

ACHIEVEMENTS 2018

This report summarises for members the details of performance (outputs, outcomes and impact) that are provided to the Society's Council.

27 objectives set		
21 achieved	5 significant progress	1 pro- gress

To remove barriers to participation and success, while welcoming equality and diversity, and being inclusive in all we do

Finalise the Society's inclusion strategy, and begin its implementation with the ultimate aim that projects are developed with active consideration of equality, diversity and inclusion (EDI)	Significant progress. Consultants were engaged to assess Society practices and processes, with interim findings presented to Council in December. Meantime, the Women in Pharmacology group has been disbanded, with the intention that EDI instead be embedded across the whole Society and its committees.
--	---

To set the agenda in education & skills, to support access to career progression and, to support the next generation of learners undertaking education in pharmacology and clinical pharmacology

Develop our careers resources and connectivity with employers	Achieved. New careers content was published on Society website in November, aimed at educators and school and college students. A careers bootcamp at Pharmacology 2018 (December) will use and promote website resources. The Society attended the Royal Society of Biology's Biosciences Careers Day in October. Significant engagement with employers has taken place while working on the proposed clinical pharmacology degree apprenticeship.
---	--

Further develop the Society's leadership within <i>in vivo</i> education & training	Achieved. A new curriculum for the use of research animals was launched in June, with considerable cross-sector support. A subsequent workshop for <i>in vivo</i> educators was held to support early stage implementation. Council has approved in principle use of funds to support implementation of the curriculum.
---	--

Work with the education community to explore how the Society can best support its needs	Achieved. We consulted our core education committees, who in turn drew in views from their own local networks beyond the membership. Results included development of a project plan for research animals eLearning resources, a day of education activities at Pharmacology 2018, and an educator workshop scheduled for May 2019.
---	---

To be the leader in the dissemination of world-class research related to pharmacology and therapeutics

Deliver an integrated editorial strategy for BJP, BJCP and PR&P, focusing on journal development and growth	Achieved. Action plans for BJP and BJCP have been developed for 2019, including tactics aimed at increasing submissions. PR&P has become a more focused journal through initiatives to drive direct submissions from early career researchers and reporting negative trials data. Publications have become better integrated into wider Society activities by streamlining the approach to content commissioning from meetings. A journals publishing manager was recruited in Q4 to help drive development of BJP and BJCP.
---	---

Explore new ways of disseminating and communicating the outputs of pharmacological research	Achieved. A collaboration with a major publisher on a sector-specific magazine is progressing, and a business case is being developed. Discussions about a new
---	---

	<p>medicines policy journal are ongoing, and a BJCP themed issue/section will be trialled in 2019. High-quality Pharmacology 2018 abstracts will be published in BJP and BJCP.</p>
<p>Increase impact and quality of the Society's existing publications</p>	<p>Achieved. Focus on PR has increased exposure of key published articles. BJP published eight themed issues, 15 non-themed reviews, and an update of its editorial series outlining changes to design and analysis guidelines. BJCP published one themed issue and four non-themed reviews, plus a commentary and an editorial on its EMA guidelines project. Four joint virtual issues were published, including one marking the 20th anniversary of the Nobel Prize for nitric oxide research. A social media strategy is in place for all three journals, with improved reporting.</p>
<p>To begin implementing the five-year strategy of improving and growing the annual meeting</p>	<p>Significant progress. Pharmacology 2018 on course to be the best-attended annual conference to date, with a record number of delegates and abstract submissions. There has been a positive reaction to the introduction of registration fees for members. Exhibition income has not grown as budgeted for but progress has been made that should bear fruit in 2019. The costs of running the meeting will continue to be kept under review, with the aim of making it sustainable without a large cost to attendees.</p>
<p>Review activities that will improve the quality of Society meetings, and our support for non-Society meetings</p>	<p>Progress. Improvements have been made to the events grants/meeting proposal application process to allow approval based on relevance, audience, competitiveness and EDI considerations. An improved review system and guidelines for meeting proposals are still to be implemented. However, the outputs suggesting a need for structured reviews and analysis have not seen sufficient progress in 2018.</p>
<p>To engage patients and partners in the NHS in our advocacy for fundamental and clinical research</p>	
<p>Deliver the second Clinical Pharmacology Month in October 2018</p>	<p>Achieved. The campaign was promoted throughout October on Society social media and in member communications. Website information was refreshed over the summer, and the medical student abstract competition was promoted (with support from other organisations), with 30 abstracts submitted.</p>
<p>Continue to deliver the Prescribing Safety Assessment (PSA) to a high standard across all UK Medical Schools</p>	<p>Achieved. The PSA was completed by 6,923 final-year students from 33 medical schools in the UK, plus 432 Foundation doctors. Peer review was completed successfully in May), and author training (September) resulted in 15 new authors. Commissioning item writing to PSA authors for January 2019 was completed on the new platform for the first time.</p>
<p>Engage strategically with our community and decision makers to protect and advance clinical pharmacology</p>	<p>Achieved. The Clinical Pharmacology Skills Alliance (CPSA) has developed an action plan for UK clinical pharmacology and implementation has begun. Public launch has been delayed due to considerations of other Alliance partners, but private consultation is ongoing. Meetings with NHS England have progressed ideas about partnerships with pharmacy. The Clinical Pharmacology Scientist level 7 apprenticeship has achieved formal support from the Institute for Apprenticeships. The CPSA responded to policy consultations by HEE, The Lancet and the NHS.</p>

To sustain a skilled workforce that supports the development of novel therapeutics	
Deliver high quality training and education activities with a focus on skills	Significant progress. Three workshops were delivered in 2018, with 89 attendees in total and positive feedback. Three workshops were cancelled due to low registration numbers. It has been acknowledged that our workshop offer needs to be re-evaluated to better match it to members' needs and interests, drawing on advice from meetings team and relevant committees.
Plan and implement the expansion of the Ambassadors Scheme	Achieved. An expanded Scheme was launched in August and promoted to members. As of December it had recruited six Ambassadors (two non-UK based) and three Ambassador Co-ordinators, with the intention of growing the network in 2019. The Society or its Ambassadors co-ordinated, sponsored, attended or ran nine engagement events in 2018.
To lead the formation of valuable networks that reflect our position at the heart of the global pharmacology community	
Demonstrate the excellence of UK pharmacology and therapeutics, through attendance and support of WCP2018	Achieved. The Society had a large and visible presence through high profile exhibition and marketing activities, resulting in lots of interaction with delegates, including 16 membership enquiries submitted through the website. The Society's symposium on the Focus on Pharmacology project was well attended and received positive feedback, as did its sponsored satellite session.
Launch the Society's hosting of IUPHAR's flagship 19th World Congress of Basic and Clinical Pharmacology – WCP2022	Achieved. The WCP2022 website was launched at WCP2018 and used to gather expressions of interest (103 received during WCP2018 alone). WCP2022 was promoted heavily at WCP2018, including through social activities on the stand and a presentation at the Closing Ceremony. The Society also established a governance structure to manage the meeting, and agreed a theme that will drive the commissioning of a scientific advisory group in 2019.
Ascertain a present-day understanding of what membership of the Society could be, as a precursor to developing an updated membership strategy	Achieved. A working group has completed a broad review, considering market potential, current and prospective members' needs, and overlaps and gaps in the current membership strategy. The report's recommendations will be considered by Council in December, allowing for a revised membership strategy to be developed in 2019 and communicated to members.
Ensure that <i>Pharmacology Matters</i> showcases the full breadth and scope of activities undertaken by the Society	Achieved. Various improvements were made throughout 2018 including: design refresh, more active commissioning, more agile and proactive use of blog, editorial workflows made more efficient, download statistics now being reported, greater promotion on social media. Options have been considered for redeveloping Pharmacology Matters into an online-first publication in 2019.
To deliver clear, relevant and accessible advice to policy makers	
Respond to pharmacology-relevant consultations on behalf of the Society	Achieved. The Society responded to 16 consultations across a range of topics. It worked with partners including the CPSA, the Campaign for Science and Engineering, and Faculty of Pharmaceutical Medicine. We continued to develop our access to life sciences experts through members and partner societies.
Develop our role as a valuable contributor to life sciences and health policy through targeted campaigns	Achieved. This was delivered through the Society's involvement in the CPSA campaign. The CPSA developed an action plan throughout 2018 and inputted into

	consultations on the new workforce strategy and the NHS long-term plan. We have also met with policy makers across the sectors to understand their needs and raise awareness of our work.
To nurture strategic partnerships across disciplines and sectors	
To ensure that all projects in our work throughout 2018 are developed in collaboration and consultation with the sector partners and related disciplines at the appropriate stage	Achieved. The Society has regularly attended Royal Society of Biology network meetings, and collaborated with partners on policy and outreach activities including Voice of the Future, Parliamentary Links Day, and the Young Life Scientists' Symposium.
To define, monitor and respond to strategic areas of scientific priority	
Consider and advise upon the role played by pharmacology, clinical pharmacology and therapeutics in responding to global health challenges and scientific or technological developments, working with key stakeholders	Achieved. A new Scientific Advisory Panel, comprised of leaders in the life sciences, was announced in October. The panel will horizon-scan and advise on the current and potential role of the Society in relation to advances in the science and technology of drug discovery.
We will underpin our activities by focusing on sustainability, resource and infrastructure	
Continued development of sustainable and ethical new income streams, primarily through our trading subsidiary, BPS Assessment Ltd (BPSA)	Significant progress. BPSA failed to achieve its income targets, with revenues forecast to reach around £200k against a budget of £498k. However, Q1 and Q4 both yielded significant billing that will have an impact in 2019 and beyond. Market development plans have been implemented for numerous territories, most notably with strategic partnerships forged in Canada and Australasia. Production infrastructure has been developed, including recruitment of two senior editors and an assessment and eLearning administrator.
Conducting a systematic review of areas of activity in order to establish the scope to generate value and income, and to consider efficiencies	Achieved. A review involving all staff was undertaken as part of 2019 budget preparation; this yielded over 100 comments including many good ideas for greater efficiency, cost reduction and income generation. Staff received guidance on making better use of resources. Some existing suppliers have been benchmarked for value for money, with all others to follow in 2019.
Considering options for new premises that will be an appropriate home for the Society and take into account growth and best working practices for staff	Achieved. Council agreed in March that the existing premises could be refurbished to be made suitable for next 2–3 years. The refurbishment project was completed in July, resulting in a more modern, flexible and collaborative working environment along with new IT arrangements to support flexible working. The new arrangements can accommodate up to 30 employees.
Enhance the Customer Relations Management (CRM) system to continue to establish it as the Society's knowledge-management hub	Significant progress. A major upgrade of the CRM was completed in August, including significant changes to allow annual meeting registration fees to be paid by members. All staff have been re-trained on the new CRM and "super users" have been identified to help teams be more self-reliant. A range of improvements have been identified for implementation in 2019. The Society achieved compliance with GDPR by the May deadline.
Review Governance practices across the Society to ensure they are appropriate for the 2018–2022 strategy and assess where improvements are needed	Achieved. An external reviewer has delivered a final report and recommendations which will streamline Society committees and groups. An in-depth review of Affinity Groups and Advisory Groups is now underway, due to conclude in Q1 2019.