

ACHIEVEMENTS, PERFORMANCE AND IMPACT 2021

Council set a series of objectives for the Society for 2021. A summary of the activities and outcomes related to those objectives and their alignment to the 2018-2022 strategy, is as follows:

STRENGTHEN THE VOICE OF OUR MEMBERS IN ALL THAT WE DO.		
Objective	Activity and Achievements	2018-2022 Strategy
Conduct a member survey (including re COVID-19) and consider findings as part of completing the membership strategy review.	Member survey carried out in first half of 2021 and news story published in July 2021. Engagement Committee and Council have reviewed responses and agreed conclusions and actions. Our member views fed directly into the development of the 2022-2024 strategy.	To lead the formation of valuable networks that reflect our position at the heart of the global pharmacology community
Complete the renewed membership strategy and devise plans, resulting in changes to services, priorities or communication that reflect the behaviour and needs of members.	Society personas created and presented to Council, resulting in recommendations for implementation. Industry engagement review completed and recommendations for implementation agreed by Council.	To lead the formation of valuable networks that reflect our position at the heart of the global pharmacology community
Work with ELRIG UK to progress our strategic alliance, resulting in an agreed approach to membership activities.	First joint meeting held June 2021 with positive feedback from delegates Members of the Joint Steering Committee have agreed to continue joint work around meetings and events into 2022. Key learnings from working in partnership with ELRIG identified and incorporated into planning for 2022.	To nurture strategic partnerships across disciplines and sectors
Learn from the pilot year of the Community project, resulting in the Community becoming a go-to place for members for information from the Society, and greater member engagement.	Current member engagement is 1,201 activated users, 21% of membership. Digital Networking Hub for Pharmacology 2021 was created and hosted on the BPS Community. New networks for Natural Products launched and leads for scientific research networks recruited.	To lead the formation of valuable networks that reflect our position at the heart of the global pharmacology community
Continue to grow the visibility of Clinical Pharmacology, resulting in the Society acting as a leader for the awareness of the speciality of clinical pharmacology and therapeutics.	The Early Career Clinical Pharmacology Abstract Competition received 19 entries, with the finalists presenting at annual conference. Clinical Pharmacology week saw a high level of engagement across all our social media platforms. Webinar series created, attracting 540 registrations. Working as part of the Clinical Pharmacology Skills Alliance, the Society published a ten-year workforce strategy for UK clinical pharmacology, which led to a representation to the Spending Review 2021 in collaboration with NHS England and Improvement.	To engage patients and partners in the NHS in our advocacy for fundamental and clinical research...; To sustain a skilled workforce that supports the development of novel therapeutics

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ACHIEVEMENTS, PERFORMANCE AND IMPACT 2021 (continued)

STRENGTHEN THE VOICE OF OUR MEMBERS IN ALL THAT WE DO (continued)		
Objective	Activity and Achievements	2018-2022 Strategy
Conducting and implementing agreed outcomes from the Awards review, resulting in Awards aligning with the Society's strategic objectives, that are financially sustainable.	Awards review group completed their work and final report prepared for Council, and recommendations agreed in December.	To lead the formation of valuable networks that reflect our position at the heart of the global pharmacology community

LIVE THE VALUES OF, AND COMMUNICATE AND IMPLEMENT, OUR VISION FOR EQUALITY, DIVERSITY AND INCLUSION IN PHARMACOLOGY	
2018-2022 Strategy objectives: To remove barriers to participation and success, while welcoming equality and celebrating diversity, and being inclusive in all we do; To nurture strategic partnerships across disciplines and sectors.	
Objective	Activity and Achievements
Develop partnerships with our membership and in the sector to help us further define and act on priority areas, resulting in the Society leading the way in making pharmacology relevant for everyone.	Established an Inclusive Pharmacology Steering Group. Identified inclusive pharmacology as an education priority. Sponsored and contributed to All-Party Parliamentary Group on Diversity and Inclusion in STEM. Launched new essay series on unmet health need and health inequalities. Created blog and video content to challenge gender inequality in research for International Women's Day.
Ensure alignment across codes of conduct, with communications strategy, resulting in the Society upholding clear standards aligned to our values.	Codes of conduct for committee members and journal editors developed for implementation and communication in early 2022.
Produce a unified strategy to collect and report Society diversity data, resulting a better understanding of membership diversity & challenge areas.	Established a cross-team working group to develop a shared view of why diversity data is collected and reported upon, and to review current approaches to data collection, reporting and storage.
Review, update and implement processes to ensure activities, funding and platforms are inclusive and accessible to under-represented groups.	Staff process leads worked together to ensure processes are holistically inclusive. Examples of outputs include anonymously-reviewed job applications, open and transparent application and scoring system, review of language in role descriptions, Early Career Members recruited to committees with vacancies, and change to expense policy approved in-principle.
Agree and implement an approach to flexible working that meets business and individual employee and member needs, while supporting a productive and inclusive culture.	New agile working policy devised and implemented; staff were consulted as part of the process and the feedback has been positive. No major impact of support to members throughout the pandemic, ensuring delivery of core business throughout 2021.

ACHIEVEMENTS, PERFORMANCE AND IMPACT 2021 (continued)

CO-CREATE STABLE, DIVERSE AND ETHICAL INCOME STREAMS THAT SUPPORT THE SOCIETY'S POSITION AS A CHARITY WITH A MISSION TO PROMOTE AND ADVANCE THE WHOLE SPECTRUM OF PHARMACOLOGY.		
Objective	Activity and Achievements	2018-2022 Strategy
Continue to build our partnerships offering in 2021 including defining packages of content and establishing a sales target with a specific focus on responsible partnerships, income diversification and progression opportunities.	Cross-team collaboration to identify responsible and ethical partners for Society workstreams. Potential commercial partnerships related to WCP2023 have been scoped and approved.	To lead the formation of valuable networks that reflect our position at the heart of the global pharmacology community AND to nurture strategic partnerships across disciplines and sectors.
Develop a BPS journals portfolio plan and publishing strategy, including a plan for transition to open access, resulting in engagement with changes in publishing business models.	New contract negotiated for British Journal of Pharmacology (BJP) and British Journal of Clinical Pharmacology (BJCP), incorporating preparedness for Open Access transition. Good progress in negotiations for the future contract for Pharmacology Research & Perspectives (PR&P). Publishing strategy developed in parallel with these contracts.	To set the agenda in education and skills AND to be the leader in the dissemination of world-class research related to pharmacology and therapeutics
Scale up the sales pipeline and increase sales for BPSA. Set realistic and stretch targets for the next three years and identify key KPIs, resulting in customer retention and trajectory towards sustainable commercial business established.	Three regional sales agents appointed. Platform reconfigured to allow content purchases by individuals. The International PSA (IPSA), equivalent to the UK PSA, launched. Finance reconfirmed support for BPSA for two further years, with clear targets for sales set.	To nurture strategic partnerships across disciplines and sectors
Restart our meetings and training programme, building virtual and hybrid strategies into the in-person offering. Content will reflect current issues faced within the pharmacological and therapeutic community.	Training workshops programme re-established, and five workshops delivered. Content redeveloped for online. Delivery of successful hybrid AGM, hybrid 90 th celebration event and 'In Conversation With' events.	To set the agenda in education and skills AND to be the leader in the dissemination of world-class research ... AND to lead the formation of valuable networks
Continue to develop our strategy regarding Learning Pathways and develop on-demand content for priority training topics using the Society's online platform, resulting in Revenue diversification.	First-ever 'pre-training workshop' online formative assessment for Pharmacokinetics and Pharmacodynamics launched before the in-person training event. Development commenced of a 'free to use' undergraduate eLearning resource on Experimental Design using the BPSA platform.	To set the agenda in education and skills

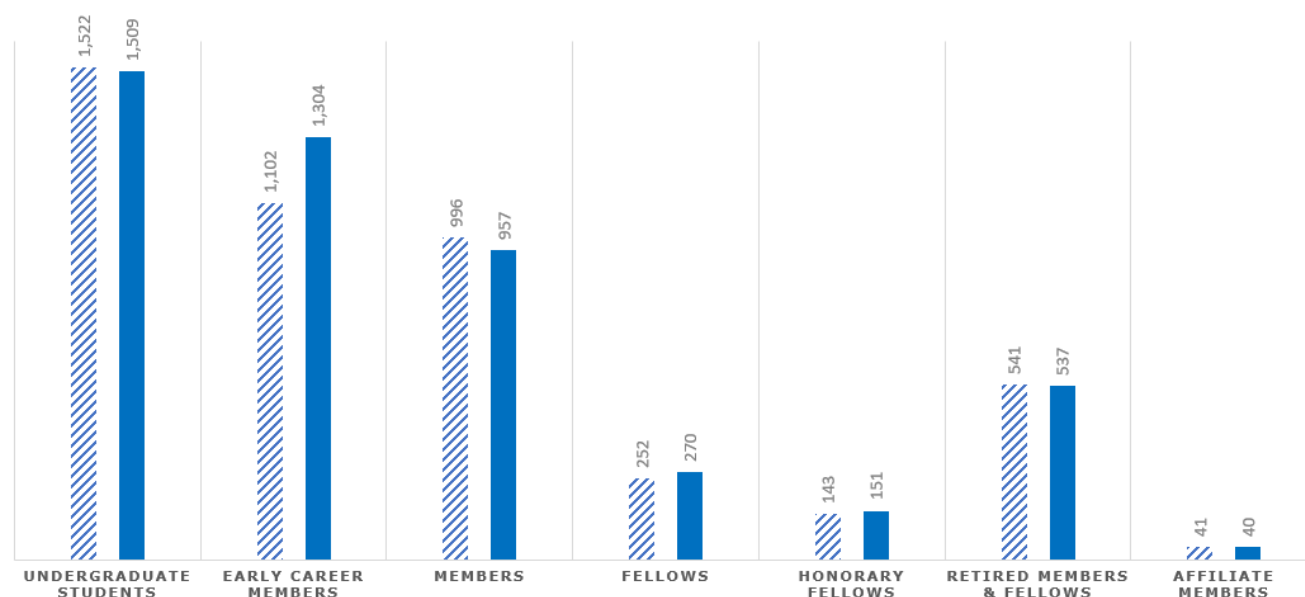
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ACHIEVEMENTS, PERFORMANCE AND IMPACT 2021 (continued)

REVIEW AND IMPROVE HOW WE COMMUNICATE IMPACT AND CHAMPION EXCELLENCE IN PHARMACOLOGY, UNDERPINNED BY ROBUST TECHNOLOGIES AND PROCEDURES.		
Objective	Activity and Achievements	2018-2022 Strategy
Strengthen our digital presence, with improved website and social media engagement growth.	Digital working group reinstated, and plans discussed for 2022 web and social media review linked to the Society's new 3-year strategy.	To remove barriers to participation and success... AND to engage patients and partners in the NHS in our advocacy
Ensure the new Society Contact Relationship Management (CRM) system becomes the Society's 'knowledge hub'.	Tendering process for new system and supplier completed. Design and specification of new CRM completed following staff workshops. Build of new CRM commenced with data migration mapping largely complete. New system scheduled to go-live in first half of 2022.	Ensuring that our staff and members work positively, effectively, and in partnership throughout the management and governance of the Society
Review and improve Governance practices and processes to ensure they are effective and appropriately class leading.	Staff SharePoint site implemented with guidance on planning meetings and business, information on upcoming meetings, guidance on recruitment to committees, and information specific to each committee. Implementation of quarterly update report from each committee to Council and other committees.	To remove barriers to participation and success...; Ensuring that our staff and members work positively, effectively, and in partnership.

TOTAL MEMBERSHIP

31 December 2020 - 4,597 31 December 2021 - 4,768



Voting Members are:

Honorary Fellows, Fellows, Retired Members & Fellows, Members and Early Career Members.