**Impact of the Covid-19 pandemic on BALEAP – for 2021 accounts**

**Financial impact**

The financial impact of the Covid-19 pandemic on BALEAP is both negative and positive. As our income has dropped slightly, our expenses have also dropped. Overall, for the current financial year, we have no reason to be worried, but we are closely monitoring the factors that influence our decreased income and whether these remain commensurate with decreased expenses.

Our two main sources of income are membership contributions and events fees. Our membership income has decreased only very slightly. However, as CPD budgets keep being reduced, we are aware of the possibility that there may be a further reduction in income for the next year, but we expect this to be temporary and contributions to stabilise over the next few years.

Income from events has gone completely for the first year of the pandemic, as all events were either cancelled or moved online and offered for free. Having reviewed our own experience and practice in the sector, we started to charge for online events in January 2021. The majority of events has not incurred costs because hosts were able to use existing platform licenses provided by their institutions, but there were costs for our main conference in April 2021. These were covered by registration fees.

Our expenses have decreased because most online events have not incurred costs (catering, room hire etc.) and there were very few travel expenses for the charity, mainly related to accreditation. Meetings that would normally have created expenses (Exec meetings, BAS/TEAP ratification meetings, training events etc.) have been moved online.

**Practical impact**

A main impact on our organisation was that several long-planned events had to be cancelled or postponed, but conversely, other events were organised sometimes at short notice, especially around online teaching and assessment. Other events were moved online, resulting in higher-than-expected attendance. Meetings were also moved online, resulting in more frequent communication.

Our members were impacted more than our organisation, and we commissioned a research project to find out exactly what the impact was and how problems were solved, so that members can learn from each other. Throughout the pandemic, the community has stepped up to support each other through a wide variety of online events and resources, which was possible because through our organisation there were ready-made communications channels, such as our new SIGs, some of which stepped up to provide information and platforms for exchange of practice.

Overall, the directors are of the opinion that the organisation has adequate resources to provide its services to members and will keep this under constant review as the response to and recovery from the pandemic progress.