



**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 December 2016**

**Company Number: 00228781**

**Charity Number: 285987**

## British Humanist Association

### Annual Report for the year ended 31 December 2016

The Directors present their annual report along with the financial statements of the charity for the year ended 31 December 2015 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 UK and Republic of Ireland (FRS102).

#### Legal and Administrative Details

Status	The British Humanist Association (BHA) originated as the Union of Ethical Societies in 1896, was incorporated as the Ethical Union in 1928 and became the BHA in 1967. It is a charitable company limited by guarantee, incorporated on 14 March 1928. Its governing instrument is its Articles of Association, adopted on 23 July 2011.			
	Company number:	00228781	Charity number:	285987
Registered office	39 Moreland Street London, EC1V 8BB			
Honorary officers	Chair:	Robert Ashby (until July 2016) Tamar Ghosh (from July 2016)		
	Vice Chair:	Patricia Rogers		
	Treasurer:	John Adams		
Other Directors	Michelle Beckett	David Pollock		
	Tom Copley	Jeremy Rodell		
	Blaise Egan	Adam Rutherford (until July 2016)		
	Ewan Main (from July 2016)	Alom Shaha		
	Guy Otten	Imtiaz Shams (from July 2016)		
	Naomi Phillips	Amy Walden		
President	Shappi Khorsandi			
Principal staff	Chief Executive:	Andrew Copson		
	Director of Operations:	Catriona McLellan		
	Director of Public Affairs and Policy:	Pavan Dhaliwal		
	Director of Community Services:	Teddy Prout (from April 2016)		
	Director of Communications and Development:	Sarah Gillam (from August - December 2016)		
Auditors	Messrs Knox Cropper Chartered Accountants 8/9 Well Court, London, EC4M 9DN			
Bankers	The Co-operative Bank plc 118-120 Colmore Row, Birmingham, B3 3BA			
Investment Managers	Barclays Wealth 23 Lower Brook Street, Ipswich, IP14 1AQ			

## **Mission**

We want a world where everyone lives cooperatively on the basis of shared human values, respect for human rights, and concern for future generations.

We want non-religious people to be confident in living ethical and fulfilling lives on the basis of reason and humanity.

## **Charitable Objects**

The BHA's Objects are: 'The advancement of Humanism, namely a non-religious ethical life stance, the essential elements of which are a commitment to human wellbeing and a reliance on reason, experience and a naturalistic view of the world; the advancement of education and in particular the study of and the dissemination of knowledge about Humanism and about the arts and science as they relate to Humanism; the promotion of equality and non-discrimination and the protection of human rights as defined in international instruments to which the United Kingdom is party, in each case in particular as relates to religion and belief; the promotion of understanding between people holding religious and non-religious beliefs so as to advance harmonious cooperation in society.'

## **Structure, Governance and Management**

### **Organisational structure**

The Trustees meet regularly during the year and at the beginning of each meeting, they are requested to declare any conflicts of interest. These are detailed in notes 18 and 23 of the financial statements.

The Trustee's performance and skills are reviewed periodically and where possible new trustees are recruited to meet any needs or gaps identified.

The day to day management of the Association is delegated to its key management personnel as detailed in note 9 to the financial statements. Remuneration of the Chief Executive is set by the Trustees. Remuneration of other key management personnel is delegated to the Chief Executive.

### **Method used to recruit and appoint new Trustees**

Trustees are recruited by election or by appointment, as set out in the organisation Byelaws. Co-options can be made to fill vacancies arising among the elected trustees until the next election.

### **Induction and training of new trustees**

New trustees are provided with a Trustee Handbook which contains information about their role and responsibilities as recommended by the Charity Commission. This includes: the trustee role description and personal specification relevant to the role, the Association's confidentiality policy and the eligibility requirements for becoming a trustee, and a Code of Conduct. They are also supplied with a copy of the Memorandum and Articles of Association. Induction meetings covering the background to current matters take place with the Vice-Chair, the Chief Executive and key members of the staff team. Training on matters relevant to the role and responsibilities of trustees is encouraged and the Board subscribes to literature pertinent to good governance.

## **Public benefit**

The trustees have satisfied themselves that the BHA's activities are compliant with law and guidance for charities on public benefit. The trustees (who are also Directors of the company for the purpose of company law) confirm that when deciding on the activities of the charity they have referred to the guidance contained in the Charity Commission's general guidance on public benefit.

The five principal areas of work (which overlap and reinforce each other) are:

- Education of the public about Humanism, providing a moral framework for those who do not accept any religion. We seek to ensure that everyone has access to information about humanist approaches to ethical issues and about the humanist tradition. We deliver this education through our website, public lectures, school speakers, and teaching materials for use in schools, and in many other ways;
- The provision of non-religious or humanist celebrants, so helping to meet a growing demand from a larger section of the public than we can currently assist for baby-naming, marriage and (especially) funeral ceremonies that accord with their own beliefs. Our aim is that all those who want a humanist ceremony should have access to one. The activity (like the other four principal areas of work) represents a net cost to the Association but we are hopeful that it will in due course cover its costs;
- The provision of humanist pastoral care to the non-religious in settings where religious people have the support of chaplains, for example in prisons and healthcare;
- Seeking to protect the human rights of humanists and other non-religious people and to combat the discrimination and disadvantages they encounter. We do this by working for the implementation of the Human Rights Act 1998, especially insofar as it forbids discrimination by public authorities on grounds of religion or belief, and by making representations to Government and others, including sometimes addressing the need for changes in the law;
- Supporting local humanist groups and the positive contribution of humanists to building a peaceful, plural, secular society.

While the principal beneficiaries of the Association's work are humanists and other people who have no religious belief, the trustees consider that the whole public benefits from our promotion of human rights and non-discrimination and from the wide range of information and educational material we offer. Our website is available to all and (sometimes subject to a small admission fee) so are our lectures.

## Report on progress towards our Aims

Our year's activities are reported here, as they relate to our six Aims.

### **1. We aim to achieve a situation where Humanism is understood as an ethical and fulfilling non-religious approach to life involving a naturalistic view of the universe.**

In 2016 our series of annual lectures grew in several ways. Our Darwin Day Lecture in London was chaired by Professor Steve Jones and Professor Alice Roberts, and was delivered by Jerry Coyne, Professor of Ecology and Evolution at the University of Chicago. The lecture, titled 'Evolution and atheism: best friends forever', was delivered to a full house of more than 900 attendees, and video of the event has been viewed more than 28,000 times on YouTube. We also hosted our first Darwin Day Lecture outside of London, in Newcastle, at which Professor Thom Scott-Phillips asked 'How Darwinian is cultural evolution?'. The lecture was chaired by science writer and businessman The Viscount (Matt) Ridley, and attended by 400 people. We hosted the inaugural lecture in our new Rosalind Franklin Lecture series. Held in the week of International Women's Day, the Rosalind Franklin Lecture explores and celebrates the contribution of women towards the promotion and advancement of Humanism – whether through achievements in science, philosophy, or the promotion of democracy and human rights – in Britain and around the world. The lecture was delivered to 180 attendees by Professor Dame Anne Glover, former Chief Scientific Advisor to the European Union, on 'Why evidence really matters', and was chaired by journalist and TV presenter Samira Ahmed. The video has been viewed more than 1,000 times on YouTube. Our Voltaire Lecture was delivered by historian and TV presenter Bettany Hughes, to an audience of 400 people at Conway Hall. The lecture was chaired by our President, Shappi Khorsandi. It focused on the humanist thought and ethics behind some of the great figures in history in 'Socrates, Confucius, and the Buddha: minds that made the modern world'. The video of the event has been viewed more than 8,000 times. We also hosted our largest ever Holyoake Lecture, in Manchester. Journalist, author, and commentator Owen Jones delivered a lecture titled 'Towards a humanist politics' to an audience of 400. Video of the lecture has been viewed more than 1,500 times.

Centre for Inquiry UK (CFI UK), our section concerned with rational scepticism and science, hosted three events in London: one day conference, and two evening events. The 'Magic of maths' day conference heard from Katie Steckles on 'Maths' greatest unsolved puzzles', from Professor Emma McCoy on 'Pascal's patterns', and from Professor David Hand on 'The improbability principle: luck, lotteries, and Laura'. At the 'Love Factually' evening event, the audience heard from comedian Robin Ince, magician James David Parker, and Professor of the Hebrew Bible Francesca Stavrakopoulou, on 'God's secret sex life'. The second evening event, 'A sea of lies?' examined the media, politicians, and so-called 'post-truth politics', with a large audience of almost 150 in attendance. Cosmologist Professor Marcus Chown spoke alongside Professor Natalie Fenton of the Media Reform Coalition and journalist Martin Robbins.

We were very pleased to appoint several new patrons, who act as ambassadors for our cause and help to improve public awareness of Humanism. Our new patrons included the musician Frank Turner, BBC Head of Music Chris Price, and the biologist Professor Dame Anne Glover.

At a special event to celebrate our 120th anniversary, our patron Lord (Alf) Dubs was named Humanist of the Year 2016, for his lifetime putting humanist values into practice. At the age of six, Lord Dubs was one of 669 Czech-resident, mainly Jewish, children saved from the Nazis by English stockbroker Nicholas Winton on the *Kindertransport*. He sponsored an amendment to the Immigration Act 2016 to offer unaccompanied refugee children safe passage to Britain amidst the European migrant crisis. His amendment, with some revisions, was eventually accepted by the Government after public opinion swung decisively in favour of supporting child refugees.

Over the weekend of 10-12 June, the largest BHA Annual Conference to date took place in Birmingham, with 450 present. Participants heard talks on a wide range of topics from a variety of speakers, including BHA Vice Presidents Professor A C Grayling and Polly Toynbee, human rights campaigner Peter Tatchell, anatomist and palaeopathologist

Professor Alice Roberts, and biblical historian Professor Francesca Stavrakopoulou. It was announced that the next convention would take place in Cambridge, in June 2017.

Several teachers and other education consultants agreed to be part of our new education advisory panel. This group has been assembled to advise on the specific needs of teachers, offer feedback on education resources, keep us aware of relevant news from the world of education, and to offer thoughts on our wider education goals to ensure we are offering the best possible support to teachers and students to learn about Humanism.

2016 saw the launch of our re-branded education resources under the new name of *Understanding Humanism*, which was extensively tested with teachers in 2015 prior to launch. The website features a wide variety of new and updated education resources, including lesson plans, presentations, classroom activities, videos, and humanist perspectives. It offers guidance to teachers on teaching about Humanism and provides a facility to book a visit from a BHA school speaker. We commissioned illustrator Hyebin Lee to produce artwork for the site, designed to fit the look and feel of the new brand and appeal to students using printed resources.

The publicity campaign to launch *Understanding Humanism* was a great success, including social media, adverts, and articles in the education press, and emails to every school in the country. More people visited the site in the first two months than visited *Humanism for Schools* (our former education website) in the whole of 2015. In the course of the year, 11,733 people visited *Understanding Humanism* making 41,904 page views and 7,093 downloads. Feedback from teachers and others in education was tremendously positive. Comments from around the world included 'well-resourced', 'informative', and 'excellent'. In addition, 15,228 people visited the *Humanism for Schools* website, making 54,716 page views and 15,307 downloads. The total number of users and pageviews on our education websites was therefore around 500% greater than in 2015.

We ran training courses for school speakers in Guildford, Newcastle, Cardiff, Belfast, and Plymouth (all regions with previously limited coverage), training over 80 new speakers. Feedback from the courses was extremely positive: Average scores from evaluations made by trainees of the courses ranged from 4 to 4.8 out of 5 across the year. We also introduced a roleplay presentation element to the training course to help us better assess the suitability of trainees to the role. Our Head of Education also produced a new School Speakers' Handbook featuring updated information on the curriculum, a range of classroom activities, guidance on good practice and keeping safe, and ideas for local marketing (including template letters from speakers and parents to schools).

Our School Speakers North West Regional Lead provided the first report of school speaker activity in the North West. Following the success of this regionalisation project, we began the process of regionalisation in Wales, Northern Ireland, and the North East of England, with the intention of rolling this out to other regions soon.

We visited over 180 schools, talking to over 17,000 students, which is twice as many as in 2015. 96% of visits were rated as at least good, with 75% rated excellent. We also delivered initial teacher training on Humanism to PGCE RE teachers at Kings College London, Sheffield Hallam University (twice), and the UCL Institute of Education, and our Head of Education provided subject knowledge training to teachers at the Teach First's 'REthinking the Curriculum' conference, the London RE Hub's conference, and an OCR exam board training day. We printed a new flyer to publicise *Understanding Humanism* and the school speakers programme, and distributed these to school speakers able to circulate them.

Work began on a series of Massive Open Online Courses (MOOCs) on Humanism, hosted on the platform provided by FutureLearn. A steering group met to begin planning and discussing potential content, a proposed structure, and prospective contributors to the MOOCs. Production will begin in January 2017.

We printed 25,000 copies of *What is Humanism? How do you live without a god? And other big questions for kids* by Michael Rosen and Annemarie Young in preparation for distribution to schools in early 2017. This second edition includes editorial changes so as to include reference to the education resources we make available through *Understanding Humanism*, and a dedication from our Chief Executive. We promoted the availability of the book to

schools, generating over 1,000 requests from teachers. This also enabled us to collect contact data for future marketing of our resources and education services.

Further publicity took place for our education services at the 'Words Beyond Words' conference of the National Association of Teachers of RE in Blackburn, where we exhibited. Our Head of Education also talked about *Understanding Humanism* and our resources to educators and members of religion and belief groups at the RE Council of England and Wales' second Regular General Meeting. The chair of the RE Council described the BHA as one of the strongest players in improving the quality of Religious Education in the UK. We also printed a new A5 flyer to publicise *Understanding Humanism* and the school speakers programme, and distributed these to school speakers able to circulate them.

We delivered our second annual School Speakers Training and Networking Event in Birmingham as continued professional development (CPD) for our existing school speakers. Twenty speakers attended the day which featured talks from: a secondary Head of RE about how speakers can best support teachers in the classroom; the Chief Executive Officer of the Philosophy Foundation on effective questioning techniques; our North West England Regional Coordinator on running a successful regional programme; and our Head of Community Services on classroom management. Feedback on the day was very positive.

**2. We aim to achieve a situation where people with humanist beliefs and values are supported in identifying themselves as humanists and in expressing those beliefs and values in their lives.**

2016 was a year of maturation for our work supporting non-religious people to live confident and fulfilled lives. We reorganised our work providing pastoral support, humanist ceremonies, and support for teachers, creating a new Community Services department within the BHA and hiring a full-time Head of Pastoral Support (who commenced employment in February) and a Director of Community Services (who commenced employment in April) to better resource this work.

A governance board for our Non-Religious Pastoral Support Network (NRPSN) was established, with eight board members recruited from a range of relevant backgrounds, whose experience and expertise will guide the development of our network. The board agreed key research questions relating to the provision of pastoral care, and agreed 'in principle' partnership agreements with Marie Curie, Kingston University, and Brunel University. A significant milestone was reached in March when NRPSN was offered membership of the Healthcare Chaplaincy Faith and Belief Group, the key chaplaincy group within NHS England, in which the BHA previously held observer status. We also succeeded in changing the name of this body to the more inclusive 'Network of Pastoral, Spiritual, and Religious Care in Health'. Our presence as a full member is a first for a non-religious provider and a symbolic victory, which will yield real practical benefits in helping our accredited volunteers access healthcare institutions.

The NRPSN has also strengthened our relationship with the National Offender Management Service (NOMS). As with NHS England and the healthcare chaplaincy body, the development of NRPSN has allowed NOMS to fully recognise that our trained carers are available to all non-religious people and not just those who identify as humanists. In May, we reached an agreement with NOMS which led to our service being advertised to managing chaplains through the official NOMS newsletter.

We also laid foundations for a master's degree programme in humanist pastoral care, in conjunction with the New School of Psychotherapy and Counselling. As a result, a distance-learning MA degree in Existential and Humanist Pastoral Care will be available to students from September 2017 onwards which will help to ensure that there is a professional entry route for humanists to paid posts across a range of institutional settings. Our work with NOMS, the military, and the Professional Standards Authority to ensure any future course meets the employment standards of key institutional areas where pastoral support is provided will continue into 2017.

We ended the year with 125 trained and accredited pastoral carers, with 10 operating in prisons, 54 in healthcare institutions, and eight in other settings. The first ever paid non-religious pastoral care role in the UK went to NRPSN

member Jane Flint, and was announced to significant press coverage in January. The first ever paid university adviser role, to NRPSN member Isabel Millar, was announced in July.

Our network of trained and accredited celebrants providing humanist weddings, namings, and funerals also continued to grow. The Humanist Ceremonies™ network grew to 345 active, trained, and accredited celebrants (319 in 2015). In 2016, we trained 47 new celebrants and provided 31 existing celebrants with training in a new ceremony type. Returns received by 31 March 2017 show that our celebrants conducted 7,359 funerals (compared with 7,705 in 2015), 652 namings (591 in 2015) and 1076 weddings (985 in 2015) in 2016. 100 celebrants (up from 72 in 2015) attended our annual celebrant conference, on the theme of 'Connecting', involving 12 CPD workshops over the course of the two days. Attendance was higher as a result of concerted marketing efforts to celebrants and feedback was very positive, with 90% of participants registering 'very good or excellent' in every area. A new leaflet intended for funeral arrangers dispelling common myths about humanist funerals was also completed and an initial order was placed so that every funeral celebrant in our network would have this literature to hand.

The Humanist Ceremonies social media presence grew significantly from the start of 2016, with our Facebook following more than doubling in size (from 1,900 likes to 4,400 likes). Promotions were trialled throughout the year to serve as advertising for humanist ceremonies to non-religious people who might be in need of those services. More work was done in the latter part of the year to strategise for expanding our reach to more clients in 2017. In December, we released a new animated video with the voice-over by our patron Stephen Fry which explains the nature of a humanist ceremony. The video was viewed by tens of thousands of people across Facebook, Twitter, and YouTube. To capitalise on this new asset, we also released new polling from YouGov on the popularity of humanist ceremonies, which led to media attention from various newspapers, including an item repeated hourly slot on the Sky News channel featuring the video.

In September, Faith to Faithless transitioned from an independent organisation to a programme of the BHA and appointed its new steering group. This programme has a strong history of engagement with the 'apostate' community and will now focus on developing its outreach, awareness raising, and direct services to benefit the community. Since joining the BHA, Faith to Faithless volunteers have run focus groups to inform the programme's development and direction, ensuring apostates are given a clear voice in shaping the support provided.

At the end of 2016, we supported a network of 70 local humanist groups across the country (up from 66 in 2015). Through the year, these groups put on a range of film screenings, debates, lectures, election hustings, socials, as well as fundraising and charitable work for us and for local community-based charities. Birmingham Humanists attracted particular media attention when it spearheaded a nationwide 'Love Your Neighbour' campaign, supported by 'faith' groups, which aimed to heal national tensions following the referendum in June.

We continued to clarify and expand our presence in Wales and Northern Ireland following the formation of our two national sections, Wales Humanists and Northern Ireland Humanists. We appointed coordinators for both Northern Ireland Humanists and Wales Humanists based in Belfast and Cardiff, respectively. Growth was particularly apparent on social media. A brand new Northern Ireland Humanists Facebook page quickly gained over 3,500 likes, giving it the largest social media presence of any secular or human rights organisation in Northern Ireland. Wales Humanists similarly grew from 58 likes to over 3,000. We also produced a bilingual Wales Humanists section of our website, which is accessible at [humanism.org.uk/wales](http://humanism.org.uk/wales), and produced leaflets, banners, and guide books emphasising our activity in Northern Ireland and Wales respectively. We also produced corresponding Welsh-language materials.

Both sections attracted national media coverage over the course of the year, quoting in both instances our two national coordinators. A formal Wales Humanists launch event at the Senedd in November was attended by dozens of humanists living in Wales as well as by First Minister of Wales Carwyn Jones AM, and by Plaid Cymru leader Leanne Wood AM. A similar event in Belfast is planned for 2017.

We ended the year with over 206,000 'likes' on our primary Facebook page (up from 157,000 in 2015). Shareable graphics and humanist-themed commentary that reflected people's values proved popular throughout the year. On



Twitter, our main account grew from 55,300 followers to over 66,000. Our tweets were seen by 1.6 million to 3.4 million users each month (1.5 million to 2.8 million in 2015). Popular tweets typically reflected activity relating to our core campaign areas and humanist sentiments expressed in relation to tragedies like the attack in Brussels and the murder of our supporter Jo Cox MP. We grew to 19,901 subscribers on YouTube (up from 17,449), and our videos were viewed 388,645 times over the course of the year (124,992 in 2015).

**3. We aim to achieve a situation where the UK is a secular state guaranteeing human rights, with no privilege or discrimination on grounds of religion or belief.**

Our public affairs and policy work continued to attract high levels of media attention and member engagement in 2016. In response to the findings of our *An Unholy Mess* report in 2015 about faith schools' unlawful school admissions policies, the Government produced an extraordinary proposal to ban civil society organisations from objecting to schools' unlawful admission arrangements. We prompted the tabling of over 60 parliamentary questions by parliamentarians from a range of parties, and in May we worked with the Opposition spokesperson for education in the House of Lords, Lord Watson, to arrange for a Question for Short Debate. The ban has yet to be introduced.

The Government announced in September that it proposed to remove the current 50% cap on religious selection at free schools. We carried out a variety of campaign activities in opposition to the move. Our reaction to the announcement was featured on the front page of the *Daily Mail*, as well as by most other national papers, the BBC's website, Sky News, and radio programming. We prompted over 80 parliamentary questions and supportive contributions to debates on the proposals in both the House of Commons and House of Lords, including from Labour and Liberal Democrat education spokespersons.

We published new research demonstrating that the 50% cap on religious selection had significantly boosted integration, contrary to the claims of the Government. This prompted the UK Statistics Authority to order the Department for Education (DfE) to amend its green paper in line with our concerns. We also published research into the admission arrangements of Catholic private schools, refuting the assertion of the Catholic Education Service that the 50% cap contravenes canon law. Alongside the Accord Coalition, we commissioned and published a poll revealing that nearly three quarters of the public are opposed to the plans and helped to organise an open letter to the Prime Minister from religious leaders, parliamentarians, and education experts calling for a U-turn. We urged our members and supporters to take action by submitting their own responses to the consultation. Nearly 3,000 responses were submitted through our portal, in addition to 2,500 letters sent to MPs and over 4,000 people who put their names to our petition.

As in 2015, individuals with experience of extremist teaching in private religious schools continued to come to us for help and support. With this in mind we launched a new blogging and whistleblowing platform called *Faith Schoolers Anonymous*, which allows former pupils, parents, and teachers at 'faith' schools to recount their experiences and generate much-needed attention for the problems that children and their families face in these institutions. The launch generated high levels of media coverage including in the *Guardian*, the *Independent* and ITV News. To coincide with the launch, our Chief Executive featured in a special Facebook Live Q&A video which was broadcast to readers of the *Independent*. The site brought to light wide-ranging whistle-blower testimony, including stories of corporal punishment in Charedi schools, the refusal to offer sex education in Christian schools, and the preaching of hatred towards gay people in Muslim schools, and rampant sexism throughout the sector. We have also passed on information related from the testimony we received to the Government and Ofsted to show how religiously selective and segregated schools are detrimental for overall social and community cohesion.

We continued to highlight the plight of pupils of Charedi schools in London, working closely with former pupils. We revealed that an unregistered strictly Orthodox Charedi Jewish school in Hackney had been operating illegally for 40 years, despite being known to the Government, which in recent years had been repeatedly alerted to the school's failings by Ofsted. The story received widespread coverage including from BBC London News and the *Independent*. The Government then announced that it had closed the school, but we later revealed in an exclusive with the

*Evening Standard* that the school was continuing to operate as normal. We then went on to publish the results of an investigation into unregistered Charedi Jewish schools in north London, revealing that several of these illegal schools were registered as charities. This investigation was the subject of a 15-minute piece on BBC TV's *Newsnight* featuring our Chief Executive, and we wrote to both the Department for Education and the Charity Commission to call for an investigation. Ofsted subsequently set up an 'unregistered schools team' to deal with the issues identified, and we were the first to meet with them. A scrutiny panel of Hackney councillors also launched an inquiry into the matter. We were pleased that following our consistent campaigning on the fundamentalist Christian private schools that teach the Accelerated Christian Education (ACE) curriculum, Ofsted finally downgraded a number of ACE schools for, among other things, their homophobic, misogynistic, and pseudoscientific teaching.

We responded to numerous consultations from parliamentary committees and other public bodies regarding the state of children's rights in the UK. We were part of the working group responsible for drafting sections of the civil society report to the United Nations Children's Rights Committee (UNCRC) as part of its periodic review of the UK. As a result, the UNCRC in its report called for: an end to compulsory collective worship in UK schools; a fully integrated education system in Northern Ireland; full and comprehensive sex and relationships education in UK schools; and decriminalisation of abortion in Northern Ireland in all circumstances. Similarly, we also submitted evidence to the British Institute of Human Rights (BIHR) as part of their production of the civil society report for the UN Human Rights Committee's Universal Periodic Review of the UK. Our concerns about 'faith' school admissions, collective worship, religious education, and sex and relationships education were all reflected in the subsequent report.

Following our successful legal challenge on the Religious Studies GCSE Subject Content in England, we circulated legal guidance setting out implications of the ruling for Religious Education to all schools, Standing Advisory Councils on RE, and local authorities in England and Wales. In May the Department for Education (DfE) responded to that guidance with misleading statements about what the law requires of schools and those who set syllabuses. We worked with MPs and peers to challenge this guidance in Parliament, and have since been working to challenge discriminatory RE syllabuses at the local level.

Meanwhile, our Northern Ireland Coordinator and our Education Campaigner met officials from the Department of Education in Northern Ireland to discuss the religious education syllabus, the inclusion of Humanism within it, and the process by which it can be reviewed. Following that meeting, we submitted comments to a consultation on the revised Religious Studies GCSE specifications in Northern Ireland, which almost entirely exclude non-religious worldviews. Our Education Campaigner and our Wales Development Officer met officials from the Welsh Government to discuss the ongoing review of the curriculum in Wales. As a result, our Wales Coordinator was added to the steering group responsible for the new curriculum.

On pastoral support, we challenged several NHS trusts over their decisions to advertise for Anglican/Free Churches chaplains when all their existing chaplains were of the same faith. The trusts withdrew their adverts as a result of our challenge, instead committing to undertake equality impact assessments. Our actions prompted NHS England and the Chaplaincy Leadership Group to agree on the need to tackle the issue nationally. As a result, the groups drafted new guidance for NHS trusts on advertising for these posts, and NHS England decided to organise training in early 2017 for HR managers of trusts on the specific issue.

On marriage, after a disappointing scoping report from the Law Commission on the legalisation of humanist marriages, we met the then Lords Justice Minister Lord Faulkes and responsible Justice Minister Caroline Dinenage on the issue. We continued to work with parliamentarians of a variety of parties to lobby the Government on this matter and to help broker meetings. Later in the year, at the Conservative Party Conference we spoke to the Justice Secretary Liz Truss about it. Following this we launched a 'take action' which led to 1,700 people writing to their MPs, asking them to urge the Justice Secretary to use her order-making powers. Later in the year we used a poll on the popularity of humanist marriages and some new video footage to generate media interest in this issue, and Sky News ran a package throughout the day on their rolling news channel featuring footage from a humanist wedding. Celebrants were also invited on to their local BBC stations to talk about the invaluable service they offer.

In December, the Equality and Human Rights Commission published a major report on religion, belief and the law. It concluded that the law on 'faith school' employment in England, in allowing religious schools wide powers to discriminate on the basis of religion, is 'arbitrary' and goes beyond what is permitted by European law, and thus UK law should be reviewed and amended. This position is exactly in line with ours and matches submissions we made to the review that preceded the report. The EHRC also concluded that some commercial advertisers such as cinema chains are within their rights to refuse all religion and belief advertising. This is in line with our position on the matter, which we submitted in response to a prior EHRC consultation following loud protests from the Church of England over an advert of theirs being declined.

Our Chief Executive was invited to speak at a Foreign and Commonwealth Office (FCO) conference alongside the Archbishop of Canterbury on preventing violent extremism and freedom of religion and belief. This followed on from our input into a new FCO toolkit on freedom of religion or belief which we ensured was inclusive of the non-religious and included case studies of persecuted humanists and atheists internationally.

#### **4. We aim to achieve a situation where public debate and policy are shaped by humanist perspectives.**

On the issue of the EU referendum, we produced six articles by prominent humanists debating the EU Referendum (three in favour, three against). Our section LGBT Humanists organised a debate on the referendum chaired by our Director of Public Affairs, although this was changed into a solidarity event following the murder of our supporter Jo Cox MP. We also engaged with the devolved elections, producing grids setting out various parties' positions in Wales and Northern Ireland, which we circulated to our members in those countries. After the elections, we wrote to all the new ministers in the devolved governments, calling for meetings. We also set about organising for a new cross-party Humanist Group in the Welsh Assembly.

We attended the FCO's briefing meetings and then sent our delegate to the UN Human Rights Council to attend the full March, June, and September sessions in Geneva, where we made 15 separate interventions. Topics included the sexual and reproductive health rights of women, the rights to peaceful assembly and association in Saudi Arabia and Egypt, free expression in Bangladesh, the rights of LGBTI persons in Latvia, and the human rights of refugees and migrants in Europe. To strengthen our positions on various issues, we also used our platform to issue joint statements with the British Pregnancy Advice Service (BPAS), Arab Humanists, the Humanist Union of Greece, and British Muslims for Secular Democracy.

Our wider foreign policy work included addressing the ongoing situation in Bangladesh, where Islamists over the course of the year expanded a campaign of killing of humanist bloggers, as well as LGBT activists, religious minorities, and academics. We met a special advisor from Number 10 and officials from the FCO and, after we had requested it, the FCO Minister condemned some of the killings. Separately, our Director of Public Affairs and Policy was also invited to contribute to an FCO roundtable on women's rights internationally and how the UK can work to build capacity within grassroots initiatives to empower women and girls.

Our work in Europe included attending the International Humanist and Ethical Union (IHEU) and European Humanist Federation (EHF)'s general assemblies at a joint conference in Malta, at which our Chief Executive was elected President of IHEU and our Director of Public Affairs was elected Vice President of the EHF. We participated in discussions of the refugee crisis and met the Maltese Minister for Civil Society. We also worked with the EHF to launch the 'Wake Up Europe' campaign, an online platform for signing its EU-wide petition urging European Institutions to take a firm stand against the authoritarian agenda of Hungarian Prime Minister Viktor Orbán. We subsequently raised the issue when we twice met European Commission Vice President Frans Timmermans.

The highly publicised assisted death of our member and motor neurone disease sufferer Simon Binner in 2015 was the subject of a BBC Two documentary in February detailing his decision to die and his final moments, sparking much public debate. We continued to explore the possibility of taking or supporting a legal case on the matter.

We supported campaigns on abortion, including amendments in Northern Ireland to legalise abortion in some circumstances. We intervened in the 'A and B' case at the Supreme Court, involving a woman from Northern Ireland who is contesting the £900 charge she was forced to pay for an NHS abortion. We collected evidence as to the particularly harsh experience of women who have to raise funds (with all the uncertainty that can entail) to travel to England in such circumstances, as well as of women who cannot afford to do so and are thus faced with the choice of using internet-procured abortion pills, a 'DIY' abortion, or an unwanted pregnancy.

We also supported the launch of 'We Trust Women', a new campaign organised by BPAS to decriminalise abortion across the UK. One of our trustees spoke at the launch. We also prompted the creation of an umbrella coalition for pro-choice groups in Northern Ireland, similar to the Voice for Choice group which has long existed in England (and on whose steering group we sit). The similarly-named 'Trust Women' coalition met in December for the first time, and our Northern Ireland Coordinator was appointed to the steering group.

Our Chief Executive appeared before the House of Commons Education Select Committee to give evidence on mixed multi-academy trusts and the concerning surge in the number of schools without a religious character that are becoming subject to religious influence or control. The oral evidence session followed our written submission to the committee's enquiry and coincided with the publication of our research revealing that in recent years more than 350 state schools have come under the control of religious organisations where no such influence existed before.

The All Party Parliamentary Humanist Group (APPHG) continued to grow. We successfully restored membership to pre-2015 levels, replacing those humanist MPs who lost their seats in the general election. Following the Government's move to prevent civil society organisations from raising formal concerns about unlawfulness in the admission arrangements of 'faith' schools, the APPHG hosted a meeting to discuss both the ban and wider problems associated with religious discrimination in school admissions. Chaired by Clive Lewis MP, peers and MPs heard from Barnet mother Sonya Karafistan, who detailed her experience as a secular Turkish Cypriot allocated a place for her son at a local Greek Orthodox Church school, a decision which she described as 'inappropriate on religious, cultural, and ideological grounds'; and parent and *Mirror* journalist Andrew Penman, who recounted his decision to lie about his religious beliefs in order to have any chance of getting his child into a good local school, which required him to attend religious worship over a period of three years.

We also held a packed-out APPHG meeting on pastoral support, featuring: Mike Kavanagh, the Head of Chaplaincy of the National Offender Management Service (NOMS); Mark Burleigh, the Head of Chaplaincy at University Hospitals of Leicester NHS Trust; David Savage, Chair of the Non-Religious Pastoral Support Network and an 'honorary contract chaplain' at Guy's & St Thomas' NHS Foundation Trust; Amy Walden, BHA Trustee and probation officer at Winchester Prison; and Flt Lt Ruth Staton of the Defence Humanists, a Royal Air Force nurse based at the Royal Centre for Defence Medicine in Oxford, who is in discussions with MoD chaplaincy about piloting non-religious pastoral support in the armed forces. The meeting was the first ever held on this topic in Parliament, and was well received by parliamentarians in attendance. This meeting was followed by an AGM in which the Group's officers were re-elected.

We continued to provide support to humanist groups attached to the major political parties. This year saw a change in chair of Labour Humanists, and the re-formation of Conservative Humanists following a period of dormancy. A fledgling Green Humanists was formed and created a Facebook group to plan an inaugural meeting in 2017. We helped to facilitate a drinks evening at City Hall in London with the various party political humanist groups, who organised the event in partnership with our youth section, Young Humanists. Over 80 people attended and speeches were made by our Director of Public Affairs and representatives of the political groups including: Tom Copley AM of the Labour Party; Andrew Boff AM, former leader of the Conservative Group in the London Assembly; Dawn Barnes, Liberal Democrats Federal Executive member and London Assembly candidate; and Darren Johnson AM, former Green Party mayoral candidate. All the speakers declared themselves as humanists.

We also attended the Green, Liberal Democrats, Labour, and Conservative party conferences, having a stall at each and a 'No Prayer Breakfast' fringe meeting at the Labour conference (with speakers Polly Toynbee, Tom Copley, Joan

Smith and our Chief Executive). Our Director of Public Affairs and Policy spoke at a Humanist and Secularist Liberal Democrats fringe meeting on religious education. Politicians who visited our stands included Green Party co-leader Jonathan Bartley, Liberal Democrats leader Tim Farron, Labour leader Jeremy Corbyn, Shadow Education Secretary Angela Rayner, and Lord Chancellor Liz Truss.

**5. We aim to achieve a situation where we are an expanding, financially healthy and sustainable organisation with high standards of governance and management.**

In the face of a challenging external economic and political environment our income from donations (including Gift Aid) and subscriptions remained steady in 2016 (compared with growth of 19% in 2015).

After the success of our first fundraising dinner in 2014, we held another in the Kingsway Hall Hotel. More than 100 people came to the dinner, hosted by Jim Al-Khalili, Polly Toynbee, and Martin Rowson. The event raised more than £15,000 towards our work to make a copy of *What is Humanism?*, by Michael Rosen and Annemarie Young, available to every primary school in the country.

As part of our series of higher-cost events tailored towards the 'Blackham Society' (BHA supporters who give substantial regular donations towards our work), we hosted 'An Evening with Ian McEwan', chaired by Natalie Haynes, for around 20 guests. The audience heard from McEwan, a BHA patron, and was able to ask questions in an intimate environment. We also hosted a wine-tasting event with BHA Vice President and Chair of the Blackham Society, Jim Al-Khalili, with around a dozen specially invited guests.

We launched the annual JustGiving fundraiser for the salary of the Faith Schools and Education Campaigner, with the initial appeal letter signed by Professor Alice Roberts, as was the case last year. The target this year was £40,000: by end of 2016 the target had just been exceeded.

**6. We aim to achieve a situation where we are respected as an organization for our expertise and professionalism and recognised as the national voice of Humanism and a leading national voice for the non-religious and for secularism.**

Ceremonies feedback from our client feedback forms has been outstanding, with 97% of clients rating both the ceremony as having met their expectations and the celebrants' celebrant's performance a full 5/5. Among the many funeral ceremonies we were honoured to take was that of Victoria Wood.

We received, and approved, numerous requests to quote from our resources from other education resource providers, including textbook publishers such as Oxford University Press and Pearson Education.

Our Head of Education spoke to educators at the European Humanist Professionals' 'Building Blocks for Humanist Education' conference in Antwerp, Belgium. He also took advantage of the trip to Europe to visit teachers in schools in Belgium and the Netherlands and to watch and discuss their approaches to Humanism in education. We received extremely positive feedback from European colleagues on our resources and news that they were already in use in Belgium, with plans to translate and take advantage of them in other European countries.

*Understanding Humanism* and its resources were nominated by the Swedish Humanist Association (Humanisterna) for the Henri La Fontaine Prize for Humanism. The prize is 'intended to honour individuals, institutions or public or private bodies contributing significantly to the protection, spreading and progression of values that Henri La Fontaine defended during his life. These span the promotion of peace, humanism, social justice, feminism, and self-examination.' The website reached the final selection of five finalists.

## **Financial Review**

We ended the year with a deficit on unrestricted funds of £119,806, a planned deficit reflecting the decision to invest legacy income in capacity-building activities.

Legacies in 2016 were down on the previous two years but we expect such fluctuations and treat this income as windfall. Nonetheless, we plan to advertise our legacy programme more widely in 2017, it being such an important source of funding. Once again, our supporters were incredibly generous, with both time and financial support. Income from subscriptions rose 20%, with new supporters joining the charity, and many established members choosing to give more on a regular basis. Such support has been invaluable in the uncertain economic environment of recent years and we continue to be grateful. Donations to our general cash appeals were lower than in 2015, which is of some concern, but donations to specific areas of work remained high - with our 'Faith Schools' campaign officer funded for another year, 'What is Humanism' book appeal donations being high enough to start sending books to schools, and donations for education resources meaning we could start work on a university-level course in 2017.

Having started the year with a healthy level of reserves, we continued to invest in capacity-building. We were able to increase spending on all areas of charitable activity as well as investing in recruitment of new members and supporters. Our school speakers and pastoral care volunteers programmes are now core activities along with the Humanist Ceremonies™ network, enabling us to reach more people than ever before. We started to receive NHS funding for some of our non-religious pastoral support work and we aim to have our education activities funded by grants rather than donations in the near future. This growth in Community Services, combined with our growing events programme and social media presence, plus new personnel in Wales and Northern Ireland, makes for a step-change in the impact we are having at the individual level and underpins the successes we have at the public policy level.

### **Reserves**

Our reserves are defined as the funds available to be spent at the trustees' discretion in furtherance of the objectives of the Charity (thus excluding restricted funds donated for specific purposes). The reserves policy is renewed triennially. The policy remains that the BHA will hold an upper limit of three month's expenditure and a lower limit of two month's expenditure in reserves, with the following considerations as its basis:

The level of reserves that the BHA holds should be sufficient to:

- Allow the Association to continue its work in the event of a temporary downturn in income streams. An obvious concern might be an absence of any legacy income for a few years which, while we deliberately do not budget for legacy income, may restrict a number of activities from being undertaken;
- Take advantage of an unforeseen opportunity; an item of news, for example, which could trigger a publicity campaign;
- Meet an unforeseen need: a legal challenge, for example, or default by a major creditor.
- Provide financial protection for the trustees. Incorporated charities, such as the BHA, are subject to insolvency law. Should an insolvency arise and it can be shown that the trustees allowed the Association to continue to trade, when it should have been apparent that there was little prospect of it being able to meet its liabilities, then they could be deemed personally liable for a proportion of the Association's debts.

At the end of the year total funds held amounted to £1,111,387 of which £112,372 are held for restricted purposes, £8,719 are for designated purposes and £58,820 are represented by the Association's tangible fixed assets and can only be realised on their disposal. Therefore, the free reserves of the Association were £931,476. This is more than sufficient to meet the requirements above (three months budgeted expenditure being £517,928). For this reason we have adopted a deficit budget for 2017.

## **Fundraising Policy**

Our approach to fundraising reflects that supporters are at the heart of what we do, and fundraising materials are designed to ensure that donors and potential donors understand that they can withdraw from fundraising communications, or any other communications, at any time, simply and without fuss. We do not use fundraising services, consultants, or external professional fundraisers to undertake fundraising activities on our behalf, and we do not sell or license data to (or buy data from) any external agencies or third parties. We send a weekly e-newsletter to subscribers (which they can unsubscribe from) that shares information about our charitable work and fundraising activities. All new marketing materials are checked to comply with the Fundraising Code of Practice as part of an internal publications sign-off procedure.

We host a range of events throughout the year. Fundraising events are explicitly billed as such. All events are closely monitored through regular meetings both leading up to and following every event, and detailed profit and loss registers are kept for large events. We will never exert undue pressure on invitees to attend an event or to donate. All income and expenditure related to volunteer-led fundraising is reported to the appropriate line manager within the staff team, and annual statements are approved by both the volunteer and the responsible manager.

We take very seriously our responsibility to make our best efforts not to approach or pressure vulnerable people to support our work. We take a robust approach to complaints about fundraising, whether in person, or online, or by another medium; these are promptly followed up by the responsible officers, their line managers, or by a member of the Board (as appropriate).

## **Investment policy and objectives**

The Trustee's investment policy is to generate the highest possible returns over the long term, consistent with its risk appetite and appropriate protection for the capital of the Association, to maximise the resources that can be expended on the Association's charitable objectives.

Barclays Wealth are responsible for the management of the Association's investments which are held in Barclays Charity Fund, a specific, tailored, tax-efficient fund for UK charities. The fund provides a balanced portfolio and spread of risk with growth potential and meets our stated policy of social responsibility in avoiding investments in armaments, tobacco and pornography.

Monitoring of the investment performance takes place through regular investment reports and investment performance results are reported and discussed at Trustee meetings and compared to industry benchmarks where applicable.

Investments are stated at market value, with realised and unrealised profits charged net to the statement of financial activities.

## **Risk management**

The Trustees acknowledge their responsibility for establishing a risk management system and are satisfied that appropriate systems and procedures have been established to identify and manage the major risks faced by the Association.

The Trustees have developed a comprehensive risk management policy to ensure that all important risks are evaluated and appropriate mitigating action taken. Governance and management, operational, financial, legal and other risks are reviewed annually by the Trustees and continually monitored by the senior management team who take responsibility for implementation of the policies and procedures identified to mitigate risks. Corrective actions mandated are based on the likelihood of particular events occurring and how critical the consequences would be. Annual risk reviews include considerations of operating plan activities, finance,

insurance, trademark, office building, fire, health and safety, and terms and conditions of employment of staff. Significant risks identified were website and computer hacking, and risks associated with front-line service provision such as pastoral support volunteers. Actions taken to mitigate risks included commissioning an ICT security review, and enhancing recruitment, support and codes of conduct relating to our front-line services.

### **Future Plans**

The Association's key objectives for 2017 are to continue to work towards our six organisational aims as outlined above, in particular promoting a wider understanding of humanism, enabling humanists to express their beliefs and values, fighting against discrimination, and ensuring public policy is shaped by humanist perspectives.

The key planned activities to achieve these objectives are a continuation of those outlined in this report- public affairs work on a range of policy issues, provision of education materials, growth of our networks of celebrants, school volunteers and pastoral support volunteers. We plan to hold more public events, to develop the Faith to Faithless programme and will continue to explore new ways in which we can further our charitable objectives.

### **Statement of Directors' Responsibilities**

The Association's trustees (who are also the directors of the Association for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the incoming resources and application of resources, including the income and expenditure, of the Association for that period. In preparing the financial statements, the Directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on a going-concern basis unless it is inappropriate to presume that the Association will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association 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 Association and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Directors confirm that, in the case of each of the persons who are Directors at the date of this report, the following applies:

- so far as each Director is aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the Association's auditors are unaware; and
- each Director has taken all the steps they ought to have taken to make herself/himself aware of any relevant audit information and to establish that the Association's auditors are aware of that information.



## **Auditors**

In accordance with S485 of the Companies Act 2006, a resolution proposing the reappointment of Knox Cropper as auditors will be put to General Meeting.

**On behalf of the Board: Tamar Ghosh, Chair, 22 May 2017**

## Independent Auditors' Report to the members of the British Humanist Association

We have audited the accounts of British Humanist Association for the year ended 31 December 2016 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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.

### Respective responsibilities of the directors and auditors

As explained more fully in the Statement of Directors' Responsibilities, set out in the Directors' Report, the Directors (who are also the trustees of the charitable company for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### Opinion on financial statements

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 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and have been prepared in accordance with the requirements of the Companies Act 2006.

## **Independent Auditors' Report to the members of the British Humanist Association (continued)**

### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

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

We have nothing to report in respect of the following matters where 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' exemption from the requirement to prepare a strategic report.

**Richard Billinghamurst FCA**

**(Senior Statutory Auditor)**

**For and on behalf of Knox Cropper, Statutory Auditors**

*8/9 Well Court, LONDON, EC4M 9DN*

*May 2017*

Knox Cropper is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

## Statement of Financial Activities including the Income and Expenditure Account for the year ended 31 December 2016

		Funds 2016			Funds 2015		
	Notes	Restricted £	Unrestricted £	Total 2016 £	Restricted £	Unrestricted £	Total £
<b>INCOME FROM:</b>							
- Legacies and donations	2	180,293	656,699	836,992	185,323	797,397	982,720
					-	-	-
- Other trading activities	3	-	9,266	9,266	-	7,650	7,650
- Investments	4	-	23,882	23,882	-	16,923	16,923
- Charitable activities	5	5,286	767,903	773,189	-	696,051	696,051
<b>Total</b>		<u>185,579</u>	<u>1,457,750</u>	<u>1,643,329</u>	<u>185,323</u>	<u>1,518,021</u>	<u>1,703,344</u>
					-	-	-
<b>EXPENDITURE ON:</b>							
- Raising funds	6	-	( 105,140)	( 105,140)	-	( 81,131)	( 81,131)
- Charitable activities	7,8	( 189,761)	( 1,546,630)	( 1,736,391)	( 151,310)	( 1,153,867)	( 1,305,176)
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Total</b>		<u>( 189,761)</u>	<u>( 1,651,770)</u>	<u>( 1,841,531)</u>	<u>( 151,310)</u>	<u>( 1,234,997)</u>	<u>( 1,386,307)</u>
					-	-	-
<b>Net gains/(losses) on investments</b>	11	<u>-</u>	<u>74,214</u>	<u>74,214</u>	<u>-</u>	<u>( 31,468)</u>	<u>( 31,468)</u>
					-	-	-
<b>Net income/(expenditure)</b>		<u>( 4,182)</u>	<u>( 119,806)</u>	<u>( 123,988)</u>	<u>34,013</u>	<u>251,555</u>	<u>285,569</u>
					-	-	-
Transfers between funds		-	-	-	( 6,545)	6,545	-
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>( 4,182)</u>	<u>( 119,806)</u>	<u>( 123,988)</u>	<u>27,468</u>	<u>258,100</u>	<u>285,569</u>
					-	-	-
Balances brought forward at 1 January		<u>116,554</u>	<u>1,118,821</u>	<u>1,235,375</u>	<u>89,086</u>	<u>860,721</u>	<u>949,806</u>
<b>BALANCES CARRIED FORWARD AT 31 DECEMBER</b>		<u>112,372</u>	<u>999,015</u>	<u>1,111,387</u>	<u>116,554</u>	<u>1,118,821</u>	<u>1,235,375</u>

**Balance Sheet for the year ended 31 December 2016**

		2016		2015	
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Office equipment	10		58,820		66,588
Investments	11		<u>663,543</u>		<u>567,705</u>
			722,363		634,293
<b>CURRENT ASSETS</b>					
Debtors	12	129,330		95,370	
Cash at bank and in hand		<u>370,106</u>		<u>545,797</u>	
		499,436		641,167	
<b>LIABILITIES</b>					
Creditors: Amounts falling due within one year	13	<u>( 110,412)</u>		<u>( 40,085)</u>	
<b>NET CURRENT ASSETS</b>			<u>389,024</u>		<u>601,082</u>
<b>NET ASSETS</b>			<u><u>1,111,387</u></u>		<u><u>1,235,375</u></u>
Represented by					
<b>FUNDS :</b>					
Unrestricted	14		999,014		1,118,821
Restricted	15		<u>112,373</u>		<u>116,554</u>
<b>Total Funds</b>			<u><u>1,111,387</u></u>		<u><u>1,235,375</u></u>

The accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies.

**Approved by the Directors on 22 May 2017**

Tamar Ghosh \_\_\_\_\_ Hon. Chair

John Adams \_\_\_\_\_ Hon. Treasurer

Company Registration Number: 00228781

**Statement of Cash Flows for the year ending 31 December 2016**

		2016 £	2015 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	<u>( 171,359)</u>	<u>335,171</u>
Cash flows from investing activities:			
Dividends and interest from investments		23,886	16,923
Purchase of property, plant and equipment		( 6,594)	( 13,353)
Proceeds from sale of investments		-	-
Purchase of investments		( 14,672)	( 353,098)
Net cash provided by/(used in) investing activities		<u>2,620</u>	<u>( 349,528)</u>
Change in cash and cash equivalents in the reporting period		( 168,739)	( 14,357)
Cash and cash equivalents at the beginning of the reporting period		559,208	573,565
Cash and cash equivalents at the end of the reporting period	25	<u><u>390,469</u></u>	<u><u>559,208</u></u>

## Notes to the Financial Statements for the year ended 31 December 2016

### 1. Accounting policies

#### Basis of Preparation

These Financial Statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements 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 UK and Republic of Ireland (FRS 102)" (the Charities SORP FRS 102), the Financial reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

British Humanist Association meets the definition of a public benefit entity under FRS 102.

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

#### Prepayments and Accruals

Prepayments and accruals less than £100 have not been taken into consideration.

#### Tangible Fixed Assets and Depreciation

All tangible assets costing more than £500 were capitalised and all tangible assets are valued at historic cost. Provision is made for depreciation on tangible fixed assets, at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life.

Office Equipment:	20% p.a. straight line
Computer equipment:	33 1/3% p.a. straight line
Office fixtures & fittings:	10% p.a. straight line

#### Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on the revaluations and disposals throughout the year.

Realised gains and losses on investments are arrived at by comparing the net sale proceeds with the market value at the end of the previous financial year. Unrealised gains and losses represent the difference between the market value of investments still held at the end of the financial year with their value at the beginning of the year or with their cost if purchased subsequently.

#### Value Added Tax

The Charity is registered for VAT and where applicable, amounts are included net of VAT.

#### Funds

Unrestricted funds are those funds which can be used at the trustees' discretion. Restricted Funds are those funds where application is restricted by conditions set by the donor. Designated Funds are those funds, which have been earmarked by the trustees for specific purposes.

#### Grants Receivable

Revenue grants are credited to incoming resources on the earlier of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred. Capital grants for the

purchase of fixed assets are credited to restricted incoming resources when they become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

**Donations and Legacies**

Donations and legacies are recognised as income when the Association becomes unconditionally entitled to receive them, and when the receipt is probable and its value can be predicted with reasonable accuracy.

**Charitable Activities**

Costs of charitable activities include direct expenditure and an apportionment of overhead, governance and support costs as shown in note 7.

**Allocation of Overhead, Governance and Support Costs**

Overhead and support costs are incurred centrally across the range of our activities throughout the year. Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulation and good practice. These include costs related to statutory audit. All these costs have been apportioned between charitable activities on the basis of staff time or office space depending on the nature of the cost. The Directors consider this to be a reasonable reflection of the utilisation of resources.

**Pensions**

The Charity contributes to various defined contribution pension schemes on behalf of employees and, as the charity's liability is limited to paying amounts across as they fall due, the pension charge reflected in the accounts represents the amount payable for the year.

**Financial instruments**

The Association only has financial assets and liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. These are initially recognised at transaction value and subsequently valued at their settlement value.



**2. Legacies and donations**

	2016			2015
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Donations and Gift Aid	180,293	584,650	764,943	766,480
Legacies	-	72,049	72,049	216,240
	<u>180,293</u>	<u>656,699</u>	<u>836,992</u>	<u>982,720</u>

**3. Income from other trading activities**

	2016			2015
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Rent & charges to tenants	-	9,266	9,266	7,650
	<u>-</u>	<u>9,266</u>	<u>9,266</u>	<u>7,650</u>

**4. Investment income**

	2016			2015
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Interest	-	523	523	349
Dividends	-	23,359	23,359	16,574
	<u>-</u>	<u>23,882</u>	<u>23,882</u>	<u>16,923</u>

**5. Income from charitable activities**

	2016			2015
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Subscriptions	-	445,779	445,779	370,762
Group fees	-	2,231	2,231	2,235
Celebrants levies	-	114,604	114,604	131,852
Celebrants training	-	123,701	123,701	92,889
Celebrants accreditation fees	-	5,303	5,303	5,280
Events & activities	5,286	59,065	64,351	70,149
Sales of literature & merchandise	-	13,244	13,244	13,279
Sundry income	-	3,976	3,976	9,605
	<u>5,286</u>	<u>767,903</u>	<u>773,189</u>	<u>696,051</u>

Income from the Annual Conference and our Named Lecture Series is now substantial enough that it should be recognised in the year of the event, rather than in the year of the ticket sales. Therefore approximately £49,000 of income received in 2016 will be in the 2017 accounts rather than 2016.

## 6. Cost of raising funds

	2016			2015
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Fundraising costs	-	( 100,366)	( 100,366)	( 77,207)
Investment manager's fees	-	( 1,935)	( 1,935)	-
Purchase of merchandise	-	( 2,839)	( 2,839)	( 3,924)
	-	( 105,140)	( 105,140)	( 81,131)

Investment manager fees of £1,396 were included in Note 8 (Bank charges & Interest) in 2015.

## 7. Analysis of costs of charitable activities

	2016			2015
	Direct	Support Costs	Total	Total
Education and Promotion of Humanism	( 449,060)	( 182,284)	( 631,344)	( 509,352)
Ceremonies	( 246,191)	( 67,464)	( 313,655)	( 292,677)
Pastoral Support	( 93,908)	( 55,422)	( 149,330)	( 30,404)
Public Affairs & Policy	( 294,571)	( 246,411)	( 540,982)	( 411,103)
Activities for Members and Affiliated Groups	( 62,650)	( 38,430)	( 101,080)	( 61,640)
	( 1,146,380)	( 590,011)	( 1,736,391)	( 1,305,176)

## 8. Analysis of support and governance costs

	2016	2015
	£	£
Staff costs	( 318,822)	( 183,970)
Rent and rates	( 73,665)	( 82,084)
Repairs, maintenance & utilities	( 16,604)	( 20,737)
Postage and stationery	( 28,639)	( 28,093)
ICT	( 49,349)	( 10,745)
Irrecoverable VAT	( 32,249)	( 12,793)
Subscriptions	( 1,877)	( 1,130)
Bank charges & interest	( 36,574)	( 24,540)
Depreciation	( 14,362)	( 12,965)
Other costs	( 8,500)	( 18,540)
Governance	( 9,370)	( 12,050)
	( 590,011)	( 407,646)

Support costs have been apportioned between categories of charitable activity according to whether they are overheads or centrally incurred expenditure on charitable activities. Overheads have been apportioned in relation to the office space occupied by each area of activity, and centrally incurred expenditure on charitable activities has been apportioned in relation to the staff time employed in each area of activity. 30% of the Chief Executive personnel has been allocated to overheads. The Directors consider this provides a reasonable approximation to the

utilisation of resources. The increase in Irrecoverable VAT expenditure is due to an adjustment of 2014 VAT processed in 2015, plus an increase in 'non-business' charitable activities in 2016 which meant we could not reclaim VAT expenditure to the same degree possible in previous years.

**Governance costs**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Audit fees	( 4,913)	( 4,768)
Other professional expenses		( 5,545)
Trustee meeting expenses	<u>( 4,457)</u>	<u>( 1,737)</u>
	<u><u>( 9,370)</u></u>	<u><u>( 12,050)</u></u>

**9. Staff costs**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Wages and salaries	( 711,011)	( 556,194)
Social security costs	( 71,802)	( 51,080)
Pension contributions	<u>( 27,195)</u>	<u>( 9,654)</u>
Total payroll costs	( 810,008)	( 616,928)
Staff recruitment	( 14,471)	( 6,379)
Temporary staff	<u>( 16,349)</u>	<u>-</u>
	<u><u>( 840,828)</u></u>	<u><u>( 623,307)</u></u>

Average number of employees (FTE)	19	16
Average number of employees	19	17

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Key Management Personnel remuneration:	336,926	218,726

One employee earned in excess of £70,000 (2015: one) and that salary fell in band £70,000 to £80,000 band (£70,000-£80,000 in 2015).

Key management personnel includes the Chief Executive, Director of Public Affairs and Policy, Director of Operations, Head of Ceremonies, and Head of Education. Two new posts (Director of Community Services, Director of Communications and Development) were created. The Head of Pastoral Support was previously a volunteer role but is now a remunerated post. See Note 20 for information about pension changes.

## 10. Tangible assets

	2016	2015
	£	£
<b>Office Fixtures, Fittings and Equipment</b>		
Cost at 1 January	132,107	118,754
Additions	6,594	13,353
Disposals	<u>( 2,000)</u>	<u>-</u>
As at 31 December	<u>136,701</u>	<u>132,107</u>
Depreciation at 1 January	( 65,519)	( 52,554)
Charge for the year	( 14,362)	( 12,965)
Disposals	<u>2,000</u>	<u>-</u>
Depreciation at 31 December	<u>( 77,881)</u>	<u>( 65,519)</u>
Net book value at 31 December	<u><u>58,820</u></u>	<u><u>66,588</u></u>

## 11. Investments

	2016	2015
	£	£
Market value at 1 January	554,294	232,664
Additions	14,672	353,098
Disposal proceeds	-	-
Realised gains/(losses)	-	-
Unrealised gains/(losses)	<u>74,214</u>	<u>( 31,468)</u>
Market value at 31 December	643,180	554,294
Cash with brokers	<u>20,363</u>	<u>13,411</u>
Total investments at 31 December	<u><u>663,543</u></u>	<u><u>567,705</u></u>
Investments at cost 31 December	<u><u>598,943</u></u>	<u><u>584,274</u></u>

Investments with a market value in excess of  
10% of the portfolio were:

	2016	2015
	£	£
Barclays Wealth FD Charity R INC NAV	<u><u>643,180</u></u>	<u><u>554,294</u></u>

**12. Debtors**

	2016	2015
	£	£
Prepayments	43,323	21,876
Legacies receivable	-	-
Gift Aid	48,466	44,405
Other accrued income	20,059	21,702
Other debtors	<u>17,481</u>	<u>7,387</u>
	<u><u>129,330</u></u>	<u><u>95,370</u></u>

**13. Creditors: Amounts falling due within one year:**

	£	£
Accruals	( 28,107)	( 15,547)
Taxes: Payroll taxes	( 16,922)	( 10,759)
VAT	( 11,471)	( 7,793)
Deferred income	( 48,781)	-
Holiday accrual	<u>( 5,131)</u>	<u>( 5,986)</u>
	<u><u>( 110,412)</u></u>	<u><u>( 40,085)</u></u>

**14. a) General reserves**

	Revaluation Reserve	Accumulated Income	Total
	£	£	£
Balance at 1 January 2016	-	1,111,962	1,111,962
Surplus/(deficit) for the year	-	( 191,510)	( 191,510)
Unrealised gains/(losses) on investments	44,237	29,977	74,214
Transfer on realisation	-	-	-
Transfer to designated funds	<u>-</u>	<u>( 4,370)</u>	<u>( 4,370)</u>
Balance at 31 December 2016	<u><u>44,237</u></u>	<u><u>946,059</u></u>	<u><u>990,296</u></u>

**b) Designated Reserves**

	Balance at 1 January	Incoming Resources	Resources Expended	Transfer	Balance at 31 December
	£	£	£	£	£
AHS	-	2,215	( 2,215)	-	-
Music (including the BHA choirs)	443	2,452	( 2,025)	5,000	5,870
Centre for Inquiry UK	<u>6,416</u>	<u>2,192</u>	<u>( 5,130)</u>	<u>( 630)</u>	<u>2,848</u>
	<u><u>6,859</u></u>	<u><u>6,859</u></u>	<u><u>( 9,370)</u></u>	<u><u>4,370</u></u>	<u><u>8,719</u></u>

## Designated Funds

Designated funds are monies relating to some of our sections (AHS, Centre for Inquiry, Music) which are not restricted but which we ring-fence for use by the sections rather than other BHA activities.

### Centre for Inquiry UK

This fund was created in 2012 to manage income and expenditure by the Centre for Inquiry UK, which joined the BHA as a new section during that year.

## 15. Restricted funds

	Balance at 1 January 2016	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2016
	£	£	£	£	£
Education	-	17,952	( 4,912)	-	13,040
Public Affairs	-	1,280	( 3,808)	2,528	-
Ceremonies	-	400	( 400)	-	-
Community Services projects	-	3,000	-	-	3,000
AHS	4,640	147	( 4,787)	-	-
Music (including the BHA choirs)	-	10,377	( 10,377)	-	-
Faith Schools	36,643	65,001	( 48,050)	( 2,528)	51,066
Faith to Faithless	10	9,607	( 90)	-	9,527
Accord	1,438	36,677	( 38,115)	-	-
Defence Humanists	692	1,013	( 1,705)	-	-
LGBT Humanists (previously GALHA)	21,540	5,201	( 5,709)	-	21,032
Pastoral Support	-	1,033	( 1,033)	-	-
What is Humanism? book for Schools	49,788	33,635	( 68,715)	-	14,708
Young Atheists' Handbook for Schools	1,598	-	( 1,598)	-	-
Young Humanists	206	256	( 462)	-	-
	<u>116,555</u>	<u>185,579</u>	<u>( 189,761)</u>	<u>-</u>	<u>112,373</u>

### Accord

Donations to cover the payroll costs of one member of BHA staff to work for the Accord Coalition.

### AHS

This fund is used to manage the financial affairs of *Atheist, Humanist, and Secular Students* (formerly known as National Federation of Atheist Humanist and Secular Student Societies).

### Ceremonies

This fund results from legacies and donations given to the BHA specifically for ceremonies work.

### Community Services projects

This fund results from legacies and donations given to support the BHA's Community Services activities that are not included in other restricted funds, such as groups development or new programmes.

### Education

This fund results from legacies and donations given to support the BHA's work in promoting the understanding of Humanism in the education sphere.

### Faith Schools

Faith schools appeal funds are restricted to BHA lobbying and campaigning work relating to 'faith' schools and other related education campaigns. Funds raised by appeal in excess of the target sought are restricted to the public affairs fund, and are disclosed as a transfer above.

**Faith to Faithless**

This fund was created in 2015 to manage income and expenditure in support of the events programme of the Faith to Faithless (F2F) organisation, which helps people who are leaving religions. F2F joined the BHA in 2016 and the fund now supports events and other F2F activities.

**Defence Humanists**

This fund was created in 2012 to manage income and expenditure by the Defence Humanists (formerly known as UK Armed Forces Humanist Association (UKAFHA)), which joined the BHA as a new section in 2011.

**LGBT Humanists**

This fund was created in 2012 to manage income and expenditure by LGBT Humanists which joined the BHA as a new section in 2012.

**Music**

This fund was initiated in 2010 by a donation from Alec Reed to fund a composer for two years and to establish the BHA choir on a secure footing. Current income derives directly from the activities of the choir.

**Pastoral Support**

This fund was created in 2012 to collect donations supporting our new initiative directed towards providing pastoral support to non-religious people in prison or in hospital. This fund was previously known as 'Community Services excluding Ceremonies'.

**Promotion of Humanism**

This fund results from legacies and donations given to support the BHA's work in promoting the understanding of Humanism, outside of our Education activities.

**Public Affairs**

This fund results from legacies and donations given to support BHA lobbying and campaigning work.

***What is Humanism?* book for Schools**

This fund was created in 2015 to collect donations supporting an initiative to place a free copy of the *What is Humanism? How Do You Live Without a God? And Other Big Questions for Kid* in every primary school in Britain.

***Young Atheists' Handbook* for Schools**

This fund was created in 2012 to collect donations supporting our initiative to place a free copy of the *Young Atheists' Handbook for Schools* in every secondary school in Britain. In 2014 this initiative was extended to include Northern Ireland.

## **16. Operating leases**

At 31 December 2016 the Company had the following annual commitments under non-cancellable operating leases as follows:

	<b>Land and buildings</b>		<b>Other</b>	
	<b>2016</b>	<b>2015</b>	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Falling due within one year	79,966	79,966	-	-
Falling due between one and five years	319,864	319,864	5,935	6,373
Falling due later than five years	<u>79,966</u>	<u>159,932</u>	<u>-</u>	<u>-</u>
	<u><u>479,796</u></u>	<u><u>559,762</u></u>	<u><u>5,935</u></u>	<u><u>6,373</u></u>

The commitment in respect of land and buildings at the current year end reflects the lease on the Association's premises. The ten-year lease expires in 2023, with an annual rent of £79,966 (including tax) which is subject to a rent review in 2018. If there were no increase at this review, the outstanding commitment on the property would be £479,976

## **17. Taxation**

The BHA is a registered charity and is potentially exempt from tax in respect of income and capital gains received within the categories covered by Part II of the Corporation Taxes Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are exclusively applied to charitable purposes.

## **18. Directors' remuneration and expenses**

Amy Walden, a trustee from 11 July 2016, was paid £600 for providing Pastoral Support training to new volunteers as part of an ongoing training programme. Guy Otten, a trustee from July 2012 was paid £150 for mentoring Celebrants as part of an ongoing training programme. Ewan Main, a trustee from July 2016, was paid £1,500 in relation to his activities on the Ceremonies Board (a position he was elected to before he was a trustee). Aside from these three people, no remuneration, directly or indirectly, out of the funds of the charity was paid or is payable for the year to any director or to any person known to be connected with any of them.

Directors were reimbursed a total of £1,533 (2015: £3,396) for travel expenses to attend meetings in connection with their duties. The decrease largely reflects the fact that the new Chair of the Board of Trustees is based in London and so has lower travel costs, plus the fact the not all trustees claim back their expenses. Expenses not reported in Note 8 include travel to various events, including public lectures and fundraising events.

## **19. Capital commitments**

There were no capital commitments at 31 December 2016 (2015: nil).

## **20. Pension commitments**

The charity contributed to individual defined contribution pension schemes for several employees. The assets of the schemes are held separately from those of the charity in independently administered funds. Total employer's contributions paid in the year were £27,195 (2015: £9,654), the difference being due to the introduction of the auto-enrolment pension which means more employees now have a pension, plus a small increase in the number of employees.



**21. Net assets**

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted funds	722,363	276,652	999,015
Restricted funds	<u>-</u>	<u>112,372</u>	<u>112,372</u>
	<u><u>722,363</u></u>	<u><u>389,024</u></u>	<u><u>1,111,387</u></u>

**22. Reversionary interest**

The BHA has been bequeathed a reversionary interest in a trust established under the terms of the Will of Christine Cotton, who died on 24 January 2000. The trust assets comprise a property occupied by the Life Tenant, investments and bank accounts. The value of the investments as at 5 April 2016 (the date of the latest valuation by the trustees) was £59,532 (31 January 2015: £65,362) (including cash in the trustees bank account). The trustees have previously indicated to the BHA that the property (bought in 2002 for £85,000) had a value in 2015 of between £150,000 and £170,000, by comparison with similar properties in the locality, though the value on the balance sheet is £106,527.

Because the BHA cannot predict when it will become entitled to the receipt of this legacy, no accrued income has been reflected in the accounts.

**23. Related party transactions**

Directors are not remunerated but are able to recover out of pocket expenses for attendance at Board meetings, the total amount reimbursed being disclosed in Note 18.

The Chief Executive of British Humanist Association is also a Director of the International Humanist and Ethical Union. The International Humanist and Ethical Union rents part of British Humanist Association's office accommodation and the rent charged in 2016 amounted to £9,264 (2015: £7,231). The Association paid an annual subscription to IHEU of £19,000.

The Director of Public Affairs and Policy of British Humanist Association is also a Director of the European Humanist Federation. The Association pays an annual subscription to the EHF of £2,964 (2015: £2,965)

The Director of Public Affairs and Policy of British Humanist Association is also a member of the Executive of the Accord Coalition. The Accord Coalition uses desk space and office facilities at British Humanist Association's premises for no charge.

**24. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2016	2015
Net income/(expenditure) for the reporting period	( 123,988)	285,569
Depreciation charges	14,362	12,965
(Gains)/losses on investments	( 74,214)	31,468
Dividends and interest from investments	( 23,886)	( 16,923)
(Increase)/decrease in debtors	( 33,960)	21,717
Increase/(decrease) in creditors	<u>70,327</u>	<u>375</u>
Net cash provided by/ (used in) operative activities	<u><u>( 171,359)</u></u>	<u><u>335,171</u></u>

**25. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2016	2015
	£	£
Cash at bank and in hand	370,106	545,797
Cash at brokers	<u>20,363</u>	<u>13,411</u>
Total cash and cash equivalents	<u><u>390,469</u></u>	<u><u>559,208</u></u>