

British Humanist Association, operating as:



**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 December 2018**

**Company Number: 00228781**

**Charity Number: 285987**

## Humanists UK

### Annual Report for the year ended 31 December 2018

The Directors present their annual report along with the financial statements of the charity for the year ended 31 December 2018 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

#### Legal and Administrative Details

Status	The British Humanist Association (Humanists UK) originated as the Union of Ethical Societies in 1896, was incorporated as the Ethical Union in 1928 and became the British Humanist Association in 1967. Its working name became Humanists UK in 2017. It is a charitable company limited by guarantee, incorporated on 14 March 1928. Its governing instrument is its Articles of Association, adopted on 23 July 2011.			
	Company number:	00228781	Charity number:	285987
Registered office	39 Moreland Street London, EC1V 8BB			
Honorary officers	Chair:		Tamar Ghosh	
	Vice Chair:		Naomi Phillips	
	Treasurer:		John Adams	
Other Directors	Jenny Bartle		Guy Otten (until June 2018)	
	Tom Copley		David Pollock	
	Blaise Egan		Jeremy Rodell	
	Tamar Ghosh		Alom Shaha (until November 2018)	
	Donna Holland (from June 2018)		Imtiaz Shams	
	Ewan Main		Amy Walden	
	Ann O’Connell (from June 2018)		Alexander Williams	
President	Shappi Khorsandi			
Principal staff	Chief Executive:		Andrew Copson	
	Director of Communications & Development:		Al Ghaff	
	Director of Community Services:		Edward Prout	
	Director of IT		Andrew West	
	Director of Operations:		Catriona McLellan	
	Director of Public Affairs & Policy:		Richy Thompson	
	Head of Ceremonies:		Isabel Russo	
	Head of Education:		Luke Donnellan	
	Head of Pastoral Support:		Simon O’Donoghue	
Auditors	Messrs Knox Cropper Chartered Accountants LLP 65 Leadenhall Street, London, EC3A 2AD			

Bankers	The Co-operative Bank plc 118-120 Colmore Row, Birmingham, B3 3BA
Investment Managers	Barclays Wealth 23 Lower Brook Street, Ipswich, IP14 1AQ

## **Mission**

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

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

## **Charitable Objects**

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

## **Structure, Governance and Management**

### **Organisational structure**

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

The Trustees review their performance and skills annually and new trustees are recruited to meet any needs or gaps identified.

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

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

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

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

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

## **Public benefit**

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

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

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

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

## Report on progress towards our Aims

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

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

Our Annual Lecture Series continued to be an important avenue for public education on humanist-related topics. Nearly 1000 people attended our Darwin Day Lecture in February where evolutionary psychologist Dr Diana Fleischman lectured on 'The evolution of human morality', exploring how human moral instincts may have evolved as a by-product of the evolution of the disgust mechanism, and its implications. It was seen over 16,000 times on YouTube. 350 people (280 in 2017) attended our Rosalind Franklin Lecture for International Women's Day in March, given by science writer Angela Saini, which examined how religious and secular modesty cultures have oppressed women throughout history. Our largest Voltaire Lecture to date (850 attendees; 400 in 2017) was given by Dr Henry Marsh in London in April on the topic of 'Do No Harm', exploring ethical dilemmas faced by medical professionals. 70 people turned out for our education-themed Blackham Lecture in Birmingham, where University of Sussex lecturer James Williams spoke about pedagogy and science in April. Around 150 people saw Baroness Joan Bakewell present our Holyoake Lecture on humanism and political thought in Manchester, where she was joined by our Chief Executive to discuss changing social attitudes and humanist advances in the 20th century. Outside of our staple lecture series, we also hosted a large lecture in London in February for nearly 1000 people, with Professor Steven Pinker speaking on the topic of his new book *Enlightenment Now: The Case for Reason, Science, Humanism, and Progress*.

On the weekend of 22-24 June, we held our Annual Convention in Newcastle, for an audience of 410 delegates. Our audience heard from an extensive programme of high-quality speakers, including historians Francesca Stavrakopoulou, Catherine Nixey, and Tim Whitmarsh, scientists Adam Rutherford, Saiful Islam, and Peter Atkins, comedian Shappi Khorsandi, activists Laura Lacole and Mary Lawlor, presenter Nick Ross, as well as a range of prominent pundits, thinkers, and other humanists. We also organised our AGM as part of the weekend, taking it outside London for the first time in several years, to positive reception from members.

A major highlight of our educational work this year was the launch in February of our free Massively Open Online Course (MOOC) on humanism, hosted by the Open University's FutureLearn platform. Over 5,000 people from 120 countries signed up for the first run of our weekly course (1,000 is the average). Titled '*Introducing humanism: non-religious approaches to life*,' the course was hosted by our patron Sandi Toksvig, who recorded introductory videos, promotional adverts, and warm and accessible weekly summaries for course learners. Further video content was also produced for the course featuring prominent humanist philosophers AC Grayling, Richard Norman, Stephen Law, and Peter Cave, as well as Humanists UK staff, trustees, and members, who provided introductions to key philosophical concepts alongside humanist opinions and perspectives. Feedback from learners was overwhelmingly possible, with learners describing themselves variously as humanists looking to learn more, non-religious people curious to learn about humanism, and religious people looking to better understand humanist ethics and perspectives on life. Work on a follow-up MOOC to be hosted by Professor Alice Roberts, including filming with many more Humanists UK patrons and volunteers, progressed throughout the year.

Our schools speaker programme continued to be a valuable outlet for promoting understanding of humanism. Our network of trained and accredited school speaker volunteers grew to 220 (170 in 2017) and collectively presented in assemblies and classrooms to nearly 31,000 children across the UK. There were also over 83,000 visits to and over 22,000 downloads from our *Understanding Humanism* teaching resources website, supporting teachers to lead lessons on humanism confidently. We also improved the capacity, responsiveness, and professional support structures of our school speakers network by organising our school speakers into regional groups and appointing special regional coordinators in each of them. We continued to expand the range and diversity of free resources on different humanism-related topics available through *Understanding Humanism*.

We delivered initial teacher training and continued professional development to over 500 teachers in a range of settings. Over 60 teachers attended our Understanding Humanism Teachers Conference at Conway Hall, where our Vice President AC Grayling and Chief Executive Andrew Copson both delivered talks on the good life, humanism, and secularism, supported by 10 other speakers offering a choice of seminars discussing humanists in the military, apostasy, international humanism, and RE best practice. Delegates gave the day an overall average rating of 4.2 out of 5. We also participated and spoke at both the *Strictly RE* and *20:20 RE* national conferences.

Towards the end of the year, we launched a new internal network called Humanist Teachers, and appointed our trustee Alexander Williams (an English teacher) to be its President. It aims to bring together those working in education to support each other, and recruited 150 members. We also backed the development of new humanist groups within schools, including a humanist group at Eton College, supported by our school speakers to give pupils an alternative to attending chapel.

We published a second edition in our *The Big Questions* series of free ebooks. 'Being Good', written by humanist philosopher Professor Richard Norman, offers an accessible introduction to humanist views about telling right from wrong and how to lead a good life. It was downloaded 1,446 times. Our previous ebook, 'Living Well' by Richard Docwra, received 1,607 downloads on the back of publicity for 'Being Good' (it was previously downloaded 1,500 times in 2017).

Social media continued to be a primary means of reaching large audiences with our news, views, educational initiatives, graphics and content about humanism and topical events, and information about our events and services. Our tweets were seen over 3 million times and our posts were seen more than 18 million times on Facebook. Our Twitter account grew to 84,500 followers (77,000 in 2017), while our Facebook page grew to 222,000 likes (219,000 in 2017), reflecting Facebook's shift towards being a pay-to-play advertising service. We continued to upload photos and videos from our events to Instagram and YouTube respectively, as well as other highlights from our year and original content about humanism. Our YouTube videos were viewed 355,000 times (390,000 in 2017), for a total duration of 3 million minutes.

We continued exploring dialogue work between humanists and religious believers as part of our educational remit, and focused on developing outlets for student groups and affiliated local humanist groups to become more engaged in dialogue. Our Dialogue Officer gave numerous talks on humanist viewpoints throughout the year, including to local humanist groups, at the London Inter Faith Centre, the British Islam Conference, and the Westminster Cathedral Interfaith Group. We also organised for Muslim 'interfaith' speaker Arzoo Ahmed to speak at our Annual Convention in Newcastle.

On a similar front, we began a new relationship with the non-religious congregations New Unity and Sunday Assembly, advertising for a joint non-religious community-themed event to be held in 2019. We also participated in events and discussions with leading academics in the Understanding Unbelief research project.

We supported members of the National Assembly for Wales to hold a short debate in celebration of World Humanist Day, which was the first debate on humanism in the Assembly. It was led by Assembly Member Mick Antoniw AM, who was joined in contributing by Julie Morgan AM and Julie James AM.

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

A major feature of our year was the continued development of our community-based sections. LGBT Humanists supported humanists to march in eleven Pride events around the UK (two in 2017). Highlights of its regular events programme included a lecture given by patron Peter Tatchell and a Trans Day of Remembrance ceremony led by our patron and celebrant Adele Anderson. Our student section, Humanist Students, had members at 131 universities,

including in 24 dedicated societies or coordinated by 27 appointed 'ambassadors' at other universities. Our 18-35s section Young Humanists held social events across the UK, including an annual reception at City Hall in London and an 'end of summer festival' music gig in Birmingham, and appointed seven local 'ambassadors' to help expand its national programme. Defence Humanists ran its third Ministry of Defence-sponsored Humanist Remembrance Day event, and invited Andrew Copson to lay a wreath at the Cenotaph on its behalf at the National Service of Remembrance in London (our first appearance there). Our celebrant Lorraine Barrett and pastoral carer Jim Scott had the honour at services in Cardiff and Belfast. Meanwhile, the London Humanist Choir continued to book gigs around the country, including performances at Trans Day of Remembrance, the Edinburgh Festival, Herne Hill Festival, the Defence Humanists Remembrance Service, and its annual 'One Life' concert.

We continued to invest in local community organising, ending the year with 48 partner groups (50 in 2017) and eight more loosely affiliated groups around the UK. As well as supporting these groups, we piloted a 'Building Communities' programme to establish Humanists UK-branded local branches on the ground, and test whether this model of community organising worked more effectively. For the duration of the pilot process we will be testing what works in terms of stimulating growth and uptake of our services locally. We established five branches – in the Isle of Wight, Liverpool, Chester, Colchester, and Sheffield – and will continue to monitor their progress.

It was a year of growth for our Non-Religious Pastoral Support Network (NRPSN), which placed trained and accredited pastoral carers in 20% of prisons and 40% of NHS acute trusts. We also made significant strides towards greater recognition of the needs of the non-religious in institutional settings. Pastoral carer and NRPSN Quality Assurance Officer Lindsay Van Dijk became the first humanist head of pastoral care or chaplaincy in the NHS with her appointment to the Buckinghamshire Healthcare NHS Trust, while our Head of Pastoral Support was elected chair of the inter-belief Network for Pastoral, Spiritual, and Religious Care in Health (NPSRCH). We proposed and had accepted a new constitution for NPSRCH, shifting its focus towards issues related to equality and diversity in healthcare chaplaincy. In prisons, our Director of Community Services met with the Howard League to explore ways to work together, and how our carers might impact goals such as reducing violence and additional days detained or improving working conditions. We also completed the first year of our NHS England-funded projects related to endorsement and the development of the NRPSN, and moved into our second year.

Likewise, our network of trained and accredited humanist celebrants continued to grow, rising to 453 (up from 442). We conducted 1,122 weddings (1,067 in 2017), 637 namings (729 in 2017), and 7,517 funerals (7,292 in 2017). We also organised our best-attended Celebrant Conference to date in Birmingham in late October. Celebrants gathered to take part in CPD, workshops, and training alongside entertainment and discussion of emerging issues. We also continued to develop and expand on the services we offer to the bereaved. In April, we launched the Humanist Funeral Archive, a new initiative with the Bishopsgate Institute to create the first national online archive of funeral tributes, supporting future academic research and immortalising loved ones. It received over 7,000 website visits and 135 valid entries.

Our programme for supporting 'apostates', Faith to Faithless, continued to embark on new activities, at the same time as significantly expanding its programme of awareness-raising events around the country and community-supporting events in major cities. A major advance was the rollout of a new apostasy awareness and safeguarding training course, which was successfully delivered to major British national institutions, including the London Metropolitan Police, West Yorkshire Police, Childline, and London NHS trusts.

Over 100 individuals from across our varied community services attended our second Humanist Professionals Conference, on the Friday of our Annual Convention weekend in June.

We improved our organisation in British islands that are not part of the UK, setting up a Channel Islands Humanists section led by a committee of members based in the bailiwicks of Guernsey and Jersey. Our Chief Executive Andrew Copson spoke at the launch of the new section in Jersey, where 50 people turned out to hear from him and Jersey Deputy Louise Doublet.



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

#### Freedom of expression

The right to freedom of thought and freedom of expression continued to be a central theme in our domestic and international work. At home, we met Department for Education officials to follow up on evidence we gave to the Joint Committee on Human Rights about freedom of speech incidents on campuses experienced by Humanist Students societies over the years. In March, the Joint Committee took up our main recommendation and published a comprehensive guide to the law on free speech for universities and students' unions, alongside its main report of the inquiry. We were the only group to recommend the production of such guidance so were delighted to have prompted its creation.

Efforts to repeal blasphemy laws loomed large in our campaigning, with particular emphasis on the blasphemy laws in Scotland and Northern Ireland. We also supported the Irish referendum campaign to repeal the ban on blaspheming by urging a 'Yes' vote, and created an information hub for UK-based Irish voters travelling home. We worked with our patron Stephen Fry, whose near-miss with the blasphemy law in 2015 helped renew calls for its abolition, to promote a Yes vote on social media. The eventual landslide result added to the strength of our calls for repeal in remaining parts of the UK, particularly in Northern Ireland. Following this, we wrote to all MLAs in Northern Ireland and met with Democratic Unionist Party MP Jim Shannon to discuss the need for repeal if and when the Northern Ireland Assembly resumes its functions. In Scotland, the Scottish National Party's executive committee committed to repealing the Scottish blasphemy law, following work by our sister charity Humanist Society Scotland.

#### International freedom of religion or belief

We used our platform at the UN Human Rights Council in Geneva to lambast states with blasphemy and anti-apostasy laws, drawing special attention to the plight of non-religious minorities in Pakistan and elsewhere. In particular, we urged Western states to repeal their own (largely disused) blasphemy laws to strengthen the call for worldwide repeal. We also made interventions in the universal periodic reviews of Bangladesh and Russia, and participated in pre-session briefings at the Foreign and Commonwealth Office.

Having helped to co-found the End Blasphemy Laws coalition with Humanists International in 2015, we continued to monitor its progress and support our international colleagues' efforts. The Canadian Government passed a bill to repeal its law late in the year. On behalf of humanists in Spain, we wrote an open letter to the Spanish Prime Minister, published in the *Guardian* and signed by several of our patrons from the world of entertainment, challenging use of the blasphemy law to arrest a Spanish actor and three feminist protesters. A month later, the Spanish Parliament moved a step closer to repealing the blasphemy laws when an initial vote was passed by 180 votes to 166. A Bill to repeal the blasphemy laws in New Zealand passed its second reading in the country's House of Representatives. We welcomed all these developments. We were deeply concerned, however, by the the European Court of Human Rights' dangerous precedent in upholding an Austrian judgment criminalising a woman who called the Muslim prophet Muhammad a paedophile for marrying his third wife when she was six and consummating the marriage at age nine. The Court concluded that the comments were primarily intended to disparage Islam and therefore could legitimately be deemed illegal. This closes off the possibility of European courts striking down blasphemy laws, and emphasises the importance of supporting our overseas colleagues to organise effective campaigns through the End Blasphemy Laws coalition.

We worked extensively to promote the right to freedom of religion or belief. We supported the All-Party Parliamentary Humanist Group (APPHG)'s joint meeting with the All Party Parliamentary Group for International Freedom of Religion or Belief and the All Party Parliamentary Human Rights Group on ending global blasphemy laws. The speakers were our Chief Executive; Foreign Office Minister of State for Human Rights Lord Ahmad of Wimbledon; Ahmed Shaheed, UN Special Rapporteur on Freedom of Religion or Belief; Asif Mohiuddin, a Bangladeshi humanist blogger who was repeatedly stabbed by Islamists and then imprisoned by the Government for blasphemy; and Barbora Bukovská, Senior Director for Law and Policy at Article 19. The meeting was jointly chaired by Stephen Timms MP and Lord Alton of Liverpool. It was the first time a minister had spoken at an APPHG meeting.

We also supported members of the APPHG who spoke out in the Lords about persecution of the non-religious and provided briefings on Egypt, Turkmenistan, Bangladesh, Saudi Arabia, and Iraq for Foreign and Commonwealth Office desk officers.

We also worked in partnership with Government and religious groups on other international issues. We joined a roundtable group with religious bodies convened by Human Rights Minister Lord Ahmad on preventing sexual violence in conflict. We attended the Faith and Development Forum at the Department for International Development and expressed disappointment that the forum's name is not inclusive of humanists or the non-religious generally. We extended an offer to help the group to achieve positive aims, on the basis that it is reformed to be inclusive of humanists.

### Asylum support

Early in the year, we began to formalise work we have been doing to support humanists and other non-religious people facing unfair deportation to countries where they would be persecuted for their beliefs. Over the course of 2018, we supported 19 people from countries including Pakistan, Bangladesh, Egypt, Mauritania, and Iran with letters of support and appearances at tribunals. By far the most prominent example of this work was the support we gave our member Hamza bin Walayat, who was asked incoherent questions about humanism by the Home Office – construed as a 'test' of non-religiousness – and told he would be deported. We arranged an exclusive with the *Guardian* on his case which drew national and international media attention, as well as social media reach on our channels of 500,000. Members of the APPHG raised Hamza's case in Parliament and we helped coordinate a large open letter in the *Guardian* from 150 leading philosophers and humanist experts, challenging the Home Office's dangerously uninformed and reckless decision, which was founded on a deep misunderstanding of humanism. Our 'Save Hamza' petition to the Home Secretary generated 12,500 signatures and was delivered in person via 10 Downing Street. The petition urged that Hamza's decision be reversed and that Home Office staff be trained both in understanding humanism and how human rights laws protect non-religious people.

We also wrote to the Home Affairs Select Committee, the Home Secretary, and UK Visas and Immigration, arranged for David Drew MP to submit a written question to the Minister for Immigration, and met with Hamza's constituency MP, Ivan Lewis. APPHG co-chair Baroness Bakewell also tabled written questions, while fellow co-chair Crispin Blunt MP wrote to the Home Secretary. The APPHG also organised a meeting in Parliament on the issue, where humanist asylum claimants spoke about their ordeals and the mental health difficulties these caused. Our combined efforts led to a meeting with the Head of Asylum Policy and Head of Training for Asylum Decision-Makers at the Home Office to discuss how new training, as our petition had demanded, could be rolled out as a full-day course to asylum decision-makers. We also agreed edits to official course materials to include reference to the non-religious and to change its title from 'religious claims' to 'religion or belief claims'. This meant achieving, to date, two out of three aims of our 'Save Hamza' petition.

### Chaplaincy and pastoral support

We continued to monitor chaplaincy jobs inside the NHS for unlawful discrimination. We met the religion or belief team at the Equality and Human Rights Commission to discuss the support they can offer us in challenging discriminatory adverts and the treatment of chaplaincy volunteers. We later discussed the possibility of taking a legal case to establish when a genuine occupational requirement can be justified. As well as this, we met the Deputy Lead Chaplain and Head of Therapeutic Services at Norfolk and Norwich University Hospitals Trust to discuss how we could support the trust in carrying out equality impact assessments. We also met Defence Humanists members to discuss a government departmental route to making humanist pastoral carers available in the armed forces.

New research by Marie Curie was published in September which highlighted the need for greater non-religious pastoral support in healthcare. We responded to the consultations around the 70th anniversary of the founding of the NHS and called for the same.

In a meeting with the outgoing Executive Director of Her Majesty's Prison and Probation Service, we discussed the provision for pastoral support for non-religious people in prisons. We have also started to monitor chaplaincy adverts inside the prison service.

### Broadcasting

We continued to challenge bias in public broadcasting, and had meetings with heads of the BBC Religion and Ethics Review, Religion and Ethics department, and the Religion and Ethics Commissioning Editor, in which we were joined by our patron Joan Bakewell. While the review process itself went well, we were extremely disappointed that its conclusions were altered shortly before publication to conclude that the BBC should have disproportionately more religious content. We used follow-up meetings to discuss how the broadcaster could produce more distinctly humanist programming, and got in touch with production companies to discuss documentary films about humanist ceremonies. We appointed two volunteer Broadcasting Project Managers to take our work on this area forward.

In November we responded to the BBC's consultation on its draft editorial guidelines, arguing that its duties under its Charter, the Communications Act 2003, as well as legislation relating to equality and human rights, obliged it to include non-religious programming and content in its editorial guidelines, on an equal footing to the inclusion of religious programming and content. We also called on the BBC to take note of the fundamental right to freedom of expression and amend their draft guidelines so that content can be created which can scrutinise and legitimately criticise religion without undue barriers.

That same month, we coordinated an open letter to the BBC signed by some of our high-profile patrons including Sandi Toksvig, Simon Singh, Julian Baggini, Nick Brown MP, Ed Byrne, Alice Roberts, Peter Tatchell, and others calling for reform to Radio 4's *Thought for the Day*. Our intervention received extensive media coverage.

### Wider human rights and equality

Our work on human rights and equality themes continued apace. We submitted evidence to the Joint Committee on Human Rights inquiry into the impact of the Human Rights Act twenty years after it was passed by Parliament. We also contributed to the British Institute of Human Rights' civil society submission. Our section LGBT Humanists responded to a consultation on reform of the Gender Recognition Act 2004, arguing for a system that would make changing legal gender much less onerous, while still permitting sex-based segregation in situations where this is deemed necessary to protect women from harm. We were seriously disappointed that the Government chose in July not to take any action following its consultation on caste discrimination, which we argued in our submission could affect up to 200,000 people in the UK. We also responded to the Scottish Government's decision to incorporate the principles of the UN Convention on the Rights of the Child into Scottish law by calling on the rest of the UK to follow suit. We responded to the Welsh Government's consultation on proposals to introduce a total ban on the physical punishment of children, supporting this, and created a campaign portal so that our members and supporters could write to Welsh ministers and urge them to push ahead. We also submitted written evidence to the All-Party Parliamentary Group on Hate Crime's inquiry, spotlighting the need for inclusive schools and education and the work Faith to Faithless does to support victims of abuse within religious communities.

We saw significant progress towards ending the practice of so-called 'conversion therapy' when the Government announced its intention to bring forward legislation that would outlaw it as part of its LGBT Action Plan. We repeatedly called for such a ban, including at the UN Human Rights Council earlier in the year. We also supported Geraint Davies MP's *Counsellors and Psychotherapists (Regulation) and Conversion Therapy Bill* private member's bill on the issue.

### Impartial and inclusive government policy (secularism)

We continued to challenge biases that unfairly benefit religious groups at the expense of the wider public, advocating instead an inclusive approach by the state in relation to religion or belief.

We had a major success in one of our long-running campaigns when the Ministry of Housing, Communities, and Local Government's review of the National Remembrance Ceremony at the Cenotaph led to us being invited to submit an application to take part. Around the same time, we were selected for a speaking role at Welsh National Remembrance Service in Cardiff for the first time. The announcement that our application had been successful received widespread local and national media attention, including a lengthy BBC *Sunday* interview with our new President-elect, Alice Roberts. On the day of the Remembrance Ceremony, a quarter of a million people checked our Facebook page, and we were inundated with positive messages of support, although many felt the overall Christian character of the ceremony was still unrepresentative of the nation. We also met with Len Duvall AM to discuss changing the London City Hall Remembrance Service so that it is inclusive of humanists in 2019.

We met Department for Digital Culture, Media and Sport officials to raise concerns about proposals to increase state funding for Church of England building repairs (which they have the funds to pay for themselves), and responded to a Welsh Government consultation on abolishing the Ecclesiastical Exemption Order on buildings in Welsh conservation areas, allowing disused buildings on church land to be subject to secular rather than ecclesiastical law. The Government subsequently went ahead with its church repair funding pilot.

We wrote to Minister for the Constitution Chloe Smith MP to seek clarification of Government's position on the 2017 Lords Speaker's Report on the Size of the House of Lords and what impact this report might have upon the place of the Lords Spiritual. She confirmed the Government had no intention of pursuing Lords reform in this Parliament. A few months later, we briefed members of the APPHG ahead of a House Lords debate on the established role of the Church of England and that of bishops in the House of Lords, but were disappointed that no APPHG member was chosen to speak, in spite of several trying to be selected, leading to a highly biased debate in which the Government asserted its policy was one of 'antidisestablishmentarianism'. We spoke out separately about Lord Bourne of Aberystwyth's public call for the bishops' bench to be significantly expanded to include representatives of many faiths – which would exacerbate institutional religious bias in Parliament.

We also expressed disappointment at a Government report on the role of faith in Britain's communities, published by Lord Bourne of Aberystwyth, which entirely failed to recognise the valuable contributions of the non-religious population. We highlighted this and the non-inclusive name of the report to officials who agreed to work with us to ensure that future reports are better on both fronts.

#### Legal humanist marriages

Work to secure legal humanist marriages in England, Wales, Northern Ireland, and the crown dependencies continued throughout the year. In February, Jersey passed a new law allowing humanist celebrants to be appointed to conduct legally binding weddings, and in July, the Court of Appeal in Northern Ireland upheld the part of our earlier High Court judgment which ruled it unlawful to deny our celebrants the ability to conduct legal weddings. The first legal marriages to follow this judgment took place in October. The court case was covered widely, by BBC News, ITV News, the *Guardian*, the *Belfast Telegraph*, *Irish News*, *Irish Times*, and RTE.

In England and Wales, this judgment has clear implications, and we continued our work on the matter. We supported the APPHG in its inquiry into delays in legalising humanist marriage, and in the publication of its report *Any Lawful Impediment?* The report itself represented a significant advance in the debate for legal recognition, outlining a way forward that avoids any concerns the Ministry of Justice and Law Commission had in their reviews, and highlighting significant failings in those reviews. Half a dozen peers put down parliamentary questions following the report, prompting the Government to say it was revisiting the matter. We also had extensive meetings with civil servants from the Ministry Justice to explore the issue, and members of the APPHG met Marriage Minister Lucy Frazer MP.

We also published statistics showing for the first time how many non-legal weddings we do in England and Wales, as well as similar statistics for religious groups. The numbers showed that we did over 1,000 weddings in 2016, putting us behind only civil marriages, Church of England, Catholic, Church in Wales, and Methodist ceremonies. Our

ceremonies grew by 240% from 2004-15, while religious ceremonies shrunk by on average 30% and civil marriages shrunk slightly. In Scotland, it was also announced that Humanist Society Scotland had overtaken the Church of Scotland to become the largest single provider of marriages other than the state. This prompted two *Guardian* articles in favour of legal humanist marriages in England and Wales.

The UK Government's October Budget announced plans to ask the Law Commission to 'propose options for a simpler and fairer system to give modern couples meaningful choice' around 'how and where couples can marry'. The story in the *Times* on this included mention of humanist weddings and a quote from our Director of Public Affairs and Policy Richy Thompson calling on the Government to 'get on with it' and legalise humanist marriages, although clarity on whether this review would encompass humanist marriages was not forthcoming. Our Chief Executive twice met Justice Secretary David Gauke to discuss humanist marriage, alongside members of the APPHG. In Lords debates in November, many peers called for legal humanist marriages in England and Wales following Lord Harrison's oral question on the matter. We set up a two to three-minute segment with producers of BBC's *Today in Parliament* to cover humanist marriage on the programme that evening. A summary of the debate was sent to David Gauke, and APPHG members sent letters to both Gauke and the Rt Hon Lord Keen of Elie QC, spokesperson for the Ministry of Justice, urging them to avoid waiting for the outcome of the Law Commission's review on marriage law and lay a Statutory Instrument to legalise humanist marriages without delay.

In Guernsey, we responded to a second consultation run by the Government on bringing about legal humanist marriages. The consultation subsequently reported back with 94% being in favour. This meant it was the second most popular of some 20 or so proposed changes to the law. The Council of Ministers then prepared a policy letter on the back of the proposals for deliberation by the States Assembly in 2019.

### Reform of Religious Education

We continued with efforts to bring about reforms to Religious Education curriculums across the UK, urging national reforms and supporting humanists seeking to be members of local Standing Advisory Councils on RE in England and Wales. We wrote to the Commission on Religious Education in January to brief its members on why humanism is now, for the most part, included in RE as the exemplar non-religious worldview. The *Guardian* published an editorial on the subject in February: 'The *Guardian* view on religious education: teach humanism too'. The Commission published its final report on reforming RE in September, which included a key recommendation that the subject be renamed 'Religion and Worldviews' (in order to fully accommodate humanism), and that a 'National Entitlement' to the subject be introduced to improve standards and address discrepancies between localities, both of which are in line with our long-standing policies. This attracted blanket media coverage featuring our lines on the matter. APPHG co-chair Crispin Blunt MP put down parliamentary questions about the renaming of the subject and the proposed inclusion of humanism in the curriculum. Ahead of the Government's formal response to the Commission's report, we met representatives of the Department for Education to expand further on how humanism is being taught in schools. Deplorably, Education Secretary Damian Hinds later wrote to the Commission to dismiss its calls for legislative reform out of hand, citing concerns from religious stakeholders. We will continue to campaign on this matter, in partnership with the RE Council of England and Wales (sponsors of the Commission).

We had greater success in Wales, where our Wales Coordinator was one of two religion or belief representatives – alongside the Church in Wales – to advise the Welsh Government on proposed reforms to RE in Wales.

We also made significant progress towards eliminating discrimination against humanists participating in the council bodies that decide on RE-related matters. Our Wales Humanists Coordinator wrote to both the Vale of Glamorgan Council and the Welsh Government to urge a fresh decision on her application to join the Vale of Glamorgan Standing Advisory Council on RE (SACRE). Our legal challenge from last year prompted the Welsh Government to this year issue a directive to councils, updating discriminatory guidance that predates the Human Rights Act, informing them that humanists must not be discriminated against for SACRE membership under the law of England and Wales. The Vale then changed its constitution to admit Kathy to the SACRE. She was then appointed to the executive of WASACRE, the Welsh Association of SACREs. Separately, we sent a letter before challenge on similar grounds to a

SACRE in England, which led it to withdraw its decision pending reconsideration. The Welsh decision led to a spate of local SACREs in both England and Wales admitting full humanist members for the first time.

### Relationships and sex education

We saw significant progress towards implementing age-appropriate, thoroughgoing, and LGBT-inclusive relationships and sex education curriculums in both England and Wales. In May, the Welsh Government announced a major overhaul in line with recommendations we have consistently made, renaming the subject Relationships and Sexuality Education. It will be fully LGBT-inclusive and compulsory from 5 and up.

In England, the Department for Education published draft guidance for Relationships and Sex Education (RSE), announcing that as part of the proposed reforms, young people will now be able to opt-out (or opt-in if previously withdrawn by parents) from the age of 15. In our consultation response, we welcomed the Government's decision to make RSE compulsory in all secondary schools, but objected to primary schools being required to provide only Relationships Education and to far too much leeway being given to opt out of certain aspects of the curriculum (particularly teaching about LGBT issues) on religious grounds. We published our response to the consultation and encouraged our members and stakeholders to submit their own.

In our submission response, we urged that the subject be LGBT-inclusive, inclusive of content on contraception and abortion, and that safeguards be introduced against abuse of the parental right of withdrawal and clarification provided that faith schools could not opt out of teaching certain topics. We also researched the ways in which religious groups were responding to the consultation, unearthing evidence that many were encouraging their supporters to oppose teaching about same-sex relationships as part of RSE, and promulgating a range of other homophobic, sexist, and pseudoscientific claims. The story received coverage in the *TES* and *Pink News*, and was widely shared within civil society.

We responded to the Government's consultation on new Independent School Standards guidance, which came about in part due to our work to expose many of the shortcomings seen in independent religious schools. The new guidance includes a warning to proprietors about the teaching of creationism as fact; a demand for the 'active promotion of respect' for LGBT people rather than 'a general policy of encouraging respect of all people'; and explicit condemnation of religiously motivated gender segregation and gender discriminatory teaching.

### 'Collective worship' and inclusive assemblies

We continued to appeal for reforms to the law that requires school assemblies to be 'acts of worship' of a 'broadly Christian character' and to support teachers who wish to provide inclusive assemblies of a broader character. We made some progress on the issue in Wales. In response to a petition we backed from Welsh schoolgirls Rhiannon and Lily, which cited the discriminatory nature of collective worship, the Welsh Government committed to updating its guidance on collective worship, but by the end of 2018 had not made progress. We met representatives from the Welsh Government to discuss the matter. Scotland agreed to incorporate the UN Convention on the Rights of the Child in Scots law, which in the UN's view would make compulsory collective worship unlawful; we called on other parts of the UK to follow suit.

### Religious state schools

We invested significant time in our ongoing campaign against the Government's proposals to lift the so-called '50% cap' on religious selection in English free schools. As part of these efforts, we organised an open letter calling on the Government not to abolish the cap, which was signed by 70 religious leaders and education experts, including former Archbishop of Canterbury Rowan Williams and both general secretaries of the National Education Union, arguing that the cap had been positive for integration and removing it would only lead to negative outcomes. Following the Government's reshuffle and the appointment of Damian Hinds as Education Secretary, our intervention drawing attention to his possible conflict of interest (having had an intern in his office funded by the Catholic Church) received significant media attention as well. We encouraged several thousand of our supporters to write to Mr Hinds to urge him not to lift the 50% cap. We also wrote an open letter to the Education Select

Committee chair Robert Halfon MP calling for an inquiry into the Government's proposal to lift the cap and the misleading justification of Catholic 'canon law' for this. In May, the Government finally relented and announced it would retain the 50% cap after all, but once again fund voluntary aided schools, providing a new route through by the back door through which fully selective schools might open. We followed up asking for an equality impact assessment for this decision, given that the arguments for retaining the 50% cap in free schools would also apply. The Government published its response in December, acknowledging but nonetheless rejecting concerns about the discriminatory impact of fully selective faith schools. We responded by creating a portal on our website so that our supporters could take up the issue with their local MPs and councillors.

We also campaigned more widely against religious discrimination in school admissions in general. We published a new report, *Non-religious need not apply*, which revealed for the first time the extent to which state faith schools specifically discriminate against non-religious families, finding that 40% of faith schools don't just prioritise families from their faith, but prioritise those of any faith above those with non-religious backgrounds. We raised a formal objection with the Office of the Schools Adjudicator to challenge the legality of this practice. We also responded to the Government's consultation on its Integrated Communities Strategy by calling for open admissions in schools to be prioritised in the effort to boost integration, noting the benefits that accrue from schools having open admission arrangements and teaching broad, balanced curriculums. Following the abolition of the so-called 'baptism barrier' in Ireland in October, we wrote to the Parliamentary Under Secretary of State for the School System to urge him to scrap religiously selective admissions in all state-funded English schools. And in November, in response to an assertion he made in the *Times* that, 'It would be wrong to think faith schools make people more separate', we wrote to Education Secretary Damian Hinds to emphasise the threat more segregation poses to social cohesion and equality.

### Illegal schools

We continued to lead work in the UK to tackle the problem of illegal religious schools. In January, Hackney Council published its report on unregistered schools which followed our response to its inquiry and work to develop the inquiry terms of reference. The report echoed every recommendation for action that we made, calling on the Government to reform the law so as to allow for illegal schools to be closed down. We followed that up in February by working with the BBC to produce and air an investigation into illegal religious schools, covering the story on the *News at Six* and *News at Ten* and interviewing our whistleblower on *BBC Breakfast* the next day. This attracted mass media coverage and forced the Government to admit to the loophole in the law allowing full-time religious schools to operate without being registered. The Government then announced proposals to reform the law around unregistered schools and require all settings that provide full-time education to their pupils to be registered and to meet certain standards. We also helped organise various meetings in Parliament about the subject. Working with the Humanist and Secularist Lib Dems, we saw the Lib Dem spring conference pass party policy in favour of legal reforms that would allow the Government to tackle illegal schools and challenge bogus claims of home education. We welcomed the first prosecution of an illegal school in October.

The Home Office's Integrated Communities Strategy green paper in March was heavily influenced by much of this work and stated categorically that the Government 'will not shy away from challenging cultures and practices that are harmful to individuals or restrict their rights and hold them back from making the most of the opportunities of living in modern Britain.' It proposes legal reforms to try to tackle illegal schools, as well as to examine issues around home education.

### Whistleblowing, Ofsted, and supporting parents

In February, we arranged a meeting between Ofsted and parents from the Charedi community in London whose children are due to attend unregistered schools next year. The meeting was designed to facilitate greater understanding within Ofsted that many parents do not choose illegal schools for their children, but rather are forced to by the authoritarian nature of their communities.

In March, we attracted blanket media coverage when we revealed exclusively that a state faith school in London had been redacting sections of its textbooks to remove mentions of 'homosexuals', examples of women socialising with men, and pictures of women that revealed their shoulders and legs. The school had also banned pupils from accessing the internet outside of school and banned girls from visiting public libraries unless accompanied by a parent. Our exposé prompted Ofsted inspectors to conduct an emergency investigation into the school, later placing the school in special measures as a result of numerous failings, which included redacting information about safeguarding.

We continued to act as a watchdog – and a support vehicle for parents and whistle-blowers – against extremes of bad practice by faith schools. In February, we revealed that the religious authority for four state schools in London, as well as a number of private schools, had advised its schools to defy the government ban on teaching creationism as fact and ignore the requirement to teach evolution as part of the national curriculum. In March the Government issued draft guidance on meeting the independent school standards stating that private schools in England should not teach creationism as fact or present it 'as having a similar or superior evidence base to scientific theories.'

We also drew national attention to parents and children being led into unwitting evangelism. We issued a press release on the Operation Christmas Child 'shoebox appeal' to warn schools and the wider public of the group's use of its gifts in evangelism, and to recommend a range of ethical alternatives. Our Vice President, Polly Toynbee, wrote a related article for the *Guardian*. Pages on our website warning about Operation Christmas Child received over 100,000 visits.

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

We once again achieved extensive media coverage for our campaigns, ensuring humanist perspectives were heard in public debate. We featured frequently in UK national papers, radio, and network TV throughout the year, and had significant coverage in local, Welsh, Scottish, Northern Ireland, and Republic of Ireland media as well. We appointed a Press Manager in October to ensure we will have an even bigger impact on national debate in the future.

#### Assisted dying

Our work to shape national policy on the need for a humane right to die continued to be a major theme throughout the year. At the start of 2018, our member Noel Conway received permission from the Court of Appeal to take forward his assisted dying case for those who are terminally ill, and once again we received permission to intervene. We submitted evidence to the court from humanist philosophers Professor Simon Blackburn and Professor John Harris. We also published research showing significant support for assisted dying from those with motor neurone disease, which the judges picked up in the hearings. Ultimately, Noel lost his case, and was denied permission to appeal by the Supreme Court. Our comments lamenting these decisions received extensive media coverage on TV and in national newspapers. At the same time, we worked alongside our member Omid T, who planned a parallel case focusing on those who are incurably suffering. However, he subsequently died in Switzerland in October. News of Omid's death received widespread national media coverage and highlighted the barbarity of the UK's law against assisted dying.

In March, Guernsey proposed to legalise assisted dying for terminally ill people, with a vote on the principle due in April. Through our recently announced Channel Islands Humanists section, we briefed all Guernsey Deputies ahead of the vote and published a full-page letter in the *Guernsey Press and Star*. Ultimately Deputies voted 24-14 against a change in the law, and we were widely quoted on the outcome of the result in both UK and Guernsey press.

We hosted discussions with My Death My Decision, Friends at the End, and Humanist Society Scotland, with whom we share an identical policy on the right to die for the incurably suffering and terminally ill, and agreed to work together in future as an Assisted Dying Coalition. Plans were drawn up to make this coalition public in 2019. A funder



was secured to drive it forward by creating a joint staff member for Humanists UK and My Death My Decision, who came into post as our dedicated Assisted Dying Campaigner in October.

In Jersey, a survey of before its Assembly elections revealed that a majority of both candidates and current Deputies were in favour of assisted dying, which provided a spring of hope. We began working with campaigners to assemble their campaign, and a local petition received an official response after achieving 1,000 signatures, prompting a promise of action from the Jersey Council of Ministers in 2019. We invited this local campaign, later named End of Life Choices Jersey, to become a full member of the Assisted Dying Coalition.

In the Isle of Man, we teamed up with activists with whom we previously worked on abortion law reform to discuss establishing a local campaign to change the law on assisted dying.

### Improving abortion access

We were involved in a variety of efforts to decriminalise abortion in Northern Ireland and remove it from the criminal code for the UK as a whole, as well as work to remove barriers to abortion in the form of harassment outside clinics, fees that applied to Northern Ireland women travelling to Great Britain, and restrictions on women taking their second dose of misoprostol at home.

Following our successful 2017 campaign to guarantee NHS funding for Northern Ireland women's abortions in Britain, a new central booking system came into effect in Scotland and England. We responded to a Welsh Government consultation on the same topic calling for parity between the Welsh system and those in Scotland and England. We also submitted evidence from our Northern Ireland Humanists section to the House of Commons Northern Ireland Affairs Committee's inquiry into the impact that Brexit might have on this mechanism.

We continued to campaign for a statutory provision protecting women who attend abortion clinics from harassment by anti-choice campaigners, and contributed to the Home Office's consultation on creating protected spaces or 'buffer zones' around abortion clinics in England and Wales. Ealing Council became the first council to introduce a public spaces protection order (buffer zone) around its abortion clinic. The decision was subsequently judicially reviewed, but the High Court dismissed the challenge in July. Ultimately, following a reshuffle, the UK Government chose not to push ahead with legislation, citing the success of the council-implemented buffer zone in Ealing.

We also marked the 50th anniversary of the Abortion Act coming into force through a joint letter in the *Times* with 20 other campaigning groups and royal colleges, asking Secretary of State for Health Jeremy Hunt to allow women in England to take the second dose of misoprostol in their own homes, rather than being required to do so in a clinic or hospital and so risk experiencing miscarriage whilst travelling home. The Welsh Government announced plans to make this very move in July. The Court of Session ruled in August that the same policy was lawful in Scotland. The UK Government followed suit on behalf of England the very next week, promising home use would come into effect soon.

### Decriminalising abortion

In February, the UN Committee on the Elimination of Discrimination against Women (CEDAW) published a report on its investigation into abortion access in Northern Ireland, finding that current restrictions constitute 'grave and systematic' violations of women's rights. A later general comment by the United Nations Human Rights Committee on the International Covenant on Civil and Political Rights also stated that countries have a duty to remove barriers to abortion in cases of rape, incest, fatal foetal abnormality and where such restrictions endanger a pregnant woman's life. We were among the signatories of a large London Irish Abortion Rights Campaign letter calling for urgent action to decriminalise abortion in Northern Ireland, and secured a dozen signatories from the APPHG. In Northern Ireland we produced briefings for SDLP and Sinn Féin MLAs focusing on the CEDAW report, to coincide with the SDLP special conference on abortion policy. Sinn Féin moved to support abortion reform while the SDLP adopted a neutral policy.

We also submitted evidence to the Women and Equalities Select Committee's inquiry showing that liberalisation of abortion law was overwhelmingly supported not only by the women of Northern Ireland but also its medial and legal professionals, as well as being underpinned by the UK's human rights obligations under international law.

While awaiting judgment on the Supreme Court case about abortion in Northern Ireland (where we were interveners) and the Irish referendum to decriminalise abortion, we used our platform at the 37th Regular Session of the UN Human Rights Council in Geneva to highlight the consequences of restrictive abortion legislation in Ireland and Northern Ireland. Ahead of the Irish vote, we supported the #HometoVote campaign by encouraging Irish citizens in the UK to travel home to vote. Voters in the referendum, which took place on 26 May, overwhelmingly supported repeal. The result greatly strengthened parliamentary and public interest in abortion reform in Northern Ireland. We subsequently produced an online petition to the Prime Minister on our website, calling for her to legislate for free, safe, and legal abortion in Northern Ireland.

In June, the Supreme Court ruled that Northern Ireland's abortion laws break the European Convention on Human Rights with respect to abortion on the grounds of rape, incest, or fatal foetal abnormality. It did not issue a declaration of incompatibility on a technicality but this was nonetheless a highly significant victory. We were the first intervener in the case and it is clear that our intervention shaped the judgment in several ways. We appeared on the BBC News Channel and BBC Radio Ulster on the day of the ruling, and were quoted by the *Belfast Telegraph*, *Evening Standard*, *ITV News*, *Huffington Post*, *Scotsman*, and *Herald*.

We briefed MPs and peers ahead of the parliamentary debates that followed this ruling, providing a summary of the judgment to over 230 MPs and over 100 peers. Several members of the APPHG attended and contributed to the debate, including a very powerful speech by Labour MP Jess Phillips. The Secretary of State for Northern Ireland Karen Bradley MP confirmed that there would be a free vote for Conservative MPs if this issue were to come before the House of Commons.

We were part of extensive and varied parliamentary efforts to bring abortion reform to Northern Ireland and the UK as a whole. We responded to a consultation on the terms of the Domestic Abuse Bill held by the Ministry of Justice and the Home Office calling for the Bill to amend sections 58 and 59 of the Offences Against the Person Act, which would have the effect of removing abortion from criminal law in England and Wales, and extending legal provision to Northern Ireland. We briefed MPs in support of a Ten-Minute Rule Bill from Diana Johnson MP to decriminalise abortion up to 24-weeks of gestation in England, Wales, and Northern Ireland, which passed its first reading in the House of Commons by 208 to 123.

We also briefed MPs and Peers in support of an amendment to the Northern Ireland (Executive Formation and Exercise of Functions) Act which makes provision for the exercise of governmental functions in Northern Ireland in the continued absence of a Northern Ireland government, which as emergency legislation passed through all stages in both houses in a single sitting. The amendment mandated the Secretary of State for Northern Ireland and senior officials to address incompatibilities between legislation applied in Northern Ireland and human rights obligations on this issue and on same-sex marriage. Guidance did not create any change to regulation on the ground, it conceded that the current restrictions on abortion are likely to be found incompatible with human rights by the courts in the future. Shortly after the amendment was passed, Belfast City Council passed a motion on supporting action from Westminster to decriminalise abortion and legalise equal marriage in Northern Ireland.

We also supported abortion law reform in British territories outside the UK, particularly in the Isle of Man. In January we responded to a second consultation on the draft of the Isle of Man Abortion Reform Bill and succeeded in getting a clause relating to counselling services for women facing a diagnosis of foetal impairment reworded to make counselling available but not compulsory. We encouraged our Manx members to write to Members of the House of Keys about the issue. The bill, which also creates buffer zones around abortion clinics, passed in November, meaning that the Isle of Man now has the most liberal abortion law in the British Isles. In Gibraltar, we submitted a response to a Government of Gibraltar white paper proposing to end the territory's near total ban on abortion and permit

terminations to take place in cases of rape, incest, and in cases where continuing the pregnancy would cause permanent mental disability to the woman. The Gibraltar Government announced its intention to bring forward legislation due to the Supreme Court case in which we intervened in June, which established that restrictions in these cases are not compatible with human rights.

### Organ donation

We had enormous success with work to liberalise the UK's organ donor laws, effectively spurring several nations to introduce opt-out organ donor laws alike that which we successfully lobbied for in Wales some years ago. We made rapid significant progress in England and the crown dependencies, while a vote on the issue in Scotland was delayed to 2019.

In England, we identified that the Department of Health and Social Care (DHSC) was concerned by a lack of responses focused on ethical dimensions of opt-out organ donation, and so made a joint submission with our patron Richard Norman, Professor of Moral Philosophy at the University of Kent. We also briefed MPs while the consultation was ongoing to support Geoffrey Robinson's Private Member's Bill on opt-out organ donation at the time of its second reading. In August, the UK Government announced it would introduce an opt-out organ donor register in spring 2020. We subsequently became part of the organ donation working group at DHSC, assisting with planning the Government's 2019-2020 awareness campaign. We also helped them to create a section of their website on humanism and organ donation and to launch a humanist organ donor card design.

We had success on organ donation in the crown dependencies as well. In February, the Bailiwicks of Jersey and Guernsey both announced intentions to introduce an opt-out organ donation system. We responded to a consultation on the issue in Guernsey. Legislation successfully passed in Jersey in April. A Private Member's Bill on the same issue was introduced on the Isle of Man, and we contributed to the public consultation and did media work there in support of the new system.

### Alternative medicine

Our campaign to see the NHS adopt evidence-based policy and so defund homeopathy and other pseudoscientific and ineffective treatments made significant progress, ultimately seeing an end to homeopathy funding in England. In April, the Royal London Hospital for Integrated Medicine announced it would end funding for homeopathic treatments, in response to the Board of NHS England's change of policy in 2017, which we had campaigned for. This effectively brought homoeopathy spending to an end in London. It was followed by a decision later in the year from the clinical commissioning group in Bristol, North Somerset and South Gloucestershire, which did so for the remaining part of England where hospitals funded homeopathy. A decision by NHS England to end all funding for homoeopathic prescriptions was upheld by the High Court in June.

Furthermore, the Charity Commission announced it would introduce new guidelines on how organisations that promote complementary and alternative medicines should demonstrate that they meet the necessary criteria for performing a public benefit. The new guidelines fall short of instituting the robust evidence-based approach, based on random controlled trials, that we called for in our consultation response in 2017, but do put stricter rules in place for organisations that claim that their remedies can wholly 'cure' certain diseases.

### Animal welfare

We worked locally and nationally to try and end non-stun ritual slaughter and, short of this, to create clear labelling regulations and reduce the extent of the practice, on grounds of animal welfare. We responded to a Department for Environment, Food & Rural Affairs consultation on the Government's draft Animal Welfare Bill to argue that an animal's welfare needs should include protection against unnecessary pain and suffering throughout its life, including throughout the slaughtering process. This was supported by an online petition which called for pre-stunning to become a universal requirement. Our campaign was featured heavily in farming press titles. In February, the Labour Party announced a new policy in favour of compulsory labelling of non-stunned meat.

We supported councillors in Lancashire who intended to remove non-stunned meat products from school meals (27 schools catering to 12,000 pupils). The issue came to a vote in the council three times, passing each time, but was frustrated along the way by a judicial review attempt by Lancashire Mosque and repeated consultation. We briefed councillors on each occasion. The final decision banned non-stunned meat products apart from poultry across Lancashire schools.

#### Wider medical ethics

We saw success when the Government announced support for the fortification of flour with folic acid in England. Evidence strongly suggests that this policy will reduce neural tube birth defects. The Scottish Government announced similar plans, as did the Welsh Government in response to an oral question from our patron, Julie Morgan AM.

In December, Sandwell and West Birmingham Clinical Commissioning Group decommissioned religious circumcision. In August, we briefed a GP member of the commissioning board on the human rights issues associated with male religious circumcision.

#### Political engagement

We continued to work to expand our nonpartisan influence within political parties. We participated in the Lib Dem, Labour, and Conservative Party conferences. We held our largest ever Conservative Party Conference fringe event, which focused on the urgent need to repeal laws that criminalise blasphemy and apostasy and was addressed by Gulalai Ismail, founder of Pakistani women's equality organisation Aware Girls, former mentor to Malala Yousafzai, and board member of Humanists International; Crispin Blunt MP; and our Chief Executive. At Labour, we held a joint fringe event with Labour Humanists on faith schools and whether they are a threat to equality, addressed by politicians Lord Watson, Angela Eagle MP, Tom Copley AM. Our Chief Executive was the speaker at the Annual General Meeting of the Humanist and Secularist Liberal Democrats, a packed-out fringe event at the Lib Dem conference, on the theme of 'The global war against the non-religious'.

In October, we appointed a Public Affairs Manager to manage and develop our relationships with political stakeholders, improving our influence on public debate generally. This new role will also improve the support we offer the secretariat function of the APPHG.

#### Demographics

We continued to support greater awareness of the religion and belief demographics of the UK, and promoted the latest results of the British Social Attitudes Survey by NatCen. These showed that 52% say they belong to no religion, versus 14% saying Church of England. Amongst 18-24 year olds, the CofE figure stood at just 2% (a record low). Our comments were featured by the BBC, the *Guardian*, the *Times*, the *Independent*, and Left Foot Forward.

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

We had our best year on record for new member recruitment, at 3,900 new members (up from 3,500 in 2016 and again in 2017). The announcement of Alice Roberts as our next President accounted for a large new members spike in November, supported by the extensive media coverage it achieved (including a *Sunday Times* front cover), as did campaigns with a high profile on social media earlier in the year, such as the campaign to 'Save Hamza' the humanist asylum seeker. As in previous years, we also launched an online crowdfunder in October to support the continued employment of our Education Campaigns Manager, who leads our work to champion inclusive, non-discriminatory state schools.

We hosted a Fundraising Dinner in November in aid of our campaigns for freedom of religion or belief in the UK and around the world. Over 170 people attended and heard recorded messages from Pakistani humanist activist Gulalai

Ismail and our incoming President, Alice Roberts, as well as from humanist asylum seeker Hamza bin Walayat, who spoke in person. This raised over £42,000.

As part of our series of higher ticket price events tailored towards the Blackham Society (Humanists UK members who give substantial regular donations towards our work), we hosted a series of intimate events with a number of well-known humanists, including Jim Al-Khalili, Martin Rowson, Polly Toynbee, Steven Pinker, Rebecca Goldstein, and Shappi Khorsandi. These events and the Blackham Society membership scheme helped us to get to know our more affluent donors and raise funds towards future and ongoing projects. Major donors and VIPs were also invited to attend the Humanist of the Year awards ceremony alongside volunteers and activists in November.

We continued to make improvements to our educational services. After surveying school speakers, trainers, regional coordinators, and service users to identify issues with feedback-gathering, we introduced a new and improved unified feedback form for schools that would incentive more rapid delivery of feedback and further improvements to our programme. On a similar theme, the Charity School Speakers Network, which we co-founded in 2017 with Amnesty International, continued to support best practice for charity school speakers, and our Head of Education attended its 2018 meeting alongside representatives of 10 other charities. Our own Education Day event, brought together over 50 humanist school speakers and Standing Advisory Council on RE members to hear from a brilliant panel of speakers, including Samira Ahmed (journalist and member of the Commission on RE) and Neil McKain from the National Association of Teachers of RE, plus expert humanist speakers.

We continued to professionalise the look and feel of our publications, and introduced a revamped *Humanists UK News* members' newsletter in the third quarter of the year.

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

We were delighted to appoint a number of distinguished new patrons over the course of the year. These were anthropologist and author Dr Kate Fox, Professor of Philosophy John Worrall, comedian Paul Sinha, science journalist and author Piers Bizony, oceanographer and broadcaster Dr Helen Czerski, and murder-mystery weekend inventor Joy Swift. We were proud to be asked to take the funerals of a number of high-profile humanists, including Dale Winton.

In November, we awarded Humanist of the Year to six leading activists who have helped to galvanise our campaigning work in Northern Ireland on marriage law and abortion rights. The winners were Laura Lacle and Eunan O'Kane for their work on humanist marriage, Caoilfhionn Gallagher QC and Janet Farrell for their work to legalise abortion, Ciaran Moynagh and Steven McQuitty for their work on humanist and same-sex marriage, as well as Sarah Ewart, who had begun work on a 2019 legal case on abortion. The event was attended by 200 of our patrons, donors, humanist campaigners, and volunteers, who were thanked for their contributions to our movement for a fairer society.

Our growing visibility and influence received commentary in American magazines, comparing our public profile with that of our counterparts in the United States. In an article for *Deseret News*, Barack Obama's faith advisor during his 2012 re-election campaign Michael Wear said that '*Humanists UK has brought enough people together that its leaders have true political clout*' and '*can speak for tens of thousands of people and carry legitimacy in public conversations.*'

Many of our Community Services staff were sought for their expertise on religion or belief matters or in relation to the non-religious as a demographic. Our Head of Ceremonies was invited to become a Director of the *Good Funeral Guide*, the leading independent, not-for-profit, consumer resource for funeral advice. She was also featured in *Positive News* as one of its 'Three Wise Women', talking about the role of ritual, and humanism at Christmas. Our

Head of Education was invited to offer feedback and suggestions to the Cardiff University publication, *Diversity of Religion and Belief: A Guidance and Resource Pack for Primary Schools in England and Wales*. He was also invited to speak to Age UK about humanism and the landscape of religion and belief in the UK.

In May, we received national recognition for the outstanding quality of our training for celebrants, pastoral carers, and school speakers from OCN London, which entitles us to wear emblazon the OCN Quality Mark on our website and publications. Working together with other leading funeral industry bodies such as the National Association of Funeral Directors, the Society of Allied and Independent Funeral Directors, the *Good Funeral Guide*, and Civil Ceremonies, we also co-founded the Funeral Celebrancy Council (FCC), which intends to set industry wide standards for best practice in funeral celebrancy. On a similar theme, our Head of Ceremonies was interviewed for an in-depth feature by the prestigious consumer guide *Funeralzone* which focused on the excellence of our training and our ongoing commitment to quality assurance.

Our Education Campaigns Manager continued to support the work of the Religious Education Council (REC) as a member of its policy and PR group, and our Director of Public Affairs and Policy as the REC's Treasurer. He was later succeeded in this role by our Chief Executive. Our Education Campaigns Manager was also re-elected to the advisory group of the Sex Education Forum following a competitive election held in March.

Our Chief Executive was invited by the UK Government to represent the non-religious at the National Memorial Arboretum for the dedication of the national memorial to the British victims of overseas terrorism and at the Cenotaph for the National Service of Remembrance for Armistice Day.

Our programme Faith to Faithless was awarded one of the Lord Lieutenant's London Faith and Belief Forum Awards for its work supporting the community of apostates in London through public events and personal support.

## Financial Review

We ended the year with a surplus on unrestricted funds of £666,837 (before realised losses on investments), having received legacies of £780,527. Legacy income in 2018 was substantially higher than in 2017 and, while we endeavour to treat this income as windfall rather than core funding due to its uncertainty, we used the opportunity this income gave us to increase our capacity to promote awareness of humanism and advance our public affairs goals, by hiring four new staff towards the end of the year.

Donations to our cash appeals increased despite database emerging out of fGDPR. While investment in supporter recruitment remained lower than planned, income from subscriptions rose by 25%. This reflected a growth in overall membership numbers, an increase in our membership fee, plus the growing number of people who opt to give more than the minimum membership fee as a way of showing their support. Our challenge now is to widen the pool our supporters by increasing awareness of humanism generally and of our work specifically.

Nonetheless, building on the trend reported last year, our supporters continued to be extremely generous, volunteering time and giving financial support both for specific projects and in furtherance of our general charitable activities. Our Education Campaigns Manager was funded for the year ahead, whilst donations to funds for our Faith to Faithless programme and assisted dying work significantly aided our development in these areas.

Income from grants and trusts remained disappointing and we continue to struggle because many trusts say they will not fund any organisation with a 'belief', while others exclusively fund 'religious charities'. We retained NHS contracts for equality and diversity training, which we carried out in 2017 and 2018, with one set to continue into 2019, but we were not successful with any other bids.

As a result of restricted donations, we were able to create a dedicated staff role focused on Assisted Dying, and we increased our capacity to campaign and promote humanism in Northern Ireland. We launched a 'Building

Communities' project, encouraging greater local engagement with humanist activities such as volunteering. Increased expenditure on fundraising activities reflected a greater investment of staff time spent on fundraising to support our growing range of activities, few of which are directly funded by grants & trusts. Overall, our financial position is healthier than at the start of the 2018 though we remain cautious about the near future given the economic uncertainty around the Brexit situation.

## **Reserves**

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

The level of reserves that Humanists UK holds should be sufficient to:

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

At the end of the year total funds held amounted to £1,639,462 of which £124,224 are held for restricted purposes, £4,946 are for designated purposes and £37,629 are represented by the Association's tangible fixed assets and can only be realised on their disposal. Therefore, the free reserves of the Association were £1,472,664. This is more than sufficient to meet the requirements above (three months budgeted expenditure being £636,439). For this reason we have held to our planned deficit budget for 2019.

## **Fundraising Policy**

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

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

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

### **Investment policy and objectives**

The Trustees' investment policy is to generate the highest possible returns over the long term, consistent with our risk appetite and appropriate protection for our capital, to maximise the resources that can be expended on our charitable objectives. Given the instability in financial markets surrounding the Brexit issue, the Board, at its November meeting, took the view that it would be prudent to hold all the Association's financial assets in instant access accounts on a temporary basis. That arrangement is kept under constant review.

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

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

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

### **Risk management**

The Trustees are satisfied that appropriate systems and procedures have been established to identify and manage the major risks faced by the Association. They have developed a comprehensive risk management policy to ensure that all important risks are evaluated and appropriate mitigating action taken. Governance and management, operational, financial, legal and other risks are reviewed annually by the Trustees and continually monitored by the senior management team who take responsibility for implementation of the policies and procedures identified to reduce risks. Corrective actions are based on the likelihood of particular events occurring and how critical the consequences would be. Annual risk reviews include considerations of operating plan activities, finance, insurance, trademark, office building, fire, health and safety, and terms and conditions of employment of staff. Significant potential risks identified were reputational and legal risks associated with front-line service provision such as pastoral support, compliance risks with new regulatory frameworks such as data protection, and operational risks as a result of poor media relations or insufficient income generation. Actions taken to mitigate risks included improving the codes of conduct relating to our front-line services, implementing a GDPR compliance framework, and improving our communications and development plans.

### **Future Plans**

Humanists UK's key objectives for 2019 are to continue to work towards our six organisational aims as outlined above, in particular promoting a wider understanding of humanism, enabling humanists to express their beliefs and values, fighting against discrimination, and ensuring public policy is shaped by humanist perspectives.

The key planned activities to achieve these objectives are a continuation of those outlined in this report – promotion of humanism through web and other resources, lectures, online courses, provision of speakers and education materials to schools and other means; public affairs work on a range of policy issues including faith schools, assisted dying and human rights; growth of our networks of celebrants, school volunteers and pastoral support and other



front-line volunteers. We plan to hold more public events, to expand our community services and public affairs work and will continue to explore new ways in which we can further our charitable objectives.

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

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

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

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

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Association and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

- so far as each Director is aware, there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Company's auditors are unaware; and
- each Director has taken steps to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

### **Auditors**

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

**On behalf of the Board: Tamar Ghosh, Chair, 11 May 2019**

## **Independent auditor's report to the members of the British Humanist Association for the year ended 31<sup>st</sup> December 2018**

### **Opinion**

We have audited the financial statements of the British Humanist Association (the 'charitable company', operating as Humanists UK) for the year ended 31 December 2018 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2018 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

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

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

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

### **Other information**

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

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

## **Independent auditor's report to the members of the British Humanist Association for the year ended 31<sup>st</sup> December 2018 (continued)**

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

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

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

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

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

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

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

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

### **Responsibilities of trustees**

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

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

**Independent auditor's report to the members of the British Humanist Association for the year ended 31<sup>st</sup> December 2018 (continued)**

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

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

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

**Use of our report**

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

Richard Billingham (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

## Statement of Financial Activities including the Income and Expenditure Account for the year ended 31 December 2018

			Funds 2018			Funds 2017	
	Notes	Restricted £	Unrestricted £	Total 2018 £	Restricted £	Unrestricted £	Total £
INCOME FROM:							
- Legacies and donations	2	194,993	1,579,035	1,774,027	208,010	802,386	1,010,396
				-			
- Other trading activities	3	-	12,228	12,228	-	9,456	9,456
- Investments	4	-	17,251	17,251	-	23,736	23,736
- Charitable activities	5	-	1,077,582	1,077,582	-	987,292	987,292
Total		194,993	2,686,096	2,881,088	208,010	1,822,870	2,030,880
EXPENDITURE ON:							
- Raising funds	6	-	( 182,049)	( 182,049)	-	( 160,756)	( 160,756)
- Charitable activities	7,8	( 154,946)	( 1,837,210)	( 1,992,156)	( 236,205)	( 1,842,383)	( 2,078,588)
Total		( 154,946)	( 2,019,259)	( 2,174,205)	( 236,205)	( 2,003,139)	( 2,239,344)
Net gains/(losses) on investments	11	-	( 20,218)	( 20,218)	-	49,873	49,873
Net income/(expenditure)		40,047	646,619	686,666	( 28,195)	( 130,396)	( 158,591)
Transfers between funds		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		40,047	646,619	686,666	( 28,195)	( 130,396)	( 158,591)
Balances brought forward at 1 January		84,177	868,619	952,796	112,372	999,015	1,111,387
BALANCES CARRIED FORWARD AT 31 DECEMBER		124,224	1,515,238	1,639,462	84,177	868,619	952,796

All amounts relate to continuing activities.

**Balance Sheet as at 31 December 2018**

		2018		2017	
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Office equipment	10		37,629		45,955
Investments	11		<u>725,636</u>		<u>734,463</u>
			763,265		780,418
<b>CURRENT ASSETS</b>					
Debtors	12	238,531		131,198	
Cash at bank and in hand		<u>831,018</u>		<u>151,319</u>	
		1,069,549		282,517	
<b>LIABILITIES</b>					
Creditors: Amounts falling due within one year	13	<u>( 193,352)</u>		<u>( 110,139)</u>	
<b>NET CURRENT ASSETS</b>			<u>876,197</u>		<u>172,378</u>
<b>NET ASSETS</b>			<u><u>1,639,462</u></u>		<u><u>952,796</u></u>
Represented by					
<b>FUNDS :</b>					
Unrestricted	14		1,515,238		868,619
Restricted	15		<u>124,224</u>		<u>84,177</u>
<b>Total Funds</b>			<u>1,639,462</u>		<u>952,796</u>

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

Approved by the Directors on 11 May 2019.

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

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

Company number: 00228781

**Statement of Cash Flows for the year ending 31 December 2018**

		<b>2018</b>	<b>2017</b>
		<b>£</b>	<b>£</b>
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	<u>679,756</u>	<u>( 219,320)</u>
Cash flows from investing activities:			
Dividends and interest from investments		17,251	23,736
Purchase of property, plant and equipment		( 5,917)	( 2,156)
Proceeds from sale of investments		1,588,168	-
Purchase of investments		( 925,621)	-
Net cash provided by/(used in) investing activities		<u>673,881</u>	<u>21,580</u>
Change in cash and cash equivalents in the reporting period		1,353,637	( 197,740)
Cash and cash equivalents at the beginning of the reporting period		192,729	390,469
Cash and cash equivalents at the end of the reporting period	25	<u><u>1,546,366</u></u>	<u><u>192,729</u></u>

## Notes to the Financial Statements for the year ended 31 December 2018

### 1. Accounting policies

#### Basis of Preparation

These Financial Statements are presented in pounds sterling and have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (the Charities SORP FRS 102), the Financial reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Humanists UK meets the definition of a public benefit entity under FRS 102.

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

#### Short term debtors and creditors

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

#### Judgements and key sources of estimation uncertainty

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

#### Prepayments & Accruals

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

#### Tangible Fixed Assets and Depreciation

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

Office Equipment: 20% p.a. straight line

Computer equipment: 33 1/3% p.a. straight line

Office fixtures & fittings: 10% p.a. straight line

#### Fixed asset investments

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

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

#### Value Added Tax

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



## Funds

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

## Deferrals Policy

Income is recognised when all the following criteria are met:

- Control over the rights or other access to the economic benefit exists
- It is more likely than not that the economic benefits will pass to the Association
- The monetary value of the income can be measured reliably.

## Grants Receivable

Revenue grants are credited to incoming resources on the earlier of the date they are received or the date they are receivable, unless they relate to a specific future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted incoming resources when they become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

## Donations and Legacies

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

## Charitable Activities

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

## Allocation of Overhead, Governance and Support Costs

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

## Pensions

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

## 2. Legacies and donations

	2018			2017
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
Donations and Gift Aid	194,993	798,508	993,501	826,976
Legacies	-	780,527	780,527	183,420
	<u>194,993</u>	<u>1,579,035</u>	<u>1,774,028</u>	<u>1,010,396</u>

**3. Income from other trading activities**

	<b>2018</b>			<b>2017</b>
	<b>Restricted Funds</b>	<b>Unrestricted Funds</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Rent & charges to tenants	-	12,228	12,228	9,456
	<u>-</u>	<u>12,228</u>	<u>12,228</u>	<u>9,456</u>

**4. Investment income**

	<b>2018</b>			<b>2017</b>
	<b>Restricted Funds</b>	<b>Unrestricted Funds</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Interest	-	307	307	195
Dividends	-	16,944	16,944	23,541
	<u>-</u>	<u>17,251</u>	<u>17,251</u>	<u>23,736</u>

**5. Income from charitable activities**

	<b>2018</b>			<b>2017</b>
	<b>Restricted Funds</b>	<b>Unrestricted Funds</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Subscriptions	-	616,136	616,136	491,431
Group fees	-	875	875	1,927
Celebrants' levies	-	32,121	32,121	145,091
Celebrants' training	-	232,567	232,567	191,514
Celebrants' accreditation fees	-	75,342	75,342	5,800
Events & activities	-	93,251	93,251	104,960
Sales of literature & merchandise	-	10,816	10,816	13,493
Sundry income	-	4,319	4,319	7,677
Pastoral support	-	12,155	12,155	25,399
	<u>-</u>	<u>1,077,582</u>	<u>1,077,582</u>	<u>987,292</u>

**6. Cost of raising funds**

	<b>2018</b>			<b>2017</b>
	<b>Restricted Funds</b>	<b>Unrestricted Funds</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fundraising costs	-	172,169	172,169	148,246
Investment manager's fees	-	4,999	4,999	2,010
Purchase of merchandise	-	4,881	4,881	10,500
	<u>-</u>	<u>182,049</u>	<u>182,049</u>	<u>160,756</u>

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

	<b>2018</b>			<b>2017</b>
	<b>Direct Costs</b>	<b>Support Costs</b>	<b>Total</b>	<b>Total</b>
Education and Promotion of Humanism	452,194	151,561	603,755	685,196
Ceremonies	369,239	100,188	469,427	477,874
Pastoral Support	121,847	72,154	194,001	187,307
Public Affairs & Policy	301,830	243,196	545,026	598,718
Activities for Members and Partner Groups	<u>78,383</u>	<u>101,564</u>	<u>179,947</u>	<u>129,493</u>
	<u><u>1,323,493</u></u>	<u><u>668,663</u></u>	<u><u>1,992,156</u></u>	<u><u>2,078,588</u></u>

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

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Staff costs	348,200	335,385
Rent and rates	84,038	82,885
Repairs, maintenance & utilities	18,670	20,117
Postage and stationery	26,165	33,043
ICT	58,640	47,159
Irrecoverable VAT	60,426	35,404
Subscriptions	3,297	2,262
Bank charges & interest	42,157	41,042
Depreciation	14,243	15,021
Other costs	1,042	8,811
Governance	<u>11,785</u>	<u>8,436</u>
	<u><u>668,663</u></u>	<u><u>629,565</u></u>

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

**Governance costs**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Audit fee- current year	5,200	5,250
- previous year underprovision	-	150
Other professional expenses	13	13
Trustee meeting expenses	<u>6,572</u>	<u>3,023</u>
	<u><u>11,785</u></u>	<u><u>8,436</u></u>

**9. Staff costs**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Wages and salaries	872,677	781,320
Social security costs	89,355	79,270
Pension contributions	<u>38,351</u>	<u>30,049</u>
Total payroll costs	1,000,383	890,639
Staff recruitment	5,963	3,311
Temporary staff	<u>6,832</u>	<u>-</u>
	<u><b>1,013,178</b></u>	<u><b>893,950</b></u>
Average number of employees (FTE)	24	22
Average number of employees	25	22

One employee earned in excess of £80,000 (2017: nil) and that salary fell in band £80,000 to £90,000 (£70,000-£80,000 in 2017).

Key management personnel (£437,780) (2017: £356,992) includes Chief Executive, Director of Communications & Development, Director of Community Services, Director IT, Director of Operations, Director of Public Affairs & Policy, Head of Ceremonies, Head of Education, Head of Pastoral Support. The Director of IT was a new role in 2018 while the Director of Communications & Development post was filled for a full year, compared to a part year in 2017.

**10. Tangible assets**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
<b>Office Fixtures, Fittings and Equipment</b>		
Cost at 1 January	138,857	136,701
Additions	5,917	2,156
Disposals	<u>( 43,761)</u>	<u>-</u>
As at 31 December	<u><b>101,013</b></u>	<u><b>138,857</b></u>
Depreciation at 1 January	( 92,902)	( 77,881)
Charge for the year	( 14,243)	( 15,021)
Disposals	<u>43,761</u>	<u>-</u>
Depreciation at 31 December	<u><b>( 63,384)</b></u>	<u><b>( 92,902)</b></u>
Net book value at 31 December	<u><b>37,629</b></u>	<u><b>45,955</b></u>

**11. Investments**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Market value at 1 January	693,053	643,180
Additions	925,621	-
Disposal proceeds	( 1,588,168)	-
Realised gains/(losses)	-	-
Unrealised gains/(losses)	<u>( 20,218)</u>	<u>49,873</u>
Market value at 31 December	10,288	693,053
Cash with brokers	<u>715,348</u>	<u>41,410</u>
Total investments at 31 December	<u><u>725,636</u></u>	<u><u>734,463</u></u>
Investments at cost 31 December	<u><u>10,515</u></u>	<u><u>598,973</u></u>

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

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Barclays Property Income Trust for Charities	<u><u>10,288</u></u>	<u><u>693,053</u></u>

The portfolio consists of units held in Barclays Charity Fund which is tailored to the investment needs of charities. The fund seeks to provide unit holders with a sustainable level of income, together with the prospect of growth in both capital and income through investment in a diversified portfolio of assets. The fund is ethically screened from direct investments in tobacco, arms, gambling and pornography. Given the instability in financial markets surrounding the Brexit issue, the Board, at its November meeting, took the view that it would be prudent to hold all the Association's financial assets in instant access accounts on a temporary basis. That arrangement is kept under constant review.

**12. Debtors**

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Prepayments	28,427	22,424
Legacies receivable	100,500	-
Gift Aid	85,943	62,738
Other accrued income	-	24,000
Other debtors	<u>23,661</u>	<u>22,036</u>
	<u><u>238,531</u></u>	<u><u>131,198</u></u>

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

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

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Accruals	43,789	39,214
Taxes: Payroll taxes	28,345	23,507
VAT	50,162	11,489
Deferred income	62,109	26,976
Holiday accrual	8,947	8,953
	<u>193,352</u>	<u>110,139</u>

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

**14. a) General reserves**

	<b>Revaluation Reserve</b>	<b>Accumulated Income</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Balance at 1 January 2018	94,110	770,114	864,224
Surplus/(deficit) for the year	-	666,286	666,286
Realised gains/(losses) on investments	( 20,218)	-	( 20,218)
Transfer on realisation	( 73,892)	73,892	-
Transfer to designated funds	-	-	-
Balance at 31 December 2018	<u>-</u>	<u>1,510,292</u>	<u>1,510,292</u>

**b) Designated Reserves**

	<b>Balance at 1 January</b>	<b>Incoming Resources</b>	<b>Resources Expended</b>	<b>Transfer</b>	<b>Balance at 31 December</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Music (the Humanist choirs)	4,395	1,888	( 1,337)	-	4,946
	<u>4,395</u>	<u>1,888</u>	<u>( 1,337)</u>	<u>-</u>	<u>4,946</u>

**15. Restricted funds**

	Balance at 1 January 2018	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2018
	£	£	£	£	£
Education	-	10,222	( 6,790)	-	3,432
Public Affairs	-	2,192	( 16,847)	14,655	-
Ceremonies	-	1,064	( 1,064)	-	-
Local groups	2,099	16,005	( 3,411)	-	14,693
Music (the Humanist choirs)	-	12,025	( 12,025)	-	-
Campaign Against Faith Schools	45,288	28,971	( 34,777)	( 14,655)	24,827
Faith to Faithless	17,363	17,966	( 17,188)	-	18,141
Accord	-	36,677	( 36,677)	-	-
Assisted Dying	-	60,000	( 8,028)	-	51,972
Defence Humanists	-	604	( 255)	-	349
LGBT Humanists	19,427	2,113	( 10,729)	-	10,811
Pastoral Support	-	414	( 414)	-	-
Northern Ireland development	-	6,680	( 6,680)	-	-
Wales development	-	60	( 60)	-	-
	<u>84,177</u>	<u>194,993</u>	<u>( 154,946)</u>	<u>-</u>	<u>124,224</u>

**Accord**

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

**Assisted Dying**

This fund was created in 2018 to manage donations to cover the payroll costs of one member of Humanists UK staff to work on the Assisted Dying campaign with the My Death, My Decision coalition.

**Ceremonies**

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

**Education**

This fund results from legacies and donations given to support Humanists UK's work in promoting the understanding of Humanism in the education sphere. This includes efforts to place a free copy of the *What is Humanism? How Do You Live Without a God? And Other Big Questions for Kids* in every primary school in Britain.

**Campaign Against Faith Schools**

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

**Defence Humanists**

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

**Faith to Faithless**

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

### LGBT Humanists

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

### Local Groups

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

### Music

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

### Northern Ireland Development

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

### Pastoral Support

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

### Public Affairs

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

### Wales Development

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

## 16. Operating leases

At 31 December 2018 the Company had the following commitments under non-cancellable operating leases as follows:

	Land and buildings		Other	
	2018	2017	2018	2017
	£	£	£	£
Falling due within one year	79,966	79,966	7,063	7,063
Falling due between one and five years	239,898	319,864	4,733	6,148
Falling due later than five years	-	-	-	-
	<u>319,864</u>	<u>399,830</u>	<u>11,796</u>	<u>13,211</u>

The commitment in respect of land and buildings at the current year end reflects the lease on the Association's premises. The ten-year lease expires in 2023, with an annual rent of £79,966 (including tax) which was subject to a rent review in 2018-19. If there were no increase at this review, the outstanding commitment on the property would be £319,864.



## 17. Taxation

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

## 18. Directors' remuneration and expenses

Amy Walden was paid expenses of £254 as part of the pastoral support volunteer training programme. Guy Otten, a Celebrant, was paid £600 for mentoring newly trained celebrants. Ewan Main, also a Celebrant, was paid fees and expenses of £267 as part of the celebrants training programme. Aside from Amy Walden, Guy Otten and Ewan Main no remuneration, directly or indirectly, out of the funds of the charity was paid or is payable for the year to any director or to any person known to be connected with any of them.

Directors were reimbursed a total of £2,370 (2017: £2,399) for travel expenses to attend meetings in connection with their duties. Expenses not reported in Note 8 include travel to various events, including public lectures and fundraising events.

## 19. Capital commitments

There were no capital commitments at 31 December 2018 (2017: nil).

## 20. Pension commitments

The charity contributed to individual defined contribution pension schemes for several employees. The assets of the schemes are held separately from those of the charity in independently administered funds. Total employer's contributions paid in the year were £38,351 (2017: £30,049).

## 21. Net assets

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted funds	763,265	751,973	1,515,238
Restricted funds	-	124,224	124,224
	<u>763,265</u>	<u>876,197</u>	<u>1,639,462</u>

## 22. Reversionary interest

Humanists UK has been bequeathed a reversionary interest in a trust established under the terms of the Will of Christine Cotton, who died on 24 January 2000. The trust assets comprise a property occupied by the Life Tenant, investments and bank accounts. The value of the investments as at 5 April 2018 (the date of the last valuation by the trustees) was £59,532 (4 March 2017: £58,023). The trustees have previously indicated to Humanists UK that the property (bought in 2002 for £85,000) had a value in 2015 of between £150,000 and £170,000 by comparison with similar properties in the locality.

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

## 23. Related party transactions

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

The Chief Executive of Humanists UK is also a Director of the International Humanist and Ethical Union. The International Humanist and Ethical Union rents part of Humanists UK's office accommodation and the rent charged in 2018 amounted to £12,228 (2017: £9,456). The Association paid an annual subscription to IHEU of £19,000.

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

The Chief Executive of Humanists UK is also a Director of the Religious Education Council of England & Wales (REC). The Association paid an annual subscription to the REC of £900.

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

	2018	2017
Net income/(expenditure) for the reporting period	686,666	( 158,591)
Depreciation charges	14,243	15,021
(Gains)/losses on investments	20,218	( 49,873)
Dividends and interest from investments	( 17,251)	( 23,736)
(Increase)/decrease in debtors	( 107,333)	( 1,868)
Increase/(decrease) in creditors	83,213	( 273)
Net cash provided by/ (used in) operative activities	<u>679,756</u>	<u>( 219,320)</u>

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

	2018	2017
	£	£
Cash at bank and in hand	831,018	151,319
Cash at brokers	<u>715,348</u>	<u>41,410</u>
Total cash and cash equivalents	<u>1,546,366</u>	<u>192,729</u>

## 26. Statutory information

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