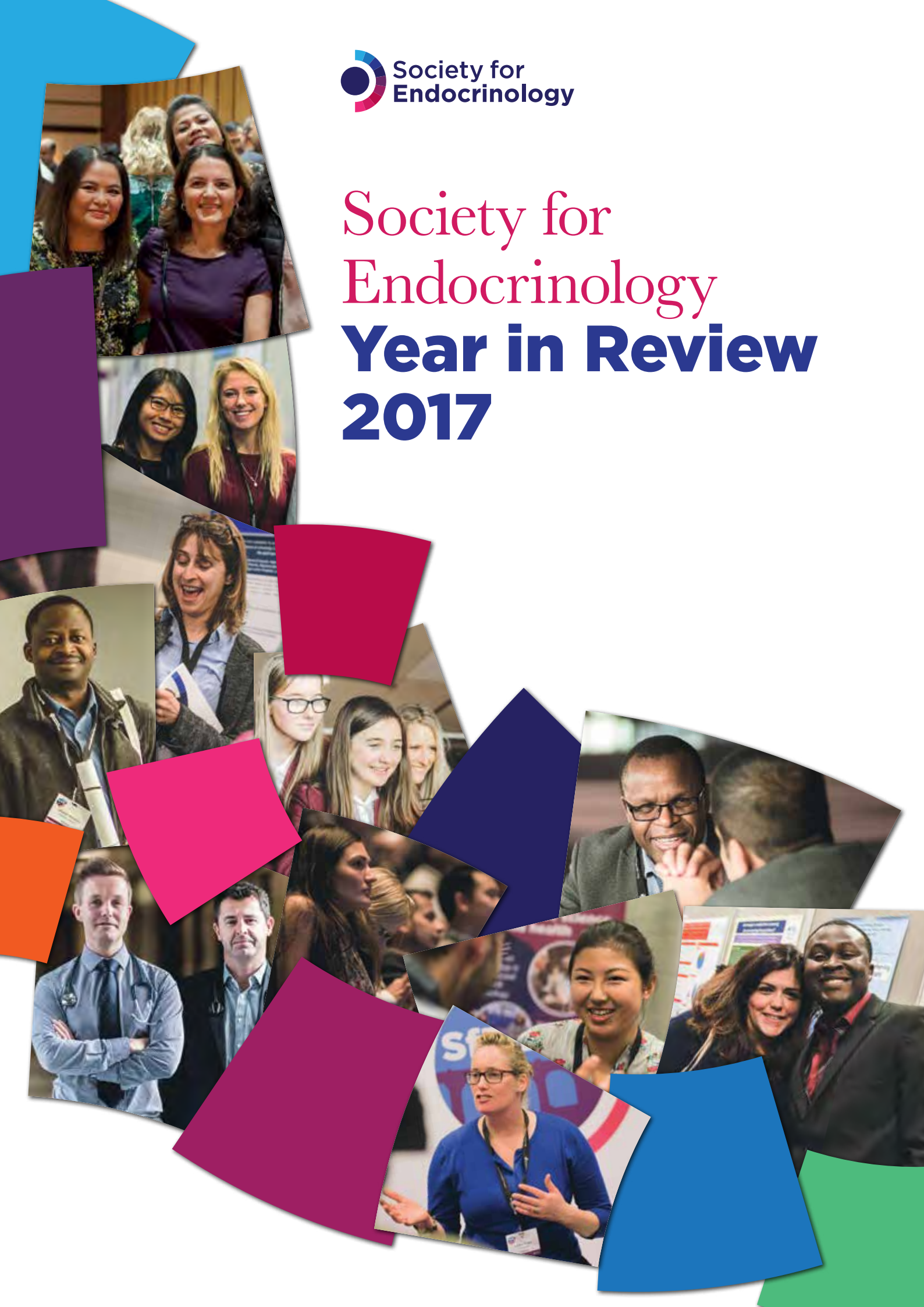


Society for Endocrinology **Year in Review 2017**



Bringing the community together

Our Society exists to support a vibrant community of professionals working within endocrinology in the UK and beyond. We want endocrinology as a discipline to thrive, its importance to be recognised and for it to be applied to tackle global challenges.

As with any organisation, it's important that we take stock every few years to ensure our activities are working as hard as they can to achieve our vision.

The Society started doing just that during 2017, working with Council, committees and the wider membership to identify a strategic framework to focus our work for the foreseeable future. This will help us effectively channel our precious time and energy and invest in initiatives that will add maximum value to strengthen the Society.



As well as checking how well the Society is currently serving its members, our 2017 membership survey gave you the opportunity to have your say about what its future priorities should be. The strongest message by far was to make more efforts to **attract non-specialised students into endocrinology to secure the future of the discipline**. Other areas you told us were particularly important were investing in clinical guidance and research, and promoting endocrinology in the mainstream media.

It is also clear that the Society must work extra hard to ensure it is relevant to all professionals working within endocrinology – not just scientists, clinicians and nurses, but those in industry, patient support groups and other roles that support our discipline.

Our focus throughout 2018 will be to put in place specific initiatives to address these areas. Alongside this, we will continue to work hard to measure the impact of the Society's initiatives, to truly assess how we are meeting our major goals.



Graham Williams
President



Karen Chapman
General Secretary



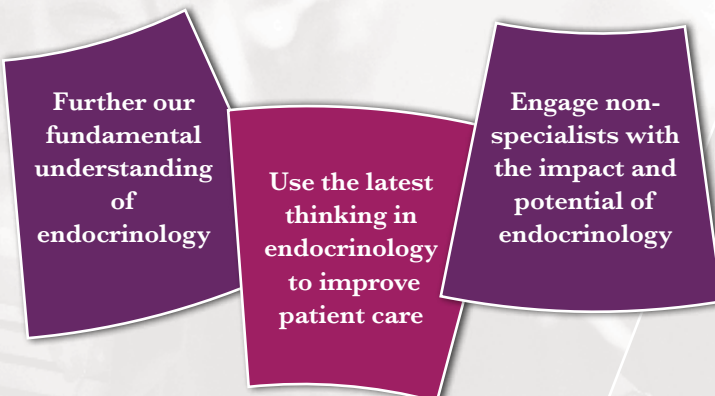
Simon Pearce
Programme Secretary



Barbara McGowan
Treasurer

Our Strategic Framework

We continue our pursuit of three major goals for the Society:



Our work can be categorised within five focus areas that will allow us to meet these major goals:



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The Society for Endocrinology is the UK home of endocrinology. We bring together the global endocrine community to share ideas and advance our discipline.

Endocrine Ambassadors – championing endocrinology

In 2017, we began identifying endocrinology ‘champions’ to help raise the profile of endocrinology, increase interdisciplinary collaborations, and inspire those working in intersecting fields to identify with our discipline. So far the Society has recruited 5 Ambassadors located throughout the UK and 1 in Nigeria.

“Being an Ambassador has certainly afforded me the opportunity to get more people involved, to stimulate debate, and hopefully to convince a few more people of the benefits of being part of the endocrinology community via the Society.”

Nigel Page

Organiser of the first ever sponsored Endocrine Ambassador event at Kingston University London



Endocrine Networks – sharing knowledge and best practice

As a platform for collaboration between basic and clinical researchers, clinical endocrinologists and endocrine nurses, the Networks enable members to engage and find solutions to challenges within their specialist field of endocrinology.

At our annual conference, **SfE BES 2017**, the Endocrine Networks presented Research Incubator meetings for the first time. These sessions enabled members to present ideas for research proposals to colleagues, for feedback, insight or even offers for resources and collaboration.

95% would recommend Society membership to a colleague*

**2017 survey of all members, 349 respondents (15% response rate)*



“For me the research incubator session was a good opportunity to present my idea and get feedback before applying for funding for the project. We now have a collaborator who is providing the samples we need and have submitted an application for one year of funding for a student to start the project.”

Kate Lines

Endocrine Neoplasia Syndromes Network member

“I think that Endocrine Networks have tremendous potential to provide opportunities for researchers, particularly those in their early careers, by enabling them to gain supportive and informed advice from more senior members. The Research Incubators at SfE BES 2017, proved an excellent forum for researchers to get feedback on projects under development.”

Scott MacKenzie

Adrenal and Cardiovascular Network Convenor

“The network facilitates interdisciplinary research through meetings in reproductive endocrinology and biology, using joint sponsorship from the Society for Endocrinology and the Society for Reproduction & Fertility (SRF), which provides a platform for collaborative research.”

Stephen Franks

Reproductive Endocrinology and Biology Network Convenor



Furthering our fundamental understanding of endocrinology

Supporting our members

Our **Science Committee** facilitates members to further their career and advance understanding of endocrinology. With a focus on career development, education and training, committee members ensure Society funding and awards are directed to members and projects that:

- deliver important scientific insights
- lead to high impact publications
- benefit applicants' careers
- are ambitious but achievable
- are clinically relevant
- use innovative techniques and technology
- benefit society and patients



“I am proud to be involved in overseeing Society grants and providing excellent programme suggestions for SFE BES, to help advance endocrine research and support the best and brightest scientific talent.”

Chris McCabe
Science Committee



Most popular words used to describe the Society were supportive, informative, friendly and professional.

**2017 survey of all members, 349 respondents (15% response rate)*

“All of our Undergraduate Achievement Award winners from the last three years have felt the award has impacted on their decisions and confidence in being able to go on and successfully develop their careers in endocrinology, and have decided to undertake endocrinology related postgraduate research studies.”

Nigel Page
Kingston University



Supporting career development at all stages



Early Career Grants were awarded for **19** projects spanning reproduction, energy homeostasis, appetite regulation, diabetes, obesity, thyroid function, osteoporosis and pituitary function.



Equipment Grants funded essential lab equipment and consumables for **2** labs; to investigate appetite control & another to study thyroid tumours.



Practical Skills grants funded **4** members to undertake training and forge new collaborations, essential to their work at institutions in **Sweden, Spain, Switzerland** and **Belgium**.



Summer Studentships were awarded to inspire **11** young scientists to choose endocrinology.



Themed Scientific Meeting Grants funded **2** focussed meetings on Growth Factors and the Ovary in Edinburgh and on Resolving uncertainties in Diagnosis and Management of Thyroid Neoplasia in Cambridge.



Undergraduate Achievement Awards were made to **8** institutions across the UK to reward excellence in the study of endocrinology.



Travel Grants of over **£65,000** funded members' travel to SFE BES 2017 and to endocrine conferences worldwide.

The Society supports scientists, clinicians and nurses who work with hormones throughout their careers. From providing funding, to offering high quality publishing opportunities, to recognising and rewarding success, the Society is there to support every stage of members' careers.

Promoting quality research and excellence in clinical practice

The Society publishes cutting-edge research and best practice in the field of endocrinology in our journals and conference abstract publication. In 2017, the journals received outstanding impact factors recognising them as reliable, high-quality publications for the best in scientific and clinical endocrine research. Members enjoy free online access to these journals and reduced rates on print subscriptions.

Five journal awards were presented at SfE BES 2017 to the authors of the highest ranked papers selected by the Editorial Board.



4.706

3.577

5.267

3.327

Total **downloads** for papers published in Society journals reached over **3 million** for the first time.

In 2017, **Endocrine Connections** received its **first ever** impact factor of **2.541** & members were able to publish for **free** in our open access journal.



Supporting success Member spotlight: Eleanor Raffan

In 2016, Dr Eleanor Raffan was awarded a Society **Early Career Prize Lecture** for her research on the genetics of obesity in dogs, which was a stepping stone to further career successes throughout 2017 including:



- helping her secure a **Wellcome Trust Clinical Research Career Development Fellowship**
- being nominated by the Society to talk about her research at the **British Science Festival**
- being invited to talk at the **Cambridge Science Festival**
- being a **highly commended** finalist for the L'Oréal-UNESCO Women in Science UK & Ireland Fellowships 2017
- being awarded a **Dogs' Trust research grant**
- presenting research, in the US and UK, at both veterinary and human/biomedical research conferences

Recognising excellence in endocrinology

The 2017 Society medals winners represent scientific excellence in endocrinology and presented their work at our annual conference, SfE BES, in Harrogate.



DALE MEDALLIST
Professor Andrew Hattersley
Exeter, UK

JUBILEE MEDALLIST
Professor Julia Buckingham
Uxbridge, UK



SOCIETY MEDALLIST
Professor Antonio Vidal-Puig
Cambridge, UK



EUROPEAN MEDALLIST
Professor Marian Joëls
Utrecht, The Netherlands



TRANSATLANTIC MEDALLIST
Professor Teresa Woodruff
Chicago, USA



INTERNATIONAL MEDALLIST
Professor Andrew Arnold
Farmington, USA



STARLING MEDALLIST
Professor David Hodson
Birmingham, UK



Using the latest thinking in endocrinology to improve patient care



“It is good to get involved, sharing opinions, ideas and implementing them with the aim of improving patient care.”

Jeremy Tomlinson
Clinical Committee

Our **Clinical Committee**

facilitates the development of clinical practice and governance, support clinical research and inspire clinical education, training and career development by:

- leading the development of guidelines for optimal management of endocrine disorders
- guiding the development of audit in endocrinology from a national perspective
- advocating on behalf of patients and clinicians on clinical matters such as ethical issues or funding of high-cost therapies
- supporting the development of patient information leaflets
- developing position statements to support clinical management
- encouraging collaborative clinical research networks to enhance chances for endocrine research projects
- running a programme of clinical meetings.

Sharing knowledge with the wider community

Our work with **patient support groups** brings patients together with the rest of the endocrine community to share experiences and expertise. In 2017, the Society provided funds to 7 different endocrine patient groups to attend Society events, where they have the opportunity to network with endocrinologists and share good practice standards for endocrine care and service provision.

Recruiting the next generation

Early Career Steering Group members, Louise Hunter and Shazia Hussain, together with representatives from YDEF organised a highly successful Endocrinology and Diabetes Taster Day in 2017, to inspire trainees to choose endocrinology as their specialty. These taster days are an excellent opportunity to challenge misconceptions about endocrinology and work is now underway to replicate this success with regional tasters across the UK.



and recharged ourselves.”

Louise Hunter
Shazia Hussain

“While our intention was to inspire our junior colleagues, the infectious enthusiasm left us, as a group of registrars, feeling motivated



2017 Research Projects **Spotlight**

Anti-Thyroid Drug Study

launched in 2017 and funded by the Clinical Endocrinology Trust, aims to conduct a national survey of patients with ATD associated agranulocytosis and fulminant hepatotoxicity and ultimately improve patient safety and care.



Acromegaly Register completed recruitment of patients in 2017 after 20 years. With over 3,500 participants, the register has greatly enhanced clinical understanding of acromegaly and informed best practice, with improvements in patient care already in place across the UK and several peer-reviewed publications.

Interdepartmental Peer Review Scheme relaunched

The Society for Endocrinology's Interdepartmental Peer Review Scheme provides an external assessment of clinical governance and service delivery and aims to improve services for endocrine patients. By focusing on basic standards for endocrine care and service provision, the review facilitates the sharing of best practice.

“Peer review can help support the changes that are most needed by endocrine units, paying attention to local NHS priorities for change. It is an opportunity to reflect on current practice, build morale within the team and recognise the centre's achievements, whilst benchmarking against national data.

Appraisal and sharing ideas with experienced clinical endocrinologists are important, and 100% of centres that have participated have found it useful.

With an ambition to review all specialist endocrinology centres in the UK, there is a great opportunity for exchanging ideas, which will help strengthen the specialty, improve networking and promote good practice.”

Antonia Brooke

Clinical Lead, SfE Interdepartmental Peer Review Scheme



The Society is committed to enabling endocrinology's potential to advance health. The creation and sharing of knowledge improves diagnosis and treatment of endocrine conditions and leads to better patient care.

“I am proud to represent the voice of nurses academically, helping to develop the Society and contribute to its growth and future success as an organisation.”

Anne Marland
Nurse Committee



Our **Nurse Committee**

has a leading role in the development of clinical practice, with a focus on supporting the training and education of nurses as well as raising the profile of endocrine nursing by:

- creating guidance and competency frameworks to raise standards and deliver optimal care to patients with endocrine disorders
- developing the Society's Certificate in Adult Endocrine Nursing
- running a programme of national nurse educational meetings
- encouraging and supporting the endocrine nurse community to publish research and opinion articles in journals and to present at conferences.

“I've had the opportunity to learn from other experts and challenge my thinking more broadly by taking into account the wider endocrine nursing community and not just my team.”

Sherwin Criseno
Nurse Committee



2017 Clinical Meetings **Spotlight**

Clinical Update and **Endocrine Nurse Update** are designed to provide clinicians and nurses with an in-depth, tailored and up-to-date programme, whilst joint lecture and networking sessions enable attendees to build relationships and share expertise with colleagues across the discipline.

“At ENU nurses, doctors and scientists alike were able to network with a vast amount of people they would not normally have the opportunity to meet. To be asked my opinion and experience on aspects of endocrinology made me realise I have learned a great deal and I felt proud of myself and those that had helped me on my endocrine nurse journey so far.”

Holly Irwin
Nurse Committee & ENU Delegate



Setting the highest standards for patients

The second winner of the Society's **Endocrine Nurse Award** was announced in 2017. Janet Lewis, Endocrine Nurse Specialist at University Hospital of Wales, Cardiff, was recognised for her leadership in devising recommendations to improve healthcare provision and equality for patients with neuroendocrine tumours. Janet showed great perseverance in the lengthy process that saw a powerful partnership between patients, charities and nurses influence policy to successfully fight for better patient care.

“The Welsh Cancer Delivery Plan stated that all patients with cancer should have equal access to treatment, regardless of where they lived in Wales, and access to a clinical nurse specialist, of which the NET patients had neither. The effect of these recommendations is that the standard of care that NET patients in Wales receive has improved and become equitable.”

Janet Lewis Endocrine Nurse Award Winner



The **Masters-level module in Endocrine Nursing**, in collaboration with Oxford Brookes University, is suitable for distance learning for nurses across the UK and worldwide and includes aspects of the Society's Competency Framework for Adult Endocrine Nursing.

“The Competency Framework was not only a landmark document for UK endocrine nurses but was also embraced by our worldwide nursing colleagues. This has led to forming a global nursing network (Federation of International Nurses in Endocrinology) the development and presentation of a nurse programme at ICE/ CSE 2016 and planning for the future ICE 2018 meeting.”

Lisa Shepherd
Nurse Committee Chair



Engaging non-specialists with the impact and potential of endocrinology

Our **Public Engagement Committee** develops and delivers

Society strategy on public engagement by:

- supporting members to achieve their public engagement goals
- developing, curating, disseminating and signposting information and expertise
- encouraging members to engage with non-specialists through training, funding and practical opportunities



Disseminating and signposting information



Empowering our members to engage: Member spotlight: Caroline Gorvin

Already a 2017 Early Career Prize Lecture winner, Caroline was also awarded a **Public Engagement Grant** to fund resources for attendance at outreach events over the summer. With attendance at several public events, Caroline and her volunteers were able to spread the word on hormones to a huge number of children and their families, in a fun and engaging way.



“At these events we focused on educating the public about nutrition, lifestyle choices and the causes of diabetes. Feedback from the public has been overwhelmingly positive, and convinced us that continued participation in such events is important, not only for educating visitors but also in helping us to gain new perspectives that enhance our future research.”

Caroline Gorvin



You and Your Hormones, the public-facing Society website, is a source of expert information about hormones, aimed at students, teachers and the public. A subgroup of the Public Engagement Committee is responsible for driving the development, accuracy and promotion of the site. This team was key for the redevelopment of the website launched in 2017 to:

- be more engaging
- be easier to navigate
- be optimised for mobile viewing
- feature dedicated content for students, teachers and patients

Since the relaunch in July 2017, the number of visitors to **You and Your Hormones** has doubled.

69% of members take part in public engagement activities*

**2017 survey of all members, 349 respondents (15% response rate)*



The Society is dedicated to engaging policy-makers, journalists, patients and the public with hormone science to encourage informed health decisions, and to demonstrate the value of endocrinology to the wider world. We empower members with the know-how, skills, opportunities and resources to have meaningful and useful interactions with non-specialists about endocrinology.



“I am absolutely delighted that the students and teachers enjoyed the event and got something from it. I am not hugely experienced at these sorts of events – but from what I saw it all went really well! And all looked incredibly interesting!”

Georgina Hazell

Volunteer at Sfe BES 2017



For the first time, schools were invited to attend the Society's annual conference **Sfe BES 2017** in Harrogate. Attendees were treated to a showcase of different approaches for effectively engaging with schoolchildren. The event was designed with two main aims:

- 1.** to engage local schools with endocrinology
 - 2.** provide members with opportunities to engage outside their professional networks
- **31** secondary school students were invited to participate in **careers speed networking**, a series of **hands-on activities** and an **endocrine Q&A panel**.
 - **29** Society member, including clinicians, scientists and nurses, volunteered
 - **79%** of the children rated each of the three elements as **enjoyable** or **very enjoyable**.
 - **All** teachers said they would recommend the event.



Informing health decisions and demonstrating the value of endocrinology to the wider world

Our Society connects hormone scientists with journalists so the best health stories can be delivered responsibly, quickly and powerfully.

By engaging with the press, Society Media Ambassadors contribute to improved quality of reporting across endocrinology. Expert input is crucial to ensure scientific accuracy is maintained, whilst real-world implications are responsibly explained. Media Ambassadors also have the opportunity to enhance their own professional profile as scientific experts and gain different perspectives on their own work.

In 2017, the Society and our media ambassadors were mentioned in high-profile publications including *TIME Magazine*, *Newsweek*, the *Guardian*, *BBC News* and the *Daily Mail*, which helps to better inform far wider audiences about the importance of endocrinology to their health.

More journalists than ever are seeking expertise from the Society. In 2017, our 65 Media Ambassadors answered 126 media enquiries, a 50% increase on last year.

“I have worked with reporters to promote a number of high profile news stories. While this has been great, I am just as proud of steering reporters away from stories which are inaccurate and will mislead the public.”

Channa Jayasena
Media Ambassador



Your Society finances



Barbara McGowan Treasurer

Following the significant world events experienced in 2016, notably the Brexit vote and the election of a new President in the US, the global political and economic environment in 2017 was relatively benign. Stock markets were generally favourable throughout the year, increasingly so towards the end of the fourth quarter.

As part of a longer-term programme to bring the Society's usable reserves levels closer to the £3.4M level set by Council (reserves were over £1M higher than the minimum at the end of 2016), a £536k deficit budget was set for 2017, largely by maintaining the £450k agreed level of grant funding in a year when the gift aid expectation from Bioscientifica was £440k lower than the previous year, due to the fact that one of Bioscientifica's main event management clients did not hold a European event in 2017.

The actual deficit for 2017 was reported at (£204k), which was £332k lower than expected.



Financial headlines

- The Society generated **£331k** from **member subscriptions** and **journal royalties** in 2017 (2016 – £271k), whilst **event income** totalled **£614k** (2016 – £605k).
- Net income from the **Society's investment portfolio**, after deduction of costs, was **£109k** (2016 – £135k), whilst the **market value of the portfolio** increased by **£217k** over the year (2016 – £378k). There were no capital cash injections or withdrawals from the portfolio during 2017.
- Gift aid from the Society's trading subsidiary, Bioscientifica, is a major contributor in enabling the Society to pursue its strategic objectives. All of the main divisions of Bioscientifica, journal publishing, events management, and association management, made a positive contribution to the **£401K** of **gift aid** in 2017 (2015 – £825K). Each of these divisions faces its own competitive pressures, and Council continues to pledge its support for appropriate investment and strengthening of the commercial positioning of each division.
- **Grants awarded** by the Society during 2017 totalled **£340K** (2015 – £384k), and for the second successive year fell below the £450k approved spend level. Grants paid represented 85% of the gift aid received from Bioscientifica. The remainder of the gift aid received offsets the deficit from the Society's own operations. Grants awarded in the year were once again focused on Early Career (55%) and Conference (16%), with Summer Studentships accounting for (9%).

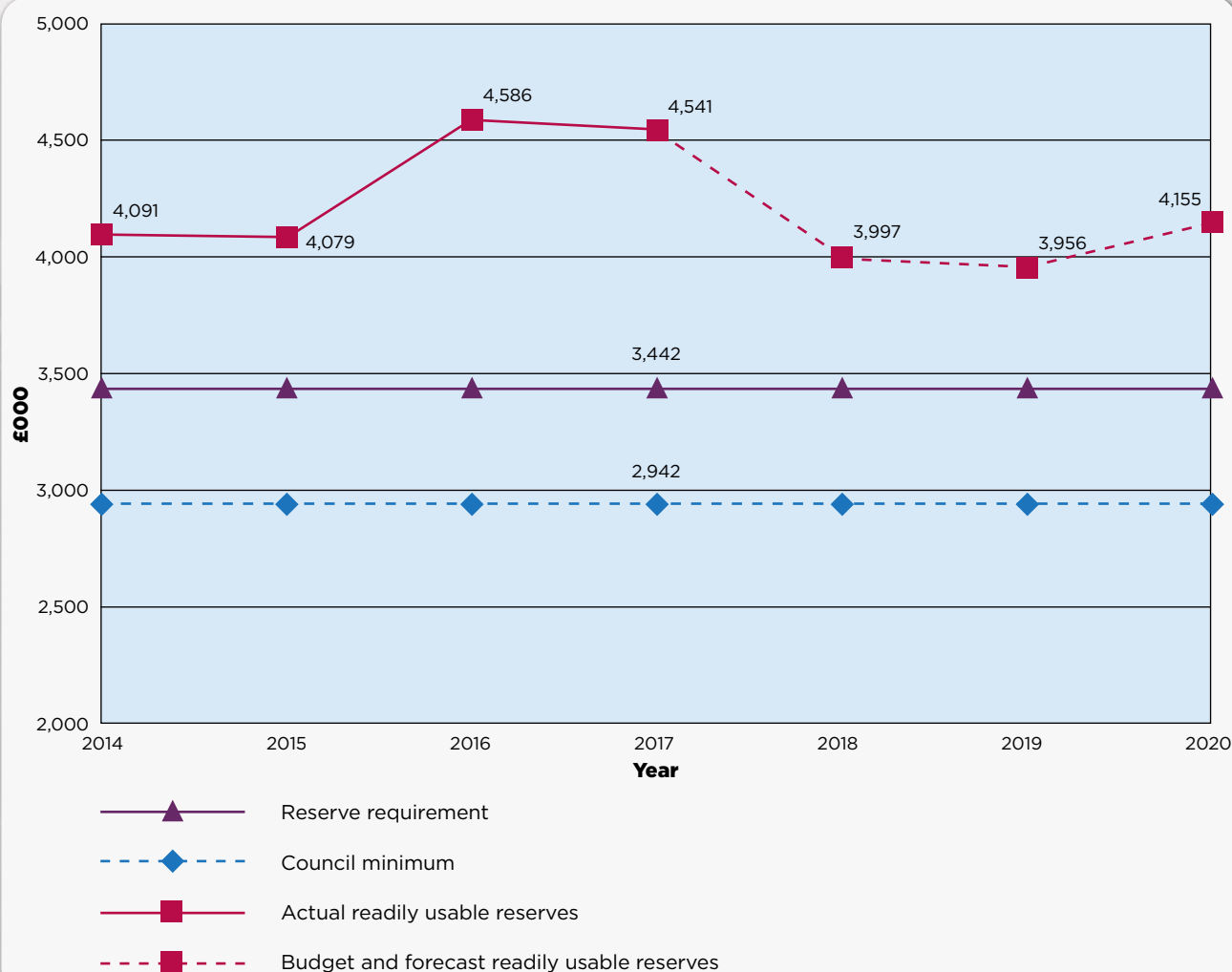
Investment Policy

In accordance with the Society's governance framework, management of the Society's investments is undertaken by a properly appointed, authorised investment manager. The Trustees set the investment policy and acceptable risk profile for the Society's investment portfolio, and they, and the Finance Committee, regularly review the performance of investments made. vote and the election of a new President in the US, the global political and economic environment in 2017 was relatively benign. Stock markets were generally favourable throughout the year, increasingly so towards the end of the fourth quarter.

Reserves Policy

The Society maintains a reserve intended to provide adequate funds to sustain the Society for a period of 2 years in the case of a severe financial downturn which materially affects either the gift aid from Bioscientifica or the Society's own financial position. The Trustees have set this minimum reserves requirement at £3.44M (the Council minimum is £500k lower at £2.94M). Where there is a surplus of usable reserves above this minimum level, the Trustees are required to formulate plans to utilise the surplus, having regard to future expected net income streams.

As the graph below shows, at 31 December 2017 usable reserves totalled £4.54M, against the minimum requirement of £3.44M. The £0.5M reduction in 2018 reflects a further deficit budget and the net impact of part-funding the acquisition of new head office accommodation for the Society in 2018 with £800k from the investment portfolio. Council will continue to closely monitor reserve levels and utilisation plans in the future.



Thank you to all of our members for giving up their time and expertise to ensure all our activities are possible and meet the needs of the endocrinology community.

www.endocrinology.org

Thank you to Bioscientifica, our wholly owned trading subsidiary, which makes all our activities possible by providing funding, publishing our journals, managing our events and providing membership services.

www.bioscientifica.com



Thanks to all of the Society's corporate supporters:

