



Report and Financial Statements

YEAR ENDED 30 SEPTEMBER 2024

Company Number: 14161

British Dental Association

Report and financial statements for the year ended 30 September 2024

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British Dental Association

Report of the Chair of the Principal Executive Committee for the year ended 30 September 2024

Report of the Chair of the Principal Executive Committee

2023/24 was another period when dentistry had high political salience, which was particularly important during a Westminster election year. We have said repeatedly in recent years that the voice of the BDA has never been louder with profile across broadcast, print and online media extremely strong. That resulted in dentistry and oral health being a major doorstep issue during the snap election campaign in 2024. All major parties made dentistry election pledges with the Labour Party committing to contractual reform. The new Labour Health Secretary Wes Streeting honoured his commitment to meet with the BDA at the earliest opportunity once in Government. However, what has followed has been hugely frustrating, with the new Government extremely slow in implementing pay uplifts and very little progress made in delivering that much needed NHS reform.

Driving NHS change has been one of six strategic priority areas we are focused on as a Board in the current three-year period. Important and detailed work took place in all four UK nations as we saw improvement to the statement of dental remuneration in Scotland and in-depth negotiations continue in Wales towards a substantive new contract. Marginal improvements were made in England ahead of the election whilst, despite political impasse, in Northern Ireland we were able to argue the case for some additional investment in health service dentistry. We were also frustrated by the way administrations implemented NHS pay uplifts. These were delayed and, particularly for GPs, meant that the full benefit of the Review Body's recommendations was not felt.

Of the other strategic themes, the flip side of supporting those undertaking NHS dentistry is making sure we are also there for those focused on private care. We have continued to develop our support, content and advocacy for all dentists, whatever their balance of care.

We have also focused on the way we work as an organisation, with considerable discussion around our physical space resulting in a decision to reduce our footprint and move out of our Wimpole Street home. The BDA staff have also begun trialling an innovative four-day week working pattern during the year.

Work around our membership offer remains an absolutely key strategic priority as we seek to address the decline we continue to see in membership numbers. We have instituted a number of changes during the year that are aimed at attracting and retaining members – the bedding in of the website (itself a strategic priority), incremental changes such as our new human resources consultancy offer, continuing professional development on demand via our CPD hub, and a new career hub. More substantial changes are to come in the form of an offer for overseas qualified dentists and practice solutions. The research we have done this year tells us that members are positive about what we do, but we need to do more to demonstrate value for hard-earned money.

Despite the strong BDA profile, and the efforts to grow services, we continue to face a challenge in recruiting and retaining members. As this set of accounts shows, the decline in member numbers has contributed to a challenging financial year for the Association. After solid post-pandemic recovery for the BDA, a number of our income streams have been impacted by tough economic circumstances. That continues to be the case notably for journals advertising revenue, where the recruitment environment in particular is challenging. We ran a deficit budget for 2023/24 and ended up close to where we expected to be at the end of the year, but with an expectation that delivering improvement in our membership offer will enable a sustained recovery in subsequent years. We look forward to that challenge of delivering that growth in 2025 and beyond.



E Crouch

Chair of Principal Executive Committee

British Dental Association

Directors and professional advisors for the year ended 30 September 2024

Directors and Advisors

The following held office during the year:

M Armstrong	
P Blaylock	(resigned 31 December 2024)
V Chan	
S Charlwood	(appointed 1 January 2025)
E Crouch, Chair of the Principal Executive Committee	
P Crooks	
L Cross	
L Harrhy	(appointed 1 January 2024)
T Harker	(resigned 1 January 2024)
J Edwards	
S John	(appointed 1 January 2024)
N Jones	(appointed 1 January 2024)
A Lockyer	
N Marshall	(appointed 1 January 2025)
C Morris	(resigned 1 January 2024)
J Mynors-Wallis	
N Patel	(appointed 1 January 2024)
J Stokes	
P Woodhouse	(resigned 31 December 2024)

Bankers

National Westminster Bank plc, 1 Cavendish Square, London, W1A 4NU

Auditors

BDO LLP, 55 Baker Street, London, W1U 7EU

Registered office

64 Wimpole Street, London, W1G 8YS

Company number

14161

British Dental Association

Directors' report for the year ended 30 September 2024

The directors present their report together with the audited financial statements of the group for the year ended 30 September 2024.

Constitution

The British Dental Association ("BDA") is a Special Register Body as defined under s.84 of the Industrial Relations Act 1971. As such it is both a registered trade union and company limited by guarantee, registered in England and Wales.

British Dental Association Trust Fund

The British Dental Association Trust Fund ("The Trust"), which is limited by guarantee (company number 849283) and therefore governed by its Memorandum and Articles of Association, is also a registered charity (charity number 313407).

The British Dental Association Trust Fund is an incorporated charity which is limited by guarantee with a year end of 30 September 2024. The objects of the charity are:

- a) To promote, encourage and advance the study and practice of dentistry and allied sciences.
- b) To advance education in connection with dentistry and allied sciences.
- c) To promote dental health and to further dental health education.
- d) To attain the above-mentioned objects by any of the following among other means:
 - i. The execution and discharge or the assistance in the execution and discharge (so far as it shall be lawful) of any educational or other charitable function of the British Dental Association.
 - ii. The provision and/or maintenance and improvement of a library and museum or libraries and museums.

The Trust Fund is largely funded by the Association and is considered to be under common control. As a result the Directors of British Dental Association are of the opinion that in accordance with section 9.4 of FRS 102 the Trust should be considered to be a subsidiary of the British Dental Association.

Basis of consolidation

The consolidated accounts of the group incorporate the accounts of the BDA and its subsidiary undertaking, the British Dental Association Trust Fund, which is a registered charity. The results of the charity are consolidated on a line by line basis within the consolidated income and expenditure account using those categories that best reflect the activities of the charity. Separate financial statements for The Trust are available from its registered office and the Charity Commission and present a separate Statement of Financial Activities ('SOFA') for the charity and other disclosures as set out by Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities (FRS102), effective 1 January 2019.

Principal activity

The BDA is a professional association and trade union providing professional and legal support to dentists in all working environments through advice, representation, events, publications and policy making.

Membership

Membership numbers at the end of the financial year totalled 14,587 (2023 – 15,110) Qualified members totalled 13,648 (2023 – 14,265) and student numbers totalled 939 (2023 - 845).

Fixed assets

Details of movements in fixed assets are set out in the notes to the accounts.

The directors recognise that the market value of the long leasehold property is materially higher than the historical cost value stated in the accounts.

British Dental Association

Directors' report for the year ended 30 September 2024 (*continued*)

Future developments

The Association has decided to leave 64 Wimpole Street, which has been the BDA's home for over 60 years. Since the pandemic, it has become clear that the building is far larger than required for our current operations, as much of our work is now carried out remotely. After careful consideration, we have concluded that selling the property is in the BDA's best interest. Maintaining an underutilised building is no longer a practical use of members' funds. The Association will use this milestone as an opportunity to improve how we support staff and members.

Also, the 2024/25 financial year signifies the conclusion of the current three-year strategic cycle for the BDA. Throughout this year, our efforts will continue to be directed towards the six priorities set for this period. These include enhancing support for members who rely on private income, providing leadership to drive reforms in NHS contractual frameworks, and conducting a comprehensive review of the Association's membership structure and offerings to better align with members' evolving needs.

We will also focus on expanding support for the entire dental team, ensuring our services cater to all dental professionals. Additionally, we will optimise internal processes to ensure that our organisational operations remain effective in delivering value to members.

Transforming the BDA website into an asset that fosters positive engagement with members and the wider dental community is another key priority. In the coming year, the Association will provide online advice to dentists seeking to register to practise in the UK. As this strategic cycle concludes, we will also lay the groundwork for a new three-year strategy to be launched in autumn 2025.

Pension deficit

The interim actuarial valuation of the defined benefit scheme as of 30 September 2024, based on the principles of chapter 28 of FRS 102 reveals a deficit of £1,467,037 (2023 - deficit of £1,524,458). Details are set out in *Note 20* to the accounts. Due to the significant increase in the scheme's deficit in recent years, the Association has granted the trustees of the fund security over 64 Wimpole Street. To eliminate the funding shortfall while the Association is in a period of financial recovery, the Trustees and the BDA have agreed a reduced monthly contribution totalling £18,392 will be paid to the scheme. This will increase annually at a rate of 3.70% on and from 1 April 2025. Contributions will return to their normal level in October 2026, at a monthly rate of £46,663.

Statement required by the Trade Union and Labour Relations (Consolidation) Act 1992

A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the union may take steps with a view to investigating further, obtaining clarification and if necessary, securing regularisation of that conduct.

The member may raise any such concern with one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Directors

The directors who served during the year are as stated on Page 2.

British Dental Association

Directors' report for the year ended 30 September 2024 (*continued*)

Governance

The Association has one decision making body, the Principal Executive Committee (PEC) who are directly elected by members, and which sets the policy and strategic direction of the BDA. The PEC receives advice and opinion from advisory committees to help it in its role. These committees will usually deal with detailed policy analysis and proposals. Some advisory committees (referred to as 'craft committees') are also elected to represent particular parts of the profession, as well as provide advice. Committees can therefore be purely advisory, or advisory and representative.

The Association has in place an audit committee to ensure that the interests of members are properly protected in relation to financial reporting and internal control. Members are able to raise any issues of concern to Jason Stokes, the Chair of the Audit Committee.

To further strengthen the governance and democratic representation of the Association there is a Scrutiny Committee, made up of elected members of the Association's UK Council. This has the following remit:

- to support the Principal Executive Committee (PEC) in undertaking its obligation to deliver a report and financial statements to the United Kingdom Council, by identifying and prioritising issues for discussion through early consideration of the report with senior officers and staff;
- to consider, comment, and make recommendations where appropriate, on the quality and content of reporting by the PEC to the country councils and representative structure;
- to offer, or provide when requested, commentary and advice to the Audit Committee on any issues and activities within the Audit Committee's remit;
- to provide a forum for review of any issue within the UK Council's remit, and referred to it by the UK Council;
- to provide a forum for review of any issue jointly referred to it by the UK Council and PEC; and
- to provide regular reports to the UK Council, including recommendations for action as appropriate.

Charitable and political contributions

During the year the BDA contributed £815,000 (2023 - £640,000) to the BDA Trust Fund. There were no political contributions during the year (2023 - £Nil).

Financial instruments

Liquidity risk

Liquidity risk arises from the Association's management of working capital and the finance charges and principal repayments on its debt instruments. It is the risk that the Association will have difficulty meeting its financial obligations as they fall due. The directors of the Association receive a 12-month cash flow projection during the budget setting process as well as a cash flow statement in the monthly management accounts pack. The cash flow projection is updated to reflect changes in operational activities as part of the Association's quarterly forecasting systems. At the end of the financial year, these projections indicate that the Association should have sufficient liquid resources to meet its obligations under all reasonably expected circumstances.

British Dental Association

Directors' report for the year ended 30 September 2024 *(continued)*

Financial instruments *(continued)*

Market risk

The Association is mainly exposed to market risk from the investment portfolio held within the Shirley Glasstone Hughes restricted fund of The BDA Trust Fund. The trustees have drawn down the value of the fund and plan to divest fully in the short term. The trustees have accepted that investments can fluctuate in value.

Cash flow interest rate risk

The Association is exposed to cash flow interest rate risk from its long-term borrowings. Interest is chargeable at 1.05%- 2.62% over the Bank of England base rate. Should the base rate increase, higher interest charges will be partly offset by an increase in interest received from the Association's deposit account which is also linked to the base rate.

Auditors

All of the current directors have taken all the steps that they ought to have taken to make themselves aware of any information needed by the company's auditors for the purposes of their audit and to establish that the auditors are aware of that information. The directors are not aware of any relevant audit information of which the auditors are unaware.

BDO LLP have expressed their willingness to continue in office. A resolution to re-appoint them will be proposed at the annual general meeting.

This report was approved by the directors on 26th February 2025 and signed on its behalf by



E Crouch
Chair of Principal Executive Committee

British Dental Association

Strategic report for the year ended 30 September 2024

Business review

The group's net deficit before taxation for the year was £701,929 (2023 – £56,599 deficit).

The Association continued its initiatives to retain members amid external economic challenges impacting its membership. While our efforts have seen some impact, we, like many professional associations, still contend with an overall decrease in membership. During this period, we successfully launched a new website—a project in development for several years—that lays the foundation for further digital innovation. Looking ahead, we will continue to enhance this website to provide timely and useful services and information to our members. Additionally, we are preparing to launch a new proposition for overseas members, both of which are anticipated to motivate new members to join and enhance the value we offer to those re-entering the profession after a break. All dentist members will enjoy access to a new 'core' CPD on demand package making earning GDC-recommended learning easier.

The BDJ portfolio exhibited strong editorial performance, showing continuous growth in submissions and publications throughout the financial year. Display advertising segments performed well, driven by increased online sales. However, the classified segments faced ongoing challenges due to issues in the recruitment market. Despite these challenges, there was significant growth in the Open Access (OA) segment, supported by Springer Nature's Transformative and Fully OA agreements, which have increased in both number and global reach. This has helped a greater number of authors pursue the OA publishing option. With half of the portfolio's titles featuring OA content and on track to each have a Journal Impact Factor by mid-2025, the BDJ Portfolio is well-placed to further expand its market share and continue seeing growth in submissions and publications in the upcoming year. Editorial growth and stable OA sales are anticipated in 2025, while advertising sales may remain volatile.

This year saw significant upgrades to our CPD Hub, now fully integrated with our website. A major re-theming project was completed, with plans to expand features and add more learning content in 2025 to support the professional development of our members and their teams.

This year, the Association's closed final salary pension scheme deficit stood at £1,469,000, down from a prior year position of £1,526,000. Contributing factors included changes in financial and demographic assumptions, company contributions, and higher-than-expected asset returns.

Events continue to be a valued benefit to members. Virtual training sessions maintained their popularity with the introduction of new topics. The re-introduction of an in-person CPD study day was met with positive reception, and dento-legal seminars aimed at raising the profile of BDA Indemnity were well-attended. Additionally, successful workshops, webinars, and local events gained positive feedback from members. Our local services network remains active, with certain regions experiencing higher participation in clinical-focused events. Efforts to regenerate areas and recruit new committee members have resulted in successful inaugural events in several sections.

BDA Indemnity now an established product and continues to grow. The wrap around cover of indemnity, expert advice from dento-legal advisors (the ethos of dentists for dentists) and the full panoply of BDA advisory services that members can call upon for all their practising needs is supremely unique. Recent market changes and court cases have highlighted the importance of entity cover, with the Association's indemnity product filling the gap. The Association has secured retroactive cover for applicants from claims-made products, providing them with the security of an occurrence-based product. We continue to press authorities for improvements and reassure the profession about the benefits of BDA Indemnity.

British Dental Association

Strategic report for the year ended 30 September 2024 (*continued*)

Key performance indicators

The primary key performance indicator (KPI) for the BDA is its membership. As of the close of the financial year, the total membership reached 14,587, comprising 13,648 dentist members and 939 students.

The influence of BDA Indemnity has played a role in shaping the membership profile, as numerous dentists have upgraded their membership to access the full spectrum of Association services.

Notably, the student membership numbers are gradually recovering since dental school visits have resumed. The resumption of these visits has provided us with an opportunity to reestablish connections with this demographic and communicate the benefits of membership more effectively.

Going Concern

The current economic landscape presents various challenges for businesses, particularly concerning their ability to continue operations and manage cash flow effectively. Factors such as the ongoing effects of the Covid-19 pandemic, Brexit, rising living costs, and shifting consumer behaviours have intensified these challenges. Whilst the Association continues its initiatives to retain members amid external economic challenges, like many professional associations, we still contend with an overall decrease in membership.

The directors have reviewed financial budgets for the forthcoming year and beyond, paying particular attention to predicted changes in demand over the short-to-medium term. They have conducted detailed cash flow projections to evaluate the impact of the current economic conditions on the Association's revenue streams and cash flow. Recognising the economic uncertainty and its potential effects on operations, the directors have prepared these forecasts with prudence, ignoring the potential sale of 64 Wimpole Street.

Although there was a decrease in cash balances over the year, the overall financial position remains robust. The Association benefits from a significant influx of membership renewals, with 42% occurring in June and July, which provides substantial support to the cash flow, ensuring financial stability and aiding strategic planning. Additionally, the Association receives two forecast-based advances from Springer Nature, its publishing partner for the BDJ Portfolio. With an offer now received for the building, the potential sale will further boost the Association's cashflow, enabling greater investment to better serve its members.

The directors are confident that the Association has adequate resources to meet its obligations for the foreseeable future. Consequently, the financial statements have been prepared on a going concern basis.

British Dental Association

Strategic report for the year ended 30 September 2024 (*continued*)

Principal risks and uncertainties

Navigating the economic landscape presents significant forecasting challenges for the Association. Despite our stable revenue streams, we must remain vigilant and adaptable, continually reassessing our forecasts and strategic goals. Our dedication to core principles—supporting our members, assisting dental teams, and advocating for dentists and patients across all four nations—remains unwavering.

Recent years have been marked by unparalleled business uncertainty due to the Covid-19 pandemic, Brexit, and rising living costs. These factors have profoundly affected consumer behaviour and business operations. While it is impossible to anticipate every potential disruption, our strategy focuses on positioning the Association for a resilient and competitive recovery. This involves strengthening our reserves to buffer against unforeseen events and making strategic investments in our services and resources.

Balancing financial prudence with the need for strategic investments is crucial as we navigate these challenges. By maintaining a proactive approach to financial management and strategic planning, the Association aims to effectively manage these uncertainties while continuing to support the dental community and enhance member services.

Approval

The Strategic report was approved by the directors on 26th February 2025 and signed on its behalf by



E Crouch
Chair of Principal Executive Committee

British Dental Association

Directors' responsibilities statement for the year ended 30 September 2024

The directors are responsible for preparing the strategic report, the directors' report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the group and company financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and company and of the profit or loss of the group and company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting 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 company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the company's website is the responsibility of the directors. The directors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

British Dental Association

Independent auditor's report

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE BRITISH DENTAL ASSOCIATION

Opinion on the financial statements

In our opinion:

- the financial statements give a true and fair view of the state of the Group's and of the Parent Company's affairs as at 30 September 2024 and of the Group's results for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- the financial statements have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements of British Dental Association ("the Parent Company") and its subsidiary ("the Group") for the year ended 30 September 2024 which comprise the consolidated statement of comprehensive income, the consolidated statement of changes in reserves, the Association statement of changes in reserves, the consolidated balance sheet, the Association balance sheet, the consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Parent Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group or Parent Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Report and Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

British Dental Association

Independent auditor's report (*continued*)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Other Companies Act 2006 reporting

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

- the information given in the Strategic report and Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and Directors' report have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Group and the Parent Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic report or the Director's report.

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

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

Other matters on which we are required to report by exception

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 ("the Act") requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements of the Act; or
- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements of the Act; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

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

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

British Dental Association

Independent auditor's report (continued)

Auditor's responsibilities for the audit of the financial statements

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

Extent to which the audit was capable of detecting irregularities, including fraud

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

Non-compliance with laws and regulations

Based on our understanding of the Group and Parent Company and the industry in which it operates, we identified that the principal laws and regulations that directly affect the financial statements to be the UK Companies Act and the Trade Union and Labour Relations (Consolidation) Act 1992. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. In addition the Company is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: relevant tax legislation, Data Protection Act 2018 and the Bribery Act 2010. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Directors and other management and inspection of regulatory and legal correspondence if any.

Our procedures in respect of the above included:

- Review of the Parent Company's documentation of risks and associated mitigating actions to ensure these were in line with our expectation based on the industry in which the Parent Company operates;
- Review of Audit Committee, Finance Committee and Principal Executive Committee meeting minutes for any instances of non-compliance with laws and regulations;
- Enquiries of management regarding any matters which might indicate a breach of applicable laws and regulations, and agreeing to corroborating documentation were necessary;
- Inspection of regulatory and legal correspondence if any; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

Fraud

As part of designing our audit, we assessed the risks of material misstatement in the financial statements, including how fraud may occur. We considered the Group and Parent Company's own assessment of the risks that irregularities may occur either as a result of fraud or error and held discussions to consider whether there was any knowledge of actual, suspected or alleged fraud. As part of our discussions, we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Where possible, we obtained and reviewed corroborating documentation.

We also completed the following procedures:

- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud, and held discussions within the engagement team to consider how and where fraud might occur;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through the timing of transactions, particularly in relation to the recognition of income;

British Dental Association

Independent auditor's report (continued)

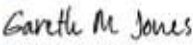
- Assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates, in particular in relation to the Company's participation in the Group's defined benefit pension scheme and the estimation uncertainty around the recognition of journal income;
- Reviewed the minutes of the Audit Committee, Finance Committee and Principal Executive Committee meetings for any instances of suspected or actual fraud; and
- Made enquiries of management regarding any matters which might indicate an instance of suspected or actual fraud.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Use of our report

This report is made solely to the Parent 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 Parent Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Parent Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

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Gareth M Jones (Senior Statutory Auditor)
For and on behalf of BDO LLP, Statutory Auditor
London, UK

Date: 30 April 2025

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

British Dental Association

Consolidated statement of comprehensive income for the year ended 30 September 2024

	Note	2024 £	2023 £
Income	4	16,247,756	16,069,341
Cost of sales	4	(2,708,020)	(2,683,490)
Net income	4	13,539,736	13,385,851
Meeting and sessional costs		(501,564)	(539,239)
Staff costs and overheads		(13,123,729)	(12,464,115)
Branch expenditure		(301,556)	(188,720)
Surplus on disposal of investments		25,708	-
Movement from changes in fair value of investments		55,378	79,662
Operating (deficit)/surplus	7	(306,027)	273,439
Interest receivable		52,059	46,350
Investment income		26,346	34,007
Interest payable and similar charges	8	(100,307)	(93,395)
Other finance charges	9	(374,000)	(317,000)
Deficit before taxation		(701,929)	(56,599)
Taxation on (deficit)	10	-	-
(Deficit) for the year		(701,929)	(56,599)
Actuarial surplus/(deficit) on pension scheme		220,000	(883,000)
Total comprehensive (loss) for the year		(481,929)	(939,599)

All amounts relate to continuing activities.

The notes on pages 21 to 42 form part of these financial statements.

British Dental Association

Consolidated statement of changes in reserves

Year ended 30 September 2024	Note	Income and expenditure account £	Restricted funds £	Total equity £
1 October 2023		2,402,212	337,787	2,739,999
Comprehensive (expense) for the year		(623,938)	(77,991)	(701,929)
Actuarial gain on pension scheme	21	220,000	-	220,000
Total comprehensive deficit for the year		(403,938)	(77,991)	(481,929)
30 September 2024		1,998,274	259,796	2,258,070
Year ended 30 September 2023	Note	Income and expenditure account £	Restricted funds £	Total equity £
1 October 2022		3,282,725	396,873	3,679,598
Comprehensive income/(expense) for the year		2,487	(59,086)	(56,599)
Actuarial loss on pension scheme	21	(883,000)	-	(883,000)
Total comprehensive deficit for the year		(880,513)	(59,086)	(939,599)
30 September 2023		2,402,212	337,787	2,739,999

The notes on pages 21 to 42 form part of these financial statements.

British Dental Association

Association statement of changes in reserves

Year ended 30 September 2024	Note	Income and expenditure account £	Restricted funds £	Total equity £
1 October 2023		1,939,036	-	1,939,036
Comprehensive deficit for the year		(619,801)	-	(619,801)
Actuarial gain on pension scheme	21	220,000	-	220,000
Total comprehensive deficit for the year		(399,801)	-	(399,801)
30 September 2024		1,539,235	-	1,539,235

Year ended 30 September 2023	Note	Income and expenditure account £	Restricted funds £	Total equity £
1 October 2022		2,624,647	-	2,624,647
Comprehensive income for the year		197,389	-	197,389
Actuarial loss on pension scheme	21	(883,000)	-	(883,000)
Total comprehensive income for the year		(685,611)	-	(685,611)
30 September 2023		1,939,036	-	1,939,036

The notes on pages 21 to 42 form part of these financial statements.

British Dental Association

Consolidated balance sheet at 30 September 2024

Company number 14161	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	11		3,109,104		3,276,798
Heritage assets	12		60,000		60,000
Investments	13		24,940		1,031,153
			<hr/>		<hr/>
			3,194,044		4,367,951
Current assets					
Stocks	14	1,594		2,758	
Debtors	15	655,867		511,188	
Cash and cash equivalents		5,359,422		5,796,607	
		<hr/>		<hr/>	
		6,016,883		6,310,553	
Creditors: amounts falling due within one year	16	(4,394,153)		(5,083,579)	
		<hr/>		<hr/>	
Net current assets			1,622,730		1,226,974
			<hr/>		<hr/>
Total assets less current liabilities			4,816,774		5,594,925
			<hr/>		<hr/>
Creditors: amounts falling due after more than one year	17		(1,091,667)		(1,330,468)
Net pension liability	21		(1,467,037)		(1,524,458)
			<hr/>		<hr/>
Net assets			2,258,070		2,739,999
			<hr/>		<hr/>
Reserves					
Income and expenditure account			1,998,274		2,402,212
Restricted funds			259,796		337,787
			<hr/>		<hr/>
			2,258,070		2,739,999
			<hr/>		<hr/>

Included in restricted funds is an amount of £55,378 (2023- £79,662) relating to unrealised gain on the revaluation of fixed asset investments.

The financial statements were approved by the directors and authorised for issue on 26th February 2025



E Crouch
Chair, Principal Executive Committee

The notes on pages 21 to 42 form part of these financial statements.

British Dental Association

Association balance sheet at 30 September 2024

Company number 14161	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	11		3,088,565		3,255,225
Current assets					
Stocks	14	1,594		2,758	
Debtors	15	1,046,355		2,199,135	
Cash and cash equivalents		4,347,932		4,420,423	
		<u>5,395,881</u>		<u>6,622,316</u>	
Creditors: amounts falling due within one year	16	<u>(4,386,507)</u>		<u>(5,083,579)</u>	
Net current assets			<u>1,009,374</u>		<u>1,538,737</u>
Total assets less current liabilities			<u>4,097,939</u>		<u>4,793,962</u>
Creditors: amounts falling due after more than one year	17		(1,091,667)		(1,330,468)
Net pension liability	21		<u>(1,467,037)</u>		<u>(1,524,458)</u>
Net assets			<u>1,539,235</u>		<u>1,939,036</u>
Reserves					
Income and expenditure account			<u>1,539,235</u>		<u>1,939,036</u>
			<u>1,539,235</u>		<u>1,939,036</u>

The Association has taken advantage of the exemption under Section 408 (3) of the Companies Act 2006 not to publish its own Statement of Comprehensive Income. The Association's net deficit after tax is £619,801 (2023: surplus of £197,389). The Association's Income and Expenditure account has been provided in Note 22.

The financial statements were approved by the directors and authorised for issue on 26th February 2025.



E Crouch
Chair, Principal Executive Committee

The notes on pages 21 to 42 form part of these financial statements.

British Dental Association

Consolidated statement of cash flows for the year ended 30 September 2024

	Note	2024 £	2024 £	2023 £	2023 £
Cash (outflows)/inflows from operating activities	20		(1,107,210)		203,579
Cash flows from investing activities					
Interest received		52,059		46,350	
Purchase of tangible fixed assets		(81,573)		(269,724)	
Investment income		26,346		34,007	
Proceeds on sale of investments		1,087,299		-	
Net cash generated by/(used in) investing activities			1,084,131		(189,367)
Cash flow from financing activities					
Interest paid		(100,307)		(93,395)	
New bank loans					
Repayment of bank loan		(313,799)		(262,308)	
Net cash (used in) financing activities			(414,106)		(355,703)
Decrease in cash and cash equivalents			(437,185)		(341,491)
Cash and cash equivalents at beginning of the year			5,796,607		6,138,098
			5,359,422		5,796,607
Cash and cash equivalents comprise:					
Cash at bank and in hand			5,359,422		5,796,607
Net debt reconciliation		1 October 2023 £	Cash flows £	Other Non-cash changes £	30 September 2024 £
Cash and cash equivalents		5,796,607	(437,185)	-	5,359,422
Bank and other loans (Note 17)		(1,592,776)	313,799	-	(1,278,977)
At 30 September 2024		4,203,831	(123,386)	-	4,080,445

The notes on pages 21 to 42 form part of these financial statements.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024

1 Accounting policies

The British Dental Association is an Association incorporated in England & Wales under the Companies Act. The address of the registered office is given on the directors and advisors page and the nature of the group's operations and its principal activities are set out in the strategic report. The Association's subsidiary, the British Dental Association Trust Fund, shares the same registered office.

The financial statements have been prepared in accordance with FRS 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland. They have been presented in pounds sterling (GBP), as that is the currency in which the majority of the group's transactions are denominated, and are the financial statements of the group for the year ended 30 September 2024 rounded to the nearest pound.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires group management to exercise judgement in applying the Group's accounting policies.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent Association, advantage has been taken of the following disclosure exemptions available in FRS 102:

- no cash flow statement has been presented for the parent Association;
- disclosures in respect of related party transactions with the wholly owned members of the group headed by the parent Association;
- disclosures in respect of the parent Association's financial instruments have not been presented as equivalent disclosures have been provided in respect of the group as a whole; and
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent Association as their remuneration is included in the totals for the group as a whole.

The following principal accounting policies have been applied:

Consolidated financial statements

The British Dental Association Trust Fund is an incorporated charity which is limited by guarantee with a year end of 30 September. It is largely funded by the British Dental Association and is considered to be under common control. As a result the Directors of British Dental Association are of the opinion that in accordance with section 9.4 of FRS 102 the Trust should be considered to be a subsidiary of the British Dental Association.

The consolidated accounts of the group incorporate the accounts of the BDA and its subsidiary undertaking, the British Dental Association Trust Fund, which is a charitable company, registered in England and Wales (company number 8499283, charity number 313407). The subsidiary's registered address is 64 Wimpole Street, London, W1G 8YS.

The results of the charity are consolidated on a line by line basis within the consolidated income and expenditure account using those categories that best reflect the activities of the charity. Separate financial statements for The Trust are available from its registered office and the Charity Commission and present a separate Statement of Financial Activities ('SOFA') for the charity and other disclosures as set out by Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities (FRS 102).

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (*continued*)

1 Accounting policies (*continued*)

Going Concern

The current economic landscape presents various challenges for businesses, particularly concerning their ability to continue operations and manage cash flow effectively. Factors such as the ongoing effects of the Covid-19 pandemic, Brexit, rising living costs, and shifting consumer behaviours have intensified these challenges. Whilst the Association continues its initiatives to retain members amid external economic challenges, like many professional associations, we still contend with an overall decrease in membership.

The directors have reviewed financial budgets for the forthcoming year and beyond, paying particular attention to predicted changes in demand over the short-to-medium term. They have conducted detailed cash flow projections to evaluate the impact of the current economic conditions on the Association's revenue streams and cash flow. Recognising the economic uncertainty and its potential effects on operations, the directors have prepared these forecasts with prudence, ignoring the potential sale of 64 Wimpole Street.

Although there was a decrease in cash balances over the year, the overall financial position remains robust. The Association benefits from a significant influx of membership renewals, with 42% occurring in June and July, which provides substantial support to the cash flow, ensuring financial stability and aiding strategic planning. Additionally, the Association receives two forecast-based advances from Springer Nature, its publishing partner for the BDJ Portfolio. With an offer now received for the building, the potential sale will further boost the Association's cashflow, enabling greater investment to better serve its members.

The directors are confident that the Association has adequate resources to meet its obligations for the foreseeable future. Consequently, the financial statements have been prepared on a going concern basis.

Income

Income represents membership subscriptions, publications, training, accreditation, conferences and sales of books and products. Sales to outside customers are at invoiced amounts less value added tax.

All income is accounted for when receivable subject to the deferral of subscriptions received in advance. Subscriptions received in advance is recognised over the period of membership.

BDA indemnity fee consists of two elements, RSA Professional Liability Insurance Premiums and also a BDA Advisory, Case Management and Indemnity Support subscription. Indemnity premiums collected on behalf of RSA are not recognised in the profit and loss. BDA indemnity subscription fees received in advance are recognised over the period of the indemnity policy.

Investment income, which is shown with its related tax credit, is accounted for in the period in which the Trust is entitled to receipt, any income not yet received is accrued. Realised and unrealised gains and losses on investments are included in the consolidated statement of comprehensive income.

Likewise, donations and library and museum income are accounted for when receivable.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (*continued*)

1 Accounting policies (*continued*)

Grants and awards

Grants payable are charged in the year in which all conditions attached to payment of the grant are fulfilled.

Stocks

Stocks are stated at the lower of cost and net realisable value, being the estimated selling price less costs to complete and sell. Cost is based on the cost of purchase on a first in, first out basis.

At each reporting date, inventories are assessed for impairment. If inventory is impaired, the carrying amount is reduced to its selling price less costs to complete and sell. The impairment loss is recognised immediately in the consolidated statement of comprehensive income.

Tangible fixed asset

Tangible fixed assets are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The group adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred if the replacement part is expected to provide incremental future benefits to the group. The carrying amount of the replaced part is derecognised. Repairs and maintenance are charged to profit or loss during the period in which they are incurred.

Depreciation

Depreciation is provided to write off the cost, less estimated residual values, of all fixed assets evenly over their expected useful lives. It is calculated at the following rates:

Long leasehold buildings	-	Shorter of the remaining lease term and straight line over 50 years
IT systems	-	straight line between 3 and 10 years
Fixtures and fittings	-	straight line between 4 and 5 years
BDA indemnity	-	straight line between 3 and 7 years

Deferred taxation

Deferred balances are recognised in respect of all timing differences that have originated but not reversed by the balance sheet date, except:

- the recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits;
- any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent timing differences. Deferred income tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (*continued*)

1 Accounting policies (*continued*)

Fixed assets - Heritage assets

The Association's subsidiary, the British Dental Association Trust Fund, maintains a collection of museum exhibits purchased or donated to the charity many years ago.

In accordance with Financial Reporting Standard 102, the Trust Fund's collection of museum exhibits and other major items are recorded on the balance sheet at deemed cost and as a result are not subject to subsequent revaluation.

Acquisitions are normally made by donation with occasional purchases. Donations are recorded at a current market valuation with reference, where possible, to commercial markets using recent transaction information from auctions. Recent purchases are recorded at cost.

Expenditure which in the Directors' view is required to preserve or prevent further deterioration of individual items, including preservation work, is recognised in the consolidated statement of comprehensive income when it is incurred.

Fixed asset investments

Fixed asset investments are stated at market value (based on bid market values) as at the balance sheet date.

Financial assets

Financial assets, other than investment, are initially measured at transaction price (including transaction costs) and subsequently held at cost, less any impairment.

Financial liabilities

Financial liabilities are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form. Financial liabilities are initially measured at transaction price (including transaction costs) and subsequently held at amortised cost.

Finance costs

Finance costs are charged to the consolidated statement of comprehensive income over the term of the debt using the effective interest rate method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated financial instrument.

Leased assets: Lessor

All leases agreements are treated as operating leases. Their annual rentals are charged to the consolidated statement of comprehensive income on a straight-line basis over the term of the lease.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (*continued*)

1 Accounting policies (*continued*)

Pension costs

The difference between the fair value of the assets held in the Association's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the group and Association balance sheet as a pension asset or liability as appropriate. The carrying value of any resulting pension scheme asset is restricted to the extent that the Association is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme. The pension scheme balance is recognised net of any related deferred tax balance.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the Association are charged to the consolidated statement of comprehensive income or the consolidated statement of changes in reserves in accordance with FRS102.

Contributions to the group's defined contribution pension scheme are charged to profit or loss in the year in which they become payable.

Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (*continued*)

2 Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the directors have made the following judgements:

Other key sources of estimation uncertainty

Tangible fixed assets (see note 11)

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The useful lives of the assets are assessed annually.

Investments (see note 13)

The group's investment portfolio is managed by Barclays Wealth, a division of Barclays Bank plc. The most critical estimates, assumptions and judgements relate to the determination of carrying value of the investments. The listed investments are valued at the quoted bid price at the reporting date. Gains or losses upon sales of investment assets as well as unrealised movements due to changes in the carrying value of the investments are recognised in the statement of comprehensive income.

Income Recognition

Revenue should be recognised when delivery has occurred or when services have been rendered. This means subscriptions paid in advance must be recognised over the duration of the membership period on a straight line basis. Given the Association operates a rolling membership year with members offered several payment options, an element of uncertainty exists in relation to the profiling of subscription income. Internal financial controls have been set up not only to prevent the loss of income but to gain assurance that income is recognised in the correct period. A detailed analytical review is performed on a monthly basis to ensure the data entered on the Association's CRM database reconciles with the financial ledger.

Pension scheme deficit (see note 21)

At the review date there was a deficit of £1,467,037. This compares to a deficit of £1,524,458 at the previous review date. The main reasons for the change in deficit over the period are summarised below:

- Yields have fallen in corporate bonds over the accounting period which has led to a lower discount rate, which in turn places a higher value on the liabilities. This was offset by a decrease in inflation expectations over the year. Accordingly, the overall impact of the change in financial assumptions increase the deficit by £710,000.
- The Company contributions decreased the deficit by £211,000.
- The change in demographic assumptions decreased the deficit by £47,000.
- The actual return on assets was higher than the assumed discount rate as of 30 September 2023 and this decreased the deficit by £769,000.
- Making allowance for member movements to 31 March 2024 and expected revaluation and pension increases in 2025 decreased the deficit by £114,000.

Although FRS 102 can be viewed as being fairly prescriptive about the principles to be used when selecting assumptions there is still a range of assumptions that could be considered acceptable under the standard. Even small alterations, for example to the discount rate, can have a significant effect of the results.

Journal Portfolio

Changes in the accounting and reporting arrangements for the BDJ portfolio has meant that only headline figures are available. Whilst there may be some uncertainty in the reports as both organisations marry forecast to actual performance, prudent figures have been incorporated in the accounts. Finalised figures will be available during the course of 2025.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

3 Turnover

Turnover is wholly attributable to the principal activity of the group and arises solely within the United Kingdom.

4 Net income

	2024 Income £	2024 Costs £	2024 Net £	2023 Income £	2023 Costs £	2023 Net £
Subscriptions	10,057,252	-	10,057,252	9,920,936	-	9,920,936
Commercial activity	6,175,371	(2,708,020)	3,467,351	6,146,649	(2,683,490)	3,463,159
Charitable activities	15,133	-	15,133	1,756	-	1,756
	<u>16,247,756</u>	<u>(2,708,020)</u>	<u>13,539,736</u>	<u>16,069,341</u>	<u>(2,683,490)</u>	<u>13,385,851</u>

5 Employees

	2024 £	2023 £
Staff costs consist of:		
Wages and salaries	7,742,244	7,376,138
Social security costs	877,969	781,961
Other pension costs	1,145,847	1,086,957
	<u>9,766,060</u>	<u>9,245,056</u>

The total value of termination benefits paid during the year was £54,008 (2023 - £39,081).

Included in other creditors is £136,249 payable in respect of pension costs (2023 - £123,167).

The average number of employees (excluding members of the Principal Executive Committee) during the year was as follows:

	2024 Number	2023 Number
Senior management team	4	4
Member services directorate	99	99
Business services directorate	43	46
	<u>146</u>	<u>149</u>

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

5 Employees (continued)

All staff costs are initially borne by the Association with an annual recharge made to the Trust Fund to reflect the cost associated with its activities. Those costs solely in relation to the Association are:

	2024 £	2023 £
Staff costs consist of:		
Wages and salaries	7,342,862	7,015,808
Social security costs	834,802	743,040
Other pension costs	1,080,682	1,029,131
	<u>9,258,346</u>	<u>8,787,979</u>

The key management personnel of the parent association and the subsidiary charity comprise the Senior Management Team. The Senior Management Team comprises Chief Executive, Chief Operating Officer, Associate Director of Advisory Services and Associate Director of Marketing Communications.

The total employee benefits of the key management personnel during the year was £507,552 (2023 - £493,940).

The average number of staff paid during the year (salary and taxable benefits excluding pension contributions) was as follows:

Salary range	2024 Number	2023 Number
£60,001 - £70,000	12	15
£70,001 - £80,000	12	8
£80,001 - £90,000	8	4
£90,001 - £100,000	-	-
£100,001 - £110,000	1	1
£110,001 - £120,000	-	-
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	-
£150,001 - £160,000	1	-
£160,001 - £170,000	-	1
£170,001 - £180,000	1	1
	<u>36</u>	<u>31</u>

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

6 Directors

	2024 £	2023 £
Directors' remuneration consists of:		
Stipend payments	307,500	313,125
Expense subject to income tax	25,089	41,178
	332,589	354,303
National insurance contributions	34,371	24,585

There were no (2023 - Nil) directors in the company who were considered to be salaried, full-time executive directors during the year.

There were no (2023 - Nil) directors in the company's defined benefit pension scheme during the year.

The Association remunerates elected members who work in general practice for attendance at BDA meetings. A monthly stipend is paid to those Directors elected to the Principal Executive Committee.

Elected members not attending Principal Executive Committee are paid on a sessional basis as a compensation for income foregone as a result of attendance.

In 2024 remuneration totalled £332,589 (2023 - £354,303), which included expenses subject to income tax of £25,089 (2023: 41,178).

The total amount payable to the highest paid director in respect of emoluments was £75,000 (2023 - £75,000).

Stipend Payments to non-executive directors

		2024 £	2023 £
Michael Armstrong		15,000	15,000
Paul Blaylock		15,000	15,000
Victor Chan		15,000	15,000
Edward Crouch		75,000	75,000
Peter Crooks		37,500	37,500
Laura Cross		15,000	15,000
Tim Harker	<i>Resigned 01/01/2024</i>	3,750	15,000
Alison Lockyer		15,000	15,000
Jason Stokes		15,000	15,000
Paul Woodhouse		15,000	15,000
John Edwards		15,000	15,000
Lauren Harrhy	<i>Appointed 01/01/2024</i>	11,250	3,750
Christopher Morris	<i>Resigned 01/01/2024</i>	3,750	15,000
Jonathan Mynors-Wallis		15,000	15,000
Sushil John		15,000	11,250
Nilesh Patel		15,000	11,250
Nigel Jones	<i>Appointed 01/01/2024</i>	11,250	-
Shareena Ilyas	<i>Resigned 31/12/2022</i>	-	9,375

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (continued)

7 Operating (deficit)/surplus	2024	2023
	£	£
This has been arrived at after charging:		
Depreciation	249,267	173,717
Hire of other assets - operating leases	82,599	42,500
Auditors' remuneration:		
- audit services	51,800	49,950
- non audit services (tax compliance)	6,158	5,702
	<hr/>	<hr/>
8 Interest payable and similar charges	2024	2023
	£	£
Bank loans repayable in more than five years	100,307	93,395
	<hr/>	<hr/>
9 Other financial charges	2024	2023
	£	£
Interest on pension scheme assets	(858,000)	(901,000)
Expected return on pension scheme assets	289,000	279,000
Interest on pension scheme liabilities	943,000	939,000
	<hr/>	<hr/>
	374,000	317,000
	<hr/>	<hr/>

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (*continued*)

10 Taxation on (deficit)

	2024 £	2023 £
<i>Current tax</i>		
UK corporation tax on (deficit) for the year	-	-
The tax assessed for the year is lower (2023 – lower) than the standard rate of corporation tax in the UK. The differences are explained below:		
	2024 £	2023 £
(Deficit) on ordinary activities before tax	(701,929)	(56,599)
(Deficit) on ordinary activities at the standard rate of corporation tax in the UK of 25% (2023 - 19%)	(154,950)	(10,754)
Effects of: Deficit not chargeable to corporation tax	154,950	10,754
Current tax charge for year	-	-

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (*continued*)

11 Tangible assets

Consolidated	Long leasehold properties £	Office fixtures and fittings £	IT equipment £	Project costs £	Total £
<i>Cost</i>					
At 1 October 2023	4,605,285	664,617	2,447,536	525,988	8,243,426
Additions	6,000	11,417	64,156	-	81,573
At 30 September 2024	4,611,285	676,034	2,511,692	525,988	8,324,999
<i>Accumulated depreciation</i>					
At 1 October 2023	2,070,589	637,753	1,761,438	496,848	4,966,628
Charge for the year	92,226	10,807	135,346	10,888	249,267
At 30 September 2024	2,162,815	648,560	1,896,784	507,736	5,215,895
<i>Net book value</i>					
At 30 September 2024	2,448,470	27,474	614,908	18,252	3,109,104
At 30 September 2023	2,534,696	26,864	686,098	29,140	3,276,798

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (*continued*)

11 Tangible assets (*continued*)

Association	Long leasehold properties £	Office fixtures and fittings £	IT equipment £	Project costs £	Total £
<i>Cost</i>					
At 1 October 2023	4,605,285	200,405	2,447,536	525,988	7,779,214
Additions	6,000	3,128	64,156	-	73,284
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 30 September 2024	4,611,285	203,533	2,511,692	525,988	7,852,498
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<i>Accumulated depreciation</i>					
At 1 October 2023	2,070,589	195,114	1,761,438	496,848	4,523,989
Charge for year	92,226	1,485	135,345	10,888	239,944
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 30 September 2024	2,162,815	196,599	1,896,783	507,736	4,763,933
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<i>Net book value</i>					
At 30 September 2024	2,448,470	6,934	614,909	18,252	3,088,565
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 30 September 2023	2,534,696	5,291	686,098	29,140	3,255,225
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (*continued*)

12 Heritage assets

	2024	2023
Consolidated	£	£
At 1 October	60,000	60,000
At 30 September	60,000	60,000
Historic cost of investments	60,000	60,000

In accordance with Financial Reporting Standard 102, the group has recognised heritage assets with a cost value of £60,000 (2023: £60,000). This relates to a specific asset which was acquired by the BDA Trust Fund with the support of fundraising efforts. The asset is considered to have an indefinite life and therefore it is not depreciated but is reviewed for impairment at each balance sheet date.

In addition to the heritage asset recognised at cost, the charity also has a number of other items which are not recorded on the balance sheet as their fair value cannot be reliably estimated. The majority of these items were purchased or donated to the charity many years ago and as a result in the view of the directors the historic cost of these assets is immaterial to the group. The exhibits were valued for insurance purposes at £1,212,070 by Michael Mays Art & Antiques Surveyor, 7 Main Street, Kibworth Harcourt, Leicestershire, LE8 0NR in September 2018.

13 Fixed asset investments

	2024	2023
Consolidated	£	£
<i>Quoted investments</i>		
At 1 October	1,031,153	951,491
Proceeds on sale of investments	(1,087,299)	-
Realised gains	25,708	-
Unrealised movement	55,378	79,662
At 30 September	24,940	1,031,153
Historic cost of investments	30,180	728,163

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (continued)

14 Stock

	Group 2024 £	Group 2023 £	Association 2024 £	Association 2023 £
Goods held for resale	1,594	2,758	1,594	2,758

There is no material difference between the replacement cost of stocks and the amounts stated above.

15 Debtors

	Group 2024 £	Group 2023 £	Association 2024 £	Association 2023 £
Other debtors	47,060	(4,506)	40,493	(11,454)
Due from unrestricted fund	-	-	-	-
BDA Benevolent Fund	21,999	20,321	21,999	20,321
Prepayments and accrued income	586,808	495,373	558,624	474,626
Amounts owed from BDA Trust Fund	-	-	425,239	1,715,642
	655,867	511,188	1,046,355	2,199,135

All amounts shown under debtors fall due for payment within one year.

16 Creditors: amounts falling due within one year

	Group 2024 £	Group 2023 £	Association 2024 £	Association 2023 £
Bank loan (secured - see note 17)	187,310	262,308	187,310	262,308
Trade creditors	102,795	201,209	102,795	201,209
Other creditors	916,436	1,320,114	916,436	1,320,114
Taxation and social security	244,073	233,639	244,073	233,639
Subscriptions paid in advance	2,301,913	2,326,406	2,301,913	2,326,406
Accruals and deferred income	641,626	739,903	633,980	739,903
	4,394,153	5,083,579	4,386,507	5,083,579

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (continued)

17 Creditors: amounts falling due after more than one year

	Group 2024 £	Group 2023 £	Association 2024 £	Association 2023 £
Bank loan (secured)	-	138,801	-	138,801
Business continuity loans	1,091,667	1,191,667	1,091,667	1,191,667
	1,091,667	1,330,468	1,091,667	1,330,468

The first bank loan, provided by National Westminster Bank is repayable over 20 years by 76 quarterly instalments from March 2005 to December 2024. Interest is chargeable at 1.05% over the Bank of England base rate.

The business continuity loans are repayable over/by 6 years from August 2021. Interest is chargeable at 2.62% over the Bank of England base rate. For the first 12 months, the annual interest rate is 0% and there are no repayments.

The bank loans are secured on the company's long leasehold building, and on all other assets of the Association. The net book value of the assets securitised against bank loan is £3,088,565.

Maturity of debt

	Group Bank and other loans 2024 £	Group Bank and other loans 2023 £	Association Bank and other loans 2024 £	Association Bank and other loans 2023 £
In less than one year	187,310	262,308	187,310	262,308
In more than one year but not more than two years	1,091,667	238,801	1,091,667	238,801
In more than two years but not more than five years	-	1,091,667	-	1,091,667
In more than five years	-	-	-	-
	1,091,667	1,330,468	1,091,667	1,330,468
Total bank and other loans	1,278,977	1,592,776	1,278,977	1,592,776

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (continued)

18 Financial instruments

The Group's and Association's financial instruments may be analysed as follows:

	Group 2024 £	Group 2023 £
Financial assets		
Financial assets measured at fair value through statement of comprehensive income		
Financial assets that are debt instruments measured at amortised cost	5,495,872	5,854,373
Financial liabilities		
Financial liabilities measured at fair value through statement of comprehensive income		
Financial liabilities measured at amortised cost	2,563,670	3,529,284

Financial assets measured at amortised cost comprise cash, trade debtors, other debtors and accrued income.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, other creditors and accruals.

Information regarding the group's exposure to and management of credit risk, liquidity risk, market risk, cash flow and interest rate risk is included in the report of the directors.

19 Commitments under operating leases

As at 30 September 2024, the group had minimum lease payments under non-cancellable operating leases as set out below:

	Land and buildings 2024 £	Other 2024 £	Land and buildings 2023 £	Other 2023 £
Operating leases which expire:				
Within one year	79,360	40,754	71,550	48,139
Between two and five years	258,430	44,319	170,000	85,073
Over five years	4,510,417	-	3,109,583	-
Total	4,848,207	85,073	3,351,133	133,212

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

20 Cash flows from operating activities

	2024 £	2023 £
(Deficit) before tax	(701,929)	(56,599)
Depreciation – fixed assets	249,267	173,717
Decrease in stock	1,164	16,461
(Increase) in debtors	(144,679)	(88,085)
(Decrease)/increase in creditors	(614,428)	400,888
Lower/(higher) Pension contributions paid in relation to pension charge	162,579	(176,179)
Interest receivable	(52,059)	(46,350)
Return on investments	(26,346)	(34,007)
Interest payable and similar charges	100,307	93,395
Surplus on disposal of investments	(25,708)	-
(Gain) from changes in fair value of investments	(55,378)	(79,662)
Net cash (outflow)/inflow from operating activities	(1,107,210)	203,579

21 Pensions

Defined benefit scheme

As of 30 September 2024, the Association operated a defined benefit scheme in the UK. The scheme remains open only for future accrual and all eligible staff have been offered membership of a new defined contribution scheme. The pension is funded with the assets being held by the scheme, which are separate to the assets of the Association. The pension costs are determined in accordance with the advice of a professional qualified actuary, Barnett Waddingham LLP.

The last comprehensive actuarial valuation was undertaken as at 31 March 2023. To date no payments have been missed or payment holiday agreed.

Discussions regarding the new recovery plan are now complete. The trustees of the pension scheme have approved a temporary reduction in contributions over a three-year period, spanning from 1 October 2023 to 30 September 2026. From October 2024, the Association will contribute £18,392.53 per month, with an annual increase of 3.70%. From October 2026, contributions will revert to the normal level of £46,662.98 per month. The Association expects to pay contributions of £230,343.48 in the year to 30 September 2025.

Under FRS 102, the scheme's liabilities are determined by projecting the expected benefit payments using the chosen assumptions and then discounting the resulting cashflows back to the review date. For this purpose, the scheme's liabilities have been calculated by updating the valuation calculations carried out for the formal funding valuation as at 31 March 2024.

At the review date there was a deficit of £1,467,037. This compares to a deficit of £1,524,458 at the previous review date. The main reasons for the change in deficit over the period are summarised below:

- Yields have fallen in corporate bonds over the accounting period which has led to a lower discount rate, which in turn places a higher value on the liabilities. This was offset by a decrease in inflation expectations over the year. Accordingly, the overall impact of the change in financial assumptions increase the deficit by £710,000.
- The Company contributions decreased the deficit by £211,000.
- The change in demographic assumptions decreased the deficit by £47,000.
- The actual return on assets was higher than the assumed discount rate as of 30 September 2023 and this decreased the deficit by £769,000.
- Making allowance for member movements to 31 March 2024 and expected revaluation and pension increases in 2025 decreased the deficit by £114,000.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

21 Pensions (continued)

Although FRS 102 can be viewed as being fairly prescriptive about the principles to be used when selecting assumptions there is still a range of assumptions that could be considered acceptable under the standard. Even small alterations, for example to the discount rate, can have a significant effect of the results.

The pension liability on the balance sheet (£1,467,037) differs slightly from the notes (£1,469,000). This is due to actuarial figures being rounded to the nearest £'000. Over time, this rounding practice has resulted in a small cumulative difference between the detailed accounts and the rounded figures disclosed in the notes.

Amounts recognised in the balance sheet

	2024 £'000	2023 £'000
Fair value of plan assets	16,926	16,170
Present value of plan liabilities	(18,395)	(17,696)
	<hr/>	<hr/>
Scheme deficit	(1,469)	(1,526)
	<hr/>	<hr/>

Reconciliation of defined benefit obligation

	2024 £'000	2023 £'000
Defined benefit obligation at the beginning of the period	17,696	18,367
Interest cost	943	939
Benefits paid	(793)	(647)
Actuarial (gain)	549	(963)
	<hr/>	<hr/>
Defined benefit obligation at the end of the period	18,395	17,696
	<hr/>	<hr/>
Fair value of assets at the beginning of the period	16,170	17,548
Expected return on assets (before any restriction)	858	901
Employer contributions	211	493
Benefits paid	(793)	(647)
Administration costs	(289)	(279)
Actuarial gain on assets	769	(1,846)
	<hr/>	<hr/>
Fair value of assets at the end of the period	16,926	16,170
	<hr/>	<hr/>

British Dental Association

Notes forming part of the financial statements
for the year ended 30 September 2024 (continued)

21 Pensions (continued)

	2024 £'000	2023 £'000
<i>Amounts recognised in the consolidated income statement are as follows:</i>		
<i>Included in staff costs and overheads:</i>		
Current service cost	-	-
Administration costs	289	279
	<hr/>	<hr/>
	289	279
	<hr/>	<hr/>
<i>Amounts included in other finance costs</i>		
Net interest cost	85	38
	<hr/>	<hr/>
<i>Analysis of actuarial gain/(loss) recognised in other comprehensive income</i>		
Return on plan assets less interest	769	(1,846)
Experience gains and arising on the scheme liabilities	114	(1,135)
Gains from changes to demographic assumptions	47	570
(Losses)/gains from changes to financial assumptions	(710)	1,528
	<hr/>	<hr/>
	220	(883)
	<hr/>	<hr/>

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

21 Pensions (continued)

The major assumptions at 30 September 2024 as used by the actuary were:

	30 September 2024	30 September 2023
Discount rate	5.00% p.a.	5.45% p.a.
Inflation assumption (RPI)	3.40% p.a.	3.55% p.a.
Inflation assumption (CPI)	2.40% p.a to 2030 and 3.40% p.a. thereafter	2.55% p.a to 2030 and 3.55% p.a. thereafter
Pension increases in payment (RPI)	3.40% p.a.	3.55% p.a.
Salary increases	2.60% p.a to 2030 and 3.60% p.a. thereafter	2.75% p.a to 2030 and 3.75% p.a. thereafter
Post-retirement mortality table	Males – 110% of S3NA_L Females – 90% of S3NA	Males – 110% of S3NA_L Females – 90% of S3NA
Post retirement mortality projection	CMI 2023 with a 1.25% pa long term rate of improvement. For males and females, initial addition is 0.25% pa. 2020 and 2021 weight parameters are 0% and the 2022 and 2023 weight parameter are 1	CMI 2022 with a 1.25% pa long term rate of improvement. For males, initial addition is 0.5% pa and for females is 0.25%. 2020 and 2021 weight parameters are 0% and 2022 weight parameter is 25%.
Tax free cash	Members are assumed to take the maximum tax free cash possible (being 25% of their pension).	Members are assumed to take the maximum tax free cash possible (being 25% of their pension).

Under the mortality tables and projections adopted, the assumed future life expectancy at age 60 is as follows:

	30 September 2024 (years)	30 September 2023 (years)	30 September 2022 (years)
Male currently aged 40	28.7	28.6	29.1
Female currently aged 40	27.2	27.2	27.8
Male currently aged 60	31.7	31.6	32.1
Female currently aged 60	30.3	30.2	30.7

Net pension assets

The major categories of assets as a proportion of total assets are as follows:

Asset category	30 September 2024	30 September 2023	30 September 2022
Equities and funds	48%	47%	56%
Bonds	25%	25%	22%
Gilts	26%	27%	22%
Cash	1%	1%	0%

The assets do not include any investment in the BDA.

British Dental Association

Notes forming part of the financial statements for the year ended 30 September 2024 (continued)

22 Financial information for the British Dental Association

In accordance with the Companies Act 2006 the Association is exempt from the requirement to prepare a separate income and expenditure account. However in order to aid the users of the financial statements the following information has been disclosed:

	2024 £	2023 £
Income	16,232,623	16,067,585
Cost of sales	(2,708,020)	(2,683,490)
Net income	13,524,603	13,384,095
Meeting and sessional costs	(501,564)	(539,239)
Staff costs and overheads	(12,101,856)	(11,453,800)
Branch expenditure	(301,556)	(188,720)
Donations	(815,000)	(640,000)
Operating (deficit)/surplus	(195,373)	562,336
Interest receivable	49,879	45,448
Interest payable and similar charges	(100,307)	(93,395)
Movement on disposal of fixed asset	-	-
Other finance charges	(374,000)	(317,000)
(Deficit)/surplus on ordinary activities before taxation	(619,801)	197,389
Taxation on (deficit) from ordinary activities	-	-
(Deficit)/surplus on ordinary activities after taxation	(619,801)	197,389

23 Related party disclosures

There is no ultimate controlling party of the British Dental Association.

In preparing the financial statements of the parent Association, advantage has been taken of the disclosure exemption available in FRS 102 not to disclose related party transactions with the wholly owned members of the group headed by the parent Association.

There were no other related party transactions during the year.

24 Subsequent events

The Association has entered into negotiations for the planned sale of 64 Wimpole Street.



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