



Botanical Society
of Britain & Ireland

BSBI Annual Review
31 March 2017

Contents

02	BSBI: Who We Are and What We Do	10	Publicity and Outreach
03	Message from the President	11	Botanical Publications
04	BSBI Staff, Science and Projects	13	Financial Report to 31st March 2017
06	Training and Education	16	Thank You
07	Encouraging an Interest in Plants		

BSBI: Who We Are and What We Do

The Botanical Society of Britain and Ireland is for everyone who is interested in the wild plants of Britain and Ireland. We have welcomed both professional and amateur members since 1836, and the society remains the biggest and most active organisation devoted to the study of botany in Britain, Ireland, the Channel Isles and the Isle of Man.

BSBI's objectives are to:

- promote the study, understanding and enjoyment of British and Irish wild plants and stoneworts;
- support, encourage and participate in research into the taxonomy, ecology, biogeography and conservation of the British and Irish flora; and
- co-operate with Continental and other botanists in matters of mutual interest and concern.

BSBI has a long and influential publications history, including plant distribution Atlases, ID Handbooks and our scientific journal, *New Journal of Botany*. Our research, training and outreach programmes benefit botanists across Britain and Ireland, whether beginners or experts. BSBI pioneers new approaches to data collection and distribution mapping, and has become one of the world's largest contributors of biological records. BSBI's distribution mapping projects record new plant arrivals and

changes in the distributions of both native and non-native plants.

These achievements are only possible thanks to our many volunteer members, whose records are validated by BSBI's network of 192 volunteer County Recorders and more than 100 specialist Referees, and to our voluntary officers, committee members and trustees, who are responsible for the governance of the society.

BSBI has a team of eleven paid staff who support our volunteers and keep the society active and functioning smoothly. This Annual Review includes messages and updates from many of these staff members and volunteer officers, telling you about our activities and achievements during 2016-17, starting with a message from BSBI President John Faulkner.

Message from the President

“It has been a great privilege to witness the progress made by BSBI during the year. Some of that progress is reported in the pages that follow, but in some ways it is little more than the tip of the proverbial iceberg.”

With nearly 3,000 members, many of whom are active, and a significant proportion of whom are extremely so, an enormous amount of botanical activity takes place each year. It is varied both in nature and in depth, ranging from academic research to raising interest in and awareness of wild plants among people of all ages. Our members are the backbone of BSBI, and it is their voluntary effort which contributes the vast majority of our work.

While we are a voluntary membership society, our scale of operation is such that some paid staff are essential to crew the ship and keep us sailing as expeditiously as possible in the right direction. It is appropriate therefore to record with gratitude the part played, not only by volunteers, but also by our staff, by those who provide funds and other resources, and by partners with whom we cooperate in joint ventures.

On any cruise, it is important to keep your destination and your route in mind, and to avoid

straying off course onto the rocks. To help BSBI ensure it was going in the right direction, a thorough review of its activities was carried out during 2016–17, starting with a series of open questions to members and staff to solicit their views and advice on a wide range of issues. The responses were examined by a cross-section of members, and developed into a comprehensive set of recommendations that were put before the Council and Trustees in February 2017 and broadly accepted. Implementation has begun, but some of the changes will take a few years to develop fully and implement. Taken as a whole, I am confident that they will further strengthen both BSBI itself and the study of the flora of Britain and Ireland as we progress towards the 2020s.”



BSBI President John Faulkner



BSBI: Staff, Science and Projects

With 11 full-time or part-time staff we have been able to provide more effective support to our members and ensure efficient management of the society and its finances.

BSBI Staff:

Jane Houldsworth	Head of Operations
Kevin Walker	Head of Science
Bob Ellis	Projects Officer
Gwynn Ellis	Membership Secretary
Julie Etherington	Finance Officer (from September 2016)
Tom Humphrey	Database Officer
Clive Lovatt	Administration Officer (to September 2016)
Maria Long	Irish Officer
Louise Marsh	Communications Officer (from June 2016)
Jim McIntosh	Scottish Officer
Polly Spencer-Vellacott	Welsh Officer
Peter Stroh	Scientific Officer

As ever, a dedicated team of recorders, supported by BSBI staff and officers, continued to provide data of the highest quality, vital for achieving our scientific and conservation objectives. We have also forged partnerships with other organisations to launch new projects to deepen our understanding of changes in our flora. This year's achievements include:

Atlas 2020

Recording effort notched up another gear in 2016 in anticipation of the next Atlas, with national and local field meetings held across Britain and Ireland. Updated resources for Atlas 2020 Recorders were made available via the website, and our network of County Recorders continued to do a splendid job co-ordinating the efforts of volunteers throughout Britain and Ireland.

www.bsbi.org/atlas-2020

National Plant Monitoring Scheme (NPMS)

BSBI worked throughout the year alongside partners from the Centre for Ecology & Hydrology and Plantlife to deliver this scheme, launched in March 2015 with funding from the Joint Nature Conservation Committee. The NPMS enables volunteers at all skill levels to get involved in recording and BSBI has been leading on methodology and assessment of the results, as well as providing training in identification skills and promoting the scheme via social media. The NPMS aims to provide quantitative data on the status of widespread plants and the habitats on which they depend.

www.bsbi.org/npms

Threatened Plants Project (TPP)

Analysis of data for this flagship project, which investigated 4000 populations of 50 threatened species across Britain and Ireland, was completed in 2016 and a booklet about the TPP is scheduled for publication in autumn 2017.

www.bsbi.org/threatened-plants-project

Species Accounts

By March 2017, 79 Species Accounts had been made available via the website, providing another valuable resource for botanists.

www.bsbi.org/species-accounts

Irish Species Project

A first report on this project, which ran in 2014 and 2015, was compiled by BSBI Irish Officer Dr Maria Long and published in the March 2017 issue of *Irish Botanical News* No. 27. The Irish Species Project focused on eight species of conservation concern in Northern

Ireland and the Republic of Ireland, with volunteers revisiting historic localities to collect information including population size, habitat quality and management, and current or perceived threats.

www.bsbi.org/ireland

BSBI Database (DDb)

Supported by this recording activity, our in-house database of plant records has continued to expand. Four million records were added during the year ending March 2017, taking

the total to more than 35,000,000. Our Database Officer Tom Humphrey has continued to refine the software, adding new reporting and data validation tools and improving usability. Over the past year more than 500 people accessed the database directly, alongside many others who made one-off requests for BSBI data. The database supports the ongoing recording and validation work for Atlas 2020 and provides external users with reliable data for academic research, land management and conservation uses.

Green-winged Orchid (*Anacamptis morio*)



Training and Education

BSBI awarded 37 training grants in 2016 plus conference bursaries and Plant Study Grants, and we continued to support the FSC Young Darwin Scholarships.

Our Training & Education Committee worked with the Communications Officer to promote BSBI training opportunities and successes via social media. We were also able to bring successful grant applicants into the fold, by offering each of them a guest spot on the BSBI News & Views blog and inviting them to attend, and/or exhibit at, the society's Annual Exhibition Meeting.

Our booklet *So You Want to Know Your Plants*, a guide to getting started in plant identification, was mailed to all new members and had been downloaded from the BSBI website more than 2,000 times by the end of March 2017, making it one of our most popular downloads.

The Identiplant on-line plant identification course, supported by BSBI and the Field

Studies Council, went from strength to strength and is rapidly becoming the “go to course” for new botanists.

Field Identification Skills Certificates (FISCs) ran in Leicester, Kent and Shrewsbury and we were delighted that all were fully subscribed. Most participants were consultants who use their FISC grade as an endorsement of their botanical field skills – a useful personal marketing tool in the jobs market, and one that an increasing number of employers are calling for – but FISCs are open to anyone to take, whether amateur or professional botanists, beginners, improvers or experts. We also ran six FISCs for staff at Natural England, who have adopted FISCs as their industry standard in assessing botanical field skills.

John Poland's vegetative plant ID workshop at the Recorders' Conference



Encouraging an Interest in Plants

In 2016 we again offered a varied programme of field meetings and indoor events, encompassing the whole of BSBI's geography and offering botanists at all skill levels opportunities for recording, training, networking and contributing to botanical research.

Volunteers from BSBI's Meetings & Communications Committee including Hon. Field Meetings Secretary Jon Shanklin worked in conjunction with country officers, local volunteers and the Training & Education Committee to deliver this programme. Meetings ranged from day-long excursions to week-long residential events and, while Atlas 2020 was the main focus, training meetings were also offered for both beginners and the more experienced botanist. Many thanks are due to all who contributed to making the 2016 programme such a success.

BSBI Field Meetings

58 field meetings were held during the period covered by this review, including:

- seven training meetings and seven workshops on the identification of challenging plant groups: eyebrights, helleborines, ferns, brambles, dandelions, grasses and sedges;
- seven longer residential Atlas 2020 recording meetings based at Glynhir, Brecon and Caerdeon, (Wales), North Northumberland (England), Macroom, Co. Cork (Ireland) and Shetland and Lanarkshire (Scotland).

England

National field meetings were held across England from Devon to Northumberland and Cambridge to Cumbria. These were complemented by meetings organised by the growing network of local recording groups and promoted via the BSBI website and social media. All skill levels, from beginner to expert, were catered for.

The Annual Summer Meeting was held at the FSC Blencathra Centre, Cumbria, over five days in May 2016, attracting almost 70 participants who collected more than 6000 records. BSBI Scientific Officer Pete Stroh held a workshop in Taunton for County Recorders in south-west England on how to validate and records using the BSBI Database.

In September 2016, a Recorders' Conference was held in Shrewsbury. 74 botanists, from beginners to expert level County Recorders and specialist plant referees, enjoyed two days of speakers and workshops on topics ranging from charophytes to conifers, and from recording in urban areas to dealing with non-native plants, followed by a day recording together in the field.

The Annual Exhibition Meeting and Annual General Meeting were held in November at CEH Wallingford, offering a stimulating mix of 38 exhibits and nine talks; it attracted almost 200 participants.

Wales

The 54th Welsh AGM was held in Breconshire; field excursions included a boat-trip on Llangorse Lake to record aquatic plants and a trip up the Brecon Beacons to view the recently discovered Attenborough's Hawkweed.

Nine recording meetings were spread over the whole of Wales, from the Great Orme to the Vale of Glamorgan, with the traditional residential meetings at Glynhir (Carmarthenshire) and Caerdeon (Merionethshire). For the specialist, there was a Brambles meeting in Denbighshire, a workshop

Encouraging an Interest in Plants (continued)

with expert Fred Rumsey to explore the ferns of the genus *Dryopteris* and a training meeting focused on Eyebrights at the National Museum in Cardiff. A data verification workshop on the Distribution Database was attended by ten vice-county recorders from eight of the 13 counties in Wales.

Two issues of the *Welsh Bulletin* were produced, including all the new Welsh Plant Records.

All the counties in Wales now have dedicated webpages and the majority also have active local botany groups with a number of meetings each year, focused mainly on recording for Atlas 2020. In March 2017 Wales celebrated the completion of the Rare Plant Registers for all counties in Wales – compared to a Domesday Book of plants. A launch with our partner organisation, Natural Resources Wales, was held in Aberystwyth which was covered on BBC Radio Wales and later on S4C. We believe that Wales is the first country in the world to have such a detailed register of locally rare plants.

Ireland

Twelve field meetings were held throughout 2016, including the four-day Cork Recording Event at Ballyvourney which produced the botanical find of the year, the discovery of a new site for both the gametophyte and sporophyte of Killarney Fern. While the main focus was largely on recording for Atlas 2020, 2016 also catered for improvement in identification skills for saltmarsh plants, grasses and sedges; a two-day Euphrasia Training Workshop was held at the National Botanic Gardens.

Irish Officer Maria Long liaised with and supported the growing network of local recording groups, working with the Communications Officer to harness the power of social media and promote botany in Ireland to new audiences and all age groups.

The Spring Conference at the National Botanic Gardens in March 2017 had a bumper attendance of almost 80 attendees, the many new faces an encouraging indication for the future interest in plants in Ireland.

Using a bathyscope to see aquatic plants, Llangorse Lake, Breconshire.



The new Red List for the vascular plants of Ireland was published by the National Parks and Wildlife Service in December 2016. *Red List No. 10* is dedicated to BSBI Vice-county Recorders, both past and present, in acknowledgment of the huge contribution they have made.
www.npws.ie/sites/default/files/publications/pdf/RL10VascularPlants.pdf

Scotland

Two recording weeks aimed at boosting Atlas 2020 coverage were held in Lanarkshire and in Shetland, yielding more than 14,000 records; the late Eric Meek collected a remarkable 8,000 records in North and South Aberdeen; and Andy Amphlett and Stewart Taylor collected almost 17,000 records in Easternness. Andy once again led on the Cairngorm National Park Recording Project which has amassed some 87,000 records over the past three years.

Two training days were organised on Shetland after the recording week and three one-day Plant Family Workshops were held in conjunction with partners Plantlife Scotland, National Trust for Scotland and Dundee Botanic Garden. Led by Faith Anstey and her outreach team, they attracted a total of 55 participants.

Two one-day conferences aimed at recorders were held in Edinburgh and in Strathpeffer, attracting 52 participants, while the Scottish Annual Meeting at the SNH Conference Centre at Battleby in November featured a full programme of speakers, the BSBI Photographic Competition and workshops on Sedges, Bents, Stoneworts, *Dryopteris affinis* agg., Microscope techniques and the BSBI Review.

Rare Plant Registers were published for Ayrshire by David Lang and for Dumfriesshire by Chris Miles, and a *Flora of Lanarkshire* was published by the family of the late Peter Macpherson. Reports from Scottish County Recorders were published in the Scottish Newsletter and on the BSBI website.

BSBI Scottish Officer Jim McIntosh once again co-ordinated volunteers undertaking Site Condition Monitoring of SSSIs, with reports completed for six sites including Loch Leven and Kyle of Sutherland Marshes; fieldwork was completed and reports drafted for six more sites, including Raasay and Whitlaw Mosses. BSBI members Ian Strachan, Dan Watson and Matt Harding worked with climbing guides to find and monitor rare plant populations on Ben Nevis as part of the third and final year of the North-face project.

Botanists and Yellow-wort (*Blackstonia perfoliata*) at Knockadoon Head, Co. Cork



Publicity and Outreach

Our four year Publicity and Outreach initiative ended in May 2016 with the appointment of BSBI's first Communications Officer; the innovative and cost-effective ways of raising BSBI's profile pioneered during the four-year pilot project formed the foundations of a new communications strategy for the society.

Rather than attending costly, high-profile public events, we focused on working with partners at national level and providing display material for local recording events and Bioblitzes. We are very grateful to the many volunteers who contributed their time and enthusiasm to help with presenting exhibits and promoting the society at all these outreach events. We attended the National Federation of Biological Recording's AGM in May 2016 and offered a well-received talk on collaboration between BSBI and partner organisations at national and local scale. BSBI Communications Officer Louise Marsh also offered a talk at the AGM of the British Bryological Society (BBS) in September 2016 on BSBI's social media strategy and subsequently worked with BBS to help them set up a Twitter account.

Our network of local recording groups continued to flourish in 2016-7, with an increasing number of local groups having their own webpages hosted by or accessible via the BSBI website. Some groups also set up their own blogs and social media platforms to keep local botanists updated on activities and resources in their area.

The BSBI News & Views blog continued to attract a wide readership, with an average of more than 400 visits each day. Increasingly, posts were provided by County Recorders, local group administrators, staff, volunteer officers and "ordinary members" across Britain and Ireland, offering them all a chance to share the latest news about BSBI projects, reports on national events and local activities, and links to plant ID resources. By the end of March 2017, blogs by more than 60 BSBI members were also

listed on the News & Views blog.
www.bsbi.org/news-views

We continued to build our social media profile and by the end of March 2017, almost 12,000 organisations and individuals were using the BSBI Twitter account to keep up with the latest botanical news from BSBI and partner organisations. Regular promotions such as the weekly #wildflowerhour helped new audiences take their first steps in plant identification. Our Facebook pages also continued to attract interest and helped us reach a different audience, with several new administrators contributing their time, energy and enthusiasm.
www.twitter.com/BSBIbotany
www.facebook.com/BSBI2011
www.facebook.com/IrishSectionBSBI/

With the help of volunteers Ryan Clark, Richard Mabbutt and Ciara Sugrue, working alongside Head of Science Kevin Walker and Database Officer Tom Humphrey, our sixth New Year Plant Hunt in January 2017 was the most successful yet. A dedicated website and a smartphone app, developed for us by Tom in tandem with the Centre for Ecology & Hydrology, helped streamline the recording and data collection and verification processes. We received 460 lists containing 7,123 records from 416 recording groups or individuals in 392 hectads across Britain and Ireland, and they recorded 492 species in bloom during the New Year holiday. Our increasingly popular social media platforms and growing network of print and broadcast media contacts made it easier to publicise our activities and we were able to achieve widespread media coverage and engage and enthuse new audiences.
www.bsbi.org/new-year-plant-hunt

Botanical Publications

Periodicals

Under Ian Denholm's editorship, Volume 6 of our scientific journal *New Journal of Botany* featured 13 scientific papers or short notes from north-west European authors, alongside Book Reviews and Plant Records. *BSBI News* continued to be issued three times a year with the editors, Gwynn Ellis and Trevor James, ensuring a high standard and varied range of articles.

The *BSBI Yearbook* for 2016 contained information about BSBI and its officers, committees, vice-county recorders and referees, as well as comprehensive field meeting reports and obituaries. *BSBI eNews*, the monthly Recorder & Referee support newsletter, was revamped under the editorship of Jim McIntosh, BSBI Scottish Officer - it proved a popular addition to BSBI's publications portfolio.

Books

A new BSBI Handbook for the identification of *Viola* (Violets and Pansies) was published in

March 2017, while work continued apace on a Handbook for *Alchemilla* (Lady's-mantles) and neared completion on a Handbook for *Euphrasia* (Eyebrights). Floras of Devon and of the Isles of Scilly, both of which benefited from BSBI grants, were published in the period under review.

The prestigious international Engler Silver Medal was awarded in 2016 to *The Hybrid Flora of the British Isles* by Clive Stace, Chris Preston and David Pearman, a BSBI title hailed on its publication in 2015 as "ground-breaking" and "remarkable".

Summerfield Books

Summerfield Books have been a regular exhibitor at all national Society events this year selling the latest botanical publications and continuing to expand their range of natural history titles, as well as field equipment. BSBI members receive a discount on all BSBI Handbooks and other selected titles. Visit www.summerfieldbooks.com for more details.

Sandy Knapp awards the Engler Silver Medal to *Hybrid Flora* co-authors David Pearman & Chris Preston





Spring Gentian (*Gentiana verna*)

Financial Report 31 March 2017

Treasurer's Report

BSBI's Summarised Statement of Financial Activities (SOFA), Balance Sheet and Notes thereto appear on the next two pages of this Annual Review.

The Society is now 181 years old and its principal achievement is in continuing to do what it has always done, acting as an information exchange for British and Irish botanists, whether in the field or indoors, and from one generation to the next. At a strategic level, it continues to plan into the future by examining how its charitable activities, which are so valued by its members, can continue to be delivered effectively. This will promote BSBI's future financial sustainability.

For the year under review, the Board is delighted to report a small surplus of £36,517 (2016 Deficit - £201,537) and, notably, that Net Assets increased to just over the £1M mark.

This considerable improvement is a result of the combination of an exceptionally strong run of investment gains through the year and maintaining the Operating Deficit at a level similar to the previous year. Total Return on investments (net gains and income) was +£212,278 (2016: -£41,819). This amounted to a superb +22.0% (2016: -3.9%) of the average investment during the year.

The Society continues to direct the use of its financial resources carefully, and it is pleasing to note that a record high of 93% of total expenditure (2016: 90%) was directed towards delivering the Society's Charitable Activities.

Subscriptions from members and the related Gift Aid made up 26% (2016: 20%) of the Society's total annual income. The subscription rate remains unchanged at £30 for an individual and membership at year-end had increased by +2.4% year on year, bearing out the sense that the subscription represents

excellent value to members.

Looking ahead, new funding streams are being actively sought to mitigate the year on year reduction in funding from UK Central Government and its national agencies, some of which have been affected by austerity measures.

Also, following consultation with Charity Commission, the Board is pleased to report that BSBI's General Fund was boosted by £0.4M by the receipt of de-designated Endowment Funds, bringing its overall unrestricted funds to £1.0M, giving the Society greater financial sustainability and clarity with which to plan ahead.

Overall, the Board is satisfied with the Society's performance, its financial position and the level of total reserves at the end of the reporting period and, importantly, with the continued commitment and devotion of its employees and its membership, the future outlook for BSBI in delivering its charitable activities is positive.

The Board continues its search for a Treasurer and, in the meantime, it collectively and capably manages its financial affairs and future sustainability with the support of BSBI's Finance Officer. The Board of Trustees has therefore delegated authority for preparing this Report to the three undersigned Trustees.



Ian Denholm
Chair of the BSBI Board of Trustees



David Pearman - Trustee



Paul Bisson - Trustee

Financial Report 31 March 2017

SUMMARISED STATEMENT OF FINANCIAL ACTIVITIES (SOFA)	Year ended 31 March 2017	Year ended 31 March 2016
	£	£
Incoming resources		
<i>Voluntary Income</i>		
Subscriptions and Donations	125,629	85,621
Core Grants	80,872	90,151
Legacies	5,577	25,000
Investment Income	38,896	41,130
<i>Charitable Activities Income</i>		
Botanical Survey and Interpretation	44,122	89,171
Botanical Education	42,095	30,935
Botanical Publications and Website	22,396	36,148
	359,587	398,156
Resources Expended		
<i>Cost of Generating Funds</i>		
Membership Administration, Publicity and Investment Management	36,526	49,571
<i>Charitable Activities Expenditure</i>		
Botanical Survey and Interpretation	266,051	279,634
Botanical Education	56,416	41,266
Botanical Publications and Website	93,034	113,403
Governance Costs	53,705	42,704
	505,732	526,578
Surplus (Deficit) for the year		
Unrestricted Fund and Endowment Funds	- 146,145	- 128,172
Restricted Funds	-	250
Surplus (Deficit) before Gains (Losses) on Investments	- 146,145	- 128,422
Gains (Losses) on Investments	182,662	- 73,115
Surplus (Deficit) for the Year	36,517	- 201,537

Financial Report 31 March 2017

SUMMARISED BALANCE SHEET	Year ended	Year ended
	31 March 2017	31 March 2016
	£	£
Fixed Assets		
Investments at Market Value	973,300	948,522
Current Assets		
Stocks	24,480	30,351
Debtors, Prepayments and Accrued Income	61,534	47,188
Cash at Bank	81,040	69,499
	167,054	147,038
Other Liabilities		
Creditors, Accruals and Deferred Income	- 137,035	- 128,758
Net Assets	1,003,319	966,802
Funds		
Unrestricted Fund	997,409	598,560
Endowment Funds	-	363,271
Restricted Funds	5,910	4,971
Total Funds	1,003,319	966,802

Notes to the Summarised Accounts

The Summarised Accounts presented here are not the full Statutory Accounts.

The full statutory Annual Report and Accounts of the Botanical Society of Britain and Ireland for the year ended 31 March 2017, which have been approved by the Board of Trustees and have been subject to Independent Examination, will be filed with the Charity Regulators and at Companies House during October.

The full statutory Annual Report and Accounts will shortly be posted onto the BSBI website and a paper copy can be supplied to any member of BSBI upon request.

Thank You

The Society gratefully acknowledges grants from Cairngorms National Park Authority, Department for the Environment Food & Rural Affairs, Joint Nature Conservation Committee, National Parks and Wildlife Service, Natural England, Natural Environment Research Council, Natural Resources Wales, Royal Botanic Gardens Kew and Scottish Natural Heritage.

The Society also wishes to thank all those members who have served, both nationally and regionally, as officers, on committees, as editors and indexers, in leading and arranging meetings and as assistant secretaries and minuting secretaries; and the many members who have participated in surveys, prepared reports, read papers and offered plant identification help to less experienced botanists.

BSBI would especially like to thank our network of 192 Vice-County Recorders and more than 100 Referees, acknowledging the invaluable work they do and their huge contribution to BSBI's success.

Many of these volunteers have served for very many years, and, whilst these are only a selection, the society notes the sad deaths during the period covered by this review of Margaret Barron, Mervyn Brown, Hugh Ingram, Eric Meek, Basil Ribbons, Elinor Wiltshire and Mary Elizabeth Young.

Without the contribution of all these volunteers, and our wider membership, the work of the Society would not have been possible.

BSBI is indebted for the continued support from its many partners:

Biological Records Centre/ Centre for Ecology & Hydrology, Wallingford
British Pteridological Society
Cambridge University Botanic Garden
Centre for Environmental Data and Recording
Field Studies Council
Manchester Metropolitan University (Shrewsbury campus)
National Biodiversity Data Centre, Waterford
National Botanic Gardens, Glasnevin, Dublin
National University of Ireland, Galway
Natural England
Natural History Museum, London
Plantlife
Royal Botanic Garden, Edinburgh
Teagasc
The Wild Flower Society

Images supplied by: Pete Stroh, Kevin Walker, John Crellin, Clare Heardman, Louise Marsh, Richard Mabbutt.

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