

British Ornithologists' Union

advancing ornithology



Annual Report & Accounts

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英国鸟类学会会刊

2019

President's statement

Prof Juliet Vickery

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My first year as BOU President has, predictably, flown by. It really does only seem like yesterday that I received the 'baton' from Professor Keith Hamer at #BOU2019 in Warwick. During his presidency the BOU launched two new grants, IBIS maintained its place at the forefront of ornithological publishing and BOU's Twitter account rose to over 14,000 followers. Keith also oversaw the complex process by which the BOU reviewed and then adopted one of the global taxonomies - the IOC World Bird list - recognising the growing international scope of ornithology and the value of moving towards a standardised global avian taxonomy. So, first, a huge thanks to Keith for all his hard work during his term and leaving the BOU in such a good place.

2019 was a tumultuous year for the UK and brought challenges for the BOU. The annual spring conference was packed with outstanding speakers and exciting posters, enjoyed by an engaged and interactive audience. However, sadly, and perhaps reflecting 'wider-world austerity', attendance was lower than usual, leading to a financial loss. The BOU also lost income, due to the cancellation of the autumn one-day meeting and the end of sponsorship from Leica. Whilst finances remain sound they need to be more than sound if the BOU is to continue to grow and to develop ways in which we promote ornithological science and scientists - that is one challenge for the Union in coming years.

This year has seen some real BOU successes that we can build on as we start a new decade. Selecting a few highlights from the report is not easy, but for me, three stand out; determined progress towards better equality, diversity and inclusivity in the BOU; presenting the new Janet Kear Union Medal to an inspirational individual; and the scientific and social buzz at #BOU2019.

In 2019, the BOU started putting real action behind our commitment to equality, diversity and inclusivity in ornithology - moving closer to our 50:50 gender targets for Council, committees and agreeing that, from spring 2020, we will seek nominations for these positions from the entire BOU membership. In the same vein, we have also agreed to adopt more open and accountable selection process for the BOU's three major awards, by setting up an Awards Nominations Committee and opening up nominations to BOU members and, in the cases of the Godman-Salvin Prize and Alfred Newton Lecture, the wider ornithological community. These are proven measures adopted by other societies to enhance transparency and inclusivity on recruitment and awards. Council, committees, editors and staff all undertake unconscious bias training using freely available online tools, and we have adopted 'double-blind' reviewing for IBIS. to help overcome unconscious bias. This work has been driven forward by an excellent Engagement Committee and I would particularly like to thank the chair of this



Prof Lei Cao (Chinese Academy of Sciences, China) delivered the 7th Alfred Newton Lecture at the 2019 BOU Annual Conference in Warwick. Her lecture highlighted the need for global cooperation and learning, and the role citizen science is playing in China's need to study the impacts of the mass industrialisation and development on her country's environment.



In July, Mike G. Wilson became the first recipient of the BOU's newly designed Janet Kear Union Medal (see page 13).

Mike retired from his role as the IBIS Book Reviews Editor at the end of 2018, after over 20 years of dedicated service to IBIS and the BOU. Mike is also known to many as a key member of the Birds of Western Palearctic (BWP) team (from 1971), as well as translator in residence (of Russian and German texts) at the Alexander Library at the University in Oxford since 1980.

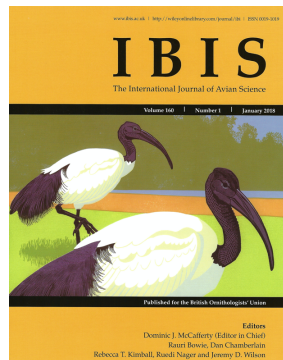
For the full citation see IBIS 161: 711-713.

committee, Dr Hugh Wright, for his dedication and attention to detail in this complex area.

Being part of an occasion that recognises amazing people for their years of hard work and extraordinary contribution to the BOU and ornithology is always a privilege, but it's a real joy when that person is a quiet, unassuming and unsung hero. It was therefore wonderful to be able to award Mike Wilson, who is all these things and more, the newly designed Janet Kear Union Medal. Mike was the IBIS Book Reviews Editor for over twenty years (see left). The presentation was made in the Oxford Natural History museum, a place where my own love of ornithological science began, with an undergraduate project on the swifts nesting in the museum tower. Mike was a source of invaluable knowledge and advice in my undergraduate and DPhil days in Oxford.

#BOU2019 was also a highlight for me. It may have made a financial loss but there were huge gains for those who attended. A brilliant Alfred Newton Lecture by Professor Lei Cao from the Chinese Academy of Sciences was followed by outstanding keynotes by internationally renowned scientists such as Jane Reid (University of Aberdeen) and Kyle Horton (Cornell Lab of Ornithology). Science is not worth doing unless it is communicated in ways that others can learn from, build on and be inspired by. Communicating ornithological science is a cornerstone of the BOU - through conferences, IBIS and social media. In 2019, the BOU's Twitter following (@IBIS_journal) increased by over 1,500 to 15,800 people, keeping it at the top of the league table for any ornithological society/journal on Twitter. We also published 64 blog posts, helped particularly by the appointment of our new Journal Publicity Support Officer, Jente Ottenburghs, who skillfully crafted 18 of these and highlighted the breadth of avian science published in IBIS. The BOU has introduced two new awards that recognise science communication excellence through Twitter and Facebook and through blogging - look out for the results early in 2020. The BOU's Chief Operations Officer, Steve Dudley, who orchestrates so much of this, is now internationally recognised for his knowledge and understanding around promoting ornithological science on social media. A huge thanks to him for blazing the trail with @IBIS_Journal and #ornithology - not to mention finally converting me to Twitter in 2019 (and I'm quietly enjoying it - but don't tell him)!

In terms of communicating science, our journal IBIS remains the BOU flagship and I would like to record my thanks to the our outstanding team of editors, headed by Editor in Chief Dominic McCafferty, our wider Associate Editor board and all the many reviewers, who give so much time to IBIS, ensuring it remains packed with high quality science. The three papers that attracted most scientific attention (for the 2018 Journal Impact Factor period) were cited 71 times (between them) and IBIS' overall Journal Impact Factor now sits at 1.994; 5th in the 28 ornithology journals listed by Thompson Reuters ISI. It's great to be in the top five but this does represent a drop from previous years and the IBIS Management Committee has been devoting a great deal of time to understanding how to navigate the changing and increasingly competitive publishing



Despite the journal publishing landscape remaining far from certain for small societies, we were pleased to agree a new publishing contract with Wiley-Blackwell taking us through to the end of 2023.



IBIS remains the Union's flagship activity and much of our marketing and promotion is centred around our journal. During the year, we strengthened our output for IBIS with the appointment of Jente Ottenburghs as our Journal Publicity Support Officer.

Jente was introduced to members in our May 2019 member newsletter.

landscape, to ensure the journal and our authors benefit from increased exposure and citation rates for papers.

The journal publishing landscape remains far from clear. This is particularly concerning for the BOU because a workable Open Access model has yet to be established which protects, as much as possible, the income small societies depend upon. Securing a good contract in this climate is increasingly challenging, so we are delighted that we have been able to agree a new contract with our existing, and excellent, publishing partner, Wiley-Blackwell, for the next four years. This gives us stability during a period in which we expect the Open Access debate to settle down and for the real impacts of the new open era on small society publishers to become better understood. Once again, many thanks to our Chief Operations Officer Steve Dudley, Honorary Treasurer Graham Appleton and Vice President Neil Bucknell for delivering this on our behalf.

The year 2020 is being termed a 'super year' for biodiversity. It will of course only be super if world leaders make decisions in Kunming, China (Convention on Biological Diversity) and Glasgow, Scotland (UN Climate Change Conference) that start to address the climate and biodiversity crisis we face. At a time when the need for science to address these environmental challenges has never been greater, I am delighted that our 2020 annual conference will focus on great science aimed at restoring bird populations and I look forward to seeing many of you there.



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 2019

BOU Staff

Chief Operations Officer

Mr Steve P. Dudley

Journal & Office Manager

Mrs Angela F. Langford

Council Officers

President Prof Juliet Vickery

Vice Presidents Mr Neil J. Bucknell
Prof Tony Fox

Honorary Secretary Dr Helen Baker

Honorary Treasurer Mr Graham F. Appleton

Ordinary Members of Council

Prof Phil Atkinson (Chair, Grants Committee),
Dr Will Cresswell, Dr Emma Cunningham,
Dr Francis Daunt (Chair, Meetings
Committee), Dr Tom Finch, Dr James Gilroy
(Chair, Records Committee), Dr Rowena
Langston, Dr Jennifer Smart (Chair, IBIS
Management Committee), Dr Rosemary
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, Prof Phil Atkinson, Dr Helen Baker, Mr Neil J. Bucknell, Dr Will Cresswell, Dr Emma Cunningham, Dr Francis Daunt, Dr Tom Finch, Prof Tony Fox, Dr James Gilroy, Dr Rowena Langston, Dr Jennifer Smart, Prof Juliet Vickery, Dr Rosemary Trevelyan 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 Graeme Buchanan, Dr Darren M. Evans and Prof Keith Hamer.

Editorial positions

At 31 December 2019 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

Investment Trustees

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 our AGM in March, Prof Juliet Vickery was elected as President replacing Prof Keith Hamer; Prof Tony Fox was elected as Vice President (replacing Prof Vickery); and Dr Francis Daunt (as Chair of Meetings Committee) and Dr Rowena Langston were elected as Ordinary members of Council, replacing Dr Graeme Buchanan and Dr Darren Evans.

We were delighted that Prof Lei Cao (Chinese Academy of Sciences, China) accepted our invitation to deliver the 7th Alfred Newton Lecture at our annual conference in Warwick in March.

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, five of our Trustees, Dr Helen Baker, Dr Will Cresswell, Dr Emma Cunningham, Dr Francis Daunt 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 & Auditor

The Union's accountant and auditor 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.

The BOU Office's key responsibilities are:

- undertake the day to day running of the BOU;
- to support BOU Council and its Committees, implementing 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 including equality and diversity items;
 - 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 and prepare annual forecasts;
- working with the IBIS Editorial Team
 - oversee and manage the manuscript process and flow for IBIS;
 - oversee marketing of the journal;
- 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.

OUR SOCIAL YEAR



@IBIS_JOURNAL

Tweets	7,541	+11%
Engagements	121,711	-34%
Organic impressions	8.3m	-7%
Followers at 31 Dec 19	15,983	+12%



IBISJOURNAL

Posts	4,357	+4%
Fans	8,673	+20%
Engagements	230,072	+33%
Impressions/reach	4,942,446	+11%
Link clicks	121,446	+10%



IBIS_JOURNAL

Followers	1,118	+11%
Posts	119	+13%
Engagements	3,534	-27%



WEIBO

英国鸟类学会会刊

Followers	8,161	+89%
Posts	42	-47%
Reads	2,531,800	+23%

Sponsorship

Leica (UK) continued to sponsor the British List and several other areas until the end of June. Whilst we are sad to lose their financial support, Leica will continue to provide prizes for some of our activities in 2020.

Conferences

BOU.ORG.UK/BOU-CONFERENCES/

We ran just the one conference in 2019, our annual conference in Warwick, although we had prepared to run an autumn meeting which was sadly cancelled. With no Twitter conferences, this was a marked reduction in conference delivery, but the Office remained fully involved with planning events for 2020 (and beyond) which will include the annual conference, a one-day autumn meeting and two global Twitter events.

Equality & Diversity

BOU.ORG.UK/ABOUT-THE-BOU/EQUALITY-AND-DIVERSITY/

See Engagement Committee (page 12).

Social media

BOU.ORG.UK/SOCIAL-MEDIA/

Social media continue to play a significant (and still increasing) role in everything we do as a society and remain our primary marketing tool. We continue to refine the use of all our social platforms to enable us to inform the wider ornithological community about our activities, including IBIS, conferences, grants and awards, and of course membership. Social media is key in our strategy to direct people to 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 of these websites.



Twitter (@IBIS_JOURNAL) remains our key platform and at the end of the year we had over 15,900 followers, maintaining @IBIS_JOURNAL as by far the largest ornithology society/journal on Twitter. Our account continues to provide 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 previously.

Our growth on Twitter continues to be notable with our follower growth increasing by 11% (cf. to 2018). Although our posted content was up 11%, our overall engagements and reach dropped against what was an exceptional performance in 2018. Since much of our content is informing the community about new papers in ornithology, it means we have no control over the substance of that content which is highly variable, covering topics right across avian science. Perhaps this drop in engagement reflects a range of published papers that did not so closely resonate with our wider community?



ALTMETRICS

ALTMETRIC.COM

Altmetrics are metrics and qualitative data that are complementary to traditional, citation-based metrics. They can include (but are not limited to) peer reviews on Faculty of 1000, citations on Wikipedia and in public policy documents, discussions on research blogs, mainstream media coverage, bookmarks on reference managers like Mendeley, and mentions on social networks such as Twitter and Facebook (not all social media contribute to altmetrics).

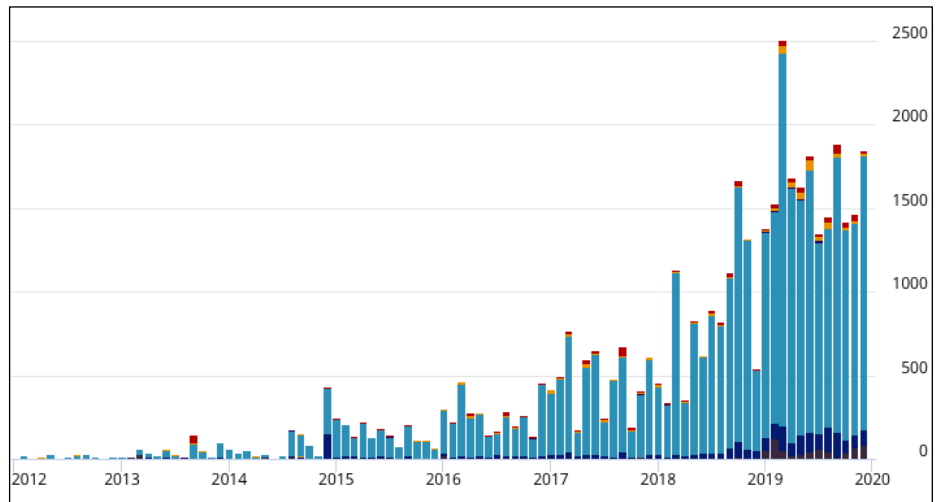
Sourced from the Web, altmetrics can reveal how often a journal is discussed and used around the world. For that reason, altmetrics have been incorporated into researchers' websites, institutional repositories, journal websites, and more.

ALTMETRICS IN ORNITHOLOGY

Altmetrics became mainstream in 2014. The BOU were quick to see the important role this new metric could play in measuring the outreach of not just our own social media activity, but online mentions of ornithological research as a whole. We have been tracking altmetrics for IBIS, as well as other ornithology journals and ecology journals which carry a significant number of ornithology articles. It was this dataset that was used to look at the impact of social mentions of ornithology articles, especially linking mentions to citations of those papers (Finch, O'Hanlon & Dudley, 2017).

For more information on the use of social media in ornithology and altmetrics see BOU.ORG.UK/SOCIAL-MEDIA/.

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



Source: Altmetric Explorer (altmetric.com/explorer) 24 January 2020.

Growth in online mentions of ornithology articles 2012-2019 (from 17 selected ornithology titles)

Ornithology articles continue to see growth in the number of overall online mentions. The figure above illustrates this growth from 2012, when the BOU started to actively promote newly published research (from IBIS and other journals) on social media, and importantly, from 2013, the establishment of the #ornithology hashtag on Twitter which has been a key driver in establishing the ornithological community on Twitter and driving Twitter's 73% contribution to ornithology's overall altmetrics (Finch, O'Hanlon & Dudley, 2017).

In 2019, from 17 selected ornithology titles, 1,973 articles received 43,907 online mentions. It's gratifying to see that mentions for IBIS articles accounted for 44% of these (19,528 mentions of 506 articles) and IBIS also received the most mentions of any ornithological journal from five of the six most important contributing streams to ornithology's overall altmetrics. The online mentions of ornithology is truly global with 62% of online mentions being recognised from 148 countries (remaining 38% are of unknown origin).

Online mentions of the top 5 altmetric-scoring ornithology journals (in 2019)

	# Articles	Mentions						
		Total	News	Blog	Twitter	Facebook	Wiki	Policy
IBIS	506	19,528	239	405	17,152	1,256	405	56
The Auk	354	3,679	198	128	2,742	179	419	3
J Ornithology	212	3,580	100	50	3,132	234	62	0
J Avian Biology	168	4,732	121	45	4,260	286	36	5
Bird Study	152	4,015	32	35	3,765	155	13	13

Date from Altmetric Explorer (altmetric.com/explorer) downloaded 24 January 2020.



WEIBO

英国鸟类学会会刊

We joined Weibo, China's largest social media platform, in 2017 and have enjoyed early growth and a high level of engagements with our article posts.



Chinese members Yachang Cheng (left) and Lei (Robbi) Zhu promote the BOU and IBIS in China by running the BOU/IBIS Weibo account. As is the case for many of our activities, volunteers enable us to massively increase the effectiveness of the BOU.



Our presence on Facebook ([FACEBOOK.COM/IBISJOURNAL](https://www.facebook.com/IBISJOURNAL)) continues to grow, with an established and expanding community on this platform. Our follower growth in 2019 increased by 20%, and combined with a modest 4% increase in output delivered a 33% increase in overall engagements reaching an average daily audience of over 3,500 people.

As in 2018, despite an increase in our own followers and output on Facebook, overall mentions of ornithology articles on this platform continues to fall; we saw a 27% decline in our own mentions and across ornithology as a whole online mentions on Facebook dropped by 73%. This almost certainly reflects the continued large number of people withdrawing from this platform (since the Cambridge Analytica scandal) and switching to other social platforms. So again, taking the ornithology sector overall, our performance and outreach makes for positive reading.



We continue to see modest but steady growth on Instagram ([IBIS_JOURNAL](https://www.instagram.com/IBIS_JOURNAL)). Our follow-base increased by 11% by the year end and our output on this non-algorithmic scoring platform remains significantly lower than that for Twitter or Facebook; posting 119 BOU/IBIS related posts attracted over 3,500 engagements.



We enjoyed our second full year on Weibo, China's largest social media platform, with another significant increase in followers (89%) and despite a reduction in the number of articles we posted, our 42 articles received over 2.5 million reads (up 23% on 2018).

E-newsletters

[BOU.ORG.UK/E-NEWSLETTERS /](https://www.bou.org.uk/e-newsletters/)

Despite a 30% reduction in our overall mailing list, due to EU GDPR legislation that came in to effect in 2018, e-newsletters remain a key medium for us to communicate BOU activities to the wider ornithological community.

We continued to send out at least two e-newsletters a month during 2019 with an 'IBIS new articles' e-newsletter appearing at the start of each month (covering articles published in the last calendar month), with other e-newsletters continuing to cover the quarterly new issue of IBIS and key BOU activities such as conferences, research grants, awards and the BOU blog.

During the second half of the year, our e-newsletters were also used to promote the North American Ornithological Conference being held in Puerto Rico in August 2020 (NAOC2020). These newsletters are part of the BOU's role as a partner society delivering NAOC2020 with over a dozen societies from across the Americas. The BOU is co-chair (with the American Ornithological Society) of the NAOC Communications and Marketing Committee, with specific responsibility for social and online marketing of the event. These newsletters will continue through 2020 up to the conference itself.



E-NEWSLETTERS

Our regular e-newsletters are sent to over 8,500 researchers, and others interested in ornithology, all around the world.



#THEBOUBLOG

Our most-read blog posts in 2019:

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

Parrots in an urban jungle

Winters are fine, cars are not – wild parrots in Germany

Johanne Martens & Friederike Woog

*Stuttgart State Natural History Museum,
Germany*



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.

Reaching over 8,500 researchers around the world, we believe this to be the largest ornithological mailing list in the world. We have invested time in building this list over many years, and although EU GDPR reduced it in 2018, looking at the data and performance since that major change, the majority of those not renewing under GDPR rules appear to be either duplicate entries (same individual with multiple email addresses), defunct addresses or people who are no longer interested in our activities. NAOC organisers invited the BOU on to the Steering Committee of NAOC2020 specifically to utilise both this mailing list and our social media presence and know-how to increase their global reach for next year's conference.

#theBOUblog

BOU.ORG.UK/BLOG/

Our blog is now the main arrival point for visitors (30%) to the BOU website and for 28% of overall website page views. During the year we published 64 blog posts (68 in 2018) of which 47 were on IBIS papers (30 in 2018) (see Engagement Committee section for more detail).

Eleven posts were articles from BOU members who received member travel grants, their posts detailing their experience of EOU2019 (Cluj, Romania) and AOC2019 (Darwin, Australia).

As reported last year, since the introduction of altmetrics in 2014 there has been a rapid increase in the number of blogs set up by societies and journals. This continues, as does the total number of posts published and picked up by Altmetric, which for 19 selected ornithology journals in 2019, accounted for 756 online mentions (548 in 2018 and a starting point of 61 in 2013) (Altmetric.com accessed 24 January 2020). The number and geographical spread of authors from third-party journals writing for #theBOUblog declined sharply in 2019 with only four articles received (24 in 2018, 42 from 13 in 2017). We believe the decline is due to many more journals, and third parties hosting their own blogs and authors are reluctant to publish away from their journal's blog. However, there are clear benefits of publishing on more than one blog; multiple blogs increase the altmetric attention score and engage with a wider audience, especially through associated social media posts, thereby increasing the probability of work being cited.

Press and media

We continue to work closely with our journal partner, Wiley-Blackwell, and as a result 2019 saw increased coverage of IBIS in the wider media and press as reflected in the number of altmetric mentions (see table on page 9).

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



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 Tom Finch (RSPB)

Dr Nina O'Hanlon, Social Media Support Officer (Environment Research Institute)

EQUALITY & DIVERSITY WORKING GROUP (EDWG)

Chair

Prof Juliet Vickery, BOU 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.

General administrative items

General correspondence (largely emails and contact forms received via the website) continues to increase and take up significant Office time. We continue to maintain a storage facility in Peterborough.

Engagement Committee

The Committee oversees engagement between the Union, its members and the wider ornithological community. It aims to advance avian science by facilitating communication and collaboration 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 also reviews the benefits that the Union provide to its members.

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

Dr Darren Evans (Chair of Meetings Committee) and Dr Rebecca Thomas retired from the Committee during the year. They both provided excellent input over several years and we thank them for their contributions.

In 2019 the Committee reviewed its honorary positions - roles that assist the BOU Office with high-priority engagement activities. The website and conference support officer roles had delivered on their objectives and so it was decided to replace these with a journal publicity support officer dedicated to raising awareness of IBIS and promoting individual articles. The new position was advertised externally and Dr Jente Ottenburghs was appointed from a strong field of candidates.

Science Communication Awards

In recent years the BOU has been at the forefront of promoting science communication within ornithology. We champion the use of social media for promoting and discussing research, and #theBOUblog is one of the most-read avian science blogs on the Web.

In 2019 we introduced two awards that recognise science communication excellence in ornithology, focusing on the primary contributors to ornithological altmetrics - social media (specifically Twitter and Facebook) and blogging. The first of these awards will be given in 2020 recognising communication excellence during 2019.

THE JANET KEAR UNION MEDAL

BOU.ORG.UK/BLOG-JANET-KEAR-UNION-MEDAL/



BOU Council asked for a fresh and contemporary design for our new Union Medal. When interest from the art community was muted, our own designer-in-residence, Steve Dudley, took on the challenge. His design was inspired by the WWF 50p piece (2011, Bison Bison) which used hieroglyphic-like icons. Steve developed an icon-based design and working with master medal producers, Thomas Fattorini, turned the concept in to reality with a group of 42 icons that worked at the small scale of the medal were arrived at, and after looking at many medal styles and finishes, the medal was cast in relief, with a high polish, sat against a stippled, matt background, and cast in sterling silver (as the original Union Medal was when introduced in 1912).



The Janet Kear Union Medal

The Union Medal was established in 1912, to recognise outstanding service by a BOU member to the Union and ornithology. In 2019 the medal was redesigned (see left and BOU.ORG.UK/BLOG-JANET-KEAR-UNION-MEDAL/ for the full story and about the icons used on the new medal), providing an opportunity to recognise a particularly outstanding member, renaming this award the Janet Kear Union Medal. Janet's contribution to the BOU spanned decades and included taking on several notable roles, including as President. She delivered the Alfred Newton Lecture in 1995 and was awarded the Union Medal in 1998. The BOU Council unanimously approved the Engagement Committee's suggestion to rename the Union Medal after Janet.

Equality and diversity

Entering its third year, the Equality and Diversity Working Group (EDWG) pushed forward with measures to act on the BOU's commitment to equality and diversity in ornithology. The EDWG reviewed how the BOU operates internally and researched best-practice techniques for enhancing the transparency and inclusivity of recruitment and award-giving. As a result of the EDWG's recommendations, Council approved two key changes to our nomination procedures which will start taking effect from 2020.

Firstly, the BOU will be revamping how it recruits volunteers to Council and our five standing committees. From spring 2020 we will be seeking nominations from BOU members to help fill vacant positions. Calls for nominations will be publicised via the member newsletter, email and on social media, and BOU members will be invited to nominate themselves, other BOU members, or people in the wider ornithological community. We hope this will create a more transparent and inclusive recruitment process - much more so than the existing method of seeking nominations from within the current Council and committee memberships.

Secondly, the BOU will also be introducing a more open and accountable selection process for its three major awards: the Godman-Salvin Prize for an outstanding contribution to ornithology; the Janet Kear Union Medal and the Alfred Newton Lecture. In 2020, the BOU will establish a new Award Nominations Committee tasked with setting award criteria, soliciting nominations and reviewing nominees. The Award Nominations Committee will seek to have a 50:50 gender balance across its membership comprising a combination of past award recipients and individuals drawn from an open call for nominations from BOU membership. Other Learned Societies have benefitted from a committee dedicated to improving the transparency of awards, and this is a model that the BOU is keen to replicate. For the first time, nominations for the Godman-Salvin Prize and Alfred Newton Lecture will be open to the wider ornithological community and nominations for the Janet Kear Union Medal will be open to BOU members.

As well as improving the BOU's transparency and accountability, we hope these new measures will result in a much wider and more diverse pools of recruits and nominees

EQUALITY & DIVERSITY

Gender ratio of different BOU groups and social media accounts (2019)

	male	female	not known
Council	60%	40%	
BOU committees	64%	36%	
BOU membership	62%	25%	13%
Twitter	64%	36%	
Instagram	59%	41%	
Facebook	65%	35%	2%

and enable us to work towards the target of a 50:50 male-to-female ratio in our shortlists for awards.

During 2019 we continued to progress the BOU towards its target of a 50:50 gender balance on BOU Council and committees, improving on the 70:30 split recorded in 2018. Whilst our current ratio now better reflects our membership and wider community, we still aim to reach our 50:50 target by 2022, working within the timescale constraints set by the duration of Council and Committee members' terms of office. Throughout the year, BOU Council members, committee members, staff, IBIS editors and conference organisers also continued to carry out mandatory unconscious bias training, to reduce the impact of implicit bias and subconscious stereotyping on our decision-making.

We also continued our work towards making BOU more inclusive, equitable and diverse. This included running a request for suggestions at our annual conference which not only delivered a greater than expected response, but highlighted some areas for us to tackle immediately, e.g. colour-blind guidance to conference presenters and making our conferences more inclusive to those with hearing difficulties.

Honorary positions

The Committee's Support Officers continue to assist the BOU Office with the delivery of key engagement activities. Their achievements in 2019 are outlined below.

Blog (#theBOUblog) – edited by Dr Christina Ieronymidou

64 new posts in 2019.

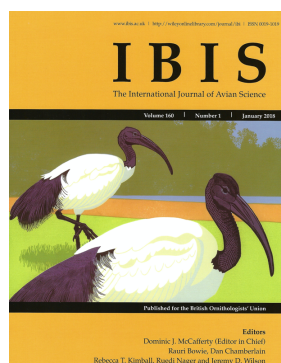
- 47 of these summarised IBIS papers
 - 29 authored by the papers' authors.
 - 18 authored by Journal Publicity Support Officer (see below)
- A series of 11 blogs written by BOU-supported members about their experience at the Australasian Ornithological Conference (AOC2019) in Darwin, Australia and the European Ornithologists' Union conference (EOU2019) in Cluj, Romania.
- Continued the Desert Island Books series, in which BOU members talk about their favourite ornithology and ecology books.
- Published two posts written by the first two BOU John & Pat Warham Students.
- The BOU blog continues to reach a global audience and is now the most visited section of the BOU website accounting for 28% of all page views.

Journal publicity – supported by Dr Jente Ottenburghs

- Produced 18 blog posts for the BOU blog summarising a variety of IBIS papers published in 2019.
 - These posts contributed 4.5% to overall 'reads' (of all posts 2012–19) of #theBOUblog.
- Tweet-promoted all of these IBIS paper blog posts.



Word cloud from our annual conference suggestions box



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)

- Jointly with the Social Media Support Officer, referenced IBIS papers on Wikipedia; these references contribute to each paper's Altmetric Attention Score as well as helping to improve the overall coverage of ornithology on Wikipedia

Social media – supported by Dr Nina O'Hanlon

- The BOU's Twitter account (@IBIS_journal) had over 15,800 followers at the year-end (an increase of >1,500 compared to 31 Dec 2018).
- The BOU Instagram account (@IBIS_journal) continues to grow with over 1,100 followers. The account posts focus on IBIS papers, BOU blogs, BOU events and the British List.
- Live-tweeting at the BOU annual conference ensures this event, and the research presented, reaches an online audience far beyond the conference itself.

Looking ahead

BOU has had great success in engaging with early career researchers (ECR) over the last six years, providing benefits such as reduced membership subscriptions, concessionary conference rates and specially tailored workshops. This initiative has been particularly beneficial to students, so in 2020 the Engagement Committee will be exploring how we can extend our engagement activities to ornithologists at the next stage – those ending education and beginning their careers. For example, finishing a PhD and starting a career can be a challenging time, so we are keen that the BOU engages with these ornithologists and establishes a supportive community around them.

The EDWG will continue investigating measures to improve diversity across the Union's activities, moving beyond the issue of gender equality to support other underrepresented groups in ornithology. Meanwhile, we'll form the new Award Nominations Committee and implement the much more open and inclusive nomination procedures for awards and recruitment. We'll provide updates on our progress via our member newsletter and we'll be looking for contributions from members so we can share their news and thoughts in here too.

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. We also held an additional strategy meeting in September, to develop the future direction and management of IBIS. Other business during the year was conducted by email.



TOP CITED PAPERS

From most recent Impact Factor period (2018)

A decadal review of urban ornithology and a prospectus for the future / John M. Marzluff / DOI: 10.1111/ibi.12430

Species-specific foraging strategies and segregation mechanisms of sympatric Antarctic fulmarine petrels throughout the annual cycle / Karine Delord, Patrick Pinet, David Pinaud, Christophe Berbraud, Sophie De Grissac, Agnes Lewden, Yves Cherel, Henri Weimerskirch / DOI: 10.1111/ibi.12365

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



MOST DOWNLOADED IBIS PAPERS

Papers published in 2019

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

Evolution of avian egg shape: underlying mechanisms and the importance of taxonomic scale / Mary Caswell Stoddard, Catherine Sheard, Derya Akkaynak, Ee Hou Yong, L. Mahadevan, Joseph A. Tobias / DOI: 10.1111/ibi.12755

A review of the occurrence of inter-colony segregation of seabird foraging areas and the implications for marine environmental impact assessment / Mark Bolton, Georgia Conolly, Matthew Carroll, Ewan D. Wakefield, Richard Caldow / DOI: 10.1111/ibi.12677

Editorial team

There were no changes to the editorial team in 2019. Thanks go to the whole team who really make the journal a success. Our Editor in Chief, Dominic McCafferty, continues to do an excellent job, with the help of our great team of Editors, Rauri Bowie, Dan Chamberlain, Rebecca Kimball, Ruedi Nager and Jeremy Wilson and 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 2019, we welcomed Maria Bogdanova, Rosemarie Kentie, Lei Cao, Esther Sebastian and Chris Thaxter to the Board. Niall Burton, Taryn Morris, Lorien Pichegru and Ross Wanless retired from the Board this year and we thank them for their support and commitment during their time as Associate Editors.

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 2019 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 to ensure the journal remains at the forefront of ornithology. We must extend a special thanks to Justinia Wood, our main contact at Wiley for the last four years who, sadly for us, is moving to another team within Wiley, and who brought a renewed focus to IBIS in her time with us. We look forward to establishing an equally good relationship with her replacement, Andreas Petersen.

2019 was a very busy year on the business side of the journal and we are pleased to announce that the fruits of much hard work has delivered a new contract with Wiley-Blackwell Publishing which runs to the end of 2023. The Committee would like to thank in particular Steve Dudley, Neil Bucknell and Graham Appleton for their excellent work in negotiating the new contract.

Journal impact factors and article level metrics

IBIS's 2018 2-year Impact Factor (the number of papers published in the previous two years that are cited in other papers) was 1.994, ranking us fifth out of the 28 Ornithology journals listed by Thompson Reuters ISI.

The number of journals now making up the Ornithology category now stands at 28 – a 55% increase on the 18 listed in 2009. With more journals achieving impact factor rank, and more avian science being published, not just in the specialist ornithology journals, but across the whole of ecology and other related sectors, attracting quality manuscripts to publish is increasingly competitive.



TOP ALTMETRIC PAPERS

Papers published in 2019

A small, narrow-beaked albatross from the Pliocene of New Zealand demonstrates a higher past diversity in the feeding ecology of the Diomedaeidae / Gerald Mayr, Alan J.D. Tennyson / DOI: 10.1111/ibi.12757

Individual condition, but not fledging phenology, carries over to affect post-fledging survival in a Neotropical migrator songbird / Dean R. Evans, Keith A. Hobson, Jackson W. Kusack, Michael D. Cadman, C. Maytles Falconer, Greg W. Mitchell / DOI: 10.1111/ibi.12727

Taxonomic status of the extinct Canary Islands Oystercatcher / Tereza Senfield, Thomas J. Shannon, Hein van Grouw, Dane M. Pajmians, Erika S. Tavares, Allan J Baker, Alexander C. Lees, J. Martin Collinson / DOI: 10.1111/ibi.12778



Kristen Ellis' paper on using remote cameras to validate estimates of nest fate in shorebirds was voted the best early career researcher IBIS paper of 2018.

Using remote cameras to validate estimates of nest fate in shorebirds

Kristen S. Ellis, John F. Cavitt, Randy T. Larsen & David N. Koons.
IBIS 160: 681–687. doi: 10.1111/ibi.12607

Much of our September strategy meeting centered around looking at the changing publishing landscape, in order to gain a better understanding of the many factors that influence both the submission and citation rates of papers. The meeting generated a large 'to-do' list focusing on communication with our author community, promotion of the journal as a whole as well as individual papers, identifying opportunities to build up special issues and encouraging submission of review papers. These are some of the areas we to aim improve that should help the journal and our authors to benefit from increased exposure and citation rates for their papers.

As we move forward we will continue to build on the excellent social media presence developed by our Chief Operations Officer, Steve Dudley, and the wider activities of our Engagement Committee. Together we will promote IBIS papers across all our social platforms including our excellent BOU blog (#theBOUblog) and our electronic newsletters, which should pay dividends in terms of citation rates in future (Finch, O'Hanlon & Dudley 2017). A welcome addition to the team was the appointment of Jente Ottenburghs as Journal Publicity Support Officer in March. Jente's primary role is to write blog posts about papers published in IBIS; since March 2019, Jente has published 18 articles on #theBOUblog, highlighting the breadth of the avian science we publish.

IBIS and our Early Career Researcher community

The BOU have been very good at encouraging and looking after early career researchers (ECRs) and we were keen that the journal should also reflected this ethos. To celebrate the achievements of our ECR authors we award an annual prize for the best paper published in IBIS each year which had an ECR as first author. Astonishingly, there were 60 papers in this category in 2018, which is around 70% of the original published papers that year. Our editorial team produced a short list of three papers which then went to a public vote and, at the 2019 BOU annual conference, Kristen Ellis (Colorado State University & Brigham Young University, USA) was awarded (in absentia) the prize for her paper 'Using remote cameras to validate estimates of nest fate in shorebirds'.

The future

The journal could not operate without the support of members of our community, who submit high quality papers and contribute freely of their time to assist with the review and editorial process which keeps IBIS at the forefront of publishing in ornithology. Thank you!

We are extremely keen to hear from members of our community with feedback or ideas that could help us to achieve a better journal for everyone. Authors (published and prospective) can do this via our own IBIS author contact form on the BOU website (BOU.ORG.UK/IBIS/AUTHOR-CONTACT-FORM/) and by replying to Wiley's 'Voice of the Author' surveys after publishing with us (our authors are contacted directly by Wiley).

MEETINGS COMMITTEE

Chair

Dr Francis Daunt (UK Centre for Ecology & Hydrology)

Members

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

Dr Maria Bogdanova (UK Centre for Ecology & Hydrology)

Dr David Douglas (RSPB)

Mr Steve Dudley, BOU COO

Mr Danny Heptinstall (JNCC)

Mrs Angela Langford, Journal & Office Manager

Dr Cat Morrison

Dr Rob Robinson (BTO)

Dr Amanda Trask (Institute of Zoology)

The landscape of scientific publishing is developing at pace and the IBIS Management Committee is dedicated to improving journal management and staying abreast of the changes in publishing.

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.

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

The Committee welcomed Dr Francis Daunt as Chair and Drs Amanda Trask and Cat Morrison as new members during the year. Dr David Douglas was due to complete his term in 2019 but agreed to stay on another year since he is the Chair of the Scientific Programme Committee for the upcoming BOU 2020 annual conference on 'restoring bird populations'.

Council approved a recommendation that the Committee membership can be extended for a further two years beyond an individual's current four-year term. Dr Rob Robinson was the first member to undertake this extension. Despite this, the Committee is one person short and we aim to recruit a new member in early 2020.

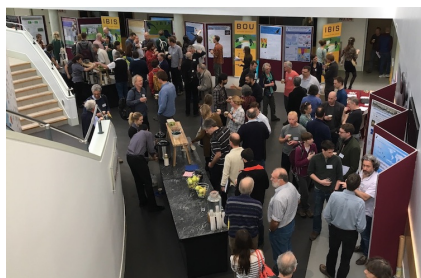
Annual spring conference 2019 – BOU2019

The theme for the BOU annual conference (BOU2019) was 'Tracking migration: drivers, challenges and consequences of seasonal movements' and was held at the University of Warwick on 26-28 March. The Scientific Programme Committee comprised Verónica Méndez (Co-Chair; University of Iceland), Wouter Vansteelant (Co-Chair; University of Amsterdam), Maria Bogdanova (UK Centre for Ecology & Hydrology) and José Alves (University of Aveiro). It was the third in a series of conferences associated with bird tracking, following 'Avian tracking' (2015) and 'From avian tracking to population processes' (2017).

Migration has long captured the human mind and ingenious ways to unravel the processes involved in bird migration have long been at the core of ornithological research. Techniques such as ringing, the use of radars and flight tunnels and the deployment of bio-logging devices have gradually expanded our knowledge of this behaviour. Recent advances in tracking technologies have allowed us to quantify migratory movements throughout the annual and life cycles in greater detail than ever before, leading to a renewed widespread interest in the field. The conference explored



We held a very successful annual conference in the Ramphal Building at the University of Warwick.



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

recent advances in our understanding of avian migration through the use of any tracking technique, from large scale migratory pulses and fluxes to individual variation in phenology and routes; the implications of behavioural flexibility for distribution and demography of migrants (connectivity and fitness trade-offs); and the development and maintenance of migratory strategies at the individual (ontogeny and life-long tracking) and population levels (partial migration and transgenerational changes). The programme was excellent with a strong keynote speaker line-up: Prof Lei Cao (RCEES, Chinese Academy of Sciences) delivered the Alfred Newton Lecture; with other keynotes Dr James Gilroy (University of East Anglia), Dr James Grecian (University of St Andrews), Dr Lucy Hawkes (University of Exeter), Dr Kyle Horton (Cornell Lab of Ornithology), Dr Tamar Lok (Royal Netherlands Institute for Sea Research - NIOZ) and Prof Jane Reid (University of Aberdeen).

With avian tracking events previously providing some of our highest conference attendances, we moved the 2019 conference back to the larger University of Warwick venue, used in 2017, to accommodate the expected higher numbers. However, those numbers did not materialize; a total of 122 delegates attended the conference and as a result the conference made a significant loss. The Committee felt that the low numbers were possibly due to the current financial situation in many organisations, and there being too many conferences too close together, particularly for those working on seabirds (for which very few people attended BOU2019).

Overall feedback received for the event was very positive and the conference was well supported on social media by the BOU's social media team.

As a result of not reaching our target attendance at a more expensive venue, future annual conferences will be held at the University of Nottingham with a maximum of 150 delegates - thus preventing the risk of future financial losses if numbers again fall short.

Once again, the BOU financially supported early career researchers (ECRs) in attending the conference and ran three ECR workshops on the themes of 'how to review a paper', 'grant writing' and 'giving presentations'.

Autumn scientific meeting 2019

The planned meeting, entitled "More from Moors", was on the theme of moorland ecology. The British uplands have considerable environmental, social and economic value and are internationally important for their unique plant and bird assemblages. Multiple drivers of change are causing significant declines of upland birds and the deterioration of once diverse and flourishing landscapes, but a detailed understanding of the central causes of change and mitigation options is lacking. A key question is whether we need a radical new vision regarding the future management of the uplands.

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.

The intention was therefore to bring leading experts (researchers, land managers, policy-makers and conservationists) to share and build on current knowledge, explore alternative visions and consider how the uplands can deliver multiple benefits for people and biodiversity. With the future of the British uplands a policy priority, the conference was going to 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.

Unfortunately, we had to cancel the meeting as we did not receive enough interest to deliver a full programme. Reasons for this are challenging to fully understand, but it was potentially because organisers were developing plans for a workshop-style event, which may have reduced the attractiveness to some potential speakers, and we may have overestimated the amount of new research being undertaken on birds in the British uplands.

Twitter conferences

We didn't hold any BOU Twitter conference in 2019, but did support the World Seabird Twitter Conference (#WSTC5) which was held 9-11 April. We have two events planned for 2020 and will again be supporting WSTC (see page 21).

Third party conferences

The BOU awarded 11 travel awards to BOU members presenting their work at the European Ornithologists' Union conference (EOU2019) in Cluj, Romania and the Australian Ornithological Conference (AOC2019) in Darwin. All recipients have produced blog posts on their experience and views on these events, excerpts of which have been used in recent member newsletters.

Future events

The 2020 BOU Annual conference will focus on the theme of 'Restoration of Bird Populations' with Dr David Douglas (RSPB) leading the organising committee, supported by Drs Nancy Ockendon (Endangered Landscapes Programme), Geoff Hilton (Wildfowl & Wetlands Trust) and Amanda Trask (Institute of Zoology). It will take place at the University of Nottingham on 7-9 April 2020. The focus will be on new techniques in restoration science but will also include research/policy surrounding the 2020 biodiversity targets. The natural world is under huge pressure from human activity, placing bird populations and their habitats at risk. At the same time, there is growing recognition that avian conservation should look beyond slowing species' declines and avoiding extinction, to actively restoring avian abundance and diversity in landscapes and working to restore whole ecosystems. Despite the challenges facing nature, our understanding of how to restore species and ecosystems has never been greater, and the momentum for ecological restoration is building globally. Restoring bird populations requires working at a range of scales, from individual animals to whole ecosystems, and from local sites to whole flyways. Birds can be indicators of recovery



TWITTER CONFERENCES

After a year off in 2019 (although we supported the 5th World Seabird Twitter Conference, #WSTC5, in April) we will again be hosting Twitter conferences in 2020 and will again be supporting WSTC.

#WSTC6

4 – 6 May 2020

We will again be supporting the World Seabird Twitter Conference as we did in #WSTC5 in 2019 with increased promotion and reach across the wider ornithological community.

#ISTC20

7 – 8 October 2020

International Shorebird Twitter Conference 2020 – will be run jointly with the Wader Study Group as part of their 50th anniversary celebrations.

#BOUsci20

24 November 2020

Climate change and birds – when we will run a live Twitter event either side and during our autumn one-day meeting – Climate change and birds: solutions to the crises.

trajectories for entire ecosystems and can be integral to the success of habitat restoration, for example through their functional roles as predators, scavengers and dispersal agents. The conference will bring together the latest science underpinning the restoration of bird species and their ecosystems, focussing on successes, challenges and future directions. Professor Carl Jones (Durrell Wildlife Conservation Trust) will deliver the Alfred Newton Lecture and other keynotes will be given by Dr Malcolm Ausden (RSPB), Mary Colwell (Freelance producer and writer), Nicola Crockford (RSPB), Dr John Ewen (Institute of Zoology), Dr Julie Savidge (Colorado State University), Dr Joe Tobias (University College London) and Dr Karen Varnham (RSPB).

In October we will be running a Twitter conference with the International Wader Study Group (IWSG) in the week leading up to their own 50th anniversary conference in Germany. This joint event will be focused on shorebird research and we aim to run another of our general ornithology Twitter conferences in 2021.

The 2020 autumn scientific meeting is entitled 'Climate change and birds: solutions to the crisis' and will take place in Peterborough on 24 November 2020. The planet is now experiencing the effects of current climate and ecological crises, with an urgent need to reduce greenhouse gas emissions. Future warming is projected to far exceed the current 1.5°C target, so the need to adapt to climate change is also critical. This one-day conference will bring together scientists, conservationists and policy experts to use what we know about the impacts of climate change on birds to understand future vulnerabilities. We will also examine the evidence that adapting our conservation practice will provide solutions to the climate crisis for birds. In particular, we will consider different approaches to estimating future impacts of climate change on birds and their habitats, and how these can inform adaptation needs. Given that forecasting the future is always difficult, we will look at the impact of uncertainty upon decision-making for policy and practice. How we might adapt biodiversity conservation to make climate smart choices has been much discussed, considering potential implications for landscapes, protected site management and species. There is an urgent need for evidence to inform decision-making, and to consider what level of adaptation will be sufficient. Using a range of studies, we will review what we know and identify key knowledge gaps that will inform future work. As an output from the conference, we aim to write a ten-year update of a previously published IBIS Viewpoint from the 2010 BOU conference 'Birds and Climate Change'. The conference is being organised by Drs James Pearce-Higgins (BTO), Francis Daunt (UK Centre for Ecology & Hydrology), Jo Gilbert (RSPB) and Christine Howard (Durham University). Keynote speakers are Alexsi Lehikoinen (University of Helsinki), Beth Scott (University of Aberdeen) and Graham White (RSPB).

Improving BOU conferences

Following feedback that conferences could be a good opportunity to facilitate postdocs in building a peer community, the Committee agreed to trial a workshop for postdocs to run in parallel to the ECR workshops at the 2020 annual conference. The postdocs themselves will drive and deliver the event.

The Committee agreed to retain our two normal oral presentation lengths (talk time + question time) of 30 mins for keynotes and 15 mins for ordinary presentations. However, we agreed to give organisers the maximum flexibility to ensure that sessions were not too long and breaks too short, including making full use of the successful and popular 2-minute speed talks first undertaken at the 2018 autumn meeting.

The use of blind review of submissions continues to work well for BOU conferences. We have published a conference Code of Conduct (see page 19 and BOU.ORD.UK/BOU-CONFERENCES/CODE-OF-CONDUCT/) and are implementing equality, diversity and inclusiveness initiatives (BOU.ORG.UK/ABOUT-THE-BOU/EQUALITY-AND-DIVERSITY/) into all of our activities, working with the Engagement Committee's Equality and Diversity Working Group,.

Discussions have taken place with Nottingham University to improve the delegate experience for our events held there. The primary concern centred on the use of plastics, and the university have given assurances that this and other concerns raised with them after our 2018 annual conference will be addressed ahead of the 2020 annual conference.

The Committee agreed that the catering for all future conferences, starting with the 2020 annual conference, would be vegetarian (with the usual vegan and other dietary options available).

The BOU is planning to increase the number of autumn conferences from one to two from 2021.

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 Sam Patrick (University of Liverpool)

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 applications for the BOU John & Pat Warham Studentships, which are funded by a



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 © Rebecca Laidlaw
bottom © Daniel Cox

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 and third students were appointed in 2019 (see below).

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

Dr Phil Shaw (University of St Andrews) retired from the Committee at the end of the year and we would like to thank Phil for his greatly valued input during his two terms on the Committee. Dr Sam Patrick (University of Liverpool) joined us to replace Phil.

Small Ornithological Research Grant scheme

The Committee received 55 grant applications (62 in 2018, 68 in 2017, 58 in 2016), which was broadly in line with expectations. A total of four applications were rejected due to breaches in submission criteria, leaving 46 to be assessed (48 in 2018, 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 33 applications were initially scored by the Committee ahead of their annual meeting held on 14 February 2019.

Council approved six awards totaling £8,288:

Spencer Schubert (US) | £1,966 (amount requested)

PhD candidate, Old Dominion University Andres Bello, US.

Linking frugivory to seed dispersal: Testing predictions from plant-frugivore networks through molecular identification of avian seed dispersers.

Joe Wynn (UK) | £1,500 (amount requested)

PhD candidate, University of Oxford, UK.

Do Pelagic Seabirds Calibrate A Magnetic Compass Using Twilight Cues?

Ashley Sendell-Price (UK) | £1,499 (amount requested)

PhD candidate, University of Oxford, UK.

Assessing the prevalence, distribution and origins of avian malaria within the introduced avifauna of the Society archipelago, French Polynesia.

Xena Marie Mapel (US) | £1,750 (amount requested)

Masters Student, University of New Mexico, US.

Coevolution of avian hosts and malarial parasites across a gradient of isolation.

Rosemarie Kentie (the Netherlands) | £823 (requested £1,646)

Post-Doctoral researcher, NIOZ Royal Netherlands Institute for Sea Research.

Family dinner: do parents of Lesser Black-backed and Herring Gulls adapt their foraging behaviour to their chicks' needs.

JOHN & PAT WARHAM STUDENTSHIPS



In 2018 Kirsty Franklin was appointed as our first John & Pat Warham Student at the University of East Anglia, UK.



At the start of 2019, Paige Green was appointed as our second John & Pat Warham Student at University of Tasmania, Australia.

Chentao Wei (China) | £1,000 (requested £2,000)

Post-Doctoral researcher, Sun Yat-sen University, China.

Phylogeography and integrative taxonomy of Japanese bush-warbler complex sensu lato *Horornis diphone/canturians*.

Career Development Bursary scheme

A total of seven applications were received (5 in 2018, 10 in 2017, 6 in 2016). Of these, two failed to comply with submission guidelines and were not considered, so a total of five applications were assessed by the Committee.

Council approved two awards totaling £5,000:

Sarah Saldanha (Canada) | Awarded £2,500 (amount requested)

Unemployed. Volunteering research technician with the Acylon Program. MSc, 2016, Dalhousie University, Canada.

Project: Investigating the foraging ecology of Red-billed Tropicbirds around Cape Verde.

Project location: Institut de Recherche pour le Developement (IRD), France.

Supervisor: Samantha Cox.

Zitan Song (China) | Awarded £2,500 (amount requested)

Post-Doctoral researcher, Sun Yat-sen University, China.

Project: Social organization in weavers: re-analysing Crook's hypotheses using modern comparative methods.

Project location: University of Bath, UK.

Supervisor: Tamás Székely.

John & Pat Warham Studentships

Kirsty Franklin, University of East Anglia, UK

The 'Round Island petrel' conundrum

Principal supervisor: Prof Jennifer Gill

Kirsty completed her first year studying Round Island petrels and wrote an article about her experiences which featured in our member newsletter (November 2019) and as a blog post (BOU.ORG.UK/BLOG-FRANKLIN-ROUND-ISLAND-PETREL/).

Paige Greene, University of Tasmania, Australia

Quantifying the ecological factors underpinning population trends in crested penguins

Principal supervisor: Prof Mark Hindell

Paige, our second BOU-funded student, commenced her PhD in June 2019 on the ecological factors underpinning the population trends of crested penguins. Paige wrote an article about her first visit to the Bounty Islands which is featured as a blog post (BOU.ORG.UK/BLOG-GREEN-IN-THE-FOOTSTEPS-OF-JOHN-WARHAM/) and will feature in the May 2020 BOU member newsletter.

JOHN & PAT WARHAM STUDENTSHIPS (cont)



At the end of year, Émile Brisson-Curadeau was appointed as our third John & Pat Warham Student at McGill University, Canada.

Émile Brisson-Curadeau, McGill University, Canada

Foraging behaviour of King Penguins under extreme climatic events

Principal supervisor: Dr Kyle Elliott

Out of a total of six applications for our 2020 award, one was rejected as it did not meet submission criteria. The third John and Pat Warham studentship was awarded to Dr Kyle Elliott at McGill University (Canada), and supervised by Dr Elliott and Charles-André Bost (Centre d'Etudes Biologiques de Chisé, France) working across three continents.

The project will study King Penguins to understand how they respond to sea current disturbance during years of extreme climatic conditions and what they tell us about the broader ecosystem. The PhD thesis will determine where predators capture prey and how that is influenced by temperature profiles. Those relationships will then be integrated into a long-term dataset, to examine how marine heat-waves reverberate up the food web to influence King Penguin demography.

From 35 applicants, four were selected for interview, following which Émile Brisson-Curadeau was appointed as the third BOU-funded student to undertake this project. Émile completed his MSc with Dr Kyle Elliott at McGill University in 2018. His evaluation and interview for this position was undertaken independent of Dr Elliott by co-project supervisor Dr Charles-André Bost (Centre d'Etudes Biologiques de Chisé, France) and an independent researcher from McGill University, Dr Jessica Head. In addition, during the selection process to select those for interview, any applicant with past association with either Dr Elliott's or Dr Charles-André Bost's labs, were deducted points from their selection criteria score. The BOU is satisfied that the selection process was open, fair and robust.

Émile will commence his project in early 2020.

Fourth studentship

We will be advertising the fourth John & Warham Studentship in early 2020.

RECORDS COMMITTEE

Chair

Dr James Gilroy (University of East Anglia)

Secretary

Dr Chris McInerney (University of Glasgow)

Members

Ms Dawn Balmer (BTO)

Mr Chris Batty (Lancashire)

Mr Steve Dudley, BOU COO

Mr Paul French (BBRC Chairman)

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 with other business conducted by email.

Andrew Harrow retired as Chair of the Committee in March 2019. We are enormously grateful for Andrew's hard work and leadership over the course of his term. Dr James

Gilroy has now replaced Andrew as Chair, and we welcomed Chris Batty as an Ordinary member of the Committee.

Changes to the British List

The Committee's 50th Report, covering the period from October 2018 to September 2019, was published in October (IBIS 162: 263-268).

- Cackling Goose *Branta hutchinsii* – subspecies *hutchinsii* added
- Egyptian Goose *Alopochen aegyptiaca*– added to Category C5
- Falcated Duck *Mareca falcata* – admitted to Category A
- Dalmatian Pelican *Pelecanus crispus* – admitted to Category A
- Little Auk *Alle alle*– subspecies *polaris* added
- White-rumped Swift *Apus caffer*– admitted to Category A
- Lesser Whitethroat *Sylvia curruca*– subspecies *halimodendri* added
- Eastern Orphean Warbler *Sylvia crassirostris* – admitted to Category A
- White-crowned Sparrow *Zonotrichia leucophrys* – subspecies *gambelii* and *leucophrys* added



Dalmatian Pelican (Cornwall, May 2016) was one of three species admitted to the British List in the Records Committee's 50th report.

Image © Penwith Nature

The changes to the British List published in the Committee's 50th Report, together with taxonomic changes in line with IOC taxonomy, brings the total to 619 species as at 31 December 2019.

Taxonomy

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.

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 Association of European Records Committees (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.

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 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; Richard Sale (Alexander Library, Zoology Department, Oxford University) for his editing of the IBIS book reviews; Shunmathi Murugesan, Justinia Wood, Anita Sye, Violeta Riberska 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; Verónica Méndez (Co-Chair; University of Iceland), Wouter Vansteelant (Co-Chair; University of Amsterdam), Maria Bogdanova (UK Centre for Ecology & Hydrology) and José Alves (University of Aveiro) for their work preparing the programme for the annual conference (Tracking migration: drivers, challenges and consequences of seasonal movements); Biotrack/Lotek, NHBS, Pathtrack and Wildlife Acoustics for supporting our annual conference; Yachang Cheng and Zhu Lei for running our Weibo account in China; Chas Holt (BBRC Secretary), Bob McGowan (National Museums of Scotland) and British Birds Rarities Committee (BBRC), Bird Observatory staff and volunteers who have assisted BOU; Natasha Hall at City College Peterborough (venue for BOU meetings); Jane Gray and the conference staff at the University of Warwick (BOU annual conference); and Tracey Richardson, Caroline Gillis and colleagues at Baldwins (accountants and auditors).

We apologise to anyone we have inadvertently omitted.

Membership

At the end of the year our total membership stood at 1,022 (1,159 at 31 Dec 2018) comprising 725 full members (830 at 31 Dec 2018) and 297 reduced rate subscribers (329 at 31 Dec 18) made up of 282 early career researchers (ECRs) and 15 from developing countries.

32 resignations were received during the year, and Council noted, with sadness, the following deaths: Dr P J Cowan, Mr Edward Cowley, Mr William Curtis, Mr James Ferguson-Lees, Ms Anita Gamauf, Mr Paul Maes, Mr J Martin, Mr Charles Millican, Dr Clive Minton, Dr Mark Rehfisch, Mr Brian Sage and Mr Joe Sultana.

Having ridden the membership subscription rate increase in 2018 and seen a small increase in members during that year, it's disappointing that we've now seen a greater than expected dip in membership this year. Recruitment for the year was above average, so it's the loss of existing members that drove this downward turn and during the year we received a slightly higher number of resignations and more than average notice of members passing away.

Subscription rates remained unchanged for 2019 but following review, and in light of reducing membership and increased costs coming into effect during 2020, Council agreed to a membership subscription increase to be implemented from mid-2020.

Financial review

Graham Appleton, Honorary Treasurer

2019 was a tricky year for the Union's finances, rescued somewhat by income from and an increased valuation of the Union's endowments and restricted funds. These pay for the John & Pat Warham Studentships, help to support ornithological research and provide travel grants. There were net gains of £81,612 in the value of investments over the course of 2019 and this is reflected in the £55,730 increase in the balance sheet. If the increase in investments were to be excluded, the Union's assets would have dropped by £25,882

Council set a budget for 2019 that was designed to reduce reserves, in line with the Union's charitable aims. Three unexpected changes all affected this budget negatively, the first two of which may have been connected to uncertainty associated with the timing and outcomes of the Brexit process. In last year's report, I wrote about a three-year agreement with Leica to provide £20,000 per year in sponsorship for three years. Unfortunately, the company found it necessary to withdraw this offer after eighteen months, reducing income in 2019 by £10,000. Financial pressures across the academic and NGO sectors are reducing money available for conferences and we were saddened not to attract the contracted number of delegates for the annual conference at Warwick. The third disappointment was the cancellation of the autumn one-day conference.

The scale of losses in 2019 are somewhat overshadowed in the accounts by another good year for IBIS and significant increase in investments, after falls in 2018. Much of the latter change is linked to global markets. Our ability to maximise income and growth of funds that have been left to the BOU, in the form of restricted funds and endowments, is evidence of sound advice from our Investment Trustees, to whom Council is most grateful. Income from investments was £37,936, which is over twice as much as in 2018 (£17,008). This is accounted for by a more buoyant global economy and the addition of the John & Pat Warham Legacy to the investment portfolio. Careful stewardship has enabled Council to decide that there will be a fourth PhD project, funded by the John & Pat Warham Legacy. The Investment Trustees have agreed to take responsibility for the Brenda & Anthony Gibbs Bequest, the terms of which will be outlined in next year's report, once finalised by the Grants Committee, who will be overseeing the disbursement of these funds.

2019 was another good year for IBIS, thanks to unanticipatedly strong sales by Wiley-Blackwell. Income was £108,176, which is far in excess of the budget figure of £80,000. This is the third year in a row in which the final, declared figure has been significantly higher than that forecast by the publishers.

One other point of note within the accounts is a 10% drop in membership income, at least in part associated with weaker-than-hoped conference attendance. Council will need to continue to monitor the viability of conferences, given that conference costs exceeded income by £27,982 in 2019, following a loss of £8,695 in 2018.

As is the case for many other learned societies, the BOU relies heavily upon publishing income. The advent of Open Access, which encourages a move from 'reader pays' to 'author pays', creates long-term uncertainty for the BOU. Our contract with Wiley-Blackwell, who publish IBIS, was due to end on 31 December 2021 but, during 2019, we were able to negotiate an amended contract which provides increased financial stability through to 2023. The effects of Open Access will become clearer in the next couple of years and we will use the extra time to work out a new funding model for the Union.

The new contract with Wiley-Blackwell reduces income from IBIS in 2020 and Council has agreed that we will need to increase membership fees to cover 50% of this shortfall. Some of the remaining losses will hopefully be recouped from income from popular conferences and new members. At a time when many young and recently-established ornithologists are struggling to find funding, we do not want to have to reduce support, in the form of research grants, bursaries and travel grants, to our members.

Council discusses Reserves annually, as part of the annual budget process. At the end of 2018, Unrestricted Funds stood at £534,727, rising to £610,977 during 2019. Almost all of this increase is accounted for by the change in the value of investments (up by £59,883). This has been wiped out in the first two months of 2020. Council is planning to spend between £30,000 and £40,000 of Unrestricted Funds in each of the years 2020 through to 2023. Given our reliance on IBIS and the uncertain long-term future of the current publications model, Council has agreed that it is prudent to hold reserves of £350,000 (c.f. current annual expenditure £250,000).

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.

Staff remuneration is reviewed annually in January by the principal officers (President, Honorary Treasurer and Honorary Secretary). The decision on whether to make a pay award is contingent on affordability and the 12-month average CPIH for the previous calendar year. Benchmarking of pay and pension against comparators within the same sector, including the main avian research charities, is undertaken periodically according to availability and affordability of information.

Approved by the Council on 11 March 2020 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Juliet Vickery', written in a cursive style.

Prof Juliet Vickery President

Independent auditor's report

to the members of the British Ornithologists' Union

for the year ended 31 December 2019

Opinion

We have audited the financial statements of British Ornithologists' Union (the 'charity') for the year ended 31 December 2019 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 2019 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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.

A handwritten signature in black ink, appearing to read 'Tracey Richardson'.

Tracey Richardson BSc (Hons) FCA (Senior Statutory Auditor)
For and on behalf of Baldwins Audit Services

26 March 2020

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 2019**

		Unrestricted funds	Restricted funds	Endowment funds	Total 2019	Total 2018
	Notes	£	£	£	£	£
<u>Income from:</u>						
Donations and legacies	3	42,997	–	–	42,997	191,305
Charitable activities	4	143,195	–	–	143,195	140,819
Investments	5	32,065	4,323	1,548	37,936	17,008
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total income and endowments		218,257	4,323	1,548	244,128	349,132
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<u>Expenditure on:</u>						
Raising funds	6	53,878	–	–	53,878	52,989
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Charitable activities	7	152,368	43,764	–	196,132	165,365
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		206,246	43,764	–	250,010	218,354
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Net gains on investments	12	59,883	–	21,729	81,612	(43,827)
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Net incoming resources before transfers		71,894	(39,441)	23,277	55,730	86,951
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Gross transfers between funds		4,376	(4,376)	–	–	–
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds		76,270	(43,817)	23,277	55,730	86,951
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 1 January 2018		534,727	566,486	133,496	1,234,709	1,147,758
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Fund balances at 31 December 2019		610,997	522,669	156,773	1,290,439	1,234,709
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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 2019

		2019	2018
	Notes	£	£
Fixed assets			
Investments	13	776,616	691,005
Current assets			
Debtors	15	57,178	170,073
Cash at bank and in hand		499,355	411,641
		556,533	581,714
Creditors: amounts falling due within one year	16	(42,710)	(38,010)
Net current assets		513,823	543,704
Total assets less current liabilities		1,290,439	1,234,709
Capital funds			
<u>Endowment funds - general</u>			
General endowment funds	20	156,773	133,496
Income funds			
Restricted funds	19	522,669	566,486
Unrestricted funds		610,997	534,727
		1,290,439	1,234,709

The accounts were approved by the Members of Council on 11 March 2020.

Prof Juliet Vickery President



BRITISH ORNITHOLOGISTS' UNION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

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 2019

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 2019

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 2019

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	2019	2018
	£	£	£	£
Donations and gifts	219	-	219	543
Legacies receivable	-	-	-	134,244
Subscriptions	32,778	-	32,778	36,518
Sponsorship	10,000	-	10,000	20,000
	<u>42,997</u>	<u>-</u>	<u>42,997</u>	<u>191,305</u>
For the year ended 31 December 2018	<u><u>57,061</u></u>	<u><u>134,244</u></u>		<u><u>191,305</u></u>

BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

4	Charitable activities				2019	2018
					£	£
	Publication income - IBIS				108,176	99,012
	Other publication income				93	606
	Conference income				34,926	41,201
					143,195	140,819
5	Investments	Unrestricted funds	Restricted funds	Endowment funds general	Total 2019	Total 2018
		£	£	£	£	£
	Income from listed investments	30,989	4,323	1,548	36,860	16,137
	Interest receivable	1,076	-	-	1,076	871
		32,065	4,323	1,548	37,936	17,008
	For the year ended 31 December 2018	11,506	4,114	1,388		17,008
6	Raising funds				2019	2018
	<u>Fundraising and publicity</u>				£	£
	Management costs - purchases				6,132	7,551
	Management costs - wages and salaries				40,472	39,121
	Management costs - employer's NIC				3,209	2,588
	Management costs - pension costs				4,065	3,729
	Fundraising and publicity				53,878	52,989
7	Charitable activities				2019	2018
					£	£
	Research - administration costs				1,693	1,806
	Publication costs - IBIS				47,196	49,361
	Conference costs				62,908	49,896
					111,797	101,063
	Grant and bursary funding of activities (see note 8)				61,802	47,431
	Share of governance costs (see note 9)				22,533	16,871
					196,132	165,365

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

8 Grants and bursaries payable

	2019 £	2018 £
<u>Awards payable (eight in 2019):</u>		
Rosemarie Kentie (Postdoc researcher, NIOZ Royal Netherlands Institute for Sea Research, the Netherlands)	823	-
Xena Marie Mapel (Master's student, University of New Mexico, US)	1,750	-
Sarah Saldanha (unattached, Canada)	2,500	-
Spencer Schubert (PhD candidate, Old Dominion University, US)	1,966	-
Ashley Sendell-Price (PhD candidate, University of Oxford, UK)	1,499	-
Zitan Song (Postdoc researcher, Sun Yat-sen University, China)	2,500	-
Chentao Wei (Postdoc researcher, Sun Yat-sen University, China)	1,000	-
Joe Wynn (PhD candidate, University of Oxford, UK)	1,500	-
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, Argentina)	-	2,000
Lucy Magoolagan (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
Grants refunded		(68)
<u>Travel grants (12 in 2019):</u>		
Amparo Herrera Dueñas (Postdoc researcher, University of Groningen, the Netherlands)	300	-
Caitlan Higgott (PhD student, University of Sheffield, UK)	300	-
Koosje Lamers (PhD candidate, University of Groningen, the Netherlands)	300	-
Johanne Marie Martens (PhD student, Deakin University, Australia)	800	-
Lara Moreno Zarate (PhD student, Institute for Game and Wildlife Research, Spain)	300	-
Giulia Masoero (PhD student, University of Turku, Finland)	300	-
Alex Nicole-Harper (PhD student, University of Southampton, UK)	300	-
I. Kann Özgencil (PhD student, Universiteler Mah, Turkey)	500	-
Javier Pineda Pampleiga (PhD student, University of Madrid, Spain)	300	-
Pablo Salmón (Postdoc researcher, University of Glasgow, UK)	300	-
Claudia Tapia-Harris (PhD student, University of St Andrews, UK)	300	-
Jane Younger (Postdoc fellow, University of Bath, UK)	500	-
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
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>Carried forward</i>	18,038	23,621



BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

8 Grants and bursaries payable (continued)

	2019 £	2018 £
<i>Brought forward</i>	18,038	23,621
<u>Grants to institutions (two in 2019):</u>		
University of East Anglia (John & Pat Warham Studentship)	21,385	23,810
University of Tasmania (John & Pat Warham Studentship)	22,379	-
	61,802	47,431

9 Support and governance costs

	Support costs £	Governance costs £	2019 £	2018 £
Audit fees	-	5,000	5,000	4,800
Accountancy	-	2,524	2,524	2,304
Costs of trustees' and committee meetings	-	15,009	15,009	9,767
	-	22,533	22,533	16,871
Analysed between				
Charitable activities	-	22,533	22,533	16,871

Governance costs includes payments to the auditors of £5,000 (2018 - £4,800) for audit fees and £2,524 (2018 - £2,304) for other services.

10 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 13 Members of Council were reimbursed expenses totaling £1,658 (2018 - 10 members reimbursed £1,895). These expenses represent travelling costs incurred by the Members of Council in the performance of their duties.

11 Employees

Number of employees	2019	2018
The average monthly number employees during the year was:	2	2
Employment costs	2019	2018
	£	£
Wages and salaries	73,915	70,831
Social security costs	4,833	4,555
Other pension costs	7,344	6,760
	86,092	82,146

No employee received employee benefits of more than £60,000 during the year (2018 - nil).

BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

12	Net gains/(losses) on investments	Unrestricted funds	Endowment funds general	Total 2019	Total 2018
		£	£	£	£
	Revaluation of investments	59,883	21,729	81,612	(43,827)
	For the year ended 31 December 2018	(28,728)	(15,099)		(43,827)
13	Fixed asset investments			Listed investments	
	Cost or valuation			£	
	At 1 January 2019			691,005	
	Additions			3,999	
	Valuation changes			81,612	
	At 31 December 2019			776,616	
	Carrying amount				
	At 31 December 2019			776,616	
	At 31 December 2018			691,005	
14	Financial instruments			2019	2018
	Carrying amount of financial assets			£	£
	Debtors			44,052	35,669
	Other debtors			160	160
	Bank and cash			499,355	411,641
	Measured at cost			543,567	447,470
	Listed investments			776,616	691,005
	Measured at market value			776,616	691,005
	Carrying amount of financial liabilities				
	Other taxation and social security			2,243	2,113
	Accruals			19,686	10,033
	Measured at cost			21,929	12,146

BRITISH ORNITHOLOGISTS' UNION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2019

15 Debtors	Notes	2019 £	2018 £
Amounts falling due within one year:			
Trade debtors		44,052	35,669
Other debtors		160	160
Prepayments and accrued income		12,966	134,244
		<u>57,178</u>	<u>170,073</u>
16 Creditors: amounts falling due within one year		2019 £	2018 £
Other taxation and social security		2,243	2,113
Deferred income	17	20,781	25,864
Accruals		19,686	10,033
		<u>42,710</u>	<u>38,010</u>
17 Deferred income		2019 £	2018 £
Other deferred income		20,781	25,864

Deferred income relates to subscriptions received in advance of £13,902 (2018 – £15,867), income received in advance for the 2020 conference of £6,879 (2018 – £9,997).

18 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 £7,344 (2018 – £6,760).

BRITISH ORNITHOLOGISTS' UNION NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

19 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 2019	Movement in funds			Balance at 31 Dec 2019
	£	Income £	Expenditure £	Transfers £	£
Research Fund	67,967	4,323	-	-	72,290
John & Pat Warham Scholarship Fund	364,275	-	(43,764)	(4,376)	316,135
Brenda & Tony Gibbs Bequest	134,244	-	-	-	134,244
	<u>566,486</u>	<u>4,323</u>	<u>(43,764)</u>	<u>(4,376)</u>	<u>522,669</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.

20 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 2019	Income	Movement in funds			Balance at 31 Dec 2019
	£	£	Expenditure £	Transfers £	Revaluations gains and losses £	£
L & MT Fund	102,524	1,548	-	-	16,581	120,653
Research Fund	10,281	-	-	-	1,709	11,990
Hutt Legacy	20,691	-	-	-	3,439	24,130
	<u>133,496</u>	<u>1,548</u>	<u>-</u>	<u>-</u>	<u>21,729</u>	<u>156,773</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 restricted 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 2019

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Endowment funds	Total 2019	Total 2018
	£	£	£	£	£
Fund balances at 31 December 2019 are represented by:					
Investments	248,414	371,429	156,773	776,616	691,005
Current assets/(liabilities)	362,583	151,240	–	513,823	543,704
	<u>610,997</u>	<u>522,669</u>	<u>156,773</u>	<u>1,290,439</u>	<u>1,234,709</u>

22 Related party transactions

There were no disclosable related party transactions during the year (2018 – none).

Remuneration of key management personnel

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

	2019	2018
	£	£
Aggregate compensation	<u>50,962</u>	<u>47,950</u>