

FIELD STUDIES COUNCIL

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31st DECEMBER 2015

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## REPORT OF THE EXECUTIVE COMMITTEE (INCORPORATING THE STRATEGIC REVIEW) for the year ended 31st December 2015

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31st December 2015 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

Patron:  
HRH The Prince of Wales

Vice Patrons:\*  
Mr David Streeter MBE  
Mr David Elleray MA, PGCE  
Professor Steve Jones BSc, PhD  
Mrs Joanna McVey OBE, BA  
Professor Iain Stewart BSc, PhD

\* please refer also to page 8

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)

### Objectives and Activities

**Our mission statement is " Bringing Environmental Understanding to All"**

**Our Vision for 2020 is " Inspiring Environmental Understanding through first hand experience"**

#### Purposes and Aims

The Field Studies Council's (FSC's) purposes - as set out in the objects contained in the Company's Articles of Association- are:

- to promote the benefit of the general public by the pursuit and encouragement of field studies in the arts and sciences with which such studies are consistent;
- to advance the education of the public in fieldwork by maintaining centres for field studies; and
- to promote the benefit of the general public by the protection and preservation of the environment.

The aims of the FSC are to encourage the pursuit of field studies through a wide range of environmental education courses for all ages and abilities, providing centres for fieldwork which are well equipped and maintained and in the production of relevant publications and other educational resources. We aim too, to work with funders and partners to enable us to carry out projects that provide or support environmental education. Our aims fully reflect the purposes the FSC was set up to further.

#### Ensuring Our Work Delivers Our Aims

We review our aims, objectives and activities each year. The review looks at what we achieved and the outcomes of our work during 2015. The review looks at the success of each activity and the benefits they have brought to those groups of people we want to help. The review also helps ensure that our aims, objectives and activities remain focused on our stated purposes. We have referred to the revised guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the trustees consider how planned activities will contribute to the aims and objectives they have set.

#### The Focus of Our Work

Our main objectives for the year continued to be the promotion of field studies and the advancement of environmental understanding. Our vision for 2020 refines the strategies used to meet those objectives.

These are now summarised under three headings:

**Work with the widest range of learners:** by extending the range of opportunities for all to experience and benefit from inspiring environmental understanding; by developing an integrated network of contrasting learning locations for all; and by inspiring, encouraging and supporting first hand environmental understanding by the provision of high quality educational resources.

**Provide learning of the highest quality:** by exceeding learner expectations in the quality of service provided, supported by external accreditation; by building on our successes to influence others to overcome barriers to first hand experience and by becoming the partner of choice for others looking to inspire environmental understanding through first hand experience.

**Ensure the Charity's activities are sustainable:** by developing our staff's confidence, competence and commitment to promoting FSC's core values; by improving our environmental performance and responding positively to environmental change; and by becoming an increasingly successful charity more able to invest in its future.

### How Our Activities Deliver Public Benefit

Our main activities and who we are trying to help are described below. All our charitable activities focus on the pursuit of field studies, the advancement of outdoor education and the protection of the environment. The activities of FSC are undertaken to further our charitable purposes for the public benefit. In carrying out their duties, the Executive Committee have had regard to the Charity Commission's revised guidance on public benefit.

Who used and benefitted from our services?

Our objects do not limit us to specific geographical areas and our 19 Field Study Centres are situated throughout the United Kingdom. Our objectives for 2015 were to achieve the following numbers who would directly benefit from our services:

- \* Reach 150,000 learners through educational courses, delivering 3.1 million hours of face to face learning;
- \* Provide materials to over 150,000 learners to support inspiring environmental understanding through first hand experience;
- \* Ensure that over 95% of learners have increased their environmental understanding as a result of an FSC learning experience; and
- \* Increase our occupancy levels to make best use of our assets.

The actual numbers who visited us in 2015 were the highest ever :

- \* 72,737 individuals attended a residential course equivalent to 219,400 residential student nights;
- \* 92,371 students made a day visit either to one of our three non-residential centres or a day visit to a residential centre;
- \* We reached over 25,000 learners by subsidy or external funding outreach projects eg OPAL in Scotland and N.Ireland accounting for over a quarter of this total.
- \* 120,000 publications were sold to learners to encourage first hand experience and over 36,000 Opal Survey packs were distributed providing support for over 30,000 subsidised learners. A further 20,000 free community science resources were distributed at outreach events with partners.
- \* Occupancy levels increased by 1.1 percentage points from 35.4% to 36.5%.

Overall visitor numbers - ie those people who directly benefitted from our services increased strongly from 141,500 people in 2014 to 165,100 people in 2015. During 2014 we have adopted a new metric ' learner hours'. These increased from 3.05 million in 2014 to 3.12 million in 2015, an increase of 2%. Residential course length continued to shorten after stabilising in 2014 from 3.10 nights to 3.02 nights. Biology exceeds geography in course length.

The FSC does charge fees for attendance at its courses, but 2015 has seen continued success in attracting outside funding that helps us to reach many groups with disadvantages and differing needs.

FSC has been a partner of OPAL (Open Air Laboratories) since 2007 and projects in Scotland and in Northern Ireland have continued in 2015. These projects help to bring environmental understanding to schools to engage more students in their local environment. This work is happening in inner city and/or deprived locations in both Glasgow and Belfast.

We cannot and do not rest there. For a number of years the FSC Kids Fund has enabled disadvantaged groups to attend FSC courses. During 2015 awards continued to be made from the Bursary Fund which is specifically aimed at disadvantaged individuals from the 10% most disadvantaged areas. During the year the Kids Fund and Bursaries supported over 1200 young people to attend day and residential courses at FSC centres. Without these funds such disadvantaged groups would not have had the opportunity to benefit. With these funds we are hoping to ensure that no one is deprived from taking part in our courses and projects by reasons of finance.

Here is what some of those who have been able to take part in these courses have said:

" The bursary fund makes a big difference to our ability to take students on a residential field trip. My ability to bring in some external funding helps me to persuade relevant budget holders to release funds for the trip."

*Teacher on course assisted by Bursary Fund*

" What our kids experienced in those two days was more than many young people experience in a life time.. They got to capture mice, go bog walking and hug trees.. They built up trust in themselves and each other."

*A Kids Fund group attending FSC Malham Tarn*

" Teaching physical geography to inner city kids who have never seen a cow or sheep in the flesh is difficult - coming to an FSC centre helps them to visualise and better understand when we return to the classroom."

*GCSE geography student attending FSC Margam Park*

The main areas of charitable activity are considered in the next section:

- \* the encouragement of field studies is expressed through working with the widest range of learners;
- \* the advancement of education is expressed through providing learning of the highest quality; and
- \* the protection of the environment is expressed through our sustainable activity.

#### **Working With the Widest Range of Learners**

This section will show how we have extended the range of opportunities for all to experience and benefit from inspiring first-hand environmental understanding. We will consider the latest changes to our learning locations and we will show how the provision of high quality educational resources inspires, encourages and supports first-hand environmental understanding.

#### ***Extending the Range of Opportunities***

During 2015 we placed an increasing emphasis on communities and families. FSC staff have worked with thousands of people in their local community helping people to appreciate and understand a little more about their local environment. Big Blue Days at Dale Fort introduced a marine world to local primary school children. We ran family-friendly Bioblitzes at Juniper Hall, Epping Forest, Amersham and at Millport. Holiday clubs and activity days grew in the year and we widened the number of our sites offering low-cost Real Family Holidays. Over 1800 family members took part. Underpinning all these activities is the pursuit of environmental understanding and the advancement of outdoor education.

If FSC is to help develop the environmental specialists of the future, it is vital to provide encouragement and opportunities to young people as they make key educational and career decisions. We have a programme of specialist camps for those over 16 to give them a chance to immerse themselves in a subject without the immediate pressure of exams. During 2015 we ran camps and courses in marine science, geology, archaeology and fieldwork skills and in 2016 we will extend this to include specialist geographical skills.

It is vital that no-one is excluded by reason of finance. Our two central funds - the FSC Kids Fund and the FSC Bursary Fund supported a record number of people in 2015. FSC bursaries helped 737 students attend an FSC course with their class. This has enabled us to increase support for schools and young people from the most disadvantaged areas of the UK to take part in outdoor learning. FSC Kids Fund has supported over 450 disadvantaged young people a chance to discover, explore and experience the natural world. It is often the first visit away from home or the first encounter with nature but for all it remains a memorable experience.

#### ***Integrated Network of Learning Locations***

In 2014 we had made large changes to the network of learning locations and created regions in Scotland and London but in 2015 such change has been relatively stable. After some planning issues got resolved, the focus for our work in Belfast remains in the Titanic Quarter. During 2015, we successfully bid to take over the operation of Bishops Wood centre which has hitherto been run by Worcestershire County Council. With Amersham, Bishops Wood will mean two of National Grid's five environmental education centres will be operated by FSC. The transfer took place on 31 March 2016. We continue to explore the potential for a site on the Queen Elizabeth Olympic Park as part of UCL's plans though its precise form will not be clearer until later in 2016.

#### ***Provision of High Quality Education Resources***

The actual number of publications sold in 2015 at 120,000 units was a 9% decrease on 2014. In addition over 36,000 Opal survey packs were sent out and a further 20,000 free community science resources were distributed at outreach events. We also printed 20,000 copies of 'High Quality Outdoor Learning' for distribution by the English Outdoor Council. 2015 also saw the re-launch of 'Field Studies Journal' with the first new papers for 12 years joining the electronic archive.

We have placed increasingly important emphasis on biological recording and monitoring. Our Tomorrow's Biodiversity project has delivered 35 courses to develop identification skills. We have been recently awarded a development grant for 'Biolinks' which seeks to extend highly developed biodiversity training in West Midlands to other parts of the UK.

#### ***Providing Learning of the highest quality***

In this section we seek to demonstrate that we can exceed learner expectations in the quality of service. We wish to build on our successes to influence others to overcome barriers to first-hand experience. We seek to be the partner of choice for others looking to inspire environmental understanding through first-hand experience.

#### ***Exceeding Learner Expectations***

Our organisational focus is that we meet expectations and that we improve customers' environmental understanding. In 2015 98% (2014 95%) responded that expectations were met or exceeded with the lowest centre on 90% (2014 93%) and seven centres (2014 six) centres scoring 100%. 96% (2014 93%) of customers said yes to improved environmental understanding and only 1 location (2014 2) scored less than 90%.

The FSC takes its obligations under Health and Safety seriously and we noted no RIDDOR accidents in 2015 for staff and three for customers (2014: 4 in total). This is in 6 million hours.

We seek external accreditation for our work. FSC strongly supports the Learning Outside the Classroom Quality Badge + which combines both learning and safety into a recognisable and trusted accreditation scheme. This has been rolled out across all bar Scottish centres. All have reached at least 'very good' standard with several reaching 'outstanding'.

What do our customers say? Here are comments from two schools - one from the Midlands and one from Yorkshire:

*"Our young people experienced a residential that provided them the life skills to grow and develop as global citizens"*  
*"The focused time over 4 days is hugely important for us. We tried delivery at school in the past but on a residential there is no daily absence and sessions run seamlessly... Minds are focused hour by hour with little distraction or need for recap"*

#### ***Influencing Others to Overcome Barriers to First-hand Experience***

Our work here has taken place in all the devolved nations. The use of FSC Scotland and FSC N.Ireland has been significant in increasing our public profile there. The alignment of the outdoors with health and economy has been a feature across the UK. We have written to all Westminster MPs whose constituencies contain an FSC learning location inviting them to visit our field centres. Three visits took place in 2015 and more are promised for 2016. We have also stressed the benefits of outdoor learning, the Year of Fieldwork and the importance of good broadband connectivity. Early in 2016, we have met the Scottish Finance Minister and the Northern Ireland First Minister.

This follows presentations to the Stormont Education committee given the promised demise of the Environment department in Northern Ireland and changes to Education and Library boards.

#### ***The Partner of Choice to Inspire Environmental Understanding***

We continue to support the Council for Learning Outside the Classroom Quality Badge, and we are active in the English Outdoor Council and we chair the Forest Education Network and the Natural Environment Sector Providers group. Our relationships with established partners such as the City of London Corporation and Neath Port Talbot Council are amicable although we recognise evolution in the light of financial and funding challenges. Developing links with International Baccalaureate providers (both in SE Asia and the UK) has continued.

We have been able to use our new regional structures in Scotland, Ireland and London to help raise our profile as well as strengthening existing and building new relationships.

We continue to work constructively with all examination boards and with Ofqual and FSC staff have helped delivery at launch events for new specifications.

REPORT OF THE EXECUTIVE COMMITTEE (INCORPORATING THE STRATEGIC REVIEW)  
FOR THE YEAR ENDED 31 DECEMBER 2015  
**Ensuring the Charity's Activities are Sustainable**

We demonstrate how we are developing the staff's confidence, competence and commitment in promotion of FSC's core values. We consider our environmental performance and show how we are responding positively to environmental change. The Financial Review then considers how much we have become able to invest in our future.

***Staff Confidence, Competence and Commitment***

FSC staff are the foundation of all we do and the successful re-assessment for Investors in People demonstrates our commitment to all staff. A full training programme supports development of staff. 19 took part in management training through the Institute of Learning and Management (ILM). 15 people were accepted onto the FSC Trainee tutor programme which supports our tutors early in their career. This scheme has now been running for over five years and it has been rewarding (both for individuals concerned and for the charity) to see two senior tutor appointments from earlier participants in this scheme. We continue to offer higher education placements to students from universities which give them the opportunity for real life experience in the workplace and to develop their fieldwork skills too.

During 2015, staff generally and the Joint Staff Committee in particular have informed discussion on the impact of reforms to national insurance, to pensions and to the National Living Wage and that of paying for sleep-in duties.

The Young Darwin Scholarship is an initiative to encourage and support young people to explore, understand and be inspired by the natural world. A further 15 scholarships were awarded in 2015, with similar expected for 2016. All the Young Darwin scholars are inspiring and motivated to engage with each other and FSC. As one said this year: "It's great to be able to talk to other teenagers about plants and rocks without them laughing or thinking I was a geek"

***Improving Our Environmental Performance***

A major highlight of 2015 has been the external accreditation of our work to reduce our carbon emissions by the Carbon Trust. We were recognised as having the best performance per capita in the education sector. We were one of the first organisations in the UK to be accredited under the Energy Savings Opportunity Scheme (ESOS). Despite dismal and damp weather and a record number of learners in 2015, we were able to reduce carbon emissions by 20% per learner which is significant progress toward a reduction of 25% per learner by 2017.

Sustainability co-ordinators at each location work with their colleagues to communicate to all our visitors not only to help reduce our impact but also to encourage behaviour change when they return to their homes.

The programme of investment to improve our environmental performance continued. During 2015 we invested some £0.4m of capital. These included installation of solar panels at Dale Fort; biomass boilers at Millport and Slapton; and improvements to heating systems at Castle Head and at Preston Montford. A fund of £20,000 is made available for FSC staff each year to compete for funding for small-scale but effective environmental improvements.

We also invested in our buildings in other ways which whilst not directly improving environmental performance does aid it. There are two broad areas here. The first is improvement to the fabric of buildings such as newer toilet and bathroom facilities; fire improvements and sewerage systems. The second area is that of investment in IT networks and internet connectivity and substantial improvement has happened across many centres. Reliable access to the internet is a demand of our customers certainly but also allows us to use it for our environmental education work.

**Financial Review**

At first glance the 2015 results appear to be half the total 2014 surplus with flat income not off-setting increased costs. The previous year's results contained a £0.35m revenue grant which explains half the change. Income in 2015 has not been strong enough to offset the increases in employment costs.

In general operational terms our costs increased by just under 4% and this is reflected proportionately with more increase in employment costs than overheads. Employment costs grew 8% reflecting higher and wider pension contributions. It has been especially pleasing to see continuing reductions in our food costs. Energy costs increased reflecting some legacy issues in Scotland.

The transfer between funds shown in the Statement of Financial Activity warrants explanation. In simple terms the previous year's surplus is transferred from unrestricted to designated funds and this is most of the increase in the designated fund. Some £0.2m has been transferred from restricted funds to finance attendance by disadvantaged groups at FSC's environmental education courses.

The overall recorded surplus for the year before investment gains is £0.7m which is £0.6m lower than 2013. The increase in investment value however was strong in 2015 but not as strong as in 2014. Over the medium term, whilst it would be encouraging to see operational surpluses growing strongly and occupancy levels to grow in parallel, there will always be a trade-off with the need to invest in better facilities for customers. The underlying operational surplus for 2015 was £0.4m, down markedly on 2014, representing the challenge of finding new income sources to meet ever stronger pressures on employment costs.

**Major Donors and Sponsors in 2015**

<i>AEA Technology</i>	<i>Haslers Accountants</i>	<i>Scottish Natural Heritage</i>
<i>Active Newham</i>	<i>Heritage Lottery Fund (HLF)</i>	<i>Shropshire Council</i>
<i>ArcelorMittal Orbit</i>	<i>HIE ScotGrad</i>	<i>South Hams District Council</i>
<i>Associates of Epping Forest</i>	<i>Highlands and Islands Enterprise</i>	<i>Suffolk County Council</i>
<i>BIG Lottery Fund</i>	<i>HLF Invertebrate Challenge</i>	<i>The Sir James Reckitt Charity</i>
<i>BIG Lottery Fund Awards for All</i>	<i>HLF PolliNation</i>	<i>Taiwan Forestry Bureau</i>
<i>BIG Changing Spaces Programme</i>	<i>Jean Jackson Charitable Trust</i>	<i>University of Glasgow</i>
<i>Opal</i>	<i>Kaye Pemberton Charitable Trust</i>	<i>University of London</i>
<i>Botanical Society of Britain and Ireland</i>	<i>London Environmental Education Forum</i>	<i>Welsh Assembly</i>
<i>British Ecological Society</i>	<i>London Legacy Development Corporation</i>	<i>Wellcome Trust - Science Learning +</i>
<i>Buckinghamshire Foundation</i>	<i>London Schools' Excellence Fund</i>	<i>Whitley Wildlife &amp; Conservation</i>
<i>Canal and Rivers Trust</i>	<i>Magnox Socio Economic Fund</i>	<i>Wildflower Society</i>
<i>Chilterns District Council</i>	<i>Mayor of London</i>	<i>The Wolfson Foundation</i>
<i>City of London</i>	<i>John Muir Award</i>	<i>World Music Network</i>
<i>City Bridge Trust</i>	<i>National Trust</i>	<i>WRAP Cymru</i>
<i>Coastal Communities Fund</i>	<i>Natural England</i>	
<i>Derrygonnelly &amp; District Community Enterprise</i>	<i>Natural History Museum</i>	<i>Individuals</i>
<i>The Drapers Company</i>	<i>Natural Resources Wales (CCW)</i>	
<i>Environment Agency</i>	<i>Neath Port Talbot CBC</i>	<i>Mr J Barker</i>
<i>Esmee Fairbairn Foundation</i>	<i>North Ayrshire Council</i>	<i>Ms J Caumbe</i>
<i>European Union</i>	<i>Northern Ireland Environment Agency</i>	<i>Mr H L Davies (Legacy)</i>
<i>First Travel Group</i>	<i>Pelican Buying</i>	<i>Mrs S Edwards</i>
<i>Sir John Fisher Foundation</i>	<i>Queens University Belfast</i>	<i>Miss J Flake</i>
<i>Friends of Belstead House</i>	<i>Ramblers Holiday Charitable Trust</i>	<i>Miss S N Hill ( Legacy)</i>
<i>Friends of Juniper Hall</i>	<i>REC Central and Eastern Europe</i>	<i>Mrs J McMin</i>
<i>Friends of Nettlecombe</i>	<i>Robertson Trust</i>	<i>Mrs JM Payne (Legacy)</i>
<i>Garfield Weston Foundation</i>	<i>Royal Entomological Society</i>	<i>Mr A Saker</i>
<i>Gill Stevens Award</i>	<i>Royal Parks</i>	
	<i>Rural Payments Agency</i>	
	<i>Scottish Funding Council</i>	

**Financial Review continued**

The balance sheet shows a net £0.8m increase in funds. Working capital (stock, debtors and creditors) has remained reasonably constant in total though 2015 ended with less stock but higher debtors. Fixed Assets increased by £1.3m, half of which is explained by improvements at Millport. There were also continued improvements to en-suiteing and to carbon infrastructure. We made some changes too to our investment portfolio. Cash decreased by a further £0.6m.

Our funds, which are shown in detail in notes 16, 17 and 18 have been analysed between unrestricted general funds, unrestricted funds designated for a purpose and restricted funds.

The general fund surplus is normally appropriated to the development fund in order that we may use our surpluses to better the facilities at our Field Centres.

In respect of remaining funds, the majority are designated or restricted and are felt to be satisfactory for their various purposes. There is growth in the number of restricted funds - these are the projects that are enabling us to work more with disadvantaged young people throughout the UK - that is our key aim of reaching a wider community. The trustees have reviewed such funds and are satisfied that where there is a debit balance, sufficient after date funds have been received to put funds in credit.

**Plans for the Future**

2016 has long promised to be a challenging one for FSC with threats to our income from the timing of curriculum change but also with additional costs associated with changes to national insurance for teachers in April, generally higher levels of pension contributions and the impact of the National Living Wage. Early indicators from our tracking of performance in 2016 is that our course fee income has been running at slightly lower levels than we might expect.

The more general focus of work for 2016 beside delivering our charitable objectives will be to help promote the Year of Fieldwork - running through most of 2016. This will celebrate the wide ranging benefits of fieldwork and outdoor learning not only for subject knowledge but the life skills and inspiration that it can provide.

On 31 March 2016, FSC welcomed Bishops Wood Centre into its family of operational sites. This has been taken on from Worcestershire County Council and develops our existing relationships with the landlord, National Grid. Bishops Wood has expertise in many aspects of outdoor education that will more than complement our existing provision.

The key objectives for 2016 are set out below. These are set out in the context of 2015 being the fifth year of the the vision for the next ten years 'Vision for 2020' which is summarised through the strapline:

**'Inspiring Environmental Understanding Through First-hand Experience'**

These 2016 targets will build on last year's sound platform to enable us to deliver our 'Vision for 2020':

- \* Reach 160,000 learners through educational courses, delivering over 3.1 million learner hours ;
- \* Provide materials to over 150,000 non-course learners to support inspiring environmental understanding through first hand experience;
- \* Ensure that over 95% of learners have increased their environmental understanding as a result of an FSC learning experience;
- \* Ensure that expectations are met or exceeded for at least 95% of our learners; and
- \* Increase our occupancy levels at Learning Locations to make best use of our assets.

#### Governing Document

Field Studies Council is a charity and a company limited by guarantee, and its governing document is its Articles of Association (adopted by special resolution at the Annual Meeting on 7 July 2012). Without compromising either our mission or charitable objectives at all, these Articles allows us to express our constitution in a simpler more modern style. Changes of substance related to membership and governance and accountability. From 7 July 2012, formal Membership of FSC is confined to those elected as Trustees and these people have formal responsibilities under charitable and company law. Those many people who had hitherto been members of the FSC are now free to support FSC in any way they like without undue legal burden. There is no share capital. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

#### Organisational Structure

There are four tiers to the structure:

- \* the Executive Committee consisting of twenty-seven elected or appointed voluntary members and who form the trustee body and are directors in company law;
- \* sub-committees of the Executive Committee including the Finance and Administrative sub-committee and the Education sub-committee;
- \* FSC head office with employed managerial and support staff; and
- \* the various operating field centres and units which are the main way in which we deliver the wide range of courses, products and services and through which we achieve our objectives.

The 'Organisation and Operation of FSC' document defines accountability of the above.

#### Appointment and Induction of Trustees

The Executive Committee members are the charity's trustees. New trustees must be members of the charity and must be elected by members at the annual meeting. Our policy is to ensure that all new trustees are provided with appropriate induction and training be it through documentation, a visit to a centre or head office or a relevant external course. Trustees are encouraged to play a part on sub-committees or other working groups and to take a special interest in one aspect of the charity's organisation.

#### Risk Management

The trustees have a risk management strategy comprising:

- \* an annual review of the principal risks and uncertainties that the charity faces;
- \* the establishment of policies, systems and procedures to mitigate those risks identified above; and
- \* the implementation of procedures designed to minimise or manage any potential impact should risks materialise.

The three biggest (financial) risks remain reputational; that of pandemic illness and unplanned expenditure.

Mitigation measures adopted to deal with these include an overdraft facility, contingencies in forward projections and a recognition of impact and probability.

The Executive Committee has purchased out of the charity's funds insurance to indemnify themselves and other officers against the consequences of any neglect or default. The cost in 2015 was £2,674 (2014 : £2,565).

#### Reserves

Unrestricted funds which are not designated for specific purposes or invested in fixed assets are 'free' reserves.

At the year end the level of 'free' reserves held was £515,251 (2014 : £569,101).

During the year the trustees ensured that the level of reserves held reflected the level of strategic risks faced both in terms of the total potential (but mitigated) liability and in respect of the single largest risk. As at 31st December 2015 the overall level of risk (excluding the three risks above) had increased by £1.2m to £3m with risks likely to quantify in the next 12 months amounting to £0.5m (2014: £0.7m). The major reason for this increase is the impact of above inflation increases in the Living Wage over the next five years. Some of this risk has crystallised into 2016 budgets and so the trustees are satisfied that their strategic reserve remains at £0.5m.

#### Investments

During 2015, trustees identified six strategic financial needs ranging from day to day business continuity to funding bursaries and including other strategic plans. This was done in the context of diminishing returns available with clearing banks. A draft Investment Policy and accompanying Guidance related to FSC Financial Investments was written in the year and this is currently being set in the context of FSC's strategic financial needs.

Parallel to this process, FSC has been rationalising holdings of cash with clearing banks so that one outcome of the above review may be that capital may be available for placing with an investment institution during early 2016.

#### Employment

In respect of staff employment we aim to ensure equality of opportunity regardless of disability, age, gender, marital status, race, nationality or faith. We aim to involve employees in the charity: to this end there is a Joint Staff Committee, which meets regularly to consider employment conditions and other issues. This also fulfils the legal requirements of the Information and Consultation of Employees Regulations 2004.

Each of the main staff groupings sends representatives to all Committee and sub-committee meetings, and we continue to develop the facilities for staff involvement via our intranet.

#### Trustees

We were pleased to welcome four new trustees (Carolyn Bucklow, Pete Higgins, Bill Rogers and Mark Smith) and two returning trustees (Isabel Glasgow and Rob Marrs) to the Committee in 2015. All have skills and experience that will be very beneficial to FSC in the years to come.

Three trustees (Richard Grant, Paul Gwilliam and Nick Howden) stood down in 2015 at the end of their six-year term. To all we extend our thanks and we shall miss their wise counsel.

REPORT OF THE EXECUTIVE COMMITTEE (INCORPORATING THE STRATEGIC REVIEW)  
FOR THE YEAR ENDED 31 DECEMBER 2015

**Legal and Administrative Information**  
relating to the Charity, its trustees and advisors

President Professor T.P.Burt MA,PhD,DSc	Members of the Executive Mr P.Airey* Mrs A.B.Bailey* Mr R.G.Burton Dr C. Bucklow** Professor B.Chalkley* Dr M.Dixon** Ms T. Duncan** Lady I.Glasgow** Mr R.J.Grant* Mr P.Gwilliam* Prof P.Higgins Dr J.J.Hopkins* Dr N.J.G.Howden** Mrs J.Kean** Mr C.Lane* Mrs G.Miller* Prof I.W.Montgomery Prof R. Marrs** Ms H.Munro** Mr W.Rogers** Mr A.Simpson* Dr M.Smith* Mr J.A.Thomson** Dr P.J.Watt* Dr S.J.Whild* Mrs J.White	Senior Staff to whom day to day management is delegated:  Chief Executive Mr R.Lucas BSc,PGCE,FRGS  Directors of Operations Mr D.M.Bolland BSc,PGCE Ms C.E.Fowler BSc  Director of Finance (& Company Secretary) Mr C.R.Walker MA,ACA,FHA
Chairman of the Executive Committee Professor D.B.A.Thompson FRSE,BSc,PhD,DSc	to 26 January 2015 from 2 July 2015	Advisors: Bankers: Barclays Bank plc 44/46 Castle Street Shrewsbury BX3 2BB
Honorary Treasurer Mr G.H.Brown FCCA	from 2 July 2015	Principal Solicitors: Anthony Collins LLP 134 Edmund Street Birmingham B3 2ES
Chair of the Education Sub-committee Dr A.H.Lavery OBE,PhD,BSc	from 2 July 2015	Veale Wasbrough Vizards LLP Barnards Inn 86 Fetter Lane London EC4A 1AD
Chairman of the Finance and Administrative Sub-Committee Mrs J. Ross BSc,CPFA	Membership of Sub-Committees * denotes Education ** denotes Finance & Administrative	Auditors: Whittingham Riddell LLP Belmont House Shrewsbury Business Park Shrewsbury, Shropshire SY2 6LG
The Field Studies Council is a charity and company limited by guarantee Company Registration Number 412621 Charity Registration Number 313364 Charity Registered in Scotland SC039870	Registered Office: Field Studies Council Preston Montford Shrewsbury, Shropshire SY4 1HW	

**Thanks**

The members of the Executive Committee volunteer as a group some 150 days of valuable service to the charity each year and we express our gratitude to them and to the many others who volunteer in whatever capacity. We are grateful to Castle Head and Preston Montford for hosting respectively the Executive Weekend in February and the annual staff conference in December. As always, our success depends greatly on the enthusiasm and dedication of our staff, and we are pleased to be able to take this opportunity to thank them all.

We would also like to take this opportunity to thank all our supporters - be they individuals or organisations - who have funded donations or grants or in other ways. A list of major donors in 2015 is on page 6.

Signed on behalf of the Executive Committee:



D.B.A Thompson  
Chairman

25-May-16



Independent Auditors' report to the members of the Field Studies Council

We have audited the financial statements of Field Studies Council for the year ended 31 December 2015 set out on pages 10 to 23 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement, Income and Expenditure Account, Statement of Total Recognised Gains and Losses and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein and the requirements of the Statement of Recommended Practice 'Accounting by Charities'.

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

*Respective responsibilities of Executive Committee and Auditors*

As explained more fully in the Statement of Executive Committee's Responsibilities set out on page 13 the Executive Committee (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed auditors 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. Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

A description of the scope of an audit of financial statements is provided on the APB'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 the charitable company's affairs as at 31st December 2015 and of its incoming resources and application of resources including its income and expenditure in the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 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 Trustees' Annual Report (incorporating the Strategic Review) for the financial year for which the 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) requires us to report to you if, in our opinion:

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

  
ANDREW MALPASS BA FCA (Senior Statutory Auditor)

for and on behalf of  
Whittingham Riddell LLP, Chartered Accountants and Statutory Auditors,  
Belmont House, Shrewsbury Business Park, Shrewsbury, Shropshire SY2 6LG

24th AUGUST 2016

FIELD STUDIES COUNCIL  
Statement of Financial Activities

Year ended 31st December 2015

	Note	Unrestricted £	Designated £	Restricted £	This Year £	Last Year £
<b>Income from:</b>						
Donations	3	49,397	510	808,407	858,314	907,636
Charitable activities	4	15,673,000	-	-	15,673,000	15,642,392
Other trading activities	5a	423,312	-	-	423,312	407,993
Investments	9	16,953	17,510	117	34,580	51,270
Other	5b	400,769	-	-	400,769	330,522
<b>Total</b>		<b>16,563,431</b>	<b>18,020</b>	<b>808,524</b>	<b>17,389,975</b>	<b>17,339,813</b>
<b>Expenditure on:</b>						
Raising Funds	5a	124,831	-	-	124,831	127,482
Charitable activities	6	16,298,891	48,018	195,511	16,542,420	15,906,883
<b>Total</b>		<b>16,423,722</b>	<b>48,018</b>	<b>195,511</b>	<b>16,667,251</b>	<b>16,034,365</b>
<b>Net income/(expenditure) before gains/(losses) on investments</b>		<b>139,709</b>	<b>(29,998)</b>	<b>613,013</b>	<b>722,724</b>	<b>1,305,448</b>
<b>Net gains/(losses) on investments</b>		<b>50,810</b>	<b>24,315</b>	<b>(822)</b>	<b>74,303</b>	<b>118,701</b>
<b>Net income/(expenditure)</b>		<b>190,519</b>	<b>(5,683)</b>	<b>612,191</b>	<b>797,027</b>	<b>1,424,149</b>
Transfers Between Funds	18b	(555,822)	801,123	(245,301)	0	-
		<b>(365,303)</b>	<b>795,440</b>	<b>366,890</b>	<b>797,027</b>	<b>1,424,149</b>
<b>Other Recognised Gains and Losses:</b>		-	-	-	-	-
<b>Net Movement in Funds</b>		<b>(365,303)</b>	<b>795,440</b>	<b>366,890</b>	<b>797,027</b>	<b>1,424,149</b>
<b>Reconciliation of Funds:</b>						
Total Funds brought forward		1,937,855	15,859,996	1,543,605	19,341,456	17,917,307
<b>Total Funds carried forward</b>	16-18	<b>1,572,552</b>	<b>16,655,436</b>	<b>1,910,495</b>	<b>20,138,483</b>	<b>19,341,456</b>

FIELD STUDIES COUNCIL  
Balance Sheet

COMPANY REGISTRATION: 412621  
Year ended 31st December 2015

	Note	2015 £	2015 £	2014 £	2014 £
<b>Fixed Assets</b>					
Tangible Assets	10	17,712,737		16,356,793	
Investments	11	2,055,576		2,164,667	
		<u>19,768,313</u>		<u>18,521,460</u>	
<b>Current Assets</b>					
Stocks and Work in Progress	12	177,941		202,323	
Debtors	13	1,038,097		801,260	
Cash at Bank and in Hand	14	2,281,527		2,898,867	
		<u>3,497,565</u>		<u>3,902,450</u>	
<b>Creditors : amounts falling due within one year</b>	15	<u>(2,298,136)</u>		<u>(2,194,931)</u>	
<b>Net Current Assets</b>		<u>1,199,429</u>		<u>1,707,519</u>	
<b>Total Assets less Current Liabilities</b>		<u>20,967,742</u>		<u>20,228,979</u>	
<b>Creditors: amounts falling due after more than one year</b>	15	<u>(829,259)</u>		<u>(887,523)</u>	
<b>Total Net Assets</b>	18c	<u><u>20,138,483</u></u>		<u><u>19,341,456</u></u>	
<b>Funds</b>	16				
Unrestricted		1,572,552		1,937,855	
Designated		16,655,436		15,859,996	
Restricted		1,910,495		1,543,605	
		<u>20,138,483</u>		<u>19,341,456</u>	

The financial statements were approved by the Executive Committee on 25th May 2016  
and signed on their behalf by



D.B.A Thompson  
Chairman



G.H. Brown  
Honorary Treasurer

FIELD STUDIES COUNCIL  
Cash Flow Statement

Year ended 31st December 2015

	Note	This Year		Last Year	
		£	£	£	£
<b>Cash Inflow from Operating Activities:</b>					
Operating Surplus/(Deficit)		(570,939)		16,020	
Other Income	5b	400,769		330,522	
Donation Income	3	858,314		907,636	
Depreciation Charges	10	662,714		635,127	
Loss/(Profit) on Disposals of Tangible Fixed Assets		14,234		(2,646)	
Decrease in Stocks and Work in Progress	12	24,382		3,249	
(Increase)/Decrease in Debtors	13	(236,837)		78,862	
Increase/(Decrease) in Creditors and Provisions	15	100,043		(267,345)	
Net Cash Inflow from Operating Activities			1,252,680		1,701,425
<b>Returns on Investments and Servicing of Finance:</b>					
Interest Received	9		34,580		51,270
Loan Finance Received	15				
Capital Repayments	15	(55,374)		(53,622)	
<b>Capital Expenditure:</b>					
Purchase of Tangible Fixed Assets	10	(2,024,032)		(2,678,051)	
Sales of Tangible Fixed Assets		3,862		9,779	
Purchase of Investments		(338,211)		-	
Sales of Investments		509,155		-	
			(1,849,226)		(2,668,272)
<b>(Decrease) in Cash</b>			<b>(617,340)</b>		<b>(969,199)</b>
<b>Reconciliation of Net Cash Flow to Movement in Net Funds:</b>					
<b>(Decrease)/Increase in Cash in the period</b>	19		(617,340)		(969,199)
Movement in Net Funds in the Period			(617,340)		(969,199)
Net Funds at Start of Year	14		2,898,867		3,868,066
<b>Net Funds at End of Year</b>	14		<b>2,281,527</b>		<b>2,898,867</b>

## FIELD STUDIES COUNCIL

## Income and Expenditure Account

Year ended 31st December 2015

## and Statement of Total Recognised Gains and Losses

	Note	This year £	Last year £
Turnover	2	16,096,312	16,050,385
Staff Costs	8	(9,389,412)	(8,683,796)
		6,706,900	7,366,589
Depreciation	10	(662,714)	(635,127)
		6,044,186	6,731,462
Other Operating Charges		(6,615,125)	(6,715,442)
<b>Operating Surplus/(Deficit)</b>		<b>(570,939)</b>	<b>16,020</b>
Interest Received	9	34,580	51,270
Other Income	5b	400,769	330,522
<b>Net Surplus/(Deficit) before Donations, Legacies and Grants</b>		<b>(135,590)</b>	<b>397,812</b>
Unrestricted Donation Income Received	3	49,907	32,190
Restricted Donation Income Received	3	808,407	875,446
<b>Net Income for the year</b>	9	<b>722,724</b>	<b>1,305,448</b>
<b>Appropriations to Reserves:</b>			
Restricted Funds	17	613,013	590,659
Designated Funds	17	(29,998)	(14,823)
Unrestricted Funds	17	139,709	729,612
		<b>722,724</b>	<b>1,305,448</b>

**Continuing Operations**

All income and expenditure included above arises from continuing operations

**Statement of Total Recognised Gains and Losses**

Net Income for the year	722,724	1,305,448
Unrealised Gains on Investments	74,303	118,701
	<b>797,027</b>	<b>1,424,149</b>

**Statement of Executive Committee's Responsibilities**

Company law requires the Executive Committee to prepare the Annual Report and Financial Statements for each financial year which give a true and fair view of the state of affairs of the Charity and the surplus of income over expenditure of the Charity for that period. In preparing those Financial Statements the Executive Committee are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

The Executive Committee is responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements and other information included in Annual Reports may differ from legislation in other jurisdictions.

So far as the Executive Committee is aware at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Executive Committee have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Signed on behalf of the Executive Committee:



D.B.A Thompson  
Chairman

25th May 2016

## 1 Accounting Policies

**Accounting Convention** - The financial statements have been prepared on a going concern basis under the historical cost convention, as modified by the inclusion of investments at valuation, and in accordance with applicable accounting standards. The financial statements are prepared in sterling which is the functional currency of the charity.

**Compliance with SORP** - The charity constitutes a public benefit entity as defined by FRS102. The Report of the Executive Committee and the financial statements have been prepared in accordance Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015). The charity adopted SORP (FRS102) in the current year and the Trustees confirm that no transitional arrangements were made and therefore no restatement of comparative items required.

**Legacies and Donations, Grants Receivable and Life Subscriptions** - Income from legacies and donations, grants receivable and life subscriptions are all accounted for when the resources are received or receivable or when the Council's entitlement is legally enforceable. Gifts in kind are included in the financial statements at market value.

**Deferred Income** - Fees received in advance for courses are carried forward into the accounting period in which the courses take place.

**Investments** - Investments are stated at market value if listed, or valued by officers of the Council if unlisted, in accordance with the SORP. Movements in value are shown within the statement of financial activities. Current asset investments are short term highly liquid investments and are held at fair value. These include cash on deposit and cash equivalents with a maturity of less than one year.

**Depreciation** - Items which would otherwise class as fixed assets are not capitalised if their cost is below £500. Freehold properties are depreciated over their estimated useful life of 50 years. Freehold land is not depreciated. Leasehold properties are depreciated over the terms of the leases. Scientific equipment and furniture and equipment are depreciated over the estimated useful life of each asset at rates of either 10% or 12.5% on the straight line basis. Computers are depreciated over three or five years on the straight line basis. Motor vehicles and boats are depreciated at 20% on the straight line basis.

**Impairment Review** - The Executive Committee are not aware of any circumstances which would require reassessment of the useful economic life of tangible fixed assets other than properties. In respect of properties, the Committee is satisfied that in the light of the external valuations obtained, there is no impairment.

**Resources Expended** - Costs of all the operating centres and units together with marketing and publicity costs are classified as the costs of direct costs of charitable activities. Costs of Head Office are shown as support costs of charitable activities. Governance costs are as defined e.g. audit fees and trustees' expenses but shown within support costs.

**Funds** - The policy is generally to appropriate any unrestricted surplus of income over expenditure to the Development fund and from there, if duly spent on tangible fixed assets, to the Capital fund, or to such other funds as may be required.

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**Debtors and Creditors receivable/payable within one year** - Debtors and creditors with no stated interest rate and receivable/payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

**Liabilities** - are provided for within the financial statements only when there is a legal liability at the balance sheet date in respect of a past benefit accruing to FSC.

**Hire Purchase and Leasing Commitments** - Assets obtained under hire purchase or finance leases are capitalised in the balance sheet. Assets held under hire purchase are depreciated over their estimated useful lives and those held under finance leases are depreciated over their estimated useful lives or term of lease, whichever is shorter. The interest element of these obligations is charged to the income and expenditure account over the relevant period. The capital element of the future payments is treated as a liability. Rentals paid under operating leases are charged to the income and expenditure account evenly over the term of the lease.

**Foreign Currencies** - Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Exchange differences are taken into account in arriving at the excess of income over expenditure.

**Stocks** - Stocks are valued by officers of the Council, based on the lower of cost and net realisable value. Work in progress on long term educational or research contracts is valued by officers of the Council, based on the cost or invoice value if less, of work carried out but not invoiced at the Balance Sheet date.

**Pensions** - The company operates three pension schemes. The assets of these schemes are held separately from those of the company in independently administered funds.

There is a **defined contribution** scheme, usually but not exclusively for non-teaching staff. The pension charge represents the contributions payable by the company to the fund in respect of the year. Total premiums paid during the year amounted to £194,612 (2014: £182,128). Contributions totalling £ 30,973 (2014: £ 26,204) were payable to the fund at the balance sheet date and are included in creditors. From 1 September 2015 changes were made to contribution rates, in line with changes to Teachers Pensions below. Employee contributions were amended from 6.4% to 7.4%. Employer contributions increased from 10.7% to 13%.

The company's staging date for Auto-Enrolment was 1 November 2013. Toward that end, FSC has established a scheme within NEST (National Employment Savings Trust) in April 2013 from which time it was open to employees. Current contributions are set at 1% gross for employees and 1% for employers. Total premiums paid during the year amounted to £14,656 (2014 £11,918) and contributions totalling £2,163 (2014 £2,050) were payable at the balance sheet date. The Charity also participates in the Teachers' Pension Scheme (England and Wales) ('the Scheme') for its teaching staff. This is an unfunded multi-employer **defined benefits** pension scheme and it is not possible or appropriate to identify the assets and liabilities of the Scheme which are attributable to the Charity.

Until 31 March 2015, all teaching members earned pensions under a final salary scheme. On 1 April 2015, subsequent pensions will be based on a 'career average' for all but 12 of FSC's teaching employees. These 12 employees were between 10-13.5 years of their normal retirement age at 31 March 2012.

From 1 September 2015 the employer's contribution was increased from 14.1% to 16.48% ( including an 0.8% administrative fee). Of the total contributions of £529,719 made in 2015, an amount of £191,541 was in respect of 'final salary' arrangements and £338,178 was in respect of 'career average' arrangements.

From 1 April 2012 employee contributions varied from the current 6.4% of salary according to a tiered rate according to a tiered rate, the higher the overall salary, the higher the contribution rate. From 1 April 2013 there were further amendments to these tiered contributions with higher paid employees paying higher rates.

The current rates payable by teaching employees range between 7.4% and 11.7%.

The next revision to contribution rates is not expected to take effect until 1 April 2019 based on a 31 March 2016 valuation.

The total contributions paid during the year amounted to £529,719 (2014: £456,538). Contributions totalling £76,676 (2014 : £65,425) were payable to the fund at the balance sheet date and are included in creditors.

**Taxation** - No provision for corporation taxation or deferred taxation has been made.

The Field Studies Council is a charitable company. Any profits or surpluses from its primary purpose of environmental education are exempt from taxation, as all such profits or surpluses are applied for charitable purposes.

## 2 Turnover

Turnover represents the invoiced amount of services provided, adjusted for changes in work in progress and stated net of value added tax.

## 3 Income from donations

	Unrestricted	Designated	Restricted	This Year Total	Last Year Total
	£	£	£	£	£
Donations	49,397	510	50,700	100,607	106,724
<i>Grants:</i>					
Scottish Funding Council/University of Glasgow : Millport	-	-	-	-	150,000
Garfield Weston Foundation : Millport	-	-	-	-	100,000
Magnox	-	-	300,000	300,000	-
The Robertson Trust	-	-	120,000	120,000	-
Big Lottery Open Air Laboratories <i>Project Ref No: LF EMR P47693 Scotland</i>	-	-	121,051	121,051	39,863
Big Lottery Open Air Laboratories <i>Project Ref No: LF EMR P47693 Northern Ireland</i>	-	-	26,709	26,709	21,977
Amersham Castlefield & Haydon Abbey	-	-	3,000	3,000	3,810
Amersham Chilterns AONB	-	-	-	-	5,471
Blencathra Purchase Appeal	-	-	100	100	10
Defra Rural Payments Blencathra Renewable Energy	-	-	-	-	113,063
Milford Haven WESG Rocky Shore	-	-	-	-	11,113
Young Darwin Scholarship Fund	-	-	13,480	13,480	15,989
HLF Invertebrate Challenge <i>Project Ref No: HG-09-02206</i>	-	-	-	-	53,697
Tomorrow's Biodiversity: Esmee Fairbairn Foundation	-	-	71,655	71,655	73,614
City Bridge Trust : Learning for Biodiversity	-	-	-	-	7,433
London Schools Excellence : Inspiring Learning	-	-	49,865	49,865	106,754
Castle Head Low Ropes	-	-	-	-	8,500
Growing Green Mentors	-	-	3,000	3,000	6,000
DEFRA Biological Recording Fund <i>Project Ref No: 24603</i>	-	-	-	-	41,832
NIEA Red Squirrel Conservation	-	-	-	-	12,692
NIEA Moving Knock River	-	-	-	-	20,993
NIEA Invaders of Natural World	-	-	13,873	13,873	-
NIEA Connswater Mudflats	-	-	19,557	19,557	-
Taiwan Forestry Bureau	-	-	10,192	10,192	4,042
Other	-	-	5,225	5,225	4,059
	<b>49,397</b>	<b>510</b>	<b>808,407</b>	<b>858,314</b>	<b>907,636</b>

#### 4 Income from Charitable Activities

	Unrestricted	Designated	Restricted	This Year Total	Last Year Total
	£	£	£	£	£
Environmental Education Courses	14,126,640	-	-	14,126,640	13,675,558
Educational Publications	335,158	-	-	335,158	423,133
Projects and Partnerships	771,326	-	-	771,326	1,172,989
Transport	439,876	-	-	439,876	370,712
	<b>15,673,000</b>	<b>-</b>	<b>-</b>	<b>15,673,000</b>	<b>15,642,392</b>

#### 5a Other trading activities

	Shops	Bar	Maps & Other Publications	Other Services	This Year Total	Last Year Total
	£	£	£	£	£	£
<i>Incoming Resources:</i>						
Sale of Goods	125,499	66,685	7,631	-	199,815	203,611
Sale of Services	-	-	-	223,497	223,497	204,382
Total Incoming Resources	<b>125,499</b>	<b>66,685</b>	<b>7,631</b>	<b>223,497</b>	<b>423,312</b>	<b>407,993</b>
<i>Cost of Activities:</i>						
Direct Purchases	67,437	48,811	8,583	-	124,831	127,482
Total Cost of Activities	<b>67,437</b>	<b>48,811</b>	<b>8,583</b>	<b>-</b>	<b>124,831</b>	<b>127,482</b>
Net Incoming Resources	<b>58,062</b>	<b>17,874</b>	<b>(952)</b>	<b>223,497</b>	<b>298,481</b>	<b>280,511</b>

#### 5b Other Income

Rentals Receivable	332,490	-	-	332,490	242,116
VAT Recovered	68,279	-	-	68,279	85,760
Surplus on Disposal of Fixed Assets	-	-	-	-	2,646
	<b>400,769</b>	<b>-</b>	<b>-</b>	<b>400,769</b>	<b>330,522</b>

#### 6a Cost of Charitable Activities

	Environmental Education	Educational Publications	Projects and Partnerships	Designated Funds	Restricted Funds	This Year Total	Last Year Total
	£	£	£	£	£	£	£
Wages and Salaries	7,670,835	144,073	56,276	-	95,135	7,966,319	7,437,457
<b>Direct Costs</b>							
Courses	1,393,992	382	-	48,018	38,027	1,480,419	1,342,611
Publications	-	147,023	-	-	-	147,023	166,727
Projects	26,681	-	178,691	-	2,021	207,393	321,897
Travel and Transport	607,107	2,197	1,218	-	17,997	628,519	606,430
Equipment and Property	2,089,125	23,803	103	-	40,897	2,153,928	2,234,275
Office and Miscellaneous	765,835	12,093	1,653	-	1,434	781,015	826,590
Marketing and Publicity	295,081	862	-	-	-	295,943	197,034
Depreciation	529,504	1,728	-	-	-	531,232	525,135
<b>Support Costs</b>							
Wages and Salaries	1,423,093	-	-	-	-	1,423,093	1,245,855
Courses	80,201	-	-	-	-	80,201	79,969
Travel and Transport	94,713	-	-	-	-	94,713	79,969
Equipment and Property	33,772	-	-	-	-	33,772	16,115
Office and Miscellaneous	493,649	-	-	-	-	493,649	625,959
Depreciation	17,070	-	-	-	-	17,070	16,955
Educational Development	132,334	-	-	-	-	132,334	182,349
Loan Interest Payable	29,750	-	-	-	-	29,750	31,502
	<b>15,682,742</b>	<b>332,161</b>	<b>237,941</b>	<b>48,018</b>	<b>195,511</b>	<b>16,496,373</b>	<b>15,856,860</b>
Unrestricted sub-total			<b>16,252,844</b>				
Governance costs			46,047				50,023
			<b>16,298,891</b>	<b>48,018</b>	<b>195,511</b>	<b>16,542,420</b>	<b>15,906,883</b>



## 6b Governance Costs

	This Year Total	Last Year Total
	£	£
Audit Fees	25,164	25,215
Trustees' Expenses	12,216	14,427
Other Costs	8,667	10,381
	<u>46,047</u>	<u>50,023</u>

The Executive Committee consider that they as Directors and Trustees of the charitable company - and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the FSC on a day to day basis.

The members of the Executive Committee are debarred from receiving emoluments in respect of their services to Field Studies Council. However members may be reimbursed for travel and subsistence expenses incurred in respect of such services. The aggregate amount of such expenses during the year was £12,216 reimbursed to 25 members (in 2014, £14,427 to 22 members).

### Payment to Trustees

During the year one trustee with specialised skills in countryside management and visitor planning continued to undertake work at one of our field centres. This work involved interpretative projects and development of land management plans. The trustee concerned was paid £5,980 (2014 £6,695) for the work. The trustees consider that this payment was in the interests of the Field Studies Council, and that the payment is justifiable and has been tested favourably against market conditions. No payments were made to any other trustee (2014 1 trustee £4,158) for specialist biological or geographical expertise.

No trustee received remuneration in respect of their services as a trustee.

## 7 Staff Costs

	This Year Total	Last Year Total
	£	£
Wages and Salaries	8,121,292	7,545,522
Social Security Costs	530,221	487,690
Pension Costs	737,899	650,584
	<u>9,389,412</u>	<u>8,683,796</u>
Disclosed within:		
Cost of Charitable Activities Direct Costs	7,670,834	7,103,582
Cost of Charitable Activities Support Costs	1,623,443	1,440,358
Cost of Restricted Funds	95,135	139,856
	<u>9,389,412</u>	<u>8,683,796</u>

The number of employees whose emoluments for the year fell within the following categories was as follows:

£60,001-£70,000	5	4
£70,001-£80,000	1	3
£80,001-£90,000	3	1
£90,001-£100,000	-	1
£100,001-£110,000	1	-

Retirement benefit contributions were paid in the year in respect of the above employees totalling £97,668 (2014 £80,708).

In 2015 £89,181 was paid in respect of a defined benefit scheme and £8,477 in respect of a defined contribution scheme.

Of the £89,181 paid in respect of a defined benefit scheme, a sum of £53,108 was paid in respect of 9 employees for contributions linked to 'final salary' arrangements and £36,083 for contributions linked to 'career average', applicable from 1 April 2015.

In 2014 £73,489 was paid in respect of a defined benefit scheme and £7,219 in respect of a defined contribution scheme.

The pay of the senior staff - indeed all staff - is set by reference to the FSC's Salary Scale and Gradings which is revised each April for any cost of living increase or changes to the National Living Wages. Any changes to the National Minimum Wage are implemented in October. Staff are allocated to a scale range and grade appropriate to their post. They may move upward in that range dependent on good performance. The top scale point is 13.66 times the lowest scale point within a 47 point range.

The average monthly number of employees during the period was made up as follows:	This Year	Last Year
Amersham Field Centre	4	5
Blencathra Field Centre	27	27
Castle Head Field Centre	29	25
Dale Fort Field Centre	18	19
Derrygonnelly Field Centre & Belfast Field Centre	9	10
Epping Forest Field Centre	12	13
Flatford Mill Field Centre	34	37
Juniper Hall Field Centre	30	30
Kindrogan Field Centre	12	13
FSC London Projects	5	5
Malham Tarn Field Centre	25	23
Margam Park Discovery Centre	31	29
Millport Field Centre	19	18
Nettlecombe Court, The Leonard Wills Field Centre	28	27
Orieilton Field Centre	22	22
Preston Montford Field Centre	31	29
Rhyd-y-Creiau, The Drapers Field Centre	29	27
Slapton Ley Field Centre	36	36
Head Office	37	32
Publications Unit	5	5
Projects	12	11
	<u>455</u>	<u>443</u>

The full time equivalent number of employees at 31st December by function:

Teaching staff	164	163
Hospitality and Administration staff	190	192
	<u>354</u>	<u>355</u>

The difference between the average number of employees and the full time equivalent number is explained by the number of part-time staff who make up approximately one-third of the total head count.

## 8 Pensions

			This Year £	Last Year £
Regular contributions in the year				
Defined benefit scheme	16.48%/14.1% of salary	144 staff (2014: 131 staff)	529,719	456,538
Defined contribution scheme	13%/10.7% of salary	89 staff (2014: 90 staff)	194,612	182,128
National Employment Savings Trust	1% of salary	103 staff (2014:95 staff)	14,620	11,918

On 1 September 2015 contributions for the defined benefit and the defined contribution schemes were increased.

## 9 Surplus of Income over Expenditure

	This Year £	Last Year £
<b>This is stated after charging:</b>		
Depreciation of Tangible Fixed Assets <i>-owned by the company</i>	662,714	635,127
Operating Lease Rentals <i>-land and buildings</i>	172,329	180,156
<i>-plant and machinery</i>	8,863	9,052
Auditors' Remuneration and Expenses	25,164	25,215

### and after crediting :

	General £	Designated £	Restricted £		
Investment Income:					
Income from Investments	5,736	17,086	-	22,822	38,264
Bank Interest Received	11,217	-	13	11,230	12,545
Other Interest Received	-	424	104	528	424
Short Term Interest Received	-	-	-	-	37
	16,953	17,510	117	34,580	51,270

Rental Income	332,490	242,116
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## 10 Tangible Fixed Assets

	Freehold Property £	Leasehold Property £	Scientific Equipment £	Furniture & Equipment £	Vehicles & Boats £	Totals £
<b>a Cost</b>						
At 31 December 2014	15,572,593	3,475,340	492,722	1,350,400	1,225,338	22,116,393
Additions	1,315,633	223,611	24,390	357,739	102,659	2,024,032
Disposals	-	-	(58,784)	(191,124)	(76,000)	(325,908)
At 31 December 2015	16,888,226	3,698,951	458,328	1,517,015	1,251,997	23,814,517
<b>b Depreciation</b>						
At 31 December 2014	2,310,670	1,364,959	427,663	850,095	806,213	5,759,600
Provided in the year	324,232	128,300	15,342	80,428	114,412	662,714
Adjustment for disposals	-	-	(55,404)	(193,801)	(71,329)	(320,534)
At 31 December 2015	2,634,902	1,493,259	387,601	736,722	849,296	6,101,780
<b>c Net Book Value</b>						
At 31 December 2014	13,261,923	2,110,381	65,059	500,305	419,125	16,356,793
At 31 December 2015	14,253,324	2,205,692	70,727	780,293	402,701	17,712,737

### d Valuation

On 31st March 2016 all major properties - freehold, leasehold and those held under short term lease were valued by Bruton Knowles, a firm of Chartered Surveyors. Properties were valued in existing use defined as 'the estimated amount for which a property should exchange on the date of valuation between a willing buyer and a willing seller in an arm's length transaction after proper marketing wherein the parties had acted knowledgeably, prudently and without compulsion; assuming the buyer is granted vacant possession of all parts of the property required by the business, and disregarding potential alternative uses and other characteristics of the property that would cause its Market Value to differ from that needed to replace the remaining service potential at least cost'.

The following table compares the net book value of buildings included above as at 31st December 2015 with the valuation as at 31 March 2016. The valuations assume that the nature of the properties did not change significantly between December 2015 and March 2016.

The trustees have compared the net book value of buildings in the March 2016 valuation with their book value at December 2015 and where there are differences between the two, have satisfied themselves that remedial steps are being taken.

	Net Book Value 31-Dec-15 £	Valuation 31-Mar-16 £
Freehold Properties	14,253,324	14,410,000
Leasehold Properties	2,205,692	1,830,000
Short Term Leaseholds	-	-
	16,459,016	16,240,000

## 11 Investments

	Cost	Additions/ (Disposals)	Market Value at 31-Dec-14	Additions/ (Disposals)	Unrealised Gain/(Loss)	Market Value at 31-Dec-15
	£	£	£		£	£
<b>Unrestricted Fund</b>						
5,185 M&G Charifund Accumulation Units	10,000	-	981,985	-	44,180	1,026,165
150,015 Barclays Growthbuilder Units	150,000	-	205,476	-	4,530	210,006
150,015 Barclays Fixed Rate Growth Plan Units	150,000	(150,000)	181,293	(183,393)	2,100	-
	<u>310,000</u>	<u>(150,000)</u>	<u>1,368,754</u>	<u>(183,393)</u>	<u>50,810</u>	<u>1,236,171</u>
<b>Designated Fund</b>						
4,106 M&G Charifund Income Units	6,000	-	59,052	-	(177)	58,875
CCLA Charities Official Investment Fund income units	336,346	327,369	373,699	327,369	8,459	709,527
CCLA Charities Official Investment Fund accumulation units	224,230	(224,230)	311,337	(325,762)	14,425	-
2 ordinary shares in FSC Consultancy Services Limited*	2	-	2	-	-	2
	<u>566,578</u>	<u>103,139</u>	<u>744,090</u>	<u>1,607</u>	<u>22,707</u>	<u>768,404</u>
<b>Restricted Fund</b>						
16,430 Barclays L&G Capital units	5,000	-	51,823	-	(822)	51,001
	<u>5,000</u>	<u>-</u>	<u>51,823</u>	<u>-</u>	<u>(822)</u>	<u>51,001</u>
<b>Total</b>	<u>881,578</u>	<u>(46,861)</u>	<u>2,164,667</u>	<u>(181,786)</u>	<u>72,695</u>	<u>2,055,576</u>

Income during the year was £20,722 (2014: £38,264)

\* investment in wholly owned dormant subsidiary company, not consolidated as not material.

## 12 Stocks and Work in Progress

	This Year £	Last Year £
Food, Fuel and other Consumables	55,313	64,224
Work in Progress	-	570
Publications and other Goods for Resale	122,628	137,529
	<u>177,941</u>	<u>202,323</u>

## 13 Debtors

	This Year £	Last Year £
Trade Debtors	722,391	465,609
Other Debtors	6,471	30,364
Loans to Employees - due within one year	(54)	700
Prepayments	159,986	164,324
Accrued Income	149,303	140,263
	<u>1,038,097</u>	<u>801,260</u>

## 14 Cash at Bank and in Hand

	This Year £	Last Year £
Money Market Deposits	2,062,082	1,625,000
Interest Earning on Call account	-	601,860
Deposit Account	127,194	109,580
Flatford Mill Campaign account	30,817	27,818
Cash and other Bank accounts	61,434	534,609
	<u>2,281,527</u>	<u>2,898,867</u>

## 15 Creditors : amounts falling due within one year

	This Year £	Last Year £
Bank Loans and Overdrafts	58,681	55,789
Trade Creditors	274,743	241,841
Short-term compensated absence ( holiday pay)	36,064	23,259
Taxation and Social Security	154,422	140,301
Other Creditors	229,212	254,737
Accrued Expenditure	216,054	357,726
Deferred income see below	1,328,960	1,121,278
	<u>2,298,136</u>	<u>2,194,931</u>

Deferred income comprises course fees received in advance

	This Year £	Last Year £
Balance as at 1 January	1,121,878	1,452,804
Amount released to income from charitable activities	(1,121,878)	(1,452,804)
Amount deferred in year	1,328,960	1,121,878
Balance as at 31 December	<u>1,328,960</u>	<u>1,121,878</u>

Creditors : amounts falling due after more than one year

	This Year £	Last Year £
Bank Loans and Overdrafts	829,259	887,523
	<u>829,259</u>	<u>887,523</u>

The loan was drawn down on 30 September 2013. Interest is payable at 3.25%. The loan is secured on one freehold property.

	This Year £	Last Year £
Secured Bank loan ( falling due in less than 5 years)	264,481	252,500
Secured Bank loan ( falling due after 5 years)	564,778	635,023
	<u>829,259</u>	<u>887,523</u>

## 16 Funds

	Tangible Fixed Assets	Investments	Net Current Assets	This year	Change	Last year
	£	£	£	£	£	£
<b>Unrestricted Funds</b>						
General Fund	-	210,006	238,081	448,087	(409,483)	857,570
Contingencies Fund	-	1,026,165	98,300	1,124,465	44,180	1,080,285
	-	<b>1,236,171</b>	<b>336,381</b>	<b>1,572,552</b>	<b>(365,303)</b>	<b>1,937,855</b>
<b>Designated Funds</b>						
Capital Fund	17,712,737	-	(2,815,945)	14,896,792	935,944	13,960,848
Development Fund	-	-	969,968	969,968	(134,821)	1,104,789
Bursary Fund	-	709,527	(6,726)	702,801	(5,506)	708,307
Epping Forest Fund	-	58,875	-	58,875	(177)	59,052
Research/Study Fund	-	-	20,000	20,000	-	20,000
Nettlecombe Court Fund	-	-	7,000	7,000	-	7,000
	<b>17,712,737</b>	<b>768,402</b>	<b>(1,825,703)</b>	<b>16,655,436</b>	<b>795,440</b>	<b>15,859,996</b>
<b>Restricted Funds</b>						
Malham Tarn Fund	-	-	293,879	293,879	(14,757)	308,636
Dale Fort Fund	-	-	102,480	102,480	(2,562)	105,042
Big Lottery Opal Project Scotland	-	-	12,745	12,745	2,768	9,977
Big Lottery Opal Project Northern Ireland	-	-	7,099	7,099	10,732	(3,633)
Millport Capital Works Fund	-	-	670,000	670,000	420,000	250,000
London Schools Excellence Inspiring Learning	-	-	-	-	(55,891)	55,891
Gill Stevens Award	-	-	5,225	5,225	-	-
Rural Carbon Challenge Fund	-	-	408,070	408,070	-	408,070
Blencathra Purchase Appeal	-	-	137,883	137,883	100	137,783
Friends of Belstead House Flatford	-	-	2,311	2,311	(1,703)	4,014
Taiwan Forestry Bureau	-	-	-	-	(1,542)	1,542
Juniper Hall Fund	-	51,001	-	51,001	(822)	51,823
Flatford Mill Campaign Fund	-	-	31,380	31,380	2,839	28,541
Flatford Mill Natural History Bursary	-	-	2,222	2,222	(521)	2,743
Castlefield and Haydon Abbey Project	-	-	411	411	(1,559)	1,970
NiEA Invaders of the Natural World	-	-	-	-	-	-
NiEA Connswater Mudflats	-	-	-	-	-	-
Young Darwin	-	-	44,997	44,997	7,088	37,909
Growing Green Mentors	-	-	-	-	-	-
Tomorrow's Biodiversity	-	-	43,734	43,734	(2,325)	46,059
Kids Fund	-	-	(5,586)	(5,586)	7,733	(13,319)
Centre Support Funds	-	-	102,341	102,341	(7,913)	110,254
Oakley Fund	-	-	-	-	-	-
Thornton Bursary	-	-	303	303	-	303
	-	<b>51,001</b>	<b>1,859,494</b>	<b>1,910,495</b>	<b>366,890</b>	<b>1,543,605</b>
<b>TOTAL</b>	<b>17,712,737</b>	<b>2,055,574</b>	<b>370,172</b>	<b>20,138,483</b>	<b>797,027</b>	<b>19,341,456</b>

## 17 Movements on Reserves

	Balance 31-Dec-14	Incoming Resources	Resources Expended	Transfers	Gains on Investments	Total Movement	Balance 31-Dec-15
	£	£	£	£	£	£	£
<b>Unrestricted Funds</b>							
General Fund	857,570	16,563,431	(16,423,722)	(555,822)	6,630	(409,483)	448,087
Contingencies Fund	1,080,285	-	-	-	44,180	44,180	1,124,465
	<b>1,937,855</b>	<b>16,563,431</b>	<b>(16,423,722)</b>	<b>(555,822)</b>	<b>50,810</b>	<b>(365,303)</b>	<b>1,572,552</b>
<b>Designated Funds</b>							
Capital Fund	13,960,848	-	-	935,944	-	935,944	14,896,792
Development Fund	1,104,789	-	-	(134,821)	-	(134,821)	969,968
Bursary Fund	708,307	18,020	(48,018)	-	24,492	(5,506)	702,801
Epping Forest Fund	59,052	-	-	-	(177)	(177)	58,875
Research/Study Fund	20,000	-	-	-	-	-	20,000
Nettlecombe Court Fund	7,000	-	-	-	-	-	7,000
	<b>15,859,996</b>	<b>18,020</b>	<b>(48,018)</b>	<b>801,123</b>	<b>24,315</b>	<b>795,440</b>	<b>16,655,436</b>
<b>Restricted Funds</b>							
Malham Tarn Fund	308,636	-	-	(14,757)	-	(14,757)	293,879
Dale Fort Fund	105,042	-	-	(2,562)	-	(2,562)	102,480
Big Lottery Opal Project Scotland	9,977	121,051	(43,446)	(74,837)	-	2,768	12,745
Big Lottery Opal Project Northern Ireland	(3,633)	26,709	(15,977)	-	-	10,732	7,099
Millport Capital Works Fund	250,000	420,000	-	-	-	420,000	670,000
London Schools Excellence Inspiring Learning	55,891	49,865	(32,905)	(72,851)	-	(55,891)	-
Gill Stevens Award	-	5,225	-	-	-	5,225	5,225
Rural Carbon Challenge Fund	408,070	-	-	-	-	0	408,070
Blencathra Purchase Appeal	137,783	100	-	-	-	100	137,883
Friends of Belstead House Flatford	4,014	-	(1,703)	-	-	(1,703)	2,311
Taiwan Forestry Bureau	1,542	10,192	(6,036)	(5,698)	-	(1,542)	0
Juniper Hall Fund	51,823	-	-	-	(822)	(822)	51,001
Flatford Mill Campaign Fund	28,541	2,848	(9)	-	-	2,839	31,380
Flatford Mill Natural History Bursary	2,743	-	-	(521)	-	(521)	2,222
Castlefield and Haydon Abbey Project	1,970	3,000	(700)	(3,859)	-	(1,559)	411
NiEA Invaders of Natural World	-	13,873	(4,413)	(9,460)	-	-	-
NiEA Connswater Mudflats	-	19,557	(6,728)	(12,829)	-	-	-
Young Darwin Scholarship	37,909	13,480	(1,222)	(5,170)	-	7,088	44,997
Growing Green Mentors	-	3,000	-	(3,000)	-	-	-
Tomorrow's Biodiversity	46,059	71,655	(67,807)	(6,173)	-	(2,325)	43,734
Kids Fund	(13,319)	41,317	-	(33,584)	-	7,733	(5,586)
Centre Support Funds	110,254	6,652	(14,565)	-	-	(7,913)	102,341
Oakley Fund	-	-	-	-	-	-	-
Thornton Bursary	303	-	-	-	-	-	303
	<b>1,543,605</b>	<b>808,524</b>	<b>(195,511)</b>	<b>(245,301)</b>	<b>(822)</b>	<b>366,890</b>	<b>1,910,495</b>
<b>Total Movements on Funds in the Year</b>	<b>19,341,456</b>	<b>17,389,975</b>	<b>(16,667,251)</b>	<b>0</b>	<b>74,303</b>	<b>797,027</b>	<b>20,138,483</b>

The transfer between the unrestricted capital fund and the designated development fund is equivalent to the change in net book value of the fixed assets, and represents total additions, less disposals less depreciation during the year.

## 18 Nature and Purpose of Funds

### Unrestricted funds

**General Fund** represents the operational income and expenditure.

**Contingencies fund** is represented by the value of the major part of investments.

### Designated funds

These are funds designated or earmarked by the Executive Committee for such purposes as the Committee deems appropriate.

**Capital fund** is represented by the value of tangible fixed assets together with the shareholding in the subsidiary.

**Development fund** is used for the major capital development projects and is credited each year with any surplus of income and expenditure not otherwise appropriated.

**Bursary Fund** is designated and used to support disadvantaged children who might find it difficult to come on outdoor classroom courses because of financial circumstance. The fund is aimed at individuals.

**Epping Forest Fund** is represented by specific investment and is held for income.

**Research/Study Fund** is held for purposes of promoting further study and research.

**Nettlecombe Court Fund** is held for particular maintenance works at the centre.

### Restricted Funds

These funds which arise from grants and donations given for purposes specified by the donor and which must be used for those purposes.

**Malham Tarn Fund** is the total of donation and grants received toward the cost of the redevelopment of the High Stables building at Malham Tarn Field Centre. It is being written back to the Development fund over the remaining period of the lease (to 2035).

**Dale Fort Fund** represents a grant received from National Assembly of Wales towards cost of redevelopment at Dale Fort. It is being written back to the Development fund over the estimated useful life of 50 years.

**Big Lottery Opal Scotland** is a project which has the aim of providing free outdoor learning for schools in their grounds and local parks with a particular emphasis on secondary schools in inner city Glasgow.

**Big Lottery Opal N.Ireland Building** on the concept of Open Air Laboratories this fund has developed activities and resources including surveys to allow schools and communities throughout Belfast get closer to their local environment while collecting important scientific data

**Millport Capital Works Fund** This represents donations toward capital work at Millport and reflects £150,000 from the Scottish Funding Council and £100,000 from Garfield Weston Foundation in 2014.

In 2015 a donation from Magnox £300,000 and Robertson Trust gave £120,000 towards the Aquarium.

**London Schools Excellence Fund : Inspiring Learning** through outdoor science and geography. The project uses London as a location to inspire teachers and provides training and resources which support accessible, relevant and inspirational learning in biology, chemistry, physics and geography.

**Gill Stevens Award** This fund is named in memory of a great supporter of outdoor education and is used for children from state schools near selected Royal Parks to get hands-on with nature and understand local wildlife

**DEFRA Rural Carbon Challenge Fund.** This project aims to reduce the carbon footprint of Blencathra Field Centre by about 80% through the provision of a number of renewable energy sources in place of fossil fuel methods.

**Blencathra Purchase Appeal** This represents funds raised from an appeal toward the purchase of Blencathra Field Centre in Autumn 2013.

**Taiwan Forestry Bureau** is a fund that links FSC with TFB and builds on FSC's visit in October 2014.

**Heritage Lottery Fund (HLF) Invertebrate Challenge** is a three year project - in some ways a successor to Biodiversity training and it will train volunteers in identification and recording of invertebrate species.

**Juniper Hall Fund** is held to produce income for the support of the FSC's activities at Juniper Hall Field Centre.

**Flatford Mill Campaign Fund** is held to raise monies to provide additional facilities at Flatford Mill Field Centre.

**Friends of Belstead House Flatford** This was a donation from the funds of another charity and is to be spent for the interests and benefits of adult Suffolk students only.

**Flatford Mill Natural History Bursary** is to provide bursaries to assist young adults to attend natural history courses at Flatford Mill.

**Castlefield and Haydon Abbey Project** allows children from two schools in Buckinghamshire to attend Amersham Field centre to develop their environmental education. Funding for five years has been made possible by a legacy.

**Northern Ireland Economic Area Invaders of the Natural World** fund looks at native and non-native Co. Fermanagh species and the potential threats to non-natives. Young people examine impacts on local eco-systems.

**Northern Ireland Economic Area Connswater Mudflats** fund looks at unique eco-system of Belfast Lough. Young people use interactive workshops to examine the flora and fauna of the area.

**Young Darwin** project encourages and supports young people who have a real interest in the natural world and seeks to develop the next generation of 'Charles Darwins'.

**Growing Green Mentors** project trains a number of youngsters from Blackpool in leadership and mentoring. They then help lead primary age youngsters in developing environmental understanding both at FSC Castle Head and in Blackpool.

**Tomorrow's Biodiversity** is a strategic five year research and training project. The first couple of years involved research into indicator species of climate change. The following three years encompass taxonomic recording and training.

**Kids Fund** provides funding to enable groups of disadvantaged young people to attend courses who otherwise could not, either because of disability or inability to afford the fees. The fund is credited with all membership fees and other specific donations.

**Centre Support Funds** are held to raise monies to support or provide additional facilities at certain Field Centres - currently those at Amersham, Flatford Mill, Juniper Hall, Kindrogan, Malham Tarn, Nettlecombe, Preston Montford, Rhyd-y-Creiau and Sipton.

**Oakley Fund** is to provide funding for research and other initiatives supporting outdoor learning.

**Thornton Bursary Fund** is to provide bursaries to assist disadvantaged individuals in the study of ornithology at Malham Tarn Field Centre.

### 18b Transfers Between Funds

	General Funds £	Designated Funds £	Restricted Funds £
i Appropriate 2014 Surplus	(783,804)	783,804	-
ii To finance attendance on courses :			
Young Darwin Scholarship	5,170	-	(5,170)
Northern Ireland Invaders of Natural World	9,460	-	(9,460)
Northern Ireland Connswater Mudflats	12,829	-	(12,829)
iii To finance course attendance for disadvantaged groups :			
Kids Fund	33,584	-	(33,584)
Flatford Mill Natural History Bursary	521	-	(521)
Castlefield Haydon Abbey Legacy	3,859	-	(3,859)
Growing Green Mentors	3,000	-	(3,000)
iv To provide administrative resources to projects :			
Big Lottery Opal project Scotland	74,837	-	(74,837)
Big Lottery Opal project Northern Ireland	-	-	-
Gill Stevens Award	-	-	5,225
London Schools Excellence Fund : Inspiring Learning	72,851	-	(78,076)
Tomorrow's Biodiversity	6,173	-	(6,173)
Taiwan Forest Bureau	5,698	-	(5,698)
v Write back of restricted fund grants to development fund over specific term :			
Malham Tarn fund to 2035	-	14,757	(14,757)
Dale Fort fund to 2055	-	2,562	(2,562)
	<b>(555,822)</b>	<b>801,123</b>	<b>(245,301)</b>

### 18c Analysis of Net Assets Between Funds

	General Funds £	Designated Funds £	Restricted Funds £	Total £
<b>Fixed Assets</b>				
Tangible Assets	-	17,712,737	-	17,712,737
Investments	1,236,171	768,404	51,001	2,055,576
<b>Current Assets</b>				
Stocks and Work in Progress	177,941	-	-	177,941
Debtors	890,337	-	147,760	1,038,097
Cash at Bank and in Hand	1,507,558	(937,765)	1,711,734	2,281,527
Creditors : amounts due within one year	(2,239,455)	(58,681)	-	(2,298,136)
Creditors : amounts due after one year	-	(829,259)	-	(829,259)
<b>Total Net Assets</b>	<b>1,572,552</b>	<b>16,655,436</b>	<b>1,910,495</b>	<b>20,138,483</b>

### 19 Analysis of Changes in Net Debt

	Last year £	Cash Flow £	Exchange Movement £	This year £
Cash at Bank and in Hand	2,898,867	(599,783)	(17,557)	2,281,527
<b>Net Funds</b>	<b>2,898,867</b>	<b>(599,783)</b>	<b>(17,557)</b>	<b>2,281,527</b>

## 20 Contingent Liabilities

Under its membership of ABTOT (The Association of Bonded Travel Organisers Trust), the FSC is noted as the Travel Organiser in a bond dated 20 October 2015 between Travel & General Insurance Company plc as Obligor and ABTOT. The insurance company would pay the amount of the bond if ABTOT were to have reasonable grounds for believing that the Travel Organiser were unable to carry out its obligations to its customers.

## 21 Capital Commitments

Capital Commitments not otherwise provided for in the accounts amounted to :

	This Year	Last Year
	£	£
Contracted for	812,483	318,470
Authorised but not contracted for	2,439,660	1,356,000

## 22 Operating Lease Commitments

The Council has annual commitments under non-cancellable operating leases expiring:

	This Year	Last Year
	£	£
<b>Within one year</b>		
- Land and Buildings	50,432	35,616
- Other Operating Leases	696	-
<b>Between one and two years</b>		
- Land and Buildings	-	-
- Other Operating Leases	2,395	696
<b>Between two and five years</b>		
- Land and Buildings	38,460	80
- Other Operating Leases	6,353	2,663
<b>More than five years</b>		
- Land and Buildings	65,647	115,187
- Other Operating Leases	281	3,456

## FSC Learning Locations

**Blencathra Field Centre**  
Threlkeld, Keswick  
Cumbria CA12 4SG  
Telephone 01768 779601  
*Head of Centre: Tim Foster*

**Castle Head Field Centre**  
Grange-over-Sands  
Cumbria LA11 6QT  
Telephone 0845 330 7364  
*Head of Centre: Paul Bond*

**Flatford Mill Field Centre**  
East Bergholt  
Suffolk CO7 6UL  
Telephone 0845 330 7368  
*Head of Centre: John Blair*

**Margam Park Discovery Centre**  
Margam Park  
Port Talbot SA13 2UA  
Telephone 01639 895636  
*Head of Centre: Jane Richmond*

**Malham Tarn Field Centre**  
Settle  
North Yorkshire BD24 9PU  
Telephone 01729 830331  
*Head of Centre: Jim Wright*

**Nettlecombe Court**  
The Leonard Wills Field Centre  
Williton, Taunton  
Somerset TA4 4HT  
Telephone 01984 640320  
*Head of Centre: Nick Laphorn*

**Preston Montford Field Centre**  
Montford Bridge, Shrewsbury  
Shropshire SY4 1DX  
Telephone 0845 330 7378  
*Head of Centre: Adrian Pickles*

**Rhyd-y-Creuau**  
The Drapers' Field Centre  
Betws-y-Coed Conwy LL24 0HB  
Telephone 01690 710494  
*Head of Centre: Andy Taylor*

**Slapton Ley Field Centre**  
Slapton, Kingsbridge  
Devon TQ7 2QP  
Telephone 01548 580466  
*Head of Centre: Andy Pratt*

### **FSC London Region**

*Head of FSC London Region: Simon Ward*

**Juniper Hall Field Centre**  
Mickleham, Dorking  
Surrey RH5 6DA  
Telephone 0845 458 3507  
*Head of Centre: Simon Ward*

**FSC London Projects**  
5th Floor, 44 The Broadway  
Stratford London E15 1XH  
Telephone 020 3130 0469  
*Head of Centre: Helen Robertson*

**Amersham Field Centre**  
Amersham Sub-Station  
Mop End, Amersham  
Buckinghamshire HP7 0QR  
Telephone 01494 721054  
*Head of Centre: Jackie Rham*

**Epping Forest Field Centre**  
High Beach, Loughton  
Essex IG10 4AF  
Telephone 0208 502 8500  
*Head of Centre: Steve Bunce*

### **FSC Scotland**

*Head of FSC Scotland: Daniel Moncrieff*

**Millport Field Centre**  
Isle of Cumbrae  
Scotland KA28 0EG  
Telephone 01475 530581

**Kindrogan Field Centre**  
Enochdhu, Blairgowrie  
Perthshire PH10 7PG  
Telephone 01250 870150

### **FSC Ireland**

*Head of FSC Ireland: Noel Elliott*

**Derrygonnelly Field Centre**  
Derrygonnelly  
Co. Fermanagh BT93 6HW  
Telephone 028 686 41673

**Belfast Field Centre**  
Titanic Quarter  
Belfast BT3 9DT  
Telephone 0845 261 3670

### **FSC Pembrokeshire**

*Head of FSC Pembrokeshire: Chris Millican*

**Dale Fort Field Centre**  
Haverfordwest  
Pembrokeshire SA62 3RD  
Telephone 0845 330 7365

**Orielton Field Centre**  
Pembroke  
Pembrokeshire SA71 5EZ  
Telephone 0845 330 7372

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