

**The British Association of Plastic,
Reconstructive and Aesthetic Surgeons
Trustees Annual Report and Financial
Statements**

for the year ended
30 September 2024

Company number: 02657454

Charity Commission number: 1005353

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President's foreword

The trustees present their report and the audited financial statements for the year ended 30 September 2024. Reference and administrative information set out on page 45 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

This trustees' annual report includes a directors' report as required by company law.

We are delighted to report growth across our educational initiatives, having successfully supported over 8,635 healthcare professionals in their professional development while reaching out to 35,095 members of the public through our information provision services.

We are particularly proud of our Annual Congress in Newcastle Gateshead, which achieved unprecedented success with 535 delegates - our highest attendance to date. The event, themed 'Interface', showcased the breadth of subspecialty practice and our vital collaborative relationships across surgical specialties.

It gives us great pleasure to announce that our membership has flourished to 1,386 members. We are especially pleased to welcome our first nurse members, marking an important step towards greater professional inclusivity. Our full membership now represents 79% of the NHS workforce.

The eLPRAS platform is continuing to expand, delivering over 9035 sessions in the last financial year, expanding its international reach globally. The platform's impact continues to grow, supporting 3,241 active UK NHS users in their professional development.

Our journals have seen remarkable developments. While JPRAS has experienced some challenges with its impact factor, we are particularly pleased to celebrate JPRAS Open receiving its first impact factor of 1.5 - a testament to the rising quality of submissions.

We are excited to announce the establishment of our new Special Interest and Advisory Group (SIAG) for diabetic foot, expanding our specialist network. 642 members - 46% of our total membership are actively participating in these special interest groups.

The National Teaching Programme has exceeded expectations, maintaining consistently strong attendance with an average of 80 participants per webinar. Its success has led to its evolution into the PS-NOLP under HEE, marking a significant achievement in sustainable educational delivery.

Supporting our members continues to be very important for BAPRAS' activity, as we have

focused on providing resources and hosting webinars on combating issues around bullying and harassment, we have also produced a suite of website resources to support anyone struggling and to encourage conversations around how we can support each other.

Maniram Ragbir

BAPRAS President 2023-2024

About BAPRAS

Charitable Purposes

BAPRAS has been established to fulfil the following purposes:

- To relieve sickness and to protect and preserve public health by the promotion and development of plastic surgery
- To advance education in the field of plastic surgery.

Public Benefit

In accordance with our charitable objectives, BAPRAS strives to improve patient care and to improve the quality of medical and surgical care for the benefit of patients within the specialty of plastic, reconstructive and aesthetic surgery. The Charity's ultimate beneficiaries are therefore patients, and benefits to patients are provided through the continuing dissemination of information in relation to the specialty by the Association.

Our achievements

In order to fulfil our charitable purposes, our principal activities surround the provision of education opportunities and information for anyone with an interest in plastic surgery.

These activities include a range of plastic surgery events and training courses for medical professionals at all stages of their careers; publication of our peer-reviewed journal, JPRAS; an e-learning offering, eLPRAS; provision of grants and bursaries for further study or to fund research in plastic surgery; dissemination of information and guidance on plastic surgery for members of the public; and provision of assistance and guidance around standard setting, consensus building and best practice.

In providing these activities, in 2023/2024, we have helped to educate more than 8,635 healthcare professionals, leading to improved care for patients, and to inform 35814 members of the public via our website, and provision of printed guidance. With our social media platforms, we are reaching over 14000 members of the public and professionals from UK and around the world.

Overview of the progress made against plans

How we measure our success

The Trustees monitor a range of measures to determine our success in meeting our charitable objectives.

These measures include:

- Level of membership as a percentage of total consultants and trainees in the NHS workforce
- Growth in attendance at our meetings and educational events

- Numbers of abstract submissions for our annual congress
- Impact factors of JPRAS and JPRAS Open
- Number of members of the public that have received support via our patient information hub or by receiving a physical copy of one of our patient information guides

In summary

Membership

We are delighted to report significant membership growth to 1,386 members, representing a net increase of 137 members since October 2023. Notable achievements include reaching 79% representation of NHS workforce consultants (up from 66%), introducing our first nurse member category, and substantial growth in trainee and student memberships. Our new online direct debit system has enhanced accessibility, particularly benefiting junior members.

Events

Our events program has achieved remarkable success, highlighted by record-breaking attendance at our Annual Congress in Newcastle Gateshead with 535 delegates. While some regional meetings show continued post-COVID recovery, our educational offerings have expanded through innovative formats. The Advanced Educational Courses have shown mixed attendance patterns, with the Sarcoma course showing growth (76 registrations) while other courses continue to rebuild their numbers. Our international presence has strengthened through successful collaborations, including representation at APSICON in India and planned partnerships with Caribbean associations.

JPRAS & JPRAS Open

A year of strategic development for our publications has seen JPRAS secure a renewed five-year contract with Elsevier and expand its international reach, particularly in the US and China. While JPRAS's impact factor adjusted to 2.0, JPRAS Open achieved its first impact factor of 1.5. Submissions have shown strong growth with 1,554 submissions in 2023, averaging 150 monthly. New editorial appointments, including Adam J Reid as incoming JPRAS Editor, position our publications for future growth.

Public Education

Our commitment to public education has reached 35,095 members of the public through our patient information hub. Our patient information pages attract an average of 2,908 monthly visitors, complemented by the distribution of 920 printed guides. Digital transformation initiatives are underway to create a unified 'one-stop shop' for both NHS and private sector plastic surgery information, ensuring accessible, reliable guidance for all stakeholders.

Our activities

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

In 2023-2024, BAPRAS has managed to set up a trading subsidiary which is used to handle the funds received from our event exhibition and sponsorships. The trading subsidiary was dormant for the aforementioned period, and it will be brought into use for the 2024-2025 financial year.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Events and training

Annual Congress

The 2023 BAPRAS Annual Congress took place at Hilton Newcastle Gateshead on 29 November – 1 December. The 2023 congress had the biggest attendance to a BAPRAS event so far. By setting up educational partnerships and headline sponsorship packages, the Association was able to increase the support from industry. In 2023, we were joined by 8 highlight sponsors and 6 education partners.

The 2023 event was subtitled 'Interface' and aimed to celebrate the breadth of subspecialty practice, and the vast working relationships that plastic surgery has with other surgical specialties. For the scientific programme, we have collaborated with a number of different Associations and Societies, with sessions combining lectures from guest speakers with free paper presentations of the latest research. Alongside the main scientific programme, we have run sessions such as practical masterclasses around microsurgery, and a cadaveric training day. We were pleased to partner with PLASTA again, to provide a dedicated pre-conference for surgeons in training from undergraduate level upwards, as well as a specific nurses' study day on the Friday of the congress.

While BAPRAS has not opted to create hybrid meetings, we have taken the opportunity to

record larger proportions of congress, with videos of key lectures being made available to members post-event, on the BAPRAS members' portal.

	2022	2023
Delegates	437	535
Free papers	113	131
Abstracts received	302	255
Industry support	22	22

Advanced Educational Courses

We continued series 5 of our long-running Advanced Educational Courses in Plastic Surgery series, with courses on cleft lip, palate & ear reconstruction and sarcoma in October 2023 and April 2024 respectively.

Aimed at trainees in the latter years of their training and consultants refreshing their knowledge on the latest advances in plastic surgery, as well as trainees and consultants in interface specialties, each series runs for eight courses on a range of subspecialty topics. While delegate numbers are still lower than pre-COVID, they are slowly growing again, and we will continue to monitor attendance levels at these courses. We have also started recording the entire courses, the recordings being uploaded to the members' area so they can be rewatched.

We are pleased to report a modest increase in attendance for our Sarcoma course with 76 registrants (up 5.5% from previous year), while our Cleft, Craniofacial and Ear Reconstruction course saw reduced participation with 52 registrants, reflecting ongoing post-pandemic recovery in educational engagement patterns. To maximize the educational value of these sessions, all members now have access to the recorded content through our digital platform, ensuring vital clinical updates reach the broader plastic surgery community regardless of in-person attendance.

Students Day

BAPRAS' long-running study day for medical students was held in Brighton, in March 2024 and attracted 117 delegates (220 in 2023/4). The students spent the day learning about the variety of subspecialisms available within plastic surgery, as well as being taught practical surgical techniques from a team of specialist trainees.

The event continues to be very well attended and well received by attendees. In the light of the issues around attracting medical students into surgery highlighted by the workforce planning report, we are pleased that the event remains well attended and well received by attendees.

Celtic Meeting

BAPRAS continues to organise, on behalf of plastic surgeons within Scotland, a two-day regional meeting. The 2023 Celtic Meeting took place on 12-13 September in Dundee, marking a change from the usual location of the meeting in Dunblane.

The meeting traditionally attracted around 100 delegates. This number has been lower post-COVID, with 66 registrations in 2024 (67 delegates registered in 2023) and consultation is ongoing with consultants and trainees in the region to ensure that the meeting fits the regional needs.

Based on the feedback we have received a more accessible location will be used for the for the upcoming edition of the Celtic Meeting, thus facilitating regional attendance.

Regional meetings

In 2023-2024 we have continued collaborating with members and non-members in the different regions that make up our Board of Trustees.

As well as supporting the Celtic Meeting (aimed at those working in Scotland, Wales and Northern and the Republic of Ireland), there was a BAPRAS presence at the BSSH Autumn Meeting in Glasgow, the British Aesthetic Meeting in London as well as at regional meetings in the North-East, East Midlands, South-West and Humberside.

Plans are being made to continue having a BAPRAS presence at regional sessions, as well as at other relevant national meetings.

Collaborative events and International Meetings

Continuing from our plans set up in the previous financial year, we continued the series of meetings run in collaboration with PRASIS. In 2023/24 we have held 6 collaborative sessions on topics such as combating bullying and harassment, pensions, growing private practices, wellbeing with more sessions planned in the next year, as part of the Education Partnership agreement.

In July 2024, we also held a collaborative webinar in Partnership with TELA Bio – another one of our Education Partners, focused on Principles of Abdominal Wall Reconstruction.

In September 2024, BAPRAS was invited as a guest society to the APSICON Meeting in India, where it was officially represented by the President and Honorary Secretary. A small group of members were also present and gave talks as part of the scientific programme for the event, thus working together towards advancing plastic surgery globally.

Work is underway to support a meeting in collaboration with the Caribbean Association of Plastic, Reconstructive and Aesthetic Surgery, scheduled to take place in October 2024.

Advisory Groups

Since 2021, BAPRAS has involved its Special Interest and Advisory Groups (SIAGs) in increasing amounts of the organisation's work. There are now seventeen SIAGs covering a range of areas of subspecialty interest. In order to cover additional areas of the curriculum, in the last year we have set up a SIAG for diabetic foot.

Our SIAGs are involved in guideline writing, provision of educational content for surgeons (with involvement in congresses, advanced courses and eLPRAS), and act as a network for surgeons to share queries and ask for advice from other professionals. In 2024, we started involving the SIAGs in reinvigorating our patient information guides.

We have organised webinars for SIAG leads to streamline the way each of them works as well as dedicated webinars. 642 members belong to at least one SIAG in 2024, with most belonging to additional advisory groups— amounting to 46% of total members belonging to a SIAG.

In the last financial year, we have organised a number of meetings for SIAG members, 4 online for chairs, two for breast and one in person for the Facial Palsy SIAG on 24 June. Plans are underway for a Head and Neck SIAG face-to-face event in October 2024, with more to come in 2025.

eLPRAS

Since 2010, BAPRAS has supported the development of an online e-learning programme to support both the curriculum for plastic surgery trainees and consultant revalidation. Development of the e-learning in plastic, reconstructive and aesthetic surgery project (eLPRAS) has been sponsored by BAPRAS and hosted under the auspices of Health Education England (HEE), now part of NHSE. Learning on this platform is also available free to non-plastic surgery NHS staff of any level who are eligible for an e-LPRAS login account. It is also used via subscription by international users.

In September 2021, it was decided to re-align the management of the project, to bring control closer to BAPRAS, with oversight by the Education Committee under e-LPRAS Director Richard Cole.

Work is ongoing to continue to invigorate the project, using funding obtained from e-Integrity from non-UK NHS subscribers. The project has no finite end date, but will continue to be run by BAPRAS, in collaboration with a team of external instructional designers at HEE, now NHSE.

Between October 2023 and September 2024, 9,035 sessions of educational content were launched in the UK (previous year 8,653).

An additional 8,508 sessions were launched via e-Integrity by non-UK users (information from e-Integrity). There are plans to grow this further in 2025, with links to the new National Online Learning Programme (NOLP, which has taken over the PLASTA NTP webinar series). Additional sessions (individual topics) already in draft form are being completed with some support from the SIAG (Special Interest and Advisory Group) Chairs to check their content before going “live”. Empty sessions (topics as yet with no structured educational content) are having Learning resources added such as links to systematic reviews, up-to-date references and approved videos. Learning is also being enhanced by the addition of infographics for specific topics, some of which are already accessible via the eLPRAS opening page and are planned to be added to the BAPRAS website in 2025.

Further work is ongoing to strengthen links with JPRAS and JPRAS Open (with links of recent articles to be added to update currently “live” sessions), also to other courses including the plastic surgery AECs (Advanced Educational Courses) as well as other series such as the Royal College of Surgeons of Edinburgh plastic surgery webinars.

There were 3,241 active UK NHS users of e-LPRAS in 2023/4. Regarding free access non-UK users, there are currently 51 trainees from Low/Middle-Income countries (LMICs) whose access to e-LPRAS is funded by BAPRAS and BFIRST.

National Teaching Programme

In June 2021, BAPRAS commenced a series of fortnightly national teaching webinars, covering the full breadth of the plastic surgery curriculum and delivered to all UK trainees free of charge. Trainees in low- and middle-income countries (LMIC) have also been given the opportunity to access resources and videos from the series free of charge, with a fee being levied on trainees from high and upper middle-income countries (HUMC).

It was renewed in April 2023 for a second series. Owing to the success that it had, it has been decided for the series to be taken onwards by the HEE, being re-named as the Plastic Surgery National Online Surgery Programme (PS-NOLP).

Before the series was taken on by the HEE, BAPRAS ran 22 sessions as part of the second run of the NTP.

Between 2021-2023, there were 36 sessions run by BAPRAS, while between 2023 and 2024 there were another 22 sessions we have run with an average attendance of 80.4 persons per webinar.

JPRAS

The Journal of Plastic, Reconstructive and Aesthetic Surgery (JPRAS), which is owned by the Association and published by Elsevier, has had a positive year of growth and change. As well as the publishing contract with Elsevier being successfully renegotiated and renewed for another five years, the international reach of the journal has increased across prominent regions, including the US and China, and new publishing team members have been recruited which will help support the long-term ambitions of the journal. All BAPRAS members continue to receive full access to both the entire online archive and latest issues of JPRAS as a benefit of their membership subscription.

The overall strategic goals for the journal continue to be achieved and progressed, including the development of the journal's first special issue which will be published in 2025, decreasing editorial and publishing timelines which have now been significantly reduced, new commercial opportunities are being planned for the journal and will be rolled out in 2025, and new team members have been recruited to support the journal.

Reviewer recruitment has been ongoing, to good effect, with regional diversity among reviewers increasing considerably. Submissions to JPRAS are increasing strongly (1,554 submissions in 2023 and around 150 submissions per month). Submissions from Asia, including China, and the US have increased compared to the previous year, with more submissions also being accepted to JPRAS Open from China, Germany and Italy.

The impact factor for JPRAS has fallen to 2.0 from 2.7.

This is due to:

- How the score is calculated by Clarivate, which led to a reduction for many journals;
- The calculation period falling across a period where JPRAS published many more articles to reduce the time to publication and to build commercial revenue;
- A high number of COVID articles being submitted in 2021; and
- The total number of articles published by JPRAS during the period of calculation increasing by 49% whereas the number of citations in that same period only increased by 13%.

JPRAS Open received its first-ever impact factor of 1.5, which is due to a rise in quality submissions rising by >53% since 2021.

The new appointments on the editorial team and at the Association include: Adam J Reid MBChB FRCS (Plast) PhD who will replace Professor Andrew Hart as Editor of JPRAS in January 2025, and Nandi Jhugroo as the new Publications Manager at BAPRAS. The Editor of JPRAS Open continues to be Professor Daniel F. Kalbermatten MD, PhD, MPhil, FMH (Plast&Hand), EBOPRAS.

Grants and bursaries

Grant-making policy

BAPRAS' Education, and Research and Innovation Committees review applications for the Association's range of existing bursaries, prizes, grants, and fellowships, and recommend awardees to Council.

The committees also develop new awards as a need becomes apparent. The range of BAPRAS bursaries is advertised on the Association's website, on social media and via relevant stakeholder groups.

Applications can be made by completion of an online form. Applications are accepted from individuals, not organisations. BAPRAS educational grants are only available to its members, though applications are accepted from non-members for research grants.

Grants awarded

BAPRAS funds bursaries, grants and fellowships in nine different categories for education and research purposes. Grants awarded to individuals totalled £90,359 in 2023/24 (£99,851 in 2022/23). These were provided to 21 people (2022/23: 30).

BAPRAS also provided grants to BFIRST (£40,000) and PLASTA (£15,000) to enable both organisations to carry out their work supporting surgeons in low- and middle- income countries, and trainees in plastic surgery respectively.

The leadership bursary introduced by PLASTA in 2022/23 but received no applications this year. Thus, has led the association to reconsider how to approach this in the future.

No travelling bursaries were awarded from the Carpie Keegan fund and there was no provision in the accounts as the trustees had not agreed a definitive amount for the bursary. Several awards, including the John Barron prize and Paton Masser, were not awarded this year, resulting in an underspend of £4,000.

General feedback from the Education committee this year has been that the standard was not high enough in the applications to approve this year. BAPRAS are considering ways to provide guidance in the future so that the number and quality of the applications received is sufficiently high.

Full details of the grants that we have awarded this year, along with further reports, can be found on our website (<https://www.bapras.org.uk/professionals/training-and-education/prizes-grants-and-fellowships>).

Influencing and policy

BAPRAS runs two data-gathering projects aimed at gathering statistics relevant to future developments of the specialty.

Flap Registry

The UKNFR is a collaborative project led by BAPRAS in association with the British Association of Head and Neck Oncologists (BAHNO), the British Association of Oral and Maxillofacial Surgeons (BAOMS), the Association of Breast Surgery (ABS) and the British Society for Surgery of the Hand (BSSH). The aim is to improve outcomes following reconstructive surgery for our patients by leveraging information collected about major pedicled and free flap reconstructions performed in the UK.

The first case was entered into the registry in August 2015, and at the time of writing 9 years on there are over 11,000 patients entered from over 280 individual consultant surgeons from both public and independent sectors. The first UKNFR report was published in 2019, and the next report is currently being written. The registry is not without its challenges, but it has the potential to answer clinically relevant research questions, contribute to the formation of specialty guidelines, facilitate workforce planning, and provide data for business cases and tariff discussions. For individual surgeons, or groups of surgeons, it provides summary data for use in audit, morbidity meetings, and appraisal. Registries have now found their way into the fabric of most surgical specialties, and it is important for patients that we as plastic surgeons position ourselves, with the support of specialty partners, as the custodians for complex reconstruction.

In July 2024, the UK National Flap Registry was taken over by Ben Baker, following Peter Kalu.

The aims for the registry over the coming 3 years are to improve usability and data capture and provide meaningful outputs for surgeons and their patients. This will begin with the 2nd UKNFR report, to be published in 2025, followed by rationalising the data collected so that we are able to answer questions that are meaningful to patient care and produce peer-reviewed publications alongside reports. A formal process for the membership to submit proposals for these will be developed. There are some (straightforward) changes to the interface that would significantly improve usability, and I am working with the host, Dendrite Clinical Systems, on this front. There is still work to do to enable surgeons in Scotland and Ireland to enter data. GIRFT leads are encouraging trusts to enter their data on-site visits. Improved surgeon dashboards, and departmental composite reports, would further encourage data entry.

Workforce planning survey

The 13th annual workforce planning survey was conducted and results released in mid-2024. Similar to previous years, it had a 100% response rate. The survey provides important workforce data on plastic surgery consultants, specialty doctors and trainees practising in the UK and Ireland, allowing us to establish patterns and highlight potential problems which may affect the provision of plastic surgery services in the future.

Information provision

BAPRAS provides dedicated information to help educate members of the public, providing support for ensuring safe, considered elective surgical procedures, as well as guidance and information for those undergoing non-elective surgery.

We provide this via five printed patient information guides and a dedicated section of our website which also includes a further thirty- three online guides, as well as information on cosmetic surgery abroad, considerations for surgery and selection of a surgeon.

In 2023/4, our patient information pages were visited by an average of 2908 people monthly, and we distributed copies of 920 printed patient information guides free of charge to hospitals, clinics and individuals that requested them. During the last year, the communications committee has been working towards updating the content of the patient information guides and will continue to do so in 2024/5. The aim for the future is to make more use of the digital platforms we have available, refreshing the website to work as a 'one stop shop' for any patient or potential patient considering plastic surgery both in the NHS and the private sector.

Our digital presence continues to thrive across three key platforms. Instagram leads our engagement growth with 3031 followers, showing an 18% increase from last year. The

Association's LinkedIn's professional community has expanded to 2329 followers, with impressions per post nearly tripling. Twitter remains the platform with the largest following, with 8728 followers, though recent platform changes have prompted a strategic review of our future engagement.

Support for other organisations

BFIRST

Formed from BAPRAS' Overseas Service and Training Committee, the British Foundation for International Reconstructive Surgery and Training trains surgeons working in the poorest countries in the world, enabling services to be developed to manage locally occurring surgical problems.

BAPRAS provided £40,000 of funding, plus administrative support to the organisation to ensure their work can continue to grow. As of March 2023, BFIRST have hired a member of staff able to provide administrative support ensuring the continued growth of their organisations. Administrative support is still provided by BAPRAS to a lesser extent.

PLASTA

BAPRAS provides support for specialist trainees, foundation, and core doctors via financial support for the Plastic Surgery Trainees Association (PLASTA). As well as £15,000 of funding, BAPRAS also provided administrative and technical support for PLASTA's annual congress. Members of PLASTA's exec committee are invited to BAPRAS's committees and council to represent trainee views.

We also continue to work closely with PRASSA, the UK's national student-led association for those at undergraduate level with an interest in plastic surgery, supporting their work via our undergraduate study day.

Other bodies with BAPRAS representation

BAPRAS is represented in the following external organisations and boards:

- Armed Forces
- British Association of Aesthetic Plastic Surgeons
- BAD Therapy and Guidelines Subcommittee
- British Society for Surgery of the Hand
- Burns Informatics Group
- Cosmetic Practice Standards Authority
- European Board of Plastic, Reconstructive and Aesthetic Surgery
- European Society of Plastic, Reconstructive and Aesthetic Surgery
- Federation of Surgical Specialty Associations

- International Collaboration of Breast Device Registry Activities
- International Confederation of Plastic Surgery Societies
- Outpatients Transformation Clinical Forum
- PRASEAG
- Royal College of Surgeons of Edinburgh Surgical Specialty Board
- Royal College of Surgeons of England Council
- RCS Invited Review Mechanism
- RCS Cancer Services Committee
- RCS Training Interface Groups for Cleft, Head and Neck, Major Trauma, Mohs and Breast
- Scar Free Foundation Research Council
- UEMS

Membership

The membership on 30 September 2024 totalled 1,386 (2023: 1,249). Our membership numbers increased overall by 137 members since October 2023. The Trainee, Junior and Student, and Foundation as well as Associate members have increased. The first Nurse members have been elected. The increase in Full Members continues from both conversion of Trainee Members and consultants entirely new to the Association. Other categories remain stable.

At the end of this financial year, we have moved towards an online direct debit signup service to make this more accessible to those in the more junior categories, to assist with retention, and will continue to offer large discounts for those members registering for educational events. It is also hoped that numbers of nurses and SAS doctors seeking membership of BAPRAS will rise as we continue to work on ways to better support medical professionals in these roles. With our continued support and presence at regional meetings, we are hoping to engage with trainee and full members with more regularity.

Membership Category	2023	2024
Full	575	581
Trainee	200	227
Junior	80	95
Student & Foundation	66	144
Associate	29	33
Affiliate	7	7
Interspecialty	16	16
Overseas	76	74
Honorary	84	86

Senior	116	120
Nurse	0	3
Total	1249	1386

The above figures amount to 79% of the NHS workforce for full members (66% in 2022-3) and 69% of the NHS workforce for Trainee members (58% in 2022-3).

Membership Category	BAPRAS Members	NHS	Percentage for 2023-2024
Full	581	729	79%
Trainee	227	326	69%

Supporting our members

We have continuously worked towards supporting our members throughout the 2023/24 period, aiming to ensure that our members feel supported in the workplace. We are working towards improving the support available to plastic surgeons to maximise their performance and wellbeing.

We have launched a suite of resources focusing on supporting surgeons, which is available via our website, and have dedicated time both within our annual congress, and in standalone webinar sessions to tackle issues around bullying and harassment.

The Professional Standards committee continues to work towards addressing these issues with a plan underway of developing multiple resources accessible to members.

The mentoring scheme launched in 2022 has been expanded to also include trainees approaching the end of their training, thus pairing them with consultant surgeons with more than 10 years of experience. The scheme has trained a total of 19 mentors and has paired 3 mentees.

A second edition of the BAPRAS 'Wellbeing Weekend' is in the works, to be held in May 2025. This will be an opportunity for members of all levels to connect, building bridges between those who may not work together, and allowing networking in a relaxed setting away from work or educational events.

Plans for the future

Strategic review

The strategic review process began in August 2023/24 and is currently underway, with planning set to be finalised in early 2025. This review is being conducted internally with valuable input from our members and the secretariat team. We are focusing our efforts on seven key strategic pillars:

1. Support our colleagues and members in the workplace
2. Develop and grow our membership
3. Strengthen the evidence base for plastic surgery
4. Champion the issues of members to decision makers
5. Ensure the public makes informed decisions about their surgery
6. Build stronger partnerships with others
7. Be an effective, well-managed and better-governed organisation

Event portfolio

The Education Committee is continuously reviewing the events organised by the Association to ensure that the content and approach continue to be relevant to Plastic Surgeons of all levels. While the numbers for some events have returned to pre-COVID levels, more work needs to be undertaken to ensure the continuing success of the entire events portfolio.

Supporting members

In the last year BAPRAS has been organising sessions on wellbeing, work life balance aiming to provide support for members. Further emphasis will be placed on supporting members in the workplace. We will continue collaborating with the Confederation of British Surgery to provide members with an impartial helpline where they can anonymously ask for help with any issues they are facing. We will continue to make use of our mentorship programme to provide trainees and early year consultants with the support they need to thrive in their careers. For the upcoming editions of the Congress, we are working on sessions to empower women in plastic surgery, and strengthen professional standards.

JPRAS

JPRAS has seen significant growth and transformation in 2023-24, with a successfully renewed five-year publishing contract with Elsevier and expanded international reach, particularly in the US and China. Looking ahead, 2025 will mark important developments including the publication of the journal's first special issue, implementation of new commercial opportunities, and a leadership transition with Adam J Reid taking over as Editor. While the impact factor decreased to 2.0, JPRAS Open achieved its first impact factor

of 1.5, reflecting quality improvements. With reduced editorial timelines, increasing submissions (averaging 150 monthly), enhanced reviewer diversity, and strengthened editorial teams under both journals, JPRAS is well-positioned for continued growth and academic excellence in plastic surgery publishing.

Financial Review

During the year, The Association generated £1,551,345 (2023: £1,385,668) of income and spent £1,393,723 (2023: £1,444,740) disseminating information that relates to all the fields that pertain to the Association's charitable objectives.

Subscription income from members contributed £366,458 (2023: £354,010) and the Journal of Plastic, Reconstructive and Aesthetic Surgeons contributed £546,848 (2023: £503,248) towards the operational costs of the Association.

The Carpue Keegan fund received a top up of some £6,390 which has been invested along with the legacy received in prior years.

Investments

The Trustees have wide ranging powers to invest the funds of the Association as they see fit. Cazenove Capital Management Limited, the Association's investment managers provide advice on management of the Association's investment portfolio which has seen an increase in cash holdings in recent years.

At 30 September 2024, BAPRAS' investment portfolio totalled £2.99m (2023: 2.64m)

Our investment policy

The Trustees' investment strategy and the instructions given to the Association's investment managers was to aim to build up the value of the portfolio to £2 million. This target has been achieved, and Trustees are considering various options to draw down funds by reviewing the Association's planned future activities and funding requirements with a view to drawing income from the investment portfolio whilst maintaining the capital value in real terms.

The Carpue Keegan fund, a separate investment portfolio which was set up following the receipt of a bequest achieved a year-on-year performance of 14.2% (2023: 5.8%).

The portfolio was set up to fund the Carpue Keegan Fellowship and Trustees are reviewing the performance with a view to commence funding of the Fellowship.

Reserves and going concern

At 30 September 2024, the 'total charity funds' totaled £3.27m (2023: £2.85m).

Free reserves at 30 September 2024 amounted to £2.67m (2023: £2.33m).

Our reserves policy

The Trustees have determined a suitable target for the level of free reserves at two years cost of total expenditure which is in the region of some £2.8m.

The recent signing of a new contract is confirmation that income from JPRAS is on the rise and as such, discussions would be undertaken in 2025 regarding how additional funds may be utilised when they become available. It is however likely that a proportion of existing 'free reserves' would be held on a long-term basis to generate a regular income stream in perpetuity with the balance of 'free reserves' being spent in a systematic manner on appropriate projects.

Risks

The Trustees believe that BAPRAS does not need to expose itself to a high level of risk to achieve its aims and objectives.

A policy is therefore followed to ensure that only risks that are, or can be mitigated to, medium risk levels are acceptable by the Trustees and the Association. This overall assessment of risk may change in future depending upon initiatives being considered at the time.

The Honorary Treasurer oversees the risk review which is mainly carried out monthly. Results are presented for scrutiny by the Officers and thereafter by Council. Any significant changes in the Association's risk profile will be highlighted to the membership at the Annual General Meeting.

The highest risks are:

Risk	Management controls
Members joining an increasing range of subspecialty organisations	Continue to attend events of other Associations and regional training meetings to promote member benefits and activities
Negative publicity	A dedicated company manages all communication in the event of a crisis, should the need arise
Loss of staff	Overlapping roles have been introduced to ensure no role is siloed to one person. Salary benchmarks are carried out against data produced by Chartered Institute of Personnel and Development, Office for National Statistice, The Bank of England and the Personnel Today Journal.

Rent increase	A review of the current rental market was undertaken and it was ascertained that while rent was rising, it was still comparable to what was available commercially.
Inability to recruit new trustees to replace those who demit	A review of job descriptions and advertising methods will take place, along with discussions at Training Programme Director level to ensure protected time is available for those wishing to become involved at Trustee level.

Fundraising

BAPRAS does not undertake any specific fundraising activities. We are funded via membership fees, attendance fees for our programme of educational activities, publication of our journal, sponsorship by industry and revenue from our investments.

Statement of trustees' responsibility

The trustees (who are also directors of BAPRAS for the purposes of company law) are responsible for preparing the trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company or group for that period. In preparing these financial statements, the trustees 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 and statements of recommended practice 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 charity will continue in operation

The trustees 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. They are also responsible for safeguarding the assets of the charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken Statement of trustees responsibility page 36 to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 September 2024 was 1386 (2023: 1305). The trustees are members of the charity but this entitles them only to voting rights.

The trustees have no beneficial interest in the charity The trustees' annual report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

A handwritten signature in black ink, appearing to read 'Maniram Ragbir', written over a horizontal line.

Maniram Ragbir

BAPRAS President 2023-2024

28 May 2025

Independent auditors report to the members of The British Association of Plastic Reconstructive and Aesthetic Surgeons

Opinion

We have audited the financial statements of The British Association of Plastic Reconstructive and Aesthetic Surgeons (the 'charitable company') for the year ended 30 September 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 September 2024 and of its 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
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The British Association of Plastic Reconstructive and Aesthetic Surgeons' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or

- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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

charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Joanna Pittman (Senior statutory auditor)

20 June 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TL

The British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 September 2024

	Note	Unrestricted £	Restricted £	Endowment £	2024 Total £	Unrestricted £	Restricted £	Endowment £	2023 Total £
Income from:									
Donations and legacies	2a	–	–	6,390	6,390	–	–	57,525	57,525
Charitable activities									
Disseminating information on the speciality	2b	1,394,421	19,948	–	1,414,369	1,278,603	15,802	–	1,294,405
Investments	3	107,847	22,739	–	130,586	28,217	5,521	–	33,738
Total income		1,502,268	42,687	6,390	1,551,345	1,306,820	21,323	57,525	1,385,668
Expenditure on:									
Charitable activities									
Disseminating information on the speciality	4	1,366,923	26,800	–	1,393,723	1,421,519	23,221	–	1,444,740
Total expenditure		1,366,923	26,800	–	1,393,723	1,421,519	23,221	–	1,444,740
Net income / (expenditure) before net gains on investments		135,345	15,887	6,390	157,622	(114,699)	(1,898)	57,525	(59,072)
Net gains on investments		207,617	–	52,048	259,665	38,065	–	9,429	47,494
Net income / (expenditure) for the year	6	342,962	15,887	58,438	417,287	(76,634)	(1,898)	66,954	(11,578)
Transfers between funds		(752)	752	–	–	(1,898)	1,898	–	–
Net movement in funds		342,210	16,639	58,438	417,287	(78,532)	–	66,954	(11,578)
Reconciliation of funds:									
Total funds brought forward		2,325,988	–	527,645	2,853,633	2,404,520	–	460,691	2,865,211
Total funds carried forward		2,668,198	16,639	586,083	3,270,920	2,325,988	–	527,645	2,853,633

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the financial statements.

The British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS)

Balance sheet

Company no. 02657454

As at 30 September 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	11		91		121
Investments	12		2,992,229		2,643,127
			<u>2,992,320</u>		<u>2,643,248</u>
Current assets:					
Debtors	13	276,224		173,661	
Cash at bank and in hand		525,978		350,508	
		<u>802,202</u>		<u>524,169</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(523,602)		(313,784)	
Net current assets			<u>278,600</u>		<u>210,385</u>
Total net assets			<u>3,270,920</u>		<u>2,853,633</u>
The funds of the charity:	17				
Restricted income funds			16,639		–
Endowment funds			586,083		527,645
Unrestricted income funds:					
General fund		2,668,198		2,325,988	
Total unrestricted funds			<u>2,668,198</u>		<u>2,325,988</u>
Total charity funds			<u>3,270,920</u>		<u>2,853,633</u>

Approved by the trustees on 28 May 2025 and signed on their behalf by



Maniram Ragbir
BAPRAS President

The British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS)

Statement of cash flows

For the year ended 30 September 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities				
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	417,287		(11,578)	
Depreciation charges	30		40	
(Gains) on investments	(259,665)		(47,494)	
Dividends, interest and rent from investments	(130,586)		(33,738)	
Decrease/(increase) in debtors	(102,562)		1,350	
Increase in creditors	209,818		1,252	
Net cash provided by / (used in) operating activities		134,322		(90,168)
Cash flows from investing activities:				
Dividends, interest and rents from investments	130,586		33,738	
Proceeds from sale of investments	30,407		75,000	
Purchase of investments	(119,845)		(59,763)	
Net cash provided by / (used in) investing activities		41,148		48,975
Change in cash and cash equivalents in the year		175,470		(41,193)
Cash and cash equivalents at the beginning of the year		350,508		391,701
Cash and cash equivalents at the end of the year		525,978		350,508

Notes to the financial statements

For the year ended 30 September 2024

1 Accounting policies

a) Statutory information

The British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS) is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is the Secretariat offices of the Association at The Royal College of Surgeons of England, 38–43 Lincoln's Inn Fields, London WC2A 3PE.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. Income streams such as subscription income and journal income fall into this category.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met. The journal income is received by calendar year so the income for the last three months are deferred into the subsequent year.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

g) Fund accounting

Notes to the financial statements

For the year ended 30 September 2024

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds comprise the Carpue/Keegan Fellowship Fund. The capital is invested in perpetuity; the income from this is available to fund travelling bursaries.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering scientific meetings, advanced educational courses and exhibitions all undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned in full to the charitable activity of disseminating information on the speciality.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Grants payable policy

Grants payable are charged to the statement of financial activities in the year in which the offer is conveyed to the recipient.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £2,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Presidential badge and chain 25% reducing balance

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

n) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

o) Short term deposits

Short term deposits includes cash balances that are invested in accounts with a maturity date of between 3 and 12 months.

p) Cash at bank and in hand

Notes to the financial statements

For the year ended 30 September 2024

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Pensions

The charity is a participating employer in the Superannuation Arrangements of the University of London (SAUL). Additional information on the accounting of this pension can be found in note 18. This pension scheme is accounted for as if it is a defined contribution pension scheme.

s) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2a Income from donations and legacies

The endowment funds comprise the Carpue/Keegan Fellowship Fund which is a legacy bequeathed to the charity in June 2021. During the year, £6,390 was received (2023: £57,525). The capital is invested in perpetuity; the income from this is available to fund travelling bursaries.

2b Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from disseminating information on the speciality						
Subscription income from members	366,459	–	366,459	354,010	–	354,010
Journal income	546,847	–	546,847	503,248	–	503,248
Income from meetings, courses and other events	333,908	–	333,908	273,792	–	273,792
e-Learning funding from the Department of Health	–	4,948	4,948	–	3,802	3,802
PRASIS administration fee	–	–	–	6,000	–	6,000
Other income	29,733	15,000	44,733	438	12,000	12,438
Income from secondment	117,474	–	117,474	141,115	–	141,115
Total income from charitable activities	1,394,421	19,948	1,414,369	1,278,603	15,802	1,294,405

3 Income from investments

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Bank interest receivable on short term cash deposits	17,063	–	17,063	6,079	–	6,079
Dividend income	90,784	22,739	113,523	22,138	5,521	27,659
	107,847	22,739	130,586	28,217	5,521	33,738

Notes to the financial statements

For the year ended 30 September 2024

4a Analysis of expenditure (current year)

	Charitable activity			
	Disseminating information on the specialty	Governance costs	Support costs	2024 Total
	£	£	£	£
Staff costs (Note 7)	-	26,597	505,323	531,920
Membership costs	20,549	-	-	20,549
Journal expenditure	105,387	-	-	105,387
BFIRST funding	40,000	-	-	40,000
Grants, bursaries, awards and prizes	40,112	-	-	40,112
Research grants	50,247	-	-	50,247
Costs of meetings, courses and other events	262,491	-	-	262,491
e-Learning project costs	5,700	-	-	5,700
Public education and communication costs	60,881	-	-	60,881
PLASTA contribution	15,000	-	-	15,000
Other charitable activities	3,000	-	-	3,000
Other direct costs	2,477	-	-	2,477
Operating lease rentals, land and buildings	-	1,905	36,202	38,107
Other office costs	-	8,492	129,439	137,931
Investment management fees	-	-	30,407	30,407
Irrecoverable VAT	-	-	19,609	19,609
Legal and professional fees	-	-	14,526	14,526
Audit fees	-	13,500	-	13,500
Accounting and advisory	-	1,849	-	1,849
Depreciation – owned assets	-	-	30	30
	605,844	52,343	735,536	1,393,723
Support costs	735,536	-	(735,536)	-
Governance costs	52,343	(52,343)	-	-
Total expenditure 2024	1,393,723	-	-	1,393,723

4b Analysis of expenditure (prior year)

	Charitable activity			
	Disseminating information on the specialty	Governance costs	Support costs	2023 Total
	£	£	£	£
Staff costs (Note 7)	-	26,538	504,215	530,753
Membership costs	18,705	-	-	18,705
Journal expenditure	103,371	-	-	103,371
BFIRST funding	40,000	-	-	40,000
Grants, bursaries, awards and prizes	47,727	-	-	47,727
Research grants	52,124	-	-	52,124
Costs of meetings, courses and other events	336,379	-	-	336,379
e-Learning project costs	5,700	-	-	5,700
Public education and communication costs	49,438	-	-	49,438
PLASTA contribution	15,000	-	-	15,000
Other charitable activities	12,100	-	-	12,100
Other direct costs	16,544	-	-	16,544
Operating lease rentals, land and buildings	-	2,307	43,830	46,137
Other office costs	-	4,916	67,992	72,908
Investment management fees	-	-	25,420	25,420
Irrecoverable VAT	-	-	35,725	35,725
Legal and professional fees	-	-	21,834	21,834
Audit fees	-	13,335	-	13,335
Accounting and advisory	-	1,500	-	1,500
Depreciation – owned assets	-	-	40	40
	697,088	48,596	699,056	1,444,740
Support costs	699,056	-	(699,056)	-
Governance costs	48,596	(48,596)	-	-
Total expenditure 2023	1,444,740	-	-	1,444,740

The British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS)

Notes to the financial statements

For the year ended 30 September 2024

5a Grant making (current year)

	Grants to institutions £	Grants to individuals £	Support costs £	2024 £	2023 £
Cost					
BFIRST funding	40,000	–	–	40,000	40,000
PLASTA funding	15,000	–	–	15,000	15,000
Grants, bursaries, awards and prizes	–	40,112	–	40,112	47,727
Research grants	–	50,247	–	50,247	52,124
At the end of the year	<u>55,000</u>	<u>90,359</u>	<u>–</u>	<u>145,359</u>	<u>154,851</u>

BAPRAS awards an annual grant of £40,000 to BFIRST which helps train surgeons working in poor countries to enable them to undertake reconstructive plastic surgery. BAPRAS also awards an annual grant of £15,000 to PLASTA which help educate plastic surgeons and develop their skill set.

Other grants, bursaries, awards and prizes have been made to individuals and all in furtherance of the charity's charitable objects.

5b Grant making (prior year)

	Grants to institutions £	Grants to individuals £	Support costs £	2023 £	2022 £
Cost					
BFIRST funding	40,000	–	–	40,000	40,000
PLASTA funding	15,000	–	–	15,000	15,000
Grants, bursaries, awards and prizes	–	47,727	–	47,727	46,916
Research grants	–	52,124	–	52,124	51,652
At the end of the year	<u>55,000</u>	<u>99,851</u>	<u>–</u>	<u>154,851</u>	<u>153,568</u>

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2024 £	2023 £
Depreciation	30	40
Auditor's remuneration (excluding VAT):		
Audit	13,500	12,650
Other services provided	<u>1,585</u>	<u>1,500</u>

Notes to the financial statements

For the year ended 30 September 2024

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	396,522	400,846
Social security costs	40,945	42,906
Other pension costs	73,950	74,764
Healthcare provision	1,315	7,108
Temporary staff costs	12,148	–
Recruitment and other staff costs	7,040	5,129
	531,920	530,753

No employee earned more than £60,000 during the year (2023: nil).

The total employee benefits (including medical insurance, pension contributions and employer's national insurance) of the key management personnel were £131,024 (2023: £128,592).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). With exception of the payments disclosed in note 9, no charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £11,665 (2023: £11,022) incurred by 10 (2023: 8) members relating to attendance at meetings.

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 11 (2023: 11).

9 Related party transactions

Paolo Matteucci, BAPRAS Trustee did not receive a pump priming research grant (2023: £19,624).

M Ragbir is also trustee of BFIRST. In the year BAPRAS gave a grant of £40,000 (2023: £40,000) to BFIRST.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 30 September 2024

11 Tangible fixed assets

	Presidential badge and chain £	Total £
Cost		
At the start of the year	7,905	7,905
At the end of the year	7,905	7,905
Depreciation		
At the start of the year	7,784	7,784
Charge for the year	30	30
At the end of the year	7,814	7,814
Net book value		
At the end of the year	91	91
At the start of the year	121	121

All of the above assets are used for charitable purposes.

12 Listed investments

	2024 £	2023 £
Fair value at the start of the year	2,643,127	2,610,870
Additions at cost	119,845	59,763
Disposal proceeds	(30,407)	(75,000)
Net gain / (loss) on change in fair value	259,664	47,494
Fair value at the end of the year	2,992,229	2,643,127

Investments comprise:

	2024 £	2023 £
UK Common investment funds	2,992,229	2,643,127
	2,992,229	2,643,127

13 Debtors: amounts falling due within one year

	2024 £	2023 £
Trade debtors	207,110	39,394
Other debtors	758	5,885
Prepayments and accrued income	68,356	128,382
	276,224	173,661

Notes to the financial statements

For the year ended 30 September 2024

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	74,430	73,894
Taxation and social security	47,136	29,468
Other creditors	14,286	1,682
Accruals	18,999	49,730
Deferred income (note 15)	368,751	159,010
	523,602	313,784

15 Deferred income

Deferred income comprises income received in advance of events and royalty income that relates to the next reporting period.

	2024 £	2023 £
Balance at the beginning of the year	159,010	210,316
Amount released to income in the year	(153,010)	(180,316)
Amount deferred in the year	362,751	129,010
	368,751	159,010

16a Analysis of net assets between funds (current year)

	General unrestricted £	Restricted £	Endowment funds £	Total funds £
Tangible fixed assets	91	–	–	91
Investments	2,389,507	16,639	586,083	2,992,229
Net current assets	278,600	–	–	278,600
Net assets at 30 September 2024	2,668,198	16,639	586,083	3,270,920

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Restricted £	Endowment funds £	Total funds £
Tangible fixed assets	121	–	–	121
Investments	2,115,482	–	527,645	2,643,127
Net current assets	210,385	–	–	210,385
Net assets at 30 September 2023	2,325,988	–	527,645	2,853,633

The British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS)

Notes to the financial statements

For the year ended 30 September 2024

17a Movements in funds (current year)

	At 1 October 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 September 2024 £
Endowment funds:					
Carpue/Keegan Fellowship Fund	527,645	58,438	–	–	586,083
Restricted funds:					
e-Learning Fund	–	4,948	(5,700)	752	–
Carpue/Keegan bursary	–	22,739	(6,100)	–	16,639
Educational Grant	–	15,000	(15,000)	–	–
Total restricted funds	–	42,687	(26,800)	752	16,639
Unrestricted funds:					
General fund	2,325,988	1,502,268	(1,159,306)	(752)	2,668,198
Total unrestricted funds	2,325,988	1,502,268	(1,159,306)	(752)	2,668,198
Total funds	2,853,633	1,603,393	(1,186,106)	–	3,270,920

The narrative to explain the purpose of each fund is given at the foot of the note below.

17b Movements in funds (prior year)

	At 1 October 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 September 2023 £
Endowment funds:					
Carpue/Keegan endowment fund	460,691	66,954	–	–	527,645
Restricted funds:					
e-Learning Fund	–	3,802	(5,700)	1,898	–
Carpue/Keegan bursary	–	5,521	(5,521)	–	–
Educational Grant	–	12,000	(12,000)	–	–
Total restricted funds	–	21,323	(23,221)	1,898	–
Unrestricted funds:					
General Fund	2,404,520	1,306,820	(1,383,454)	(1,898)	2,325,988
Total unrestricted funds	2,404,520	1,306,820	(1,383,454)	(1,898)	2,325,988
Total funds	2,865,211	1,395,097	(1,406,675)	–	2,853,633

17c Purposes of restricted funds

The e-Learning Fund was set up in 2008/2009 following the receipt of funding from the Department of Health to cover the costs incurred by the Charity in working in partnership with the Department of Health on its e-Learning for Healthcare programme. For 2024, the Charity funded £752 (2023: £1,898) of this expenditure itself by a transfer from the General Fund.

The Motiva educational grant provided accredited UK Plastic Surgeons the opportunity to attend the VII World symposium on Ergonomic Implants in Bangkok, Thailand on November 3–5 2022.

The Endowment funds comprise the Carpue/Keegan Fellowship Fund which is a legacy bequeathed to the charity in June 2022. The capital is invested in perpetuity; the income from this is available to fund travelling bursaries.

18 Pension Commitments

General description of the pension scheme

The Charity participates in the Superannuation Arrangements of the University of London (“SAUL”), which is a centralised occupational defined benefit (DB) scheme within the United Kingdom and was contracted-out of the Second State Pension (prior to April 2016). On 1 April 2023, SAUL launched a new defined contribution (DC) section called SAUL Start. New employees join SAUL Start for their first three years of employment. After which, they are eligible to join the existing defined benefit section. SAUL is an independently-managed pension scheme for the non-academic staff of 49 colleges and institutions with links to higher education. Pension DB benefits accrued within SAUL currently build up on a Career Average Revalued Earnings (“CARE”) basis. The Company is not expected to be liable to SAUL for any other current participating employer’s obligations under the Rules of SAUL but, in the event of an insolvency of any participating employer within SAUL, an amount of any DB pension shortfall (which cannot otherwise be recovered) in respect of that employer, may be spread across the remaining participating employers and reflected in the next actuarial valuation

Funding policy

SAUL’s DB statutory funding objective is to have sufficient and appropriate assets to meet the costs incurred by the Trustee of SAUL in paying SAUL’s benefits as they fall due (the “Technical Provisions”). The Trustee adopts assumptions which, taken as a whole, are intended to be sufficiently prudent for pensions and benefits already in payment to continue to be paid and for the commitments which arise from Members’ accrued pension rights to be met. The DB Technical Provisions’ assumptions include appropriate margins to allow for the possibility of events turning out worse than expected. The funding method and assumptions, however, do not completely remove the risk that the Technical Provisions could be insufficient to provide benefits in the future. A formal DB actuarial valuation of SAUL is carried out every three years by a professionally qualified and independent actuary. The last actuarial valuation was carried out with an effective date of 31 March 2023. Informal reviews of SAUL’s DB financial position, reflecting changes in market conditions, cash flow information and new accrual of benefits, are carried out annually between formal valuations. The Funding Principles were agreed by the Trustee and Employers in June 2024 and will be reviewed again as part of SAUL’s next formal valuation, carried out as at 31 March 2026. At the 31 March 2023 valuation, SAUL was 105% funded on its DB Technical Provisions basis. As SAUL was in surplus on its Technical Provisions basis, no deficit contributions were required. The Trustee and the Employers agreed that the ongoing DB Employers’ contributions would fall from a rate of 21% of CARE Salaries to 19% of CARE Salaries from 1 September 2024.

Notes to the financial statements

For the year ended 30 September 2024

19 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2024 £	2023 £
Less than one year	38,641	37,816
One to five years	25,761	63,027
	<hr/>	<hr/>
	64,401	100,843
	<hr/>	<hr/>

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

Reference and administration detail

The British Association of Plastic, Reconstructive and Aesthetic Surgeons (BAPRAS) is a charitable company limited by guarantee, incorporated on 21 October 1991 and registered as a charity on 28 October 1991.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Company Number: 02657454.

Country of Incorporation: United Kingdom

Charity Number: 1005353

Country of Registration: England and Wales

Registered office and operational address:

British Association of Plastic, Reconstructive and Aesthetic Surgeons, at the Royal College of Surgeons of England, 38-43 Lincoln's Inn Fields, London WC2A 3PE

Trustees

Trustees, who also served as directors under company law, who served during the year and up to the date of this report were as follows:

For the period 1 October 2023 – 31 December 2023	For the period 1 January 2024 – 31 December 2024	For the period 1 January 2025 – 31 May 2025	Position
Maniram Ragbir	Maniram Ragbir	Paul McArthur	President
Ruth Waters	Paul McArthur	Maniram Ragbir	Deputy President
Reena Agarwal	Reena Agarwal	Reena Agarwal	Honorary Secretary
Simon H Wood	Simon H Wood	Simon H Wood	Honorary Treasurer
Omar A Ahmed	Omar A Ahmed	Susan Stevenson	Council member – North East
Alastair Brown	Brendan Fogarty	Brendan Fogarty	Council member – Northern Ireland
Henk P Giele	Henk P Giele	Alexandra Murray	Council member – South Central
Christopher Macdonald	Christopher Macdonald	Benjamin Way	Council member - South East Coast
Duncan N Mackenzie	Rachel Clancy	Rachel Clancy	Council member – South West
Paul McArthur	Jeyaram Srinivasan	Jeyaram Srinivasan	Council member – North West

Paolo L Matteuci	Paolo L Matteuci	William Holmes	Council member - Yorkshire and Humber
Catherine Milory	Catherine Milory	Catherine Milory	Council member - London
Mike Moses	Peter Dziewulski	Peter Dziewulski	Council member – East of England
Graham Offer	Graham Offer	Graham Offer	Council member – East Midlands
Kaz Rahman	Kaz Rahman	Jamil Ahmed	Council member – Scotland
Shivram Singh	Yvonne Wilson	Yvonne Wilson	Council member – West Midlands
Nicholas Wilson Jones	Nicholas Wilson Jones	Nicholas Wilson Jones	Council member – Wales
Aenone Harper Machin	Aenone Harper Machin	Aenone Harper Machin	Council member – Non-Regional
Peter Kalu	Dean Boyce	Dean Boyce	Council member – Non-Regional

Key Management Personnel

Mrs Mobolaji Olusina- Head of Finance
Mrs Gemma Adlington- Head of Operations

Bankers

National Westminster Bank PLC
PO Box 2021
10 Marylebone High Street
London, W1A 1FH

Lloyds TSB Bank PLC
Southampton Row Branch
Victoria House
Southampton Row
London, WC2B 5HR

Solicitors

Harper James
Floor 5, Cavendish House
39-41 Waterloo Street
Birmingham B2 5PP

Auditor

Sayer Vincent LLP
110 Golden Lane

London EC1Y 0TL

Investment Advisor

CCLA Investment Management Ltd

80 Cheapside

London EC2Y 6DZ

HR Advisor

Persona People Management

Downslea

North Fawley

Oxon, OX12 9NJ