



**80th  
Annual Report  
& Accounts  
2013/14**

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  
2014**

**Patron** HRH The Duke of Edinburgh

**Council**

<i>President</i>	C G Packham	2014-2017
<i>Chairman of Council</i>	Professor A D Fox	2014-2017
<i>Honorary Treasurer</i>	Dr T J Osmond	2012-2015
<i>Honorary Secretary</i>	N J Bucknell	2011-2014
<i>Chairman of Regional Network Committee</i>	Lt Col R C Dickey	2014-2017
<i>Chairman of Ringing Committee</i>	Dr K W Smith	2011-2014
<i>Other Council Members</i>	Dr F Barclay	2014-2017
	B D Briggs	2012-2015
	Professor R W Furness	2011-2014
	A C B Henderson	2014-2017
	Mrs M P Henton	2011-2014
	Ms F M Hurst	2013-2016
	Dr H Insley	2012-2015
	C P R Mills	2014-2017
	Professor I P F Owens	2012-2015
	Dr D M Parker	2014-2017

<b>Vice Presidents</b>	K F Betton	2014-2021
	Professor T R Birkhead	2013-2020
	Professor J O'Halloran	2011-2018
	Dr H P Sitters	2007-2014
	Professor A R Watkinson	2012-2019

**Regional Network Committee**

*Chairman* Lt Col R C Dickey; M F Brown; C W Dee; R J Haycock; A Heavisides; Dr H Insley; G R Kirk; Dr D M Parker; Mrs P A Williams.

**Ringing Committee**

*Chairman* Dr K W Smith; B D Briggs; J D Fletcher; Professor R W Furness; Dr M V Hounsome; C Mitchell; Professor D Norman; Dr D Sheehan; C P Wearn.

**Management**

*Director* Dr A Clements; *Director of Communications* G F Appleton (left Dec 2013); *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; *Associate Director Communications (Engagement)* Dr D I P Evans (from Nov 2013); *Associate Director Communications (Science)* M P Toms (from Nov 2013); *Associate Director Country Offices* Dr C V Wernham (from Jan 2014).

**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	2006-2013	Baroness Young of Old Scone
2005-2008	Dr S Hunter		
2009-2013	Professor I Newton FRS OBE		

**BRITISH TRUST FOR ORNITHOLOGY**

**STAFF LIST**

(as at 31 March 2014)

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

**SCIENCE**

**BTO SCOTLAND**

**COMMUNICATIONS**

Ecological Change Group		Modelling & Demography Group		BTO SCOTLAND		COMMUNICATIONS	
<b>Science Director</b> Senior Secretary Secretary	<b>Prof Rob Fuller</b> as PA to Director Maria Knight	<b>Science Director</b> Senior Secretary / Group Administrator Secretary P/T	<b>Dr Stephen Baillie</b> Jane Chase  Hazel Evans	<b>Associate Director – Country Offices</b> /Head of BTO Scotland P/T Senior Secretary P/T	<b>Dr Chris Wernham</b>  Rebecca Cranston	<b>Associate Director – Communications Engagement</b>	<b>Dr Ieuan Evans</b>
<i>Principal Ecologist – Monitoring Senior Research Manager</i>	Dr David Noble as Head of Monitoring	<i>Principal Ecologist – Climate Change</i> <i>Principal Ecologist – Modelling</i> <i>Senior Research Manager</i> <i>Research Ecologist</i>	– as Head of Population Ecology & Modelling Dr Rob Robinson as Head of Demography tba	<i>Senior Research Ecologist P/T</i> <i>Data and Admin. Officer</i> <i>Development Coordinator</i> <i>Fieldwork &amp; Training Coordinator</i> <i>Research Ecologist</i> <i>Research Ecologist</i>	John Calladine Anne Carrington-Cotton Dr Ben Darvill James Bray Dr Liz Humphreys Dr Mark Wilson	<b>Associate Director – Communications Science</b> Senior Secretary P/T Secretary	Sam Rider as Res. Sppt. Admin. Services
<b>Monitoring Head</b> Atlas & Census <i>National Survey Co-ordinator</i> <i>Projects Co-ordinator</i> <i>BirdTrack Organiser</i> <i>BBS Organiser</i>	Dr Andy Musgrove  Dawn Balmer John Marchant Nick Moran Kate Risely	<b>Demography Head</b> <i>Research Officer</i> Secretary Ringing Licensing and Sales <i>Licensing and Sales Manager</i> <i>Ringing Sales Officer P/T</i>	Jacquie Clark Mark Grantham Jane Waters  Jez Blackburn Anne Trewwhitt	<b>BTO CYMRU</b>  <i>Senior Ecologist P/T</i> <i>Development Coordinator</i>		<b>COMMUNICATIONS ENGAGEMENT Membership &amp; Volunteer Engagement</b> <i>Membership Administrator</i> <i>Asst. Membership Administrator</i> <i>Training Officer/BTO News Editor</i>	Chris Morley Sam Graham Su Gough
Wetland Bird Survey <i>WeBS Low Tide Count Org.</i> <i>WeBS National Organiser</i> <i>WeBS Counter Network Org P/T</i> <i>Research Ecologist</i>	Neil Calbrade Dr Chas Holt Heidi Mellan Dr Veronica Mendez	<i>Ringing Data Management</i> <i>Ringing Data Manager P/T</i> <i>Recoveries Officer</i> <i>Ringing Database Officer P/T</i> <i>Recoveries Officer</i> <i>Ringing Officer</i>	Bridget Griffin Lee Barber Dr Dorian Moss Diana de Palacio Sabine Schäfer	<b>DEVELOPMENT</b>  <i>Business Science Leader P/T</i> <i>Nunnery Lakes Site Manager P/T</i>		<b>Fundraising</b> <i>Head</i> <i>Fundraiser (Corporate &amp; Trust)</i> <i>Fundraising Secretary P/T</i> <i>Supporter Development Officer</i>	Emma Culpeck Bonita Johnston as Snr. Sec. Comms. Rachel Gostling
<b>Wetland &amp; Marine Research</b> <i>Principal Ecologist &amp; Head</i> <i>Senior Research Ecologist</i> <i>Research Ecologist</i> <i>Research Ecologist</i> <i>Research Ecologist</i> <i>Research Manager</i> <i>Research Officer</i>	Dr Niall Burton Dr Graham Austin Dr Aonghais Cook Dr Viola Ross-Smith Dr Chris Thaxter Dr Lucy Wright tba	Demographic Monitoring Projects <i>Senior Research Ecologist</i> <i>Nest Records Organiser</i> <i>Demographic Surveys Org.</i>	Dr Dave Leech Carl Barimore Allison Kew	<b>SERVICES</b>  <b>Director</b> PA / Personnel Officer P/T		<b>COMMUNICATIONS SCIENCE Garden Ecology</b> <i>GBW Administrator</i> <i>GBW Assistant P/T</i> <i>GBW Assistant P/T</i> <i>GBW Development Officer</i>	Heather Pymar Donna Hobbs Nicky Ward Clare Simm
<b>Land-use Research</b> <i>Principal Ecologist &amp; Head</i> <i>Senior Research Ecologist</i> <i>Research Ecologist</i> <i>Research Ecologist</i> <i>Research Ecologist</i>	Dr Gavin Siriwardena Dr Simon Gillings Dr Greg Conway Dr Daria Dadam Dr Kate Plummer	<b>Population Ecology &amp; Modelling</b> <i>Head</i> <i>Senior Research Ecologist</i> <i>Ecological Statistician</i> <i>Research Ecologist</i> <i>Research Ecologist</i> <i>Research Ecologist</i> <i>Research Ecologist</i>	Dr James Pearce-Higgins Dr Stuart Newson Dr Alison Johnston* Dr Sam Franks Dr Dario Massimino Dr Blaise Martay Dr Martin Sullivan <small>*on secondment to CLO</small>	<i>Accounts &amp; Facilities</i> <i>Facilities / H&amp;S Officer</i> <i>Financial Accounts Officer / Administration Supervisor</i> <i>General Sales Officer / Admin. &amp; Finance Assistant</i> <i>Management Accountant</i> <i>Receptionist P/T</i> <i>Receptionist P/T</i> Information Services <i>Information Services Manager</i> <i>Librarian P/T</i> Research Support <i>Research Support Administrator</i> <i>Research Support Officer</i> <i>Research Support Officer</i>		<b>Marketing</b> <i>Head</i> <i>Content Editor</i> <i>Media Manager</i> <i>Website Manager</i>	Jeff Baker Dale Harrison Paul Stancliffe William Skellorn
<b>International Research</b> <i>Principal Ecologist &amp; Head</i> <i>Senior Research Ecologist</i> <i>Senior Research Ecologist</i>	Dr Phil Atkinson Dr Ian Henderson Dr Chris Hewson	<b>Information Systems</b> <i>Joint Heads</i>  <i>Computer Support Officer</i> <i>Database Officer</i> <i>Database Developer</i> <i>Oracle Database Developer</i> <i>Senior Systems Manager</i> <i>Software Developer</i> <i>Senior Software Developer</i> <i>Senior Software Developer</i>	Dr Iain Downie, Karen Wright Lee Cadwell Bob Blogg Dr Andrew Joys Justin Walker Ian Yates Sam Marston Mark Hammond Dave Turvey				

**The British Trust for Ornithology**  
**Council (Trustees') Report (incorporating the Strategic Report)**  
**For the Year Ended 31 March 2014**

For the purposes of Section 162 of the Charities Act 2011 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, Bankside 300, Peachman Way, Broadland Business Park, Norwich NR7 0LB
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 (retired 31 December 2013)	Dr H Insley
Dr F Barclay (appointed 1 January 2014)	C P R Mills (appointed 1 January 2014)
B D Briggs	Professor I Newton (retired 31 December 2013)
N J Bucknell	Dr T J Osmond
Lt Col R C Dickey (appointed 1 January 2014)	Professor I P F Owens
Professor A D Fox	C G Packham (appointed 1 January 2014)
Professor R W Furness	Dr D M Parker (appointed 1 January 2014)
Dr R J Harris (retired 31 December 2013)	Dr K W Smith
A C B Henderson (appointed 1 January 2014)	Baroness Young of Old Scone (retired 31 December 2013)
Mrs M P Henton	Dr A M Whitbread (retired 31 December 2013)
Ms F M Hurst	

## **Structure, Governance and Management**

### **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.

**The British Trust for Ornithology**  
**Council (Trustees') Report (incorporating the Strategic Report) - Continued**  
**For the Year Ended 31 March 2014**

### **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.

### **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 184,000 days of work in 2013.

### **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.

### **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.

### **Objectives and Activities**

#### **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.

#### **Public Benefit**

The trustees have complied with the duty in Section 17 of the Charities Act 2011 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.

#### **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 British Trust for Ornithology**  
**Council (Trustees') Report (incorporating the Strategic Report) - Continued**  
**For the Year Ended 31 March 2014**

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 50,000 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.

## **Strategic Report**

### **Achievements and performance**

The objectives set for 2013/14 and the progress achieved against those objectives were as follows:

1. *Adjust the strategic direction of our high quality science programmes, maintaining our reputation in providing Government and other stakeholders with monitoring, population dynamics and modelling information*

2013/14 has seen the start of our strategy review, continuing the development of BTO towards 2020. Our Strategic Science Group is reviewing and adjusting our high quality science programmes to better meet the needs of Government and society. Monitoring data from the Trust contributed to the *State of the UK's Birds* reports (with other partners) and to the Pan-European Common Bird Monitoring Scheme. Significantly, BTO results were also a key part of the high-profile and influential *State of Nature* report released this year. 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 particular, a large amount of BTO input was provided in support of Joint Nature Conservation Committee's report on Article 12 of the Birds Directive. Results from the following schemes were reported individually and collated, where appropriate, through the on-line BirdTrends report (<http://www.bto.org/birdtrends>): the Breeding Bird Survey (BBS), the BTO/RSPB/JNCC Wetland Bird Survey (WeBS) (including Low Tide Counts), the Heronries Census, the 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. Our monitoring, population dynamics and modelling information is highly regarded by Defra's Chief Scientific Adviser.

- *Publish Bird Atlas 2007-11 and develop exclusive and collaborative research through the Atlas research strategy*

In late 2013, the BTO published *Bird Atlas 2007-11: the breeding and wintering birds of Britain and Ireland*. This book represents a substantial and authoritative statement on the status of birds in Britain and Ireland. Its publication marked the culmination of a decade of planning, fundraising, fieldwork and analysis. The project was a partnership between BTO, BirdWatch Ireland and the Scottish Ornithologists' Club. Many thousands of volunteers contributed observations to the project which was based on more than 19 million individual records of birds. BTO developed the methods, including the online data capture system, curated the data and analysed them. The 720 pages of the book provide novel maps of distribution and abundance of 296 species of birds. Through comparison with previous atlases coordinated by the BTO, *Bird Atlas 2007-11* also assesses how the patterns of distribution and abundance have changed over the last 40 years.

**The British Trust for Ornithology**  
**Council (Trustees') Report (incorporating the Strategic Report) - Continued**  
**For the Year Ended 31 March 2014**

**Achievements and performance (cont'd)**

In addition, the book gives a detailed account of the methods used and includes a review of the major changes in the avifaunas of Britain and Ireland. The book and the underlying data represent a huge and significant resource for conservation and research.

Two of the major findings are that the ranges of many birds in upland habitats have markedly contracted in recent decades and also that the distributions of most breeding waders are becoming more restricted. It is well documented, both by previous atlases and through the BTO's annual monitoring schemes, that farmland birds greatly declined in the latter decades of the 20<sup>th</sup> century. *Bird Atlas 2007-11* shows that ranges of farmland birds have not recovered in recent years and that some species have continued to lose ground. Woodland birds show a mixed picture with several of these species exhibiting some of the largest range contractions of any bird species in Britain. The Atlas provides strong evidence of range shifts in several species in recent decades, both in terms of range margins and spatial changes in abundance.

A programme of research has been developed based on the atlas data. Work will be undertaken on a range of topics including the dynamics and causes of range shift, factors underlying distribution patterns, and relationships between urbanisation and birds. An appeal for funding to enable BTO scientists to undertake this work was developed and launched in the spring of 2014. Research collaborations are also being developed with the Universities of East Anglia, Exeter and York, as well as with the Royal Society for the Protection of Birds. The data are being provided to RSPB and the statutory nature conservation agencies for conservation uses.

*- Undertake multi-scale habitat and environmental change studies incorporating ecosystem service research*

Work in this area continues to be largely driven by the availability of external contract funding but progress has been made in respect of work in urban habitats (directly measuring cultural ecosystem services), on non-avian taxa, in farmland, in woodland and in gardens. Few new projects have started in the last year, but those that have are strategically important new initiatives.

In farmland, the international 'FarmLand' BiodivERSA project (funded by Defra) – the BTO's first major foray into professional, multi-taxa research – is into the analysis stage. This project is investigating the potential of crop heterogeneity to deliver the biodiversity and ecosystem services found in more complex landscapes without reducing agricultural productivity. Professional multi-taxa research capacity could be an important addition to the BTO's capabilities. Elsewhere in farmland, a major new modular research and monitoring programme (in collaboration with RSPB) is being funded by Natural England (NE). This work will incorporate a range of specific projects considering agri-environment scheme effects on birds, over the next five years. The first projects are monitoring of the new supplementary feeding option in Environmental Stewardship (ES) and a repeat of the Baker *et al.* (2012, *Journal of Applied Ecology*) analysis of ES effects on bird populations with three further years of data and management. Meanwhile, in Wales, the bird component of the Glastir Monitoring and Evaluation Project (GMEP) is being conducted by the BTO. GMEP is into its second field season and is planned to continue indefinitely, subject to confirmation of funding every two-four years.

In woodland, the major Defra and Forestry Commission-funded project on *Effects of Woodland Structure on Bird Populations* has reported and has been peer-reviewed, with good feedback. The next challenge will be to develop follow-up research with the same or other funders. A paper was published exploring relationships between woodland management and deer impacts in terms of wildlife habitat suitability (Fuller 2013, *Journal of Applied Ecology*). Three papers were also published in ornithological journals on experimental effects of deer browsing on habitat suitability for woodland birds.

In grassland and heathland, BTO is still investigating Whinchat survival and productivity on Salisbury Plain, with respect to habitats and territory density, as part of a PhD study with Lancaster University. A spatial analysis of habitat selection and breeding success, in collaboration with the Centre for Ecology & Hydrology (CEH) (who have detailed land-use data) is also part of the research. BTO is collaborating with NE to investigate the scale of habitat use in foraging Nightjars, comparing two contrasting populations (low density in forest versus high density in wetland scrub), both using GPS technology.

In the uplands, a repeat survey of transects across arctic-alpine habitats (first surveyed in 2005-06) was undertaken in 2013 to increase and improve monitoring of birds in the uplands (under Scottish Natural Heritage (SNH) funding). With supplementary, less systematic data from the 'What's Up' initiative, the results will form a baseline for comparison with other upland data as well as temporal and habitat analyses this year. In addition, a fourth repeat (five-yearly) survey of regenerating scrub woodland in the central and eastern Highlands (funded by the J & JR Wilson Trust and the AEB Trust) was conducted; analyses will focus on changes in bird populations with respect to habitat and predictions of changes in response to planned reductions in large herbivores. A project was also completed, funded by Natural Resources Wales (NRW), examining the effect of vegetation mosaics on bird communities in Welsh marginal upland habitats.

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**Achievements and performance (cont'd)**

BTO (in partnership with the John Hutton Institute and MacArthur Green) is continuing to provide specialist scientific advice on machair waders to SNH's Uist Wader Research programme, which aims to assess the effects of predation to inform ongoing management of machair. A BTO study (currently a pilot as an MRes study) is investigating birds using beach wrack: seasonal, tidal, structural (of the wrack) and invertebrate abundance (within the wrack) correlates with bird abundance.

Moving on to urban and human-associated habitats, Defra-funded work on street-lighting effects on urban moths has provided our first non-avian completed project, receiving excellent feedback from Defra. This project involved both novel professional fieldwork and the analysis of existing citizen science data. Further urban work comes from the continuing Natural Environment Research Council (NERC) Biodiversity and Ecosystem Service Sustainability (BESS) urban project (in collaboration with Cranfield, Essex and Sheffield Universities). This is now in its second of two years of professional fieldwork, examining the effects of urban form on the bird communities in Luton, Bedford and Milton Keynes, this year incorporating direct measurement of the aesthetic "service" provided by different species. Then, in gardens, a new programme of research, building on specific appeal-generated BTO funding, is investigating a range of topics in garden and urban ecology, using the BTO Garden BirdWatch (GBW) dataset. This is beginning with an analysis of the influences of garden bird feeding and habitat on the increase in the reporting of Blackcaps in gardens.

As well as the above habitat-related work, broader modelling work is in progress in several areas. First, integrated socio-economic modelling of land-use and biodiversity with the University of East Anglia (UEA) was incorporated into the UK National Ecosystem Assessment (NEA) follow-on in 2013 and is ongoing, now as a PhD project with Ian Bateman (UEA project leader), but with opportunities for further BTO involvement in the future. Second, models of land-use correlates with bird abundance are being constructed using bird data collected during Countryside Survey (CS) 2000 and the contemporaneous Land Cover Map and CS field data. This is being done as a PhD studentship with CEH and the University of Newcastle.

*- Extend climate change research programmes*

BTO climate change work is split into three components; documenting impacts, projecting the future and informing adaptation. A number of pieces of work are focussed on tracking the impacts of climate change. Recent BTO-led publications have documented important new evidence for climatic impacts on biodiversity, both in the UK, and globally. In relation to migrants, an important paper just published in *Journal of Ornithology* (Ockendon *et al.* 2014) documents the impacts that changes in African climatic conditions have upon UK breeding migrant populations. This is supported by a second publication that looks in detail at the mechanisms of some of these relationships, and particularly considers whether climatic conditions in the wintering grounds affect breeding success in the UK (Ockendon *et al.* 2013, *Biology Letters*). A significant focus of work has been examining potential impacts of climate change on UK biodiversity through BICCO-Net2; a BTO-led consortium project funded by Defra, NE, SNH and NRW. In this project, long-term monitoring data across a wide-range of taxonomic groups from invertebrates to birds have been analysed to understand the effect of climate change on species' populations. This project has identified population and community-level impacts of climate change on both terrestrial and freshwater systems. One paper, led by Cardiff University, has already been published (Vaughan & Ormerod 2014, *Global Change Biology*), whilst other, BTO-led papers are in progress. BTO input to another, NERC-funded, CEH-led, collaborative project to document the impact of temperature on phenological changes across a range of taxa has continued, and will be reported next year. Important results from a second BTO-led collaborative project funded through the Cambridge Conservation Initiative (CCI) were published recently, and reviewed potential mechanisms underpinning the ways in which climate change impacts on global biodiversity. This highlighted the potential for climate change to alter interactions between species (Ockendon *et al.* 2014, *Global Change Biology*).

Work projecting future impacts of climate change is currently focussed on modelling bird abundance data using BBS, to undertake future projections of population size, which will be completed next year. This will support the results of other projects that have been completed in recent years examining the vulnerability of different species to climate change, and that are currently being written up for journal publication. The importance of modelling abundance, which has been a particular focus of BTO's climate change work, rather than species' distributions, is emphasised in a recent publication from a BTO CASE-PhD studentship at Durham University (Howard *et al.* 2014, *Methods in Ecology and Evolution*). Such abundance information is particularly useful from a conservation and policy perspective, but as this paper highlighted, also allows more robust relationships with climate variables to be determined, leading to more accurate estimates of distribution.

BTO is increasingly recognised for its work on climate change adaptation. Two key BTO-led papers emphasise the continued importance of protected areas in the context of climate change (Johnston *et al.* 2013, *Nature Climate Change*), and the value of landscape-scale approaches to habitat conservation and restoration (Newson *et al.*, 2014 *Ecography*). The former presents some of the results of the CHAINSPAN project, and is focussed on our internationally important breeding seabirds and wintering waterbirds. This shows that recent population trends in these groups can be



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**Achievements and performance (cont'd)**

related to climate change, and that although 4.0 °C warming is projected to cause declines of at least 25% for more than half of species considered, SPAs are likely to remain key sites for the protection of these species into the future. The *Ecography* paper presents analysis of Common Birds Census data on woodland birds, and shows that bird populations in larger woodland sites and in areas with more connected woodland patches may be better able to withstand or recover from detrimental impacts of severe weather.

In addition to scientific reporting, BTO climate change work has been widely promoted through conferences, seminars and talks to local ornithological groups. BTO authored a paper on climate change impacts on waterbirds, which contributed to the 2013 Marine Climate Change Impacts Partnership report (<http://www.mccip.org.uk/media/18758/mccip-arc2013.pdf>). James Pearce-Higgins continued input to the Convention on Migratory Species (CMS) working group on climate change, attending a workshop to develop a programme of work in advance of CoP 11 (<http://www.cms.int/en/meeting/towards-cms-programme-work-climate-change>). He has also been involved in the establishment of a new British Ecological Society (BES) Special Interest Group on climate change ecology (<http://www.britishecologicalsociety.org/getting-involved/special-interest-groups/climate-change-ecology/>)

*- Expand international work through migration studies and services to contribute to monitoring global biodiversity*

During this period we have continued a number of migration and tracking projects and undertaken work to set up a new international biodiversity consultancy within BTO. The main pieces of migration work have been centred on the tracking of migrant birds, in particular our three core species, Cuckoo, Swift and Nightingale. Our international tracking collaborations also include the ongoing White Stork ([www.bto.org/storks](http://www.bto.org/storks)) and European Roller tracking project.

The Cuckoo tracking is our flagship project and is both a science and public engagement project. A total of 14 new Cuckoos were satellite-tagged during this period. A generally benign autumn meant that mortality of these birds was lower than in previous years and a total of nine birds returned. We expanded the project and initiated a project with the LBV (a German conservation organisation) and APB (the Belarusian BirdLife partner). A total of 10 birds were tagged in Germany and five in Belarus. This is a collaborative project and will lead to joint papers about Cuckoo migration from different European populations. Already, results from Belarus are encouraging and interesting. There appears to be two different strategies operating. Three birds behaved like western European Cuckoos and wintered in or around the Congo basin. Two birds, however, wintered much further south, reaching South Africa at their southernmost point. During the year, two papers were progressed. The first is a descriptive paper which shows that in the UK populations there are two different migration strategies and these are separated geographically with many of the southern UK birds taking a south-westerly route via Iberia and western Africa to Congo, whereas the northerly birds all take a more direct route via Italy to the Congo basin. There are timing differences and a clear cut spatial segregation of these two routes making it clear they are two strategies. The second paper looks at the reliance of Cuckoos on protected areas on migration and shows that these birds use these areas far more than expected and, despite the fact that the Special Protection Area (SPA) network was not set up for migrating birds, for the Cuckoo at least, it seems to be extremely important.

Another major achievement was the retrieval of 13 out of 20 geolocators attached to Nightingales in 2012. These have provided full tracks and show the importance of Senegambia for the UK population of Nightingales. While most birds spent the whole winter in this area, a proportion moved further south-east towards Guinea and Sierra Leone in the latter part of the winter.

*- Improve targeting of our volunteer demographic effort*

A key aim of the BTO's monitoring programme is to understand the demographic mechanisms responsible for large-scale changes in population size, which then provides information to underpin wider conservation strategies. In support of this we are developing greater structure within our volunteer schemes and integrating data analysis methodologies. On the former, we are continuing to promote our Demographic Targeting Strategy, which identifies a range of target species that are practical to monitor and representative of a wide range of ecological groupings. The Strategy guides ringers and nest recorders as to which data can contribute most to our Integrated Population Monitoring Program. The continued increase (both in numbers and diversity) of RAS studies and the increasing number of nest records submitted for open-nesting species (including many migrants) demonstrate progress towards these aims and is a testament to the skills and commitment of our volunteers.

In order to understand the drivers of population changes one needs to consider the contributions of all demographic processes simultaneously. During the course of the year we developed an analytical framework to facilitate this. This framework rests largely on recent advances made in the application of Bayesian statistics which enable multiple datasets to be analysed simultaneously. Using this approach, we combined data from the BBS, Ringing and NRS for 18 species, with a diverse range of ecologies (Robinson *et al.* 2014, *Methods in Ecology & Evolution*). One benefit of combining the data is that it is possible to assess the importance of unmeasured processes, for instance, the proportion of adults breeding each year, or the number of nesting attempts made by individuals. The analyses show that these are

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generally of less importance than those processes on which we do collect reliable data, survival and per attempt productivity, and that we can make useful inferences about the processes underlying population changes using large-scale volunteer-collected data. One interesting conclusion of this work is that the annual variation in decreasing species tends to be driven by variation in recruitment of young (rather than adult survival as is the case for increasing species), which may be an important message for general conservation strategies.

Recruitment of juveniles in to the adult population is a fundamental process, but one that has been difficult to quantify. We undertook some work to quantify this directly in Blackbirds using direct measures of the proportion of recruits, which in this species can be determined from age data that are routinely collected by ringers. Initial results indicate that recruitment is a key driver of population change in this species and suggest that this novel approach may be applicable more widely. A key component of recruitment, and another that is difficult to quantify directly, is season-long productivity. House Sparrows are multi-brooded and we undertook some exploratory work to assess whether recording presence in gardens through the Garden BirdWatch survey can provide useful information on productivity. We expected this to be the case since House Sparrow, in common with many species, shows a late-summer peak in activity which corresponds to the time young birds fledge from the nest. This approach proved promising, with the index of season-long productivity being correlated with regional population trend (Morrison *et al.* 2014, *Bird Study*).

Work on demographic processes is relevant to most (if not all) of the other strategic scientific themes within the BTO. So, for instance, we continue our involvement in a NERC-funded CEH-led project focussed on documenting the impact of temperature on phenological changes across a range of taxa, in particular, testing the extent to which such mismatch has a significant impact upon the breeding success of insectivorous birds. We also published work on the impacts of climate change on the survival of Long-tailed Tits (Gullett *et al.* 2014, *Oikos*), licensed control on Cormorant populations (Chamberlain *et al.* 2013, *Journal of Ornithology*), determinants of survival in migratory Curlew (Taylor & Dodd 2013, *Bird Study*) and of fisheries on seabirds (Cook *et al.* 2014, *Ecological Indicators*). This latter research is informing the requirement of the Marine Strategy Framework Directive to maintain Good Environmental Status of our marine habitats and may result in the first national environmental indicator to be based on demographic processes.

The importance of demographic work more generally was highlighted by the year's British Ornithologists' Union annual conference, the topic of which was "avian demography in a changing world" and which was a great success. The scientific programme was chaired by Rob Robinson, and several BTO staff members attended, with six of the talks being based on BTO work.

*- Maintain marine and wetland research capability*

During the past year, there has been further development of the BTO's marine work programme, with a continuing focus on marine renewables. Following the completion of the BTO's pivotal role providing advice to the offshore wind industry and acting as secretariat for The Crown Estate's Strategic Ornithological Support Services (SOSS) work programme in 2012, a key scientific paper has been produced reporting modelling of the flight heights of marine birds that provides the means to more accurately assess collision risk with offshore wind turbines (Johnston *et al.* 2014, *Journal of Applied Ecology*). On behalf of the Department of Energy and Climate Change (DECC), and in collaboration with the University of Amsterdam and the University of the Highlands and Islands, a final report has been completed on our tracking of Lesser Black-backed Gulls and Great Skuas, using state-of-the-art GPS tags, to assess potential connectivity between Special Protection Areas (SPAs) and wind farm development zones. The project has produced exceptionally high quality information about how birds use the offshore environment, throughout the year. Work from this project was presented at the joint Waterbirds Society/Wader Study Group conference in Germany in September and at the Seabird Group conference in March. A series of papers reporting results of the work are in the process of being submitted. The project has also been extended to consider two further sites for Lesser Black-backed Gulls in 2014.

The BTO has also continued its work with Forewind Ltd to undertake Environmental Impact Assessment work for projects for the Dogger Bank Round 3 Offshore Wind Farm Zone; these project proposals are presently under examination with the Planning Inspectorate. An important review of offshore wind farm post-consents monitoring produced for Cefas and the Marine Management Organisation, and for which the BTO led on the ornithological component, was published in 2014. A further key review of collision avoidance rates in relation to offshore wind farms on behalf of Marine Scotland Science is presently being completed. The BTO has also provided a review of evidence on identified seabird aggregations on behalf of JNCC to inform their work identifying potential Marine Protected Areas. Work for JNCC to develop a series of indicators to inform the Marine Strategy Framework Directive has led to the publication of research on the feasibility of using breeding success of seabirds, generally, and Kittiwake, in particular, as an indicator of environmental status (Cook *et al.* 2014, *Ecological Indicators*).

BTO scientists have been actively engaged with JNCC, RSPB and other partners of the national Seabird Monitoring Programme (SMP), in the development of a Heritage Lottery Fund application for the next national Seabird Census.

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A first Northern Ireland Seabird Report for 2013 was produced through the work of the Northern Ireland Seabird Network, co-ordinated by the BTO, working in close collaboration with the JNCC's SMP team, and funded by the Northern Ireland Environment Agency (NIEA).

Following earlier review work for Defra's recent fish-eating birds licensing review, a further paper on the colonisation and range expansion of inland-breeding Cormorants in England has been published (Newson *et al.* 2013, *British Birds*). We continue to provide detailed advice to country agencies on waterbird trends on SPAs through fine-scale analyses of WeBS data. On behalf of NRW, we have provided continued monitoring of the status and distribution of Oystercatcher and Knot in and around the Burry Inlet SPA, following recent declines of their cockle food resources. With the Broads Authority, we have produced an awareness raising leaflet about feral geese aimed at wildfowlers. BTO work on the cultural services provided by waterbirds (informed by WeBS data) in association with socio-economists from the University of St. Andrews and Queen's University, Belfast, is ongoing, and workshops exploring the relationships between the cultural services and biodiversity of estuaries were held in Essex in November and at Morecambe Bay in May.

- 2. Extend our data, information and on-line services, through a larger constituency, and to broader taxa, and build our recognised capability with new technologies for data capture. We now have an active collaboration with the Cornell Lab of Ornithology, Ithaca NY USA and will make progress in building a facilitative platform to accept bird observational data at the global scale*

Several major developments have taken place during the year April 2013 to Mar 2014. The Information Systems team completed a proof of concept project in collaboration with Cornell Lab of Ornithology (CLO), undertaking a successful exchange and visualisation of BirdTrack and eBird data and this was demonstrated at the Rutland BirdFair in August. We will now work with CLO and others to seek funding for the development of a global platform for sharing bird data and for building the analysis and reporting facilities that will be needed to make best use of this information for conservation science. Linked to these developments we are working with European colleagues to develop more coherent reporting of data from on-line bird recording portals at a European scale. Two successful meetings of the EuroBirdPortal project were held and we look forward to further developments in this area during 2014.

The profile and use of BirdTrack (BTO/RSPB/BWI/SOC/WOS) for online bird recording in Britain and Ireland increased rapidly, especially in early 2013. Some 5.3 million records were added during the period April 2013 to March 2014 (bringing the total to 23.8 million records). By the end of March 2014, nearly 20% of BirdTrack observations were being submitted via smart phones and other mobile devices, as opposed to the main website. The project expanded further at the end of the year, with the launch of a global portal enabling BirdTrackers to submit data for anywhere in the world. This work has allowed us to start collaborative discussions with a view to building new partnerships and to contributing data to the European Breeding Bird Atlas. These exciting developments would not have been possible without generous donations from a small number of BirdTrack Champions and securing similar support will be crucial for realising BTO's potential in this area. New data sources for BirdTrack have also been developed with data from Trektellen Visible Migration database and also a dataset from Bardsey Bird Observatory. We look forward to a number of other Bird Observatories submitting their historical datasets to BirdTrack. Additionally, regular discussions are held with other parts of the British and Irish biological recording community, notably National Biodiversity Network, CEH/BRC/iRecord, Butterfly Conservation and the Natural History Museum. The BirdTrack App continues to be developed with new feedback modules being added to further engagement.

Another major piece of work completed this year was the publication of the WeBS Annual Report and WeBS Alerts as online pages. This work was funded by JNCC, and has been very well received by the conservation community and a range of other users. It demonstrates how BTO information systems can provide really effective and easy to use tools to support conservation and management.

Multi-taxa data recording was launched under the Living Landscapes WildWalks initiative – a joint collaboration between the BTO and The Wildlife Trusts. This system went live in the summer of 2013 and more publicity will be forthcoming over the summer of 2014. Another module for more detailed survey recording is in development. A multi-taxa project in partnership with the Zoological Society of London, Froglife and RSPB to record Garden Wildlife Health issues was developed and continues to run.

This year the long-running BBS scheme was modified to optionally record further information on detectability and the opportunity was taken to incorporate the WBBS survey as well as refresh the user interface. The Winter Thrush survey ran for a second year and a short Early Bird Survey recording arrival times in gardens ran in January. Work to restructure the Ringing database and to develop new web interfaces for use by the Demography team carried on throughout the year and will go live in June 2014. This key development will provide a number of immediate efficiency

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savings and will underpin the development of new on-line systems for ringing and nest recording over the next two years. We are rapidly moving to a situation where all of BTO's major on-line schemes can be accessed on-line, providing improved facilities for volunteers and staff as well as more timely and effective feedback of results.

3. *Continue to grow and broaden our membership and supporter base*

One of the major focuses for BTO Communications in 2013 was promoting the sale and publication of *Bird Atlas 2007-11*. This campaign reached right across the organisation and utilised all communications channels including the e-newsletter, news releases, YouTube, Twitter, Facebook, Radio, TV and print media. A high profile launch event at the Royal Society in London was well attended by influential supporters and gained media profile for the project and the organisation on a number of occasions. Lead articles about *Bird Atlas 2007-11* featured in the *Guardian*, *The Independent*, *The Telegraph*, *The Express*, *The Times Higher Education Supplement* and others. By the end of the year, *Bird Atlas 2007-11* book sales had contributed £184,000 to BTO funds.

New member recruitment continued strongly in 2013 with over 1,800 new members recruited during the year. Growth in total membership of 3% to 16,864 was fuelled by successful offers to BirdTrack participants, a good response to an offer in the *Volunteer Magazine* and strong online sales. It was particularly pleasing to see that the retention rate increased slightly to 92% during 2013. The recruitment of a Membership Manager in 2014 should put us in a good position to grow our membership further.

The number of BTO GBW participants at 31<sup>st</sup> December 2013 was 14,211 – down 633 (4.26%) on the previous year. The number of joiners over the course of 2013 was 1,088 (from 2,907 enquiries), down by 441 (28.8%) on the previous year. Rates of participant turnover were up slightly and more detailed analyses will investigate whether this can be identified to particular cohorts of participant (e.g. new joiners from SpringWatch the previous year, or some other source).

The publication of *Bird Atlas 2007-11* gave us a fantastic opportunity to celebrate the contribution of volunteers to the BTO and we took every opportunity to highlight the importance of their efforts. BTO again funded production and mailing of the BTO *Volunteer Magazine* which was mailed to all 50,000 BTO volunteers.

The priorities for BTO Cymru over the year were to raise our profile in the principality and boost coverage of the BBS. Numerous events, talks and media appearances were organised and a bilingual newsletter produced and mailed to all supporters in Wales. BBS training courses were run, supplemented by four mentors who provided personalised one-to-one tuition. The coverage of the BBS in Wales has increased from 270 squares in 2012 to at least 296 squares in 2013 – a record breaking year and a significant increase from the 223 squares covered in 2011. A further 105 Chat Survey squares were surveyed, ensuring that more than sufficient data was in collected to make meaningful analysis. The second winter of the Winter Thrushes Survey also proved popular in Wales, with squares surveyed throughout the country. Rachel Taylor is forging links that will help BTO to better support research and decision-making in Wales. BTO Cymru receives significant support from Environment Wales (on behalf of Welsh Government), NRW (formerly CCW) and the Esmée Fairbairn Foundation.

In Northern Ireland (NI) Shane Wolsey continues to represent the BTO, and is in the third year of his second three year contract, funded by NIEA. BTO's application to the NIEA Natural Heritage Grant Programme for three more year's funding for its NI officer, plus funding for a full time scientific post, has been discussed and agreed by the NIEA grant team. Three applications were made to the NIEA Challenge Fund for three projects: Cuckoo tracking, resident gull tracking and the purchase of a drone. The Cuckoo tracking was not successful, but the other two applications were. Herring Gulls and Great Black-backed Gulls will be tracked from this breeding season linking their bacterial and viral loads with foraging locations, and we will have a drone for surveying from the end of March. Agreement has been reached with RSPB to establish a CES at their Portmore reserve. This will happen over the next year. A Seabird Network (volunteers specifically focused on seabird recording) meeting was held on 20<sup>th</sup> March in the Ulster Museum and the BTO NI Birdwatchers Conference has been planned for 8<sup>th</sup> November at Oxford Island. A second MAMBO Conference (Measuring and Monitoring Biodiversity Offshore) is being planned for March 2015.

During this period BTO Scotland engaged in a range of activities aimed at increasing membership, support and volunteering. The major 'What's Up' project continued with the aim of engaging more people in recording wildlife in Scotland's uplands. The 2013 Scottish Ornithologists' Club conference was held in Troon and was well attended by BTO staff and a good number of Regional Representatives. This year's Scottish Birdwatchers' Conference, run jointly by BTO and SOC, took place in Aberdeen on the 22<sup>nd</sup> March and was fully booked. A strong presence at the Scottish birdfair at Hopetoun House in May included talks, BirdTrack walks, a GBW workshop, a members' reception, a ringing demonstration and stands showcasing BTO and BirdTrack. A range of training courses for various surveys were held at a range of different venues across Scotland. In January, BTO Scotland welcomed Lorna Oldershaw - our 'Upland Outreach Apprentice' for 12 months. Her post is funded as part of a TCV (The Conservation Volunteers) scheme. She will work to

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support engagement and biological recording in line with the 'What's Up?' project, with a particular focus on engaging with hillwalkers.

2013/14 was another busy year in the media. There were 113 radio and media appearances in 2013 (91 in 2012) – 11 TV and 102 radio. Of the radio broadcasts, eight were on Radio 4 Programmes (Today, World at One, Inside Science, Living World). We know of 163 talks given by 39 members of staff in 2013 (compared to 93 in 2012).

Our Twitter following doubled in 2013, gaining over 10,000 followers and bringing our total following to over 22,000. We are continuing to grow our presence on Facebook and currently have over 9,500 fans. Our YouTube channel continues to work well as an engagement tool. Last year we reported that the BTO YouTube channel had been viewed 190,000 times – by February 2014 this had increased to 425,000 times with over 1,800 subscribers. The Bird ID videos continue to prove most popular with the Song vs Mistle Thrush video receiving over 67,000 views and the Night Singers video over 40,000 views. We are now also using the channel regularly to provide guidance to surveyors on participating in new surveys. Two blogs – the Demog Blog and the Migration Blog are regularly updated and are successful both in terms of followers and in providing great content for our social media and web presence.

The BTO e-newsletter continues to be a key tool for engaging supporters. During 2013 the e-news mailing list grew from 42,000 to 49,000 addresses and the number of e-news opens increased from 19,000 per e-newsletter to over 20,000. Individual click through rates vary each month but in 2013 we achieved 7-9,000 link clicks per email.

BTO contributes to a Defra initiative to create the UK Biodiversity Indicator on Conservation Volunteering in the UK. The amount of time spent by volunteers in 2013 was estimated at 1.36 million hours – equivalent to employing 839 staff. A slight increase from 1.3 million hours (792 staff) was provided mainly through increased participation in BirdTrack, bird ringing and the one-off Winter Thrushes and Woodcock surveys. The value of volunteer effort increased from £26.1 million to £27.7 million.

*4. Continue to realise additional capacity in donor fundraising, and further develop corporate, trust and legacy giving*

A year of transience within the fundraising team posed many challenges to reach target for 2013/14. However, despite the Head of Fundraising not being in post until late November income increased by 69% on the last financial year. This was buoyed primarily and substantially thanks to legacy income with instalments from two large legacies of £688,000 and £100,000.

Income from individuals increased by 20% on last year with success from the Out of Africa appeal raising £59,800\* and the GBW appeal raising a total of £56,595\*. The launch of the *Beyond the Maps* appeal in March to raise funds for further Atlas research also secured £43,752\* in the first two weeks. A large donation of £31,581\* from Mark Constantine to fund four small pilot projects was also secured in March.

Income from corporates remained static for 2013/14. A review of this income stream will take place in 2014/15 with a view to implementing a new strategy for more profitable corporate partnerships.

Trust income fell considerably compared to the previous financial year. This was due in part to existing opportunities exhausted by the production of the *Bird Atlas 2007-11*. Failure to continually rejuvenate and expand our pool of trusts to approach resulted in a loss of income from this stream for subsequent years. An intensive strategy has been implemented in March to address this imbalance, creating a rolling programme of asks from new and existing trusts and grants to feed 2014/15 and beyond.

A review of all fundraising activities has been underway through the latter months of 2013/14 and will continue into 2014/15 with a view to maximise income from existing sources, develop more resource efficient fundraising techniques and identify new avenues to pursue. A significant development in this area was the approach to the *Beyond the Maps* appeal which used segmentation effectively to target individuals both through their personal involvement in our work and through their financial giving history. High value donors have been classified accordingly on the database to aid appropriate targeting and a programme of asks for Charitable Trusts is in place for 2014/15.

A more integrated approach to fundraising across BTO is in the first stages of development. Considerable time has been spent joining up fundraising and science in order to determine the priorities for the next few years, facilitate the matching of funding opportunities to projects and grow unrestricted income.

*\*Excluding Gift Aid*

*5. Achieve best-practice governance and maintain good staff morale*

We used the National Council for Voluntary Organisations (NCVO) Good Governance Code to benchmark Council's performance and concluded a useful self-assessment exercise during Council business. There were no issues of

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significant concern. We have successfully recruited a new President and new Chairman, and they took up office during the year. We have continued to address job satisfaction for scientists and have seen an improvement in our rate of publication in the peer-reviewed literature, a key metric in this area. We have started a mentoring scheme, initially aimed at more junior scientific staff.

### **Financial Review**

Exceptional legacy receipts and the profit on sales of *Bird Atlas 2007-11* resulted in an operating surplus for the year of £643k. The principal funding sources continued to be research and surveys (£2,532k), membership and communications (£1,226k), and trading and consultancy (including BTO Services Ltd turnover) (£979k). Appeals raised £345k, and £853k was received from legacies. A total of £4,665k was spent during the year on carrying out, supporting and communicating ornithological research.

There was a gain of £30k in the market value of investments, in line with the general rise in the stock market, but an actuarial loss of £821k in the pension scheme, due to further weakening of bond yields.

### **Reserves**

The trustees have an unrestricted free reserves target range of 9 to 12 weeks' operating expenditure. These reserves are held against any unexpected falls in income or other unforeseen circumstances. Unrestricted funds excluding tangible fixed assets and the pension fund liability at 31 March 2014 totalled £1,667k, of which £53k is committed to existing BTO-funded projects, and £600k is earmarked for pension deficit repair payments, leaving free reserves equivalent to 8.9 weeks' expenditure.

### **Principal Risks and Uncertainties**

The trustees consider that the principal risks and uncertainties which could affect the Trust's ability to deliver its objectives in the next year and beyond are public expenditure reductions leading to reduced contract, grant and partnership funding, and the final salary pension scheme deficit draining reserves and presenting at least a theoretical risk of insolvency in the medium to long term.

### **Plans for future periods**

We have made good progress with reviewing our strategy to ensure we are fit for the period 2015-2020. We have completed and published *Bird Atlas 2007-11*, and embarked on a research strategy fuelled by Atlas data. This is the subject of a major appeal for funds *Beyond the Maps* launched in 2014. Our strategic intent is signalled by a 'Green Paper' consultation document, *BTO futures 2015-2020* which has been sent to our volunteer and supporter community, to staff and Council, and to key external partners and stakeholders. The consultation covers six future directions in the areas of: BTO science, the environment and conservation; accessible BTO data; strategic science priorities; international work; other taxa; services to volunteers, members and the birdwatching community. We will review the responses from consultees in setting our final direction by the end of 2014. The main priorities for the coming period are to:

1. Determine our strategic science priorities to ensure we remain impartial, independent and relevant. We will aim to provide evidence-based knowledge to support decision-making for the environment, and to inform and engage society in participating to understand and contribute to the value of that knowledge. While we expect our science increasingly to set the agenda for ornithological research, we will continue to build and rely on strong partnerships that yield highly collaborative research.
2. Continue to improve accessibility to BTO data, enhancing its value to society. We will extend our data, information and on-line services, through a larger constituency, and to broader taxa, and build our recognised capability with new technologies for data capture. We now have an active collaboration with the Cornell Lab of Ornithology, Ithaca NY USA, and with Birdlife International, and will use our success with BirdTrack global data entry portal to make further progress in building a facilitative platform to accept bird observational data at the global scale.
3. Continue to grow and broaden our membership and supporter base.
4. Continue to grow our fundraising capability, building on our achievements to raise donor contributions and using our fundraising strategy to further develop corporate, trust and legacy giving.
5. Achieve best-practice governance and maintain good staff morale.

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**Statement of Council Members' Responsibilities**

The Council members are responsible, as Directors of the Company, for preparing the Annual Report (including the Strategic 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 and the group at the year end and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and the group 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 and the group 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 (as amended). 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.

The Council (Trustees') Report (incorporating the Strategic Report) was approved by the Council as Directors and Trustees and authorised for issue on 2 July 2014.

Professor A D Fox  
Chairman

Dr T J Osmond  
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 2014 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 charitable company'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 (as amended). 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, the charitable company's 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 14, 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 FRC's website at [www.frc.org.uk/apb/scope/private.cfm](http://www.frc.org.uk/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 2014 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 requirements of 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 Strategic Report and 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.

Bankside 300, Peachman Way,  
Broadland Business Park, Norwich NR7 0LB  
Date:

Mark Proctor ACA DChA (Senior Statutory Auditor)  
For and on behalf of Lovewell Blake LLP, Statutory Auditor



**The British Trust for Ornithology**  
**Consolidated Statement of Financial Activities**  
**for the Year Ended 31 March 2014**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2014 £	Total 2013 £
<b>Incoming resources</b>					
<b>Incoming resources from generated funds:</b>					
<i>Voluntary income:</i>					
General donations		96,686	52,181	148,867	156,463
Appeals		20,521	324,674	345,195	400,737
Legacies		852,960	-	852,960	230,106
		970,167	376,855	1,347,022	787,306
<i>Activities for generating funds:</i>					
Trading and consultancy		978,851	-	978,851	764,132
Royalties and copyright		98,934	-	98,934	119,529
Corporate membership and sponsorship		8,346	-	8,346	12,625
Other income		110,592	-	110,592	5,667
		1,196,723	-	1,196,723	901,953
<i>Investment income</i>	3	22,551	-	22,551	31,832
		2,189,441	376,855	2,566,296	1,721,091
<b>Incoming resources from charitable activities:</b>					
Membership and communications		1,225,910	-	1,225,910	1,141,291
Research and surveys		2,521,746	9,816	2,531,562	2,183,218
		3,747,656	9,816	3,757,472	3,324,509
<b>Total incoming resources</b>		<b>5,937,097</b>	<b>386,671</b>	<b>6,323,768</b>	<b>5,045,600</b>
<b>Resources expended</b>					
<b>Costs of generating funds:</b>					
Costs of generating voluntary income		154,669	69,119	223,788	173,625
Costs of activities for generating funds		754,199	-	754,199	575,330
		908,868	69,119	977,987	748,955
<b>Charitable activities:</b>					
Membership, volunteers and communications		1,172,158	9,488	1,181,646	1,172,576
Research and surveys		3,067,154	416,213	3,483,367	3,039,399
		4,239,312	425,701	4,665,013	4,211,975
<b>Governance costs</b>		38,004	-	38,004	40,536
<b>Total resources expended</b>	6	5,186,184	494,820	5,681,004	5,001,466
Defined benefit pension scheme closure	18	-	-	-	1,111,000
<b>Net incoming/(outgoing) resources before transfers</b>		750,913	(108,149)	642,764	1,155,134
Gross transfers between funds	15,16	(135,770)	135,770	-	-
<b>Net incoming resources before other recognised gains and losses</b>	4	615,143	27,621	642,764	1,155,134
Gains on investment assets for charity's own use	9	29,683	-	29,683	55,642
Actuarial loss on pension scheme	18	(821,000)	-	(821,000)	(468,000)
<b>Net movement in funds</b>		(176,174)	27,621	(148,553)	742,776
<b>Reconciliation of funds</b>					
Total funds brought forward		722,853	333,305	1,056,158	313,382
<b>Total funds carried forward</b>		<b>546,679</b>	<b>360,926</b>	<b>907,605</b>	<b>1,056,158</b>

The notes on pages 21 to 32 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.

**The British Trust for Ornithology**  
**Consolidated Income and Expenditure Account**  
**For the Year Ended 31 March 2014**

	Note	2014 £	2013 £
<b>Income</b>		6,301,217	5,013,768
Operating expenses		(5,681,004)	(3,890,466)
<b>Excess of income over operating expenditure</b>		<u>620,213</u>	<u>1,123,302</u>
Income from investments	3	<u>22,551</u>	<u>31,832</u>
<b>Excess of income over expenditure</b>		<u>642,764</u>	<u>1,155,134</u>

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 21 to 32 form part of these financial statements.

**The British Trust for Ornithology**  
**Consolidated and Charity Balance Sheets**  
**as at 31 March 2014**

	Note	Group		Charity	
		2014 £	2013 £	2014 £	2013 £
<b>Fixed assets</b>					
Tangible assets	8	1,190,509	1,167,013	1,190,509	1,167,013
Investments	9	546,540	516,857	546,640	516,957
		<u>1,737,049</u>	<u>1,683,870</u>	<u>1,737,149</u>	<u>1,683,970</u>
<b>Current assets</b>					
Stocks	10	159,902	179,426	-	-
Debtors	11	1,182,753	1,340,308	1,379,456	1,473,629
Short-term deposits		1,623,648	1,600,537	1,623,648	1,600,537
Cash at bank and in hand		50,240	56,222	(9,720)	(10,347)
		<u>3,016,543</u>	<u>3,176,493</u>	<u>2,993,384</u>	<u>3,063,819</u>
<b>Creditors:</b>					
Amounts falling due within one year	12	(1,510,106)	(2,013,701)	(1,487,047)	(1,901,127)
		<u>1,506,437</u>	<u>1,162,792</u>	<u>1,506,337</u>	<u>1,162,692</u>
<b>Net current assets</b>					
		<u>3,243,486</u>	<u>2,846,662</u>	<u>3,243,486</u>	<u>2,846,662</u>
<b>Total assets less current liabilities</b>					
<b>Creditors:</b>					
Amounts falling due after one year	13	(24,881)	(21,504)	(24,881)	(21,504)
<b>Net assets excluding pension scheme liability</b>		<u>3,218,605</u>	<u>2,825,158</u>	<u>3,218,605</u>	<u>2,825,158</u>
Defined benefit pension scheme liability	18	(2,311,000)	(1,769,000)	(2,311,000)	(1,769,000)
<b>Net assets including pension scheme liability</b>	17	<u>907,605</u>	<u>1,056,158</u>	<u>907,605</u>	<u>1,056,158</u>
<b>Represented by:</b>					
Restricted funds	16	360,926	333,305	360,926	333,305
Unrestricted funds	15	546,679	722,853	546,679	722,853
<b>Total Funds</b>	17	<u>907,605</u>	<u>1,056,158</u>	<u>907,605</u>	<u>1,056,158</u>

Approved by the Council and authorised for issue on 2 July 2014 and signed on its behalf by:

Chairman Professor A D Fox

Honorary Treasurer Dr T J Osmond

Company registration number 00357284.

The notes on pages 21 to 32 form part of these financial statements.

**The British Trust for Ornithology  
Consolidated Cash Flow Statement  
For the Year Ended 31 March 2014**

	Note	2014 £	2013 £
<b>Reconciliation of changes in resources to net cash inflow from operating activities</b>			
Net incoming resources for the year		642,764	1,155,134
Depreciation	8	33,890	46,761
Decrease/(increase) in debtors	11	157,555	(368,732)
(Decrease)/increase in creditors	12,13	(500,218)	339,666
Decrease/(increase) in stocks	10	19,524	(42,455)
Difference between payments to defined benefit pension scheme and amount charged to expenditure		<u>(60,000)</u>	<u>(1,002,000)</u>
Net cash inflow from operating activities		293,515	128,374
<b>Cash flow statement</b>			
Payments to acquire tangible fixed assets	8	(57,386)	(37,148)
Pension deficit repair payment		(219,000)	(198,000)
Net (increase)/decrease in short-term deposits		<u>(23,111)</u>	<u>100,096</u>
Net cash outflow		<u>(5,982)</u>	<u>(6,678)</u>

<b>Analysis of short term deposits and cash</b>	<b>1 April 2013 £</b>	<b>Cash flow £</b>	<b>Other non-cash changes £</b>	<b>31 March 2014 £</b>
Cash at bank and in hand	56,222	(5,982)	-	50,240
Short term deposits	<u>1,600,537</u>	<u>23,111</u>	-	<u>1,623,648</u>
Net funds	<u>1,656,759</u>	<u>17,129</u>	-	<u>1,673,888</u>

<b>Reconciliation of net cash inflow to movement in net funds</b>	<b>2014 £</b>	<b>2013 £</b>
Decrease in cash in the year	(5,982)	(6,678)
Cash invested/(disinvested) in short-term deposits	<u>23,111</u>	<u>(100,096)</u>
Change in net funds resulting from cash flows	<u>17,129</u>	<u>(106,774)</u>
Movement in net funds in the year	17,129	(106,774)
Opening net funds	<u>1,656,759</u>	<u>1,763,533</u>
Closing net funds	<u>1,673,888</u>	<u>1,656,759</u>

The notes on pages 21 to 32 form part of these financial statements.

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts**  
**For the Year Ended 31 March 2014**

**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 surplus for the year of the parent company were £5,651,569 and £642,764 (2013: £4,436,191 and £1,155,134).

**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 2014**

**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. A Pensions reserve fund has been created so that movements and balances relating to pension fund valuations can be separately identified. 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. The scheme was closed to future accrual with effect from 1 April 2013. The assets of the scheme are held separately from those of the Trust, being invested with Dimensional 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 net interest on the scheme liabilities is charged to the Statement of Financial Activities. Actuarial gains and losses are recognised in the Statement of Financial Activities.

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**j) Retirement Benefits (cont.)**

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

<b>3. INVESTMENT INCOME</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Bank interest receivable	6,130	11,928
Dividends	16,421	19,904
	<u>22,551</u>	<u>31,832</u>

<b>4. NET INCOMING/(OUTGOING) RESOURCES</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
The surplus/(deficit) for the year is stated after charging:		
Auditor's remuneration:		
Audit services	17,600	17,600
Depreciation	33,890	46,762

<b>5. STAFF COSTS</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Wages and salaries	2,882,448	2,711,262
Social security costs	252,137	229,311
Pension contributions and other pension costs	310,880	258,981
FRS17 charges	(60,000)	109,000
Total	<u>3,385,465</u>	<u>3,308,554</u>

The number of employees whose emoluments exceeded £60,000 fell within the following bands:	<b>2014</b>	<b>2013</b>
£60,001 - £70,000	-	-
£70,001 - £80,000	1	1

Pension contributions of £8,652 (2013: £8,441) were made in relation to one employee (2013: one) earning in excess of £60,000 who participated in the group self-invested personal pension arrangement. For details of pension contributions and other pension costs, see note 18.

Council members receive no remuneration. Expenses were reimbursed to 14 (2013: 18) Council members as follows:

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Travel & subsistence	<u>4,948</u>	<u>3,338</u>

There are no other related party transactions to disclose.

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**5. STAFF COSTS (continued)**

Average numbers of staff and full time equivalent (FTE)

	<b>2014</b>		<b>2013</b>	
	<b>No</b>	<b>FTE</b>	<b>No</b>	<b>FTE</b>
Permanent posts	106	98.7	105	95.6
Seasonal fieldworkers	11	8.4	8	6.3
<b>Total</b>	<u>117</u>	<u>107.1</u>	<u>113</u>	<u>101.9</u>

**6. TOTAL RESOURCES EXPENDED**

	<b>Direct costs £</b>	<b>Support costs £</b>	<b>2014 Total £</b>	<b>2013 Total £</b>
<b>Costs of generating funds</b>				
Costs of generating voluntary income	187,113	36,675	223,788	173,625
Costs of activities for generating funds	688,331	65,868	754,199	575,330
<b>Charitable activities</b>				
Membership, volunteers & communications	998,704	182,942	1,181,646	1,172,576
Research & surveys	2,824,290	659,077	3,483,367	3,039,399
<b>Governance</b>	34,093	3,911	38,004	40,536
<b>Support costs</b>	948,473	(948,473)	-	-
<b>Total resources expended</b>	<u>5,681,004</u>	<u>-</u>	<u>5,681,004</u>	<u>5,001,466</u>

**7. SUPPORT COSTS**

	<b>Premises £</b>	<b>IT &amp; Office Services £</b>	<b>Human Resources £</b>	<b>Manage- ment &amp; Finance £</b>	<b>2014 Total £</b>	<b>2013 Total £</b>
<b>Costs of generating funds</b>						
Costs of generating voluntary income	4,898	13,727	4,686	13,364	36,675	44,613
Costs of activities for generating funds	8,797	24,653	8,416	24,002	65,868	107,123
<b>Charitable activities</b>						
Membership, volunteers & communications	24,433	68,472	23,375	66,662	182,942	207,184
Research & surveys	88,023	246,682	84,210	240,162	659,077	651,344
<b>Governance</b>	522	1,464	500	1,425	3,911	4,810
<b>Total support costs</b>	<u>126,673</u>	<u>354,998</u>	<u>121,187</u>	<u>345,615</u>	<u>948,473</u>	<u>1,015,074</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 2014**

**8. TANGIBLE FIXED ASSETS - GROUP AND CHARITY**

	Freehold Property	Furniture and Equipment	Computer Equipment	Motor Vehicles	Total
	£	£	£	£	£
Cost or valuation at 1 April 2013	1,107,445	234,845	425,237	122,185	1,889,712
Additions	-	8,035	38,114	11,237	57,386
Disposals	-	(8,438)	(22,012)	-	(30,450)
At 31 March 2014	<u>1,107,445</u>	<u>234,442</u>	<u>441,339</u>	<u>133,422</u>	<u>1,916,648</u>
Depreciation at 1 April 2013	-	221,324	381,705	119,670	722,699
Depreciation charge	-	6,559	24,114	3,217	33,890
Disposals	-	(8,438)	(22,012)	-	(30,450)
At 31 March 2014	<u>-</u>	<u>219,445</u>	<u>383,807</u>	<u>122,887</u>	<u>726,139</u>
Net book value at 31 March 2014	<u>1,107,445</u>	<u>14,997</u>	<u>57,532</u>	<u>10,535</u>	<u>1,190,509</u>
Net book value at 1 April 2013	<u>1,107,445</u>	<u>13,521</u>	<u>43,532</u>	<u>2,515</u>	<u>1,167,013</u>

The freehold property at The Nunnery, occupied by the British Trust for Ornithology, was valued by external valuers, Fenn Wright Chartered Surveyors, on 31 March 2012 on the basis of existing use value, at £1,100,000. Additions since that date of £7,445 have been capitalised at cost.

The trustees discussed the condition and value of the freehold property at their meeting on 2 July 2014 and agreed that there had been no material change in either since the last external valuation in March 2012.

On an historical cost basis, the freehold property would have been included at a cost and net book value of £2,284,365 (2013: £2,284,365).

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**9. INVESTMENTS**

**The Group**

**Unit Trust Investments**

	<b>2013 Market Value</b>	<b>Disposals</b>	<b>Additions</b>	<b>Realised gain in market value</b>	<b>Unrealised gain/(loss) in market value</b>	<b>2014 Market Value</b>
	<b>£</b>				<b>£</b>	<b>£</b>
<b>Birds in Trust Fund</b>						
M&G Charibond	104,601	-	-	-	(6,298)	98,303
M&G Charifund	124,930	-	-	-	13,367	138,297
	<u>229,531</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>7,069</u>	<u>236,600</u>
<b>General Funds</b>						
Black Rock Charishare	151,218	-	-	-	7,219	158,437
JP Morgan UK Equity	136,108	-	-	-	15,395	151,503
	<u>287,326</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>22,614</u>	<u>309,940</u>
<b>All Funds</b>	<u>516,857</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>29,683</u>	<u>546,540</u>

**The Charity**

**Unit Trust Investments as above**

**Shares in Group Undertaking**

BTO Services Ltd – cost at 1 April 2013 and 31 March 2014	100
	<u>546,640</u>

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 2014 was £100 (2013: £100) and the company reported a nil profit or loss (2013: nil) for the financial period. The value of the Charity's investments in the subsidiary undertaking under the equity method of valuation is £100 (2013: £100). £476,838 (2013: £403,115) was paid to the Charity under Gift Aid.

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

	<b>2014 £</b>	<b>2013 £</b>
Turnover	1,149,038	1,012,524
Cost of sales	<u>(605,063)</u>	<u>(544,630)</u>
Gross profit	543,975	467,894
Net operating expenses	<u>(67,137)</u>	<u>(64,779)</u>
Net profit before payment under Gift Aid	<u>476,838</u>	<u>403,115</u>

Turnover includes sales to overseas markets of £17,811 (2013: £22,470)

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

<b>10. STOCKS</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Group</b>		
Finished goods and goods for resale	<u>159,902</u>	<u>179,426</u>

**The Charity**

The charity itself does not hold trading stock.

<b>11. DEBTORS</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Group</b>		
Trade and contract debtors	575,315	831,009
Taxes recoverable	331,610	161,569
Prepayments	58,094	68,941
Accrued income	217,734	278,789
	<u>1,182,753</u>	<u>1,340,308</u>

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Charity</b>		
Trade and contract debtors	471,267	624,231
Amounts due from Group undertakings	300,751	340,099
Taxes recoverable	331,610	161,569
Prepayments	58,094	68,941
Accrued income	217,734	278,789
	<u>1,379,456</u>	<u>1,473,629</u>

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**12. CREDITORS – AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Group</b>		
Trade creditors	340,649	248,189
Taxes and Social Security costs	176,902	233,152
Other creditors	86,872	89,842
Accruals and deferred income	905,683	1,442,518
	<u>1,510,106</u>	<u>2,013,701</u>

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Charity</b>		
Trade creditors	333,766	226,483
Taxes and Social Security costs	183,191	209,236
Other creditors	86,509	65,061
Accruals and deferred income	883,581	1,400,347
	<u>1,487,047</u>	<u>1,901,127</u>

**13. CREDITORS – AMOUNTS FALLING DUE AFTER ONE YEAR**

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Group</b>		
Deferred income	24,881	21,504
	<u>24,881</u>	<u>21,504</u>

	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
<b>The Charity</b>		
Deferred income	24,881	21,504
	<u>24,881</u>	<u>21,504</u>

**14. DEFERRED INCOME RECONCILIATION**

	<b>Group</b>	<b>Charity</b>
	<b>£</b>	<b>£</b>
Balance as at 1 April 2013	1,446,422	1,407,351
Amount released to incoming resources	(1,594,850)	(1,228,219)
Amount deferred in year	1,061,392	714,830
Balance as at 31 March 2014	<u>912,964</u>	<u>893,962</u>

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**15. UNRESTRICTED FUNDS**

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

	Balance 1/4/13 £	Incoming Resources £	Expenditure £	Other Gains /(Losses) £	Transfers £	Balance 31/3/14 £
General funds	1,248,475	5,076,287	5,080,754	24,447	(219,064)	1,049,391
Pensions reserve	(1,769,000)	-	(60,000)	(821,000)	219,000	(2,311,000)
Birds in Trust Fund	1,243,378	860,810	165,430	5,236	(135,706)	1,808,288
	<u>722,853</u>	<u>5,937,097</u>	<u>5,186,184</u>	<u>(791,317)</u>	<u>(135,770)</u>	<u>546,679</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. £95,869 was transferred to the Atlas Fund, £79 to the House Sparrow Fund, £39,258 to general funds in respect of the Peregrine Survey and £500 for the Young Birders Observatory Project. £21,194 was transferred from general funds to the Thrush Fund in respect of the Christmas Raffle, £6,613 was transferred to the Young Scientists' Fund in respect of a PhD project, and £15,703 was transferred from general funds to the Welsh Chat Survey, £4,537 to the BirdTrack Fund and £11,275 to the Nightingale Fund, all from the Autumn Appeal. £219,000 was transferred from general funds to the Pensions reserve in respect of the pension deficit repair payment.

**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 1/4/13 £	Incoming Resources £	Expenditure £	Transfers £	Balance 31/3/14 £
Atlas Appeal	12,500	91,056	152,890	95,869	46,535
Dilys Breese Fund	127,054	2,000	16,397	-	112,657
Boddy & Sparrow Fund	1,817	-	-	-	1,817
House Sparrow Appeal	-	13	92	79	-
Nightingale Appeal	21,450	13,906	46,631	11,275	-
Swallow Appeal	6,114	683	-	-	6,797
Young Scientists' Fund	23,000	89,996	34,961	6,613	84,648
Out of Africa Fund	40,988	113,745	127,673	-	27,060
Thrush Fund	-	7,523	28,143	21,194	574
BTO Wales Fund	42,480	32,568	46,466	3,703	32,285
BirdTrack Fund	45,153	3,000	41,262	4,537	11,428
Sound Approach Fund	-	31,581	-	-	31,581
Ringers' Bursary	158	600	-	-	758
Thorne Ringing	12,591	-	305	(7,500)	4,786
	<u>333,305</u>	<u>386,671</u>	<u>494,820</u>	<u>135,770</u>	<u>360,926</u>

The purposes of the funds are as follows:

The Atlas Appeal is for *Bird Atlas 2007-11*. £95,869 was received from Birds in Trust. A new appeal, Atlas Beyond the Maps, was launched at the end of this year to support research into Atlas data.

The Dilys Breese Fund is for projects relating to nesting birds and £5,647 was expended for costs relating to the annual Dilys Breese Awards.

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

The House Sparrow Appeal is to fund work on House Sparrows. £79 was received from Birds in Trust.

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**16. RESTRICTED FUNDS (Continued)**

The Nightingale Appeal is to fund work on Nightingales and woodland birds. £11,275 was received from the Autumn Appeal.

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

The Young Scientists' Fund is to support the career development of young scientists. £6,613 was received from general funds in respect of a PhD project.

The Out of Africa Fund is to fund work on African migrants.

The Thrush Fund is to fund work on Thrushes. £21,194 was transferred from the Christmas Raffle to Support projects.

The BTO Wales Fund is to support a BTO presence in Wales. £12,000 was released to general funds in relation to staff costs in accordance with CCW/EW grants terms. £15,703 was received from the Autumn Appeal.

The BirdTrack Fund is to support the development of BirdTrack. £4,537 was received from the Autumn Appeal.

The Sound Approach Fund is to support a number of specific projects.

The Ringers' Bursary fund is to support ringing.

The Thorne Ringing donation is to support ringing. £7,500 was transferred to general funds in support of Ringing Phenology work.

**17. ANALYSIS OF FUND BALANCES BETWEEN THE NET ASSETS**

	Fixed Assets	Investments	Current Assets less Total Liabilities	Pension Scheme Deficit	Total Assets
	£	£	£	£	£
<b>Unrestricted Funds</b>					
General funds	1,190,509	309,941	1,859,941	(2,311,000)	1,049,391
Pensions reserve	-	-	(2,311,000)	-	(2,311,000)
Birds in Trust Fund	-	236,599	1,571,689	-	1,808,288
	1,190,509	546,540	1,120,630	(2,311,000)	546,679
<b>Restricted Funds</b>	-	-	360,926	-	360,926
<b>Total</b>	1,190,509	546,540	1,481,556	(2,311,000)	907,605

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**18. PENSIONS**

A new Group Self-Invested Personal Pension Scheme run by Aegon was introduced on 1 April 2013 for all staff. Staff contribute at a minimum rate of 5% of salary, and the BTO contributes at a flat rate of 11%. The Trust made total contributions of £287,583 during the year. In the previous year, the Trust contributed £91,267 to the defined contribution scheme run by Aviva, and £129,836 to the defined benefit scheme.

**Triennial Actuarial Valuation**

A full actuarial valuation of the defined benefit scheme was carried out as at 1 April 2012. The assets of the scheme at this date were valued at £6,222,000, and the technical provisions (liabilities) at £8,378,000, giving a shortfall of £2,156,000 and a funding level of 74%. 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 second contribution, of £221,400 was paid into the scheme in May 2014.

**FRS17 Valuation**

Financial Reporting Standard 17 – Retirement Benefits (FRS17) requires the following disclosures, for which a valuation was carried out as at 31 March 2014.

**Principal Assumptions**

	<b>2014</b>	<b>2013</b>	<b>2012</b>
Discount rate	4.3%	4.5%	5.0%
Rate of increase in pensionable salaries	-	-	4.2%
Rate of increase in pensions in payment	3.6%	3.6%	3.5%
Rate of increase in pensions in deferment	2.3%	2.3%	3.2%
Inflation assumption	3.3%	3.3%	3.2%
Average life expectancy, after retirement at age 65:	<b>2014</b>	<b>2013</b>	<b>2012</b>
	<b>No of years</b>	<b>No of years</b>	<b>No of years</b>
Male - as at the valuation date	24.5	24.5	23.1
Male - retiring in 20 years' time	26.6	26.5	25.9
Female - as at the valuation date	25.1	25.0	24.3
Female - retiring in 20 years' time	26.6	26.5	26.3

**Assets of the Scheme and expected rates of return**

	<b>2014</b>		<b>2013</b>		<b>2012</b>	
	<b>Expected long-term rate of return</b>	<b>Value £</b>	<b>Expected long-term rate of return</b>	<b>Value £</b>	<b>Expected long-term rate of return</b>	<b>Value £</b>
Bonds	4.3%	3,327,000	3.5%	2,721,000	3.9%	2,186,000
Equities	7.4%	4,581,000	8.0%	4,713,000	8.0%	3,918,000
Cash	0.5%	33,000	2.0%	36,000	2.0%	46,000
		<u>7,941,000</u>		<u>7,470,000</u>		<u>6,150,000</u>
Present value of scheme liabilities		(10,252,000)		(9,239,000)		(8,651,000)
Deficit of scheme		<u>(2,311,000)</u>		<u>(1,769,000)</u>		<u>(2,501,000)</u>

**The British Trust for Ornithology**  
**Notes to the Consolidated Accounts - Continued**  
**For the Year Ended 31 March 2014**

**18. PENSIONS (Cont'd)**

<b>Analysis of amount charged to the Statement of Financial Activities under FRS17</b>	<b>2014</b>	<b>2013</b>
	<b>£</b>	<b>£</b>
Service cost	-	243,000
Past service cost	-	-
Total operating charge	<u>-</u>	<u>243,000</u>
Expected return on pension scheme assets	(479,000)	(412,000)
Interest on pension liabilities	<u>419,000</u>	<u>446,000</u>
Net interest cost	(60,000)	34,000
(Gains) on settlements and curtailments	-	(1,111,000)
	<u>(60,000)</u>	<u>(834,000)</u>

**History of Experience Gains and Losses**

	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
Difference between expected and actual return on assets:					
amount £	(188,000)	538,000	(307,000)	114,000	1,133,000
% of scheme assets	(2.4%)	7.2%	(5.0%)	2.0%	23.9%
Experience gains and losses on scheme liabilities:					
amount £	(202,000)	197,000	78,000	(76,000)	48,000
% of scheme liabilities	(2.0%)	2.1%	0.9%	(1.0%)	0.7%
Changes in assumptions underlying scheme liabilities:					
amount £	(431,000)	(1,203,000)	(834,000)	300,000	(2,001,000)
% of scheme liabilities	(4.2%)	(13.0%)	(9.6%)	4.1%	(29.1%)
Actuarial (loss)/gain					
amount £	(821,000)	(468,000)	(1,063,000)	338,000	(820,000)

**Movement in deficit during year**

	<b>2014</b>	<b>2013</b>	<b>2012</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Deficit in scheme at 1 April 2013	(1,769,000)	(2,501,000)	(1,592,000)
Movement in year:			
Current service charge	-	(243,000)	(224,000)
Contributions	219,000	366,000	376,000
Past service costs	-	-	-
Interest cost	(419,000)	(446,000)	(420,000)
Expected return on assets	479,000	412,000	422,000
Gain on settlements and curtailments	-	1,111,000	-
Actuarial gain/(loss)	(821,000)	(468,000)	(1,063,000)
Deficit in scheme at 31 March 2014	<u>(2,311,000)</u>	<u>(1,769,000)</u>	<u>(2,501,000)</u>



**The British Trust for Ornithology**  
**Supporters**  
**For the Year Ended 31 March 2014**

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 Corporate Members and other supporters.

**Corporate Membership 2013/14**

Anglia Sports & Schoolwear Ltd, Anglian Water, Ark Wildlife, R & E Bamford Ltd, Biotrack Ltd, BirdGuides, Birdseye, The BirdTable Ltd, Carl Zeiss Ltd, Ernest Charles, Essex & Suffolk Water, Frontier Holidays Ltd, Gardenature, Gardman Ltd, Grant Arms Hotel, John E Haith Ltd, Jacobi Jayne & Co, JustAddBirds, The Nest Box Co Ltd, Northumbrian Water, Opticron, Paddocks Farm Partnership, Park Hill Nurseries & Garden Centre Ltd, Porzana, Serenata Commerce Ltd, Soar Mill Seeds, Swallowtail Print, Swarovski UK Ltd, Sykes Cottages, Syngenta, Tendley Quarries Ltd, Thames Water Utilities Ltd, Thetford Garden Centre.

**Trusts 2013/14**

AEB Charitable Trust, The Balmain Charitable Trust, A S Butler Charitable Trust, Charles & Caroline Barratt Charitable Trust, The Benham Charitable Settlement, The Downton Banister Trust, The Dulverton Trust, The Keith Ewart Charitable Trust, Esmée Fairbairn Foundation, Harris Charitable Trust, Marsh Christian Trust, Lord Medway's Charitable Trust, The Mitchell Trust, Cecil Pilkington Charitable Trust, The Rowan Bentall Charitable Trust, The Saxham Trust, The Slater Foundation, The Emily Weircroft Charitable Trust, The Whaites Charitable Fund, The Geoffrey Watling Charity, The Valerie White Memorial Trust, The Maldwyn Williams Charitable Trust, The J & J R Wilson Trust.

**Legacies 2013/14**

Mary Theresa Barker, Emily J Collis, Howard Lloyd Davies, William John Farley-Hills, James Bruce Henry, Maxwell Durno Hoggett, Penelope Anne Hollow, Nancy Ursula Johnson Stephen Charles Knight, Eileen Ruth Munns, Jean Palmer, Neil Taylor, Edith Lorna Thomas, Charles John Dalglish Shackles, Anthea Isabella Webb.

**In memoriam 2013/14**

John Sidney Ash, Norman 'Norrie' Avenell, Jean Barker, Michael Rowland Barker, Kay Bennett, Pamela Blyth, Michael Carpenter, David Clarke, Simon Douglas, Jean Elizabeth (Betty) Finnimore, Pete Goodlad, Phyllis Houseman, Penelope Hollow, Roger Isted, Jillian Mary MacGuire, Duncan Mackenzie, Christine Martin, Sally Morgan, Andrew Winston Olden, Daniel Pawsey, Betty Robinson, Arthur Henry Smith, Bruce Webster, Dr Edward Williams, Mary Grassick Woolley, Hazel Joan Wright.

**Funders of BTO Work 2013/14**

Anglian Water Group, Animal Health & Veterinary Laboratories Agency, APEM Ltd, BirdLife International, Broads Authority, Buro Happold, Cambridge Conservation Initiative, Cefas, Centre for Ecology & Hydrology, Co-operative Society, Countryside Council for Wales, Dartmoor National Park Authority, Department of the Environment, Food and Rural Affairs, Department of Energy and Climate Change, Devon Birdwatching and Preservation Society, Environment Agency, Environment Wales, Essex & Suffolk Water, Footprint Ecology, Forewind Ltd, Forestry Commission, Forestry Commission England, Forestry Commission Scotland, Forest Research, Foster & Partners, Fugro EMU Ltd, Game & Wildlife Conservation Trust, Gardline Environmental Ltd, Gardman Ltd, Instinctif Partners, James Hutton Institute, Joint Nature Conservation Committee (on behalf of the statutory nature conservation agencies: Natural England, Natural Resources Wales, Scottish Natural Heritage and the Department of the Environment Northern Ireland), Land Securities, London Borough of Bexley, Make Architects, Manchester Ornithological Society, Manx Bird Life, Natural England, Natural Resources Wales, Neath & Dulais Angling Club, Natural Environment Research Council, NJ Division of Fish & Wildlife, Northern Ireland Environment Agency, Norfolk Biodiversity Information Services, Normandeau Associates, Northumbrian Water Ltd., Opticron, People's Trust for Endangered Species, Royal Society for the Protection of Birds, RWE nPower Ltd, Scottish Government, Scottish Natural Heritage, Scottish Raptor Study Group, Scottish Renewables, Serco Ltd, Scottish Ornithologists' Club, Sound Approach, Sussex Ornithological Society, Stanny House Farm, State of Delaware (DNREC), Swarovski UK Ltd (Swarovski Optik), Syngenta, Tasso Leventis Foundation, University of Cambridge, University of East Anglia, University of Edinburgh, University of Exeter, US Fisheries & Wildlife, Welsh Government, Wildfowl & Wetlands Trust, The Wildlife Trusts, Waste Recycling Environmental Ltd, Zoological Society of London.