44,884 | 55,306 |
| Deferred income: | | |
| . Annual meeting income received in advance | 509,205 | 516,410 |
| . Office of Education income received in advance | 30,571 | 29,754 |
| . BSoT income received in advance | — | 7,896 |
| . Section of FNUU (Female Urology) income received in advance | 13,638 | — |
| . Industry sponsorship webinars/meetings | 22,050 | 25,500 |
| . Subscription income received in advance | — | 136 |
| | 768,598 | 806,303 |

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:

| | 2024 £ | 2023 £ |
|-------------------|----------------|----------------|
| Brought forward | 579,686 | 326,712 |
| Released in year | (579,686) | (326,712) |
| Additions in year | 575,464 | 579,686 |
| Carried forward | 575,464 | 579,686 |

14 Funds

| | 1 January 2024 £ | Income £ | Expenditure £ | Transfers £ | Gains on investments £ | 31 December 2024 £ |
|----------------------------|---------------------------|------------------|--------------------|----------------|------------------------------|-----------------------------|
| Restricted income funds: | | | | | | |
| . UROLINK fund | 24,142 | 24,817 | (8,774) | (11,156) | — | 29,029 |
| Designated funds: | | | | | | |
| . Section of Trainees fund | 38,427 | 43,474 | (28,692) | — | 1,901 | 55,110 |
| . Endourology fund | 345,796 | — | (37,322) | — | 17,113 | 325,587 |
| . Urolink Fund | — | — | — | 19,053 | — | 19,053 |
| . Fixed asset fund | — | — | — | 75,053 | — | 75,053 |
| Unrestricted income funds: | | | | | | |
| . General fund | 3,185,919 | 2,217,140 | (2,080,016) | (82,950) | 34,048 | 3,274,141 |
| | <u>3,594,284</u> | <u>2,285,431</u> | <u>(2,154,804)</u> | <u>—</u> | <u>53,062</u> | <u>3,777,973</u> |

| | 1 January 2023 £ | Income £ | Expenditure £ | Gains on investments £ | 31 December 2023 £ |
|----------------------------|---------------------------|------------------|--------------------|------------------------------|-----------------------------|
| Restricted income funds: | | | | | |
| . UROLINK fund | 30,485 | 20 | (6,363) | — | 24,142 |
| . Other | — | 374 | (374) | — | — |
| Designated funds: | | | | | |
| . Section of Trainees fund | 57,053 | 1,500 | (26,497) | 6,371 | 38,427 |
| . Endourology fund | 315,031 | — | (3,191) | 33,956 | 345,796 |
| Unrestricted income funds: | | | | | |
| . General fund | 2,783,171 | 2,184,876 | (1,939,479) | 157,351 | 3,185,919 |
| | <u>3,185,740</u> | <u>2,186,770</u> | <u>(1,975,904)</u> | <u>197,678</u> | <u>3,594,284</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. A transfer of £11,156 was made from the Urolink restricted fund to the designated fund, with BJU's approval in January 2024. A further £7,897, from a previous unrestricted donation, was also transferred to the designated fund in year. This designated fund has been set up to allow Urolink to use the funds for other initiatives in under-resourced hospitals, including developing paediatric urological links in Ethiopia and East Africa.

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.

14 Funds (continued)

The charity has decided this year to establish a designated fund for the carrying value of the charity's tangible and intangible fixed assets. These funds have been designated by the trustees to reflect the fact that these funds are not in a liquid form and so are not expendable funds.

15 Analysis of net assets between funds

| | Fixed assets £ | Investments £ | Net current assets £ | 2024 Total £ |
|---------------------------|----------------------|------------------|-------------------------------|--------------------|
| Restricted income funds: | | | | |
| . UROLINK fund | — | — | 29,029 | 29,029 |
| Designated income funds | 75,053 | 399,750 | — | 474,803 |
| Unrestricted income funds | | | | |
| . General fund | — | 2,002,218 | 1,271,923 | 3,274,141 |
| | <u>75,053</u> | <u>2,401,968</u> | <u>1,300,952</u> | <u>3,777,973</u> |

| | Fixed assets £ | Investments £ | Net current assets £ | 2023 Total £ |
|---------------------------|----------------------|------------------|-------------------------------|--------------------|
| Restricted income funds: | | | | |
| . UROLINK fund | — | — | 24,142 | 24,142 |
| Designated income funds | — | 345,796 | — | 345,796 |
| Unrestricted income funds | | | | |
| . General fund | 45,644 | 2,003,110 | 1,175,592 | 3,224,346 |
| | <u>45,644</u> | <u>2,348,906</u> | <u>1,199,734</u> | <u>3,594,284</u> |

The total unrealised gains as at 31 December 2024 constitutes movements on fair value and are as follows:

| | 2024 £ | 2023 £ |
|---|----------------|----------------|
| Unrealised gains included above: | | |
| On investments | 429,604 | 376,542 |
| Total unrealised gains at 31 December 2024 | <u>429,604</u> | <u>376,542</u> |
| Reconciliation of movements in unrealised gains | | |
| Unrealised gains at 1 January 2024 | 376,542 | 178,864 |
| Add: net (losses) gains arising on fair value movements arising in the year | 53,062 | 197,678 |
| Total unrealised gains at 31 December 2024 | <u>429,604</u> | <u>376,542</u> |

16 Commitments under operating leases

At 31 December 2024, the charitable company had the following future minimum commitments under non-cancellable operating leases as follows:

| | 2024 £ | 2023 £ |
|--|---------------|----------------|
| In respect of land and building leases | | |
| Payments which fall due: | | |
| . Within one year | 53,896 | 43,080 |
| . Within two to five years | 17,786 | 57,296 |
| | 71,682 | 100,376 |

17 Pension commitments

The charitable company participates in pension schemes provided by the Superannuation Arrangements for the University of London (SAUL) for all qualified employees. SAUL provides pension benefits for eligible employees of multiple, separate employers. SAUL offers two types of pension as set out in the Scheme Rules:

- a defined benefit (DB) plan that pays members' benefits according to a set formula, based on members' salaries
- a defined contribution (DC) plan for the first three years of membership, called SAUL Start, that gives members an individual pension pot which is invested for their retirement.

Generally, members who joined or became eligible for SAUL before 1 April 2023 will be in the DB plan. Members who become eligible for the first time from 1 April 2023 will be in SAUL Start for their first three years of membership before automatically moving to the DB plan. The DB scheme has assets held in trustee administered funds and 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).

| | |
|-------------------------------|-----------------|
| 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 2023 valuation was formally agreed by SAUL in May 2024. The 2023 valuation of the DB scheme showed the scheme is fully funded with a surplus of £134 million. The 2024 valuation will be formally agreed by SAUL in May 2025.

18 Related party transactions

There were no transactions with a related party requiring disclosure during the period (2023 – £nil, see note 7 to the financial statements).

