

THE BRITISH SOCIOLOGICAL ASSOCIATION

CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2009

Company Number: 3890729

Charity Number: 1080235

THE BRITISH SOCIOLOGICAL ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Company Number: 3890729

Charity Number: 1080235

Registered office: Bailey Suite
Palatine House
Belmont Business Park
Belmont
Durham
DH1 1TN

Trustees/Directors: Professor Rose Barbour (Appointed June 2009)
Dr Judith Burnett
Dr Garry Crawford
Professor Eileen Green
Dr Eric Harrison
Professor Bernadette Hayes (Appointed June 2009)
Professor John Holmwood
Professor Lynn Jamieson
Mr Sydney Jeffers (Appointed June 2009)
Professor Richard Jenkins
Professor Robert Mears
Dr Kay Peggs (Appointed June 2009)
Dr Emmanuelle Tulle
Mr Howard Wollman
Mr Christopher Yuill

Chief Executive: Mrs Judith Mudd

Company Secretary: Mrs Kerry Collins

Bankers: National Westminster Bank plc
12 Market Place
Durham
DH1 3NG

Solicitors: Ward Hadaway
Sandgate House
102 Quayside
Newcastle upon Tyne
NE1 3DX

Auditors: HW, Chartered Accountants
Floor 11, Cale Cross House
156 Pilgrim Street
Newcastle upon Tyne
NE1 6SU

Investment Advisers: Citigroup Global Wealth Management
25 Cabot Square
Canary Wharf
London
E14 4QW

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THE BRITISH SOCIOLOGICAL ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2009

The trustees have pleasure in presenting their report and the financial statements of the charity for the year ended 30 September 2009. The financial statements have been prepared in accordance with accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 1993, the Statement of Recommended Practice: Accounting and Reporting by Charities 2005 and Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing documents

The British Sociological Association (BSA) is an incorporated Association and is registered as a Company Limited by Guarantee and Not Having a Share Capital under company registration number 3890729. The Association obtained charitable status in April 2000 under registration number 1080235.

BSA Publications

As a charity, the Association controls a trading subsidiary BSA Publications Limited. BSA Publications Limited publishes sociological journals on behalf of the parent body, The British Sociological Association.

Council, Trustees and the Executive Management Team (EMT)

The activities of the BSA are overseen by an elected Council made up from ordinary members of the Association; election to the Council proceeds on a rolling basis with new members elected in the spring of each year. Elected members of Council are the legal Trustees of the Association, and have overall responsibility for ensuring the Association has in place an appropriate system of controls, financial and otherwise, to provide reasonable assurance that the charity is operating efficiently and effectively, that its assets are safeguarded against unauthorised use or disposition, that proper records are maintained and financial information used within the charity or for its trading subsidiary is reliable, and that the charity complies with relevant laws and regulations. The Council comprises 15 elected Trustees (nominated and elected by wider membership), the President of the Association and non-voting representatives from each of the four journals with which the BSA is associated, plus a number of people who are co-opted onto the Council to ensure that constituent members of the Association are appropriately represented.

The strategic agenda of the Association and current activities in any given year are driven and directed by an Executive Management Team made up from Trustees elected from within the Council to the following positions; Chair, Vice-chair, Treasurer, Vice Treasurer, Publications Directors (2), and Membership Services Directors (2). Joining these elected Trustees on the Executive Management Team are the BSA Chief Executive and Company Secretary (see below). The Executive Management Team is accountable, and reports, to the Council.

The BSA office

The work of the Council and Executive Management Team is supported by a dedicated staff team, based at the Association's registered office in Durham. The BSA employs nine (9) staff on a permanent basis all of whom are subject to an annual professional development review. Other paid support includes temporary office assistance as required and contracted services (see below). Office staff members are responsible for the day to day administration of the business of the Association. The two senior officers of the Association are the Chief Executive, Mrs Judith Mudd, and the Company Secretary, Mrs Kerry Collins. The Chief Executive is in overall charge of the BSA office and is ultimate line manager for the other members of staff.

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REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

Organisational review

Following a thorough and comprehensive review of the structures, communication and decision-making of the Association Alinear Reengineering Ltd, the consultancy services contracted by the BSA, made a series of recommendations designed to improve the effective functioning of the Association as a fit-for-purpose organisation. We are now in Year 2 of the implementation of these recommendations. Monitoring the implementation process is now an integral part of our Risk review and adjustments to practice to make sure we remain within the spirit of the organisational review will be considered. A comprehensive organisational review will take place in 2012.

Public benefit

The British Sociological Association has a clear public benefit: to promote sociology as a public discipline which aims to improve understanding of society and social processes. It seeks to encourage sociologists to take part in debates and make an impact where appropriate on important societal issues.

The Association also aims to support its membership by providing a range of benefits, fora in which to discuss research and teaching, financial support for postgraduate and more recently early careers members.

The BSA provides support to the wider population of sociologists as well as the wider public. The Association's Conferences and study groups are open to anyone without restriction.

Risk management

Trustees review the Association's objectives and identify the major risks (within and beyond the Association's direct control) to which the charity may be exposed on an annual basis. The financial year under review saw a review undertaken in November 2009 with discussions around a range of risks, positive and negative, facing the Association. As well as meeting the requirements of Charity Law, the review provides an excellent way in which to plan and prioritise the work of the Executive Management Team going forward. Agreed priorities, ranked according to acuteness and (potential) severity are detailed in a Risk Review Report and can be summarised as follows:

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BSA Risk Register 2009

Scope	Risk	Level
Short-term	• Protection of Association's reserves	High
	• Appointment of new editorial team for BSA journal WES	High
	• Meeting journals' production deadlines	High
	• New IT System implementation	Medium
	• Conference venue and format	Medium
	• Website development	Low
Medium-term	• Investments Value	High
	• Cuts in Higher Education funding	High
	• Membership Rates Simplification	Medium
	• Employee retention/ recruitment	Medium
	• SRO Legal restructuring	Medium
Long-term	• Publishing industry developments on journals	High
	• Editorial team appointments	High
	• Impact of Full economic Costing on BSA	High
	• Membership retention and recruitment	High
	• Public face of BSA and its relationship to sociology	Medium
	• Positive working relationships with Council	Medium
	• Retention and involvement of senior members of the profession	Medium
	• Peer review and citation rates	Medium
	• Association direction, strategy and forward planning	Medium
	• Property Investment	Low
	• Political engagement	Low
	• Overseeing of contractors	Low
	• Maintaining viability of Cultural Sociology journal	Low

Various steps have been taken in the course of the year under review to monitor and manage these areas of risk and to minimise the potential impact should any materialise. The principal risk among these has been the securing of permanent appointments for the publications and membership posts in the BSA office. In addition to the above, we have identified our investment as a risk given the economic downturn. In response to actual investment losses, in spring 2009 we commissioned a review of our portfolio and portfolio management by Charity Business Finance. Investments will continue to be reviewed annually.

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REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

OBJECTIVES AND ACTIVITIES

The objects for which the Association was established as a company are set out in its Memorandum and Articles of Association as the advancement of public education by the promotion and diffusion of the knowledge of sociology by lectures, publications, the promotion and publication of research and encouragement of contact between workers in all relevant fields of enquiry, and by undertaking such other activities as shall be conducive to the attainment of these objects provided that the same shall be legally charitable according to the law of England and Wales, but not otherwise. The Charity Commission's guidance on public benefit has been referred to in reviewing the BSA's objectives and planning future activities. The process of organisational review (see below) has seen the Association's objectives clarified as follows: **The British Sociological Association promotes sociology and provides membership benefits.**

This revision has been formally reconciled with the Memorandum and Articles of Association in the course of 2007/08. Furthermore, the Memorandum and Articles of Association have been updated as follows:

- 1) 'One quarter of the Trustees shall retire at each Annual General Meeting'
- 2) 'The Trustees may stand for re-election but may only serve up to two consecutive terms as Trustee before being required to take a two-year break before being allowed to stand for election again.'

Aims and main objectives for the year 2008/9

In 2008/9 our aims and objectives have been:

- to strengthen the financial position of the Association by improving income generation and, more generally, maintaining the Association's assets. Although the Association's finances have recently been healthy, we are aware of a range of risks: membership size, income from membership, income from our print journals against a changing publishing climate and higher education funding levels, conference attendance and budgeting, investments;
- to improve membership services by frequently reviewing them and improving them in response to member suggestions;
- to improve the visibility of the Association, Sociology and sociologists: the health of our discipline relies for its continuation on convincing a range of audiences of its relevance in a fast changing world. We also want to make sure that we continue attracting students to the discipline;
- to contribute to consultations: the Association can support sociologists by taking part in consultations which affect their professional lives and the lives of diverse social groups;
- to finalise the purchase of the London property.

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REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

ACTIVITIES AND ACHIEVEMENTS

1. Strengthen the Financial Position of the Association

The viability of the Association relies on maintaining a healthy financial position in the short, medium and long term. Therefore this year, our efforts have focused on setting the conditions for income growth and on protecting our investments. Membership, membership categories, income from conferences and publications have therefore been targeted. We have had some major achievements to-date.

Growing membership

Membership is open to all who consider Sociology to be part of their intellectual underpinning, in any professional setting, including in non academic settings. We have grown our membership from 1,987 at 30 September 2008 to 2,216 at 30 September 2009. This has been achieved by improving our communications with members, redesigning the BSA's promotion material, tightening our renewal procedures (operationalised partly by the encouragement to use direct debit) and crucially engaging in a fairly aggressive marketing of membership and its benefits to recruit new members.

We have also embarked on a simplification of membership categories, a process which will be phased in over a period of three years, with full implementation from 2012. We will have three membership rates. We will maintain a limited measure of cross-subsidy of subscription rates by protecting the concessionary and the Higher categories. In the interim, we are preserving the existing six categories (and the cross-subsidy principle), gradually reducing the gap between them. We continue to be able to provide substantial benefits to students, including financial support to attend BSA and other events.

Publications

Our publications are essential to the Association's financial stability, its disciplinary mission and its national and international visibility.

The BSA has three print journals, *Sociology*, *Work, Employment and Society (WES)* and, since 2007, *Cultural Sociology*, in its publications portfolio. Two of these journals, *Sociology* and *WES*, through gift aid from the BSA's trading subsidiary (BSA Publications Ltd) provide an important and substantial income stream for the Association, helping to ensure its financial stability. We are aware however that the world of publishing is changing and that the income-generation potential of the journals may change in the medium term. Therefore we will continue to monitor any developments and take advice on how we might respond, to ensure that this important income stream is protected.

Editorial teams, supported by editorial boards, the BSA Publishing Directors and the BSA office staff in Durham, are key to the success of these journals and show great commitment, professionalism and flair. The new editorial team based in Cardiff of *Sociology* has been in place since January 2009. The editorial team at *WES* have settled into their new roles well over the last twelve months. The editorial team of *Cultural Sociology* has gone from strength to strength in attracting national and international contributors and readers for the BSA's newest journal.

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REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

Publications (continued)

The Association, in co-operation with Sage and the Universities of Surrey and Stirling, continues to publish the successful and innovative electronic journal *Sociological Research Online* as a complement to its print journals. Discussions are ongoing between stakeholders to find ways of improving the profile and impact of the journal over the coming years.

All of the Association's print journals are also available in electronic copy and members of the Association enjoy privileged online access to the journals' back catalogue, through Sage Publications. Sage's successful marketing of its e-journal resources contributes significantly to the journals income stream.

Conferences and events

The Association's conferences have been identified as the third arm in our income generation strategy after several years of modest financial performance. Therefore we are introducing tighter budgeting procedures and have changed the format of the conference. We will evaluate the impact of these developments over two years.

In 2009, the BSA Annual Conference, held at Cardiff City Chambers, inaugurated the new format based on streams reflecting study group interests. The plenary theme was the 'Global Challenge of Social Inquiry'. The impact on the popularity of the conference was immediate as 630 abstracts were submitted and 573 participants enjoyed contributions from plenary speakers, Patricia Hill Collins and Boaventura de Sousa. The BSA organised the first 'Members' Forum', an open session for BSA members to meet Trustees, be updated on major achievements and challenges of the past year and ask questions/make suggestions. It is planned to hold other events designed to communicate with members at future conferences.

The 41st Annual Medical Sociology Conference was held at the University of Manchester and attracted 267 delegates with plenary sessions by Evan Willis and Joan Busfield. A media workshop offered delegates an opportunity to learn more about how to make their research part of the news agenda.

2. Improving Membership Services

The Association has managed to consolidate its membership by providing a range of services to members and the discipline (and to wider and public audiences) throughout 2008/09. It has also significantly improved its public profile. Of note, we have:

- improved support for specialist study groups, with closer links with the office, the use of the London property and regular meetings with study group convenors. We are pleased to report that study group seminars, mailing lists and networking continue as a significant component of BSA activities, with 39 such groups currently supported (of which 36 are active – a vast improvement on the previous year). The study groups are now involved in the organisation of the Annual Conference. The 'grassroots' activity and intellectual interest generated and sustained by study groups is important in itself and also functions as a means of recruitment to the wider Association;
- tightened up the financial procedures relating to study groups. Almost all study groups have now transferred the management of their finances to the BSA Office. One study group remains to be persuaded to delegate its financial management to the Office. We are confident that by late 2009, this study group will have agreed to the transfer;
- established a presence on Facebook;

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2. Improving Membership Services (continued)

- completed the purchase of the BSA London Office (see details of purchase under Designated and Restricted Funds): The Association's new property, located in West London, is available for use by BSA study groups. It is therefore a new membership benefit. The first meeting of Study Group convenors was held there and the venue will also be used to host important BSA events designed to consolidate the Association's public profile in the wider discipline and beyond;
- established a new Forum – the Early Careers Forum – which represents the interests of early career sociologists. The Forum held its inaugural conference in July 2009 which attracted 51 delegates. The Association has approved the principle of providing financial support for conference attendance to this constituency of members who have been identified as increasingly vulnerable in the current higher education environment of budget cuts, insecure employment and reorganisations.

3. Improving the Visibility of the Association, Sociology and Sociologists

In order to thrive the Association needs to improve its visibility as well as that of the discipline. To this end a range of activities have been either consolidated or improved to fulfil this particular objective, focusing on the newsletter, the website, media and PR activities and consultations.

The Association's website and newsletter *Network* continue to provide valuable communications tools, connecting the Association to a number of audiences: members, students, media and the general public. *Network* is published by BSA Publications Ltd and mailed to members three times a year (Spring, Summer and Autumn). Members consistently cite *Network* as one of the Association services they most value. Regular features include interviews with leading figures in the field, professional news, book reviews and reports on specialist activities and study groups within the BSA. *Network* also provides an informal vehicle for members to express views on issues relevant to the profession, discipline and future of their Association. Production is contracted out, however editorial control remains firmly in-house.

The website provides a shop window for sociology and the Association, providing a range of accessible information about the nature and practice of sociology, BSA events and activities, study groups and fora, career opportunities, and other news; content includes a page for media and research enquiries as well as a web discussion forum. A members' area of the website, accessed by password, contains an electronic version of the newsletter, a searchable members' database and privileged access to the electronic back catalogue of two of the Association's lead journals - *Sociology* and *Work, Employment and Society*. The Association contracts out the hosting of the site and continuing technical support; content management continues to be organised in-house.

The Association also supports *MSo*, an online publication, the BSA Medical Sociology Study Group newsletter as well as *Sociology for All?*, the newsletter of the Sociologists Outside Academia group.

Communication with and through the media is, increasingly, important to the public understanding and profile of the discipline. Accordingly, we have employed the services of a freelance journalist (Tony Trueman) to assist us with publicising all conferences and events, edit *Network*, the Association's Newsletter, and advise us on how to communicate with the press. The impact has been immediate: press interest in and coverage of our 2009 Conference has been higher than ever and *Network* has been substantially improved in appearance, looking more professional, and in content.

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REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

4. Consultations

An important role for the Association is to represent the interests of members and the discipline in both academic and broader public environments. This year the Association has engaged in a number of such consultations and/or requests for support and collaboration, including joint consultation with Heads and Professors of Sociology as well as with the Academy of Social Sciences for REF 2013. The Chair, President and Chief Executive of the Association respond directly to individual correspondence from members and the public regarding publishing, investment and other matters.

5. London Property

In February 2009, the Association completed the purchase of a property at Imperial Wharf near Chelsea Harbour in London. The property is easily accessible by tube, train and bus. It is therefore well connected to all of London's main train stations and airports. The property is also located in an area which is in development and is therefore predicted to grow in value over the next decades. As well as being a sound long term investment, the property is of course a resource for the conduct of the Association's business (all Council meetings and most EMT meetings are now held there) as well as a membership benefit (see paragraph 2. above **Improving membership benefits** for details).

FINANCIAL REVIEW

Charity and trading subsidiary accounts

The Association works with two sets of accounts – the Charity and the Trading Subsidiary (Publications) accounts – which are consolidated at the year-end. Following the guidance of the Charities Commission, the Charity Accounts must achieve a balanced year-end in accounting terms and seek to minimise any deficit or surplus. The Trading Subsidiary Accounts (concerned with the journals and related publication work) may achieve a surplus and this can be transferred to the Charity in the form of gift aid. Thus, through consolidation at year-end the Association seeks to ensure all costs are met, appropriate activities resourced, and, when possible, a surplus achieved. (The Charities Commission has recently made it clear that a charitable organisation may generate a significant surplus providing the context and use for such a surplus can be clearly demonstrated.)

Annual budget, income and expenditure

In 2008, the Trustees approved a breakeven budget surplus. The year end financial statements for 2008/9 shows a financial surplus of £38,096.

The main sources of income for the Association are identified under the following headings in the financial accounts:

- Membership subscriptions
- Conferences
- Publication and sale of sociological journals
- Other income (bank interest, investment income, etc)

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REPORT OF THE TRUSTEES (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

Annual budget, income and expenditure (continued)

Expenditure is identified under the follow categories:

- Membership
- Conference
- Publication and sale of sociological journals
- Other expenditure (Professional fees, media, depreciation, etc.)
- Governance

Expenditure in the year has supported the Association's key objectives through funding the following activities:- publications, conferences and events, communication and consultations. Expenditure on the central overheads of the staff and office costs is essential to the continuing work of the BSA. The surplus can be accounted for through higher royalties than anticipated offset by one-off expenses (travel, fees and VAT) connected with the property purchase and an unexpected loss on the BSA Annual Conference occasioned by unbudgeted venue costs.

Sage 200 continues to be the financial software package utilised for all financial controls. This enables the production of accounts for Trustee review, detailing budgeted values and actual spend in the year to date.

Reserves

The Charity Commission requires Trustees to review reserves and to disclose their policies on these matters in an annual report, included in the year-end financial statements. This should cover the level of reserves held at the balance sheet date, and the needs and opportunities that are anticipated. Policy statements, activities and annual reporting must follow the 'Accounting and Reporting by Charities – Statement of Recommended Practice', now known as "SORP 2005". The terms 'reserves' has a variety of technical and ordinary meanings, depending on the context in which it is used. As in SORP 2005, the Association uses the term 'reserves' (unless otherwise indicated) to describe that part of income that is freely available for general purposes. 'Reserves' are therefore the resources the charity has or can make available to spend for any or all the charity's purposes once it has met its commitments and covered its other planned expenditure. The Association's reserves at year-end 2008/09 stood at £884,815 including £397,283 tied up in the London property.

The Association's reserves policy is derived from a risk assessment of the annual income and expenditure. This assessment specifies the minimum level of readily available reserves required to cover employer-related costs, such as redundancies, and other commitments during an unforeseen period of difficulty (such as, for example, a sudden and unexpected decline in membership). Specifically, Trustees are charged with retaining a sufficient reserve of funds to enable the running down of the Association over a period of one year should members vote to discontinue the Association or it prove no longer (financially or otherwise) viable. A minimum fund of £150k must be set aside to cover staff, office and related services over one year. This follows the recommended good practice for charities to keep a minimum in reserve for this purpose equivalent to 3 months' worth of expenditure for the Group (the BSA and BSA Publications Limited).

The Association's reserves can also be considered for use to meet the costs of one-off planned expenditure on specified projects and any unforeseen contingencies.

Designated and restricted funds

Some of these reserves are kept as designated funds. A substantial proportion of the Association's reserves has been used to purchase the London property (completed in February 2009). A further proportion of the funds, just over £210,000 is designated for the use of the forty BSA Study Groups, each focusing on a specific area of interest within sociology.

THE BRITISH SOCIOLOGICAL ASSOCIATION**REPORT OF THE TRUSTEES (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009**

Investment policy

The Trustees have the power to invest in such investment, securities or property as they see fit, subject to any restrictions imposed by law. The Association took a decision in March 1994 to maintain an ethical investment portfolio. This was further reviewed in 2002 with some additional consideration in 2004/05. The Trustees were unanimous that any company associated with armaments, nuclear issues and pornography should be completely avoided. It was also agreed that the human rights and environmental records of companies should be taken into consideration. The Association has stipulated a range of concerns on these matters as well as the ethics of general employment and investment practices of companies and these have been communicated to the Association's ethical advisors (Ethical Screening) who assist the Association and Trustees in considering ethical issues relating to investment.

The net unrealised gains in investments for the year ended 30 September 2009 was £15,016.

Fixed asset policy

The Association's policy on capitalisation of fixed assets is that items deemed suitable for capitalisation shall only be capitalised if they exceed £250 in value.

Contracted services and management services

During the year the services of the following external professional and specialist advisors were contracted:

Acamedia [Media Specialist Services]

Aegis Peer Review Management [assistance with online journal paper submission processing]

Alinear Reengineering Ltd [recruitment of Chief Executive]

Charity Business Finance [Investment Specialists]

Citation plc [Health & Safety regulation compliance support]

Quilter Investments [formerly Citigroup Global Wealth Management] [investment portfolio management]

Esit [IT systems support]

Ethical Screening Ltd [investment portfolio ethical screening]

GH VAT Consultancy [assistance with VAT returns]

HW [audit and payroll services]

TSG [IT systems support]

Ward Hadaway [legal services]

Waterstons Ltd [website hosting and technical support]

THE BRITISH SOCIOLOGICAL ASSOCIATION**REPORT OF THE TRUSTEES (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009**

PLANS FOR FUTURE PERIODS

Given the economic downturn and the continued search for improving member benefits, the BSA enters 2009/10 with a deficit budget but in a strong position to continue to pursue and develop its objectives as an Association. In particular the BSA will undertake the following:

- Set up the Early Careers Support Fund.
- Minimise expenditure in key areas such as travelling expenses and event planning.
- Tighten up conference budgeting and expenditure, looking forward in particular to the 2010 BSA Annual Conference which is predicted to be the best attended annual conference ever and, beyond, the 2011 BSA Annual Conference which will mark the 60th Anniversary of the Association and will be held at the LSE.
- Consolidate income from our investments by engaging in annual reviews.
- Consolidate income from membership.
- Share any investment surplus with Study Groups as an incentive to remain active and attract new members to the Association.
- Explore the income generating potential of the London property, on a modest basis initially. In particular the meeting room can be used by other, smaller, professional associations.
- Monitor developments in academia, particularly the financial implications (through reduced membership, conference attendance and journal subscriptions) of 3-5% staffing cuts by UK universities by 2011/12 in response to government forecasts of cuts to Higher Education.

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**REPORT OF THE TRUSTEES (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the Trustees to prepare consolidated financial statements for each financial period, which give a true and fair view of the state of affairs of the charitable company and the group and the incoming resources and application of resources, including net income and expenditure, of the group for the year. In preparing those consolidated financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the consolidated 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and group and to enable them to ensure that the consolidated financial statements comply Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and;
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

A resolution proposing that HW be re-appointed as auditors of the charity will be put to the Annual General Meeting.

Approved by the trustees on and signed on their behalf by:

.....
Dr Emmanuelle Tulle

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INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE BRITISH SOCIOLOGICAL ASSOCIATION FOR THE YEAR ENDED 30 SEPTEMBER 2009

We have audited the financial statements of The British Sociological Association for the year ended 30 September 2009 which comprise the consolidated Statement of Financial Activities, the Balance Sheet, and the related notes on pages 15 to 30. These financial statements have been prepared under the accounting policies set out on pages 17 to 18.

This report is made solely to the charity's members, as a body, in accordance with Section 495 and 496 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The trustees' (who are also directors of The British Sociological Association for the purposes of company law) responsibilities for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and have been properly prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in the Trustees' Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charity has not kept proper accounting records, if the financial statements are not in agreement with accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosure of trustees' remuneration specified by law are not made.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

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**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE BRITISH SOCIOLOGICAL ASSOCIATION
FOR THE YEAR ENDED 30 SEPTEMBER 2009 (CONTINUED)**

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud, other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

- the financial statements give a true and fair view of the state of the charity's and the group's affairs as at 30 September 2009, and of its incoming resources and application of resources, including its income and expenditure, in the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities;
- the financial statements have been prepared in accordance with the Companies Act 2006; and
- the information given in the Trustees' Report is consistent with the financial statements.

**S Richardson (Senior Statutory Auditor)
For and on behalf of HW**

**Chartered Accountants
Statutory Auditor**

.....
Floor 11, Cale Cross House
156 Pilgrim Street
Newcastle upon Tyne
NE1 6SU

THE BRITISH SOCIOLOGICAL ASSOCIATION

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2009

	Notes	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Incoming resources					
Incoming resources from generated funds					
<i>Activities for generated funds</i>					
Membership subscriptions		161,974	1,299	163,273	144,534
Conferences	3	116,640	111,670	228,310	203,303
Publication and sale of sociological journals		372,769	-	372,769	398,081
<i>Investment income</i>	4	7,510	1,660	9,170	35,992
<i>Other incoming resources:</i>					
Other income	5	10,958	53,775	64,733	11,751
Total incoming resources		<u>669,851</u>	<u>168,404</u>	<u>838,255</u>	<u>793,661</u>
Resources expended					
<i>Costs of generating funds:</i>					
Membership subscriptions	6	330,282	-	330,282	271,133
Conferences	7	120,510	134,868	255,378	206,130
<i>Fundraising trading: cost of goods sold and other costs:</i>					
Publication and sale of sociological journals	8	135,003	-	135,003	123,511
Other resources expended					
Governance	9 10	54,179 26,962	14,185 -	68,364 26,962	68,011 25,794
Total resources expended		<u>666,936</u>	<u>149,053</u>	<u>815,989</u>	<u>694,579</u>
Net incoming resources before transfers		2,915	19,351	22,266	99,082
Transfers		64,412	(64,412)	-	-
Net incoming resources before other recognised gains and losses		67,327	(45,061)	22,266	99,082
Realised gains/ (losses) on investments		814	-	814	(865)
Unrealised gains/ (losses) on investments		15,016	-	15,016	(36,253)
Net movements in funds		<u>83,157</u>	<u>(45,061)</u>	<u>38,096</u>	<u>61,964</u>
Reconciliation of funds					
Total funds brought forward 1 October 2008		194,108	652,611	846,719	747,644
Total funds carried forward 30 September 2009		<u>277,265</u>	<u>607,550</u>	<u>884,815</u>	<u>809,608</u>

THE BRITISH SOCIOLOGICAL ASSOCIATION

BALANCE SHEET

AS AT 30 SEPTEMBER 2009

	Notes	Group 2009 £	2008 £	Company 2009 £	2008 £
Fixed assets					
Tangible assets	12	416,582	27,881	414,568	24,533
Investments	13	212,658	174,783	212,658	174,783
		<u>629,240</u>	<u>202,664</u>	<u>627,226</u>	<u>199,316</u>
Current assets					
Stocks		-	-	-	-
Debtors	14	203,171	203,461	128,256	130,161
Investments – short term deposits		-	505,000	-	505,000
Cash at bank and in hand		207,836	118,022	205,807	113,717
		<u>411,007</u>	<u>826,483</u>	<u>334,063</u>	<u>748,878</u>
Creditors: due within one year	15	(155,432)	(182,428)	(114,190)	(139,762)
Net current assets		<u>255,575</u>	<u>644,055</u>	<u>219,873</u>	<u>609,116</u>
Total net assets		<u>884,815</u>	<u>846,719</u>	<u>847,099</u>	<u>808,432</u>
Funds					
Unrestricted funds		277,265	194,108	239,549	155,821
Designated funds – study groups		210,267	180,624	210,267	180,624
Designated funds – property		397,283	471,987	397,283	471,987
		<u>884,815</u>	<u>846,719</u>	<u>847,099</u>	<u>808,432</u>
Restricted funds		-	-	-	-
Total funds	22	<u>884,815</u>	<u>846,719</u>	<u>847,099</u>	<u>808,432</u>

The consolidated financial statements were approved by the Trustees and authorised for issue on

.....
Dr Emmanuelle Tulle

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2009

1. ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charitable company's consolidated financial statements.

The consolidated financial statements have been prepared under the historical cost convention (as modified by the disclosure of investments at market value) and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005) issued in March 2005 and the Charities Act 1993.

Cash flow statement

Due to the exemption provided by Financial Reporting Standard No. 1 (Revised) a cash flow statement has not been prepared for the period.

Consolidation

The charitable company has a wholly controlled trading subsidiary, BSA Publications Limited, a company limited by guarantee which is incorporated in the UK. The subsidiary is consolidated on a line by line basis.

Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write down the assets to their estimated residual values over the course of their anticipated working lives.

The rate of depreciation used is as follows:-

- Long leasehold over 50 years
- Equipment 20% reducing balance, 20% - 33% straight line.

Investments

Fixed asset investments are shown at market value. Realised and unrealised investment gains/(losses) are recorded separately in the Statement of Financial Activities.

Designated funds

These represent unrestricted funds allocated by the trustees for identifiable future expenditure.

Restricted funds

Restricted funds represent grants and donations received which are allocated by the donor for specific purposes.

Unrestricted funds

These represent funds that are expendable at the discretion of the trustees in the furtherance of the objects of the charity.

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

1. ACCOUNTING POLICIES (Continued)

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Membership subscriptions, conference income and income in respect of sociological journals are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred.
- Investment income is included when receivable.
- Other incoming resources are included when receivable.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any irrecoverable VAT and is reported separately:

- Costs of generating funds comprise the costs associated with attracting membership subscriptions and conference income.
- Cost of goods sold and other costs comprise those costs incurred by the charity in the publication and sale of sociological journals. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned based on staff time across project work, generating funds and governance.

Leasing commitments

Rentals payable under operating leases are charges against income on a straight line basis over the lease term.

Pensions

The charitable company contributes towards a defined benefit pension scheme via the Pension Trust for Charities and Voluntary Organisations. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The amount charged in the Statement of Financial Activities represents the contributions payable to the scheme in respect of the accounting period.

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

2. NET INCOMING/(OUTGOING) RESOURCES IS STATED AFTER CHARGING

	Group 2009 £	2008 £	Company 2009 £	2008 £
Depreciation	24,355	13,174	23,021	11,245
Auditors' remuneration - Audit fee	3,000	3,000	2,250	2,250
- Non audit fee	4,014	2,680	1,180	1,915
	<u>24,355</u>	<u>13,174</u>	<u>23,021</u>	<u>11,245</u>

3. CONFERENCE INCOME

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
BSA Annual Conference	116,640	-	116,640	111,391
Medical Sociological Conference	-	111,670	111,670	91,912
	<u>116,640</u>	<u>111,670</u>	<u>228,310</u>	<u>203,303</u>

4. INVESTMENT INCOME

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Bank interest receivable	2,668	1,660	4,328	26,298
Dividends received	4,842	-	4,842	9,694
	<u>7,510</u>	<u>1,660</u>	<u>9,170</u>	<u>35,992</u>

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

5. OTHER INCOME

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Study group income	-	53,775	53,775	-
Miscellaneous income	10,958	-	10,958	11,751
	<u>10,958</u>	<u>53,775</u>	<u>64,733</u>	<u>11,751</u>

6. MEMBERSHIP EXPENDITURE

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Staff costs	207,410	-	207,410	194,506
Membership service training	6,521	-	6,521	3,000
Travel and subsistence	17,955	-	17,955	5,765
Office costs, supplied and services	76,886	-	76,886	44,557
Support fund	7,924	-	7,924	9,193
Supplying Network to members	12,586	-	12,586	13,076
Philip Abrams prize	1,000	-	1,000	1,036
	<u>330,282</u>	<u>-</u>	<u>330,282</u>	<u>271,133</u>

7. CONFERENCES

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Staff costs – BSA conference	31,550	-	31,550	24,591
Staff costs – Medical Sociological conference	-	14,671	14,671	16,473
Venue costs – BSA conference	88,960	-	89,960	82,553
Venue costs – Medical Sociological conference	-	77,145	77,145	62,163
Study group expenditure	-	43,052	43,052	20,350
	<u>120,510</u>	<u>134,868</u>	<u>255,378</u>	<u>206,130</u>

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

8. PUBLICATION AND SALE OF SOCIOLOGICAL JOURNALS

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Staff costs	30,067	-	30,067	20,205
Movement in stock	-	-	-	500
Rent, rates and water	19,445	-	19,445	18,051
Committee meetings and travel	10,364	-	10,364	11,558
Direct purchase of member copies	23,699	-	23,699	22,344
Office costs including printing, postage and stationery	14,611	-	14,611	24,641
Manuscript central configuration fee	28,454	-	28,454	21,301
IT costs	3,563	-	3,563	1,622
Legal and professional fees	3,466	-	3,466	1,360
Depreciation	1,334	-	1,334	1,929
	<u>135,003</u>	<u>-</u>	<u>135,003</u>	<u>123,511</u>

9. OTHER RESOURCES EXPENDED

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Recruitment and training costs	3,115	-	3,115	-
Study group expenditure	-	4,877	4,877	8,717
Special interest groups	1,338	-	1,338	-
Marketing and video production	7,325	-	7,325	11,900
Subscriptions	5,818	-	5,818	3,313
Legal and professional fees	14,928	-	14,928	16,829
Public relations	2,235	-	2,235	2,676
Depreciation	13,713	9,308	23,021	11,246
Irrecoverable VAT	5,707	-	5,707	13,330
	<u>54,179</u>	<u>14,185</u>	<u>68,364</u>	<u>68,011</u>

10. GOVERNANCE COSTS

	Unrestricted Funds £	Designated Funds £	Total 2009 £	Total 2008 £
Trustee's expenses	21,282	-	21,282	21,629
Auditor's remuneration	5,680	-	5,680	4,165
	<u>26,962</u>	<u>-</u>	<u>26,962</u>	<u>25,794</u>

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

11. EMPLOYEES – GROUP AND COMPANY

Number of employees

	2009 £	2008 £
Executive Officer	1	1
Staff (including 1 part time staff)	9	7
	<u>10</u>	<u>8</u>
	<u><u>10</u></u>	<u><u>8</u></u>

Staff costs

	2009 £	2008 £
Wages and salaries	248,094	228,235
Social security costs	24,545	18,859
Employers pension	11,059	8,681
	<u>283,698</u>	<u>255,775</u>
	<u><u>283,698</u></u>	<u><u>255,775</u></u>

No employee earned more than £60,000 or less than £10,000 per annum.

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2009

12. TANGIBLE FIXED ASSETS

Group	Property £	Equipment £	Total £
Cost			
As at 1 October 2008	-	86,093	86,093
Additions	406,590	6,466	413,056
Disposals	-	(20,615)	(20,615)
As at 30 September 2009	406,590	71,944	478,534
Depreciation			
As at 1 October 2008	-	58,212	58,212
Charge for the period	9,308	15,047	24,355
Disposals	-	(20,615)	(20,615)
As at 30 September 2009	9,308	52,644	61,952
Net book value			
As at 30 September 2008	-	27,881	27,881
As at 30 September 2009	397,282	19,300	416,582
Charity			
Cost			
As at 1 October 2008	-	57,078	57,078
Additions	406,590	6,466	413,056
Disposals	-	(12,029)	(12,029)
As at 30 September 2009	406,590	51,515	458,105
Depreciation			
As at 1 October 2008	-	32,545	32,545
Charge for the period	9,308	13,713	23,021
Disposals	-	(12,029)	(12,029)
As at 30 September 2009	9,308	34,229	43,537
Net book value			
As at 30 September 2008	-	24,532	24,533
As at 30 September 2009	397,282	17,286	414,568

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

13 INVESTMENTS – GROUP AND COMPANY

Investments listed on UK Stock Exchange

	2009 £	2008 £
Market value 1 October 2008	174,783	231,987
Additions	67,054	9,668
Disposals	(44,195)	(30,619)
Net unrealised gain/(loss)	15,016	(36,253)
	<u> </u>	<u> </u>
Market value 30 September 2009	212,658	174,783
	<u> </u>	<u> </u>
Historical cost at 30 September 2009	202,821	214,173
	<u> </u>	<u> </u>

Individual investments constituting 5% or more of total market value were as follows:

	2009 £	2008 £
Prudential UT Limited	13,211	8,800
Impax Funds	11,374	10,209
Treasury 4.75% 2010	-	15,405
Treasury 5% 2012	-	18,049
Treasury 5% 2014	19,468	18,253
Treasury 4.25% 27/12/2007	21,031	-
BG Group	15,218	14,182
	<u> </u>	<u> </u>

Company

BSA Publications Limited is a company limited by guarantee which has been incorporated into the consolidated accounts, as the company is wholly controlled by The British Sociological Association.

BSA Publications Limited's results for the year are as follows:

	2009 £	2008 £
Turnover	373,904	398,081
Costs	(192,248)	(172,590)
	<u> </u>	<u> </u>
Profits before donation	181,656	225,491
Donation to charitable company	(182,227)	(225,491)
	<u> </u>	<u> </u>
Net trading result	(571)	-
	<u> </u>	<u> </u>
Reserves carried forward	37,716	38,287
	<u> </u>	<u> </u>

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

14. DEBTORS

	Group 2009 £	2008 £	Company 2009 £	2008 £
Trade debtors	4,356	1,778	3,839	299
Amounts due from subsidiary	-	-	78,495	86,497
VAT recoverable	2,743	17,988	-	-
Other debtors	1,192	12,800	1,192	12,800
Prepayments	194,880	170,895	44,730	30,565
	<u>203,171</u>	<u>203,461</u>	<u>128,256</u>	<u>130,161</u>

15. CREDITORS: FALLING DUE WITHIN ONE YEAR

	Group 2009 £	2008 £	Company 2009 £	2008 £
Trade creditors	48,219	34,277	46,760	31,612
Other creditors	9,854	11,471	9,491	10,755
Other taxes and social security	8,039	16,677	8,039	16,677
Accruals	89,320	120,003	49,900	80,718
	<u>155,432</u>	<u>182,428</u>	<u>114,190</u>	<u>139,762</u>

Deferred Income

At 1 October 2008	£	38,724
Released		(38,724)
Deferred income from new sources		45,700
At 30 September 2009		<u>45,700</u>

16. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Designated Funds £	Total 2009 £
Fund balances at 30 September 2009 are represented by:			
Tangible fixed assets	19,299	397,283	416,582
Investments	212,658	-	212,658
Current assets	200,740	210,267	411,007
Current liabilities	(155,432)	-	(155,432)
Total net assets	<u>277,265</u>	<u>607,550</u>	<u>884,815</u>

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

17. PENSION SCHEME

BSA participates in the Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted out of the state scheme. The Growth Plan is a Multi-Employer Pension Plan.

Contributions paid into the Growth Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested into personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

The rules of the Growth Plan allow for the declaration of bonuses and/or investment credits if this is within the financial capacity of the Plan assessed on a prudent basis. Bonuses/investment credits of the plan are not guaranteed and are declared at the discretion of the Plan's Trustee.

The Trustee commissions an actuarial valuation of the Growth Plan every 3 years. The purpose of the actuarial valuation is to determine the funding position of the Plan by comparing the assets with the past service liabilities as at the valuation date. Asset values are calculated by reference to market levels. Accrued past service liabilities are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

The rules of the Growth Plan give the Trustee power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

If the actuarial valuation reveals a deficit, the Trustee will agree a recovery plan to eliminate the deficit over a specified period of time either by way of additional contributions from employers, investment returns or a combination of these.

The rules of the Growth Plan state that the proportion of obligatory contributions to be borne by the Member and the Member's Employer shall be determined by agreement between them. Such agreement shall require the Employer to pay part of such contributions and may provide that the Employer shall pay the whole of them.

7 paid contributions at the rate of 5% during the accounting period. Members paid contributions at the rate of 5% during the accounting period.

As at the balance sheet date there were 7 active members of the Plan employed by BSA. BSA continues to offer membership of the Plan to its employees.

It is not possible in the normal course of events to identify the share of underlying assets and liabilities belonging to individual participating employers. Growth Plan is a multi-employer scheme where the scheme assets are co-mingled for investment purposes, and benefits are paid from the total scheme assets. Accordingly, due to the nature of the Plan, the accounting charge for the period under FRS 17 represents the employer contributions payable.

The valuation results at 30 September 2008 have now been completed and will be formalised shortly. The valuation of the scheme was performed by a professionally qualified actuary using the Projected Unit Method. The market value of the Scheme's assets at the valuation date was £742 million and the Plan's Technical Provisions (i.e past service liabilities) were £771 million. The valuation therefore revealed a shortfall of assets compared with the value of liabilities of £29 million, equivalent to a funding level of 96%.

The financial assumptions underlying the valuations as at 30 September 2008 were as follows:

	% per annum
Investment return pre retirement	7.6
Investment return post retirement	
Actives/ Deferreds	5.1
Pensioners	5.6
Bonuses on accrued benefits	0.0
Rate of price inflation	3.2

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 SEPTEMBER 2009

17. PENSION SCHEME (CONTINUED)

In determining the investment return assumptions the Trustee considered advice from the Scheme Actuary relating to the probability of achieving particular levels of investment return. The Trustee has incorporated an element of prudence into the pre and post retirement investment return assumptions; such that there is a 60% expectation that the return will be in excess of that assumed and a 40% chance that the return will be lower than that assumed over the next 10 years.

If an actuarial valuation reveals a shortfall of assets compared to liabilities the Trustee must prepare a recovery plan setting out steps to be taken to make up the shortfall.

In view of the small funding deficit and the level of prudence implicit in the assumptions used to calculate the Plan liabilities the Trustee has prepared a recovery plan on the basis that no additional contributions from participating employers are required at this point in time. In reaching this decision the Trustee has taken actuarial advice and has been advised that the shortfall of £29million (as at 30 September 2008) will be cleared within 5 years if the investment returns from assets are in line with the 'best estimate' assumptions. 'Best estimate' means that there is a 50% expectation that the return will be in excess of that assumed and a 50% expectation that the return will be lower than that assumed over the next 10 years. These 'best estimate' assumptions are 8.4% per annum pre retirement, 5.1% per annum post retirement (actives and deferred) and 5.6% per annum post retirement (pensioners).

A copy of the recovery plan must be sent to the Pension Regulator. The Regulator has the power under Part 3 of the Pensions Act 2004 to issue scheme funding directions where it believes that the actuarial valuation assumptions and/or recovery plan are inappropriate. For example the Regulator could require that the Trustee strengthens the actuarial assumptions (which would increase the scheme liabilities and hence impact on the recovery plan) or impose a schedule of contributions on the Scheme (which would effectively amend the terms of the recovery plan). A copy of the recovery plan in respect of the September 2008 valuation will be forwarded to the Pension Regulator in due course.

The next full actuarial valuation will be carried out as at 30 September 2011.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan. The Trustee's current policy is that it only applies to employers with pre October 2001 liabilities in the Plan. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The debt for the Plan as a whole is calculated by comparing the liabilities for the Plan (calculated on a buyout basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Plan. If the liabilities exceed assets there is a buy-out debt.

The leaving employer's share of the buy-out debt is the proportion of the Plan's pre October 2001 liability attributable to employment with the leaving employer compared to the total amount of the Plan's pre October 2001 liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any 'orphan' liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Plan liabilities, Plan investment performance the liabilities in respect of current and former employees of the employer, financial condition at the time of the cessation event and the insurance buy-out market. The amounts of the debt can therefore be volatile over time.

BSA has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2008. As of this date the estimated employer debt for BSA was £53,487.89.

THE BRITISH SOCIOLOGICAL ASSOCIATION

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009**

18. COMMITMENTS UNDER OPERATING LEASES – GROUP AND COMPANY

As at 30 September 2009 the charitable company had the following annual commitments under non-cancellable operating leases:

	2009		2008	
	Land and buildings £	Other £	Land and buildings £	Other £
Expiring Within 2-5 years	25,904	1,428	25,904	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

19. PAYMENTS TO TRUSTEES MEMBERS

No payments have been made to the Trustees in respect of remuneration during the year (2008: £Nil).

Expense reimbursements to members of the Trustees totalled £21,282 (2008: £21,629).

20. CONTROL

The charity is controlled by the Board of Trustees.

21. EXCESS OF INCOME OVER EXPENDITURE

The charitable company has taken advantage of section 408 of the Companies Act 2006 and has not included its own income and expenditure account in these financial statements. The excess of income over expenditure for the year includes £38,667 which is dealt within the financial statements of the charitable company.

THE BRITISH SOCIOLOGICAL ASSOCIATION

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2009

22. STATEMENT OF FUNDS - GROUP

	Balance at 1 October 2008 £	Income £	Expenditure £	Transfer / Investment (loss)/ gain £	Balance at 30 September 2009 £
Unrestricted: Accumulated	194,108	669,714	(665,798)	79,241	277,265
Designated Funds					
Ageing, Body & Society	286	5,042	(3,989)	-	1,339
Animal Human	591	68	(13)	-	646
Auto/Biography	11,247	14,180	(11,113)	-	14,314
Childhood	-	2	-	200	202
Disasters	1,277	10	-	-	1,287
Education	8	1	-	-	9
Family	434	3	-	-	437
Food	2,862	194	(599)	-	2,457
Higher Education	189	-	(349)	160	-
Human Reproduction	2,788	460	(2,076)	-	1,172
Language	95	-	-	-	95
Leisure and Recreation	184	1	-	(114)	71
Lesbian Studies	(249)	-	-	249	-
Medical Sociology (Main)	139,428	113,016	(89,471)	-	162,973
Medical Sociology (Bristol & South West)	610	60	(261)	-	409
Medical Sociology (Death, Dying & Bereavement)	575	-	-	(575)	-
Medical Sociology (London)	-	-	(9)	9	-
Medical Sociology (Mental Health)	241	2,035	(2,106)	-	170
Medical Sociology (North & East Midlands)	488	4	-	-	492
Medical Sociology (Wales)	(117)	-	(173)	290	-
Medical Sociology (West Midlands)	-	-	(191)	191	-
Museums	71	1	-	-	72
News Media	212	2	-	-	214
Race and Ethnicity	472	3	-	-	475
Realism and Social Research	135	1	-	-	136
Religion	3,284	29,453	(23,968)	-	8,769
Risk	386	3	-	-	389
Sexual Division	2,001	17	-	-	2,018
Sociology of Rights	200	-	-	-	200
Social Aspects of Death, Dying & Bereavement	-	678	(919)	575	334
Social & Public Policy	150	-	-	-	150
Social Network Analysis	150	-	-	-	150
Sport	304	3	-	-	307
Theory	6,172	2,654	(4,184)	-	4,642
Urban Theory and Research	302	2	-	-	304
Violence Against Women	474	578	(142)	-	910
Visual Study Group	363	31	-	-	394
Weber	2,920	24	-	-	2,944
Youth	2,091	15	(320)	-	1,786
Designated funds – Study groups	180,624	168,541	(139,883)	985	210,267
Designated funds – Property	471,987	-	(9,308)	(65,396)	397,283
Restricted funds	-	-	(1,000)	1,000	-
Total accumulated funds	846,719	838,255	(815,989)	15,830	884,815