

British Humanist Association, operating as:



ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 December 2019

Company Number: 00228781

Charity Number: 285987

Humanists UK

Annual Report for the year ended 31 December 2019

The Directors present their annual report along with the financial statements of the charity for the year ended 31 December 2019 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:		Tamar Ghosh	
	Vice Chair:		Ann O’Connell (from June 2019) Naomi Phillips (until June 2019)	
	Treasurer:		John Adams	
Other Directors	Jenny Bartle		David Pollock	
	Tom Copley		Jeremy Rodell	
	Iain Deboys (from July 2019)		Imtiaz Shams	

	Blaise Egan	Emma Shepherd (from June 2019)
	Donna Holland (until November 2019)	Hamza Walayat (from June 2019)
	Ruth Kaufman (from June 2019)	Amy Walden
	Ewan Main	Alexander Williams
	Naomi Phillips (until June 2019)	
President	Professor Alice Roberts	
Principal staff	Chief Executive:	Andrew Copson
	Director of Public Affairs & Policy:	Richy Thompson
	Director of Communications & Development:	Liam Whitton
	Director of Community Services:	Edward Prout
	Director of Operations:	Catriona McLellan
	Head of Ceremonies:	Isabel Russo
	Director of Understanding Humanism:	Luke Donnellan
	Director of Humanist Care:	Simon O'Donoghue
Auditors	Knox Cropper LLP, Chartered Accountants 65 Leadenhall Street, London, EC3A 2AD	
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.

We continued to use our events programme as a means of promoting humanist ideas and awareness of humanism, and were delighted that the programme continued to grow across 2019. Our Darwin Day Lecture on 12 February was our largest to date, with 2,000 people turning out to hear Professor Richard Dawkins deliver the lecture himself after chairing the series since 2003. Professor Alice Roberts, who succeeded him as chair, presented him with the inaugural Darwin Day Medal. The video on YouTube was seen 180,000 times. Our Rosalind Franklin Lecture was delivered on International Women's Day by journalist Cathy Newman and chaired by our patron, the author Joan Smith, and explored the lesser-told histories of 'Bloody Brilliant Women' in the 20th century (attended by 330). Geneticist Dr Adam Rutherford then challenged the revival of 'scientific racism' for our Voltaire Lecture in May, 'How to argue with a racist' (attended by 750, with 6,000 YouTube views). It was chaired by Professor Alice Roberts, who presented Adam with the inaugural Voltaire Medal. And in Manchester, our annual Holyoake Lecture was given by ITV political editor Robert Peston in November, touching on his father's commitment to humanism before more widely diagnosing a 'fractured society' characterised by increasing polarisation and political hostility, as well as exploring possible remedies (attended by 300). In total our newest annual lectures were watched by nearly 200,000 people online.

June saw 470 people attend the Humanists UK Convention in Leicester (400 in Newcastle in 2018), where headline speakers included Professor Alice Roberts, Ed Byrne, Dr Adam Rutherford, Professor Sir John Curtice, and Baroness Joan Bakewell, all of whom received glowing feedback for their talks and performances, as did many others over a busy weekend of talks and discussions. The weekend began with a comedy night where Kate Smurthwaite, Tim McGarry, Cally Beaton, and Ed Byrne performed. Distinct day conferences were held as part of the Convention weekend by our LGBT Humanists section and for humanist professionals involved in our community services provision.

We also saw growth in our events programme in Northern Ireland in particular, where our Northern Ireland Humanists section began the year with 'A Night of Humanism', a sold-out evening combining comedy with stimulating lectures aimed at introducing humanism to a general audience. Space historian Piers Bizony, philosopher A C Grayling, and comedians Nuala McKeever and Tim McGarry performed for an audience of 200. Other smaller events took place throughout the year, including a regular programme of informal Sunday brunch events, with the community in Greater Belfast in particular showing consistent appetite for events exploring humanism.

We continued to develop the Humanists UK website, at the same time as advancing plans with an agency for a new web design based on profiles of website users. Within the

framework of the current site, we updated the underlying structure, homepage design, and navigational menus; redesigned all Humanist Ceremonies pages to be more visually appealing; rewrote the majority of pages relating to our public policy platform; created an easy-to-edit site template for use by Humanists UK branches; and developed a format for in-house, rapid-response petitions to support our digital campaigning needs. We also debuted new types of written content, moving away from strict conformity to press release-style news items. New types of content included a series of well-received features and interviews, often profiling volunteers or staff members to spotlight interesting areas of our work. Feedback suggests these features have often been of educational value to teachers in particular. Separately, we also introduced a dedicated blog highlighting stories from the Humanist Ceremonies network and answering common queries made by wedding, funeral, and baby naming clients.

We continued to enjoy a substantial social media presence, used to promote our current events, news and initiatives, policy interventions, and as a channel for advancing awareness of humanism. We saw consistent growth across social media, with our two largest channels being Facebook, where we ended our year with 227,000 likes (222,000 in 2018) and Twitter, where we grew to 94,500 followers (84,500 in 2018). Our Facebook posts made over 18 million impressions and our tweets were seen 40 million times. Throughout the year, we turned attention to humanist topics by sharing timely graphics and articles across different social media platforms to coincide with various anniversaries and UN days. Significant engagement also came from the launch of a multi-channel social media campaign entitled *Every Human Being*, built around a feel-good short film exploring the humanist commitment to human rights and equality, and narrated by our patron Stephen Fry. Our Facebook pages for Wales Humanists and Northern Ireland Humanists saw substantial engagement across the year, and our various satellite social media pages for our sections, branches, and services all continued to grow across Twitter, Facebook, and Instagram.

Following the success of our *Introducing humanism* free online course with FutureLearn in 2018, we launched our second online course, *Humanist Lives*, early in 2019, this time fronted by our President, Professor Alice Roberts. Whereas the former course provided a holistic introduction to humanism as a philosophy and life stance, *Humanist Lives* focuses on the lived reality of people who call themselves humanists, and features articles and video interviews from over 70 humanists, including members of Humanists UK staff, celebrants, pastoral carers, and patrons such as journalist Polly Toynbee, scientist and broadcaster Jim Al-Khalili, rock musician Frank Turner, novelist Natalie Haynes, writer and academic Steven Pinker, and international humanist campaigners such as Gulalai Ismail, Leo Igwe, and Bonya Ahmed. The course was tailored to appeal to a different audience, with a greater emphasis on the motivations and personal stories of individual humanists. The launch of the course was mentioned in *The Guardian* and benefited from an extensive online publicity campaign, including web traffic directed by international humanist associations. Over 8,000 people signed up for the course, including 2,300 active learners. It ran six times over the year, interspersed with runs of the previous *Introducing humanism* course. *Introducing* remained the more popular

course, seeing an additional 7,000 sign-ups and 4,000 active learners on top of those who took it in 2018.

In 2019, our school speakers spoke to 45,000 children through classroom visits (31,000 in 2018). We also continued to support teaching about humanism in lessons through the free resources on our *Understanding Humanism* website, which saw 130,000 page views (83,000 in 2018) and 33,000 downloads (22,000 in 2018). We advised *RE Online* on how best to revamp its website section on humanism, which also added extensive links to *Understanding Humanism*. We also launched our dedicated *Assemblies for All* website, which received significant publicity in the education press and in *The Guardian*. It compiles high-quality assembly resources from leading charities and resource providers like the BBC, to support teachers to put on high-quality assemblies on universal themes, providing an alternative to collective worship. We also delivered teacher training to over 300 teachers (500 in 2018), including at the large *Strictly RE* teachers conference, our own *Understanding Humanism Teachers Conference*, and at UCL and the universities of Cambridge, Birmingham, and Hertfordshire.

We worked to organise more effectively between teachers and within schools, including through the continued work of the Humanist Teachers network, as led by our trustee and school teacher Alexander Williams. The network was formally launched early in the year with an event at the New College of the Humanities in London, and Alexander and the network were profiled in an article for *Academy Today*. The network grew to over 200 members. Our nascent Eton College humanist group also flourished, running 40-minute sessions on humanism every Sunday as an alternative to chapel. An assembly on humanism was held and an exhibit on humanism was added to the college museum. We would hope to support more non-religious young people in this way by replicating the success at other residential schools.

We continued to support our national network of members who serve as representatives to their local Standing Advisory Bodies on Religious Education (SACREs) in England and Wales, which support the delivery of school assemblies and the teaching of local RE curriculums in state schools. As well as organising our annual training day for SACRE reps and school speakers, we created online resources and web spaces to better facilitate and support SACRE rep activities, including on how to argue for humanist membership of SACREs.

Outside of schools, community settings offered a continued source of education about humanism. Having developed the 'One Life' course on humanism with volunteers in our Chester branch, we began to roll this out in other select areas and evaluate responses. The course is designed to stimulate discussion around humanist approaches to questions on reality, ethics, and the good life. We also prepared for the first ever run of the course within prison settings, at Wormwood Scrubs, as well as training members of our internal special interest sections, such as Defence Humanists, on how to teach about humanism to further their promotional work in those communities.

We continued to advance understanding of humanism among religious people through our volunteer-led dialogue programme. Plans to scale up this programme were put in

place in the summer, leading to a training session for future accredited Humanists UK dialogue representatives being held in December, with more planned for 2020. An extensive range of dialogue activities included organising a Muslim-humanist panel discussion at Leicester Secular Hall; participating in an environmentally themed panel discussion for the South East England Faith Forum; a Catholic-humanist dialogue event in Hampton in London; participating in the 'Cultures of Unbelief' conference organised by the Understanding Unbelief project; a series of roundtable discussions organised with the UK Baha'i Community; participation in a (Liberal Judaism) Montagu Centre event discussing attitudes to faith schools; attending the Unity Initiative alongside the Jo Cox Foundation and a consortium of Muslim and Christian groups; presenting a talk on secularism to the (Catholic) Westminster Interfaith Group; attending the Progressive Christianity Network's event on Richard Norman and Anthony Carroll's book *Religion and Atheism – beyond the divide*; participating in the Religion and Media Conference; a women-led dialogue in Farnham with the Ahmadiyya Muslim Community; speaking at Richmond Orthodox Synagogue's Civic Remembrance Service; and supporting Birmingham Humanists and local religious groups' annual Near Neighbours 'inter-faith week' event. On a similar front, we held a joint event with 'non-religious congregations' New Unity and Sunday Assembly, exploring notions of non-religious community.

We started work on a major historical research project in anticipation of our 125th anniversary in 2021, recruiting a Humanist Heritage Coordinator. The Humanist Heritage Project aims to bring to life the often overlooked but historically significant heritage of organised humanism in the UK – especially as it relates to art, literature, and social, political, and ethical life across British history. The project outputs will include a dedicated website with features, activities, and profiles of important people and things in humanist history; the digitisation of highlights from our archive dating back to 1896, focusing on the history of Humanists UK, its people, and past initiatives; and organising 'Wikithons' and similar activities to see these stories better told on the English language Wikipedia. In a similar vein of celebrating humanist history, we also responded to the London Assembly's consultation on 'Blue Plaques' for women. We recommended four humanist women – Aphra Behn, Barbara Wootton, Dora Russell, and Mary Wollstonecraft – to be recognised with blue plaques around London.

The appointment of our new President, Professor Alice Roberts, led to healthy media interest in our work and in humanism. Alice appeared on Radio 2's *Jeremy Vine* programme in January immediately following her appointment to discuss humanism and the growth of the non-religious in the UK. In July, she appeared on BBC One's *Sunday Morning Live* to discuss humanism and the growing popularity of humanist weddings. Among other media interviews about humanism, our Northern Ireland Humanists coordinator Boyd Sleator also was interviewed on BBC Radio Ulster about the rapid growth we have seen in Northern Ireland.

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.

A major feature of our year was the development of how we organise locally. Our 'Building Communities' pilot project – which created five fully integrated, volunteer-led Humanists UK 'branches' in England – issued its evaluation report in June. It was deemed a success, leading to greater local engagement with our services and aims, growth in local membership, and a greater sense of direction for local activists. We decided on a slow roll-out of the model, and a sixth branch of this sort was created in Chichester. Among branches, Sheffield Humanists and Liverpool Humanists have had a particularly popular events schedule, while Chester Humanists successfully trialled a live course on humanism and won a bid for an educational Humanist Garden in the town centre, which is maintained by volunteers. A report on the branches pilot provided the basis for board-level discussions about the future of how we organise locally. Separately, we updated the partnership agreement between Humanists UK and a number of our more loosely attached 'partner groups' around the year, and ended the year with 52 such groups affiliated to Humanists UK (48 in 2018).

We also continued to develop our special interest community sections. LGBT Humanists participated in 11 Pride events (as it did in 2018) and hosted interesting debates and events on topical themes throughout the year, including a well-attended day conference in Leicester as part of the Humanists UK Convention weekend. As in previous years, it organised a Trans Day of Remembrance Ceremony led by our patron Adele Anderson. It also celebrated its 40th anniversary, sharing stories from its archives across social media. We supported student members to organise on campus as Humanist Students; they hosted events at the universities of Exeter, Essex, Lancaster, Southampton, across London, and elsewhere, and participated in national events organised by the NUS. Young Humanists (our 18-35s section) appointed further local coordinators for its work and expanded its volunteer group extensively, enabling it to hold social events in Liverpool, Sheffield, London, Guildford, Colchester, Brighton, and Reading, as well as a comedy night in Belfast and a Parliamentary Reception at Portcullis House attended by Humanists UK patrons Laura Lacole and Eunan O'Kane and humanist MPs Angela Eagle and Crispin Blunt. Defence Humanists (for humanists in the armed forces and Ministry of Defence) organised well-attended talks from our patrons Dan Snow and Tony Hawks, and was invited to participate in the National Remembrance Day Ceremony at Whitehall for a second time, as well as organising and delivering our national Humanist Remembrance Day ceremony. Our community choir, the London Humanist Choir, also continued to book gigs around the country, including the British Museum's 'Faiths in Tune' concert, and producing our own 'One Life' concert, attracting nearly 150 people.

Our network of trained and accredited celebrants who deliver humanist weddings, funerals, and baby-naming ceremonies remained stable, with 438 by the year's end (452 in 2018). Celebrants benefited from regionally organised continuing professional development as well as participation in our Humanist Professionals Conference in Leicester and our busiest ever annual Celebrant Conference (attended by 155) in

Birmingham. In all we conducted 7,963 funerals (7,517 in 2018), 1,283 weddings (1,112 in 2018), and 604 namings (637 in 2018). We saw particular growth in weddings in Northern Ireland, where they enjoy legal recognition, and on a smaller scale in Jersey, where we celebrated the first legal humanist marriage in April. We also helped to promote good standards in the broader industry by co-founding the Funeral Celebrancy Council (alongside other leading funeral providers), which produced a 'celebrancy accord' to help funeral directors always choose reputable celebrants. Work began towards developing an accessible new book about our ceremonies.

Marketing of our wedding, funeral, and baby namings also turned a corner, following the appointment in 2018 of a Humanist Ceremonies Marketing Officer. Over the year we created dedicated social media channels for each of our services; revised our search engine optimisation strategy; introduced a Humanist Ceremonies Blog as a means to share engaging stories from our network and answer commonly Googled questions about our ceremonies; created leaflets for venues and clients, along with new resources for celebrants; and deepened our marketing training and support for celebrants, leading to higher quality marketing activity across the network. New partnerships with photographers gave us a library of gorgeous photos from our weddings. And for the first time, we erected billboards advertising our ceremonies (coinciding with legislation for legal same-sex marriages in Northern Ireland) as well as radio and Spotify ads. We continued to advertise in business-facing publications like *Funeral Director Monthly* and *Funeral Service Times*, but also expanded our customer-facing advertising, particularly around weddings and namings, with adverts in consumer magazines like *Tatler*, *Brides Magazine*, and *OK!*, as well as local and national newspapers. We also exhibited at national trade shows for funerals, weddings, and namings.

We continued to develop national awareness of the Non-Religious Pastoral Support Network, our service providing trained and accredited volunteers and professional staff to hospitals, prisons, universities, and the armed forces. Our network of accredited pastoral carers grew to 242, including several graduates of the Humanist and Existential Care MA we co-developed with Middlesex University and the New School of Psychotherapy and Counselling. Our Director of Humanist Care continued in his role as Chair of the Network for Religious, Pastoral, and Spiritual Care in Health, which developed a new website to advance best practice in the field and began work on a report examining issues around inclusive pastoral care in hospital settings. We made enormous strides with senior prison service personnel in terms of addressing issues in principle around accepting non-religious pastoral carers into prisons, but these did not translate into immediate reduction of barriers on the ground. We ended the year with pastoral carers operating in 46% of NHS acute trusts and 20% of prisons in England and Wales (up slightly on 40% and 20%, respectively, in 2018).

Our apostate support service Faith to Faithless continued to support those leaving high-control religions and deepened its work providing training to frontline service providers, rolling out Safeguarding Training events to over 200 personnel across sessions both in London and Yorkshire. Information events and panel discussions were held at New Scotland Yard, Cambridge University, Quest Professional, and with local humanist communities spanning the country from the Isle of Wight to Belfast. A new

scheme for facilitated peer support groups was also designed and piloted successfully in May. We continued to host museum tours for beneficiaries of the service, as apostates sometimes struggle to find and connect with other people who have had similar experiences to them.

We continued to experiment with new kinds of activities with a community focus. One such event was the pilot of a 'Humanist Retreat' led by our pastoral carer John Breadon, which aimed to gauge demand for future such retreats. We marketed very narrowly to celebrants and highly engaged volunteer members, and received enough to demand to put on a second retreat later in the year.

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

Our work to advance and protect freedom of thought and expression continued on many fronts. In March, we launched a new campaign on the blasphemy laws in Northern Ireland, inviting members to write to their MLAs to ask for them to repeal blasphemy laws. We had supportive responses from every party bar the DUP (supportive of blasphemy laws) and UUP (undecided), which put us in a very strong position to make progress once the Northern Ireland Assembly reconvenes. We also raised the issue as part of the Northern Ireland Human Rights Commission's strategic review consultation. In September, we organised a protest against Northern Ireland blasphemy laws outside Stormont. The campaign received coverage from Northern Ireland newspapers, BBC Radio, BBC News Online, and NVTV news, and was mentioned in our interventions at the UN Human Rights Council in Geneva. As this was going on, Greece and New Zealand repealed their blasphemy laws on similar grounds and Ireland finalised legislation to do the same, adding weight to our calls for reform.

We responded to a consultation held by the Committee on Advertising Practice on reviewing the advertising code regarding offensive content. We called for the code to review the banning of adverts on the grounds that they cause offence to religions. Accompanying this consultation response was a petition with over 17,000 signatories. We also raised concerns to the Home Affairs Select Committee about the widespread adoption of the APPG on British Muslims' new 'definition of Islamophobia', warning against ever conflating criticism of religious beliefs with bigotry and prejudice.

International freedom of religion or belief

International freedom of religion or belief continued to be a focus, including in our interventions at the UN Human Rights Council, where we called out egregious examples of countries where humanists and religious minorities alike suffer under the thumb of blasphemy and apostasy laws. We published an open letter in the *Sunday Telegraph* urging the UK Government to consider the issue through a wider lens than simply 'persecution of Christians', sent private letters to the Foreign Secretary on the same theme, and briefed members of the All Party Parliamentary Humanist Group, who raised the issue in the Lords.

Our work highlighting extreme cases gave numerous examples of how religious persecution affects humanists. We lobbied the UK Government to urgently raise the issue of our Pakistani humanist colleague Gulalai Ismail after she was made a political prisoner in Pakistan. After this and many months in captivity, she was eventually released from custody, and subsequently escaped to New York, where she is claiming asylum. We also organised a joint letter in the *Guardian* in July on behalf of international persecuted humanists about the Government's Christian persecution review and the need for a similar review to be extended to the non-religious who are viciously persecuted around the globe.

We attended meetings of the All-Party Parliamentary Group on International Freedom of Religion or Belief and Department for International Development (DfID) meetings on Freedom of Religion or Belief and Inclusive Development. We also submitted evidence to a Foreign Affairs Select Committee inquiry on the Christian persecution review, and on freedom of religion or belief more generally. Our international campaigns adviser continued to actively attend meetings of the All-Party Parliamentary Group on International Freedom of Religion or Belief.

Our Chief Executive presented at a Foreign and Commonwealth Office roundtable on global blasphemy laws, and ran a training session for the Department for International Development's staff on humanism and the persecution of the non-religious. Following the publication of the Government's review into global persecution of Christians in July, our Chief Executive was invited to the launch. When Lord Ahmad was also succeeded in his title of Prime Minister's Special Envoy on Freedom of Religion or Belief by Rehman Chishti MP, our Chief Executive met him in Westminster within days of his appointment.

We were widely quoted in a story in the *i* on the findings of Humanists International's 2019 *Freedom of Thought Report*, which showed that millions of people suffer serious discrimination globally every year for having humanist beliefs.

Impartial and inclusive state institutions (secularism)

Our work for state secularism and religiously neutral public administration was varied and took many forms. A major report on this from the All-Party Parliamentary Humanist Group (APPHG) was serially delayed due to political instability around the Brexit process, to instead be published in 2020 in the new Parliament. Members of the APPHG raised questions in parliament on relevant issues, including an oral question about the statutory footing of Church of England ecclesiastical courts, and to clarify that 'sharia law' religious rules should not be referred to as law in the House, as they are not law.

In Wales, we met with the Welsh Government's Equality Unit to request for Wales Humanists to be given the same access to Government as the Faith Communities Forum, which provides faith leaders with direct access to the Welsh Government to raise and discuss concerns. We also asked to be included in conversations about how to make the Welsh national Remembrance ceremony inclusive.

We responded to the Equality and Human Rights Commission consultation on the terms of its strategic plan 2019-2021, calling for it to prioritise tackling religious discrimination, especially in employment, education, criminal justice, and marriage law. We also raised similar issues in the Labour Party's National Policy Forum consultation.

We continued to challenge discrimination against humanists in state Remembrance services. We organised a joint letter to Len Duvall AM about the Annual Service of Remembrance at London City Hall which was signed by London Assembly Members Siân Berry (Green Party co-leader), Andrew Boff (Conservative), Tom Copley (Labour); our Chief Executive, Andrew Copson; and squadron leader Al Lindsell, Chair of Defence Humanists. It made the case that Remembrance services should be secular occasions which are inclusive of all regardless of religion or belief.

Broadcasting

Unequal treatment of religious and non-religious views in broadcasting continued to be a concern. We had a number of senior meetings with the BBC, including with Mark Friend (Controller of Digital and Strategy at the BBC), James Purnell (who retained responsibility for delivering the BBC's Religion and Ethics review), Mohit Bakaya (Commissioning Editor, Factual Content, Radio Four), Christine Morgan (BBC Head of Radio Religion and Ethics), and Martin Bashir (Religion Editor), who invited us to put forward names for the BBC Youth Panel. We pitched ideas for programming about humanists or humanist views of the world. And we continued to press the case for the BBC to drop its opposition to humanists appearing on slots such as Radio 4's *Thought for the Day*, including through an open letter to the BBC signed by many of our high-profile patrons, such as Sandi Toksvig and Alice Roberts. This received extensive media coverage. A number of members organised a protest outside Broadcasting House, which led to South East London Humanists' Hester Brown discussing the case for humanists on *Thought for the Day* on air as part of the *Today* programme. In October, former BBC Radio 4 presenter John Humphrys weighed in by calling for *Thought for the Day* to be scrapped, as it is 'discriminatory against people without a religion.'

Legal recognition of humanist marriages

We continued to campaign for our weddings in England, Wales, the Isle of Man, and Guernsey to enjoy the same legal recognition as humanist weddings in Scotland, Northern Ireland, and Jersey. This work spanned parliamentary efforts, litigation, and public campaigning in the media. In parliament, we briefed members of the All-Party Parliamentary Humanist Group, who asked numerous parliamentary questions to the Justice Secretary at various times in the year, earning an acknowledgement from Parliamentary Under-Secretary of State for Justice Lucy Frazer of the need to reform the law around humanist marriages. We met with Justice Secretary David Gauke about the matter several times, and also met with UK Government Justice spokesperson Lord Keen on the issue. When in June the Government announced the Law Commission would commence its review of marriage laws, we instigated a campaign encouraging our supporters to write to their MPs and encouraging our celebrants to visit MPs' surgeries. We also met with the Law Commission to discuss the place of humanist marriages in

their review. Following the December election, Baroness Meacher put forward a private member's bill to specifically recognise humanist marriages in law.

We also worked with couples to advance a legal case in the English courts, as we did in Northern Ireland previously. Working with six couples, we entered pre-action correspondence with the Ministry of Justice and local councils, focused on challenging to change the law with respect to humanist marriages, and in early 2020 we received permission to proceed. Our case was supported with statements from the former Registrar General, the UN Special Rapporteur on Freedom of Religion or Belief, a reform Rabbi, a Professor of Catholic Studies, expert in humanism Dr Jeaneanne Fowler, and Director of the Nonreligion and Secularity Research Network Dr Lois Lee. It will continue in 2020.

In the media, we supported our case for legally recognised marriages in England and Wales with the release of data from Scotland showing statistically that humanist marriages that have happened there have been the least likely to divorce, making headlines on the BBC website, the *Guardian*, the *Metro*, the *i*, *Cosmopolitan*, Yahoo News, MSN News, Radio 4, Radio 2, Radio 6, *Thought for the Day*, and the *Sunday* programme. A media story in the *Guardian* showing that we had conducted 1,000 wedding ceremonies in 2016 attracted major headlines in the context of figures showing year-on-year decline for religious weddings. The story was picked up in the *Independent*, *Metro*, MSN News, Yahoo News, Virgin Media News, *Cosmopolitan*, *The Refinery 29*, *Confetti*, *Stylist*, and *Harpers Bazaar*. Another major story showed the trend of couples travelling to Scotland to have a legally recognised humanist marriage.

In Guernsey, we met with a Deputy in the States Assembly who agreed to take up our concerns about shortcomings in the new marriage law proposals and who subsequently met with officials about it.

Reform of Religious Education

We saw progress with efforts to reform religious education syllabuses in Wales, where the Welsh Government announced plans to rename the subject 'Religions and Worldviews' and include a requirement to teach about humanism in law and recognise humanist involvement in agreed syllabus conferences and Standing Advisory Councils on Religious Education (SACREs). We responded positively to consultations about this throughout the year, and urged the UK Government to take note with regards to England. In October, we expressed some concerns that the reforms would not extend to faith schools, but that the right to withdraw from RE is to be removed in all schools, leading to the possibility of indoctrination by faith schools.

In England, our Campaigns Officer's application to join Group A of the Royal Borough of Greenwich's SACRE was refused. We had back and forth correspondence with their lawyers, arguing this was discrimination (and indeed, previous case law on humanism in education covers this ground squarely). In August, Greenwich Council reversed its

decision, allowing her to become a full member of the SACRE. The story was covered by the *Telegraph* and *TES*.

On the Isle of Man, we responded to a consultation on a new education bill in March to replace the subject currently known as 'Religious Education' with education in 'Religion, Ethics, and Values' (REV). The proposed new law prohibits 'proselytising for any particular religion or religious approach'. We urged that the curriculum be inclusive of humanism and that the parental right to withdraw children be maintained if impartiality on matters of religion and belief cannot be guaranteed.

Relationships and Sex Education

Relationships and Sex Education (RSE) dominated headlines throughout the year as more conservative and extreme elements of religious groups staged homophobic protests outside schools in Birmingham and Manchester over teaching about LGBT people and issues. We were heavily involved in opposing this, helping to lead the national debate and support teachers, including through meetings with Birmingham City Council. We attracted over 10,000 signatures to petitions calling on the Government to better support the schools, and organised an open letter to the *Guardian* in February urging the Secretary of State for Education to resist calls from religious groups to allow private schools to avoid mentioning these issues. In March, we celebrated the culmination of years campaigning for RSE when MPs voted overwhelmingly in favour of the introduction of new guidance and regulations on the subject which will take effect in September 2020. We did however express concerns that these regulations give far too much ground to 'faith-based' objections and would potentially allow teachers to ignore the teaching of LGBT issues. We continued to shape the debate about RSE in schools across the year.

March also saw two public consultations on RSE in Wales. While we broadly welcomed proposed legal changes to make RSE compulsory for all pupils, we were shocked to read that the detail of the new subject guidance did not mention important topics like sexual health, abortion, contraception, and reproduction. We urged improvements. In a separate consultation by the schools inspectorate Estyn, we also highlighted the need for inspectors to focus on the ability of schools to deliver inclusive, objective, factually accurate RSE.

Our Education Campaigns Manager discussed the issues around the RSE protests on Radio 4's *Sunday* programme, and both the Director of Public Affairs and Policy and the Education Campaigns Manager participated in live interviews on LBC. We were quoted in various news stories on the importance for LGBT lessons to be reinstated in schools including in *The Independent*, *The Daily Mail*, *The Guardian*, *i news*, *TES* and a column by our Chief Executive in *The Huffington Post*. Our Chief Executive discussed the situation on *Beyond Belief* and the *Victoria Derbyshire* programme.

In May we were disappointed to learn that, despite our campaign urging the Government not to bow to pressure from religious hardliners (including an open letter signed by more than 50 prominent religious leaders, humanists, educationalists, and LGBT rights

advocates published in the *Guardian* back in February), the Department for Education had provided weak guidance on how independent schools in England are expected to teach respect for LGBT people.

In July we exposed the concerning case of a state-funded Charedi Jewish girls' school which had been found encouraging parents to withdraw their daughters from RSE so the school did not have to teach the subject. The story was picked up by *i* news and the *TES*. We also publicised the fact that some Charedi schools were considering a strategy of 'civil disobedience' in order to avoid their legal duties to cover what little LGBT content is featured in the guidance.

'Collective worship' and inclusive assemblies

We continued to challenge the legal requirement across England, Wales, Northern Ireland, and the crown dependencies for community schools to hold acts of collective worship. In March, we responded to a consultation on a new Isle of Man Education Bill and strongly welcomed a proposal to remove the requirement for schools to make arrangements for 'regular collective worship on the part of all pupils' that is 'wholly or mainly of a broadly Christian character'. If adopted, this will be a hugely significant step in the campaign against similarly archaic policies elsewhere in the UK and crown dependencies. We met with Deputies in the Jersey States Assembly to take forward similar work there with our Channel Islands Humanists section.

In February, we commenced a joint legal action with two parents, Lee and Lizanne Harris, challenging the failure of their children's school to provide activities of equal educational worth to pupils withdrawn from collective worship, as well as unnecessarily expanding the role of religion into other areas of school life. The case attracted enormous volumes of publicity in July, including an in-depth interview on the *Today* programme and blanket coverage on newspapers and BBC radio stations. In the end, the school offered to meet all the parents' demands to avoid a precedent being set in court, which made it difficult not to settle the case. After settlement was agreed and announced, we produced a pack to help parents replicate the outcome (on an identical legal basis) at schools around the country, and launched a new education resources website, *Assemblies for All*, to make it easier for teachers to put on inclusive assemblies, not collective worship. It received very extensive media coverage.

In December, we supported Baroness Burt to introduce a Private Members' Bill to the House of Lords that proposes to abolish compulsory collective worship in schools in England and replace it with inclusive assemblies that are suitable for all pupils regardless of background.

A petition off the back of the Harrises' case garnered over 17,000 signatures, and prompted the Welsh Government to tell us it would soon announce action on reform of the law in this area. Former Plaid Cymru leader Leanne Wood led the charge in the National Assembly in calling for Wales to lead the way and repeal this outdated legal requirement.

We also commissioned a poll which showed that both parents and the wider public at large consider religious worship the least appropriate activity/topic for school assemblies out of a list of 13 possible activities/topics. This received coverage in *Schools Week* and *Education Business*.

Religious state schools

We invested significant time and effort into work for an inclusive, universal education system, with no discrimination on the basis of religion or belief. At the start of the year, we challenged a statement by Education Secretary Damian Hinds claiming that church schools 'get such good results' because they teach character education 'grounded in virtues' and 'strong values' which make pupils 'better equipped for life'. That same month, in an interview defending the decision to allow new 100% religiously selective state schools to open, Hinds put forward that Britain is a Christian country and that it is therefore appropriate for Christianity to play a prominent role in government and politics. We continue to challenge such narratives and, to date, over 10,000 people have signed our petition opposing Mr Hinds' revival of a chauvinistic 'Christian country' rhetoric.

The Government's decision to re-open routes to 100% religiously selective 'voluntary aided' (VA) schooling in the UK led to a great deal of activity for us. We were able to brief APPHG members to ask questions in Parliament which uncovered there will be no mechanism to stop new VA schools converting to Academies while still retaining their freedom to select all their pupils by faith.

When bids for new VA schools were later announced, we recruited and trained local grassroots campaigners in each local area. Peterborough soon emerged as the first battleground, and we encouraged local members and supporters to oppose proposals to open a new, highly religiously selective Catholic school by responding to the Diocese of East Anglia's consultation on the issue. We also worked with local councillors to oppose the plan, although it became apparent by the end of the year that the council would push ahead in spite of intense local protest.

We also worked with residents in Northern Ireland to oppose the founding of new school campuses for the exclusivist Plymouth Brethren sect in Newry and Knockloughrim.

We also helped to publicise research from the Northern Powerhouse Partnership and Bristol University busting the myth that faith schools 'produce' better results. The evidence shows that when the background of pupils is fully considered, the performance of secondary faith schools in league tables drops dramatically.

Evolution and creationism

In September we organised a joint letter from scientists, science organisations, and other eminent science commentators calling on the Welsh Government to ensure evolution is taught in primary schools and that creationism is banned from being taught as science in all state-funded Welsh schools, which received widespread media coverage in Wales and across the UK. Disappointingly, the Welsh Education Minister,

Kirsty Williams dismissed our concerns on the basis that the new curriculum is motivated by a desire to 'move away from overly specifying content'. The Welsh Government later responded to our letter by saying that it does not intend to explicitly prohibit the teaching of creationism or other pseudoscientific theories. As a result, we started putting together a portfolio of evidence to demonstrate the extent of the problem.

Illegal schools and Ofsted

In February, we learned that schools inspectorate Ofsted would be given stronger legal powers to crack down on illegal schools as part of the Government's Integrated Communities Strategy Action Plan and we met with one of the Education Secretary's special advisers to discuss how we could assist in drawing up new legislation so that it adequately addresses the issue of illegal schools. In April, we welcomed proposals from the Government for a compulsory register of home-educated pupils on the basis that this represents a key way to put a stop to illegal schools, and met with the Department for Education in June to discuss this in greater detail. We were disappointed when this legislation was not included in the new Queen's Speech in December following prorogation.

We also welcomed recommendations from Ofsted to commission a review of the education provided by Steiner schools following serious failings in teaching, learning, and safeguarding. We have long raised serious concerns about state-funded and private Steiner schools, which have been found to promote pseudoscience on the curriculum and have allowed 'anthroposophical doctors' to provide homeopathic remedies to pupils. We had a number of meetings with Ofsted's different team members over the year and responded to a number of its consultations, as we also did with the Welsh schools inspectorate Estyn.

We continued to act as watchdogs for non-religious parents' interests. We ran a short social media and publicity campaign reminding parents that the annual Operation Christmas Child shoebox scheme run by US evangelical charity Samaritan's Purse uses Christmas gift-giving as an opportunity to evangelise vulnerable children. We encouraged the public to donate to reputable charities instead.

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.

We achieved extensive media coverage for our campaigns, ensuring humanist perspectives were heard in public debate. We featured frequently in UK national papers, radio, and network TV throughout the year, and had significant coverage in local, Welsh, Scottish, Northern Ireland, and Republic of Ireland media as well.

Assisted dying

In February, we launched the Assisted Dying Coalition – made up of End of Life Choices Jersey, My Death, My Decision, Friends at the End, Humanist Society Scotland, and us –

to unite the campaigning movement for a compassionate right to die law. It released new statistics estimating the number of UK citizens that have ended their life abroad since 2015. In conjunction with the announcement that Geoff Whaley intended to end his life in Switzerland, the Coalition secured multiple articles mentioning its launch, and our Chief Executive wrote in the *Times* about the need for law reform. The Coalition also secured coverage in *The Guardian* and *Mirror*, *Guernsey Press*, and *Jersey Evening Post* where we highlighted the unacceptably high number of UK citizens forced to travel abroad to die. In Jersey, we assisted the formation and growth of the End of Life Choices Jersey group.

We worked with our member, paralysis sufferer Paul Lamb, on a fresh legal human rights case challenging the 1961 Suicide Act's prohibition on assisted dying for incurably suffering people. We acted as Mr Lamb's advocates in the media and approached donors to support his legal efforts. The announcement that Paul was taking a case secured extensive media coverage across TV and radio news, as well as secondary pick-up in a range of media outlets, such as BBC News Online, RightsInfo, the *Metro*, and the *Express*. We had a working relationship with Phil Newby, who unlike Paul is terminally ill, and who was taking a case with support from Dignity in Dying. Sadly, both Paul and Phil's cases were refused permission by the High Court, who insisted it was a matter for Parliament. However, Paul can still appeal the matter one more time, and is expected to do so in due course.

Paul also spoke at a meeting of the All-Party Parliamentary Humanist Group (APPHG) in Parliament, giving MPs and peers a chance to speak to him directly and other experts on the issue. In July, MPs debated the topic of assisted dying again, where numerous members of the APPHG spoke in support of Parliament attempting a legal reform once more. APPHG Treasurer Lord Dubs also agreed to write a letter to the Chief Minister of Jersey in support of reforms there.

In June, the Royal College of General Practitioners (RCGP) and British Medical Association (BMA) announced that they would poll their members on adopting a new stance on assisted dying. Prior to the RCGP announcement, we helped signpost supportive publications to the RCGP, highlighting the need for a change in the law which helps both those who are incurably suffering and terminally ill, which will be used as information prior to a vote. Following the BMA's announcement, we also met with Professor Wendy Savage, a member of the BMA Executive Council and previous member of the Medical Ethics Committee, to discuss ways in which we could assist with the poll. Consequently, we have agreed to provide Professor Savage with a recommended question and process.

Abortion rights

We worked throughout the year towards securing legal abortion in Northern Ireland. In January, we intervened in a High Court case seeking to establish that current restrictions on access to abortion in cases where there is a diagnosis of fatal foetal abnormality were in breach of human rights. Our barrister gave expert evidence to the Women and Equalities Committee on abortion rights in Northern Ireland in March and

made the same case, leading to its report calling on the UK Government to remedy the breach of human rights if no Northern Ireland Executive was formed. We also worked behind the scenes towards an amendment to the Domestic Abuse Bill that could ratify the Istanbul Convention and, in doing so, decriminalise abortion in Northern Ireland. By July, no Northern Ireland Executive had formed, and we helped rally MPs to vote successfully for a clause stating that if it did not do so by a certain date, abortion would be legalised by regulations in line with UN recommendations, and sections 58 and 59 of the Offences against the Person Act 1861 would be repealed, creating a moratorium on prosecutions. In October, the High Court again ruled that women in Northern Ireland should be given legal access to abortions in cases where a woman's pregnancy has a fatal foetal abnormality, in a case where we intervened.

On 21 October, abortion ceased to be a crime in Northern Ireland as the relevant passages of the 1861 Act were repealed. All ongoing investigations and prosecutions were annulled, including the case relating to a mother who procured abortion pills for her underage daughter, which we had intervened in at the judicial review stage. We received coverage in major national media on the move to reform Northern Ireland's abortion laws so that more women have access to legal and safe abortions in the country. Abortion will become fully legally available when new regulations take effect in 2020.

We responded to the subsequent UK Government consultation on the new regulations for legal abortion access in Northern Ireland, in which we argued against any non-medically necessary barriers being placed in the way of women accessing abortion care. We also set up a portal on our website to help our members and supporters send in responses to this consultation, with 200 submitting responses.

In December, the case of *A and B*, regarding charges previously imposed on women in Northern Ireland for accessing abortion care in England, was settled, after an agreement was reached ahead of an appeal before the European Court of Human Rights. We had previously intervened at the Supreme Court in this case in 2017 where it was determined that the imposition of charges had been legal. Subsequently we successfully campaigned in Parliament for these charges to be abolished.

LGBT rights

We were heavily involved in efforts throughout the year to extend same-sex marriage to Northern Ireland, and worked with MPs and coalition partners to develop momentum for this in Parliament. In July, Parliament voted to extend both same-sex marriage and abortion to Northern Ireland in the event that the Assembly did not reform by a certain date. We were extensively quoted in national and local newspapers. On 22 October, it became certain that same-sex marriage would become legal in the new year. With the announcement of the law change, we received media coverage about the spike in enquiries to our celebrant network. BBC News Online quoted our celebrant network coordinator in Northern Ireland. In November we also erected billboards across Belfast

advertising the first same-sex marriages with the headline 'Love wins'. This attracted some good media coverage in Pink News, *The Belfast Telegraph* and *GCN*.

Efforts to ban so-called 'LGBT conversion therapy' on a UK-wide basis also featured in our work. We met with civil servants at the Government Equalities Office to discuss how to implement a ban on conversion therapies and the evidence base that these practices are happening within closed religious communities, and discussed options for joint campaigning on the issue with Stonewall. Our Director of Community Services was interviewed on *Channel 4 News* to discuss the harms of the practice. Our LGBT Humanists section raised awareness of the Government's outstanding pledge on the issue through its digital platforms and events, and provided expert advice as part of a national survey of victims of the practice, including alongside the Ozanne Foundation, a Christian organisation opposing it. Late in the year, a ban on conversion therapy was also being put forward in the House of Keys on the Isle of Man.

Children's rights

We are strong supporters of the UN Convention on the Rights of the Child and continue to push for public policy that respects children's rights in line with the convention, both in education contexts and more widely. We responded positively to the Welsh Government's consultation on abolishing the defence of 'reasonable punishment' so that parents will no longer be able to use physical punishment against children in Wales, and encouraged several hundred of our Welsh members to do the same.

We drafted terms of reference for a new coalition of charities campaigning to eradicate female genital mutilation by 2030. This group came together under the name ACTION:FGM later in the year, and met several times in 2019 to discuss plans in advance of a high-profile launch in 2020.

Organ donation

We were delighted that the Organ Donation (Deemed Consent) Act received Royal Assent in March, which meant that an opt-out system of organ donation would be introduced in England for those over the age of 18 in 2020, after a year-long public awareness campaign. Our Campaigns Officer sat on the NHS Blood and Transplant Campaign Advisory Panel, and agreed we would produce videos with NHS England exploring humanist views on organ donation. In advance of the new law coming into effect, we responded to a consultation by the Human Tissue Authority on its updated code of practice on opt-out organ donation. We called for the guidance to be revised to include the non-religious alongside considerations of religious beliefs, and for greater clarity on the role of the family. A similar opt-out organ donation system came into force in Jersey in June. Our patron Louise Doublet was interviewed on this change by BBC Radio Jersey. Bills to introduce opt-out systems in Scotland and the Isle of Man also made progress in those legislatures.

Animal welfare

We continued to back efforts to remove religious exemptions to the law on 'non-stun' slaughter at UK abattoirs, arguing that animal suffering outweighs religious considerations. A similar law came into effect in Belgium at the start of the year, on the back of efforts from animal rights campaigners. In April, the government confirmed that the UK was open to exploring a meat labelling system for non-stun meat following Brexit. An amendment to the Agriculture Bill on removing exemptions from the law had cross-party support and was advanced in the 2017-2019 parliament, but did not proceed due to the election in December. We explored how we might take efforts forward in the new session of Parliament, including in discussion with Compassion in World Farming and Lord Trees, who was chair of the All-Party Parliamentary Group on Animal Welfare.

Asylum reform

We saw transformative changes to the asylum process as a result of our ongoing campaign around discrimination against the non-religious in the asylum system, which began with our high-profile 'Save Hamza' campaign in 2018. In May 2019, our member Hamza bin Walayat was officially granted asylum after initially being told in 2018 he could not really be a humanist because he could not name Plato or Aristotle. We were also invited to give training to Home Office asylum assessors on humanism and how to interview non-religious claimants, which came as part of the roll-out of the new religion and belief asylum training we helped the Home Office develop. We met with the Coptic Archbishop of London, who founded the Asylum Advocacy Group, to discuss how the implementation of this new training could be monitored and measured by the Home Office. Our efforts in this area were supported by questions in Parliament by Anneliese Dodds MP, a member of the All-Party Parliamentary Humanist Group.

We continued to highlight systemic issues in the asylum process. We made a joint submission with the UK Lesbian and Gay Immigration Group to an inquiry by the Independent Inspector of UK Borders and Immigration into problems with translators and interpreters. These problems include translators refusing to translate 'blasphemous' material. In June, our Director of Public Affairs and Policy spoke at a European Humanist Federation meeting at the European Parliament alongside the Dutch Humanists, Dutch Home Office, European Asylum Support Office, and Germany's Atheist Refugee Relief to compare experiences.

Over the year, asylum was granted to 12 other humanists for whom we attended a tribunal or wrote letters of support in the course of their asylum claims, and we trained volunteer case workers to help us manage a growing caseload here.

Safety of apostates

We have been actively campaigning for better protections against hate crime for non-religious people, including so-called 'apostates', which is the name given by some religious communities to those who renounce their religion. We met with the Hate Crime and Disruptions lead at the Counter-Extremism Unit of the Home Office and the Hate

Crime lead at the Ministry of Housing, Communities, and Local Government to discuss how current laws do not cover crimes committed against people who positively hold non-religious worldviews and the types of abuse experienced by apostates. We also called for better protections for apostates from religiously motivated abuse in response to an inquiry by the Joint Committee on Human Rights into the Government's draft Domestic Abuse Bill 2019. We also met with Judge Marrinan, who is conducting the Northern Ireland Hate Crime Review, in order to ask for hate crime law to be brought into line with human rights law and protect people with positively held non-religious beliefs such as humanism.

Representatives from our Faith to Faithless service met with Sara Khan, the Lead Commissioner for Countering Extremism and fed into the Commission's consultation. Its eventual report on *Countering Hateful Extremism* echoed several concerns we raised around abuse, threats, and harassment experienced by apostates.

Political engagement

We attended all the major political party conferences, where we spoke with politicians about our work, organised and spoke at events, and recruited new members. At the Conservative Party conference, we organised a drinks reception with Conservative Humanists and had discussions with the Justice Secretary, Education Secretary, Communities Secretary, Culture Secretary, and other senior party figures in relation to their briefs. We participated in a packed event about LGBT-inclusive RSE at the Liberal Democrats conference. And at Labour, we held our annual No Prayer Breakfast fringe event with Labour Humanists and recruited a number of new MPs to the All-Party Parliamentary Humanist Group.

In the run up to the general election in December, we asked members and supporters to write to their prospective parliamentary candidates highlighting and asking them to support our top humanist priorities in Parliament, with over 2,000 emails sent. We published tables of where all the major political parties in Great Britain and Northern Ireland stand on some of our most important issues, and wrote to the parties ourselves to raise the same points. After the election, we wrote to every MP to congratulate them, and wrote to relevant ministers to request meetings.

We also moved ahead with developing our internal networks for Humanist Councillors and Humanists in Government (for civil servants).

At the Humanists International conference in June, we took part in a unanimous vote among international humanist associations to endorse the Reykjavik Declaration on the Climate Change Crisis, recognising the scientific consensus on anthropogenic climate change and the need for urgent action. Our longstanding environmental activism group, Humanists for a Better World, was subsequently rebooted in the summer as more members sought to take concerted action as humanists in response to the climate crisis.

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

Memberships and small donations remained our main engine of growth. We launched a new welcome pack early in the year to help us educate new members about the different areas of our work and ways they could become involved, and continued to experiment with online supporter recruitment avenues. A revised version of the 'How humanist are you?' quiz on our website also performed well as a vehicle for signing up new registered supporters of Humanists UK using Twitter and Facebook ads. We improved the sophistication of our recruitment and marketing efforts to better track new members and supporters by source, and placed print adverts in a number of press titles to avoid over-exposure to digital advertising companies. A Supporter Survey was launched late in the year to gather rich data on the demographics, views, and preferences of humanists, the results of which will support further recruitment and supporter development work in the new year. We also revised our scheme of automated supporter journeys for new contacts and supporters who come into our database via different routes and actions, and developed new tools for our CRM to make this possible to our specifications.

Letter appeals to our members on critical campaign themes continued to form an essential pillar of our fundraising approach, as did ad hoc online appeals and our annual crowdfunder to employ our Faith Schools Campaigner. We saw an uptick in gifts left to us in wills, in line with sector trends. We developed a new pack to send to members about leaving us a gift in their wills as well, drawing on positive humanist attitudes to facing one's death and the positive impact of leaving a good legacy, and planned for more routine legacy marketing in the new year.

As part of our series of higher ticket price events tailored towards our major donor circle, the Blackham Society (a segment of our membership who make substantial regular donations), we hosted a series of events with a number of well-known humanists, including Jim Al-Khalili, Alf Dubs, and Dr Sarah Wollaston MP. These events and the Blackham Society membership scheme help us to get to know our more affluent members and raise funds towards ongoing and future projects. Our section LGBT Humanists also hosted a 40th anniversary fundraising lunch over the festive period, which was supported by special guests Adele Anderson, Mark Gatiss, and Ian Hallard, who donated auction and raffle items, as did Humanists UK patrons such as Stephen Fry. Major donors and VIPs were also invited to attend our President's Reception on the Windsor Terrace in Parliament in July.

We continued to make improvements to our services, implementing reviews of training and procedures across education, ceremonies, and pastoral care. A new Celebrant Handbook was created and launched in support of sustained best practice throughout our celebrant network.

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 win recognition for some of our work. Our pastoral care team received an award for 'outstanding contribution to health and wellbeing' at the Faith and Belief Forum's community awards in November, where the London Humanist Choir also received commendation. Our pastoral care team was again nominated for Breakthrough of the Year at the Third Sector Awards, where our President, Professor Alice Roberts, was nominated for Celebrity Charity Champion of the Year.

We appointed several new patrons, including the comedian Catie Wilkins, science communicator Sally Le Page, musician Hannah Peel, *Game of Thrones* actor Isaac Hempstead Wright, and the former leader of Plaid Cymru, Leanne Wood.

We continued to be the go-to organisation for media commentary about the non-religious and humanism. We received blanket media coverage (across newspaper, radio, and television) in response to the newest British Social Attitudes Survey results, which again showed that over half of Britons have no religion. This also happened with the release of Annual Population Survey findings, which detailed the rise in the number of non-religious people in towns and cities around the UK, resulting in widespread coverage in local newspapers. In Jersey, we were covered on BBC radio and island newspapers in response to findings from the Jersey Opinions and Lifestyle Survey, showing the rise of the non-religious.

Our Chief Executive was invited for a second time to represent humanists and the non-religious at the Cenotaph for the national Remembrance Day ceremony.

Financial Review

We ended the year with a surplus on unrestricted funds of £47,040 (before realised losses on investments), having received legacies of £602,873. Legacy income in 2019 remained unusually high and, while we endeavour to treat this income as windfall rather than core funding due to its uncertainty, we have used the opportunity it gave us to increase our capacity to promote awareness of humanism and advance our public affairs goals, by devoting resources to legal cases and education projects.

Donations decreased, partly due to communication preferences emerging out of GDPR, and partly because some donations are now treated as subscriptions (see below). Investment in membership recruitment increased, and income from subscriptions rose by 25%. This reflected a growth in overall membership numbers, plus the growing number of people who opt to give more than the minimum membership fee as a way of showing their support. Our ongoing challenge is to widen the pool of supporters by increasing awareness of humanism generally and of our work specifically.

Nonetheless, building on the trend reported last year, our members and supporters continue to be extremely generous, volunteering time and giving financial support both

for specific projects and in furtherance of our general charitable activities. Our Education Campaigns Manager was funded for the year ahead, as was our Assisted Dying campaigner. Donations in support of our Faith to Faithless programme and Northern Ireland work continues to support the development of these areas.

We received no grant income (many trusts say they will not fund any organisation with a 'belief', while others exclusively fund 'religious charities'.)

Expenditure on charitable activity increased by 23%, reflecting plans implemented in late 2018. Our education and promotion of humanism expenditure increased most notably with the provision of more resources for teachers, and a Humanist Heritage project well underway. The pastoral care work continued to develop beyond the network of pastoral care volunteers. The increased expenditure on Public Affairs (40%) reflects the increased team size, having added three new members in late 2018.

Overall, our financial position is healthier than at the start of the 2019 though we remain cautious with our plans for the future.

At the time of writing this report, the whole world is facing great economic uncertainty in light of the Covid-19 pandemic. In the last days of March, the Association suffered a sudden decline in voluntary income. We immediately informed our members and supporters of this fact and, owing to their generosity, we entered the second quarter of 2020 with our income back up to budget. We continue to monitor our financial performance closely in light of expected further declines in voluntary income, and have been cutting costs wherever possible. Because of our prudent reserves policy (see below) we are in a better position than some other charities, but financial uncertainty remains.

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 reviewed 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.
- avoid the risk of trading when insolvent. 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 £1,671,880 of which £109,604 are held for restricted purposes, £4,395 are for designated purposes and £31,219 are represented by the Association's tangible fixed assets and can only be realised on their disposal. Therefore, the financial assets of the Association were £1,526,664. This is more than sufficient to meet the requirements above (three months budgeted expenditure being £686,170). For this reason we have planned a deficit budget for 2020.

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 and 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. Given the instability in financial markets surrounding the Brexit issue, the Board, at its November 2018 meeting, took the view that it would be prudent to hold all the Association's

financial assets in instant access accounts on a temporary basis. That arrangement is being kept under constant review but was of great benefit when the financial markets suffered their Covid:19 related shocks. Barclays Wealth is responsible for the management of our investments which are currently held by them as cash.

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 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 reputational and legal risks associated with front-line service provision such as pastoral support, compliance risks with new regulatory frameworks such as data protection, and operational risks as a result of poor media relations or insufficient income generation. Actions taken to mitigate risks included improving the codes of conduct relating to our front-line services, implementing a GDPR compliance framework, and improving our communications and development plans.

Future Plans

Humanists UK's key objectives for 2020 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.

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 LLP as auditors will be put to General Meeting.

On behalf of the Board: Tamar Ghosh, Chair, 16 May 2020

Independent auditor's report to the members of the British Humanist Association for the year ended 31st December 2019

Opinion

We have audited the financial statements of the British Humanist Association (the 'charitable company', operating as Humanists UK) for the year ended 31 December 2019 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 2019 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, including Financial Reporting Standard 102 'The Financial reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

Independent auditor's report to the members of the British Humanist Association for the year ended 31st December 2019 (cont.)

- 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.

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.

Independent auditor's report to the members of the British Humanist Association for the year ended 31st December 2019 (cont.)

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.

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-aud>

Independent auditor's report to the members of the British Humanist Association for the year ended 31st December 2019 (cont.)

[it-of-the-fi/description-of-the-auditor-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 Billinghamurst (Senior Statutory Auditor)
For and on behalf of Knox Cropper LLP, Statutory Auditor
65 Leadenhall Street
London
EC3A 2AD

25 May 2020

Statement of Financial Activities including the Income and Expenditure Account for the year ended 31 December 2019

		Notes	Funds 2019		Total 2019	Funds 2018		Total
			Restricted	Unrestricted	£	Restricted	Unrestricted	£
			£	£	£	£	£	£
INCOME FROM:								
- Legacies and donations		2	189,068	1,212,273	1,401,341	194,993	1,579,035	1,774,027
- Other trading activities		3	-	14,890	14,890	-	12,228	12,228
- Investments		4	-	4,310	4,310	-	17,251	17,251
- Charitable activities		5	-	1,250,110	1,250,110	-	1,077,582	1,077,582
Total			<u>189,068</u>	<u>2,481,583</u>	<u>2,670,651</u>	<u>194,993</u>	<u>2,686,096</u>	<u>2,881,088</u>
EXPENDITURE ON:								
- Raising funds		6	-	(195,132)	(195,132)	-	(182,049)	(182,049)
- Charitable activities		7,8	(203,688)	(2,239,384)	(2,443,072)	(154,946)	(1,837,210)	(1,992,156)
Total			<u>(203,688)</u>	<u>(2,434,516)</u>	<u>(2,638,204)</u>	<u>(154,946)</u>	<u>(2,019,259)</u>	<u>(2,174,205)</u>
Net gains/(losses) on investments		11	-	(29)	(29)	-	(20,218)	(20,218)
Net income/(expenditure)			(14,620)	47,038	32,418	40,047	646,619	686,666
Transfers between funds			-	-	-	-	-	-
NET MOVEMENT IN FUNDS			(14,620)	47,038	32,418	40,047	646,619	686,666
Balances brought forward at 1 January			124,224	1,515,238	1,639,462	84,177	868,619	952,796
BALANCES CARRIED FORWARD AT 31 DECEMBER			<u>109,604</u>	<u>1,562,276</u>	<u>1,671,880</u>	<u>124,224</u>	<u>1,515,238</u>	<u>1,639,462</u>

Balance Sheet as at 31 December 2019

	Notes	2019 £	£	2018 £	£
FIXED ASSETS					
Office equipment	10		31,219		37,629
Investments	11		<u>725,362</u>		<u>725,636</u>
			756,581		763,265
CURRENT ASSETS					
Debtors	12	299,394		238,531	
Cash at bank and in hand		794,226		831,018	
		1,093,620		1,069,549	
LIABILITIES					
Creditors: Amounts falling due within one year	13	<u>(178,321)</u>		<u>(193,352)</u>	
NET CURRENT ASSETS			915,299		876,197
NET ASSETS			<u>1,671,880</u>		<u>1,639,462</u>
Represented by					
FUNDS :					
Unrestricted	14		1,562,276		1,515,238
Restricted	15		<u>109,604</u>		<u>124,224</u>
Total Funds			<u>1,671,880</u>		<u>1,639,462</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 16 May 2020

Tamar Ghosh _____ Hon. Chair

John Adams _____ Hon. Treasurer

Company number: 00228781

Statement of Cash Flows for the year ending 31 December 2019

		2019 £	2018 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	<u>(35,385)</u>	<u>679,756</u>
Cash flows from investing activities:			
Dividends and interest from investments		4,310	17,251
Purchase of property, plant and equipment		(5,962)	(5,917)
Proceeds from sale of investments		10,259	1,588,168
Purchase of investments		-	(925,621)
Net cash provided by/(used in) investing activities		<u>8,607</u>	<u>673,881</u>
Change in cash and cash equivalents in the reporting period		(26,778)	1,353,637
Cash and cash equivalents at the beginning of the reporting period		1,546,366	192,729
Cash and cash equivalents at the end of the reporting period	25	<u><u>1,519,588</u></u>	<u><u>1,546,366</u></u>

Notes to the Financial Statements for the year ended 31 December 2019

1. Accounting policies

Basis of Preparation

These Financial Statements are presented in pounds sterling and 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. At the time of writing this report, the whole world is facing great economic uncertainty in light of the Covid-19 pandemic. Because of our prudent reserves policy (see above) we are in a better relative position than some other charities, but financial uncertainty remains.

Short term debtors and creditors

Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received. Creditors are recognised when the Charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Judgements and key sources of estimation uncertainty

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies where applicable.

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

	2019			2018
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Donations and Gift Aid	189,068	609,400	798,468	993,501
Legacies	-	602,873	602,873	780,527
	<u>189,068</u>	<u>1,212,273</u>	<u>1,401,342</u>	<u>1,774,028</u>

3. Income from other trading activities

	2019			2018
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Rent & charges to tenants	-	14,890	14,890	12,228
	<u>-</u>	<u>14,890</u>	<u>14,890</u>	<u>12,228</u>

4. Investment income

	2019			2018
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Interest	-	3,184	3,184	307
Dividends	-	1,126	1,126	16,944
	<u>-</u>	<u>4,310</u>	<u>4,310</u>	<u>17,251</u>

5. Income from charitable activities

	2019			2018
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Subscriptions	-	768,624	768,624	616,136
Group fees	-	870	870	875
Celebrants' levies	-	-	-	32,121
Celebrants' training	-	214,912	214,912	232,567
Celebrants' accreditation fees	-	119,796	119,796	75,342
Events & activities	-	110,200	110,200	93,251
Sales of literature & merchandise	-	8,665	8,665	10,816
Sundry income	-	8,650	8,650	4,319
Pastoral support	-	18,393	18,393	12,155
	<u>-</u>	<u>1,250,110</u>	<u>1,250,110</u>	<u>1,077,582</u>

6. Cost of raising funds

	2019			2018
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Fundraising costs	-	187,691	187,691	172,169
Investment manager's fees	-	5,130	5,130	4,999
Purchase of merchandise	-	2,311	2,311	4,881
	-	<u>195,132</u>	<u>195,132</u>	<u>182,049</u>

7. Analysis of costs of charitable activities

	2019			2018
	Direct Costs	Support Costs	Total	Total
Education and Promotion of Humanism	530,378	180,053	710,431	603,755
Ceremonies	390,562	109,350	499,912	469,427
Pastoral Support	154,125	86,185	240,310	194,001
Public Affairs & Policy	474,235	293,927	768,162	545,026
Activities for Members and Partner Groups	<u>102,336</u>	<u>121,921</u>	<u>224,257</u>	<u>179,947</u>
	<u>1,651,636</u>	<u>791,436</u>	<u>2,443,072</u>	<u>1,992,156</u>

8. Analysis of support and governance costs

	2019	2018
	£	£
Staff costs	380,450	348,200
Rent and rates	127,660	84,038
Repairs, maintenance & utilities	30,080	18,670
Postage and stationery	24,645	26,165
ICT	90,248	58,640
Irrecoverable VAT	46,005	60,426
Subscriptions	4,824	3,297
Bank charges & interest	51,408	42,157
Depreciation	12,372	14,243
Other costs	8,690	1,042
Governance	<u>15,054</u>	<u>11,785</u>
	<u>791,436</u>	<u>668,663</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. 2019 included a rent review backdated to 2018.

Governance costs

	2019	2018
	£	£
Audit fee- current year	5,350	5,200
- previous year underprovision	-	-
Other professional expenses	13	13
Trustee meeting expenses	<u>9,691</u>	<u>6,572</u>
	<u>15,054</u>	<u>11,785</u>

9. Staff costs

	2019	2018
	£	£
Wages and salaries	1,050,234	872,677
Social security costs	109,471	89,355
Pension contributions	<u>38,891</u>	<u>38,351</u>
Total payroll costs	1,198,595	1,000,383
Staff recruitment	18,236	5,963
Temporary staff	<u>2,622</u>	<u>6,832</u>
	<u>1,219,453</u>	<u>1,013,178</u>
 Average number of employees (FTE)	 28	 24
Average number of employees	29	25

One employee earned in excess of £80,000 (2018: one) and that salary fell in band £80,000 to £90,000 (£80,000-£90,000 in 2018).

Key management personnel (£464,622) (2018: £437,780) includes Chief Executive, Director of Public Affairs & Policy, Director of Community Services, Director of Communications & Development, Director of Operations, Director of IT, Director of Understanding Humanism, Director of Humanist Care, Head of Ceremonies.

10. Tangible assets

	2019	2018
	£	£
Office Fixtures, Fittings and Equipment		
Cost at 1 January	101,013	138,857
Additions	5,962	5,917
Disposals	-	(43,761)
As at 31 December	<u>106,975</u>	<u>101,013</u>
Depreciation at 1 January	(63,384)	(92,902)
Charge for the year	(12,372)	(14,243)
Disposals	-	43,761
Depreciation at 31 December	<u>(75,756)</u>	<u>(63,384)</u>
Net book value at 31 December	<u><u>31,219</u></u>	<u><u>37,629</u></u>

11. Investments

	2019	2018
	£	£
Market value at 1 January	10,288	693,053
Additions	-	925,621
Disposal proceeds	(10,259)	(1,588,168)
Realised gains/(losses)	-	-
Unrealised gains/(losses)	(29)	(20,218)
Market value at 31 December	-	10,288
Cash with brokers	<u>725,362</u>	<u>715,348</u>
Total investments at 31 December	<u><u>725,362</u></u>	<u><u>725,636</u></u>
Investments at cost 31 December	<u><u>-</u></u>	<u><u>10,515</u></u>

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

	2019	2018
	£	£
Barclays Property Income Trust for Charities	<u><u>-</u></u>	<u><u>10,288</u></u>

In the preceding year, the portfolio consisted 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 pornography. Given the instability in financial markets surrounding the Brexit issue, the Board, at its November 2018 meeting, took the view that it would be prudent to hold all the

Association's financial assets in instant access accounts on a temporary basis. That arrangement is kept under constant review.

12. Debtors

	2019	2018
	£	£
Prepayments	60,029	28,427
Legacies receivable	102,000	100,500
Gift Aid	120,940	85,943
Other accrued income	-	-
Other debtors	<u>16,425</u>	<u>23,661</u>
	<u><u>299,394</u></u>	<u><u>238,531</u></u>

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

13. Creditors: Amounts falling due within one year:

	2019	2018
	£	£
Accruals	65,910	43,789
Taxes: Payroll taxes	31,068	28,345
VAT	44,487	50,162
Deferred income	24,983	62,109
Holiday accrual	<u>11,873</u>	<u>8,947</u>
	<u><u>178,321</u></u>	<u><u>193,352</u></u>

Deferred income relates to event ticket sales, such as for our Annual Convention. All deferred income is recognised in the following financial year.

14. a) General reserves

	Revaluation Reserve	Accumulated Income	Total
	£	£	£
Balance at 1 January 2019	-	1,510,292	1,510,292
Surplus/(deficit) for the year	-	47,067	47,067
Realised gains/(losses) on investments		(29)	(29)
Transfer on realisation			-
Transfer to designated funds	-	-	-
Balance at 31 December 2019	<u><u>-</u></u>	<u><u>1,557,330</u></u>	<u><u>1,557,330</u></u>

b) Designated Reserves

	Balance at 1 January	Incoming Resources	Resources Expended	Transfer	Balance at 31 December
	£	£	£	£	£
Music (the Humanist choirs)	4,946	-	-	-	4,946
	<u>4,946</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,946</u>

15. Restricted funds

	Balance at 1 January 2019	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2019
	£	£	£	£	£
Education	3,432	164	(3,596)	-	-
Public Affairs	-	1,497	(14,618)	13,121	-
Ceremonies	-	1,961	(1,961)	-	-
Local groups	14,693	2,965	(10,507)	-	7,151
Music (the Humanist choirs)	-	10,491	(8,111)	-	2,380
Campaign Against Faith Schools	24,827	62,805	(46,917)	(13,121)	27,594
Faith to Faithless	18,141	18,587	(21,373)	-	15,355
Accord	-	41,912	(41,912)	-	-
Assisted Dying	51,972	31,614	(34,259)	-	49,327
Defence Humanists	349	443	(678)	-	114
LGBT Humanists	10,811	7,433	(10,560)	-	7,684
Young Humanists	-	775	(775)	-	-
Pastoral Support	-	672	(672)	-	-
Northern Ireland development	-	7,750	(7,750)	-	-
	<u>124,224</u>	<u>189,068</u>	<u>(203,688)</u>	<u>-</u>	<u>109,604</u>

Accord

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

Assisted Dying

This fund was created in 2018 to manage donations to cover the payroll costs of one member of Humanists UK staff to work on the Assisted Dying campaign with the My Death, My Decision coalition. In 2019 we would like to thank the Hearn Foundation for its generous support of this work, with a £15,000 donation given in memory of Frank Doran. The fund also includes donations towards assisted dying legal cases.

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. This includes efforts to place a free copy of the *What is Humanism? How Do You Live Without a God? And Other Big Questions for Kids* in every primary school in Britain.

Campaign Against Faith Schools

Campaign against 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.

Defence Humanists

This fund was created in 2012 to manage income and expenditure by the Defence Humanists, which joined as a new section in 2011.

Faith to Faithless

This fund was created in 2015 to manage income and expenditure in support of our Faith to Faithless programme, which helps people who are leaving religions.

LGBT Humanists

This fund was created in 2012 to manage income and expenditure by GALHA (now LGBT Humanists) which joined Humanists UK as a section in 2012.

Local Groups

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

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'.

Public Affairs

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

Young Humanists

This fund is to manage income and expenditure by our Young Humanists section.

Wales Development

This fund was created in 2018 to support the development of Humanist UK's work in Wales.

16. Operating leases

	Land and buildings		Other	
	2019	2018	2019	2018
	£	£	£	£
Falling due within one year	97,608	79,966	8,570	7,063
Falling due between one and five years	206,061	239,898	28,277	4,733
Falling due later than five years	-	-	-	-
	<u>303,669</u>	<u>319,864</u>	<u>36,847</u>	<u>11,796</u>

At 31 December 2019 the Company had the following commitments under non-cancellable operating leases as follows:

The commitment in respect of land and buildings reflects the lease on the Association's premises which ends in February 2023.

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 £1,250 fees and expenses for providing Pastoral Support training to new volunteers as part of an ongoing training programme. Ewan Main, a Celebrant, was paid fees and expenses of £119 as part of the celebrants training programme. Aside from Amy Walden 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 £3,742 (2018: £2,370) for travel expenses to attend meetings in connection with their duties. Expenses not reported in Note 18 include travel to various events, including public lectures and fundraising events.

19. Capital commitments

There were no capital commitments at 31 December 2019 (2018: 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 £38,891 (2018: £38,351).

21. Net assets

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted funds	756,581	805,696	1,562,276
Restricted funds	-	109,604	109,604
	<u>756,581</u>	<u>915,299</u>	<u>1,671,880</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 28 February 2019 (the date of the last valuation by the trustees) was £56,042 (4 March 2017: £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 Humanists International (International Humanist and Ethical Union) and their President. Humanists International rented part of Humanists UK's office accommodation and the rent charged in 2019 amounted to £14,890 (2018: £12,228). The Association paid an annual subscription to Humanists International of £20,900.

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.

The Chief Executive of Humanists UK was also, during part of 2019, a Director of the Religious Education Council of England & Wales (REC) and their Treasurer. The Association paid an annual subscription to the REC of £900.

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

	2019	2018
Net income/(expenditure) for the reporting period	32,418	686,666
Depreciation charges	12,372	14,243
(Gains)/losses on investments	29	20,218
Dividends and interest from investments	(4,310)	(17,251)
(Increase)/decrease in debtors	(60,863)	(107,333)
Increase/(decrease) in creditors	<u>(15,031)</u>	<u>83,213</u>
Net cash provided by/ (used in) operative activities	<u>(35,385)</u>	<u>679,756</u>

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

	2019	2018
	£	£
Cash at bank and in hand	794,226	831,018
Cash at brokers	<u>725,362</u>	<u>715,348</u>
Total cash and cash equivalents	<u>1,519,588</u>	<u>1,546,366</u>

26. Statutory information

The British Humanist Association, operating as Humanists UK, is a charitable company limited by guarantee, registered in England. The Association's registered number and registered office address can be found on the Legal and Administrative page of this Annual Report.