

British Humanist Association, operating as:



**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 December 2017**

**Company Number: 00228781**

**Charity Number: 285987**

## Humanists UK

### Annual Report for the year ended 31 December 2017

The Directors present their annual report along with the financial statements of the charity for the year ended 31 December 2017 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 (Humanists UK) originated as the Union of Ethical Societies in 1896, was incorporated as the Ethical Union in 1928 and became the British Humanist Association in 1967. Its working name became Humanists UK in 2017. 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 2017) Tamar Ghosh (from July 2017)	
	Vice Chair:		Patricia Rogers (until July 2017) Naomi Phillips (from August 2017)	
	Treasurer:		John Adams	
Other Directors	Jenny Bartle (from July 2017)		Naomi Phillips	
	Michelle Beckett		David Pollock	
	Tom Copley		Jeremy Rodell (until July 2017)	
	Blaise Egan		Alom Shaha	
	Tamar Ghosh		Imtiaz Shams	
	Ewan Main		Amy Walden	
	Guy Otten		Alexander Williams (from July 2017)	
President	Shappi Khorsandi			
Principal staff	Chief Executive:		Andrew Copson	
	Director of Public Affairs & Policy:		Pavan Dhaliwal (until March 2017) Richy Thompson (from March 2017)	
	Director of Communications & Development:		Al Ghaff (from November 2017)	
	Director of Community Services:		Edward Prout	
	Director of Operations:		Catriona McLellan	
	Head of Ceremonies:		Isabel Russo	
	Head of Education:		Luke Donnellan	
	Head of Pastoral Support:		Simon O'Donoghue	

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**

Humanist UK'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 Trustees review their performance and skills annually and 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 Byelaws. Co-options until the next election can be made to fill vacancies arising among the elected trustees.

### **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 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 Humanist UK'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, 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, and by promoting a secular state.
- Supporting local humanist groups and the positive contribution of humanists to building a peaceful, plural society.

While the principal beneficiaries of the Association's work are humanists and other people who have non-religious beliefs, 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.**

2017 was a year of transition as we rolled out a refreshed identity as Humanists UK, a new operating name for the British Humanist Association. Research into our audiences and testing of new key words and phrases for communicating humanism effectively had been completed in 2016, with designs developed and refined in the first part of 2017. The new image was launched successfully in May, bringing together many of our disparate projects, sections, and programmes through a consistent system of logos, typefaces, and use of colour. The news had an overwhelmingly positive response from members and supporters, as well as on social media. The lighter and more appealing visual style of Humanists UK is intended to enhance our appeal to a non-religious population in the UK that has grown much larger and more confident in their approach to life.

Social media continued to be a crucial communications outlet for us in 2017, and we continued to provide a mix of commentary, online campaigns, shareable graphics, and video content for our followers. We ended the year with 219,000 likes on Facebook (206,000 in 2016) and 77,400 followers on Twitter (66,000 in 2016). Growth on Facebook was markedly slower than in previous years due to Facebook's increased emphasis on paying for visibility. Measured in terms of Twitter followers and Facebook likes, we were the 33rd most prominent UK charity on Facebook and the 44th most prominent on Twitter, meaning we continue to punch well above our weight in social media terms.

It was also a year of success for our events programme, with more people attending our events than in any previous year. Our Darwin Day Lecture was given by theoretical physicist Professor Lawrence Krauss, chaired by Professor Richard Dawkins, and took as its theme 'Cosmic natural selection'. It explored the origins of the universe and the history of innovation in physics, and with tickets sold out well in advance ended up being repeated on successive nights to a total central London audience of 2,000. The event was a runaway success online and has been viewed more than 80,000 times on YouTube. 280 attended our second Rosalind Franklin Lecture, which commemorates International Women's Day each March and contributions to humanism and science made by women. It was given by Professor Sarah-Jayne Blakemore on 'Inventing your self: the secret life of the adolescent brain' and chaired by our Vice Chair Naomi Phillips. Our Voltaire Lecture was given in May by journalist and author Nick Cohen on the theme of 'Free speech in an age of extremism' and chaired by our President, Shappi Khorsandi, before an audience of 400. Author Douglas Murray gave the Holyoake Lecture, which was seen by an audience of 250 people in Manchester on 3 October. He delivered a talk entitled 'Towards a humanist politics' as a companion piece to Owen Jones' Holyoake Lecture in 2016 on the same subject. As intended, Douglas' and Owen's lectures together showed that there were many areas of agreement for humanists from across the political spectrum.

Over the weekend of 9–11 June, we hosted our largest Convention so far in the city of Cambridge, with more than 600 attending. Our audience heard from over 40 high-quality speakers, including theoretical physicist Jim Al-Khalili, Humanist of the Year 2016 Lord Alf Dubs, Quilliam policy analyst Julia Ebner, human rights activist Sara Khan, comedian and Humanists UK President Shappi Khorsandi, and magician and psychologist Richard Wiseman.

We also hosted an international conference on rising populism and extremism in the 21st century for the general assembly of the International Humanist and Ethical Union. We took inspiration from a similar event we organised in 1938 on the rise of fascism in Europe. Over 4–6 August, 300 humanist activists from dozens of countries converged in London to hear from expert academic, political, and NGO speakers such as Petra Bard, Angelos Chrysosgelos, Sophie Gaston, Brian Klaas, Yascha Mounk, Elizabeth O'Casey, Emilia Palonen, Gita Sahgal, UN Special Rapporteur in the field of cultural rights Karima Bennouna and UN Special Rapporteur on Freedom of Religion or Belief Ahmed Shaheed. The weekend also created opportunities to exchange best practice in community activism and services, with our youth section Young Humanists hosting the International Humanist and Ethical Youth Organisation (IHEYO)

general assembly, as well as an international conference for humanist professionals such as celebrants and pastoral carers (*see below*).

We continued to host public events in partnership with other organisations as part of our commitment to enhancing understanding of humanism amongst religious communities, and as part of our mission to promote tolerance. In February, we hosted a book launch for *Religion and atheism: beyond the divide*, edited by our patron Richard Norman and including chapters by other patrons and by our Chief Executive. The audience of humanists and religious adherents were able to discuss areas of common ground. In March, our Wales Development Officer took part in a good-natured Gorwel debate on ‘Has Wales become a godless society?’ at the National Assembly for Wales. In November, we hosted an event with New Horizons in British Islam and Conway Hall Ethical Society entitled ‘Atheism and Islam: Irreconcilable enemies?’ where speakers challenged assumptions of a social divide between non-religious people and Muslims, to an audience of 250. Our Dialogue Officer, Jeremy Rodell, made a number of appearances on religious programming stations and slots, including *Voice of Islam* radio, spoke at local humanist and religious groups around the country and attended a variety of conferences organised by religious groups. With our support, local humanist groups began taking steps into this area of work.

We launched a major educational initiative in February, following a successful crowdfunding campaign, sending copies of *What is Humanism?* by Michael Rosen and Annemarie Young to primary schools across the UK, including every school in Wales and Northern Ireland. The distribution received substantial publicity from mainstream and education press, including features on Sky News, *TES*, and BBC radio stations. Teachers in England were able to request copies via our *Understanding Humanism* education resources website and encouraged to register for emails about our wider selection of free resources. Over 80% of UK schools had received a copy of the book by autumn. The book distribution brought significant web traffic to *Understanding Humanism*, counting 2,500 unique hits on the first day of publicity and a total of 12,000 visitors making 5,000 downloads in the first quarter of the year (compared with 4,000 unique visitors to our old school resources site in 2016). Across 2017, we had 30,453 unique visitors (11,715 in 2016) and 21,186 unique downloads (7,072 in 2016).

The range of educational resources we offer also continued to grow, including new lesson plans and classrooms activities produced with advisory support from a panel of figures from the world of education. Specifications linking our resources to GCSE specifications for Religious Studies (in Wales) and Religious, Moral and Philosophical Studies (in Scotland) were also produced.

Writing and filming were completed on a brand new Massive Open Online Course (MOOC) on humanism starring our patron Sandi Toksvig, planned for launch in February 2018.

Our offering of trained and accredited school speakers continued to grow, and training of new trainers was carried out to improve our capacity to equip new volunteer speakers around the UK. In total, we visited 250 schools, talking to over 25,000 pupils. 98% of our visits were rated at least good and 65% were excellent. We also completed teacher training for nearly 500 teachers, four times as many as in 2016, supported by research into the existing teacher training landscape which identified gaps we could fill through our services.

We held a hugely successful Teachers Conference in July for primary and secondary RE teachers, and senior school leaders, to provide them with an opportunity to broaden their understanding of humanism and to gather, share, and discuss ideas for teaching about humanism in the classroom. Almost 100 teachers attended, making it one of the biggest training events for RE teachers this year. Speakers included humanist philosopher Professor Richard Norman; former Ofsted National Adviser for RE Alan Brine; and the co-founder of Faith to Faithless Aliyah Saleem. Feedback was overwhelmingly positive. Separately, we held our first Humanists UK Education Day which brought together school speakers with our representatives on Standing Advisory Councils on Religious Education, to hear from our Education Campaigns Manager, Director of Community Services, RE teachers, and Alan Brine. Feedback was again overwhelmingly positive, with both types of participants benefiting from the exchange of experiences.

We published the first in a new series of guides to life, *The Big Questions*, in September 2017. The first publication in the series was 'Living Well' by Richard Docwra: 1,500 copies were downloaded.

## **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.**

We continued to support the development of our community-based sections, including through the appointment of a dedicated Student and Youth Coordinator in September. Following a vote of its members, the Atheist, Humanist, and Secular Students voted to rebrand as Humanist Students, adopting a shared visual identity and naming convention amongst its member societies at various universities which more clearly aligns with Humanists UK. We created systems to support its first online presidential election under a new one-member-one-vote system in the autumn. Our sections Young Humanists, LGBT Humanists, and Defence Humanists all supported events around the country for Humanists UK members, including Pride events in London, Belfast, Cardiff, and Harrogate; humanist-led Remembrance Day events organised with local groups; and a variety of under-35s events organised by Young Humanists volunteers around the UK. Defence Humanists held its second Ministry of Defence (MOD) recognised Remembrance Day Ceremony, again at the (secular) Fitzrovia Chapel: it was attended by 80 people, including MOD representatives. The London Humanist Choir also continued to book gigs both in London and further afield.

Our network of trained and accredited celebrants continued to grow. In 2017, we trained 106 new celebrants and 23 existing celebrants in a new ceremony type, bringing the size of our network to 442 active and trained individuals (345 in 2016), over and above our targets for growth. We conducted over 1,067 weddings (1,071 in 2016), 729 namings (644 in 2016), and 7,292 funerals (7,338 in 2016). Our annual celebrant conference, on the theme of 'storytelling' involved 16 CPD workshops covering celebrancy and marketing skills over two days to an audience of 136 celebrants. Speakers at the weekend included academics, experts from the funeral industry, our patron (and newly accredited celebrant) Adele Anderson of Fascinating Aida, and Mark Steel, who provided entertainment. Feedback on the programme was very positive.

The Non-Religious Pastoral Support Network (NRPSN), which we operate and which fields non-religious pastoral carers to hospitals, prisons, and universities, continued to grow. The NRPSN board continued to meet throughout the year, with its members supporting the rollout of video supervision to network members. We trained 60 new pastoral carers, bringing the size of our network to 172, with a presence in 30% of NHS acute trusts and 14% of prisons. The second and third paid NHS posts for humanists were also created, with NRPSN members joining both University Hospital Southampton and Guy's and St Thomas's Hospital. NRPSN continued to carry out NHS-funded projects with the Network of Pastoral, Spiritual and Religious Care in Health. We appointed voluntary pastoral support coordinators in Wales and Northern Ireland to help boost our capacity there.

Through NRPSN we were also heavily involved with NHS England's merging of the groups related to pastoral support in healthcare. The final name of the new group (the *Chaplaincy Forum for Pastoral, Spiritual and Religious Care*) was disappointing but we achieved several positive outcomes of note. In particular, we ensured a greater representation and influence of non-Christian communities through our structural recommendations and also an acknowledgement that a non-religious provider must be consulted on all future policy decisions in order for chaplaincy services to meet the needs of non-religious patients.

Integration between our services continued to create positive developments for us. Celebrant trainers and the NRPSN board fed into the development of a new MA degree in Existential and Humanist Pastoral Care at the New School of Psychotherapy and Counselling, which provides a professional qualifications route into provisional accreditation as member of our celebrant and pastoral care networks. Pastoral carers and funeral celebrants also helped coordinate events to celebrate Dying Matters Awareness Week in both London and Belfast, also initiating a programme of 'death cafe' style events to help people around the country talk openly about issues around mortality over informal tea and cakes.

On this same theme of integration, in June we held our first ever Humanist Professionals Day, taking place on the Friday of the Humanists UK Convention in Cambridge, where a seminar allowed personnel from our services to explore a possible Humanists UK 'pre-need' funeral planning service. This was very well attended by professionals and practitioners from across the networks and gave us a clearer understanding of what might be involved and of interest in the pilot. We held a similar conference again, this time involving colleagues from humanist groups around the world, as part of the International Humanist and Ethical Union general assembly in August. The possibility of coming-of-age ceremonies, combining aspects of our ceremonies and education work, was also explored, including through discussions with the humanist summer camp Camp Quest UK.

At the start of the year, we announced the integration of the organisation Faith to Faithless as a programme of Humanists UK, facilitating peer-to-peer support for people who have struggled with leaving coercive religions and developing offers of training to other frontline services that may not be adequately equipped to deal with so-called 'apostates' and their issues. It completed development of this CPD offer later in the year, training course leaders and attracting interest from London social services, three police forces, a charity in Portsmouth, as well as local humanist groups. Faith to Faithless also ran events at universities around the country, producing content for its YouTube channel which aims to support young people leaving coercive religious backgrounds.

Our network of local partner groups continued to develop, and we ended the year with 50 partner groups and eight more loosely affiliated groups around the UK. A successful pilot project in Chester sought to develop a new model of local group organising with deeper embedding of Humanists UK's services into the group's day-to-day operations, quadrupling regular attendance of Chester Humanists meetings and leading to a 50% growth in membership. The model was later extended to groups in Ely and Liverpool for further testing. Chester Humanists also continued to pilot and run a Humanists UK 'One Life' course on humanism. Local groups and members of the celebrant network also took part in regional events celebrating the Great Get Together in memory of murdered MP and humanist Jo Cox.

We also worked to provide representation of the non-religious and their views in the media more generally, including by helping to raise awareness of the non-religious population in Britain. In July, the British Social Attitudes Survey reported that 53% of the population has no religion, the highest figure yet. In September it was revealed that 71% of 18-24 year olds have no religion, while just 3% are Church of England. We received widespread coverage for this news, including in the *Guardian* and *Telegraph*, on BBC Radio 5 Live, which did a series of programmes about it including interviewing Faith to Faithless, Young Humanists, and Laura Lacole (who brought the Northern Ireland humanist marriage case, mentioned below), and BBC One's *Sunday Morning Live*.

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

#### The General Election

The snap general election disrupted some of our campaigning but was also an opportunity to push some of our issues into the political foreground. We engaged with it through a digital hub which allowed our supporters to contact their prospective parliamentary candidates about some of our key election priorities (inclusive school admissions, ending compulsory worship, legal recognition for humanist marriages, retaining the Human Rights Act, the right to die with dignity, decriminalising abortion, and removing bishops from the House of Lords). Over 1,000 emails were sent. We contacted all prospective candidates who were not reached by our members and each of the major political parties in the UK to confirm their positions on these issues. We published popular social media graphics showing how the parties' MPs would vote in the Westminster parliament on a range of our issues.

We continued to support the promotion of secularism and human rights through our role as secretary to the All Party Parliamentary Humanist Group (APPHG). The snap general election was positive for the group, returning several humanist MPs to seats they had previously lost and putting some Humanists UK members into office. Since the election, the APPHG has gained ten new members. In September the group held its AGM, where Crispin Blunt

MP was elected the group's first ever Conservative chair and Baroness Bakewell was elected Co-Chair. Tommy Sheppard became a Vice Chair, the first ever SNP Officer; Jeff Smith MP also became a Vice Chair, as did outgoing Chair Clive Lewis MP; and the seven other Officers were re-elected to their existing roles.

#### Humanist marriage

Our work on marriage law reform, principally to extend legal recognition of humanist marriage from Scotland to the rest of the UK and crown dependencies, continued apace. Early in the year we met members of the All Party Parliamentary Humanist Group and the Counsel for Domestic Legislation to discuss means of activating the provision for humanist marriages in England and Wales contained in the Marriage (Same Sex Couples) Act 2013. We were advised that the Government could immediately recognise humanist marriages in England and Wales by statutory instrument laid before Parliament without need for any new regulatory systems or legislative action. We drafted an order specifically for this and sent it via humanist parliamentarians in the Conservative Party to the Justice Secretary. A meeting with the relevant minister was postponed, however, by the general election, after which a reshuffle nullified the relationships we had built with Justice Department ministers. We continued to press new Justice Secretary David Lidington MP and minister Dominic Raab MP following the election, including at the Conservative Party Conference, where we also spoke to ginger groups Bright Blue and Tory Reform Group about the issue. As part of our general election campaign, we obtained confirmations from Labour, the Liberal Democrats, the Green Party of England and Wales, and Plaid Cymru that they would support legal humanist ceremonies.

In Northern Ireland, we worked with two of our members - public speaker and model Laura Lacole and the Leeds and Republic of Ireland international footballer Eunan O'Kane - to take legal action against the Northern Ireland Department of Finance so as to allow them to have a legal humanist ceremony. A judicial review hearing in May led to a victory in June, announced the day after the general election, legalising humanist marriages in Northern Ireland. An appeal by the Attorney General stayed this judgment, though Laura and Eunan were granted permission by the Court of Appeal for a one-off legal marriage that month. We returned to the Northern Ireland Court of Appeal in September for further hearings, and were directed to try and achieve compromise with the General Register Office. In November, we learned that a compromise would not be forthcoming so the issue was returned to the court for a final hearing in January. As a result of the legal case, we received blanket coverage for the first time ever in three legal jurisdictions at once at once, featured in the UK press (BBC News, ITV News, *The Guardian*, *The Times*, *The Sun*, *The Daily Star*, *Metro*, *The Daily Telegraph*), Northern Ireland press (*Irish News*, *Belfast Telegraph*, *News Letter*, and the *Mirror*) and the Republic of Ireland (*Irish Times*, *Irish Independent*, *Irish Examiner*, RTÉ).

The positive traction of the Northern Ireland legal case potentially paves the way for a similar legal case in England and Wales, for which we have already begun to identify possible claimants. Continued Government refusal to bring in a statutory instrument to legalise humanist marriage has also left open the possibility of renewed parliamentary action. We met with a number of MPs and peers to discuss the issue in advance of 2018.

We continued to work with States of Jersey Deputy Louise Doublet on a new marriage bill in Jersey that would legalise both same-sex marriage and humanist ceremonies. We responded to a consultation on the issue in December and initiated plans to train more humanist celebrants in Jersey ahead of the bill passing in 2018. We also worked to generate publicity for humanist ceremonies in Guernsey, attracting press coverage on the island for our training there. Guernsey is expected to consult again on its marriage law in 2018.

Other events throughout the year brought attention to our campaigns. In Scotland, the Humanist Society Scotland was prescribed in law in February as an organisation able to have its celebrants perform marriages, removing the need for each individual celebrant to be registered. In March, the first statistics on same-sex marriages in England and Wales were published, revealing that just 0.47% in the first year were religious; *Pink News* highlighted our finding and our demands for legal humanist marriages so that same-sex couples could have a meaningful choice of ceremony.

### Pastoral Care

Mistreatment of humanists in employment in the health service continued to be a concern, particularly as this often reflected NHS trusts not meeting their duties to provide equal support to non-religious patients. We continued to monitor unlawful discriminatory chaplaincy adverts in the NHS (such as when an Anglican chaplain is specifically advertised for where one is already in post). We sent letters before action in relation to this to Rotherham NHS Trust in January. This advert was withdrawn in February and re-advertised in May, leading us to send a warning letter threatening legal challenge. We secured a voluntary position at the Chester Hospital NHS Trust after writing to the Countess of Chester Hospital NHS Trust to complain about discriminatory treatment of NRPSN members. We sent letters recommending changes to Buckinghamshire, Cambridge, Colchester, Mid Essex and Oxford. We also challenged a chaplaincy advert for a position in a hospice in Essex.

In January and March our Head of Pastoral Support took part in training of NHS Trust HR leads, which was organised by NHS England as a result of our ongoing legal work on this matter, and is aimed at reducing the number of unlawful adverts. Our monitoring suggests this had a positive effect. We also met with the Equality and Human Rights Commission with a view to securing their support in any legal case we may take around unlawful adverts, which they committed to. Prior to the election, the Government consulted on a Prisons and Courts Bill, which afforded us an opportunity to try and remove the privileged role of Anglicans in prison pastoral support. We met the Head of Chaplaincy at the National Offender Management Service, and work began towards this end but was suspended when the Government dropped the Bill.

Polling research we published in autumn showed widespread demand for non-religious pastoral care, exceeding demand for religious chaplaincy. Research also showed that the term 'chaplain' was understood by the public to exclusively refer to Christians. This news received feature coverage on BBC News Online, BBC Wales, the *Sunday* programme, and local BBC outlets.

We investigated 'chaplaincy' and pastoral support issues in GP practices and the railway industry, responding to concerns from members about proselytizing literature in GP practices. We carried out a scoping exercise which identified six other GP practices in England that describe themselves as having a Christian character. We wrote to the Senior Primary Care Commissioning Manager at Cheam Family Practice and received assurances that no proselytising is occurring at the practice any more and there was no evidence of discrimination in employment. We identified two evangelical organisations (Railway Mission and Ascension Trust) that provide pastoral support to people in distress on the railways, funded by railway companies. We were particularly concerned about a job advert posted by Railway Mission in January, which contained requirements which would exclude members of the LGBT community from applying, as well as the presence of homophobic and anti-atheist content on Railway Mission's website. As a result of this advice, we wrote to Network Rail about their involvement with these organisations.

We also challenged the continued exclusion of humanists from official national and civic remembrance ceremonies. We supported the Defence Humanist Network within the Ministry of Defence (MoD) in its formal complaint within the MoD and the Department for Digital, Culture, Media, and Sport, to try to ensure humanist participation at the Cenotaph during future Remembrance ceremonies. We also wrote to the Chair of the City Hall Branch of the Royal British Legion and London Assembly Member Len Duvall expressing our concerns about the overtly religious nature of the City Hall Remembrance Ceremony, where we were invited to give a reading. We are looking at plans to make the ceremony inclusive in coming years.

### Freedom of Expression

Work to remove barriers to free expression at home continued, with our Director of Public Affairs and Policy and Campaigns Manager meeting an academic at SOAS looking to establish a Commission on Free Speech on University Campuses. We also met the freedom of expression NGO, Index on Censorship, in relation to a new project on the same subject, which we will be supporting. In November, our Chief Executive gave oral evidence to the Joint Committee on Human Rights (JCHR) on whether current Government policy with regards to freedom of speech in universities is coherent. We presented evidence of censorship experienced by Humanist Students societies on

campus and called for the Government to issue clear guidance to universities and student unions outlining their legal obligations to protect free speech. We also submitted two separate written submissions to the JCHR in conjunction with Humanist Students and Faith to Faithless. In December, the Universities Minister announced new powers to crack down on Universities that fail to uphold free speech.

### Broadcasting

Our work to see more parity between religious and humanist content in public broadcasting continued. In February, the incoming editor of the *Today* programme said that she wanted to see *Thought for the Day* opened up to the non-religious, which prompted us to encourage our members and supporters to write to the BBC's Board on the matter. Around 800 people did so. The BBC dismissed the calls out of hand, and it was reported in the press that the new *Today* editor had been privately reprimanded by officials in the BBC. In October, when *Today* hosts John Humphrys and Justin Webb attacked the continuing presence of *Thought for the Day* in the programme, we were quoted in *The Guardian* in reaction. We continue to make the case for the BBC ending its ban on humanists appearing on *Thought for the Day*.

In March we met the leader of a new BBC review of religion or belief coverage. We were disappointed when the published review in December argued for even greater amounts religious content on BBC, paradoxically justified by the British Social Attitudes Survey showing the UK to have a 53% non-religious population. We criticised the proposals and our comments were picked up by the *Guardian* and the *Times*.

### Other Equality and Human Rights Issues

We continued to participate in a wide variety of activities to promote equality and human rights more generally, as motivated by our humanist approach to life, and defending the Human Rights Act was a cornerstone of our campaign during the general election. In March, we signed the Just Fair and the Equality Trust open letter advocating implementation of section 1 of the Equality Act 2010 to reduce socio-economic discrimination; we attended monthly meetings with the British Institute of Human Rights, the Human Rights Alliance, and the Equality and Diversity Forum, also joining the latter's Brexit strategy working group; contributed individually and as part of a sector-wide alliance to the UN Human Rights Committee's Universal Periodic Review of the UK; joined the Fix the Bill Coalition working to remove anti-democratic clauses from the EU Withdrawal Bill; contributed to a Government consultation on caste discrimination; and signed the British Institute of Human Rights' letter to the Prime Minister on Human Rights Day concerning the European Charter of Fundamental Rights.

We attempted to address widespread misreporting of a European Court of Justice ruling in May maintaining that a ban on employees wearing religious dress by an employer does not constitute direct discrimination under equality law. The ECJ made no final ruling on indirect discrimination (instead remitting the issue back to the lower courts) or on human rights law, but the case was widely misreported as meaning that employers were allowed to ban headscarves. Our Chief Executive was quoted by BBC News Online on the matter, and our Director of Public Affairs and Policy was on the *Sunday* programme.

### Medical Ethics

In March, we supported (and encouraged our supporters to do likewise) a proposal by the General Pharmaceutical Council to change their guidance on conscientious objection. The Council's new guidelines on religion, personal values, and beliefs, published in June, are in line with wider equality case law and make clear that a 'person-centred approach' to care should not be compromised by conscientious objection. They clarify that responsibility for arranging alternative provision, such as a referral to another pharmacist, rests with pharmacists and their employers, as we had recommended in a meeting with the Council and in our consultation response.

We continued to challenge state support for pseudoscience in the health service and in other ways. In May we responded to a Charity Commission consultation, prompted by a legal challenge by the Good Thinking Society, on when complementary and alternative medicine (CAM) groups can be considered charities. We recommended that such organisations must be able to demonstrate that their products have a level of medical efficacy higher than that

of a placebo, and that this must be demonstrable by randomly controlled trials, in order to fulfil the public benefit criterion in charity law.

Legal challenges from the Good Thinking Society created room for effective campaigning (alongside Good Thinking) on continued NHS funding of homeopathy. In August, we responded to a joint consultation by the clinical commissioning groups (CCGs) of Bristol, North Somerset, and South Gloucestershire in support of its proposal to end all funding for homeopathy in those regions. We encouraged supporters in the catchment area to do the same. In October, we responded to NHS England's consultation on funding for homeopathy and herbal medicine prescriptions across all CCGs. The outcome of the consultation was announced in November with the Board of NHS England not only upholding the recommendation, but suggesting to the Secretary of State for Health that both of these treatments be added to the 'blacklist', meaning that the English NHS would not provide homeopathy at all. Following this new recommendation, we set up an online petition supporting the blacklisting of homeopathy, and were quoted in the *Independent* on the matter. The petition attracted nearly 1,500 signatures by year's end.

We continued to support other medical ethical advances in the UK. At the end of June, the Scottish Government announced its intent to introduce a 'soft opt-out' system for organ donation, similar to the system currently operating in Wales, which we had lobbied for originally. In July, we briefed All Party Parliamentary Humanist Group members on the issue ahead of a Westminster Hall debate led by Dan Jarvis MP. Both Labour and the Conservative Party subsequently announced support for this policy at their party conferences. The Department of Health launched a consultation in October about changing the system in England, and we were invited by them to help generate responses from our members and our online following.

#### Education: Faith Schools

As always, much of our work was driven by concerns about discrimination in favour of religion in the education system, while the issue of illegal religious schools took on a new prominence.

One dimension of our work on faith schools is support for non-religious parents navigating an unfair education system. In April we published *Religion in schools: a guide for non-religious parents and young people in England and Wales*. The guide offers support and advice on how to cope with a system increasingly subject to religious influence and ensures that parents and young people are fully aware of their rights and the law as they relate to faith schools and religion in schools. It is available to read at [humanism.org.uk/guideforparents](http://humanism.org.uk/guideforparents).

In August we responded to a call for evidence from the Children's Rights Alliance of England (CRAE) on the state of children's rights in England. In our submission we drew particular attention to religious discrimination in state school admissions, the right of children in state-funded faith schools to receive accurate Relationships and Sex Education, and the plight of children trapped in illegal religious schools.

Following reports that at least one mixed-sex religious school unlawfully segregating girls and boys may be allowed by the Government to simply split into separate single-sex schools, we wrote to the Department for Education Ofsted to raise concerns about the impact that this may have on pupils' education. Our letter came after a judgment handed down by the Court of Appeal in October that the segregation of boys and girls for the entirety of their education at a Muslim school in Birmingham represented unlawful discrimination. Ofsted has now responded, stating that they are looking closely at the risk that schools that may offer discriminatory education to boys or girls on account of their gender.

#### Education: Collective Worship

We continued to work for repeal of the law requiring collective worship. We supported a petition to the Welsh Government on the issue that attracted over 2,000 signatures and led to a debate in the Assembly. On behalf of some of our members we challenged a number of schools that offered no alternative to collective worship for opted-out children: all backed down but we remain ready to take a case to the courts if necessary. We adapted the grassroots Let Schools Choose campaign in Northern Ireland as our own Let Pupils Choose campaign. We began

development on a new 'Assemblies for All' website, intended to provide a one-stop-shop of resources and ideas for inclusive assemblies as an alternative to traditional collective worship. We are working with a website developer to design and build the site, with a view to launching in the new year.

In response to our general election campaigning, which included a focus on collective worship, the Liberal Democrats and the Green Party both committed to supporting our position. The Liberal Democrats' spring conference also committed them to end the legal requirement to hold acts of collective worship.

#### The 50% Cap on Religious Admissions to Free Schools

One major campaigning priority for us was to resist the Government's proposal, made in response to lobbying from the Roman Catholic Church, to remove the 50% cap on religious selection in new free schools with a religious designation. We raised public awareness, generated political opposition and by the force of our evidence and arguments forced a delay in any decision beyond the end of the year.

In February, we met the Shadow education team to discuss the Government's plans and secured their opposition. In March, the Mayor of London, responding to a successful London Assembly motion from our trustee Tom Copley AM, stated his opposition to the Government's proposals, describing them as 'a threat to the drive to pursue greater integration in our schools'. The same month, the Liberal Democrats' spring conference supported an end to all religious selection in state-funded schools, adopting a motion we had helped the Humanist and Secularist Lib Dems draft. We included the issue in our general election campaign and received commitments to oppose lifting the cap from Labour, the Liberal Democrats, and the Green Party.

We raised public awareness of the folly of this potential policy change through a range of research-based reports. We produced research for the Fair Admissions Campaign in June revealing that religious selection in state school admissions significantly reduces the chance of parents being offered their first choice school, something previously assumed but never proven. In August, again on behalf of the Fair Admissions Campaign, we compiled all the evidence and research on religious selection in state school admissions, drawing on data and analysis from the last 15 years to serve as a one-stop-shop on religious selection for academics, policymakers, civil servants, and journalists. We surveyed the admission policies of every Church of England secondary school in England and in December published our report *No Room at the Inn: Exclusive admissions policies in Church of England secondary schools* demonstrating the increase in religious selection over recent years. We met the integration charity The Challenge to provide information for a report on school segregation in England, *Understanding School Segregation in England: 2011 to 2016* which was published by The Challenge, education data analytics company SchoolDash, and the ICoCo Foundation. It found that faith schools in England are 'more ethnically segregated than schools of no faith' and 'more likely to cater to more advantaged students' and highlighted the research conducted by the Fair Admissions Campaign on religious selection and segregation. The Children's Rights Alliance for England's annual report also called on the Government not to lift the 50% cap, in line with evidence we had submitted.

Working with the Accord Coalition for Inclusive Schools, we promoted a new Populus poll that showed that 80% of the public opposed lifting the 50% cap. Publications such as *Schools Week* published comment pieces by our Chief Executive encouraging the Education Secretary to drop plans to scrap the cap. Several thousand letters were sent by members and supporters to Education Secretary Justine Greening.

In Parliament we briefed APPHG members on misleading claims made by the Catholic Education Service about admission arrangements at Catholic state schools and drafted parliamentary questions for Group members to table. We briefed all MPs again in December in response to a campaign run by the Catholic Education Service that repeated many of the misleading and disingenuous claims made since the cap was introduced. We briefed peers for an education debate in the House of Lords introduced by the Archbishop of Canterbury, in which Shadow Education Spokesperson Lord Watson took the Government to task on the 50% cap and humanist peer Lord Judd challenged the Church of England to practise what it preached and reduce religious discrimination in admissions to its own schools. At the same time, we reported a number of Catholic schools to Ofsted and the Department for Education

for what we believed to be unlawfully partisan political action in encouraging parents to lobby for the lifting 50% cap. At the end of the year the new Secretary of State Damian Hinds was continuing to postpone a decision on whether to back down on this ill-considered proposal.

#### Education: Employment Discrimination in Faith Schools

Employment discrimination in faith schools continued to be a concern. Our Campaigns Manager met the Equality and Human Rights Commission to secure their support for any legal case we might take on unlawful discrimination in the employment of teachers in faith schools. We also met Lib Dem equalities lead Baroness Burt on the subject. In September, we met Shadow Brexit Ministers Matthew Pennycook and Keir Starmer to discuss amending the European Union (Withdrawal) Bill to avoid the risk that it would enable faith schools to legally discriminate on the basis of religion for all teaching positions even if there was no genuine occupational requirement.

#### Education: Unregistered Religious Schools

We continued to be the main campaigning force for action on unregistered religious schools, where children often receive a wholly religious curriculum, lax health and safety standards, and the threat of corporal punishment. In February we met the new unregistered schools team at Ofsted and new Chief Inspector Amanda Spielman, and introduced them to former pupils of illegal religious schools - the first ever such meeting. Ofsted detailed the barriers to action that were currently hampering them, and the former pupils gave first-hand accounts of their time at the schools and explanations of how the schools have historically evaded registration and inspection. We met Ms Spielman again in March and facilitated a meeting in November between Ofsted and a parent and pupil from an illegal school.

Through our website *Faith Schoolers Anonymous* we followed up our 2015 investigation that had revealed that two Ofsted inspectors from the strictly Orthodox Charedi Jewish community had consistently reported favourably on Charedi schools after which both inspectors were dropped by Ofsted. Our follow up research revealed that every school involved that had been re-inspected had been found to be failing: Ofsted is now working with the schools on improvement plans. We flagged to Ofsted two schools that had not been re-inspected, one of which has since been inspected and downgraded.

We responded to a consultation in March on unregistered schools by Hackney Council, setting out all the information we have gathered through our work with former pupils of such schools, and making a series of recommendations to address the problem. The consultation found opposition from 83% of Hackney residents to illegal schools in their borough.

We met the Department for Education civil servant responsible for unregistered schools to discuss reports that proposals for the regulation of supplementary schools had been dropped following Church of England and Catholic Church lobbying. It was confirmed to us during the meeting that the reports were correct, and we subsequently organised letters to the Archbishop of Canterbury and Catholic Education Service from former pupils of illegal schools asking them for a meeting and to reconsider their position. We also briefed the Department for Education on new legislation from Quebec designed to tackle the same problem there. In December, the Archbishop of Canterbury took credit for forcing the Prime Minister to drop the proposals in a House of Lords debate.

We promoted parliamentary awareness of the issue: we met Lib Dem education spokesperson in the House of Lords Mike Storey and organised a meeting of the APPHG with key education figures. At the Liberal Democrat conference, we co-organised with the Humanist and Secularist Liberal Democrats a fringe event on unregistered religious schools. We also began work with BBC journalists for an investigative film on the issue.

#### Education: Religious Education and SACREs

In February we submitted our written response to the Commission on Religious Education's call for evidence on the purpose, content, and legal arrangements of RE, and next month gave oral evidence to the Commission. The Commission's interim report was very positive inasmuch as it recommended, among other things, that there be a

national entitlement for RE possibly replacing the current system of agreed syllabuses, that humanism be equally included in RE and humanists on SACREs, and that there be a consultation on changing the name of the subject to reflect its more inclusive nature. All these recommendations were suggested by Humanists UK in our evidence, and our Chief Executive was quoted in the final report. The *i* and *TES* reported our proposals.

In March our lawyers sent a pre-action letter to Vale of Glamorgan Council after an application for humanist membership of the Standing Advisory Council on Religious Education was rejected. In July, the Council backed down in the face of our legal argument and agreed to reconsider the application and revise their policy on such membership more generally. We await the outcome of the reconsideration.

In August the new GCSE for Religious Studies in Northern Ireland was released. It was exactly the same as the 2011 version, despite our representations at meetings with the Council for the Curriculum, Examinations, and Assessment and the Department of Education. We are exploring the possibility of a legal challenge.

A survey conducted by the National Association of Teachers of RE and the Religious Education Council was published, finding that RE was not being taught in thousands of English schools. Humanists UK's reaction to the survey was reported by the *Tes* and formed the basis of their headline to the story.

Our Education Campaigns Manager was appointed to the PR advisory group of the Religious Education Council and our Director of Public Affairs and Policy continues as the Council's treasurer.

#### Education: Relationships and Sex Education

We continued to be an active part of the campaign for compulsory education about sex and relationships in English schools, which succeeded in convincing the Government to change the law. The preceding campaign was intense. In January we published a landmark report entitled *Healthy, Happy, Safe: an investigation into how PSHE and SRE are inspected in English Schools*. The report found that SRE and PSHE were mentioned in fewer than 1% of primary and secondary school inspection reports in 2015/2016, significantly below the level of attention given to almost all other established subjects. The report undermined the Government's claim that statutory PSHE and RSE was unnecessary given that Ofsted is effectively guaranteeing that the subject is taught through its inspections. The report was publicly welcomed by a variety of other charities with an interest in RSE, including Bpas, the Terrence Higgins Trust, Barnardo's, and the NSPCC. It received coverage in the *Independent*, *i*, the BBC News website, the *Guardian*, the *TES*, *Schools Week*, and the *Telegraph*.

We also carried out a variety of campaign activities to generate support for the move. We asked our members to write to their MPs encouraging them to vote for statutory RSE (over 1,000 did), and we supported the Sex Education Forum (SEF) and Terrence Higgins Trust in doing the same, using our online mailing facility. We met the Department for Education and the opposition front bench and were part of a small coalition of charities suggesting amendments to the Children and Social Work Bill to be tabled by MPs Stella Creasy MP and Maria Miller. We also worked with SEF to track the views and voting intention of MPs demonstrating the strength of support, and had plans for a website publishing this material when the Government announced its own amendment.

The Act received Royal Assent in April, meaning that Relationships and Sex Education (RSE) will be compulsory in all English secondary schools and Relationships Education will be compulsory in all English primary schools.

Work then turned to the guidance that will be produced to support the law and we held meetings with the National Aids Trust, the Sex Education Forum and other organisations committed to RSE reform to coordinate work for comprehensive guidance that is LGBT-inclusive and provides accurate information about contraception and the range of options available during pregnancy. When the Department for Education launched a consultation on the guidance we advised Humanists UK members and supporters on how to respond and started work on our own response, published in February 2018. In a meeting with the Department for Education in December, we stressed the

need for RSE to be LGBT-inclusive, include information about safe sex and abortion, and for religious schools to be required to provide accurate information in these areas irrespective of their ethos.

**4. 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 campaigns for a secular state continued across many fronts, and 2017 saw notable activity on the issue of Church of England bishops sitting *ex officio* in the House of Lords. In March, we sent evidence to the Lord Speaker's Committee on the size of the House of Lords, advocating removing seats for 26 bishops. In October, the Committee reported on its proposals, making no proposals about the bishops as a result of concentrating on its preference for a route that would not involve legislation. In response we generated activity in the media including an appearance on the *Sunday* programme. We also briefed members of the APPHG for a Lords debate on the issue and Group Vice-Chair Tommy Sheppard MP raised the issue in the Commons. We made the issue a priority during the general election campaign: 152 parliamentary candidates responded with support for reforming the upper chamber. The Labour Party, Liberal Democrats, UKIP, SNP, Green Party, and Plaid Cymru manifestos all contained commitments to reforming the House of Lords in ways that would be likely to include the removal of the bishops.

Elsewhere, we saw progress on the issue of including prayers in civic events. Both the Lord Mayor of Belfast and the Lord Mayor of the City of London stopped saying grace before civic functions. The Belfast decision attracted significant media coverage in Northern Ireland, and our Northern Ireland Development Officer was quoted widely in the press and spoke on the radio in support of the Lord Mayor's decision. Our member and Green Party (NI) councillor John Barry put forward an unsuccessful motion to end the council prayers held at the start of each council meeting in Ards and North Down

Throughout the year, we worked on a major report on the state of (state) secularism in the UK, with contracted support from a project researcher. Research was completed and a report was in draft at the end of the year.

Human rights concerns in the UK continued to represent a large part of our work, including assisted dying, abortion reform, and various medical ethical issues.

In January, our member Noel Conway announced that he was taking a legal case with Dignity in Dying to challenge on human rights grounds the ban on assisted dying for individuals who are terminally ill with less than six months to live. We were granted permission to intervene in the case and our evidence was heard at the High Court in July, advancing philosophical and legal arguments for the right to an assisted death. Noel lost his case in October, but planned to appeal in the new year.

Concurrently, working with lawyers, we explored the possibility of helping our member Paul Lamb take a legal case for individuals who are not terminally ill but who are incurably suffering. Subsequently, we partnered with another of our members, Omid T, who suffers from multiple systems atrophy, to bring forward a legal case for his right to die. We also held a seminar on the legal and ethical issues around assisted dying at which we helped raise funds for Omid T's legal case. We also participated in a seminar on assisted dying and a comedy fundraiser, both organised by Bindmans LLP, to help raise awareness of Omid's case. In December, Omid was granted permission for a future preliminary hearing.

We also worked to generate support for changing to the law on assisted dying. We briefed members of the All Party Parliamentary Humanist Group in March ahead of a debate on the subject in the House of Lords. Paul Lamb and another of our members, Daniel Nabarro, both gave impassioned lectures on the right to die at our annual convention in Cambridge in June. In the summer, we appointed Paul Lamb and Jane Nicklinson as patrons of Humanists UK: they had together taken the previous assisted dying claims along with Jane's late husband Tony.

We had an extremely busy year in relation to our campaigns for more liberal abortion laws in the UK and crown dependencies, and greater protection of women attending abortion clinics, which we pursued as members of the We Trust Women and the Back Off campaign coalitions, as well as a steering group member of the Voice for Choice coalition. The Back Off campaign for buffer zones around abortion clinics succeeded in persuading four local councils, of which Ealing was the first, to vote for buffer zones to protect women from intimidation and harassment. This was enough to inspire the Home Office to announce a full public consultation on this issue, saying it was minded to act.

We also had some success on this issue on behalf of Northern Ireland women. After a Supreme Court ruling in June which held that funding for Northern Ireland women's abortions in England was a matter for ministers, we organised an online petition to the Prime Minister and the First Ministers of Scotland and Wales, pleading with them to waive the fees on Northern Ireland women's NHS abortions. Working with other pro-choice groups in various coalitions, we coordinated a campaign of social media pressure on MPs in the run-up to the Queen's Speech, which led to the UK Government pledging to pay for abortions for Northern Ireland women on the NHS in England. This offer was subsequently matched by the Scottish and Welsh Governments in aid of which we lent support to Welsh Assembly Member Julie Morgan. In October, the UK Government announced it would pay also for Northern Ireland women's travel expenses.

We also challenged the unavailability of safe and legal abortions at home for Northern Ireland women, intervening in the Northern Ireland Human Rights Commission's Supreme Court case on abortion in the circumstances of fatal foetal abnormality, pregnancies arising from rape and incest, and non-viable fetuses. Our submissions showcased interdisciplinary expertise at the intersection of medical ethics, moral philosophy and law, with expert philosophical evidence from our Vice President Professor A C Grayling and patrons Professor John Harris and Professor Simon Blackburn. Concurrently, we were also involved in a Northern Ireland High Court case called JR76 which was brought after the prosecution of a mother who procured abortion pills for her 15-year-old daughter. We again submitted evidence from Professors Grayling, Harris, and Blackburn, as well as medical ethicist Professor Wendy Savage. The hearing was however postponed, pending the aforementioned Northern Ireland Human Rights Commission case.

We also pursued abortion liberalisation in the UK Parliament. In the Commons, we helped advance the case for taking abortion out of the criminal law in England and Wales through a 'ten minute rule' bill from Diana Johnson MP, about which we briefed members of the All Party Parliamentary Humanist Group. We hope this will lay the ground for a private member's bill in the next Parliament. In the Lords, we worked with the APPHG to table amendments to an anti-abortion private member's bill from Lord Shinkwin, which would have rendered British abortion law noncompliant with the European Convention of Human Rights, and helped prevent the bill becoming law. In July, we worked with other pro-choice groups to challenge Lord Shinkwin's role as an Equality and Human Rights Commissioner, given his anti-abortion views, which led to his resignation in December.

We submitted to an Isle of Man consultation on allowing abortion up to 14 weeks of pregnancy, and encouraged our members on the Isle of Man to do the same, supporting them with model answers. The published consultation in December showed 87% support for liberalising the Isle of Man's abortion laws.

We also drew attention to the Government giving a £250,000 grant to the anti-abortion organisation Life from the 'tampon tax' fund. We submitted a freedom of information request to the Department of Culture, Media and Sport requesting access to Life's application form to this fund and minutes of meetings where its application was discussed. We also signed joint letters from Voice for Choice to all MPs and Rob Wilson MP, the then relevant minister at DCMS.

International freedom of religion or belief (FoRB) continued to be a major theme of our work with the Foreign and Commonwealth Office and at the UN. We met the new UN Special Rapporteur on Freedom of Religion or Belief Ahmed Shaheed, the new Foreign Office lead on FoRB and the lead civil servant in charge of faith work at the Department for International Development. We also met Human Rights Minister Lord Ahmad and attended a

number of Foreign Office ForB functions. At the UN Human Rights Council, we used our platform to speak up about blasphemy and 'apostasy' issues internationally, making statements at the 34th and 35th sessions of the United Nations Human Rights Council in Geneva that drew attention to increased violence and discrimination on the basis of sexual orientation and gender identity, particularly in Chechnya and the United States; extrajudicial violence targeting those accused of blasphemy; abortion restrictions in various countries, including Northern Ireland; persecution of religious minorities, the non-religious, and LGBT people in Indonesia; religious discrimination in the English school admissions system; and repeated calls on states to remove blasphemy laws from their statute books, including the 13 countries where such crimes carry the death penalty. Denmark abolished its blasphemy law in June, which we considered a victory for the international End Blasphemy Laws campaign that we helped to co-found in 2015.

We contacted the major political parties during the general election about the need for an envoy for international freedom of religion and belief, which Labour and the Liberal Democrats told us they supported. In October, we contributed to a report from the All Party Parliamentary Group on Freedom of Religion or Belief and signed two letters it organised on this general theme and on blasphemy and apostasy specifically. In December, the International Humanist and Ethical Union published its annual *Freedom of Thought Report*, to which we had contributed.

We responded to a consultation by the Agriculture and Horticulture Development Board on proposals to introduce a new quality standard mark scheme for halal lamb meat. In this consultation we argued that the labelling system being proposed was inadequate and that better safeguards are needed to ensure that meat from animals slaughtered without stunning is not sold on the general market. We encouraged members to submit responses.

We provided evidence on animal welfare and religious slaughter to the Leader of Lancaster County Council, who then put a successful motion before the council to remove non-stunned meat from 27 schools across the county. We publicised the vote across our social media channels. Before the year's end, we began working on our response to the UK Government's animal welfare consultation (closing in January 2018) on the same theme.

We attended party conferences once again. At the Liberal Democrats conference we took part in a fringe debate organised by the Humanist and Secularist Lib Dems on illegal religious schools, featuring Lib Dem Lords Education Spokesperson Lord Storey and one of our illegal schools whistleblowers. We exhibited at both the Labour and Conservative conferences, where we enticed politicians and party members to pose with special cardboard photo frames to help promote our stance on various issues via social media. We hosted our traditional No Prayer Breakfast event at the Labour Party Conference, where speakers included Angela Eagle MP, Kelvin Hopkins MP, Tom Copley AM, Andrew Copson, and Joan Smith. The Conservative Party Conference afforded us opportunities to speak to Cabinet ministers about some of our issues, including humanist marriage, and we took part in fringe events and met the leaders of Bright Blue and the Tory Reform Group.

We exhibited for the first time at the Local Government Association's conference, where we recruited members for our new Humanist Councillors Network which is intended to help us to campaign more effectively at the local level around the UK. It ended 2017 with close to 200 members.

## **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 January, we launched a £10,000 JustGiving appeal for Faith to Faithless which hit its target within three weeks, bringing in much-needed funding for our work supporting people leaving coercive religions. We also received direct donations from supporters, mostly anonymously, through the Faith to Faithless 'patreon' account. In October, we launched our annual appeal to raise the salary of our Education Campaigns Manager, with Professor Alice Roberts once again fronting the appeal. We had raised 85% of our £40,000 goal via JustGiving by year's end, with additional monies raised via other channels enabling us to fund this post for a further year.

As part of our series of higher-cost events tailored towards the Blackham Society (Humanists UK members who give substantial regular donations towards our work), we hosted a series of higher-ticket-price intimate events with a number of well-known humanists, including Alice Roberts, Robin Ince, Jim Al-Khalili, Richard Dawkins, and Dan Snow. These events helped us to get to know our more affluent donors and to raise funds towards future and ongoing projects.

Working with a volunteer, Paul Harrison, we established the new Humanists in Business network to bring together people from the world of business with an interest in humanism and topics related to ethics in business. The network was launched in March in tandem with the launch of the PwC Humanists. We hope in time to develop this network to engage more meaningfully with captains of industry and City firms.

Supporter recruitment efforts continued throughout the year, with magazine ads in a mix of niche and mainstream publications complementing a year-round campaign of online supporter acquisition.

Regionalisation continued across our community services functions throughout the country, with the creation of regional volunteer networks, regional network coordinators, and eleven specially appointed Ceremonies Network Support Coordinators. Piloting had found that this approach helped to improve communication between newly accredited pastoral carers, celebrants and school speakers, as well as boosting resource-sharing and peer observation.

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

We were delighted to appoint a high number of distinguished new patrons over the course of the year. These were assisted dying activists Paul Lamb and Jane Nicklinson, materials chemist Professor Saiful Islam, Bible historian Professor Francesca Stavrakopoulou, neurosurgeon and author Dr Henry Marsh, historian and columnist Professor Timothy Garton-Ash, footballer Eunan O’Kane, model and humanist activist Laura Lacole, author and columnist Miriam Stoppard, and actor Nick Frost.

At the beginning of the year, our Head of Education was invited to join the Education Committee of the RE Council of England and Wales, as a representative of humanism and non-religious beliefs, alongside religious representatives. Their mandate is to promote high-quality teaching, learning, and assessment in RE. He was thanked in the acknowledgements of the new Agreed Syllabus for Hampshire, Portsmouth, Southampton, and the Isle of Wight, which is fully inclusive of humanism at each key stage. The new curriculum is proving popular and was being eyed for adoption by several London boroughs with upcoming curriculum reviews.

Benchmarking ours against other charities’ school speakers programmes turned up very encouraging results for a charity of our size, in most cases showing that our service was at least comparable and in many instances a more robust and nationwide offer than other school speaker programmes. Charities with larger reaches than us tended to be focused on issues such as first aid or safeguarding. Where the process identified areas for improvement, these were immediately implemented.

Our resources on humanist ethics were featured in the textbook *A Practical Guide to Critical Religious Education: Resources for the Secondary Classroom* (Routledge).

Our Chief Executive was invited to panels and high-level forums throughout the year to represent humanist and secularist concerns, at the Oxford Literary Festival, Chatham House, the Foreign and Commonwealth Office, the Cabinet Office and elsewhere.

Our Head of Ceremonies spoke on a panel of three, alongside Stephen Fry and Prof Tony David, Professor of Cognitive Neuropsychiatry at King's College London, at *Medfest* an international medical film festival funded by the Royal College of Psychiatrists. She was also invited to join two new 'death professionals' communities: 'Life, Death, Whatever', and Bath University's 'CDAS Community of Practice'.

We were honoured in May to have our celebrant Lorraine Barrett lead Wales' first humanist national funeral ceremony for the former First Minister of Wales, Rhodri Morgan, who had been our patron. The ceremony was televised and received significant attention.

Our Head of Ceremonies Isabel Russo conducted the humanist marriage of Laura Lacole (model, public speaker and one of our patrons) and the Republic of Ireland international footballer Eunan O'Kane (one of our patrons). Their marriage is the first and so far the only legally recognised humanist marriage to take place in Northern Ireland. Humanist celebrants were nominated at the *Good Funeral Awards* for 'best doula' and 'best celebrant'.

Our Head of Pastoral Support was invited to speak at the annual conference of the Association of Hospice and Palliative Care Chaplains and at the Greater Manchester Community Chaplaincy AGM. He was subsequently invited to sit on the Greater Manchester Mental Health Chaplaincy steering group. He was also invited by the European Humanist Professionals network, which is part of the European Humanist Federation, to join its Board as Quality Assurance Officer.

## Financial Review

We ended the year with a deficit on unrestricted funds of £180,269 (before unrealised gains on investments), a planned deficit reflecting the decision to continue investing in capacity-building activities through 2016-2018, with all areas of charitable activity seeing an increase in expenditure.

Legacies in 2017 were up compared to 2016 but we endeavour to treat this income as windfall rather than core funding due to its uncertainty. Donations to our quarterly cash appeals were better than in 2016 but again fell short of the returns of 2015, which remains a source of concern. Nonetheless our supporters remain extremely generous, volunteering time and giving financial support, both for specific projects and in furtherance of our general charitable activities. Income from subscriptions rose over 10%, reflecting an increase in members plus a desire to give more through member groups such as the Blackham Society. Our Education Campaigns Manager was funded for the year ahead, whilst donations to the Faith to Faithless project significantly helped the development of that new area.

Bids for funds from grants and trusts remained disappointing. We struggle because many trusts say they will not fund any organisation with a religious *or non-religious* belief and others exclusively fund 'religious charities'. We were, however, successful in two out of three bids for NHS contracts for equality and diversity training, which we carried out in 2017, with one set to continue into 2019.

We now have a dedicated member of staff working on Humanist Students and have increased capacity to campaign and promote humanism in Northern Ireland. We launched the education project (MOOC) funded in 2016, making routes to understanding humanism even more accessible than before. The investment in fundraising activities following the re-brand is bearing some fruit but not at the levels required to sustain our current spending. This is especially the case given the low degree of funding from grants and trusts. The Director of Communications & Development (in post since November 2016) will focus on generating unrestricted income throughout 2018 as a matter of priority.

## 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 Humanists UK will hold an upper limit of three months' expenditure and a lower limit of two months' expenditure in reserves, with the following considerations as its basis:

The level of reserves that Humanists UK 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 Humanists UK, 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 £952,796 of which £84,177 are held for restricted purposes, £4,395 are for designated purposes and £45,955 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 £818,269. This is more than sufficient to meet the requirements above (three months budgeted expenditure being £561,728). For this reason we have held to our planned deficit budget for 2018.

## 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) sharing 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. Events are closely monitored at internal meetings before and after every event, and detailed profit and loss registers are kept for large events. We will never exert undue pressure on those invited 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 Trustees' investment policy is to generate the highest possible returns over the long term, consistent with our risk appetite and appropriate protection for our capital, to maximise the resources that can be expended on our charitable objectives.

Barclays Wealth is responsible for the management of our 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 and losses charged net to the statement of financial activities.

## **Risk management**

The Trustees are satisfied that appropriate systems and procedures have been established to identify and manage the major risks faced by the Association. They 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 reduce 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 potential risks identified were website and computer hacking, and reputational and legal risks associated with front-line service provision such as pastoral support. Actions taken to mitigate risks included commissioning an ICT security review, and improving the codes of conduct relating to our front-line services.

## **Future Plans**

Humanists UK's key objectives for 2018 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 Pastoral Support and Faith to Faithless programmes and will continue to explore new ways in which we can further our charitable objectives.

## **Statement of Directors' Responsibilities**

Humanists UK's trustees are directors of the company for the purposes of company law and are responsible for preparing an annual report and financial statements in accordance with applicable company and charity law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 (information needed by the Company's auditors in connection with preparing their report) of which the Company's auditors are unaware; and
- each Director has taken steps to make herself/himself aware of any relevant audit information and to establish that the Company'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, 12 May 2018**

## **Independent auditor's report to the members of the British Humanist Association for the year ended 31<sup>st</sup> December 2017**

### **Opinion**

We have audited the financial statements of the British Humanist Association (the 'charitable company') for the year ended 31 December 2017 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2017 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## **Independent auditor's report to the members of the British Humanist Association for the year ended 31<sup>st</sup> December 2017 (continued)**

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

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

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

### **Responsibilities of trustees**

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

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

## **Independent auditor's report to the members of the British Humanist Association for the year ended 31<sup>st</sup> December 2017 (continued)**

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> . This description forms part of our auditor's report.

### **Use of our report**

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

Richard Billingham (Senior Statutory Auditor)  
For and on behalf of Knox Cropper, Statutory Auditor  
8/9 Well Court  
London  
EC4M 9DN

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 2017

		Funds 2017			Funds 2016		
	Notes	Restricted £	Unrestricted £	Total 2017 £	Restricted £	Unrestricted £	Total £
INCOME FROM:							
- Legacies and donations	2	208,010	802,386	1,010,396	180,293	656,699	836,992
				-			
- Other trading activities	3	-	9,456	9,456	-	9,266	9,266
- Investments	4	-	23,736	23,736	-	23,882	23,882
- Charitable activities	5	-	987,292	987,292	5,286	767,903	773,189
<b>Total</b>		<u>208,010</u>	<u>1,822,870</u>	<u>2,030,880</u>	<u>185,579</u>	<u>1,457,750</u>	<u>1,643,329</u>
EXPENDITURE ON:							
- Raising funds	6	-	( 160,756)	( 160,756)	-	( 105,140)	( 105,140)
- Charitable activities	7,8	( 236,205)	( 1,842,383)	( 2,078,588)	( 189,761)	( 1,546,630)	( 1,736,391)
<b>Total</b>		<u>( 236,205)</u>	<u>( 2,003,139)</u>	<u>( 2,239,344)</u>	<u>( 189,761)</u>	<u>( 1,651,769)</u>	<u>( 1,841,530)</u>
<b>Net gains/(losses) on investments</b>	11	<u>-</u>	<u>49,873</u>	<u>49,873</u>	<u>-</u>	<u>74,214</u>	<u>74,214</u>
<b>Net income/(expenditure)</b>		<u>( 28,195)</u>	<u>( 130,396)</u>	<u>( 158,591)</u>	<u>( 4,182)</u>	<u>( 119,806)</u>	<u>( 123,988)</u>
Transfers between funds		-	-	-	-	-	-
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>( 28,195)</u>	<u>( 130,396)</u>	<u>( 158,591)</u>	<u>( 4,182)</u>	<u>( 119,806)</u>	<u>( 123,988)</u>
Balances brought forward at 1 January		<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>
<b>BALANCES CARRIED FORWARD AT 31 DECEMBER</b>		<u>84,177</u>	<u>868,619</u>	<u>952,796</u>	<u>112,372</u>	<u>999,015</u>	<u>1,111,387</u>

All amounts relate to continuing activities.

**Balance Sheet as at 31 December 2017**

	Notes	2017 £	2016 £
<b>FIXED ASSETS</b>			
Office equipment	10	45,955	58,820
Investments	11	<u>734,463</u>	<u>663,543</u>
		780,418	722,363
<b>CURRENT ASSETS</b>			
Debtors	12	131,198	129,330
Cash at bank and in hand		<u>151,319</u>	<u>370,106</u>
		282,517	499,436
<b>LIABILITIES</b>			
Creditors: Amounts falling due within one year	13	<u>( 110,139)</u>	<u>( 110,412)</u>
<b>NET CURRENT ASSETS</b>		<u>172,378</u>	<u>389,024</u>
<b>NET ASSETS</b>		<u>952,796</u>	<u>1,111,387</u>
Represented by			
<b>FUNDS :</b>			
Unrestricted	14	868,619	999,015
Restricted	15	<u>84,177</u>	<u>112,372</u>
<b>Total Funds</b>		<u>952,796</u>	<u>1,111,387</u>

The accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and with the Financial Reporting Standard 102 and signed on their behalf by:

Approved by the Directors on 12 May 2018

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

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

Company number: 00228781

**Statement of Cash Flows for the year ending 31 December 2017**

		<b>2017</b> <b>£</b>	<b>2016</b> <b>£</b>
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	<u>( 219,320)</u>	<u>( 171,359)</u>
Cash flows from investing activities:			
Dividends and interest from investments		23,736	23,886
Purchase of property, plant and equipment		( 2,156)	( 6,594)
Proceeds from sale of investments		-	-
Purchase of investments		-	( 14,672)
Net cash provided by/(used in) investing activities		<u>21,580</u>	<u>2,620</u>
Change in cash and cash equivalents in the reporting period		( 197,740)	( 168,739)
Cash and cash equivalents at the beginning of the reporting period		390,469	559,208
Cash and cash equivalents at the end of the reporting	25	<u>192,729</u>	<u>390,469</u>

## Notes to the Financial Statements for the year ended 31 December 2017

### 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.

Humanists UK 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 & 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.

#### Deferrals Policy

Income is recognised when all the following criteria are met:

- Control over the rights or other access to the economic benefit exists
- It is more likely than not that the economic benefits will pass to the Association

- The monetary value of the income can be measured reliably.

### Grants Receivable

Revenue grants are credited to incoming resources on the earlier of the date they are received or the date 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 as they fall due, the pension charge reflected in the accounts represents the amount payable for the year.

## 2. Legacies and donations

	2017			2016
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Donations and Gift Aid	208,010	618,966	826,976	764,943
Legacies	-	183,420	183,420	72,049
	<u>208,010</u>	<u>802,386</u>	<u>1,010,396</u>	<u>836,992</u>

## 3. Income from other trading activities

	2017			2016
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Rent & charges to tenants	-	9,456	9,456	9,266
	<u>-</u>	<u>9,456</u>	<u>9,456</u>	<u>9,266</u>

**4. Investment income**

	<b>2017</b>			<b>2016</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>Funds</b>	<b>Funds</b>		
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Interest	-	195	195	523
Dividends	-	23,541	23,541	23,359
	-	23,736	23,736	23,882

**5. Income from charitable activities**

	<b>2017</b>			<b>2016</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>Funds</b>	<b>Funds</b>		
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Subscriptions	-	491,431	491,431	445,779
Group fees	-	1,927	1,927	2,231
Celebrants' levies	-	145,091	145,091	114,604
Celebrants' training	-	191,514	191,514	123,701
Celebrants' accreditation fees	-	5,800	5,800	5,303
Events & activities	-	104,960	104,960	64,351
Sales of literature & merchandise	-	13,493	13,493	13,244
Sundry income	-	7,677	7,677	3,976
Pastoral support	-	25,399	25,399	-
	-	987,292	987,292	773,189

**6. Cost of raising funds-**

	<b>2017</b>			<b>2016</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>Funds</b>	<b>Funds</b>		
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fundraising costs	-	148,246	148,246	100,366
Investment manager's fees	-	2,010	2,010	1,935
Purchase of merchandise	-	10,500	10,500	2,839
	-	160,756	160,756	105,140

**7. Analysis of costs of charitable activities**

	2017			2016
	Direct	Support Costs	Total	Total
Education and Promotion of Humanism	493,670	191,526	685,196	631,344
Ceremonies	367,589	110,285	477,874	313,655
Pastoral Support	132,630	54,677	187,307	149,330
Public Affairs & Policy	385,569	213,149	598,718	540,982
Activities for Members and Partner Groups	69,565	59,928	129,493	101,080
	<u>1,449,023</u>	<u>629,565</u>	<u>2,078,588</u>	<u>1,736,391</u>

**8. Analysis of support and governance costs**

	2017	2016
	£	£
Staff costs	335,385	318,822
Rent and rates	82,885	73,665
Repairs, maintenance & utilities	20,117	16,604
Postage and stationery	33,043	28,639
ICT	47,159	49,349
Irrecoverable VAT	35,404	32,249
Subscriptions	2,262	1,877
Bank charges & interest	41,042	36,574
Depreciation	15,021	14,362
Other costs	8,811	8,500
Governance	<u>8,436</u>	<u>9,370</u>
	<u>629,565</u>	<u>590,011</u>

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. The Directors consider this provides a reasonable approximation to the utilisation of resources.

**Governance costs**

	2017	2016
	£	£
Audit fee- current year	5,250	4,913
- previous year underprovision	150	-
Other professional expenses	13	-
Trustee meeting expenses	<u>3,023</u>	<u>4,457</u>
	<u>8,436</u>	<u>9,370</u>

**9. Staff costs**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Wages and salaries	781,321	711,011
Social security costs	79,270	71,802
Pension contributions	<u>30,049</u>	<u>27,195</u>
Total payroll costs	890,639	810,008
Staff recruitment	3,311	14,471
Temporary staff	<u>-</u>	<u>16,349</u>
	<u><b>893,950</b></u>	<u><b>840,828</b></u>
Average number of employees (FTE)	22	19
Average number of employees	22	19

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Key Management Personnel remuneration:	356,992	336,926

One employee earned in excess of £70,000 (2016: one) and that salary fell in band £70,000 to £80,000 (£70,000-£80,000 in 2016).

Key management personnel (£356,992) includes Chief Executive, Director of Public Affairs & Policy, Director of Community Services, Director of Communications & Development, Director of Operations, Head of Ceremonies, Head of Education, Head of Pastoral Support.

**10. Tangible assets**

<b>Office Fixtures, Fittings and Equipment</b>	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Cost at 1 January	136,701	132,107
Additions	2,156	6,594
Disposals	<u>-</u>	<u>( 2,000)</u>
As at 31 December	<u><b>138,857</b></u>	<u><b>136,701</b></u>
Depreciation at 1 January	( 77,881)	( 65,519)
Charge for the year	( 15,021)	( 14,362)
Disposals	<u>-</u>	<u>2,000</u>
Depreciation at 31 December	<u><b>( 92,902)</b></u>	<u><b>( 77,881)</b></u>
Net book value at 31 December	<u><b>45,955</b></u>	<u><b>58,820</b></u>

**11. Investments**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Market value at 1 January	643,180	554,294
Additions	-	14,672
Disposal proceeds	-	-
Realised gains/(losses)	-	-
Unrealised gains/(losses)	<u>49,873</u>	<u>74,214</u>
Market value at 31 December	693,053	643,180
Cash with brokers	<u>41,410</u>	<u>20,363</u>
Total investments at 31 December	<u><u>734,463</u></u>	<u><u>663,543</u></u>
Investments at cost 31 December	<u><u>598,973</u></u>	<u><u>598,973</u></u>

The portfolio consists of units held in Barclays Charity Fund which is tailored to the investment needs of charities. The fund seeks to provide unit holders with a sustainable level of income, together with the prospect of growth in both capital and income through investment in a diversified portfolio of assets. The fund is ethically screened from direct investments in tobacco, arms, gambling and photography.

**12. Debtors**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Prepayments	22,424	43,323
Legacies receivable	-	-
Gift Aid	62,738	48,466
Other accrued income	24,000	20,059
Other debtors	<u>22,036</u>	<u>17,481</u>
	<u><u>131,198</u></u>	<u><u>129,330</u></u>

Prepayments are primarily event venue costs such as for our Annual Convention.

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

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Accruals	39,214	28,107
Taxes: Payroll taxes	23,507	16,922
VAT	11,489	11,471
Deferred income	26,976	48,781
Holiday accrual	<u>8,953</u>	<u>5,131</u>
	<u><u>110,139</u></u>	<u><u>110,412</u></u>

Deferred income is primarily event ticket sales such as for our Annual Convention.

**14. a) General reserves**

	Revaluation Reserve	Accumulated Income	Total
	£	£	£
Balance at 1 January 2017	44,237	946,059	990,296
Surplus/(deficit) for the year	-	( 177,332)	( 177,332)
Unrealised gains/(losses) on investments	49,873	-	49,873
Transfer on realisation	-	1,387	1,387
Transfer to designated funds	-	-	-
Balance at 31 December 2017	<u>94,110</u>	<u>770,114</u>	<u>864,224</u>

**b) Designated Reserves**

	Balance at 1 January	Incoming Resources	Resources Expended	Transfer	Balance at 31 December
	£	£	£	£	£
Humanist Students	-	1,300	( 1,300)	-	-
Music (the Humanist choirs)	5,870	2,331	( 3,806)	-	4,395
Centre for Inquiry	2,848	-	( 1,461)	( 1,387)	-
Defence Humanists	-	146	( 146)	-	-
	<u>8,718</u>	<u>3,777</u>	<u>( 6,713)</u>	<u>( 1,387)</u>	<u>4,395</u>

**15. Restricted funds**

	Balance at 1 January 2017	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2017
	£	£	£	£	£
Education	13,040	1,253	( 14,293)	-	-
Public Affairs	-	59,758	( 68,107)	8,349	-
Ceremonies	-	1,606	( 1,606)	-	-
Community Services projects	3,000	10,615	( 11,517)	-	2,099
Music (including the BHA choirs)	-	9,260	( 9,260)	-	-
Campaign Against Faith Schools	51,066	49,177	( 46,606)	( 8,349)	45,288
Faith to Faithless	9,527	28,036	( 20,200)	-	17,363
Accord	-	36,677	( 36,677)	-	-
Defence Humanists	-	613	( 613)	-	-
LGBT Humanists (previously GALHA)	21,031	3,082	( 4,686)	-	19,427
Pastoral Support	-	170	( 170)	-	-
What is Humanism? book for Schools	14,708	237	( 14,945)	-	-
Northern Ireland development	-	7,500	( 7,500)	-	-
Young Humanists	-	27	( 27)	-	-
	<u>112,372</u>	<u>208,010</u>	<u>( 236,205)</u>	<u>-</u>	<u>84,177</u>

**Accord**

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

### **Ceremonies**

This fund results from legacies and donations given to Humanists UK specifically for ceremonies work.

### **Education**

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

### **Campaign Against Faith Schools**

Faith schools appeal funds are restricted to Humanists UK lobbying and campaigning work relating to 'faith' schools and 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 Faith to Faithless, which helps people who are leaving religions.

### **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 as a new section in 2011.

### **LGBT Humanists**

This fund was created in 2012 to manage income and expenditure by LGBT Humanists which joined Humanists UK 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 Humanists UK choirs on a secure footing. Current income derives directly from the activities of the choirs.

### **Northern Ireland Development**

This fund was created in 2017 to support the development of Humanist UK's work in Northern Ireland.

### **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'.

### **Local Groups**

This fund is for activities relating to the development of local humanist groups. It was formerly called Community Service Projects.

### **Public Affairs**

This fund results from legacies and donations given to support Humanists UK 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.

**16. Operating leases**

At 31 December 2017 the Company had the following commitments under non-cancellable operating leases as follows:

	<b>Land and buildings</b>		<b>Other</b>	
	<b>2017</b>	<b>2016</b>	<b>2017</b>	<b>2016</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	6,148	5,935
Falling due later than five years	-	79,996	-	-
	<u>399,830</u>	<u>479,826</u>	<u>6,148</u>	<u>5,935</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 £399,830.

**17. Taxation**

Humanists UK 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 was paid £600 for providing Pastoral Support training to new volunteers as part of an ongoing training programme. Guy Otten, a Celebrant, was paid £600 for mentoring newly trained celebrants. Ewan Main, also a Celebrant, was paid fees and expenses of £207.50 as part of the celebrants training programme. Aside from Amy Walden, Guy Otten and Ewan Main 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 £2,399 (2016: £1,533) for travel expenses to attend meetings in connection with their duties. Expenses not reported in Note 9 include travel to various events, including public lectures and fundraising events.

**19. Capital commitments**

There were no capital commitments at 31 December 2017 (2016: 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 £30,049 (2016: £27,195).

**21. Net assets**

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted funds	780,418	88,201	868,619
Restricted funds	-	84,177	84,177
	<u>780,418</u>	<u>172,378</u>	<u>952,796</u>

**22. Reversionary interest**

Humanists UK 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 4 March 2017 (the date of the last valuation by the trustees) was £58,023 (4 March 2016: £58,023). The trustees have previously indicated to Humanists UK 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.

Because Humanists UK 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 Humanists UK is also a Director of the International Humanist and Ethical Union. The International Humanist and Ethical Union rents part of Humanists UK's office accommodation and the rent charged in 2017 amounted to £9,456 (2016: £9,264). The Association paid an annual subscription to IHEU of £19,000.

The previous Director of Public Affairs and Policy of Humanists UK (Pavan Dhaliwal) was also a Director of the European Humanist Federation. The Association pays an annual subscription to the EHF of £3270 (2016: £2965)

The Director of Public Affairs and Policy of Humanists UK (Richy Thompson) is a member of the Executive of the Accord Coalition. The Accord Coalition uses desk space and office facilities at Humanist UK's premises for no charge.

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

	2017	2016
Net income/(expenditure) for the reporting period	( 158,591)	( 123,988)
Depreciation charges	15,021	14,362
(Gains)/losses on investments	( 49,873)	( 74,214)
Dividends and interest from investments	( 23,736)	( 23,886)
(Increase)/decrease in debtors	( 1,868)	( 33,960)
Increase/(decrease) in creditors	<u>( 273)</u>	<u>70,327</u>
Net cash provided by/ (used in) operative activities	<u>( 219,320)</u>	<u>( 171,359)</u>

**25. Cash and cash equivalents at the end of the year**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Cash at bank and in hand	151,319	370,106
Cash at brokers	<u>41,410</u>	<u>20,363</u>
Total cash and cash equivalents	<u><u>192,729</u></u>	<u><u>390,469</u></u>