

British Ornithologists' Union

advancing ornithology



Annual Report & Accounts

birds | people | science



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英国鸟类学会会刊

2018



President's statement

Professor Keith Hamer

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The BOU had another very good year in 2018, continuing to publish the highest quality ornithological research in IBIS and delivering another excellent spring annual conference as well as our second global ornithology Twitter conference. Our Grants Committee was able to support another series of exciting research and bursary projects, including our second Warham PhD scholarship, as well as launching a new annual travel grant scheme for BOU members to attend and present their work at global ornithology conferences. We continue to grow our social media presence and #theBOUblog (part of the BOU website) continues to go from strength to strength. We also launched a new BOU member newsletter this year, tailored to those members who prefer to read news in a printed bulletin format rather than online.

IBIS continues to be at the forefront of ornithological publishing, thanks in large part to the exceptional skill and hard work of our Editors, Associate Editors and our many reviewers. The addition of a further two Associate Editors this year is very welcome and I'm delighted with how well our new Editor in Chief, Dominic McCafferty, has settled into his role. I'm also delighted with the success of our new initiative to award a prize for the best paper published in IBIS each year, with an early career researcher (ECR) as first author, and I congratulate our inaugural winner, Ruben Evans, on an excellent paper on nightjars. Any journal rests on the quality of its papers and I'm very grateful to all those who contributed papers or gave their time to review papers for IBIS during the year.

Our annual spring conference, this year on '21st-Century Ornithology: Challenges, Opportunities and Decisions', attracted researchers from around the world and delivered an excellent series of presentations, including our 6th Alfred Newton Lecture, delivered with great aplomb by Hugh Possingham. The BOU was delighted once again to be able to support the attendance of many ECRs in addition to providing our now regular ECR evening event and workshop. The continued efforts of the Meetings Committee and conference organizers in delivering events that so successfully highlight current research and facilitate discussion and development in the field are greatly appreciated. This year also saw us run two very successful one-day scientific meetings on 'The ecology and conservation of grassland birds' (as part of our IOC activities in Vancouver) and 'Seabirds: towards sustainable futures for renewable energies' (our annual autumn scientific meeting). Our second global ornithology Twitter conference was also a tremendous success, further consolidating our position as a world leader in the online delivery of ornithological information via social media. I am very grateful to the organizers of and the participants in all three events.

Cover image; Erect Crested Penguins (*Eudyptes sclateri*)
© New Zealand Royal Navy CC BY-ND 2.0

Crested penguins form the subject of the second BOU John & Pat Warham Studentship, awarded to the University of Tasmania in 2018, which will commence in 2019.



Prof Kathy Martin (left) was awarded the BOU's Godman Salvin Prize in 2018, presented by former BOU President, Prof Jenny Gill, at the IOC in Vancouver.



At the annual conference former IBIS editors Dr Andy Gosler (above) and Dr Paul Donald (below) were awarded Honorary Life Membership.



We now have more than 14,000 followers of the BOU Twitter account, maintaining our position as by far the largest ornithological society and journal on Twitter, in addition to a rapidly-growing following on Facebook and Instagram. Our first full year on Weibo (China's largest social media platform) was also very rewarding, with a near-doubling in the number of followers and more than two million reads of posted content. The BOU's international profile and penetration in North America were enhanced this year by a wide range of activities conducted and led by BOU staff, most notably our Chief Operations Officer, Steve Dudley, who initiated and ran a social media booth at the 27th International Ornithology Congress (IOC) in Vancouver. This was the first ever such event at a major ornithological conference and was a great success, accompanied as it was by a poster and social media workshop.

We awarded several honours again during the year. In August, Kathy Martin was presented with the Union's Godman Salvin Prize at her home IOC in Vancouver. The award recognises Kathy's outstanding contribution to ornithology and to the avian science community. A full citation appeared in IBIS in August (doi.org/10.1111/ibi.12655). At our annual conference, former IBIS Editors Andy Gosler and Paul Donald were presented with Honorary Life Memberships, in recognition of their outstanding contributions to the BOU, especially during their respective tenures running the journal.

The finances of the BOU remain healthy, and the increase in membership at the year-end, thanks to both improved retention of existing members and an increase in recruitment of new members, is strongly encouraging. During the year we also formalised our Equality and Diversity Working Group and began taking action towards setting and achieving targets that will make all our activities equally open to anyone with an interest in the science of ornithology.

We were delighted to welcome Emma Cunningham to BOU Council this year, and I thank Barbara Helm for her time with us on Council. My sincere thanks also to Steve Dudley (Chief Operations Officer) and Angela Langford (Journal and Office Manager) for the excellent service that they once again provided throughout the year in the running of the BOU.



ADMINISTRATION DETAILS

BRITISH ORNITHOLOGISTS' UNION

Founded 1858

Registered as a Charity:

England and Wales, no. 249877

Scotland, no. SC044850

Address

PO Box 417, Peterborough PE7 3FX, UK

Tel: +44 (0) 1 733 844 820

Email: bou@bou.org.uk

Web: www.bou.org.uk

As at 31 December 2018

BOU Staff

Chief Operations Officer

Mr Steve P. Dudley

Journal & Office Manager

Mrs Angela F. Langford

Council Officers

President Prof Keith Hamer

Vice Presidents Mr Neil J. Bucknell

Dr Juliet Vickery

Honorary Secretary Dr Helen Baker

Honorary Treasurer Mr Graham F. Appleton

Ordinary Members of Council

Dr Phil Atkinson (Chair, Grants Committee),

Dr Graeme Buchanan, Dr Will Cresswell,

Dr Emma Cunningham, Dr Darren M. Evans

(Chair, Meetings Committee), Dr Tom Finch,

Mr Andrew H.J. Harrop (Chair, Records

Committee), Dr Jennifer Smart (Chair, IBIS

Management Committee), Dr Rosie Trevelyan

and Dr Hugh Wright (Chair, Engagement

Committee).

Structure, Governance & Management

The British Ornithologists' Union is an unincorporated charity, no. 249877 (England & Wales) and SC044850 (Scotland).

The object of the BOU is the promotion of the science of ornithology. Its governing document is the Rules adopted at the Annual General Meeting in 2010, and last updated by Council in July 2018. Under the rules, the governing body, the Council of the Union, is responsible for the running of the Union's business, supported by its staff. Council may delegate functions to standing or ad hoc committees that report to Council. The Union's Council retains overall responsibility for matters so delegated.

The BOU has five standing committees: the Engagement Committee, the Grants Committee, the IBIS Management Committee, the Meetings Committee and the Records Committee.

Elected members of Council are Trustees of the charity. Members of Council are recruited from within the ornithological community. Where possible, Council members will have served on one or more of the BOU's standing committees prior to nomination for election to Council. Those standing for election to BOU Council as an incoming chair of a standing committee will have served for at least two years on the respective committee. On election, new Council members are provided with relevant Union documents to help familiarise them with current Union activities and to provide information on the duties and responsibilities of being a Trustee of the Union.

Council continually reviews the risks to which the Union is exposed and is satisfied that, as far as is practicable, it has taken appropriate steps to mitigate any risk.



Objectives & Activities

ADMINISTRATION DETAILS

(continued)

Trustees

The following individuals served as Trustees of the charity at the time of Council approving this annual report and accounts:

Mr Graham F. Appleton, Dr Phil Atkinson, Dr Helen Baker, Mr Neil J. Bucknell, Dr Graeme Buchanan, Dr Emma Cunningham, Dr Darren M. Evans, Dr Tom Finch, Prof Keith Hamer, Dr Jennifer Smart, Dr Juliet Vickery and Dr Hugh Wright.

The following individuals also served as Trustees of the charity for part of the year covered by these annual report and accounts: Dr Barbara Helm.

Editorial positions

At 31 December 2018 the following editorial positions were held:

IBIS Editor in Chief	Dr Dominic McCafferty
IBIS Editors	Dr Rauri Bowie
	Dr Dan Chamberlain
	Prof Rebecca Kimball
	Dr Ruedi Nager
	Prof Jeremy Wilson

Blog Editor	Dr Christina Ieronymidou
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Investment Trustees

At 31 December 2018 the following individuals served as Investment Trustees for the Union during the period of this report and accounts:

Mr Nigel J. Crocker, Mr Richard Price and Mr Stephen J. Rumsey.

Mission statement

The British Ornithologists' Union will promote understanding and conservation of the world's birds, advance ornithology within the scientific community and promote scientific ornithology to the wider birdwatching public. The BOU mission will be achieved by the following means:

- Publishing IBIS as a leading international journal of ornithological science.
- Organising a programme of meetings and conferences.
- Awarding grants and bursaries for ornithological research.
- Encouraging liaison between those actively engaged in ornithological research.
- Providing a representative body of the scientific community able to provide ornithological information and advice to government and other policy makers.
- Maintaining and publishing the official list of birds recorded in Britain - The British List.

Council activities

At the AGM in March, Dr Helen Baker was re-elected as Honorary Secretary and Dr Emma Cunningham was elected as an Ordinary member of Council, replacing Dr Barbara Helm.

We were delighted that Prof Hugh Possingham accepted our invitation to deliver the 6th Alfred Newton Lecture at our annual conference in Nottingham.

Members of Council, as Trustees of the charity, confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing objectives and activities.

Activities in Scotland

The BOU is an unincorporated charity registered in Scotland (SC044850). As well as having members in Scotland, at the time of this report, four of our Trustees, Dr Helen Baker, Dr Graeme Buchanan, Dr Emma Cunningham and Dr Tom Finch, and three of our journal editors, Dr Dominic McCafferty, Dr Rudolf Nager and Prof Jeremy Wilson, also reside there.



ADMINISTRATION DETAILS

(continued)

Bankers

The Union holds accounts with the following banks:

CAF Bank Ltd
25 Kings Hill, West Malling, Kent ME19 4JQ

Natwest Bank plc
PO Box 6037, Brompton Road, London
SW13 1XJ

Scottish Widows
67 Morrison Street, Edinburgh EH3 8YJ

Solicitor

The Union's solicitors are:
Laytons
Ranger House, Walnut Tree Close, Guildford,
Surrey GU1 4UL

Accountant & Auditors

The Union's accountants and auditors are:
Baldwins Audit Services
Ruthlyn House, 90 Lincoln Road,
Peterborough PE1 2SP

Achievements & Performance

The BOU Office

Staff

During the year, the BOU employed two full-time, home-based staff members within the BOU Office: Steve Dudley (Chief Operations Officer) and Angela Langford (Journal & Office Manager).

Office duties

The BOU Office is responsible for the effective running of the BOU, managed by the Chief Operations Officer and overseen by Council and the Union's standing committees.

Its key responsibilities are:

- to support BOU Council and its Committees and implement much of the work arising from them, specifically;
- working with the IBIS Management Committee, manage non-editorial, business and marketing of the Union's journal, IBIS;
- working with the Meetings Committee, organise BOU conferences and meetings;
- working with the Engagement Committee, develop and deliver engagement initiatives;
- working with the Grants Committee, manage the Union's Small Grants and Career Development Bursary schemes and John & Pat Warham Studentships;
- working with the Records Committee, manage the British List and associated areas;
- working with the Honorary Treasurer, maintain accounts and budgets and the preparation of annual accounts;
- working with the IBIS Editorial Team to oversee and manage the manuscript process and flow for the Union's journal, IBIS;
- to service the BOU membership;
- to manage the BOU's web content;
- to manage the BOU's social media activity;
- to undertake routine administration;
- to manage BOU sales, stock and storage facility;
- to handle general enquiries, press and publicity.

In addition to working with the Union's various committees (see individual committee reports below) the BOU Office undertook the following activities.

BEING SOCIAL



Part of the BOU's social media hub at the IOC in Vancouver. The hub was used to educate delegates about the benefits of science communication, in particular using social media, blogging and the links to altmetrics and citations of research articles.



Our selfie frame proved popular with existing and new social media users alike throughout the week – well, there were free gifts on offer!



Social media gets physical – the IOC gathering of Twitter users (a tweetup!) including those volunteering on the BOU's social media hub during IOC week.

Images © Steve Dudley/BOU

Sponsorship

At the beginning of 2018 we were delighted to see Leica (UK) renew their association with the BOU, with Leica again sponsoring the British List as well as supporting some of our core engagement activities.

Conferences

BOU.ORG.UK/BOU-CONFERENCES/

BOU conferences

Conferences remain a core function of the BOU Office and in 2018 we ran four very different events. We held three traditional, face-to-face events, comprising our annual residential spring conference on '21st Century Ornithology', a one-day open meeting on the registration day of the International Ornithological Congress in Vancouver on 'grassland birds' and a one-day autumn scientific meeting on 'marine renewables and seabirds'. Our fourth event of the year was our second Twitter conference (BOU18TC) which showcased avian research from all around the world. These four events targeted four very different audiences and illustrate the breadth of events the BOU delivers for our global community.

International Ornithological Congress

BOU staff again attended other events to represent and promote the BOU. This year's focus was very much on the International Ornithological Congress (IOCongress2018) in Vancouver in August. The BOU joined the official list of supporters of the Congress and played a central role in promoting it during the year. At the Congress itself, we were invited to run a social media booth (#IOCsocialmediaHUB), located at the heart of the Congress, to educate the 1,600 delegates about the role and benefits of promoting their own research, with a focus on using social media and measuring the impact of promotion with altmetrics. This was a first for any ornithological conference, with the IOCongress2018 organisers recognising both the importance of science communication for ornithological research, and the BOU's role and status in this field in recent years.

Whilst the #IOCsocialmediaHUB was our main, week-long, focus of our IOCongress2018, it was only one of many BOU activities at the Congress which also included the presentation of two new social media in ornithology posters, running a social media workshop, taking part in ECR events, and the presentation to Prof Kathy Martin of our Godman Salvin Prize at her home Congress.

Another key role we played was the awarding of 12 travel grants to ECR members to attend for IOCongress2018. All the ECRs we supported were presenting at the Congress, for many their first taste of a major congress event, and all gained massively from the experience as described in the blog posts they penned for us on their return (see BOU.ORG.UK/BOU-SUPPORTED-ECRS-AT-IOCONGRESS2018/).



Twitter remains our primary social media tool reaching a very active ornithological community we've help to grow since 2011.

We are unique within our community as we continue to deliver content from any publication, and from any society, from all around the world.



Facebook has a distinct and active community to whom we play a key role in delivering ornithological content.



This remains fast-growing platform for scientific content. We continue to enjoy modest growth delivering BOU and IBIS content.



We launched on Weibo in 2017, and in our first full year saw excellent growth in followers and engagements around the content shared.

Social media

BOU.ORG.UK/SOCIAL-MEDIA/

Social media now play a significant and increasing role in everything we do as a society. It is now our primary marketing tool, enabling us to reach many more people than traditional channels, informing them about our core activities such as IBIS, conferences, grants and awards, and of course membership. A major objective of our social media activities is to direct people to both the BOU and IBIS websites and, after search engine searches and direct to site visits, social media remains the third most important source of visitors to both these websites.

As clearly demonstrated by our involvement at #IOCongress2018, the BOU is recognised as the leader in social media science communication within the ornithological ornithology.

We used our 'Tweeting birds: online mentions predict future citations in ornithology' (Finch, O'Hanlon & Dudley, *Royal Society Open Science*, 2017) paper, published at the end of 2017, as a focus for some of our activities throughout 2018. It formed the basis of new posters presented at various events, including IOCongress2018, as well as content to promote on social media, to educate our community about the benefits of promoting their research, how this can now be measured, and how it can contribute to increased citations of their work. This work is part of an increasing body of evidence supporting the use of social media in research, and linking online mentions of research articles to increased citations at the individual article and journal levels.

Twitter (@IBIS_JOURNAL) remains our key platform for promoting ornithology on social media as we know (from our paper) that this platform accounts for up to 75% of our sector's altmetrics overall. At the end of the year we were followed by over 14,000 other Twitter accounts, maintaining @IBIS_JOURNAL by far the largest ornithology society/journal on Twitter. Our account provides an active news service for ornithologists around the world, on which we promote newly published papers from a wide selection of journals, conferences, meetings, news items, job opportunities and more. Our online community is highly engaged, is the envy of many other taxa-based groups within ecology, and helps us to spread BOU, IBIS and other ornithological news far wider than traditional channels.

Our growth on Twitter continues to be notable with (cf. to 2017) our follower growth increasing by 17%, our posted content up 10% and our overall engagements up 29%. This growth is on the back of more modest growth between 2016 and 2017 and we attribute this to the publication of the *Royal Society Open Science* paper and our activities around IOCongress2018.

The overall growth of ornithology being discussed on Twitter has begun to slow. Using altmetric data we can see that, across 19 ornithology journals for which we have data,



we can see that article mentions have risen from 1,420 mention in 2012 to 18,875 mentions in 2018. However, that steep rise masks the slowing down of overall mentions in recent years. For example, there was a 95% increase between 2012 and 2013, and only a 2% increase between 2017 and 2018.

Facebook (FACEBOOK.COM/IBISJOURNAL) remains our secondary platform with an established and growing community here. Our follower growth increased by 31%, and with a 10% increase in output we achieved a 68% increase in engagements reaching an average daily audience of over 3,100 people.

Despite our own increase in output, and specifically mentions of published ornithological articles on this platform, when one looks at the altmetric data for Facebook, the number of mentions is beginning to fall, with a drop of 20% between 2016 and 2018. This may be due to large numbers of people withdrawing from this platform since the Cambridge Analytica scandal. So, in light of this, our overall performance and outreach makes for positive reading.

Our second year on Instagram (IBIS_JOURNAL) was steady, with modest growth. Our output remains significantly lower than on Twitter or Facebook, posting only several key BOU or IBIS related posts per week which over the year attracted nearly 5,000 likes. Our follow-base on here increased to over 1,000 by the end of the year. As the ornithology community matures on this platform we hope this will continue to increase.

Our first full year on China's largest social media platform, Weibo, was very rewarding with a significant increase in followers (95%) and excellent engagement around the content posted which received over 2 million reads.



#THEBOUBLOG

Our most-read blog posts of 2018:

The secret lives of Nightjars

Where do European Nightjars go?

Katrina Sharps

University of East Anglia

A twist in the tale: Red Kites are back in town

Why are so many Red Kites visiting our towns?

Melanie Orros

Hawk Conservancy Trust

Explosive wagtail evolution

Plumage phenotypes, mitochondrial DNA and nuclear DNA tell different stories

Per Alström

Department of Ecology and Genetics, Uppsala University

#theBOUblog

BOU.ORG.UK/BLOG/

Our blog remains one of the key arrival points for visitors to the BOU website. During the year our Blog Editor, Christina Ieronymidou, published 68 blog posts (77 in 2017), of which 54 were science posts (66 in 2016) and of these 30 were on IBIS papers (17 in 2017).

The number and geographical spread of authors from third-party journals writing for #theBOUblog remains steady, with 24 posts covering papers from 12 journals (42 from 13 in 2017).

The remaining 16 posts were community articles including 11 posts from the BOU-supported ECRs about their IOCongress2018 experience.

Despite a drop in the overall number of blog posts published in 2018 compared to 2017, the BOU blog continues to do well in a rapidly changing blogging climate. Following



BOU.ORG.UK

The Union's primary website promotes the BOU to a wide audience and is important for recruiting new members, disseminating information about the work of the BOU, taking online bookings for conferences and for selling BOU publications.

IBIS.AC.UK

The primary gateway to IBIS – the BOU's international journal of avian science.



Our twice monthly e-newsletters are sent to researchers, and others interested in ornithology, all around the world.

the introduction of altmetrics in 2014, there was a rapid increase in science blog posts (as measured by Altmetric) as blogs are a high contributor (per mention) to an article's Altmetric Attention Score. This can be seen in the rise of ornithology research articles being blogged about; this saw 61 blog posts in 2013 and a peak of 548 blog posts in 2016, since which time we have seen a decline to 254 blog posts in 2018 (Altmetric data drawn from 19 ornithology journals).

E-newsletters

BOU.ORG.UK/E-NEWSLETTERS /

We continued to send out two e-newsletters a month during 2018 with the 'IBIS new articles' e-newsletter appearing at the start of each month (covering article published in the last calendar month), with other e-newsletters continuing to cover the quarterly new issue issue of IBIS and key BOU activities such as conferences, research grants and the BOU blog.

General Data Protection Regulation (GDPR) came into EU law in May. This impacted on many societies, through increased workloads and reduced retention of followers. Despite investing time to ensure compliance with the legislation and working hard to encourage EU citizens to actively sign-up to receive communications, we saw a drop in our mailing list for e-newsletters from June onwards.

Press and media

Working with our journal publishing partner, Wiley-Blackwell, we continue to see increased coverage of IBIS papers, particularly within online news media. One paper in particular stood out, 'The impacts of introduced House Mice on the breeding success of nesting seabirds on Gough Island' (Caravaggi *et al* 2018) published in October received widespread online attention, as can be seen by its 2018 year-end Altmetric Attention Score (AAS) of 218 (highest AAS in 2018 and sixth highest IBIS AAS) being covered on Twitter and picked up by news outlets.

We continue to receive coverage of BOU Records Committee announcements in the national birding press and online birding services, as well as regional birding reports and e-groups.

General administrative items

General correspondence, particularly emails and contact forms received via the website, continues to increase and take up a significant amount of Office time. We continue to maintain a storage facility in Peterborough. It was intended to reduce this, as publications and stock has greatly reduced, but this has been held over to 2019, due to shortage of staff time to dedicate to this.

Engagement Committee

ENGAGEMENT COMMITTEE

Chair

Dr Hugh Wright (JNCC)

Members

Dr Sarah Burthe (CEH Edinburgh)

Dr Lynda Donaldson (Wildfowl & Wetlands Trust)

Mr Steve Dudley, BOU COO

Dr Jenny Dunn (University of Lincoln)

Dr Darren Evans (Newcastle University)

Dr Tom Finch (RSPB)

Dr Cat Horswill, Conference Support Officer
(University of Glasgow)

Dr Nina O'Hanlon, Social Media Support

Officer (Environment Research Institute)

Dr Rebecca Thomas (Royal Holloway)

The Committee oversees engagement between the Union, its members and the wider ornithological community. It aims to advance avian science by facilitating contact and communication within the ornithological community. It also increases awareness of the BOU's activities, champions equality and diversity in the BOU's work, and strives towards a stable membership base. The Committee delivers this by developing and improving opportunities to engage with more people (and enabling ornithologists to communicate with each other), primarily through our conference and social media activities.

The Committee met twice during the year, with other business conducted regularly by email.

Dr Leila Walker (Website Support Officer) and Dr Cat Horswill (Conference Support Officer) retired from the Committee during the year. We are very grateful for their hard work over the course of their terms; the new features of the website and annual conferences which they helped develop have increased engagement, particularly with the early career researcher community. At the end of the year we welcomed Dr Jenny Dunn and Dr Lynda Donaldson as Ordinary Members of the Committee.

The Committee oversaw the introduction of a new BOU member newsletter in 2018, with two issues published (in April and November) from the combined efforts of Graham Martin, Steve Dudley and Graham Appleton. The newsletter is tailored to those members who prefer to read news in a bulletin format rather than online, and therefore we also provided the option to receive these newsletters in print form. The newsletters include BOU news, feature articles on the latest ornithological studies, opinion pieces and book reviews. We are particularly keen for members to contribute their own news and research findings to this newsletter going forward.

Through the activities of our Chief Operations Officer, Steve Dudley, we had another successful year representing the BOU at a North American conference. Steve attended the 2018 International Ornithological Congress (IOC) in Vancouver, where we hosted a well-attended 'grassland birds' symposium on the registration day of the Congress, a popular social media hub promoting science communication, a social media workshop, and presented two posters on the rise, relevance and impacts of social media in ornithology. These activities generated an impressive level of engagement (especially given that the BOU was not a Congress host) and considerably raised the profile of the Union amongst the international community represented at this event (see also BOU Office and Meetings Committee sections of the report).



We awarded 12 travel grants (totalling £9,100) to BOU early career researcher members attending the IOC from a variety of countries, providing them with the valuable opportunity of presenting their work at such a large international conference. The uptake of this scheme was so successful that Council approved a new annual travel grant scheme, which the Committee will oversee, for BOU members to attend and present at global or continental ornithology conferences. This new initiative will begin in 2019, supporting members' travel to the European Ornithologists' Union Conference (EOU2019) and Australasian Ornithological Congress (AOC2019).



EQUALITY & DIVERSITY WORKING GROUP (EDWG)

Chair

Dr Juliet Vickery, BOU Vice President (RSPB)

Members

Mr Steve Dudley, BOU COO

Dr Jenny Dunn (University of Lincoln)

Dr Rosie Trevelyan (Cambridge University)

Dr Leila Walker (Taylor & Francis)

Dr Hugh Wright (Chair of BOU's Engagement Committee, JNCC)

The BOU is committed to diversity in ornithology. We aim to help overcome barriers preventing equality for ornithologists and all our activities are open to anyone interested in ornithology regardless of, but not limited to, nationality, gender, ethnicity, disability, sexuality and socio-economic status.

Equality and diversity

In 2018 we formalised our Equality and Diversity Working Group (EDWG) and began setting targets and taking initial action towards the BOU's commitment to inclusiveness and diversity in ornithology.

We have set a target to achieve a 50:50 male-to-female ratio on BOU Council and across our committees by 2022. While equality and diversity are about a lot more than gender equality, we have chosen to focus on gender for the time being as there are a number of proven approaches to address gender imbalance and data can be more easily gathered. Collating data on the current gender balance of BOU Council, its committees, our membership and from across our activities has been part of a new concerted effort to understand the baseline within the Union as well as the make-up of our wider community.

Gender ratio of different groups and social media

	male	female	not known
Council	71%	29%	
BOU committees (combined)	71%	29%	
BOU membership	62%	24%	14%
Twitter and Instagram	59%	41%	
Facebook	62%	36%	2%

BOU Council and its committees are now aiming to increase female representation so that the 50:50 target can be met in four years' time – a time scale constrained by the duration of Council and committee members' terms of office.

We have set a target to achieve a 50:50 male-to-female ratio in short lists for BOU awards by 2020. Awards will always remain based on scientific merit, but the EDWG is now researching ways to broaden the equality and diversity of nominees for these awards and improve the transparency of the awarding process overall.

In 2018, we began implementing actions aimed specifically at improving the inclusivity of Union activities. BOU Council members, committee members, staff, IBIS editors and



OUR SOCIAL YEAR

**@IBIS_JOURNAL**

Tweets	6,641	+12%
Engagements	192,711	+29%
Organic impressions	9.3m	+1%
Followers at 31 Dec 18	14,042	+16%

**IBISJOURNAL**

Posts	4,178	+10%
Fans	7,203	+31%
Engagements	65,542	+67%
Impressions/reach	4,436,433	+1%
Link clicks	56,713	+24%

**IBIS_JOURNAL**

Followers	1,007	+104%
Posts	105	-70%
Engagements	4,895	+135%

**WEIBO**

英国鸟类学会会刊

Followers	4,315	+95%
Posts	79	+83%
Reads	2,045,748	+29%

conference organisers must now undertake mandatory, annual unconscious bias training. This raises awareness of individuals' own preconceptions and assumptions and how these can unwittingly shape judgements and decisions. The training can reduce these implicit biases by encouraging slower and more vigilant decision making. BOU staff are also now applying a gender decoder – an online tool for evaluating the gender bias in language – to ensure that our calls for award nominations, grant applications, conference submissions and job adverts are gender neutral.

Late in the year we welcomed Dr Rosie Trevelyan (BES Equality and Diversity Champion 2018) and Dr Jenny Dunn on to the EDWG. The group now comprises six people, chaired by Dr Juliet Vickery, and has expertise and the capacity to push forward further actions to improve inclusivity in coming years.

Honorary positions

The Committee's Support Officers continue to assist the BOU Office with the delivery of various engagement activities. Their achievements in 2018 are outlined below.

Social media – supported by Dr Nina O'Hanlon

- We ran our second successful general ornithology Twitter Conference (#BOU18TC) in November, with 54 people from five continents presenting their research over 25 hours. The event directly engaged with over 900 people, reached an overall audience of more 2,600 people and achieved a potential Twitter reach of 1.3m.
- The BOU Instagram account (@IBIS_journal) continues to grow with now over 1,000 followers. The account is particularly focused on IBIS papers, BOU blog content and the British List.
- Live-tweeting at the spring BOU annual conference increased the exposure of the conference and research being presented.
- The BOU's Twitter account (@IBIS_journal) had over 14,000 follows at the year-end.
- Research papers from the 2018 volume of IBIS were referenced on Wikipedia, contributing to each paper's Altmetric Attention Score as well as helping to improve the overall coverage of ornithology on Wikipedia.

Blog – supported by Dr Christina Ieronymidou

- Posted more than one blog per week (on average) and 68 blogs in total in 2018. Thirty of these blog posts summarised IBIS papers.
- Ran a series of 12 blogs written by BOU-supported early career researchers about their experience at the IOC in Vancouver.
- Launched the *Desert Island Books* series of monthly blogs, in which BOU members talk about their favourite ornithology and ecology books.
- Two new *Twitter Masterclass* blogs were posted (#14 and #15), focusing on techniques to maximise engagement through this social media platform.
- The BOU blog continues to reach a global audience and remains the second most visited section of the BOU website.



IBIS MANAGEMENT COMMITTEE

Chair

Dr Jen Smart (RSPB)

Members

Mr Graham Appleton, BOU Honorary
Treasurer

Dr Rauri Bowie, Editor (University of California
– Berkeley)

Dr Dan Chamberlain, Editor (University of
Turin)

Mr Steve Dudley, BOU COO

Dr Rosemarie Kentie (NIOZ Netherlands
Institute for Sea Research)

Dr Rebecca Kimball, Editor (University of
Florida)

Mrs Angela Langford, Journal Manager

Dr Dominic McCafferty, Editor in Chief
(University of Glasgow)

Dr Ruedi Nager, Editor (University of Glasgow)

Dr Steve Portugal (Royal Holloway)

Prof Jeremy Wilson, Editor (RSPB)

Conferences – supported by Dr Cat Horswill

- Three ECR workshops run at the annual conference covering:
 - asking the right research questions;
 - setting research in a policy context;
 - an introduction to infographics.
- 39 people attended our ECR evening event at the annual conference, in which eight experienced researchers were on hand to discuss their career paths and choices, provoking plenty of discussions during and after the session.

Looking ahead

Next year will be another busy year for the Committee as we look to further our work on equality and diversity and roll out new engagement initiatives. In addition to the conference travel grants scheme, we are also introducing the BOU social media science communication awards. One of these awards aims to recognise individuals in the wider ornithological community who have excelled in communicating avian science via social media, and the other award will be for the best BOU blog post. The awards will not only showcase individuals' contributions to science communication, but also further the BOU's leading reputation within social media for ornithology.

IBIS Management Committee

ibis.ac.uk

The IBIS Management Committee provides support and advice to editors and staff on the management of the journal, and with our publisher, Wiley-Blackwell.

The Committee's annual journal publishing meeting with Wiley-Blackwell was held in February, where annual reports covering editorial, production, marketing and finance were presented. Other business during the year was conducted by email.

Editorial team

There were no major changes to the editorial team in 2018. Our new Editor in Chief, Dominic McCafferty, quickly settled into his new role and is doing a fantastic job which is reflected in the excellent quality and variety of papers published in 2018. Thanks to everyone who helped during the transition period, in particular our great team of Editors, Rauri Bowie, Dan Chamberlain, Rebecca Kimball, Ruedi Nager and Jeremy Wilson, to our Journal Manager, Angela Langford, and Steve Dudley who manages the business and marketing areas of the journal.

Our Associate Editor Board plays a vital role in the management of the journal and we thank each and every one of them for their time and dedication to the journal. In 2018, we welcomed Matt Wood and Maggie MacPherson to the board, and there were no retirements from the board this year.



TOP CITED PAPERS

From most recent Impact Factor period (2017)

Long-term changes in the migration phenology of UK breeding birds detected by large-scale citizen science recording schemes / Stuart E. Newson, Nick J. Moran, Andy J. Musgrove, James W. Pearce-Higgins, Simon Gillings, Philip W. Atkinson, Ryan Miller, Mark J. Grantham, Stephen R. Baillie / DOI: 10.1111/ibi.12367

High juvenile mortality during migration in a declining population of a long-distance migratory raptor / Steffen Oppel, Vladimir Dobrev, Volen Arkumarev, Victoria Saravia, Anastasios Bounas, Elzbieta Kret, Metodija Veleviski, Stoycho Stoychev, Stoyan C. Nikolov / DOI: 10.1111/ibi.12258

Abundance and abundance change in the world's parrots / Stuart J. Marsden, Kay Royle / DOI: 10.1111/ibi.12236



TOP ALTMETRIC PAPERS

The impacts of introduced House Mice on the breeding success of nesting seabirds on Gough Island / Anthony Caravaggi, Richard J. Cuthbert, Peter G. Ryan, John Cooper & Alexander L Bond / DOI: 10.1111/ibi.12664

Breeding ground correlates of the distribution and decline of the Common Cuckoo *Cuculus canorus* at two spatial scales / Chloe Denerley, Steve M. Redpath, Rene van der Wal, Stuart E. Newson, Jason W. Chapman & Jeremy D. Wilson / DOI: 10.1111/ibi.12612

Patterns and processes in shorebird survival rates: a global review / Verónica Méndez, José A. Alves, Jennifer A. Gill & Tomás G. Gunnarsson / DOI: 10.1111/ibi.12586

Any journal relies on their community for both submissions and the peer review process and we thank all those who have contributed papers or given their time to review papers for IBIS during the year.

Journal publishing and management

IBIS is published on behalf of the BOU by Wiley-Blackwell Publishing from whom we continue to receive excellent service, support and advice and the efforts of Wiley-Blackwell staff during 2018 are greatly appreciated. We have an excellent relationship with Wiley-Blackwell and maintain constant communication throughout the year with both parties striving to improve IBIS and to stay at the forefront of ornithology.

Journal impact factors and article level metrics

IBIS's 2017 2-year and 5-year Impact Factor (the number of papers published in the previous two or five years that are cited in other papers) were 2.234 and 2.152 respectively, ranking us fourth out of the 25 Ornithology journals listed by Thompson Reuters ISI. Although we have dropped two places in the rankings, the difference between second and fourth is very small. The growing body of evidence that the online attention papers receive has a measurable impact on future citation rates (Finch, O'Hanlon & Dudley 2017) gives us confidence that the fantastic work of Steve Dudley and the activities of the Engagement Committee to promote IBIS papers through social media, the BOU blog and other online platforms, will pay dividends in terms of citation rates in future. The BOU blog is a fantastic example of this, with 30 IBIS papers featured in 2018. Authors of IBIS papers are strongly encouraged to blog about their papers and to receive the excellent promotion of both the blog and paper. In 2018, 30 of our authors benefited from this opportunity which will undoubtedly have increased awareness and communication of these papers.

IBIS and our Early Career Researcher community

The BOU are very good at encouraging and looking after early career researchers (ECRs) and we were keen that the journal also reflected this ethos. In 2018, we introduced a new initiative to celebrate the achievements of our ECR authors by awarding a prize for the best paper published in IBIS each year which had a first author ECR. Astonishingly, there were 45 papers in this category in 2017, which is around 60% of the original published papers that year. Our editorial team produced a short list of nine papers which then went to a public vote and at the 2018 annual conference, Ruben Evens was awarded the prize for his paper 'Migratory pathways, stopover zones and wintering destinations of Western European Nightjars *Caprimulgus europaeus*'. We look forward to this year's competition, especially as it looks like we have an even greater percentage of papers from ECRs in 2018.

Finch, T., O'Hanlon, N., & Dudley, S. P. 2017. Tweeting birds: online mentions predict future citations in ornithology. *Royal Society Open Science*, 4. DOI: 10.1098/rsos.171371



Ruben Evens' nightjar paper was voted the best early career researcher IBIS paper of 2017. He was presented with his prize of a pair of Leica binoculars at the annual conference.

The future

The IBIS Management Committee is committed to improving journal management and to staying abreast of the fast-changing landscape that is scientific publishing. We are always keen to hear from members of our community with feedback or ideas that could help us to achieve a better journal for everyone.

Equality and diversity is very important to the BOU and, in the coming year, we are looking forward to working with our new Equality and Diversity Working Group to ensure that IBIS is doing everything it can to understand and improve equality and diversity among our editorial teams, reviewers and authors.

Meetings Committee

bou.org.uk/bou-conferences/

The Meetings Committee is responsible for maintaining the ongoing programme of BOU conferences and meetings, providing advice and support to the BOU Office and others responsible for organising and running BOU events, and overseeing the publication of output from any conference via WWW.BOUPROC.NET.

The Committee met twice during the year and also conducted business by email and telephone.

Dr Mel Orros resigned from the Committee at the end of the year and will be replaced as part of the changes to the Committee's membership during 2019.

MEETINGS COMMITTEE

Chair

Dr Darren Evans (Newcastle University)

Members

Dr José Alves (University of Aveiro, Portugal
and University of Iceland)

Dr Maria Bogdanova (CEH)

Dr David Douglas (RSPB)

Mr Steve Dudley, BOU COO

Mr Danny Heptinstall (JNCC)

Dr Cat Horswill, Conference Support Officer
(University of Glasgow)

Dr Mel Orros (Reading, UK)

Mrs Angela Langford, Journal & Office
Manager

Dr Rob Robinson (BTO)

Annual spring conference 2018 – BOU2018

The theme for the BOU annual conference (#BOU2018) was '21st Century Ornithology: challenges, opportunities and decisions' and was held at the University of Nottingham between 27–29 March. The programme organising committee were Prof Bill Sutherland (University of Cambridge), Dr Helen Baker (Joint Nature Conservation Committee, (JNCC)), Dr Darren Evans (Newcastle University) and Dr Aldina Franco (University of East Anglia).

The conference focused on new methods and approaches in ornithology that are needed if we are to understand how bird populations and distributions will respond to a range of future threats, in order to guide decision-makers and land managers. Like all BOU conferences, we attracted world-class plenary speakers and an impressive range of offered talks and posters. A total of 132 delegates attended the conference and according to their feedback, the conference was well received and the venue worked well. Once again, the BOU financially supported 39 early career researchers (ECRs) in attending the conference and ran a series of workshops – now a regular fixture at BOU annual conferences that is appreciated by the next generation of ornithologists. The theme this year was 'preparing



CODE OF CONDUCT

We welcome everyone to BOU events, be these in person at our conferences, meetings and workshops, or online events such as Twitter conferences.

We work hard to engender and promote a welcoming environment that is collaborative, supportive and engaging for everyone involved. Our events provide opportunities to share, develop and broaden viewpoints in a safe and inclusive environment.

We celebrate diversity in all its forms and expect that all our participants are respectful and considerate of each other, that they provide supportive critique, and embrace the multitude of opinions that are on offer.

If you have any concerns, or feel that any participant of an event has breached this code, or have suggestions for how we can make our events more inclusive and productive, please contact any member of the BOU staff, BOU's Meetings Committee or event organisers (named contacts are listed in all event programmes). During an event, please report any incident as soon as you feel able, to allow us to act upon your concerns.

yourself for a career in 21st century ornithology' and had three parallel sessions covering: effective international policy, led by Nicola Crockford (RSPB) and Graham Appleton (WaderTales); identifying good research questions, led by Jenny Gill (University of East Anglia) and Jen Smart (RSPB Centre for Conservation Science); and an introduction to infographics, led by Nigel Hawtin (freelance graphic artist). Conference feedback highlighted a need to assist new delegates in feeling more welcome and helping them by breaking the ice and the Committee recommended some changes for future conferences.

The conference was covered very well on social media using the #BOU2018 hashtag, with a far-reaching international audience. The vast majority of delegates rated all aspects of the conference as good or excellent, with some useful suggestions regarding sustainability that the Committee took up with the venue and shall be taking up with future hosts.

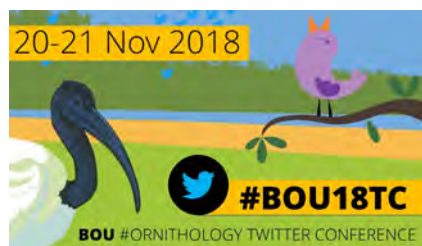
Autumn scientific meeting

The theme of our Autumn Scientific Meeting (#BOUSci18) was 'Seabirds: towards a sustainable future with renewable energies' and was held at the Great North Hotel, Peterborough on 11 October. The programme organising committee were Dr Beth Scott (University of Aberdeen), Dr Maria Bogdanova (CEH) and Danny Heptinstall (JNCC). Despite a similar conference by Marine Science Scotland being run a few weeks prior to this event (plus unsuccessful attempts by the Committee to run a joint event with them), this one-day conference was exceptional in terms of the quality of the speakers, science and discussions that took place. As the Committee are constantly looking for ways to innovate, the organisers introduced a 2-minute speed talk to programme, which was very well received (overall feedback was very positive). Although the meeting may have lost delegates due to the clash with Marine Science Scotland, it still delivered a profit of approximately £5,000 (excluding BOU staff time).

27th International Ornithological Congress

The BOU was well represented at the IOC in Vancouver, which ran between 19-26 August. We held a one-day meeting titled 'Ecology and conservation of grassland birds' organised by Dr David Douglas (RSPB Centre for Conservation Science), Dr Jen Smith (University of Texas and San Antonio) and Steve Dudley (BOU Chief Operations Officer), which ran on the registration day of the Congress. The meeting was free for IOC delegates and drew together world-leading keynote speakers from across the world. Despite lack of promotion by the IOC itself for the meeting, approximately 150 delegates attended throughout the day (with peak audience of 110 for the opening keynote talk).

The BOU also awarded travel grants to support the attendance of 12 early career researchers at the Congress, and our Chief Operations Officer, Steve Dudley, initiated and ran the first ever social media booth at a major ornithological conference, and using Twitter, we encouraged tweets on the #BOUatIOC and #IOCongress2018 tags. The BOU



Our second Twitter conference showcased research from 55 presenters across six continents, including seven invited keynotes. As for our 2017 Twitter conference we ran across a 24-hour period to take in all time zones, starting and finishing at lunchtime in the UK. This allowed researchers to present to their local audience in their local time zone/region – and those from other time zones following on by getting up early or staying up late!

The event was a huge success attracting a peak audience of over 2,600 people (average audience over the 24hrs was 2,042), of whom over 900 interacted (tweets, retweets and comments).

tweeted heavily through the Congress, including detailed threads around every plenary presentation. Steve Dudley also presented a poster and ran a social media workshop.

The presentation of the Godman Salvin Prize to Prof Kathy Martin during the local hosts' Canada Evening, attended by over 1,400 delegates, was another opportunity to raise awareness of the BOU, being the only external group represented during the evening.

Twitter conference – #BOU18TC

The BOU pioneered and ran the first general ornithology Twitter conference in 2017. Our second Twitter conference ran between 20–21 November 2018. Although the number of submissions was down at 47 (cf. 60 in 2017) we nevertheless had an audience of over 2,000 people (and a peak audience of 2,600 on day 1), which is impressive and makes this event significantly larger than the largest face-to-face event of 2018 – IOC in Vancouver with 1,600 delegates (described above). The conference was again led by Steve Dudley (BOU Chief Operations Officer) and Dr Nina O'Hanlon, BOU Engagement Committee Social Media Support Officer / Environmental Research Institute).

Supporting third-party events

The BOU were a sponsor of Seabirds 18 (Liverpool, September) and provided merchandise for the delegate packs, which along with a full-page colour advert in the delegate pack, and social media activity around the event, all served to raise publicity for us.

Improving BOU conferences

For recent BOU conferences we have been using blind review of submissions and this has been working well. We have published a conference Code of Conduct (see page 17 and BOU.ORG.UK/BOU-CONFERENCES/CODE-OF-CONDUCT/) and, working with the Engagement Committee's Equality and Diversity Working Group, are implementing equality, diversity and inclusiveness initiatives (BOU.ORG.UK/ABOUT-THE-BOU/EQUALITY-AND-DIVERSITY/) into all of our activities. This year, the organising committee of our BOU2018 annual conference was challenged by an accepted author over the small number of female presenters in the final programme. The excellent blog by Dr Helen Baker (BOU Honorary Secretary/JNCC) explains how such situations might occur and what BOU are actively doing to ensure we are effective in delivering our equality and diversity commitments as a community (BOU.ORG.UK/BLOG-BAKER-EQUALITY-DIVERSITY/).

Future events

The 2019 Annual conference (#BOU2019) is 'Tracking migration: drivers, challenges and consequences of seasonal movements' and will be held between 26–28 March. The conference returns to a previous venue at the University of Warwick and the



Image © University of Nottingham

We held a very successful annual conference in the Humanities Building at the University of Nottingham.



BOU conferences are also great social occasions and a platform for exhibitors to showcase their products and services.

GRANTS COMMITTEE

Chair

Prof Phil Atkinson (BTO)

Members

Dr Sonya Clegg (University of Oxford)

Mr Steve Dudley, BOU COO

Dr Ilya Maclean (University of Exeter)

Dr Phil Shaw (University of St Andrews)

Dr Danaë Sheehan

programme organisers are Dr Verónica Méndez (University of Iceland), Dr Wouter Vansteelant (University of Amsterdam), Dr Maria Bogdanova (Centre for Ecology and Hydrology) and Dr José Alves (University of Aveiro). Building on previous avian tracking conferences, which have been very popular, the conference will explore recent advances in our understanding of avian migration through the use of the full range of tracking techniques

The conference plenary and keynote speakers include: Dr James Gilroy (University of East Anglia, UK), Dr James Grecian (University of St Andrews, UK), Dr Lucy Hawkes (University of Exeter, UK), Dr Kyle Horton (Cornell Lab of Ornithology, US), Dr Tamar Lok (Royal Netherlands Institute for Sea Research (NIOZ)) and Prof Jane Reid (University of Aberdeen, UK). The Alfred Newton Lecture will be delivered by Prof Lei Cao (RCEES, Chinese Academy of Sciences, China).

The 2019 Autumn Scientific Meeting (#BOUSci19) is 'More from moors: future visions for the British uplands and the implications for birds' and will be held at Newcastle University on 22 November. The one-day meeting is being organised by Prof Steve Redpath (University of Aberdeen), Dr Darren Evans (Newcastle University) and Dr Juliet Young (Centre for Ecology and Hydrology), with support from Dr Maria Bogdanova (CEH/BOU Meetings Committee). With the future of the British uplands a policy priority, the conference will focus on recent developments in the natural and social sciences and how these can be integrated to provide the evidence base to direct future research, inform policy development and shape future land management, in order to get 'more from moors'.

The 2020 BOU Annual conference will focus on the theme of 'Resotration' with Dr David Douglas (RSPB) leading the organising committee. It will focus on new techniques in restoration science but could also include research/policy surrounding the 2020 biodiversity targets.

Grants Committee

bou.org.uk/grants-and-bursaries/

This Committee advises Council on the selection of research grant and bursary applications that the BOU should support.

The Committee considers applications for small research grants and career development bursaries from BOU members and those from developing countries. It also assesses



The BOU's small ornithological research grants and career development bursaries enable members to undertake small to medium scale research projects, across a wide range of subjects, around the world.

Images:
top © Jen Smart
bottom © Elfego Cuevas Domínguez

applications for the BOU John & Pat Warham Studentships, which are funded by a bequest left to the BOU by the late John and Pat Warham for the study of Sphenisciform (penguins) and Procellariiform (tubenoses) seabirds. Four fully-funded studentships are available. The second studentship was awarded in 2018.

The Committee met once during the year to consider the research grant and career development bursary applications and conducted the rest of its business by email correspondence.

Dr Danae Sheehan retired from the Committee at the end of the year and we would like to thank Danae for her input during her time with us. A new member will be appointed during 2019.

Small Ornithological Research Grant scheme

The Committee received 62 grant applications (69 in 2017, 58 in 2016), which was broadly in line with expectations. A total of 16 applications were rejected due to breaches in the submission guidelines, or because they were filtered by the Chair as being low scoring, leaving 46 to be assessed (47 in 2017, 46 in 2016). Committee members were able to view all these and request any individual application be considered in full. A total of 46 applications were initially scored by the Committee ahead of their annual meeting held on 19 February 2018.

Council approved seven awards totaling £12,089:

Elfega Cuevas (Mexico) | £1,700 (amount requested)

PhD candidate, University Andres Bello, Chile.

Does haemosporidian infection influence telomere length in a forest specialist bird species?

Rebecca Hooper (UK) | £2,000 (amount requested)

PhD candidate, University of Exeter, UK.

The secret lives of Jackdaws: exploring sexual monogamy in a socially monogamous species.

Jordan Herman (US) | £1,500 (amount requested)

PhD candidate, University of Utah, US.

Do ecologically distinct parasites have interacting effects on host fitness?

Richard Broughton (UK) | £1,389 (amount requested)

Research Ecologist, Centre for Ecology & Hydrology, UK.

Settlement patterns of a declining Afro-Palearctic migrant in Poland's Białowieża Forest.

WARHAM STUDENTSHIPS



During the year, Kirsty Franklin was appointed as our first John & Pat Warham Student. Kirsty joined the University of East Anglia's Centre for Ecology, Evolution and Conservation from Cardiff University to study the 'Round Island petrel' in September.



During the year we were pleased to announce that the University of Tasmania would host the second John & Pat Warham Studentship.

Applications from Commonwealth citizens opened in December 2018 and we hope to announce the successful applicant in mid-2019.

Fittingly, this second studentship will be on crested penguins, the same species group which formed the basis of John Warham's own PhD studies in the 1970s.

Image: Erect Crested Penguins (*Eudyptes sclateri*)
© New Zealand Royal Navy CC BY-ND 2.0

Pablo Lavinia (Argentina) | £2,000 (amount requested)

Post-Doctoral fellow, Museo Argentino de Ciencias Naturales, Argentina.

Searching for the genomic basis behind phenotypic divergence with low levels of genetic differentiation in the polytypic Rufous-collared Sparrow (*Zonotrichia capensis*) using whole-genome sequencing.

Lucy Magoolagan (UK) | £1,500 (amount requested)

Unemployed. PhD, 2017, Lancaster University, UK.

The effects of environmental stress on song development in male and female Dippers.

Sheela Turbeck (US) | £2,000 (amount requested)

PhD candidate, University of Colorado, US.

Explaining mismatches between phenotypic and genetic divergence in a rapid radiation of finch-like birds.

Career Development Bursary scheme

A total of five applications were received (10 in 2017). Of these, one failed to comply with submission guidelines and was not considered, so a total of four applications were assessed by the Committee.

Council approved two awards totaling £5,000, but only one award was taken up:

Ferran Sayol (Spain) | Awarded £2,500 (amount requested)

Unemployed. PhD, 2017, Autonomous University of Barcelona, Spain.

Big brains for big cities: Relative brain size and tolerance to urban environments in birds.

Project location: University College London, UK.

Supervisor: Alexander Pigot.

John & Pat Warham Studentships

Kirsty Franklin was appointed and took up her role as the first BOU John & Pat Warham Student which was awarded (in 2017) to the University of East Anglia (in collaboration with the Zoological Society London (ZSL) and the British Antarctic Survey), and is supervised by Prof Jenny Gill.

Out of a total of seven applications for the 2018 round, the second BOU John & Pat Warham Studentship was awarded to the University of Tasmania (Australia) to be supervised by Prof Mark Hindell. 'Quantifying the ecological factors underpinning population trends in crested penguins' will be supported Dr Norman Ratcliffe (British Antarctic Survey, UK) and Dr David Thompson (National Institute of Water and Atmospheric Research, New Zealand).

"The crested penguins (genus Eudyptes) are conspicuous and charismatic components of island ecosystems throughout the Southern Ocean. Of the seven currently recognised species, all but two breed within Australasia. Regionally, these five species exhibit contrasting population trajectories, although none are thought to be increasing. All but one species are classified as 'Endangered' or 'Vulnerable'.

Much of the pioneering research on crested penguins in the region was undertaken by John Warham, which formed the basis of his own PhD awarded in 1973 but there are still significant data gaps. The ecological processes underpinning their population trajectories are poorly understood, but issues such as changing resource base through competition, fisheries interactions or changing climates are likely to be key factors. Our capacity to address all of these issues is limited by our scant knowledge of habitat use and spatial dynamics. Establishing how Australasia's crested penguins currently utilise marine resources is, therefore, a critical first step towards their conservation and would represent a fitting tribute to John Warham's legacy." (from Mark Hindell's application)

RECORDS COMMITTEE

Chair

Mr Andrew Harrop (Rutland and Shetland)

Secretary

Dr Chris McInerney (University of Glasgow)

Members

Ms Dawn Balmer (BTO)

Mr Steve Dudley, BOU COO

Mr Paul French (BBRC Chairman)

Dr James Gilroy (University of East Anglia)

Dr Alex Lees (Manchester Metro University)

Dr Andy Musgrove (BTO)

Mr Andrew Stoddart (Norfolk, UK)

Records Committee

bou.org.uk/british-list/

The Records Committee is responsible for maintaining the British List, the official list of birds recorded in Britain.

The Committee met once during the year, in December, with other business conducted by email.

There were no changes to Committee membership during the year.

Changes to the British List

The Committee's 49th Report, covering the period from January 2018 to October 2018, was published in 2018 (IBIS 160: 936-942).

Elegant Tern *Thalasseus elegans* - admitted to Category A

White Wagtail *Motacilla alba* - subspecies *personata* added

Red-winged Blackbird *Agelaius phoeniceus* - admitted to Category A

The 49th Report also included guidelines for the assessment of Category B records.

The changes to the British List published in the Committee's 49th Report, together with taxonomic changes following the adoption of IOC taxonomy, brings the total to 616 species as at 31 December 2018.

Taxonomy



Red-winged Blackbird (North Ronaldsay, Orkney, April 2017) was one of only two species admitted to the British List in 2018.

Image © Simon Davis



Acknowledgements

The Union would like to extend its thanks and gratitude to the following individuals who have assisted with the many BOU activities throughout the year: Leica (UK) for their continued support of the British List and other BOU activities; Raurie Bowie, Dan Chamberlain, Rebecca Kimball, Dominic McCafferty, Ruedi Nager, Jeremy Wilson, Patrick Smith, all Associate Editors (listed in each issue of IBIS) and the hundreds of reviewers (listed annually in IBIS) for their continued hard work on IBIS; Mike Wilson (Alexander Library, Zoology Department, Oxford University) for his editing of the IBIS book reviews; Mathangi Ramesh, Shunmathi Murugesan, Justinia Wood, Naomi Francis-Parker, Anita Sye, Violeta Riberska, Imogen Harris and colleagues at Wiley-Blackwell Publishing for their help in delivering our high quality journal; Nigel Crocker, Richard Price and Stephen Rumsey for their excellent management of the Union's investment portfolio; Bill Sutherland (University of Cambridge), Aldina Franco (University of East Anglia), Helen Baker (JNCC) and Darren Evans (Newcastle University) for their work preparing the programme for the annual conference (21st Century Ornithology); Biotrack, NHBS, Pathtrack and Wildlife Acoustics for supporting our conferences; Beth Scott (Aberdeen University), Maria Bogdanova (CEH) and Denny Heptinstall (JNCC) for arranging the programme for the autumn meeting (Seabirds: Towards a sustainable future with renewable energies); Bob Elnor for his assistance in the BOU's attendance at the International Ornithological Congress in Vancouver; to Bird Studies Canada and the Society for Canadian Ornithologists for allowing us to present the Godman Salvin Prize at their IOC hosts' Canada Evening in Vancouver; Jody Allair (Canada), Camilo Carneiro (Portugal), Kim Dohns (Canada), Brandon Edwards (Canada), Betsy Evans (US), Garima Gupta (India), Jez Smith (UK), David Tan (Singapore), Robyn Womack (UK) for volunteering on the BOU's #IOCsocialmediaHUB in Vancouver;

cont./

The 9th edition of the British List, which now follows IOC World Bird List taxonomy, was published in December 2017 and has been adopted by *British Birds* and UK county recorders as well as being used across other BOU activities, including IBIS. Discussions at the IOC in Vancouver in August between the world's leading taxonomic groups endorsed moves towards a more unified global taxonomy.

Links with other groups

The Committee maintains close links with the British Birds Rarities Committee (BBRC). The BOURC Secretary continues to work closely with BBRC's Secretariat and other European committees, and informal links are maintained with AERC.

BOURC online intranet

The Committee operates an online intranet site that is used for the storage of images and documents to assist with its work.

Membership

At the end of the year our total membership stood at 1,159 (1,108 at 31 Dec 2017) comprising 830 full members (812 at 31 Dec 2015) and 329 reduced rate subscribers (296 at 31 Dec 16) made up of 300 early career researchers (ECRs) and 29 from developing countries.

30 resignations were received during the year, and Council noted, with sadness, the following deaths: Mr Ichiro Arita, Dr James Bynon, Sir Clive Elliott, Mr Joe Hardman, Mr Brian Sage and Mr Michael Walters.

With a membership subscription rate increase introduced for 2018, we expected an increase in lapsing members, but are very pleased with the small increase in membership at the year-end thanks to improved retention and an increase in recruitment.

Council agreed to retain subscription rates unchanged for 2019 and will review rates for 2020 during the coming year.



Acknowledgements

cont./

Yachang Cheng and Zhu Lei for running our Weibo account in China; Martin Collinson (University of Aberdeen), Pierre-André Crochet (Commission de l'Avifaune Française), Morten Bentzon Hansen (Danish Rarities Committee), Chas Holt (BBRC Secretary), Zbigniew Kajzer (Komisja Faunistyczna), Christopher König (Deutsche Avifaunistische Kommission), and Bob McGowan (National Museums of Scotland) and British Birds Rarities Committee (BBRC), Bird Observatory staff and volunteers who have assisted BOURC; Amy Buckingham at City College Peterborough (venue for BOU meetings); Maria Rogers, Mark Bailey and the conference staff at the University of Nottingham (BOU annual conference); and Tracey Richardson, Caroline Gillis and colleagues at Baldwins (accountants and auditors).

We apologise to anyone we have inadvertently omitted.

Financial review

Graham Appleton, Honorary Treasurer

There was a full review of the Union's finances during 2017, as reported last year, which led to actions designed to reduce the speed with which reserves were being spent. According to the accounts, income exceeded expenses by £86,951 during 2018, but this figure is distorted by losses in investments of £43,827, associated with global uncertainty and the effects of Brexit, and a generous legacy of £134,244. Excluding these two figures, there is an underlying loss of £3,466.

For several years, Council has sought to invest in the future of ornithology, especially by providing support for a new generation of ornithologists. Encouragement for early career researchers (ECRs) is bearing fruit; members who have received help in the past are now taking their places on our committees and organising BOU conferences. This investment process continues, with £14,589 spent on small ornithological research grants and career development bursaries. We were also able to provide travel grants totaling £9,100 for ECRs attending the 2018 International Ornithological Congress (IOC) in Vancouver and the first payment was made from the Warham Legacy, in support of the first BOU John & Pat Warham PhD studentship.

Some of the money for grants and bursaries comes from the income that we receive on our investments, particularly from endowments. We are grateful to our Investment Trustees, Nigel Crocker, Richard Price and Stephen Rumsey, who manage these funds. Stock markets were at a particularly low point on 31 December 2018, due to the uncertainty of Brexit, the shutdown of federal government in the US and trade issues between the US and China, leading to a fall of 9.3% in the value of our endowments. This cancels out the gain of 8.3% made in 2017. During the course of the year, £350,000 from the Warham Legacy was transferred to the Investment Trustees, to be invested in the medium term. It is hoped that this will maximise the number of PhD studentships that can be supported over an estimated period of eight years.

There were a number of changes to the Union's income between 2017 and 2018, the most significant being an increase in Donations & Legacies, thanks to a generous bequest of £134,244 from the Estate of Anthony Gibbs. This shows in the accounts as a debtor, due to the timing of settlement, but the money has now been received. Membership income increased by nearly 13%, in line with the first subscription change since 2005, and we were pleased to receive sponsorship of £20,000 from Leica. There was reduced conference income but this was balanced out by the reduced costs of running them. Over the last few years, we have been disposing of publications available for sale, which explains the drop in publication

income. We no longer provide any administrative support to the British Ornithologists' Club (BOC) and this item will not appear in the 2019 accounts. Fundraising and publicity costs increased by 17%, with some of the increased costs being associated with the BOU's presence at the IOC in Vancouver. Support and governance costs are down, thanks largely to lower claims for expenses from Council and committee members.

Income from IBIS accounts for half of the Union's income. Income in 2018 was 3.2% down on the very high levels achieved in 2017. We are grateful to all who give their time to the BOU, through the refereeing and review processes, and for the support we receive from Wiley-Blackwell. We continue to monitor changes in the world of publishing, working closely with Wiley-Blackwell to monitor the ways in which the push for 'open access' (or 'authors pay') publishing might impact upon journals that are produced by learned societies, such as BOU.

As required by charity accounting rules, indirect costs (staff costs and overheads) are allocated across multiple headings in the accounts. The relative amounts allocated to these headings reflect changing activities. Minor changes between 2017 and 2018 reflected the cessation of publication sales and an increase in promotional activities.

Although the BOU's finances are highly dependent upon revenue from IBIS and the future of publication income, in a world with more and more open access, is uncertain, Council is confident that the current funding model will enable the BOU to continue vigorously to promote the science of ornithology, at least in the medium term.

Responsibilities of the Trustees

The Members of Council are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and in Scotland requires the Members of Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the Members of Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Members of Council are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Council on 6 March 2019 and signed on their behalf by:

Prof Keith Hamer President

Independent auditor's report to the members of the British Ornithologists' Union for the year ended 31 December 2018

Opinion

We have audited the financial statements of British Ornithologists' Union (the 'charity') for the year ended 31 December 2018 which comprise the statement of financial activities, the balance sheet and the 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 charity's affairs as at 31 December 2018 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 were:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Members of Council have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity'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 Members of Council are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Members of Council

As explained more fully in the statement of Trustees' responsibilities, the Members of Council 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 Members of Council 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 Members of Council are responsible for assessing the charity'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 Members of Council either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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 www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Other matter

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

Use of this report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Tracey Richardson BSc (Hons) FCA (Senior Statutory Auditor)

For and on behalf of Baldwins Audit Services

Statutory Auditor

Ruthlyn House
90 Lincoln Road
Peterborough
Cambridgeshire
PE1 2SP

Baldwins Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006

BRITISH ORNITHOLOGISTS' UNION **STATEMENT OF FINANCIAL ACTIVITIES** **FOR THE YEAR ENDED 31 DECEMBER 2018**

		Unrestricted funds	Restricted funds	Endowment funds	Total 2018	Total 2017
	Notes	£	£	£	£	£
Income from:						
Donations and legacies	3	57,061	134,244	–	191,305	33,068
Charitable activities	4	140,819	–	–	140,819	155,394
Other trading activities	5	–	–	–	–	672
Investments	6	11,506	4,114	1,388	17,008	16,048
Total income and endowments		209,386	138,358	1,388	349,132	205,182
Expenditure on:						
Raising funds	7	52,989	–	–	52,989	45,172
Charitable activities	8	141,555	23,810	–	165,365	154,407
Total expenditure		194,544	23,810	–	218,354	199,579
Net gains on investments	13	(28,728)	–	(15,099)	(43,827)	25,825
Net incoming resources before transfers		(13,886)	114,548	(13,711)	86,951	31,428
Gross transfers between funds		2,381	(2,381)	–	–	–
Net movement in funds		(11,505)	112,167	(13,711)	86,951	31,428
Fund balances at 1 January 2018		546,232	454,319	147,207	1,147,758	1,116,330
Fund balances at 31 December 2018		534,727	566,486	133,496	1,234,709	1,147,758

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.



BRITISH ORNITHOLOGISTS' UNION

BALANCE SHEET AS AT 31 DECEMBER 2018

		2018	2017
	Notes	£	£
Fixed assets			
Investments	14	691,005	381,246
Current assets			
Debtors	16	170,073	69,677
Cash at bank and in hand		411,641	743,891
		<hr/>	<hr/>
		581,714	813,568
Creditors: amounts falling due within one year	17	(38,010)	(47,056)
		<hr/>	<hr/>
Net current assets		543,704	766,512
Total assets less current liabilities		<hr/> 1,234,709 <hr/>	<hr/> 1,147,758 <hr/>
Capital funds			
<u>Endowment funds - general</u>			
General endowment funds	21	133,496	147,207
Income funds			
Restricted funds	20	566,486	454,319
Unrestricted funds		534,727	546,232
		<hr/>	<hr/>
		1,234,709 <hr/>	1,147,758 <hr/>

The accounts were approved by the Members of Council on 6 March 2019

Prof Keith Hamer President



BRITISH ORNITHOLOGISTS' UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Accounting policies

Charity information

The British Ornithologists' Union is a registered charity in England and Wales (249877) and Scotland (SC044850) and is unincorporated.

The charity is a public benefit company.

The charity's place of business is:

PO Box 417, Peterborough, PE7 3FX, United Kingdom.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's trust deed, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Members of Council have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Members of Council continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Members of Council in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

BRITISH ORNITHOLOGISTS' UNION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Accounting policies (continued)

1.4 Income

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

1.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2018

1 Accounting policies (continued)

Overheads

Overhead costs are allocated to the relevant cost centres in the following proportions:

	Office costs	A F Langford remuneration	S P Dudley remuneration
Conference costs	15%	7.5%	22.5%
Management and administration	45%	47.5%	60%
IBIS publishing costs	37.5%	45%	15%
Research costs	2.5%	–	2.5%
	<hr/>	<hr/>	<hr/>
	100.00%	100.00%	100.00%
	<hr/>	<hr/>	<hr/>

These proportions were decided upon by the trustees, who believe that they represent a fair reflection of the resources expended by the charity on each activity.

1.6 Fixed asset investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2018

1 Accounting policies (continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Members of Council are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies	Unrestricted funds	Restricted funds	2018	2017
	£	£	£	£
Donations and gifts	543	-	543	709
Legacies receivable	-	134,244	134,244	-
Subscriptions	36,518	-	36,518	32,359
Sponsorship	20,000	-	20,000	-
	<hr/>	<hr/>	<hr/>	<hr/>
	57,061	134,244	191,305	33,068
	<hr/>	<hr/>	<hr/>	<hr/>
For the year ended 31 December 2017	<hr/> 33,068 <hr/>	<hr/> - <hr/>		<hr/> 33,068 <hr/>



BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

4	Charitable activities				2018	2017
					£	£
	Publication income - IBIS				99,012	102,226
	Other publication income				606	2,387
	Conference income				41,201	50,781
					<hr/>	<hr/>
					140,819	155,394
					<hr/>	<hr/>
5	Other trading activities				2018	2017
					£	£
	BOC income				-	672
					<hr/>	<hr/>
6	Investments	Unrestricted funds	Restricted funds	Endowment funds general	Total 2018	Total 2017
		£	£	£	£	£
	Income from listed investments	10,635	4,114	1,388	16,137	15,413
	Interest receivable	871	-	-	871	635
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
		11,506	4,114	1,388	17,008	16,048
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	For the year ended 31 December 2017	10,321	4,433	1,294		16,048
		<hr/>	<hr/>	<hr/>		<hr/>
7	Raising funds				2018	2017
	<u>Fundraising and publicity</u>				£	£
	Management costs - purchases				7,551	3,498
	Management costs - wages and salaries				39,121	35,817
	Management costs - employer's NIC				2,588	2,215
	Management costs - pension costs				3,729	3,642
					<hr/>	<hr/>
	Fundraising and publicity				52,989	45,172
					<hr/>	<hr/>

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2018

8 Charitable activities	2018	2017
	£	£
Research - administration costs	1,806	1,580
Publication costs - IBIS	49,361	47,924
Other publication costs	-	4,146
Conference costs	49,896	63,640
	101,063	117,290
Grant and bursary funding of activities (see note 9)	47,431	17,287
Share of governance costs (see note 10)	16,871	19,830
	165,365	154,407

9 Grants and bursaries payable	2018	2017
	£	£
<i>Awards payable (eight in 2018):</i>		
Elfega Cuevas (PhD candidate, University Andres Bello, Chile)	1,700	-
Rebecca Hooper (PhD candidate, University of Exeter, UK)	2,000	-
Jordan Herman (PhD candidate, University of Utah, US)	1,500	-
Richard Broughton (Research Ecologist, Centre for Ecology & Hydrology, UK)	1,389	-
Pablo Lavinia (Post-Doctoral fellow, Museo Argentino de Ciencias Naturales, Argentine)	2,000	-
Lucy Magoollagan (University Unattached. PhD, 2017, Lancaster, UK)	1,500	-
Sheela Turbeck (PhD candidate, University of Colorado, US)	2,000	-
Ferran Sayol (Unemployed. PhD, 2017, Autonomous University of Barcelona, Spain)	2,500	-
Wieland Heim (MSc student, Uni. of Potsdam, Germany)	-	2,400
William Feeney (Research Fellow, University of Queensland, Australia)	-	1,400
Alexandra McCubbin (PhD candidate, Cardiff University, UK)	-	1,500
Stephen Willis (Reader in Ecology, Durham University, UK)	-	1,500
Laura Wemer (MSc student, University of Vienna, Austria)	-	1,500
Hugo Robles (Associate Researcher, Antwerp University, Belgium)	-	1,400
Angela Ribeiro (Post-doc researcher (Marie Curie Fellow), Natural History Museum of Denmark)	-	1,155
Amanda Bourne (PhD candidate, Percy Fitzpatrick Institute of African Ornithology, South Africa)	-	1,532
Xavier Meyer (Unemployed. PhD 2015, University of Strasbourg, 2016)	-	2,400
Natalia Garcia (Post-doc Fellow, Natural History Museum of Buenos Aires, Argentina. PhD, University of Buenos Aires, Argentina, 2016)	-	2,500
Grants refunded	(68)	-
<i>Travel grants (12 in 2018):</i>		
Geneviève Blanchet (MSc student, University of Hawaii, US)	300	-
Igor Berkunsky (Post-doc, International Ornithologists' Union Psittaciformes Working Group Coordinator, Argentina)	800	-
Corey Callaghan (PhD candidate, UNSW Sydney, Australia)	800	-
Garima Gupta (PhD candidate, Newcastle University, UK)	800	-
Guillermo Fandos Guzman (Post-doc Researcher, Universidad Complutense de Madrid, Spain)	800	-
Rob Hawkes (PhD candidate, University of East Anglia, UK)	800	-
Olivia Hicks (PhD candidate, University of Liverpool, UK)	800	-
Virat Jolli (Post-doc researcher, University of Delhi, India)	800	-

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2018

9 Grants and bursaries payable (continued)

	2018 £	2017 £
Lucy Magoolagan (Unattached. PhD 2017, Lancaster University, UK)	800	-
Chima Josiah Nwaogu (PhD candidate, University of St Andrews, UK)	800	-
Amanda Trask (Post-doc researcher, University of Aberdeen, UK)	800	-
Robyn Womack (UK)	800	-
<i>Grants to institutions (one in 2018):</i>		
University of East Anglia (John & Pat Warham Studentship)	23,810	-
	<u>47,431</u>	<u>17,287</u>

10 Support and governance costs	Support costs	Governance costs	2018 £	2017 £
	£	£		
Audit fees	-	4,800	4,800	4,560
Accountancy	-	2,304	2,304	3,405
Costs of trustees' and committee meetings	-	9,767	9,767	11,865
	-	16,871	16,871	19,830
Analysed between				
Charitable activities	-	16,871	16,871	19,830

Governance costs includes payments to the auditors of £4,800 (2017 - £4,560) for audit fees and £2,304 (2017 - £1,740) for other services.

11 Members of Council

None of the Members of Council (or any persons connected with them) received any remuneration or benefits from the charity during the year.

During the year a total of 10 Members of Council were reimbursed expenses totaling £1,895 (2017 - 13 members reimbursed £2,051). These expenses represent travelling costs incurred by the Members of Council in the performance of their duties.

12 Employees

Number of employees	2018	2017
The average monthly number employees during the year was:	<u>2</u>	<u>2</u>
Employment costs	2018	2017
	£	£
Wages and salaries	70,831	67,309
Social security costs	4,555	3,802
Other pension costs	6,760	6,545
	<u>82,146</u>	<u>77,656</u>

No employee received employee benefits of more than £60,000 during the year (2017 - nil).



BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

13	Net gains/(losses) on investments	Unrestricted funds	Endowment funds general	Total 2018	Total 2017
		£	£	£	£
	Revaluation of investments	(28,728)	(15,099)	(43,827)	25,825
	For the year ended 31 December 2017	15,081	10,744		25,825
14	Fixed asset investments		Listed investments		
	Cost or valuation		£		
	At 1 January 2018		381,246		
	Additions		353,586		
	Valuation changes		(43,827)		
	At 31 December 2018		691,005		
	Carrying amount				
	At 31 December 2018		691,005		
	At 31 December 2017		381,246		
	All investments are held at valuation.				
15	Financial instruments		2018		2017
	Carrying amount of financial assets		£		£
	Debtors		35,669		58,082
	Other debtors		160		75
	Bank and cash		411,641		743,891
	Measured at cost		447,470		802,048
	Listed investments		691,005		381,246
	Measured at market value		691,005		381,246
	Carrying amount of financial liabilities				
	Other taxation and social security		2,113		1,979
	Accruals		10,033		9,487
	Measured at cost		12,146		11,466



BRITISH ORNITHOLOGISTS' UNION
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FOR THE YEAR ENDED 31 DECEMBER 2018

16 Debtors	Notes	2018 £	2017 £
Amounts falling due within one year:			
Trade debtors		35,669	58,082
Other debtors		160	75
Prepayments and accrued income		134,244	11,520
		<u>170,073</u>	<u>69,677</u>
17 Creditors: amounts falling due within one year		2018 £	2017 £
Other taxation and social security		2,113	1,979
Deferred income	18	25,864	35,590
Accruals		10,033	9,487
		<u>38,010</u>	<u>47,056</u>
18 Deferred income		2018 £	2017 £
Other deferred income		25,864	35,590

Deferred income relates to subscriptions received in advance of £15,867 (2017 - £19,486), income received in advance for the 2019 conference of £9,997 (2017 - £6,104) and sponsorship income received in advance of £nil (2017 - £10,000).

19 Pensions and other post-retirement benefits

Defined contribution pension plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

The charge to profit or loss in respect of defined contribution plans was £6,760 (2017 - £6,545).

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2018

20 **Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 Jan 2018	Movement in funds			Balance at 31 Dec 2018
	£	Income	Expenditure	Transfers	£
Research Fund	63,853	4,114	-	-	67,967
John & Pat Warham Scholarship Fund	390,466	-	(23,810)	(2,381)	364,275
Brenda & Tony Gibbs Bequest	-	134,244	-	-	134,244
	<u>454,319</u>	<u>138,358</u>	<u>(23,810)</u>	<u>(2,381)</u>	<u>566,486</u>

The Restricted Fund includes the "The John and Pat Warham Scholarship Fund" to be used for research on Sphenisciform and Procellariiform seabirds and the income arising from investments.

The transfer to the unrestricted fund represents an administration fee of 10% of the grants awarded.

Income in the year is from the "Brenda & Tony Gibbs Bequest" that is to be used for research on tracking and migration studies including the use of new technologies.

21 **Endowment funds**

Endowment funds represent assets which must be held permanently by the charity. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as restricted income. Any capital gains or losses arising on the assets form part of the fund.

	Balance at 1 Jan 2018	Income	Expenditure	Transfers	Revaluations gains and losses	Balance at 31 Dec 2018
	£	£	£	£	£	£
L & MT Fund	111,479	1,388	-	-	(10,343)	102,524
Research Fund	11,860	-	-	-	(1,579)	10,281
Hutt Legacy	23,868	-	-	-	(3,177)	20,691
	<u>147,207</u>	<u>1,388</u>	<u>-</u>	<u>-</u>	<u>(15,099)</u>	<u>133,496</u>

The Landsborough and Mary Thomson Research Fund and the Hutt Legacy represent funds set up by individual donors. The purpose of the L&MT Research Fund was to fund research. Income arising from the capital held in investments within Endowment Funds is credited to the Research Fund. The Research Fund represents permanent capital, the income from which is transferred to the fund of the same name in Restricted Funds to be spent solely on research activities (e.g. grants and bursaries). The Hutt Legacy is intended for the general purposes of the Union and interest arising from this item is credited to General Funds which itself represents investments and net assets which are held for the daily running and maintenance of the charity.



BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

22 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Endowment funds	Total 2018	Total 2017
	£	£	£	£	£
Fund balances at 31 December 2018 are represented by:					
Investments	221,795	335,714	133,496	691,005	381,246
Current assets/(liabilities)	312,932	230,772	–	543,704	766,512
	<u>534,727</u>	<u>566,486</u>	<u>133,496</u>	<u>1,234,709</u>	<u>1,147,758</u>

23 Related party transactions

There were no disclosable related party transactions during the year (2017- none).

Remuneration of key management personnel

The remuneration of key management personnel including employer pension contributions is as follows:

	2018	2017
	£	£
Aggregate compensation	<u>47,950</u>	<u>43,789</u>