

FABIAN SOCIETY

ANNUAL REPORT
2020/2021

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THE FABIAN SOCIETY

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The Fabian Society is an independent left-leaning think tank and a democratic membership society with more than 7,000 members.

We influence political and public thinking and provide a space for broad and open-minded debate. We publish insight, analysis and opinion in print and online; conduct research and undertake major policy inquiries; convene conferences, speaker meetings and roundtables; and facilitate member debate and activism right across the UK.

As a think tank, we have a reputation for high quality, politically salient outputs that have a real impact on political and policy debate. Our staff team in London, Manchester and Edinburgh works with leading politicians and policy experts to develop and promote new ideas and to influence the climate of political opinion.

We are affiliated to the Labour party and work very closely with Labour politicians, as well as influencing debate across the political spectrum. 100s of senior Labour politicians are members of the society, including Labour leader Keir Starmer MP and more than half his shadow cabinet.

We are a membership society and our members are at the heart of everything we do. People become Fabians because they agree with our political values and want to support our work, and to access our content and participate in our events and activities.

Our members set the society's direction through our democratic structures and they shape our programme as contributors and volunteers. Each year hundreds of activities are organised by and for our members by autonomous sections of the society – the Young Fabians, the Fabian Women's Network, the Scottish Fabians, the Welsh Fabians – and by Fabian networks and affiliated local Fabian societies.

The Fabian Society is a socialist organisation that aims to promote:

1. Greater equality of power, wealth and opportunity
2. The value of collective action and public service
3. An accountable, tolerant and active democracy
4. Citizenship, liberty and human rights
5. Sustainable development
6. Multilateral international cooperation

Fabianism

The Fabian tradition informs how we think and what we do. Our commitment to Fabianism means we support the fight against inequality, the power of collective action and an internationalist outlook.

We believe in social progress, evidence, expertise, rationality and long-termism. We advocate gradualist, reformist and democratic means in a journey towards radical ends. As a society, we celebrate our historic achievements and champion the collectivist institutions built by Fabians. We promote Fabian arguments within politics today and support the political development of people who share our values.

Supporting the Labour party

As a Labour affiliate, we support the party in its efforts to win power at every level, across the UK, to turn political ideas into real improvements in people's lives. Working closely with Fabian MPs and shadow ministers we act as an independent-minded critical friend: providing fresh thinking; addressing tough questions facing the party; and presenting viewpoints that can influence the direction it takes.

Pluralism and debate

We are a pluralist movement that creates spaces and networks for open debate, to discuss political challenges and advance new thinking. We platform a diversity of opinion, and constructive disagreement is expected and respected.

As an organisation we have no collective positions and we do not campaign for particular policies. Everyone who writes or speaks for the Fabians does so in their own name, without committing the society.

Equality and inclusion

We strive to make the British left more diverse, equal and inclusive and to ensure that the left's ideas can create a more equal and inclusive society. We seek to create equal opportunities for political participation, in our own work and beyond, for people on the left from every background and identity.

We work especially hard to platform and support people from communities which are underrepresented in the Fabian Society and public life.

Accountability and transparency

The society is committed to accountability, transparency and ethical fundraising. We are led by a democratically elected executive committee consisting of members representing all parts of the society. Elections take place every two years. The executive reports to the society's annual general meeting which takes place in November. The rules and by-laws of the Fabian Society are the society's constitution. Rules are approved by general meetings, by-laws are approved by the executive committee. Autonomous sections of the society and local Fabian societies also have their own constitutions.

The Fabian Society is funded by our members and subscribers; by organisations which award us grants and sponsorships in connection with specific projects; and by sales of publications and event tickets. Our funding relationships are governed by a fundraising policy, approved by our executive committee. In particular, this stipulates that we will not accept funding from companies whose practices are deemed to be unethical; and that we do not carry out lobbying projects.

Independence

The Fabian Society has editorial control of all our publications. Funding partners are invited to comment on draft outputs when they have relevant expertise but are not permitted to determine the contents of what we publish. We do not undertake lobbying projects. The society is entirely independent from the Labour party. Our editorial output is not shaped or controlled by the party in any way.

1.

Support the Labour party to win the next general election and return to government

by generating evidence and informing debate on political and campaign strategy; creating platforms for Labour to present and test its ideas; and seeking to influence political and public opinion in ways that boost Labour's electoral prospects.

2.

Secure the adoption of transformative Fabian policy proposals in the next UK Labour manifesto and in policy platforms at every level

by developing and packaging together evidenced, workable, transformative and popular policy ideas; deepening our strong collaborative relationships with Labour decision-makers; and expanding our UK-wide influence and policy capacity.

3.

Help to build a strong, united and diverse Labour movement

by building bridges across the left and showcasing pluralist, respectful politics; improving equality, inclusion and diversity both within the society and the party; and supporting the political development and advancement of Fabians and people with Fabian perspectives.

4.

Strengthen the capabilities, activism and reach of the society

by improving our financial position, staff capabilities and use of digital and data; expanding member-led debate and policy activity; and building our profile through stronger marketing, communications and media.

Our programme for 2021-2024 examines four themes:

Politics and power:

- electoral strategy
- political reform
- unequal power

State and society:

- social challenges
- the welfare state
- tax and spend

Economy and work:

- economic reform
- the future of work

Green and global:

- climate change
- the UK in the world

Executive committee

Martin Edobor (chair), Sanchia Alasia, Ivana Bartoletti, Stephen Bradley, Thom Brooks, Emily Brothers, Katie Curtis (staff rep), Luke John Davies, Anneliese Dodds MP, Tom Gardner, Kate Green MP, Sara Hyde, Lord Kennedy (treasurer), Seema Malhotra MP, Catriona Munro (vice-chair), Rory Palmer, Wes Streeting MP (vice-chair), Helen Taylor, Mark Whittaker.

Staff

Andrew Harrop (general secretary), Josh Abey (senior researcher), Emma Burnell (media consultant), Ben Cooper (senior researcher), Katie Curtis (events and marketing manager), Steph Driver (former media consultant), Kate Murray (editorial director), John Rafferty (finance and operations manager), Luke Raikes (research director), Katherine Sangster (Scotland national manager), Vanesha Singh (assistant editor), Shehana Udat (membership officer).

Young Fabians executive

Mark Whittaker (chair), Morenike Adeleke (women's officer), Leon Alleyne-McLaughlin (safeguarding officer), Milo Barnett (outreach officer), Laura Cunliffe-Hall (communications officer), Tobi Dada (member development and engagement officer), Cecilia Eve (vice-chair), Amber Khan (Anticipations editor), Louie Marlow (podcast and video editor), Owen Michael (national coordinator), Jack Parker (networks coordinator), Victoria Parrett (socials officer), James Potts (treasurer), Emma Stevenson (blog editor), Hollie Wickens (secretary).

Fabian Women's Network executive

Cllr Sara Hyde (chair), Caroline Adams (mentoring scheme coordinator), Victoria Akintomide-Akinwamide (Fabiana editor), Cllr Shaista Aziz (vice-chair), Cllr Josie Channer (FWN podcast coordinator), Cllr Kelly Grehan (events coordinator), Cllr Marianna Masters (treasurer), Cllr Mumtaz Khan (secretary), Sarah Hutchinson (FWN North convenor), Rachel Maguire (communications coordinator), Cllr Abigail Marshall Katung (FWN North convenor), Christine Megson (mentoring scheme coordinator), Taiwo Owatemi MP, Charlotte Rous (treasurer), Cllr Kindy Sandhu (vice-chair), Anya Sizer (FWN podcast coordinator).

Scottish Fabians

Catriona Munro (chair), Barry Black (from Feb 2021), Sarah Boyack MSP (from Feb 2021), Professor Jim Gallacher (until his death in October 2020), Cat Headley (stood down), Daniel Johnson MSP (from Feb 2021), Martin McCluskey (vice-chair), Cllr Maggie McTernan, Albie Mills (Young Scottish Fabians), Ian Murray MP (from Feb 2021), Baroness Meta Ramsay (from Feb 2021), Jonny Rhodes (until Feb 2021), Martin Whitfield (until Feb 2021).

Convenors

Mark Storm (Defence and Security), Michael Weatherburn (Economic and Finance), Mark Williams (Education), Tom Gardiner (Health and Care), Cecilia Eve (International Policy), Thom Brooks (Law and Constitution), Chris Worrall (Local Government and Housing).

MEMBERSHIP

June 2021

Individual

| | |
|---------------------------|------|
| Standard | 4653 |
| Student | 766 |
| Retired | 1056 |
| Unemployed | 417 |
| Membership plus donations | 254 |

7146

Institutional

| | |
|-----------------|----|
| Trade Unions | 6 |
| Libraries | 10 |
| Corporate | 0 |
| CLPs | 11 |
| Local Societies | 16 |

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FABIANS REMEMBERED

Austin Mitchell
Charles Blake
Colin Parker
D.A. Caesar
Dick Leonard
E.E. Wilkes
J.D. Pole
Jim Gallacher
John David Canham
John Sudd
Nik Kennedy
Dr Norman Price
Robert Park
Dr Sarah Cowley
Tom Higgins

10

7,189
members across the UK

LOCAL FABIAN SOCIETIES

BIRMINGHAM and WEST MIDLANDS

Luke John Davies – bhamfabians@gmail.com

BOURNEMOUTH and DISTRICT

Ian Taylor – taylorbournemouth@gmail.com

BRIGHTON and HOVE

Stephen Ottaway – stephenottaway1@gmail.com

CENTRAL LONDON

Michael Weatherburn
– info@londonfabians.org.uk

CHISWICK and WEST LONDON

Alison Baker – a.m.baker@blueyonder.co.uk

COLCHESTER

Maurice Austin – Maurice.austin@phonecoop.coop

COUNTY DURHAM

Professor Alan Townsend – 01388 746479

CROYDON and SUTTON

Emily Brothers – info@emilybrothers.com

ENFIELD FABIANS

Andrew Gilbert – enfieldfabians@gmail.com

FINCHLEY

Sam Jacobs – Sam.Jacobs@netapp.com

HAVERING

Davis Marshall – haveringfabians@outlook.com

HORNSEY and WOOD GREEN

Mark Cooke – hwgfabians@gmail.com

NEWHAM

Mike Reader – mike.reader99@gmail.com

NORTHUMBRIA AREA

Pat Hobson – pathobson@hotmail.com

PETERBOROUGH

Brian Keegan – brian@keeganpeterborough.com

READING and DISTRICT

Tony Skuse – tony@skuse.net

RUGBY

John Goodman – rugbyfabians@myphone.coop

SOUTH TYNESIDE

Paul Freeman – southtynesidefabians@gmail.com

SUFFOLK

John Cook – contact@ipswich-labour.org.uk

TONBRIDGE and TUNBRIDGE WELLS

Martin Clay – Martin.clay@btinternet.com

WALSALL

Ian Robertson – robertsonic@hotmail.co.uk

YORK and DISTRICT

Jack Mason – jm2161@york.ac.uk



REPORT ON ACTIVITIES

Influencing political thinking, with the help
of our members across the UK

FABIAN
SOCIETY

CHAIR'S REPORT

By **Martin Edobor, Fabian Society chair**



The Fabian Society has had a successful year. Despite the challenges of the ongoing Covid-19 pandemic, we have continued to deliver a range of in-person, hybrid and virtual events while producing publications shifting public discourse on a range of issues.

A year on, the pandemic remains very much a part of our day-to-day lives. Although social distancing measures and mask mandates have been relaxed, the impact of the pandemic on the way we work, socialise and live can still be felt. It is coupled with the continued repercussions from the United Kingdom's exit from the European Union, which has seen workforce shortages in multiple sectors fuelling concerns about an upcoming winter of discontent. The Fabian Society has sought to begin answering the question of how the Labour party can build an economy and society fit to meet the challenges of the post-pandemic era.

Our society has released publications that have shifted the public discourse on a range of policy issues throughout the last year. The two-year Commission on Workers and Technology report chaired by Yvette Cooper MP called for reforms to improve work, empower workers, and ensure the whole economy can benefit from new technology. And in Building Bridges, Sally Gimson reflected on Labour's disastrous 2019 general election and lessons learned from the loss of the 'Red Wall'.

Across our society, our Fabian sections have been active. For the year ahead, we have a new chair of the Scottish Fabians, Martin McCluskey, whom, alongside a new committee and the support of Scottish Fabians, national manager Katherine Sangster is ensuring members in Scotland have a strong and active Fabian Society. Welsh Fabians, for the first time, now have a fully constituted Welsh Fabians with an executive committee led

by Catherine Fookes, who will represent Welsh members on the national executive.

The Fabian Women's Network, led by Sara Hyde, has continued to deliver a phenomenal body of events and publications, ensuring that the voice of Fabian women is heard at every level. The Young Fabians have built upon their achievements to deliver another year of great events and publications for their members.

While the beating heart of our Fabian movement, local Fabian societies continue to deliver events for members, including regional conferences. I want to thank Fabian members from across the society for the work you do.

Under the leadership of Andy Harrop, Fabian Society staff have worked extremely hard this year to ensure members have access to cutting edge thinking, events, and influence on the direction of our movement. I want to thank the Fabian staff team for their determination and tireless effort over the last year.

The executive committee has worked collectively to shape the strategy and direction of our society alongside the Fabian staff team. I want to thank the Fabian executive for their work and their support this year. Additionally, I'd like to offer a special thank you to our treasurer Roy Kennedy. He has worked hard throughout the last year to secure our society's finances.

I remain optimistic despite the challenges that lie ahead for the Labour party, the Fabian society, and our movement. This optimism is rooted in our society's history as the intellectual heart of the Labour moment. From the Webbs to Wilson, we stand on the shoulder of giants.

I am proud to be chair of the Fabian Society, an organisation in which we all have the opportunity to contribute towards progressive change.

“The Fabian Society has sought to begin answering the question of how the Labour party can build an economy and society fit to meet the challenges of the post-pandemic era.”

GENERAL SECRETARY'S REPORT

By **Andrew Harrop, Fabian Society general secretary**



The Fabian Society's year from July 2020 to June 2021 was dominated - inevitably - by Covid-19. Two lockdowns and a year of social distancing upended our operations and public-facing programme. Over that time the society was unable to convene in-person events. Our headquarters was closed to members and our staff had access to the building for just a handful of weeks in the year.

Nonetheless, it was a purposeful and productive 12 months for the Fabians, with the society's work continuing undiminished online. Our events stayed digital. Our staff worked remotely. Members discovered fresh ways of meeting together. And we pioneered new approaches to research, including a two-week online citizens' jury.

The content of our policy programme was shaped by the crisis too. Our first report of the year brought together politicians and experts to explore how to reshape the UK economy after Covid-19. We conducted a year-long research project on reforming social security in light of the pandemic. It was widely covered by the media and helped shape the Labour party's thinking. And in December 2020, we published the final report of the Commission on Workers and Technology, our joint project with Community union chaired by Yvette Cooper MP.

The commission's in-depth report reflected all that had been learned in the first nine months of the crisis. It presented a major package of proposals that included short-term pandemic-recovery measures and long-term reforms to ensure that low and middle earners benefit from technology over the next decade. The Labour party soon adopted elements of its proposals.

The society's close working relationship with the Labour frontbench was one of the most noteworthy features of the year. We have always taken pride in our place at the heart of the British left, but 2020/21 saw us

working more closely with the Labour party than ever. Five senior frontbenchers served on our executive committee, including Anneliese Dodds MP, who was shadow chancellor until May. Her successor Rachel Reeves MP and Labour leader Keir Starmer MP are both former members of the committee.

In January, Starmer was the keynote speaker at a special digital New Year conference which brought several hundred delegates together for a weekend of political debate. The remote format was turned to our advantage and enabled us to welcome speakers from across Europe and a greater number of senior politicians than ever before, with more than a dozen members of the shadow cabinet addressing the conference.

Over the year, the executive and staff team worked together to develop a new organisational strategy for the society that reflects our close links to the party. For the next three years, our priorities will be to support Labour win and return to power, to secure the adoption of transformative Fabian policy proposals, and to help build a strong, united and diverse Labour movement.

The society's commitment to equality and inclusion lies at the heart of this strategy and it was also the focus of a major workstream on race equality, initiated in response to Black Lives

Matter. As a result of this programme, we made commitments to platform a more diverse range of contributors and we worked to understand the harmful dimensions of our past associated with race, eugenics and empire. We also celebrated the progress we have made, which is indicated by the diversity of our elected office-holders, committee members and volunteers.

Our volunteer-led sections, policy groups and local societies helped the Fabians to rebound after the uncertain early months of Covid-19. The Young Fabians, Fabian Women's Network and Scottish Fabians all went digital with distinction and produced a hugely impressive stream of outputs. Similarly, the education policy group and a number of local Fabian Societies held regular online events. And the staff team stepped in to help those members of the Fabian family who were not able to keep going through the crisis, supporting a relaunch for the Welsh Fabians and a number of policy groups.

Across the year the society's employees were dedicated, resilient and adaptable. Although some had only met each other via video calls, it was a period of staffing stability and comradeship, with the employee team remaining unchanged over the 12 months. The single exception was our media consultant Stephanie Driver who was headhunted by Keir Starmer's team.

The society's finances were similarly steady, after a very difficult period the year before. With our costs trimmed back and more external certainty the Fabians were able to generate a small surplus after securing funding for significant new projects.

All of this created the conditions needed to carry out some vital policy projects and achieve real impact. One highlight of 2021 was the cross-party Early Years Commission, conducted in partnership with the right-wing think tank the Centre for Social Justice. The commission was co-chaired by a Labour and Conservative MP and its recommendations were heard in every corner of Westminster.

Our publication programme also included two widely-read reports asking how Labour can reconnect with the voters it has lost. And our research reports covered topics including local cultural policies, affordable digital connections and statutory sick pay.

All told it was a bumper Fabian year. But the extraordinary achievement of 2020/21 was that we achieved normality – and for that the society is indebted to the contributions of our staff, elected officers, volunteers and members. I give my thanks to them all.

YOUNG FABIANS

By Mark Whittaker, Young Fabians chair



I'm very proud of what our brilliant officers achieved this year. We spent lockdown decentralising the Young Fabians, developing new ways to support our members' personal development, and organising more events and publications than ever before.

After restrictions ended, we rapidly organised a programme of events across Britain and online, reflecting the diverse, decentralised and collaborative organisation that we've worked so hard to be.

Decentralising the Young Fabians

At our 2020 AGM, we overhauled the Young Fabians' constitution to put our emerging national, regional and university groups on a permanent footing, supported by a national coordinator.

Since then, the Young Scottish Fabians have published their first pamphlet, *Devolutionary Theory*, and members in our regional groups across England contributed to the timely *Metro Mayors in England Progress Report*.

We secured funding from LGA Labour Group for this report and launched it in March at an event featuring almost every Labour metro mayor and candidate.

Our regional groups have helped the Young Fabians to expand away from London and organised many of our events this year – of which there were more than 150. These events included the excellent Labour conference fringe event *Tackling Knife Crime: Lessons from the Midlands*, as well as post-lockdown picnics and socials in Scotland and across England.

Our AGM also saw the launch of our new criminal justice network, LGBTQIA+ advocacy group and disability advocacy group, working alongside our established BAME advocacy group. These groups were integral to the special *Liberation Politics* edition of *Anticipations*, to our

Black History Month programme, and to an event series on the inclusion of LGBTQIA+ people in public life.

Supporting our members

In 2021 we've continued to focus on being a training ground for young people on their journeys into politics and policy-making. This led us to launch the YF Academy: a year-long event series where members and former Young Fabians shared their skills in political communication, policy analysis and technical skills.

Ahead of the May elections, we platformed and canvassed for Young Fabians running for office across Great Britain. Three were elected as Labour councillors, and we continue to work with them to support their careers and encourage others to follow in their footsteps.

Building bridges internationally

Throughout the year, we've taken advantage of online meetings to host events on political campaigning with young progressives in the US, Germany and Austria; and pro-democracy activists in Hong Kong and Myanmar. We've also provided the UK delegations to the British South Asian Youth Summit's workshops on climate action and tackling violence against women and girls.

In October, the YF international network's years

of hard work culminated in the Young Fabians being admitted as a full member of the Young European Socialists, opening up even more international opportunities for our members in future.

Fresh thinking for the future

In this challenging year for Labour, the Young Fabians hosted important debates about where our party should go next. Highlights included an incisive event on the May election results with Sir John Curtice; our event series on regaining Labour's heartlands; our pamphlet on Labour in the Culture Wars; and our work with Labour in Communications to give the Labour party strategic and tactical ideas on how to win in the 2020s.

Alongside all this, our members have used their diverse personal and professional backgrounds to advocate policy ideas with the power to transform lives. These have shone through in more than 140 blog articles, 20 podcast episodes, and our pamphlets on Opportunities for Better Healthcare (funded by NEU), Britain's Broken Housing Sector: Lived Experiences and Policy Solutions (funded by UNISON Labour Link) and Towards a 21st Century Curriculum (funded by University of Manchester Student Action).

We're grateful to our honorary board of senior Labour politicians for sharing these ideas in

their networks for greater impact. We're also delighted to have spun out the Progressive Technology Centre as a new think tank; and that other policy organisations have increasingly approached us to build new partnerships around our members' expertise.

Strengthening the Young Fabians

We're stewards of an incredible legacy, as we've recognised through the Young Fabians' 60th Anniversary History Project publication. We'll publish this soon, with a dedication to our founder, Dick Leonard.

This year, we strengthened the Young Fabians by bolstering our procedures on volunteers' conduct; working more closely with FWN and other sections; and putting the Young Fabians in a strong financial position. We raised almost £3,000 from our Friends of the Young Fabians scheme and boat party, as well as £1,050 in sponsorship for our pamphlets, while raising £540 for HOPE not Hate and Stonewall.

2020-21 has been a great year for the Young Fabians. I'd like to say a huge thank you to the brilliant executive, network and group officers who made all this happen.

FABIAN WOMEN'S NETWORK

By Sara Hyde, Fabian Women's Network chair



Thank you to our extraordinary executive committee, mentees and members for being a bright, bold light in what has been, for many of us, a difficult year. We were delighted to see even more Fabian women become councillors in May, as well as former FWN mentees becoming London Assembly members, police and crime commissioners and gaining leadership roles within councils: congratulations!

The executive committee remains dedicated to our values of sisterhood, solidarity and service. Over the last year, given the restrictions, this has most commonly been done by myriad WhatsApp messages and phone banks galore. Special thanks to Cllr Dr Kindy Sandhu and Cllr Shaista Aziz for their input as brilliant co-vice chairs, to Emily Batchelor as an indefatigable secretary, for keeping the show on the road, and to Rachel Maguire for all her graft on our comms.

Thank you to all those who supported Fabian women – individually or as a network - and helped us to empower more women into politics and public life and to sustain those already there.

Policy work

As part of Labour party conference 2020 (convened online), we held panel events on mainstreaming the climate change agenda in a future UK economy; mothers in politics; Black maternal health and a roundtable on whole system justice for women.

We ran a four-part educational series, Economics for Girls, with prominent speakers from the world of economics and our MPs. Sessions covered introductions to macroeconomics and microeconomics, feminist economics and new economic policy ideas. Following the high demand for the first series, we ran part two – Economics is Still for Girls – with sessions on local government finance, tax doesn't need to be taxing, a feminist

green economy, and a workshop on talking confidently about economics. Thank you to all those who spoke and attended for making these such enjoyable series; special thanks to Louisa Metcalfe and Cllr Marianna Masters, without whom the series would not have been possible.

We also held a huge range of one-off events across the year from discussing American elections to Barbara Castle and events for International Women's Day. We held our first FWN Nations events on the response of Wales, Scotland and England to Covid-19 and will be developing this strand of work in the future. Alongside these policy-focused events ran an (almost) monthly FWN Book Club, including books from Helen Lewis, Lesley Kern, Dr Shola Mos-Shogbamimu, Yvette Cooper MP and Jess Phillips MP. You can watch videos of most of the sessions on our FWN channel. Special thanks to Cllr Kelly Grehan, our events coordinator and to Katie Curtis (Fabian Society) for making our zoom events such a success.

During the year, Fabiana returned in earnest but now as an online blog. An experienced volunteer team of three are working on commissioning content and training our members to pitch and write with confidence.

From autumn 2021 and into 2022, we have agreed to focus on three main areas of work:

hidden health inequalities, women and justice and an intersectional feminist green new deal, as well as launching our Mums in Politics publication.

FWN anti-racist work

We continue to work towards making FWN an intersectional, anti-racist, feminist network. We have long had diverse panels at our events and recognise that embedding anti-racism requires much more than this and is not the responsibility of women of colour, who are already exhausted from living in a structurally racist society.

We have had training for the exec, held anti-racist safe space zoom events and created policy outputs and events that are intersectional. We recognise we are on a journey and seek to be good allies, practising solidarity as demonstrated through our deeds (not just our words) with women of colour.

Launch of FWN Cllr Network

In Nov 2020, we established our FWN Cllr Network. Led by Cllr Josie Channer, Cllr Emily Rowles and Cllr Sarah Russell, the launch event heard from Cllr Erica Lewis (leader, Lancaster City Council) and Cllr Hamida Ali (leader, Croydon Council). The network has run events for sitting councillors, cabinet and executive

members and candidates in the run-up to their elections. Josie Channer continues to lead on this work, with a widened leadership team, holding monthly events. It is wonderful to see this thriving subnetwork flourish under excellent leadership.

Mentoring scheme

We are celebrating ten cohorts of our mentoring scheme this year! Both cohorts nine and ten have had to deal with a Covid-adapted programme, but we have now mentored close to 300 women over the last ten years into roles in politics – both behind the scenes and elected members – and public life.

Many thanks to Caroline Adams and Christine Megson for their tireless work, both of whom have now received MBEs for their service to women and politics.

In summary: thank you to all those who give, give, give and make this network the amazing place it is. The wisdom, kindness and policy ideas within it continue to inspire: igniting hope and putting fire in the belly for the next phase of the fight.

SCOTTISH FABIANS

By **Catriona Munro, Scottish Fabians chair**



Ahead of the Scottish Parliament elections, we took the opportunity to refresh our executive committee.

We were delighted to welcome on board Sarah Boyack MSP and Daniel Johnson MSP, who were both returned to Holyrood in the May elections. Ian Murray MP and Baroness Meta Ramsay joined us to ensure our already strong relationships in Westminster go from strength to strength. Barry Black, whose outstanding research on the exam scandal in the summer of 2020, helped force a Scottish government U-turn, is another welcome addition to our executive.

We were sorry to say goodbye to Cat Headley, Martin Whitfield and Johnny Rhodes, who had all been hardworking and supportive committee members and we thank them for their contribution and hope to work with them all again soon. We sadly lost Professor Jim Gallacher, who died at the age of 73. He was a pioneer and scholar in the field of lifelong learning and a dedicated Fabian who is sorely missed by the Labour movement.

Research

In early 2021, our research project with FEPS culminated in the publication of *A Voice for the Future – How Labour Can Shape the Next 20 Years of Devolution*. The publication was very positively received both in Scotland and with our European stakeholders.

The launch event took place on 2nd March, with speakers including Sarah Boyack MSP and Professor Nicola McEwen. Katherine Sangster and Martin McCluskey worked tirelessly to pull this substantial piece of work together, and the report received wide coverage in both the UK and Scottish press.

Events

We successfully moved our events online and ran a number of Scotland-focused events at the Fabian New Year conference.

Young Scottish Fabians have been running regular discussion groups under the banner Red, Aye during this time.

FWN, Welsh Fabians and Scottish Fabians collaborated in an event highlighting the different approaches to the Covid-19 crisis and particularly the impact on women. It was particularly fascinating to learn more about how Labour in power in Wales has approached the pandemic innovatively.

In the run-up to the Scottish elections, Young Scottish Fabians organised an inspiring rally of young candidates and following the election, we had an election “lessons to learn” event chaired by Meta Ramsay, with speakers Daniel Johnson MSP, Sarah Boyack MSP, Katherine Sangster, and Barry Black.

We were very happy to hold our first in-person event in late summer. Our annual garden party went ahead, with special guest Anneliese Dodds MP. The sun shone and we met old and new Fabian friends for the first time since the pandemic.

“In early 2021, our research project with FEPS culminated in the publication of *A Voice for the Future – How Labour Can Shape the Next 20 Years of Devolution*. The publication was very positively received both in Scotland and with our European stakeholders.”

WALES AND LOCAL FABIAN SOCIETIES



Welsh Fabians

In June 2021 the Welsh Fabians was relaunched as a constituted section of the Fabian Society with its own elected executive.

The first members of the Welsh Fabians committee are: Catherine Fookes (chair), Mary Ann Brocklesby, Daniel Groves, Carolyn Harris MP, Estelle Hart, Mike Hedges MS, Anna McMorris MP and Ian Standen.

Local Fabian societies

The pandemic has proved a challenging period for local Fabian societies, which have always specialised in bringing members together for in-person discussions and speaker meetings.

A number of long-established societies did not meet during the course of the year due to the impossibility of face-to-face events. These societies found that their members were not interested or comfortable moving to online meetings. Some restarted their activities in summer 2021, including Portsmouth and Bournemouth Fabians.

Other local societies successfully shifted to holding online meetings and created varied programmes of virtual events. The move to digital meetings came with some advantages, including improved availability of national speakers and the opportunity for members from local societies to 'visit' each other's meetings.

Local societies that organised successful online meeting programmes included Brighton and Hove, Central London, Colchester, County Durham, Chiswick and West London, Grimsby, Havering, Peterborough and York. Many of these societies were supported by the national staff team to get to grips with the technology, and in particular Katie Curtis, events and marketing manager.

Speakers at meetings during the year included local government figures,

historians, researchers, a police and crime commissioner, a London Assembly member, former parliamentary candidates and MPs including shadow cabinet ministers Anneliese Dodds and Kate Green.

Central London Fabians also launched a new website and historical research projects were initiated by Oxford and Bournemouth Fabians.

Just one new local society formed during the year: a warm welcome to Enfield and Edmonton Fabians.

With sadness, we were unable to hold our annual event for local Fabian societies at the Houses of Parliament. We hope in the future to find a way to bring local society members together from across the country, once the pandemic is a fading memory.

Once again, a huge thank you to the volunteers who run local Fabian societies for their unstinting work in promoting the Fabian debate at the local level.

“Once again, a huge thank you to the volunteers who run local Fabian societies for their unstinting work in promoting the Fabian debate at the local level.”

A YEAR IN REVIEW 2020/2021

Our impact on the political and policy landscape

FABIAN
SOCIETY

HIGHLIGHTS

Sharing the future

In December, the Fabian Society and Community union published the final report of the commission on workers and technology, chaired by Yvette Cooper MP. The commission warns that many of the workers hit worst by Covid-19 are also vulnerable to automation. It makes short-term recommendations on recovery from the pandemic and presents a major package of reforms to ensure British workers gain from the opportunities of digital transformations. Proposals from the report are adopted by the Labour party during 2021.



New year conference 2021

The society hosts a two-day digital conference in partnership with the Foundation for European Progressive Studies. A 'virtual conference' platform brings together hundreds of delegates and speakers, including Labour leader Keir Starmer and more than a dozen members of his shadow cabinet.



Labour's electoral fightback

The society publishes two reports on how Labour can start to rebuild trust and support within traditional working-class communities in the north, midlands and Wales. Building Bridges looks specifically at Bassetlaw, asking why Labour lost the mainly rural East Midlands seat and what it would take to win again. Hearts and Minds is a collection of essays by MPs in newly marginal seats edited by shadow defence secretary John Healey MP that sets out plans for how to regain the confidence of working-class voters.

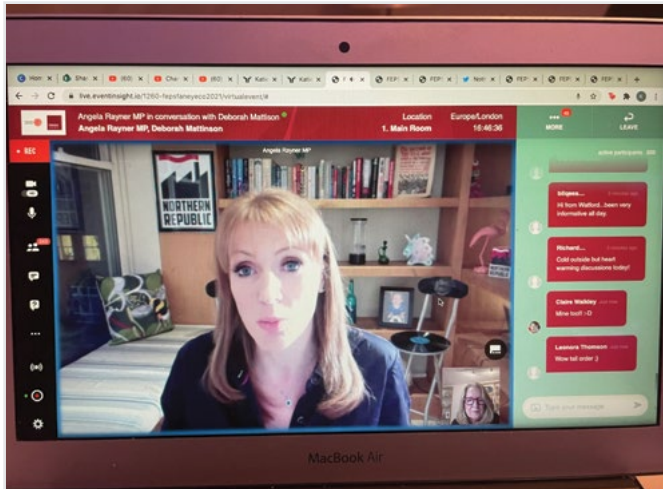
Commission on early years

Across the course of the year, we work on a cross-party commission on early years, jointly with the right-wing think tank the Centre for Social Justice. Co-chairs Sharon Hodgson MP and Edward Timpson MP lead a panel of experts on early years health, education and wellbeing. The project demonstrates strong common ground for supporting early childhood development, across the political spectrum.



Race equality

The executive committee convenes a race equality task force to explore how to make the society more equal and inclusive for minority ethnic and particularly Black members. The work is led by Dr Martin Edobor, who in December is elected the first black chair of the society. The society formally recognises its past connections with racism, eugenics and colonialism and holds events to better understand these dimensions of its history in partnership with the LSE and King's College London.



Digital events

Between March 2020 and July 2021 all Fabian Society events take place online. Highlights include a series of meetings at the Labour Connected virtual party conference and public events with Rosena Allin-Khan MP, Jon Cruddas MP, Anneliese Dodds MP, Seema Malhotra MP, Andy McDonald MP, Lisa Nandy MP and Jess Phillips MP.

Social security after the pandemic

Fabian researchers publish a series of four reports on the future of social security after Covid-19. In the winter, two papers explore the impact of the government's proposal to cut universal credit and are widely cited by campaigners and journalists. Meanwhile an online citizens' jury is convened over a fortnight and informs long-term proposals for social security reform rooted in public opinion. Papers on improving benefit adequacy and expanding the scope of non-means-tested benefits are followed closely by politicians.

FABIAN POLICY GROUPS

Fabian member policy groups are member-led networks that explore policy issues in detail

Defence and security

The Fabians' defence and security policy group was formed in January 2021 with the support of the Shadow Defence Secretary and the broader shadow defence team. We are a group of experts, researchers, and staffers advising the politicians and policy-makers on national security issues. As the world grows more uncertain and technological change upsets traditional ways of thinking, the breadth of national security issues has expanded dramatically to include fields such as artificial intelligence, cybersecurity, and space technology. We host monthly discussion meetings culminating in written briefings for MPs, and engage with the PLP as we are required.

Next year, we look forward to advancing three goals: demonstrating our expertise externally and showcasing the Fabians by hosting public-facing events; publishing our Routledge book which we are co-editing and co-writing with the shadow defence team; and expanding our members (currently 70+) and capacity to undertake broader and deeper research.

Education policy group

It's been another busy and productive year for the Fabian education policy group.

First, a review of 20/21 in numbers:

- Eight group meetings held online
- 15 topical education issues discussed in meetings
- 18 members' blogs published on our website
- A further five longer 'journal' pieces published
- Over 700 Twitter followers and counting (@EduFabians)
Our bigger social media presence drives traffic to our recently revamped website www.fabianeducation.com
- Four meetings to discuss education and policy with MPs Kate Green and Wes Streeting respectively

During 2020/21, members also contributed policy ideas for an all-new document, Urgent Priorities - Future Plans. We also conducted a survey of members, giving them a say in developing our work plan for 2021/22.

It all adds up to one collective effort to make the Fabian education policy group a fresh, relevant, and positive policy voice within the Fabian Society and UK progressive politics as a whole.

Health network

The Fabian health network is delighted to have welcomed a diverse range of new members over the year, who have been a much-valued addition to our discussion forum.

The mixture of frontline, policy and academic perspectives in the network was pivotal to the development of the Fabian Society's recent pamphlet Prescription for Fairness, co-edited by our convener Dr Tom Gardiner, Dr Steve Bradley and Vanesha Singh. The pamphlet is a collection of ten essays, introduced by Jonathan Ashworth MP, Shadow Secretary of State for Health and Social Care. The authors propose a suite of policy recommendations aimed at remedying health inequalities in a post-pandemic era. The pamphlet was complemented by two Labour List pieces written by Jonathan Ashworth MP and Frances O'Grady, general secretary of the

TUC, and by a parallel blog series hosted on the Fabian Society's website

Law and constitutional policy group

This group was approved by the Fabian Society executive in the spring and is chaired by Thom Brooks.

Over our first few months, we have grown swiftly to over 100 members. We have met for our launch meeting and members were polled for ideas on topics for further meetings with frontbench speakers. These have started to get underway.

Economic and finance policy group

The Fabian economic and finance policy group hosted four online events in 2020-21 (tax, basic income, pensions and housing), all of which were very well attended. A member survey in late 2020 helped us to refine our knowledge of what our members would like to do.

We've also developed our Medium website, featuring a blog and videos of our events. We co-hosted the Economics for Girls series with the Fabian Women's Network which attracted up to 200 attendees per workshop. Future plans include economics skills workshops, mentoring, and further public events.

Local government and housing policy group

In 2021 the local government and housing policy group was formed. A steering committee has confirmed its intent to develop a collection of essays and a research paper on the future of local government, housing and land use regulation.

The group encourages other members with ideas or potential contributions on the theme to reach out and put them forward. Coordination has begun with the Young Fabians and other Fabian Members networks, as well as outreach to external expertise in the policy arena.

The group has created a Twitter account (@LGHFabians) and is developing a website to showcase upcoming events, essays, and members views. The steering committee includes Chris Worrall, Cllr Shama Tatler, Cllr Anthony Okereke, Adam Allnutt, Cllr Asma Islam, Antony Breach, Unmesh Desai, Abdi Duale, Abdi Mohammed, Cllr Thomas Frederick Robinson, Cllr Sharon Thompson and Anya Martin.

PUBLICATIONS

A range of pamphlets, essay collections and research reports published this year

12
new
publications
in 2020/2021

Better Off: Recovery and Reform in the Post-Coronavirus Economy, edited by Vanesha Singh

Cultured Communities: The Crisis in Local Funding for Arts and Culture, by Ben Cooper

Double Trouble, Mass Unemployment and Benefit Cuts after the Pandemic, by Andrew Harrop and Howard Reed

Affordable Connections: Essential Digital Connections for All, by Andrew Harrop

Sharing the Future: Workers and Technology in the 2020s, Full Report of the Commission on Workers and Technology

Sharing the Future (summary report)

Building Bridges: Lessons from Bassetlaw for the Whole Country, by Sally Gimson

Who Loses? The Impacts of Planned Universal Credit Cuts Across Society, by Andrew Harrop

A Voice for the Future: How Labour Can Shape the Next 20 Years of Devolution, by Martin McCluskey and Katherine Sangster

Hearts and Minds: Winning the Working-class Vote, edited by John Healey MP

Going With the Grain: How to Increase Social Security with Public Support, by Josh Abey and Andrew Harrop

Early Years Commission: A Cross-party Manifesto

JENNY JEGER PRIZE

The Jenny Jeger prize for writing was established to commemorate Jenny Jeger, chair of the society in 1984. The winners in 2020 were:

Full-length reports

Professor Jim Gallagher, **Progressive Federalism**

Jointly published by the Fabian Society and Scottish Fabians, judges called this “a powerfully argued pamphlet on a critically important topic”.

Shorter writing

David Smith, **Face the Facts** (published in the Fabian Review)

Judges said this article on facial recognition technology and racism was “a thoughtful and persuasive article on the subject of facial recognition”.

Young author

The editors of **Ways to Save the World** (Young Fabians pamphlet) - Mhairi Tordoff, Isaac Turner and Mark Whittaker

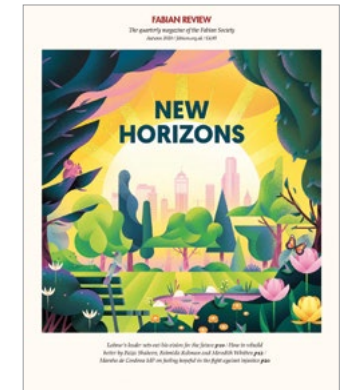
The judges said this pamphlet was “a really worthwhile collection of essays on climate change”.

FABIAN REVIEW

The Fabian Review tackled the key political issues of the year, including the handling of the Covid-19 pandemic and the outlook for the post-Trump world.

Highlights included:

- Articles by Keir Starmer MP and Angela Rayner MP
- Interviews with Scottish Labour leader Anas Sarwar MSP and Kate Green MP
- Special editions on the unions and Labour and tackling structural inequality



EVENTS

Fabian events ran throughout 2020/2021 and included a flagship conference, roundtables and 'in conversation' events.

July 2020

- Better Off: Recovery and Reform in the post-coronavirus economy pamphlet launch
- Good jobs, modern working practices and the Covid-19 crisis

August 2020

- The UK and China: perspectives from the left

September 2020

- Labour Connected virtual party conference

October 2020

- Life sciences, Covid-19 and the future of healthcare (roundtable with ABPI)

November 2020

- Fabian Society AGM

December 2020

- Commission on Workers and Technology: Shaping the Future report launch
- Electric vehicles: The shortcut to net-zero? (roundtable with LV=General Insurance)

January 2021

- FEPS/Fabian New Year Conference 2021: 23 sessions over two days, with sessions from groups across the society.
- Breakfast briefing with Kate Green MP for Crosland and Webb members

February 2021

- Jonathan Reynolds MP in conversation with Baroness Ruth Lister

March 2021

- Budget 2021: The Verdict with Anneliese Dodds MP
- From Frontbench to the Frontline: In conversation with Rosena Allin-Khan MP

April 2021

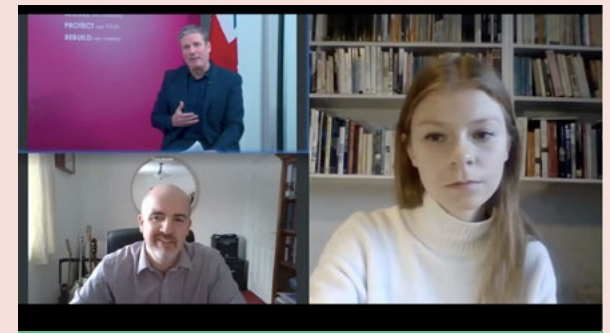
- Hearts and Minds: winning the working-class vote report launch
- Jobs recovery after Covid-19: lessons from the UK and Germany (with FES and Aston University)
- Jess Phillips MP in conversation with Jacqui Smith

May 2021

- Dignity of Work with Jon Cruddas MP

June 2021

- Fabian history workshop: the Fabian Society, race and empire



Our events in 2020/21 took place online, giving Fabian members around the country the opportunity to engage with politicians and policy experts.

FINANCIAL REPORT

An extract from the financial statements
2020/21 (a full version of the audited accounts
is available to members on request)

FABIAN
SOCIETY

TREASURER'S REPORT

By Lord Kennedy, Fabian Society treasurer



Following the extraordinary circumstances of the 2019/20 financial year that had led to us recording the largest budget deficit in our history, we finish the 2020/21 financial year in a significantly improved position.

As businesses adapted to the realities of operating under restrictions caused by the Covid-19 pandemic, we were able to recommence and complete work on delayed projects from the previous financial year, while discussions with fundraising partners restarted after the uncertainty caused by the initial lockdown had mothballed many of our nascent projects.

An exceptionally cautious fundraising budget had been set for this year in recognition of the uncertain fundraising environment caused by the pandemic, particularly for conferences and events which normally constitute a significant portion of our annual income.

In the end, our pessimism was unfounded as we easily exceeded the fundraising target by the end of the financial year and agreed on a host of new projects to take us into the new year.

We had also feared a significant drop in membership numbers owing to the uncertainty and turbulence created by the pandemic, leading to a drop in subscription income – these fears were also largely unfounded, and membership income remained stable throughout the year, providing us with a welcome and dependable source of funds to meet our day to day operational commitments.

Overall, income for the year was around 8 per cent higher than the preceding year, while expenditure was around 11 per cent lower, largely due to savings incurred from an organisational restructure and reduced expenditure from a lack of office use and in-person events.

As a result we ended the 2020/21 financial year recording a healthy surplus of just under £20,000. Although this surplus is not large enough to

rectify the loss recorded on our balance sheet from the previous financial year, it allows us to start the year in a significantly stronger and more structurally sound financial position.

As the coronavirus pandemic subsides and physical events return, we look forward to re-establishing our popular fringe programme at the Labour party conference and starting 2022 off with our New Year conference, while discussions with partners and funders concerning our research and editorial output continue to progress positively.

We have budgeted a modest surplus for the 2021/22 financial year in recognition of a gradual return to normality, and I have every confidence that we will be able to reach it by the end of the next financial year.

“In the end, our pessimism was unfounded as we easily exceeded the fundraising target by the end of the financial year and agreed on a host of new projects to take us into the new year.”

FINANCIAL STATEMENTS AND TRANSPARENCY

AUDITOR STATEMENT

By Knox Cropper LLP
Chartered Accountants Statutory Auditors
65/68 Leadenhall Street, London EC3A 2AD

We have audited the financial statements of The Fabian Society (the 'Society') for the year ended 30th June 2021 which comprise the Income and Expenditure account and Balance Sheet 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the Society's affairs as at 30th June 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;

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 are independent of the society 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.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

| | 2021 | 2020 |
|--|-----------------|-----------------|
| Income | £ | £ |
| Individual Members | 359,434 | 340,462 |
| Institutional Affiliations and Subscriptions | 5,225 | 8,046 |
| Donations and Legacies | 39,301 | 48,047 |
| Publications Sales | 633 | 3,131 |
| Conference and Events | 24,205 | 149,410 |
| Publication Sponsorship and Advertisements | 62,303 | 18,618 |
| Research Projects | 218,280 | 89,600 |
| Rents | 16,561 | 15,790 |
| Bank Interest, Royalties and Miscellaneous | 1,311 | 1,572 |
| Total Income | £727,253 | £674,676 |

| | 2021 | 2020 |
|---------------------------|-----------------|-----------------|
| Expenditure | £ | £ |
| Research Projects | 53,952 | 13,811 |
| Staff Costs | 395,753 | 451,670 |
| Printing and Distribution | 90,063 | 95,630 |
| Conference and Events | 3,569 | 57,206 |
| Promotion | 180 | 1,677 |
| Affiliation Fees | 6,853 | 7,449 |
| Postage, Phone and Fax | 4,991 | 3,495 |
| Depreciation | 24,392 | 25,145 |
| Other | 18,426 | 27,231 |
| Stationery and Copying | 9,342 | 9,549 |
| Legal and Professional | 7,770 | 5,949 |
| Irrecoverable VAT | 697 | 1,561 |
| Premises Costs | 62,022 | 62,260 |
| Bad debts | 8,494 | 3,764 |
| Information Systems | 21,522 | 25,963 |
| Total Expenditure | £708,026 | £792,360 |

| | | |
|------------------------|---------------|-----------------|
| Surplus/Deficit | 19,227 | -117,684 |
|------------------------|---------------|-----------------|

| Balance sheet (£) | 2021 | 2020 |
|--|------------------|------------------|
| FIXED ASSETS | 1,198,508 | 1,222,160 |
| CURRENT ASSETS | | |
| Stock | 6,693 | 6,693 |
| Debtors and Prepayments | 134,045 | 102,631 |
| Bank and Cash | 587 | 589 |
| | 141,325 | 109,913 |
| CREDITORS – AMOUNTS FALLING DUE WITHIN ONE YEAR | | |
| Creditors and Accruals | -113,950 | -169,894 |
| Net Current Assets/(Liabilities) | 27,375 | -59,981 |
| Total Assets less current liabilities | 1,225,883 | 1,162,179 |
| Creditors/Amounts falling due after 1 year | -44,477 | - |
| NET ASSETS | 1,181,406 | 1,162,179 |
| General Fund | 1,163,099 | 1,141,986 |
| Restricted Fund | 18,307 | 20,193 |
| TOTAL FUNDS | 1,181,406 | 1,162,179 |

**To view the full financial statements, please contact:
The Fabian Society,
61 Petty France,
London SW1H 9EU.**

Income associated with specific research, editorial and events projects totalled **£304,788** in 2020/21 and came from a wide range of companies, trade unions, non-profit organisations and trusts. These funders are declared alongside the specific events and publications they support and a list for 2020/21 is provided below.

| Funder | | |
|--|---------|--|
| Association of the British Pharmaceutical Industry | £6,750 | 'Prescription for Fairness' publication |
| Betterworld Foundation | £15,000 | Winning 150 project |
| BT | £23,000 | 'Digital Futures' publication |
| City of London Corporation | £25,000 | Poverty and Place commission |
| Dartmouth Street Trust | £25,000 | 'Talking Green' research |
| Foundation for European Progressive Studies | £28,522 | New Year Conference 2021, 'Talking Green' research |
| Friederich Ebert Stiftung | £2,510 | Anglo-German Digital Events series |
| ICAEW | £7,500 | Centre of government event; public audit publication |
| Joseph Rowntree Foundation | £27,000 | Poverty and Place commission |

| Funder | | |
|--------------------------|---------|------------------------------------|
| Kindred Foundation | £28,750 | Early years commission |
| Sonny Leong CBE | £3,000 | Building Bridges |
| LV=General Insurance | £4,000 | Electric vehicles event |
| Lloyds Banking Group | £7,000 | Labour party Conference 2020 |
| McKesson | £6,750 | 'Prescription for Fairness' report |
| National Farmers' Union | £4,000 | Labour party Conference 2020 |
| Mark Pears | £20,000 | Winning 150 project |
| Shelter | £6,750 | Future of Social Housing report |
| Standard Life Foundation | £26,560 | Social security solutions research |
| Trust for London | £25,000 | Poverty and place commission |
| Unbound Philanthropy | £10,000 | Culture Wars publication |

MEMBERSHIP INCOME

Our membership income comes from subscriptions and supplementary donations from members, associate members, affiliates and institutional subscribers. In 2020/21 this amounted to **£364,659**. As of 30th June 2020, we had 7,189 members, affiliates and subscribers. One member donated more than £5,000 to our general funds.

The Fabian Society would like to thank all of its donors without whom we would not be able to do what we do. The names below are of those donors who agreed to be named. There are many more who wish to stay anonymous but to whom we are equally grateful.

Zaynab Abdullahi, Mark Addison, Gabriel Adeagbo, Ernest Ambe, Grahame Anderson, Panny Antoniou, Theodore Antoniou-Phillips, Javahir Askari, Alex Astley, Graeme Atherton, Lianne Babbs-Reilly, Hazel P Barkham, Elizabeth Barnard, Alison Barratt, Dan Barrow, Jennifer Beever, Mason Bell, Leila Ben-Hassel, Frances Bill, David Binney, Lucas Blatch, Kate Bowen-Viner, Hannah Bowen-Viner, Andrew Boyle, Gavin Bradley, Dominic Breen, Gary Brooks, Hugh Burton, Laila Butt, Lucy Caldicott, Will Campbell-Wroe, Sonia Caprari, Sarah Carter, Kevin Cathcart, Rita Chadha, Jennifer Chan, Ken Chapman, Sherif Choudhry, Benedict Churchus, Helen Clarke, Frazer Clarke, Dean Cobb, James Coleman-Mills, John Cooper, Nicholas Corti, Benjamin Cropley, Alister Cryan, Suzy Cuthbert, Jeannie Davidson, Daniel Davies,

Alex Dawes, Leon Fernando Del Canto, Charlie Dexter, Robert Douglas, Sarah Dove, Dr Dee Dutta, Fraser Elliott, Andrea Escott, Laura Evans, Max Everest, David Eyles, Ben Farren, Patrick Fitzpatrick, Michael Flannagan, Declan Flannery, Lawrence Foley, Andrew Forrester, Richard Franklin, Michael Freudenberg, Edmund Frondigoun, Andy Furlong, Adam Fyfe, Olek Gajowniczek, Alexander Georgiou, Patrick Geraghty, Emma Giddings, Richard Gidwaney, Joshua Gill, Joshua Gledhill, Robyn Gow, Rob Grayston, Kate Green, Tom Green, Zach Griffiths, Robert Guthrie, Jeremy Hague, John Halton, Kirsty Halton, Carl Harper, Chris Harris, Michael Harrison, David Harrold, Paul Hassall, Ahmed Hassan Mohammed, Kashmire Hawker, William Hayles, Steven Haynes, Jane Hayward, Gerard Heffey, A J Heyes, Conor Hill, Yvonne Hope, Jacky Ivimy, Rajvinder Jagdev, Pete Jarrett, Thomas Jeacock, Mikhail Johaadien, Si Jones, David Jones, Kevin Josling, Tom Jupp, Stephen Kamalarajan, Fred Kearey, John Kennedy, Tim Kent, Imran Khan, Barry Kidson, Alexander Kirk, Robert Knapp, Lee Laudat-Scott, Sonny Leong, Jo Linney, Sheila Little, David Lydon, Patrick Macauley, Alessandro Martinisi, Liam Martin-Lane, Hugh Matheson, Callum Maxwell, Kathleen McGillicuddy, Patrick McGovern, Anne McGurk, Jim McMahan, Sarah Miller, Duncan Mills, Liz Minns, Mignon Molyneux, Phil Moorhouse, Richard Moorsom, Phoebe Morris-Jones, Stephen Mowat, Stuart Murden, John A Murphy, Tamara Murray, David Murrell, Phil Mutero, Bart Myners,

Dan Neidle, John Newham, Thomas Nicholson, Mark Norris, Peter North, Emma O'Dwyer, Victoria Oguntope, Victoria Olisa, Roseann Pailor, Georgios Papadopoulos, William Parker, Helen Parry, Laura Pascal, Trevor Perrin, Eloise Peters, Victoria Phillips, David Pinney, Leo Plass, Joshua Potter Hall, Mark Poulson, Tom Powell, Andrew Powell, Sean Prosser, Nesar Rafiq, Oliur Rahman, Shantanu Rajawat, Christian Rauch, Mike Reader, George Richford, Lucy Rigby, Andrew Rimmer, Michael Riordan, Martin Rix, Clare Roberts-Molloy, Elisabeth Robertson, Philip Robinson, Alison Robinson, Avril Rogers, Ludovico Roi, Rani Rooke, Shane Rooney, Jonny Ross-Tatam, Matthew Rowe, James Sandbach, Isabel Saunders, Kyran Schmidt, Jane Sedgwick, Jeremiah Shangotola, James Sheward, Elizabeth Simpson, David Simpson, Richard Slack, Rosemary Slater-Carr, Stephen Smith, Robert Smith, John Smith, Penny Smith, Jed Smith, Peter Smith, Niall Sookoo, Bogdan Stanescu, Carol Storer, Raisa Sufian, Paul Sullivan, Matthew Symonds, Helen Taylor, Paul Martin Joseph Taylor, Alex Teale, Trevor Toogood, Ros Townsend, Nicholas Trickett, Owen Trotter, John Urquhart, Dennis Vaughan, Ryan Wain, Jack Wakefield, Susan Walker, Darren Wallace, Claire Ward, Peter Waring, Will Watts, Thomas Peter Wilson, Freda Wolfenden, Lee Wood, Matthew Worrall.

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ISBN-13 978-0-7163-4067-6