



**77th
Annual Report
& Accounts
2010/11**

The British Trust for Ornithology
The Nunnery
Thetford
Norfolk IP24 2PU

Registered Charity No. 216652 (England & Wales) No. SC039193 (Scotland)
Company Limited by Guarantee
Registered in England and Wales Company No. 357284

**The British Trust for Ornithology
Council and Management
2011**

Patron HRH The Duke of Edinburgh

Council

<i>President</i>	Baroness Young of Old Scone	2006-2013
<i>Chairman of Council</i>	Professor I Newton	2009-2012
<i>Honorary Treasurer</i>	N G Campbell	2008-2011
<i>Honorary Secretary</i>	N J Bucknell	2011-2014

<i>Chairman of Regional Network Committee</i>	Dr R J Harris	2010-2013
<i>Chairman of Ringing Committee</i>	Dr K W Smith	2011-2014

<i>Other Council Members</i>	K F Betton	2010-2013
	Lt Col R C Dickey	2009-2012
	Prof R W Furness	2011-2014
	R Hamilton	2008-2011
	Dr I R Hartley	2008-2011
	Mrs M P Henton	2011-2014
	D C Milne	2009-2012
	Professor D T Parkin	2008-2011
	Dr A M Whitbread	2010-2013

Vice Presidents

Dr P Jones	2006-2013
Mr C Packham	2010-2017
Dr H P Sitters	2007-2014

Regional Network Committee

Chairman Dr R J Harris; E M Ab Owain; K F Betton; M F Brown; Dr H M Crabtree; Lt Col R C Dickey; R Hamilton; A Heavisides; P Overton; C Robinson.

Ringing Committee

Chairman Dr K W Smith; R du Feu; Prof R W Furness; Dr I R Hartley; M Hughes; Dr G P Mawson; C Mitchell; Dr D Sheehan; J C Warwick.

Management

Director Dr A Clements; *Director of Communications* G F Appleton; *Director of Development* Dr M M Rehfish; *Director of Science (Ecological Change)* Professor R J Fuller; *Director of Science (Modelling & Demography)* Dr S R Baillie; *Director of Services & Company Secretary* A T Scott.

Past Chairmen and Presidents

<i>Chairman</i>		<i>Presidents</i>	
1935-39	The Right Hon. Earl of Mansfield	1958-60, 65-68	R C Homes
1940-41	The Right Hon. Malcolm MacDonald MP	1961-64	C A Norris
1942-47	Dr A Landsborough Thomson CB OBE DSc	1969-72	I J Ferguson-Lees
1948	Dr E M Nicholson CB CVO	1973-76	R A O Hickling
1949	A W Boyd MC	1977-80	J M McMeeking MBE
1950	Sir Norman Kinnear	1981-84	S M Taylor
1951-56	Major-General H P W Houston	1985-89	J A Hancock OBE
1957	R C Homes	1990-93	R P Howard
1988-91	G H Green	1994-96	Sir William Wilkinson
1992-96	I C Castle	1997-2001	Sir Frederick Holliday
1996-2000	Dr H P Sitters	2002-2005	Lord Blakenham
2001-2004	A J Martin		
2005-2008	Dr S Hunter		

**BRITISH TRUST FOR ORNITHOLOGY
STAFF LIST (as at 31 March 2011)**

DIRECTOR: Dr Andy Clements
PA to the Director – Nicki Read

SCIENCE

BTO SCOTLAND

COMMUNICATIONS

Ecological Change Group		Modelling & Demography Group		DEVELOPMENT		SERVICES		
Science Director Snr Secretary Principal Ecologist – Monitoring Snr Research Manager	Prof Rob Fuller as PA to Director Maria Knight Dr David Noble as Head of Monitoring Snr Research Manager	Science Director Snr Secretary Secretary Principal Ecologist – Climate Change Principal Ecologist – Modelling Snr Research Manager	Dr Stephen Baillie Mandy Andrews Debbie Nicholls as Head of Pop Ecologist & Modelling Dr Rob Robinson as Head of Demography	Director Snr Secretary PA/Personnel Officer Dept Sec / Personnel Asst P/T	Dr Chris Wernham Rebecca Cranston John Calladine Anne Carrington-Cotton Robin Anderson Mandy Cook James Bray Dr Liz Humphreys Tba	Director Snr Secretary Secretary Membership & Volunteer Engagement Head Membership Administrator Asst Mem Administrator Mem Promotions Officer Training Off / BTO News Editor	Graham Appleton Sam Rider as Snr Sec Development	
Monitoring Head Atlas & Census Atlas Co-ordinator Projects Co-ordinator BBS Organiser Atlas Org – Scot P/T Research Ecologist BirdTrack Organiser Wetland Bird Survey WeBS LT Count Organiser WeBS C Count Organiser WeBS Counter Net Org P/T WeBS Secretary	Dawn Balmer John Marchant Kate Risely Bob Swann Richard Thewlis Nick Moran Neil Calbraide Chas Holt Heidi Mellan Marcia Sayer	Demography Head Research Ecologist Secretary Ringing Licensing and Sales Licensing & Sales Mgr Ringing Officer Ringing Officer Ringing Sales Officer P/T Ringing Data Management Ringing Data Mgr Recoveries Officer Demographic Monitoring Projects Snr Research Ecologist Nest Records Organiser	Jacquie Clark Dr Daria Dadam Jane Waters Jez Blackburn Diana de Palacio Sabine Schäfer Anne Trewthitt Bridget Griffin Lee Barber Dr Dorian Moss Dr Dave Leech Carl Barimore	Director Snr Secretary Head of Projects Snr Development Officer Development Officer Nuntery Lakes Site Mgr P/T	Dr Mark Rehftisch Sandra Sparkes Dr Nigel Clark Sam Bailey Emily Coleman Chris Gregory	Marketing Head Communications Mgr Press Officer Research Officer P/T Garden Ecology Head GBW Assistant P/T GBW Assistant P/T GBW Assistant GBW Development Officer Fundraising Head Fundraiser Corp & Trusts Fundraiser Individual Giving Fundraising Secretary P/T	Jeff Baker Laura Smith Paul Stancilffe David Glue Mike Toms Donna Hobbs Jacky Prior Heather Pymar Dr Tim Harrison As Dir of Communications Kate Aldridge Rachel Irvine as Snr Sec Comms	
Land-use Research Head Snr Research Ecologist Research Ecologist Research Ecologist Research Ecologist Research Ecologist	Dr Niall Burton Dr Graham Austin Dr Aonghais Cook Dr Viola Ross-Smith Dr Chris Thaxter Dr Lucy Wright Dr Gavin Siniwardena Dr Simon Gillings Dr David Baker Greg Conway Dr Mark Hulme	Information Systems Joint Heads Computer Support Officer Database Officer Database Programmer Snr Systems Mgr Web Software Developer Web Software Developer Web Software Developer	Dr James Pearce-Higgins Dr Stuart Newson Dr Alison Johnston Dr Sarah Eglington Dr Dario Massimino Dr Nancy Ockendon Dr Anna Renwick Dr Iain Downie Karen Wright Tba Bob Blogg Dr Andrew Joys Ian Yates Dr Bryony Braschi Mark Hammond Paul Harrup	Director Snr Secretary Facilities / H&S Officer Gardener/Handyman Gen Sales Off / Admin & Fin Asst Financial Accounts Officer / Admin Supervisor Information Services Mgr Librarian P/T Management Accountant Receptionist P/T Receptionist P/T	Andrew Scott Sophie Faulger Vicky Percy Sam Birch Chris Nichols Sonya Calder Mary Gray Dr Peter Lack Carole Showell Irene Bowles Christine Bloomfield Charmain Innes	Land-use Research Head Snr Research Ecologist Research Ecologist Research Ecologist	International Research Head Snr Research Ecologist Research Ecologist	

**The British Trust for Ornithology
Council (Trustees') Report
For the Year Ended 31 March 2011**

For the purposes of Section 45 of the Charities Act 1993 and Directors' Report for the purposes of Section 415 of the Companies Act 2006.

Company number:	357284
Charity number:	216652 (England and Wales) SC039193 (Scotland)
Principal Office and Registered Office:	The Nunnery, Thetford, Norfolk IP24 2PU
Principal Advisers:	
Auditor	Lovewell Blake LLP, The Gables, Old Market Street, Thetford, Norfolk IP24 2EN
Principal Bankers	National Westminster Bank plc, 7 Cornhill, Bury St Edmunds, Suffolk IP33 1BQ Royal Bank of Scotland, 2 Blenheim Place, Edinburgh EH7 5JH
Solicitors	Birketts LLP, Kingfisher, 1 Gilders Way, Norwich, Norfolk, NR3 1UB
Pensions Advisers	Russell Ulyatt Financial Services Ltd, 1 The Triangle, ng2 Business Park, Nottingham NG2 1AE
Insurance Brokers	Uttings, 16 The Fairland, Hingham, Norwich, Norfolk NR9 4HN

The members of Council are the directors of the charitable company and the trustees for the purpose of charity law. Those serving during the period were as follows:

K F Betton	D C Milne
N J Bucknell	Professor P Monaghan (retired 31 December 2010)
N G Campbell	Professor I Newton
D G Coker (retired 31 December 2010)	Professor D T Parkin
Lt Col R C Dickey	Dr J M Reid (retired 31 December 2010)
Professor R W Furness (appointed 1 January 2011)	Dr K W Smith (appointed 1 January 2011)
R Hamilton	E M Tigwell (retired 31 December 2010)
Dr R J Harris	Baroness Young of Old Scone
Dr I R Hartley	Dr A M Whitbread
Mrs M P Henton (appointed 1 January 2011)	

Governing Document

The British Trust for Ornithology (also known as the BTO) is a company limited by guarantee governed by its Memorandum and Articles of Association. It is registered as a charity with the Charity Commission and the Office of the Scottish Charity Regulator. Membership is open to any person whose application is approved by Council upon payment of the requisite subscription. Members undertake to contribute up to £1 each in the event of an insolvent winding up.

Trustees

Trustees are nominated by Council or members and elected by the members at the Annual General Meeting in December each year, to serve from the following 1 January. The normal term of office is four years. New trustees receive a comprehensive information pack and undergo an induction day at The Nunnery to brief them on the BTO and their role as company directors and trustees.

Organisation

The trustees make up the Council, which is the governing body of the BTO. Council meets four times a year. Council is supported by the Regional Network and Ringing Committees. The day-to-day management of the BTO is delegated to the Management Group, led by the Director.

Related Parties

The BTO's wholly owned subsidiary, BTO Services Ltd, was established to undertake commercial operations in support of the BTO, and gifts its profits to the Trust.

The BTO co-operates with many other charities, with government agencies and other bodies in pursuit of its objectives, as illustrated in this report.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2011**

Risk Management

A risk register is maintained which identifies the significant risks faced by the BTO and the measures in place to manage those risks. These are monitored by Management and reviewed biannually by Council. The key risks identified relate to the funding environment, recruitment and retention of staff with key skills, retaining volunteer support, IT systems, data management and the final salary pension scheme.

Volunteers

The Trust depends on the contributions of many thousands of volunteers who participate in BTO surveys and other activities. We are greatly indebted to them, and especially to the Regional Representatives and other regional volunteers who organise so much BTO activity at a local level. It was estimated that BTO volunteers contributed the equivalent of 246,000 days of work in 2010.

Financial Review

There was a net operating deficit of £87k for the year (2010: £68k deficit), with both income and expenditure very similar to last year. A reduction in appeal income was compensated for by increased legacies. The principal funding sources continued to be research & surveys (£2,042k), membership & communications (including BTO, Garden BirdWatch and the Ringing Scheme) (£1,033k), and trading and consultancy (including BTO Services Ltd turnover) (£705k). Appeals raised £237k, and £444k was received from legacies.

A total of £4,115k was spent during the year on carrying out, supporting and communicating ornithological research. There was a small further gain in the market value of investments, and a welcome actuarial gain in the FRS17 pension fund valuation, following last year's severe deterioration. The pension fund deficit was also reduced by a £250k deficit recovery payment from reserves.

Reserves

The trustees aim to maintain unrestricted reserves of three months' operating expenditure, equivalent to £1,263k at 2011/12 budgeted costs, in order to deal with any unexpected falls in income or other unforeseen circumstances. Unrestricted funds excluding tangible fixed assets and pension fund liability at 31 March 2011 totalled £1,756k, of which approximately £250k is committed to existing BTO-funded projects, including *Bird Atlas 2007-11*, and £200k is earmarked for the second pension fund deficit payment.

The trustees have approved a third year of budget deficits in support of the new strategy, and as a result expect the general reserves to dip below the target level in 2011/12. They aim to return the Trust to operating surplus in 2012/13; however they are conscious that restoring the reserves while at the same time making significant deficit payments into the pension fund will require significant operating surpluses to be generated, at a time when public sector spending is severely constrained. They are therefore taking action both to reduce costs and to increase other income, particularly unrestricted voluntary income.

Investments

The Memorandum of Association permits the Trust to invest monies not immediately required for its purposes as the trustees see fit. A proportion of the Trust's unrestricted funds is invested in Common Investment Funds. These funds have ethical investment policies that are considered appropriate for the Trust. The performance target for the funds is top quartile within the relevant sector, as measured over a five-year period, on a total return basis.

Public Benefit

The trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charity Commission. The following paragraphs set out in detail the aims, activities and performance of the Trust, and the way in which they provide public benefit.

Charitable Objects

The objects of the Trust, as set out in its Memorandum of Association are, for the benefit of the nation:

- (i) To promote, organise, carry on and encourage study and research and particularly field work for the advancement of knowledge in all branches of the Science of Ornithology.
- (ii) Permanently to preserve and protect lands and objects which by their natural features are suitable for the preservation and study of bird life and of fauna and flora generally.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2011**

Objectives and Activities

The BTO's purpose and public benefit is to deliver objective information and advice, through undertaking impartial research and analysis about birds, other species and habitats, to advance the understanding of nature. We inform policies and evidence-based decisions that impact on the environment such that future generations can benefit from a healthy and wildlife-rich environment. The BTO does this by:

- Sustaining long-term extensive programmes and smaller scale intensive research to study the population trends, movements, breeding, survival, ecology and behaviour of wild birds;
- Encouraging, enthusing, training and supporting volunteers to take part in scientific studies;
- Bringing together professional scientists and volunteer birdwatchers in surveys of wildlife (particularly, but not exclusively, birds);
- Analysing the data gathered through these studies, making information available to Government and other bodies, and publishing the results in the primary scientific literature and via the internet, the birdwatching and conservation press and the media more generally.

The BTO Strategy 2009-14 has been formulated to achieve our mission, and has the broad aims of:

- Encouraging more proactive, innovative and responsive science;
- Improving the accessibility of data and information;
- Achieving a stronger image and improved public profile;
- Gaining more supporters and enhancing our engagement with them;
- Looking after our staff;
- Growing and broadening the Trust's funding base;
- Demonstrating best practice governance.

These broad aims are achieved through a well-defined and cost-effective programme of work of which the key elements are:

1. Conducting fieldwork through our nationwide network of 40,000 volunteers, with planning of projects, collation of data and the analysis and publication of results by staff, under guidance from Council and its committees;
2. Maintaining a programme of long-term monitoring of the distribution and abundance of birds (including Integrated Population Monitoring and modelling), to alert the conservation community to population changes, to suggest likely causes and remedies, and direct further research;
3. Growing our research programme on the relationships between wildlife and their habitats, at multiple scales from ecosystems to territories, in order to better understand the impacts of land-use and environmental change;
4. Developing a collaborative climate change research programme;
5. Undertaking research at home and abroad on migration and the ecology of migrant birds;
6. Extending our wetland and coastal research and survey into an established marine environment programme.

Achievements and performance

The objectives set for 2010/11 and the progress achieved against those objectives, were as follows:

1. *Continue to deliver high quality science programmes, particularly to provide Government and other customers with high quality monitoring, population dynamics and modelling information; to approach completion of Bird Atlas 2007-11; to undertake multi-scale habitat and environmental change studies; to extend climate change research programmes; to embed UK, European and African migration studies; and to further develop our marine and related wetland research and survey capability.*

(a) Monitoring

A full programme of long-term schemes for monitoring terrestrial birds was operated successfully, including the BTO/JNCC/RSPB Breeding Bird Survey (BBS), the Heronries Census, the BTO/Environment Agency Waterways Breeding Bird Survey (WBBS), the Nest Record Scheme (NRS), the Constant Effort (mist-netting) Sites (CES) scheme, the Retrapping Adults for Survival Scheme (RAS) and the Ringing Scheme. Results from these schemes were reported individually and collated, where appropriate, through the on-line Breeding Birds in the Wider Countryside Report (<http://www.bto.org/birdtrends>). The report on UK waterbird populations in winter 2008/09 based on counts collected under the BTO/RSPB/JNCC Wetland Bird Survey (WeBS) was published in July. The Trust contributed to the *State of the UK's Birds*, and *State of Birds in Wales* reports (with other partners) and to the Pan-European Common Bird Monitoring Scheme.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2011**

Achievements and performance (cont'd)

Results from BTO bird monitoring are integral to a range of multi-species indicators produced for Government, to periodic species assessments (Red Lists, Biodiversity Action Plans) and to a range of other conservation initiatives. In 2010/11, a project was completed collating bird data to allow a partial review of the UK Special Protection Area network. Additionally, collaborative work with CEH and other partners on non-native species in the UK continued.

The fieldwork phase for the joint BTO, BirdWatch Ireland (BWI) and Scottish Ornithologists' Club (SOC) *Bird Atlas 2007-11* project is reaching a conclusion with just the final breeding season still to go. Counts from around 40,000 tetrads had been submitted by the end of the third breeding season in 2010, as well as counts from over 50,000 tetrads by the end of the fourth and final winter (2010/2011). Roving Records and BirdTrack (about 7.5 million records in total) contributed important further data. Over 40 local atlases are underway and BTO provides records to their organisers twice a year to fulfil agreements.

Surveys using BBS methods to target particular habitats and address key conservation issues continued, including the fifth year of the Upland Breeding Bird Survey (in England). Mammal recording continued as part of the BBS and WBBS schemes (as well as Garden BirdWatch (GBW)) and derived population trends for 15 species were reported online and via the Tracking Mammals Partnership, whilst a second full season of fieldwork for a Wider Countryside Butterfly Survey was carried out by a combination of BBS and Butterfly Conservation volunteers.

(b) Population dynamics and modelling

The BTO's demographic monitoring programme continues to underpin the broad scale surveys of abundance carried out by the Trust by providing information on mechanisms of population change. The number of ringers and nest-recorders continued to grow and participation in our structured ringing schemes, Constant Effort (mist-netting) Sites (CES) and Retrapping Adults for Survival (RAS), remained healthy. 2010 proved a bumper year for both the Ringing and Nest Record Schemes, with a record number birds ringed and the highest number of nests monitored since 1999. These increased volumes of data feed into improved estimates of breeding success and survival, allowing us to draw more robust conclusions about the causes of population changes. During the year we initiated a process to refocus the ringing and nest-recording effort of our volunteers so as to improve our capacity for demographic monitoring. This represents a key strand of work under the new BTO/JNCC Partnership Agreement with four groups being considered: breeding terrestrial birds, top predators, seabirds and wintering waterfowl. For some species we plan to eventually produce regularly updated demographic models to inform our understanding of population changes. This approach will be aided by recent improvements in statistical methods for Integrated Population Modelling. A paper illustrating how Bayesian techniques can be used to fit such an Integrated Population Model to the BTO's Blackbird data, written in collaboration with a leading statistician and published in the *Journal of Ornithology*, illustrates increasing BTO capability in this area.

Demographic analyses also contribute to our understanding in most of the other strategic science areas, notably Climate Change and Migration (see sections (d) and (e) below). During the year we undertook a review of the JNCC seabird population and productivity monitoring programme, to assess its ability to produce regionally representative trends for key species. In addition to informing future data collection priorities this work will feature in a special issue of *Marine Ecology – Progress Series* on linking science and policy in coastal zone management. The Trust's work on avian diseases continues with a major analysis identifying the scale of impact of the recent outbreak of *trichomoniasis* on Greenfinch populations, published in the high impact, open access journal *PLoS One*. We continue to collaborate with the Institute of Zoology and others in this area.

(c) Multi-scale habitat and environmental change studies

Habitat-focused research at the BTO has been in something of a period of transition over the past year, with previous, larger-scale and longer-term projects tending not to be replaced, but short-term and limited-scale work being attracted instead. The former include analytical work, under Rural Economy & Land Use (RELU) funding, relating farmland bird abundance to agricultural land-use structure and heterogeneity, which has produced two papers accepted by *Ecography*, and the major Defra project measuring the impacts of set-aside loss on farmland bird populations and behaviour. However, the new, short-term projects have included two for Natural England, one re-assessing the impacts of Entry-Level Stewardship on farmland birds using BBS data and more sophisticated analytical methods than previously and one using novel analyses of BBS data to test the implications of landscape structure, and interactions with extreme events and weather, for bird population stability and vulnerability/recovery at the site level. This work is a development of ongoing research in partnership with the Centre for Ecology and Hydrology (under JNCC funding), in which patterns are being compared between birds and butterflies, and has a specific applied focus in searching for evidence to support or not to support published principles for landscape management recommended to facilitate climate change adaptation by biodiversity. The core research on population stability for JNCC continues and several papers will be submitted to journals in 2011-12.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2011**

Achievements and performance (cont'd)

Other small or short-term projects, but ones which have value to aid the development of future work, include BBS analysis with respect to the occurrence of horticultural cropping for the Horticultural Development Council, which provided preliminary evidence consistent with a positive association between some key farmland bird populations and vegetable cropping, and a quantitative review project to inform the development of an online research tool for farmers to assist with their agri-environment scheme applications, funded by Syngenta. Other such projects include work in Bradfield woods on deer browsing effects on birds and JNCC work on woodfuel management effects. These projects now link well with a major new Defra and Forestry Commission-funded project investigating the influences of woodland management practices on birds, which has just started and will run until 2014. This project is BTO-led, with collaboration from Forest Research, RSPB and Nottingham University.

Among ongoing research directions, an international collaboration with partners in Europe and North America considering relationships between farmland heterogeneity and biodiversity continues, with a theoretical paper published in *Ecology Letters* in 2010 and funding for an international field research project being sought in 2011. The BTO's contribution to a major collaboration with environmental economists from University of East Anglia (UEA), funded by the Economic & Social Research Council (ESRC), will be concentrated mostly in 2011, featuring novel modelling work to quantify land-use impacts on the ecosystem service value of birds. Work also continues on a RELU-funded project led by Cambridge University aiming to collate the evidence base behind farmland conservation interventions. The "Farm4bio" evaluation of un-cropped land for biodiversity in England is nearing completion and papers are being discussed between BTO and our collaborators, Rothamsted and the Game and Wildlife Conservation Trust (GWCT). Within BTO, ongoing JNCC-funded work is investigating new approaches to the monitoring and assessment of environmental change, both via assemblages of species indicating the health of whole communities or ecosystems and via developing bird indicators of wider ecosystem processes.

A new area for BTO work involves field research on Ministry of Defence land, which includes large areas of little-developed semi-natural habitat supporting interesting, but under-investigated, biodiversity. Projects are in progress at Porton Down, investigating the nest behaviour of Stone Curlews for evidence of disturbance effects from increases in road traffic and from 'energetics' (explosion) testing (using nest cameras; second breeding season in 2011), and on Salisbury Plain, investigating Whinchat survival and productivity with respect to habitat. For the latter, discussions are in progress for future collaboration with CEH, who collect vegetation data for Salisbury Plain.

A further suite of projects in this theme is also being undertaken in Scotland. Annual monitoring of moorland habitat management (for Scottish Coal) is in its 10th year, with full analyses of data to date to follow this year. In addition, associations between changes in moorland bird populations and vegetation composition/structure are being analysed in collaboration with ADAS (also for Scottish Coal). In forestry, an assessment of breeding and winter bird communities in eucalyptus and other short-rotation forestry crops for Forest Research and DECC, while the influence of restructuring at the interface between conifer plantations and open moorland to include shrubs has been investigated (under Scottish Natural Heritage and Forestry Commission funding), with a paper submitted. The importance of altitude and aspect for breeding Whinchats in the uplands has been studied for Forest Research and Perth & Kinross Quality of Life Trust, with a paper submitted, and a project (with the John Hutton Institute, aka MLURI, funded by Scottish Natural Heritage) on changes in the abundance/distribution of breeding waders on machair over 30 years, with respect to changes in vegetation and land use, has been completed. Lastly, we are currently undertaking a fourth year of surveys looking at bird colonisation of a restored river channel to investigate associations with hydromorphology and macro-invertebrates (with Stirling University; funded by Scottish Coal).

(d) Climate change

During the past year, our strategy for climate change work across the BTO has been further developed, with most work falling into one or more of the following categories; documenting impacts, projecting the future and informing adaptation (<http://www.bto.org/science/climate-change>). In addition to the submission of draft final reports of two major Defra-funded consortium projects led by the BTO, additional work funded by Natural England and as part of the BBS and JNCC partnerships was also conducted. Nine climate change papers with BTO authors have been submitted during the last year, of which five have already been published.

One consortium project, BICCO-Net, focussed on documenting impacts of climate change by examining the relationships between variation in the weather and population growth of eight terrestrial taxa, and highlighted differing associations between weather and population growth across trophic levels. There was evidence that recent population trends recorded from BBS were related to the sensitivity of different species to temperature, although in a separate analysis on farmland birds, changes in agricultural management were stronger drivers of population change than climate change. Analysis of ringing and nest record data has also contributed to the documenting of impacts. A series of analyses have examined the potential for mistiming of bird breeding attempts as a result of climate change to influence the productivity of insectivorous passerines.

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Achievements and performance (cont'd)

Finally, analyses of BBS data have been used to show how recent warming has resulted in changes in the composition of bird communities in the UK, resulting in increases in diversity, but reductions in community specialisation (Davy et al. in press *Global Ecology & Biogeography*).

Work on the second consortium project, CHAINSPAN, involves projecting the future and informing adaptation. Spatial and temporal variation in the abundance of qualifying species on Special Protection Areas (SPAs) was modelled as a function of climate. Models were then used to project future changes in the abundance of species on individual SPAs. The results suggested that more species were likely to benefit from climate change in the short-term and under a low-emissions scenario, but with increasing severity of climate change, a greater proportion of species were projected to decline in abundance. Additional work in this area has been conducted as part of the BBS research programme, with models linking density to climate developed for four species.

Further research specifically on adaptation was funded by Natural England, to test some of their climate change adaptation principles. There is considerable uncertainty about the potential for site-based management to increase the resilience of populations to climate change. Modelling and experimental work has shown that for one species, the Golden Plover, the blocking of drainage ditches in upland areas has the potential to increase the abundance of their crane-fly prey and reduce likely detrimental effects of summer warming (Pearce-Higgins 2010 *Climate Research*, 2011 *Ibis*, Carroll et al. 2011 *Global Change Biology*).

(e) Migration and the Ecology of Migrants

Our second year of the work on long-distance migrants in Ghana and Burkina Faso went very well. Last winter's work gave us a good understanding of where birds were, in what habitats and how birds move between habitats. This winter's fieldwork concentrated on finding the 'difficult' species such as Wood Warbler, Garden Warbler and Spotted Flycatcher that were recorded at very low densities in our study plots last winter. The project team (joint with RSPB and the Ghana Wildlife Society) were very successful in finding large numbers of both Wood and Garden Warblers this year and Naturama, our partner in Burkina Faso undertook work at our most northerly site, the Mare d'Oursi.

During the spring of 2009 we fitted 20 geolocators to Nightingales to determine where they wintered, as part of a project undertaken in collaboration with the Swiss Ornithological Institute. We retrapped seven of these birds in 2010. This was a high recapture rate but unfortunately six of the seven geolocators failed. However, we got one remarkable track of a bird that made a slow migration down to West Africa, where it wintered in Guinea. In 2010, we fitted geolocators to 17 Swifts. Early results are astonishing – one bird was in Liberia at midday on 4 May 2011 and first entered its nesting box in England at 09:23 just six days later. These small devices continue to revolutionise our understanding of migration.

Work on Willow Warblers, a joint PhD project between BTO and the University of East Anglia, continued in 2010/2011. The analyses are now complete and are currently being written up for publication. Further work on analyses of population dynamics is detailed under the Population Dynamics and Modelling theme. A paper about migration strategies of Swallows in Britain and Ireland, using data collected by volunteer ringers as part of the Swallow Roost Project, will be published in 2011.

(f) Marine and wetland research and survey

During the past year, there has been considerable further development of the BTO's marine work programme, with particular focus on marine renewables. Most notably, the BTO has begun a four-year contract with The Crown Estate to provide independent 'Strategic Ornithological Support Services' to inform decision-making for the offshore wind farm industry. The BTO's role is to act as the group's Secretariat and oversee a programme to identify key ornithological issues relating to wind farm development and, in collaboration with Bureau Waardenburg, The Netherlands, and the Centre for Research into Ecological and Environmental Modelling, St. Andrews, to provide technical ornithological expertise. The first field season of a project involving tagging of Great Skuas and Lesser Black-backed Gulls to establish connectivity between Special Protected Areas (SPAs) and wind farm development zones was undertaken in 2010. GPS tags were fitted to 11 Lesser Black-backed Gulls at the Alde-Ore Estuary SPA and to four Great Skuas at the Foula SPA, Shetland. The project has shown how birds' foraging ranges overlap with wind farm zones and has provided information on their flight heights, as well as the migration routes of Lesser Black-backed Gulls to Iberia. The BTO has also been contracted by Forewind Ltd to provide advice in relation to survey design and undertake Environmental Impact Assessment work for the Dogger Bank Round 3 Offshore Wind Farm Zone. Further collaborative projects in relation to marine renewables have included an investigation of options to minimise avian collision with wind turbines for Defra, modelling of Red-throated Diver abundance in relation to the London Array offshore wind farm and the provision of advice on surveying seabirds off the U.S. east coast. Advice has also been provided to JNCC on modelling techniques for identifying foraging areas of breeding terns for possible SPA designation. In conjunction with our monitoring team, we held a workshop in November to look at the potential for development of a national sea-watching network.

**The British Trust for Ornithology
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For the Year Ended 31 March 2011**

Achievements and performance (cont'd)

The recommendations from that workshop are now being taken forward, while work in collaboration with the Norfolk Ornithologists' Association using information from Holme Bird Observatory is showing the potential of sea-watching data.

Following completion of our work towards the Waterbirds and overall Biodiversity topic papers for the Severn Tidal Power Strategic Environmental Assessment, our wetland work has been more limited this year. We continue to provide detailed advice to country agencies on waterbird trends on SPAs through fine-scale analyses of WeBS data; on behalf of the Countryside Council for Wales, we have also researched impacts of recent declines of cockles on the Burry Inlet SPA on the survival of Oystercatcher there, building on previous monitoring work.

2. *Further improve data, information and on-line services, extending this capability to a larger constituency of users, and incorporate new technologies for capturing data.*

Several projects that strengthen the Trust's use of the Internet to collect and disseminate data were completed during 2010/11, and a number of new projects were initiated. A suite of enhancements to BTO/RSPB/BWI/SOC BirdTrack, partly funded by SNH, will greatly enhance the utility of BirdTrack to local bird recorders. The software is now being used to implement a system of integrated bird recording in Scotland in collaboration with SOC. As part of our collaboration with BirdGuides we implemented a system to add their records to BirdTrack on a nightly basis, while BirdTrack now also provides a live feed of interesting records to the reserves section of the RSPB website. The BTO/BWI/SOC Bird Atlas project is committed to supporting local atlases which has required continuing online development and support. With the increase in usage and reliability of smartphones, we have been evaluating potential directions for using mobile devices for data collection and presentation. We jointly organised a symposium on the use of smartphones for biological recording in collaboration with the University of Oxford and BirdGuides. Information Systems staff have been working with other BTO teams to develop some prototype phone 'apps' to test the water. A new, faster internet connection to The Nunnery has allowed the BTO to improve the way that it communicates internally and externally, initially facilitating the deployment of Google Apps for Business to provide cost-effective email and other office services for staff.

To promote sharing of the BTO's extensive data and information with a wide range of users the data and publications section of the website was restructured. A new on-line Data Request application was completed, providing a faster and more efficient route for users to search for and request BTO data, and for staff to manage this important resource. Metadata for 55 surveys were published on the new website and for all remaining surveys back to 1988 metadata were drafted and will be published shortly. In conjunction with these developments the relevant computerised datasets were moved to a central file store and fully documented. A new protocol for the sharing of JNCC/BTO Partnership data came into effect in April 2010 as part of our new partnership agreement, and will be supported through these website developments. Datasets from the 1982 and 2002 Breeding Waders of Wet Meadows surveys were placed onto the NBN Gateway and good progress was made with the development of a system for uploading BirdTrack data to the NBN. Major progress was made with sorting and cataloguing paper archives, some in conjunction with Jeremy Greenwood's project on the history of the Trust, supported by the Leverhulme Trust.

The major BirdTrack dataset was prepared for submission to NBN, with loading planned for spring 2011. We also worked on a project with the NBN to describe issues relating to ornithological data flow and to populate the forthcoming NBN data cleaning tool.

3. *Apply knowledge from our market research to develop the inclusiveness of our offer, and renew the website*

The outputs from the BTO's surveys and scientific studies have relevance to a broad range of audiences, from academic and government through to the millions of birdwatchers who care about Britain's birds. Market research, targeted at people who already support our activities and others who might be expected to join, had revealed that there were many people, in both sectors, who felt that there was a gulf between what they were able to contribute and the expectations of the Trust. By changing the way that we present the organisation, Council hopes to bridge this gap. The new website, which featured a completely new logo with the descriptor *Looking out for birds*, was launched in December and this was followed by a range of redesigned journals, leaflets, posters and newsletters. There were few adverse comments about the change and the overwhelming feedback was very positive.

The BTO's work provides excellent opportunities to develop our profile, as exemplified by the widespread interest in the story of one Nightingale for which the details of its winter journey were recorded on a geolocator. Publicity in *The Independent*, on Radio 4's *Saving Species* and on *Autumn Watch* complemented other promotion of our African work by a range of well-known media and scientific figures. There was significant media interest in a range of other BTO outputs, such as work on the spread of the *Trichomonas* parasite, the results from the Breeding Bird Survey, progress on *Bird Atlas 2007-11* and the fortieth anniversary of the Garden Bird Feeding Survey.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2011**

Achievements and performance (cont'd)

As indicated in the sections above, our science has an increasingly international audience, which is being further enhanced by the wider distribution of *Bird Study* by Taylor & Francis. *Ringing & Migration* moved to the same publisher in January. BTO staff are developing an interface between science, creative arts and the media through *New Network for Nature*, a workshop for which was held at BTO HQ. The ramifications of BTO research for policy makers were highlighted in an article in *Science in Parliament*.

Members of staff are developing a close relationship with the BBC Natural History Unit. During 2010, 23 of them contributed to 93 radio and TV programmes and 31 members of staff were interviewed by members of the written media. The breadth of the BTO's activities was amply demonstrated at a reception at The Royal Society, when the Dilys Breese Medal was presented to Chris Packham, the BTO's first Marsh Local Ornithology Award was made to the Cheshire & Wirral Ornithological Society and Dr Jennifer Gill received the first Marsh Award for Ornithology.

Out in the field, we worked in partnership with a range of organisations to deliver bespoke free training events for volunteers linked to particular BTO schemes, and in so doing continued to raise the profile and understanding of the BTO, particularly in Scotland, where partners included the Scottish Wildlife Trust, the National Trust for Scotland, the John Muir Trust, local ranger services and Scottish Natural Heritage. Specific training walks for university students were also piloted at Stirling. Similar engagement work in Northern Ireland focused on partnership work to develop *Natural Copeland*, BBS, training for ringers and on *The Ocean of Wings* film festival.

4. Continue to grow our membership and supporter base.

Improved information on the way that the BTO is perceived is being used to develop the way that we work with members and volunteers. This is most closely reflected in the way that the new website has been developed, with a regional structure, videos to help develop fieldwork skills and an easier gateway to information about birds and the results of BTO surveys. Three-monthly e-newsletters, for BTO, Garden BirdWatch and BirdTrack, give better feedback to participants and provide links to the website.

One of the current, key goals is to maximise the flow of information into *Bird Atlas 2007-11*. The growth of the Nest Record Scheme, in particular the number of records for open-nesting species and targeted nesting surveys (e.g. Nest Box Challenge), are providing extra proof of breeding records, enabling a broader range of volunteers to contribute to the Atlas project. Across the country, there are 42 complementary atlas projects, each of which involves the collection of more detailed local information and has the potential to act as a stimulus for the development of local BTO involvement. Applications will be submitted to provide funds for follow-up surveys and training initiatives and to help with atlas publication, where this would be helpful. BTO Books published the Norfolk Bird Atlas in March.

Not just Birds was the theme of the annual conference, reflecting a growing interest in other taxa. During the year, results from the Reptiles and Amphibians in your Garden survey were published and then presented at the National Herpetofauna Workers Conference, Garden BirdWatchers were asked to collect records of garden-visiting dragonflies, a multi-taxa workshop was held at BTO HQ and we reviewed the ability of different national monitoring programmes to determine changes in hedgehog populations.

This was the final year of the HLF-funded Garden BirdWatch Ambassadors project, which has supported setting up a network of local GBW representatives in fifteen regions in which the scheme was previously under-represented. It was also the final year of the Building Bird Monitoring in Scotland (BBMS) initiative, during which we assessed the results and feedback from the 19 training events that were held and the 380+ participants. The BBMS evaluation report has provided evidence from which to set priorities for funding initiatives, including a pilot mentoring scheme. The above two initiatives were part of a much bigger strategy to develop the regional impact of the BTO, much of the impetus for which is being provided by the Regional Network Committee who met in Newtown to discuss best practise for Regional Representatives in terms of the delivery of local services for members. The growth in national, regional and scheme-based training courses provides support for these developments.

2010 saw the highest growth in membership since 1993; 2,020 people joined the BTO compared to 1,313 in 2009, contributing to the rise of 7.8% and a year-end total of 14,659. Although information from market research helped us better to target recruitment materials, there still appears to be an underlying effect of the increased profile of the Trust. Growth was highest in Wales (13%), with increases of 9% in Ireland and 6% in Scotland. Membership retention increased to 93.5%. Garden BirdWatch had its best year since 2007, with 1,210 new joiners.

We again contributed to a Defra initiative to produce the UK Biodiversity Indicator on Conservation Volunteering in the UK. The amount of time spent working on BTO-led surveys in 2010 was estimated as 1.82 million hours (a slight increase on 2009) – equivalent to employing 1,120 full-time staff and valued at £37 million.

**The British Trust for Ornithology
Council (Trustees') Report - Continued
For the Year Ended 31 March 2011**

Achievements and performance (cont'd)

5. Broaden the funding base, taking account of expected and significant public sector funding cuts.

Building a broader funding model is seen as a key goal for the BTO, especially if we are to be able to focus more closely on the projects that we believe are most important, rather than to have our agenda set by others. Increased membership and legacies are key parts of this mix, income from which grew strongly in the year under review. Appeal income, on the other hand, was disappointing, with broader economic constraints affecting the money that was provided by members, supporters and Charitable Trusts for the *Out of Africa* and *BTO Cymru* appeals. Fortunately, the BTO Cymru initiative received significant support from the Esmée Fairbairn Foundation, from Environment Wales (on behalf of Welsh Government) and from the Countryside Council for Wales.

One of our targets is to seek increased support from the business sector, to which end a review of the *Birds & Business Alliance* was started. B&BA arose out of the popular Business Sites Challenge which, in 2010, was sponsored by EDF Energy. Gardman is a long-standing funder of BTO work, with their total support reaching £1,000,000, an event that was celebrated at The Nunnery with some of Gardman's key customers. Work with publishing companies also bore fruit, with significant royalties from books published in the previous year. By providing training for environmental consultants we hope to develop another income stream based on disseminating ornithological knowledge; the first course took place during the year.

Developments in individual giving included the launch of a Nightingale Supporters' Group and increased support for sponsored events, while the sales catalogue was used as a vehicle to help fund the *Out of Africa* appeal. There was good response to the BTO's first raffle, again in support of migrants. Developing the fundraising potential of our members and supporters is a key element of broadening the funding mix, especially over the next five years.

Contract income is the major contributor to the BTO's income, and supports much of the Trust's core work. Even though the changed economic climate started to impact upon government funding in 2010-2011 a major team effort led to 118 contracts being obtained and the contract funding target being exceeded by 18%. The major improvement in the BTO's Project Management System over the last two years has been timely for there is a clear tendency for funders to demand higher levels of quality assurance and risk control when commissioning work, which carries attendant costs.

BTO has continued to successfully grow work in new priority policy areas. We are contributing increasingly to work in the marine environment. The BTO input into the JNCC Seabird Monitoring Programme has increased. For Defra we successfully reviewed options for minimising bird collisions with offshore turbines. Information gathered on behalf of DECC using state-of-the-art European Space Agency GPS tags allowed us to follow seabirds for their return migration to wintering grounds and a breeding season; the detailed distribution and flight height information obtained from these birds makes it possible to generate risk maps showing where birds would be most affected by offshore and terrestrial renewable energy projects. The highly policy-relevant projects modelling the effect of climate change on the abundance of biodiversity in the UK (BICCO-Net) and on the species features of designated sites (CHAINSPAN) have been completed and should help inform government responses to the threats posed by climate change to biodiversity. The BTO is continuing to build its profile in the international arena. A BTO Darwin Initiative project has successfully shown how Ugandan farmers can obtain a good income from growing coffee while minimising their impact on biodiversity.

6. Achieve best practice and efficient governance.

The Governance Working Group's recommendations on trustee role descriptions, trustee recruitment and committee structures are being monitored and are working well. We are considering benchmarking performance against the Good Governance Code for the Voluntary and Community Sector. The replacement of a senior Committee with more frequent full Council meetings has achieved savings, and improved trustee participation. On the staff side, BTO took part in the annual Charity Pulse staff satisfaction survey, the results of which were highly encouraging. Carbon and other resource use continues to be monitored for reporting in due course.

Plans for future periods

The implementation plan for the BTO Strategy 2009-14 is well underway, with all relevant performance indicators being delivered in a timely way. Our strategic science priorities have positioned the BTO well with respect to the Government environmental policy agenda, and we continue to maintain levels of contract income from Government and Agency suppliers, and to inform policies and decisions with high quality scientific information and evidence. We have used market research reported on previously to underpin our brand renewal and website development, offering much improved services to our growing community of volunteers, supporters and members. The main priorities for the coming period are to:

**The British Trust for Ornithology
Council (Trustees') Report – Continued
For the Year Ended 31 March 2011**

Plans for future periods (cont'd)

1. Continue to deliver high quality science programmes, particularly to provide Government and other stakeholders with high quality monitoring, population dynamics and modelling information; to complete fieldwork coverage for *Bird Atlas 2007-11*; to undertake multi-scale habitat and environmental change studies; to extend climate change research programmes; to embed UK, European and African migration studies; and to further develop our marine and related wetland research and survey capability.
2. Further improve data, information and on-line services, extending this capability to a larger constituency of users, and incorporate new technologies for capturing data.
3. Complete brand and Website development to further enhance the accessibility of BTO science.
4. Continue to grow our membership and supporter base.
5. Broaden the funding base, taking account of expected and significant public sector funding cuts, and secure significant additional unrestricted income.
6. Achieve best practice and efficient governance and build staff morale through listening to and addressing feedback from the second annual staff satisfaction survey.

Statement of Council Members' Responsibilities

The Council members are responsible, as Directors of the Company, for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Council members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company at the year end and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing those financial statements, the Council members are required to:

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

The Council members are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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


In so far as the Council members are aware:

- there is no relevant audit information of which the Trust's auditor is unaware; and
- the Council members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

A resolution to re-appoint Lovewell Blake as auditor for the ensuing year will be proposed at the annual general meeting under section 485 of the Companies Act 2006.

BY ORDER OF COUNCIL
13 July 2011


PROFESSOR I NEWTON
Chairman


N G CAMPBELL
Honorary Treasurer

Independent Auditor's Report to the Members of The British Trust for Ornithology

We have audited the financial statements of The British Trust for Ornithology for the year ended 31 March 2011 which comprise the Consolidated Statement of Financial Activities, the Consolidated Income and Expenditure Account, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 and to the charity's trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and the charity's trustees 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, its members as a body and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of Council Members and Auditor

As explained more fully in the Statement of Council Members' Responsibilities set out on page 13, the Council Members (who are also the directors of the British Trust for Ornithology for the purposes of company law) are responsible for the preparation of the Annual Report and the financial statements and for being satisfied that the financial statements give a true and fair view.

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at www.frc.org/apb/scope/private.cfm.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of affairs of the charitable company and the group as at 31 March 2011 and of the group's incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Council Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

- the parent charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records or returns; or
- certain disclosure of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Richard Morris

Richard Morris (Senior Statutory Auditor)
For and on behalf of Lovewell Blake LLP Statutory Auditor

The Gables, Old Market Street
Thetford, Norfolk IP24 2EN

Date: 22.7.11

The British Trust for Ornithology
Consolidated Statement of Financial Activities
for the Year Ended 31 March 2011

	Note	Unrestricted Funds	Restricted Funds	Total 2011 £	Total 2010 £ Restated
Incoming resources					
Incoming resources from generated funds:					
<i>Voluntary income:</i>					
General donations		24,690	32,858	57,548	36,462
Appeals		13,938	223,148	237,086	396,237
Legacies		444,077	-	444,077	284,767
		482,705	256,006	738,711	717,466
<i>Activities for generating funds:</i>					
Trading and consultancy		700,169	4,386	704,555	808,850
Royalties and copyright		163,957	-	163,957	153,833
Corporate membership and sponsorship		25,842	-	25,842	28,465
Other income		9,056	-	9,056	7,173
		899,024	4,386	903,410	998,321
<i>Investment income</i>	3	46,070	1,595	47,665	52,132
		1,427,799	261,987	1,689,786	1,767,919
Incoming resources from charitable activities:					
Membership and communications		1,032,504	65	1,032,569	1,066,273
Research and surveys		2,040,513	1,145	2,041,658	2,064,544
		3,073,017	1,210	3,074,227	3,130,817
Total incoming resources		4,500,816	263,197	4,764,013	4,898,736
Resources expended					
Costs of generating funds:					
Costs of generating voluntary income		70,619	33,097	103,716	128,670
Costs of activities for generating funds		594,652	-	594,652	626,985
		665,271	33,097	698,368	755,655
Charitable activities:					
Membership, volunteers and communications		1,283,314	6,630	1,289,944	1,290,893
Research and surveys		2,383,320	441,960	2,825,280	2,880,806
		3,666,634	448,590	4,115,224	4,171,699
Governance costs		37,201	-	37,201	39,623
Total resources expended	6	4,369,106	481,687	4,850,793	4,966,977
Net incoming resources before transfers		131,710	(218,490)	(86,780)	(68,241)
Gross transfers between funds	15,16	(121,219)	121,219	-	-
Net incoming resources	4	10,491	(97,271)	(86,780)	(68,241)
Before other recognised gains and losses					
Gains on investment assets for charity's own use	9	17,306	-	17,306	110,404
Actuarial gain/(loss) on pension scheme	18	338,000	-	338,000	(820,000)
Net movement in funds		365,797	(97,271)	268,526	(777,837)
Reconciliation of funds					
Total funds brought forward		1,399,453	334,596	1,734,049	2,511,886
Total funds carried forward		1,765,250	237,325	2,002,575	1,734,049

The notes on pages 19 to 30 form part of these accounts.

The Statement of Financial Activities includes all gains and losses recognised during the year.

All incoming resources and resources expended derive from continuing activities.

Gift Aid on subscriptions and some other income is now shown under Membership, volunteers and communications. The corresponding previous year figures have been restated accordingly.

**The British Trust for Ornithology
Consolidated Income and Expenditure Account
For the Year Ended 31 March 2011**

	Note	2011 £	2010 £
Income		4,716,348	4,846,604
Operating expenses		(4,850,793)	(4,966,977)
Excess of operating expenditure over income		(134,445)	(120,373)
Income from investments	3	47,665	52,132
Excess of expenditure over income for the financial year		(86,780)	(68,241)

None of the company's activities were acquired or discontinued during the above two financial years.

The company has no recognised gains or losses other than those dealt with in the income and expenditure account.

The notes on pages 19 to 30 form part of these financial statements.

The British Trust for Ornithology
Consolidated and Charity Balance Sheets
as at 31 March 2011

	Note	Group		Charity	
		2011 £	2010 £	2011 £	2010 £
Fixed assets					
Tangible assets	8	1,601,082	1,656,277	1,601,082	1,656,277
Investments	9	469,386	452,080	469,487	452,180
		<u>2,070,468</u>	<u>2,108,357</u>	<u>2,070,569</u>	<u>2,108,457</u>
Current assets					
Stocks	10	118,558	89,704	-	-
Debtors	11	741,927	1,015,704	878,336	957,633
Short-term deposits		1,874,078	2,044,935	1,874,078	2,043,825
Cash at bank and in hand		158,011	26,869	8,629	7,059
		<u>2,892,574</u>	<u>3,177,212</u>	<u>2,761,043</u>	<u>3,008,517</u>
Creditors:					
Amounts falling due within one year	12	<u>(1,344,982)</u>	<u>(1,388,189)</u>	<u>(1,213,552)</u>	<u>(1,219,594)</u>
Net current assets		1,547,592	1,789,023	1,547,491	1,788,923
Total assets less current liabilities		<u>3,618,060</u>	<u>3,897,380</u>	<u>3,618,060</u>	<u>3,897,380</u>
Creditors:					
Amounts falling due after one year	13	<u>(23,485)</u>	<u>(22,331)</u>	<u>(23,485)</u>	<u>(22,331)</u>
Net assets excluding pension scheme liability		3,594,575	3,875,049	3,594,575	3,875,049
Defined benefit pension scheme Liability	18	(1,592,000)	(2,141,000)	(1,592,000)	(2,141,000)
Net assets including pension scheme liability	17	<u>2,002,575</u>	<u>1,734,049</u>	<u>2,002,575</u>	<u>1,734,049</u>
Represented by:					
Restricted funds	16	237,325	334,596	237,325	334,596
Unrestricted funds	15	1,765,250	1,399,453	1,765,250	1,399,453
Total Funds	17	<u>2,002,575</u>	<u>1,734,049</u>	<u>2,002,575</u>	<u>1,734,049</u>

Approved by the Council and authorised for issue on 13 July 2011 and signed on its behalf by:

Chairman 
 Professor I Newton

Honorary Treasurer 
 N G Campbell

The notes on pages 19 to 30 form part of these financial statements.

**The British Trust for Ornithology
Consolidated Cash Flow Statement
For the Year Ended 31 March 2011**

	Note	2011 £	2010 £
Reconciliation of changes in resources to net cash inflow from operating activities			
Net outgoing resources for the year		(86,780)	(68,241)
Depreciation	8	68,937	84,282
Decrease/(increase) in debtors	11	273,777	(197,050)
Decrease in creditors	12,13	(42,053)	(50,021)
(Increase)/decrease in stocks	10	(28,854)	12,386
Difference between payments to defined benefit pension scheme and amount charged to expenditure		<u>39,000</u>	<u>45,000</u>
Net cash inflow/(outflow) from operating activities		224,027	(173,644)
Cash flow statement			
Payments to acquire tangible fixed assets	8	(13,742)	(113,594)
Pension deficit payment		(250,000)	-
Net decrease in short-term deposits		<u>170,857</u>	<u>251,896</u>
Net cash inflow/(outflow)		<u>131,142</u>	<u>(35,342)</u>

Analysis of short term deposits and cash	1 April 2010	Cash flow	Other non-cash changes	31 March 2011
	£	£	£	£
Cash at bank and in hand	26,869	131,142	-	158,011
Short term deposits	<u>2,044,935</u>	<u>(170,857)</u>	-	<u>1,874,078</u>
Net funds	<u>2,071,804</u>	<u>(39,715)</u>	-	<u>2,032,089</u>

Reconciliation of net cash inflow to movement in net funds	2011	2010
	£	£
Increase/(decrease) in cash in the year	131,142	(35,342)
Cash disinvested in short-term deposits	<u>(170,857)</u>	<u>(251,896)</u>
Change in net funds resulting from cash flows	<u>(39,715)</u>	<u>(287,238)</u>
Movement in net funds in the year	(39,715)	(287,238)
Opening net funds	<u>2,071,804</u>	<u>2,359,042</u>
Closing net funds	<u>2,032,089</u>	<u>2,071,804</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts
For the Year Ended 31 March 2011

1. ACCOUNTING POLICIES

a) Basis of Preparation

The financial statements have been prepared under the historic cost convention, with the exception of investments and freehold property which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005) issued in March 2005, applicable UK Accounting Standards, the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006. The principal accounting policies adopted in the preparation of the financial statements are set out below.

b) Group Financial Statements

These financial statements consolidate the results of the charity and its wholly owned trading subsidiary BTO Services Ltd on a line by line basis. A summarised profit and loss account of the subsidiary is given in note 9. A separate Statement of Financial Activities and Income and Expenditure Account is not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The gross income and deficit for the year of the parent company were £4,170,048 and £(86,780) (2010: £4,268,949 and £(68,241)).

c) Incoming Resources

Voluntary income including donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities includes income received under contract which is recognised as earned (as the related work is performed). Income from grant funding included in this category provides funding to support charitable activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income is deferred when it is received in advance of the services it relates to. Life membership income is released to the Statement of Financial Activities in equal instalments over a ten-year period.

Income from the trading subsidiary and other commercial trading activities is recognised as earned (as the related goods and services are provided).

Investment income, sponsorship and royalty income and membership subscription income are recognised on a receivable basis.

d) Resources Expended

Expenditure is recognised when a liability is incurred.

Costs are allocated directly to activity cost categories.

Costs of generating funds are those costs incurred in attracting voluntary income, in carrying out trading activities and those costs associated with royalties and sponsorship income.

Charitable activities include scientific research contracts, allocated fund research work and restricted fund research work. They also include membership, Garden BirdWatch, Ringing Scheme and communications costs.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a staff time basis.

VAT has been reclaimed on allowable expenses under the partial exemption rules. Where not reclaimable it has been included within expenses.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

e) Tangible Fixed Assets

Individual assets costing £500 or more are initially capitalised at cost.

Tangible fixed assets are depreciated on a straight line basis over their estimated useful lives as follows:

Asset Category	Annual Rate
Computer Equipment	25%
Motor Vehicles	25%
Furniture and Equipment	25%

Freehold property is not depreciated as, in the opinion of the Council, any such depreciation charged will be immaterial. Annual impairment reviews are carried out on the property. Revaluations are performed every five years, or as the trustees consider necessary, by a qualified valuer. The increase or decrease on revaluation is credited or charged to the fund holding the asset.

f) Investments

Investments are shown at market value and any unrealised gain or loss on the revaluation is taken to the Statement of Financial Activities. Surpluses / deficits on the sale of investments are credited / charged in the year they arise.

g) Stock

Stock is valued at the lower of cost or net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal.

h) Foreign Currency Translation

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the accounting dates. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the Statement of Financial Activities.

i) Funds Structure

The Trust has a number of restricted income funds to account for situations where funds have been raised for a specific purpose. All other funds are unrestricted income funds. The trustees intend to use part of the unrestricted funds to provide longer-term funding for BTO projects and core activities. Designated funds have been set up to reflect this. The funds in each of these categories are disclosed in notes 15 and 16.

j) Retirement Benefits

The defined benefit scheme provides benefits for staff based on final pensionable salary. This scheme is closed to new entrants. The assets of the scheme are held separately from those of the Trust, being invested with Legal and General and other fund managers. Defined benefit pension liabilities are measured using the projected unit cost method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability. Under FRS17-Retirement Benefits, any net liability arising based on these valuations is the best estimate of the present value of the actual amounts to be paid out of the scheme, less the market value of the scheme assets.

The increase in the present value of the liabilities of the Trust's defined benefit pension scheme expected to arise from employee service in the period is charged to the Statement of Financial Activities. The net interest on the scheme liabilities is also charged to the Statement of Financial Activities. Actuarial gains and losses are recognised in the Statement of Financial Activities.

The Trust also makes payments in respect of employees' own defined contribution schemes, through a group personal pension arrangement. For these schemes, the amount charged to the Statement of Financial Activities

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

in respect of pension costs is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

2. MEMBERS' LIABILITY

Under the Memorandum of Association of the Trust, members are required to undertake to contribute to the assets of the Trust in the event of its being wound up while they are members, or within one year after they cease to be members, for payment of the debts and liabilities of the Trust contracted whilst they were still members and of the costs, charges and expenses of winding up such an amount as may be required, but not exceeding £1 each.

3. INVESTMENT INCOME	2011	2010
	£	£
Bank interest receivable	29,006	31,969
Dividends	18,659	20,163
	<u>47,665</u>	<u>52,132</u>

4. NET INCOMING RESOURCES	2011	2010
	£	£
The surplus for the year is stated after charging/(crediting):		
Auditor's remuneration:		
Audit services	20,563	16,500
Non audit services	-	1,400
Depreciation	68,937	84,282

5. STAFF COSTS	2011	2010
	£	£
Wages and salaries	2,622,657	2,670,216
Social security costs	218,330	218,724
Pension contributions and other pension costs	325,602	286,627
Total	<u>3,166,589</u>	<u>3,175,567</u>

The number of employees whose emoluments exceeded £60,000 fell within the following bands:	2011	2010
£60,001 - £70,000	1	1

Pension contributions of £8,647 (2010: £7,587) were made in relation to one employee (2010: one) earning in excess of £60,000 who participated in the group personal pension arrangement. For details of pension contributions and other pension costs, see note 18.

Council members receive no remuneration. Expenses were reimbursed to 18 (2010: 16) Council members as follows:

	2011	2010
	£	£
Travel & subsistence	<u>4,841</u>	<u>6,655</u>

There are no other related party transactions to disclose.

Average numbers of staff and full time equivalent (FTE)

	2011		2010	
	No.	FTE	No.	FTE
Permanent posts	109	100.4	112	103.1
Seasonal fieldworkers	5	3.4	9	6.2
Total	<u>114</u>	<u>103.8</u>	<u>121</u>	<u>109.3</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

6. TOTAL RESOURCES EXPENDED

	Direct costs £	Support costs £	2011 Total £	2010 Total £
Costs of generating funds				
Costs of generating voluntary income	72,260	31,456	103,716	128,670
Costs of activities for generating funds	493,941	100,711	594,652	626,985
Charitable activities				
Membership, volunteers & communications	991,623	298,321	1,289,944	1,290,893
Research & surveys	2,125,478	699,802	2,825,280	2,880,806
Governance	32,021	5,180	37,201	39,623
Support Costs	1,135,470	(1,135,470)	-	-
Total resources expended	<u>4,850,793</u>	<u>-</u>	<u>4,850,793</u>	<u>4,966,977</u>

7. SUPPORT COSTS

	Premises £	IT & Office Services £	Human Resources £	Manage- ment & Finance £	2011 Total £	2010 Total £
Costs of generating funds						
Costs of generating voluntary income	3,329	11,357	4,623	12,147	31,456	32,752
Costs of activities for generating funds	10,657	36,362	14,800	38,892	100,711	115,425
Charitable activities						
Membership, volunteers & communications	31,567	107,710	43,840	115,204	298,321	293,327
Research & surveys	74,050	252,666	102,840	270,246	699,802	727,750
Governance	548	1,870	762	2,000	5,180	7,504
Total support costs	<u>120,151</u>	<u>409,965</u>	<u>166,865</u>	<u>438,489</u>	<u>1,135,470</u>	<u>1,176,758</u>

Governance costs include audit fees, Council meeting expenses, and the staff time cost of servicing Council meetings.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

8. TANGIBLE FIXED ASSETS - GROUP AND CHARITY

	Freehold Property	Furniture and Equipment	Computer Equipment	Motor Vehicles	Total
	£	£	£	£	£
Cost or valuation at 1 April 2010	1,499,433	226,763	457,520	131,751	2,315,467
Additions	80	-	13,662	-	13,742
Disposals	-	(1,238)	(61,452)	-	(62,690)
At 31 March 2011	<u>1,499,513</u>	<u>225,525</u>	<u>409,730</u>	<u>131,751</u>	<u>2,266,519</u>
Depreciation at 1 April 2010	-	195,451	352,546	111,193	659,190
Depreciation charge	-	12,320	48,514	8,103	68,937
Disposals	-	(1,238)	(61,452)	-	(62,690)
At 31 March 2011	<u>-</u>	<u>206,533</u>	<u>339,608</u>	<u>119,296</u>	<u>665,437</u>
Net book value at 31 March 2011	<u>1,499,513</u>	<u>18,992</u>	<u>70,122</u>	<u>12,455</u>	<u>1,601,082</u>
Net book value at 1 April 2010	<u>1,499,433</u>	<u>31,312</u>	<u>104,974</u>	<u>20,558</u>	<u>1,656,277</u>

The freehold property at The Nunnery, occupied by the British Trust for Ornithology, was valued by external valuers, Fenn Wright Chartered Surveyors, on 22 March 2006 on the basis of existing use value, at £1,400,000. Additions since that date of £99,513 have been capitalised at cost.

The Trustees discussed the condition and value of the freehold property at their meeting on 13 July 2011 and agreed that there has been no material change in either since the last external valuation on 22 March 2006.

On an historical cost basis, the freehold property would have been included at a cost and net book value of £2,250,423 (2010: £2,250,343).

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

9. INVESTMENTS

The Group

Unit Trust Investments

	2010 Market Value	Disposals	Additions	Realised gain in market value	Unrealised gain in market value	2011 Market Value
	£				£	£
Birds in Trust Fund						
M&G Charibond	98,302	-	-	-	(1,355)	96,947
M&G Charifund	105,410	-	-	-	5,239	110,649
	<u>203,712</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,884</u>	<u>207,596</u>
General Funds						
Black Rock Charishare	134,312	-	-	-	7,625	141,937
JP Morgan UK Equity	114,056	-	-	-	5,797	119,853
	<u>248,368</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>13,422</u>	<u>261,790</u>
All Funds	<u>452,080</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>17,306</u>	<u>469,386</u>

The Charity

Unit Trust Investments as above

Shares in Group Undertaking

BTO Services Ltd – cost at 1 April 2010 and 31 March 2011

100

469,486

The Trust owns 100% of the ordinary share capital of its subsidiary undertaking, BTO Services Ltd, which is incorporated in England & Wales. This company operates to promote the work of The British Trust for Ornithology by undertaking activities designed to raise funds in support of such work. The aggregate value of share capital and reserves at 31 March 2011 was £100 (2010: £100) and the company reported a nil profit or loss (2010: nil) for the financial period. The value of the Charity's investments in the subsidiary undertaking under the equity method of valuation is £100 (2010: £100). £408,758 (2010: £487,405) was paid to the Charity under Gift Aid.

The following is a summary of the subsidiary's results for the year:

	2011 £	2010 £
Turnover	1,002,723	1,117,191
Cost of sales	<u>(555,731)</u>	<u>(587,656)</u>
Gross profit	446,992	529,535
Net operating expenses	<u>(38,234)</u>	<u>(42,130)</u>
Net profit before payment under Gift Aid	<u>408,758</u>	<u>487,405</u>

Turnover includes sales to overseas markets of £41,210 (2010: £35,588)

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

10. STOCKS	2011 £	2010 £
The Group		
Finished goods and goods for resale	118,558	89,704

The Charity

The charity itself does not hold trading stock.

11. DEBTORS	2011 £	2010 £
The Group		
Trade and contract debtors	404,581	657,982
Taxes recoverable	144,058	151,141
Prepayments	66,621	73,627
Accrued income	126,667	132,954
	741,927	1,015,704

	2011 £	2010 £
The Charity		
Trade and contract debtors	189,876	311,629
Amounts due from Group undertakings	351,381	290,503
Taxes recoverable	144,058	151,141
Prepayments	66,354	71,406
Accrued income	126,667	132,954
	878,336	957,633

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

12. CREDITORS – AMOUNTS FALLING DUE WITHIN ONE YEAR

	2011	2010
	£	£
The Group		
Trade creditors	188,935	181,944
Taxes and Social Security costs	141,751	253,843
Other creditors	56,294	62,003
Accruals and deferred income	958,002	890,399
	<u>1,344,982</u>	<u>1,388,189</u>

	2011	2010
	£	£
The Charity		
Trade creditors	159,648	167,245
Taxes and Social Security costs	115,651	214,146
Other creditors	44,463	57,889
Accruals and deferred income	893,790	780,314
	<u>1,213,552</u>	<u>1,219,594</u>

13. CREDITORS – AMOUNTS FALLING DUE AFTER ONE YEAR

	2011	2010
	£	£
The Group		
Deferred income	23,485	22,331
	<u>23,485</u>	<u>22,331</u>

	2011	2010
	£	£
The Charity		
Deferred income	23,485	22,331
	<u>23,485</u>	<u>22,331</u>

14. DEFERRED INCOME RECONCILIATION

	Group	Charity
	£	£
Balance as at 1 April 2010	889,932	785,097
Amount released to incoming resources	(902,709)	(870,394)
Amount deferred in year	974,150	985,458
Balance as at 31 March 2011	<u>961,373</u>	<u>900,161</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

15. UNRESTRICTED FUNDS

The income funds of the charity include unrestricted funds comprising the following balances:

	Balance 1/4/10 £	Incoming Resources £	Expenditure £	Other Gains £	Transfers £	Balance 31/3/11 £
General Funds	12,736	4,030,196	4,259,973	351,422	20,109	154,490
Birds in Trust Fund	1,386,717	470,619	109,132	3,884	(141,328)	1,610,760
	<u>1,399,453</u>	<u>4,500,815</u>	<u>4,369,105</u>	<u>355,306</u>	<u>(121,219)</u>	<u>1,765,250</u>

The Birds in Trust Fund is to provide long-term funding for BTO projects. Income from legacies is credited to this fund unless the will provides otherwise. £100,000 was transferred to the Atlas Fund and £43,423 to the Out of Africa Fund in support of their respective projects.

16. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following balances of donations and appeal monies given for specific purposes:

	Balance 1/4/10 £	Incoming Resources £	Expenditure £	Transfers £	Balance 31/3/11 £
Atlas Appeal	102,228	146,748	310,484	81,907	20,399
Dilys Breese Fund	184,315	3,740	41,442		146,613
Boddy & Sparrow Fund	1,817				1,817
House Sparrow Appeal	7,234	126	77		7,283
Migration Fund	1,103	942			2,045
Nightingale Appeal	1,195	6,881	2,801		5,275
Swallow Appeal	9,689	411	4,313		5,787
Young Scientists Fund	20,120	18,769	6,948	(5,083)	26,858
Out of Africa Fund	(7,259)	59,776	97,059	44,542	-
BTO Wales Fund	(6,417)	25,240	10,033		8,790
Ringers Bursary	1,302		1,277		25
Thorne Ringing	8,849		819		8,030
Clark Migration	1,416		1,427	11	-
GBHi New Year Bird Count	3,986		154		3,832
Shearwood Ringing	571				571
HLF GBW Ambassadors	4,447	65	3,854	(658)	-
Willow Warbler PhD	-	500	1,000	500	-
	<u>334,596</u>	<u>263,198</u>	<u>481,688</u>	<u>121,219</u>	<u>237,325</u>

The purposes of the funds are as follows:

The Atlas Appeal is for the 2007-11 Bird Atlas. £100,000 was received from Birds in Trust and £18,903 was transferred to General Funds in respect of Atlas related projects in Scotland and Wales.

The Dilys Breese Fund is for projects relating to nesting birds.

The Boddy & Sparrow Fund is for awards to the best amateur contribution(s) to either or both of the *Bird Study* and *Ringing & Migration* publications.

The House Sparrow Appeal is to fund work on House Sparrows.

The Migration Fund is a bequest to promote the Migration Atlas and the BTO to as wide a range of people as possible.

The Nightingale Appeal is to fund work on Nightingales and woodland birds.

The Swallow Appeal is to fund work on Swallows and migration.

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

16. RESTRICTED FUNDS (Continued)

The Young Scientists Fund is to support the career development of young scientists. £5,083 was transferred to General Funds, with the donor's consent, to support the development of PhD Students.

The Out of Africa Fund is to fund work on African migrants. £44,542 was transferred from Birds in Trust and General Funds to support project costs.

The BTO Wales Fund is to support a BTO presence in Wales.

The Ringers Bursary fund is to support ringing.

The Thorne Ringing donation is to support ringing.

The Clark Migration donation is to support migration work.

GBHi New Year Bird Count is to support garden bird health research.

The Shearwood Ringing donation is to support ringing.

HLF GBW Ambassadors is a grant in support of the GBW Ambassadors scheme. £658 was released to General Funds in respect of capitalised equipment.

Willow Warbler PhD is to fund a PhD in Willow Warblers. £500 was transferred from General Funds in support of this.

17. ANALYSIS OF FUND BALANCES BETWEEN THE NET ASSETS

	Fixed Assets	Investments	Current Assets less Total Liabilities	Pension Scheme Deficit	Total Assets
	£	£	£	£	£
Unrestricted Funds					
General Funds	1,601,082	261,790	(116,382)	(1,592,000)	154,490
Birds in Trust Fund	-	207,596	1,403,164	-	1,610,760
	<u>1,601,082</u>	<u>469,386</u>	<u>1,286,782</u>	<u>(1,592,000)</u>	<u>1,765,250</u>
Restricted Funds	-	-	237,325	-	237,325
Total	<u>1,601,082</u>	<u>469,386</u>	<u>1,524, 107</u>	<u>(1,592,000)</u>	<u>2,002,575</u>

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

18. PENSIONS

Group Personal Pension Scheme

The Trust's defined benefit pension scheme was closed to new members on 1 December 2002, and new members of staff since that date have been offered a group personal pension scheme run by Aviva. Employees decide their own contribution rates, and the Trust makes an employer's contribution on a sliding scale. The Trust made total contributions of £98,964 (2010: £90,274) to staff personal pensions during the year.

Defined Benefit Scheme

The defined benefit scheme continues for the benefit of existing members and is based on an accrual rate of 1/60th of final pensionable pay for each completed year of service. The assets of the scheme are held separately from those of the Trust, being invested by the trustees in managed funds. The contribution rate, expressed as a percentage of pensionable salary, paid by the Trust during the year ended 31 March 2010 was 11.6% plus 2.1% for insured benefits. Employees contributed 7%.

Triennial Actuarial Valuation

A full actuarial valuation of the scheme was carried out as at 1 April 2009. The assets of the scheme at this date were valued at £3,222,000, and the technical provisions (liabilities) at £5,359,000, giving a shortfall of £1,336,000 and an ongoing funding level of 60%. A deficit recovery plan was subsequently agreed between Council and the pension fund trustees, by which the shortfall would be made good by lump sum contributions spread over a ten year period. The first contribution of £250,000 was paid into the scheme in May 2010. An interim valuation was carried out as at 1 April 2010, and this showed assets of £4,746,000 and technical provisions of £5,989,000, giving a shortfall of £1,243,000 and a funding rate of 79%.

FRS17 Valuation

Financial Reporting Standard 17 – Retirement Benefits (FRS17) requires the following disclosures, for which a valuation was carried out as at 31 March 2011.

Principal Assumptions

	2011	2010	2009
Discount rate	5.60%	5.50%	6.70%
Rate of increase in pensionable salaries	4.40%	4.50%	4.00%
Rate of increase in pensions in payment	3.65%	3.50%	3.00%
Rate of increase in pensions in deferment	3.40%	3.50%	2.75%
Inflation assumption	3.40%	3.50%	2.75%
Average life expectancy, after retirement at age 65:	2011	2010	
	No of years	No of years	
Male - as at the valuation date	23.0	22.9	
Male - retiring in 20 years' time	25.8	25.6	
Female - as at the valuation date	24.3	24.2	
Female - retiring in 20 years' time	26.3	26.2	

Assets of the Scheme and expected rates of return

	2011		2010		2009	
	Expected long-term rate of return	Value £	Expected long-term rate of return	Value £	Expected long-term rate of return	Value £
Bonds	5.60%	1,631,000	5.50%	747,700	5.90%	599,000
Equities	8.00%	3,934,000	8.00%	3,878,600	7.00%	2,526,000
Cash	2.00%	125,000	2.00%	119,700	2.00%	78,000
Debtors	-	-	-	-	-	-
		<hr/>		<hr/>		<hr/>
		5,690,000		4,746,000		3,203,000
Present value of scheme liabilities		(7,282,000)		(6,887,000)		(4,479,000)
		<hr/>		<hr/>		<hr/>
Deficit of scheme		(1,592,000)		(2,141,000)		(1,276,000)

The British Trust for Ornithology
Notes to the Consolidated Accounts - Continued
For the Year Ended 31 March 2011

18. PENSIONS (Cont'd)

Analysis of amount charged to the Statement of Financial Activities under FRS17	2011 £	2010 £
Service cost	229,000	118,000
Past service cost	-	-
Total operating charge	<u>229,000</u>	<u>118,000</u>
Expected return on pension scheme assets	(373,000)	(221,000)
Interest on pension liabilities	<u>392,000</u>	<u>310,000</u>
Net interest cost	19,000	89,000
	<u>248,000</u>	<u>207,000</u>

Under the projected unit method, the current service cost will increase as the members of the scheme approach retirement.

History of Experience Gains and Losses

	2011	2010	2009	2008	2007
Difference between expected and actual return on assets:					
amount £	114,000	1,133,000	(1,396,000)	(650,000)	98,000
% of scheme assets	2.0%	23.9%	(43.6%)	(15.8%)	2.34%
Experience gains and losses on scheme liabilities:					
amount £	(76,000)	48,000	(117,000)	30,000	(29,000)
% of scheme liabilities	(1.0%)	0.7%	(2.6%)	0.6%	(0.6%)
Changes in assumptions underlying scheme liabilities:					
amount £	300,000	(2,001,000)	984,000	855,000	210,000
Actuarial (loss)/gain					
amount £	338,000	(820,000)	(529,000)	235,000	279,000
% of scheme liabilities	4.64%	(11.91%)	(11.81%)	4.87%	5.41%

Movement in deficit during year

	2011 £	2010 £
Deficit in scheme at 1 April 2010	(2,141,000)	(1,276,000)
Movement in year:		
Current service charge	(229,000)	(118,000)
Contributions	459,000	162,000
Past service costs	-	-
Net interest cost	(392,000)	(310,000)
Expected return on assets	373,000	221,000
Actuarial gain/(loss)	338,000	(820,000)
Deficit in scheme at 31 March 2011	<u>(1,592,000)</u>	<u>(2,141,000)</u>

**The British Trust for Ornithology
Supporters
For the Year Ended 31 March 2011**

We are very grateful for the generous support that we have received, both in time and money, in the past year. In addition to members and other fieldworkers, there are many other individuals and companies who support the work of the BTO with financial contributions. The Trust is particularly pleased to acknowledge the following members of the Birds and Business Alliance and other supporters.

Birds and Business Alliance 2010/11

Anglia Sports & Schoolwear Ltd, Anglian Water, Ark Wildlife, R & E Bamford Ltd, Biotrack Ltd, BirdGuides, Birdseye, The BirdTable Ltd, British Airways, British Energy, Capstern Group, Carl Zeiss Ltd, Crowes of Norwich, EDF Energy, Ernest Charles, Essex & Suffolk Water, Euston Estate, Gardenature, Gardenbirdfeeder, Gardman Ltd, Grant Arms Hotel, John E Haith Ltd, Jacobi Jayne & Co, Marches Natural Products plc, Northumbrian Water, Opticron, Park Hill Nurseries & Garden Centre Ltd, Porzana, Scarecrow Bio-Acoustic Systems Ltd, Simmons & Simmons, Swarovski UK Ltd, Syngenta, Thames Water Utilities Ltd, Unilever R & D Colworth.

Trusts 2010/11

AEB Charitable Trust, The H B Allen Charitable Trust, Charles & Caroline Barrett Charitable Trust, A S Butler Charitable Trust, The Edward Cadbury Charitable Trust, The D'Oyly Carte Foundation, The Esmée Fairbairn Foundation, The Leslie Mary Carter Charitable Trust, The Harris Charitable Trust, The Lady Hind Charitable Trust, The Hobart Trust, The Marsh Christian Charitable Trust, The Scotshill Trust, The Westminster Foundation, The Emily Weircroft Charitable Trust, The Whitaker Charitable Trust, Maldwyn Williams Charitable Trust, J & J R Wilson Charitable Trust,

Legacies 2010/11

Captain J G Bolton, Mr Arthur Samuel Barlow, Mrs Una Frances Black, Miss Clarice Dawson, Mr Geoffrey Cyril Gore, Joan Miller, Miss Patricia Miller, Professor John Nelder, Wing Cdr O B Parker, Mr Derek John Simkin, Mr Terence Smeeton

In memoriam 2010/11

Miss Molly Kathleen Cage, Mrs Barbara Ann Carver, Mr Arthur Brian Crawford, Brian Jones, Mr Duncan Mackenzie, Maggie Makepeace, Wing Cdr O B Parker, Mr George Henry Paine, Dorothy Ann Philips, Gordon Reynolds, Margaret Ann F Salter, Roy Seabrook, Mrs Eileen Ann Shelford, Alison Spencer, Dr Kenneth Smith, Mrs Marian Trayner, Mr Michael John Wareing,

Funders of BTO Work 2010/11

AEWA (African-Eurasian Waterbird Agreement); Agriculture & Horticulture Development Board; Anglian Water Group; APEM Ltd; Bayer CropScience; BBC; BiOD Ltd; Birdseye Wall's Ltd.; Black & Veatch Ltd; Boughton Woodlands; Breckland Council; Butterfly Conservation; Cambridge Conservation Initiative; Cardiff Harbour Authority; CEFAS; Centre for Ecology & Hydrology; Countryside Council for Wales; Country Innovation; COWRIE (Collaborative Offshore Wind Research Into The Environment); Crown Estate; Department of the Environment, Food and Rural Affairs; Department of Energy and Climate Change; DHI Water & Environment; Dstl; EDF Energy; Emap Active Ltd (Bird Watching Magazine); Environment & Heritage Service in Northern Ireland; Environment Agency; Essex & Suffolk Water; FERA; Forewind Ltd; Forestry Commission; Forestry Commission Scotland; Forest Research; Gardman Ltd; Jacobi Jayne & Company; Joint Nature Conservation Committee (on behalf of Countryside Council for Wales, Natural England, Scottish Natural Heritage and the Environment and Heritage Service in Northern Ireland); The Leverhulme Trust; Manor House Estates; Manx BirdLife; MOD; National Forest; Natural England; NERC; NJ Division of Fish & Wildlife; NIEA; Norfolk Ornithologist's Association; Normandeau Associates; Northumbrian Water Ltd.; Opticron; Origin Energy; Plantlife; Rothamsted Research; Royal Society for the Protection of Birds; RSWT; RWE nPower Ltd; Scottish Coal; Scottish Government; Scottish Natural Heritage; Scottish Raptor Study Group; Sheepdrove Trust; SOC; State of Delaware (DNREC); Swarovski UK Ltd (Swarovski Optik); Syngenta; Unilever Ice Cream & Frozen Foods; Unilever Research; University of Cambridge; University of East Anglia; US Fisheries & Wildlife; Wildfowl & Wetlands Trust; Zoological Society of London.

