



AUGUST 2023 - 2024

IMPACT REPORT

MAKING
ETHICS
MATTER

ABOUT US

Conway Hall is a charity that helps to create a world Where Ethics Matter.

With a landmark venue and over **100 years of championing independent voices** promoting equality, social justice, and a better life for all – we call that **ETHICS** – Conway Hall offers a dynamic platform for those driven by the same passion for change.

Our programme includes talks, concerts, performances, courses and community events, for audiences in-person & online.

Our Grade II listed building, built in 1929, is renowned as a hub for free and independent

thought, for suffragettes, political radicals, scientists, philosophers, performers, artists, campaigners and other non-profit organisations.

Our Library holds the *Ethical Society's* collection, which is the largest, most comprehensive Humanist and ethics-related research resource of its kind in the United Kingdom.

Conway Hall is the last remaining Ethical Society in the country, with no other organisation or venue dedicated to **Making Ethics Matter** as we do.



"I'm delighted that we continue to be a beacon of radical rational discussion, ensuring our relevance and importance in our social and political climate as time marches on."

Carmen D'Cruz
Chair of Trustees



AN INTRODUCTION FROM OUR CEO

I am delighted to present our charity's second ever **Impact Report**.

Whether it's the rise of inequality, discrimination, or environmental destruction, there's a growing consensus that our society must prioritise ethics.

There has never been a greater need for equality, social justice and a better life for all.

I feel it is more important than ever for us to take stock of our Impact to refine our activities and most effectively bridge the gap between ethics and action.

Our second *Impact Report* provides a more in-depth review of our impact than our first, while focusing again on our ten key areas, such as New Ideas on Ethics, Sense of Community, Learning and Collaborator Support.

Our core aims include supporting new research, education and creative work on ethical topics, stretching our audiences' minds through creativity and culture, and helping our partners deliver on their ethical purpose.

Over the past year we have developed our tools for evaluating the impact of our activities in these areas, with the creation of a focused dashboard tracking our Impact, helping staff and Trustees to tailor our processes to better achieve our Strategic Goals.

This year was also the first of our new 5-year business plan, which includes milestones for achieving our Strategic Vision and driving thought leadership in ethics.

Our survey findings once again show high levels of audience satisfaction

with our events, and suggest we are fulfilling our goals as an educational charity of helping our audiences to learn new things and deepen their understanding. We have also continued to grow our audiences and online presence, expanding our reach and engaging more people with ethical thought and culture.

In addition, we have further strengthened our commercial resilience, achieving record-breaking revenue over 2023-24 and enhancing our ability to deliver high quality programming and better fulfil our mission of **Making Ethics Matter**.

As we approach our centenary, we hope to further grow our voice in the public sphere on ethics and work towards our goal of becoming **the** space in the UK for effective public discussion on ethics.

We also seek to continue to build our commercial revenue so that we may grow our charitable programme and support others to achieve their ethical mission.

This will allow us to reach more people by attracting speakers and partners with higher profiles and larger followings, increasing the promotion of ideas supporting equality and social justice, helping to create social change and a ripple effect of ethical thinking.

Jim Walsh



A photograph of two women smiling and laughing. The woman on the left has long brown hair and is wearing a dark top. The woman on the right has shorter brown hair and is wearing a blue top. They are both looking towards the right side of the frame. The background is warm and out of focus.

**CONWAY
HALL IS THE
LAST
REMAINING
ETHICAL SOCIETY
IN THE UK**



TOGETHER WE ARE

DIVERSE

We celebrate the benefits of many viewpoints and those working together for common goals and minority rights.

CREATIVE

We believe in the power of creativity and culture to stretch our minds.

HUMAN

We seek to avoid causing harm, preferring options which benefit people and help them to live freely.

KIND

We believe in the power of people solving problems together to build the world we want to live in.

HISTORIC

We embrace our history and share our heritage, in order to build a platform for future success.

A YEAR IN NUMBERS

Here's a snapshot of our activities and reach in 2023-24.

1	Virtual Tour launch
1	UnMasked event held
2	Operas in our Main Hall
10	Folk Unplugged gigs
24	Ethical Matters talks held
34	Partner Collaborations (+89% than in 2022-23)
41	Sunday Concerts in our Main Hall (+21% than in 2022-23)
114	Events held as part of our charitable programme (+43% than in 2022-23)
175	People people attended our Songhaven concerts
8,587	People attended our events, in-person and online
37,400	YouTube hours watched
89,609	People reached on Instagram (+63% than in 2022-23)
98,955	People viewed our YouTube channel
200,233	Visits to our website (+25% than in 2022-23)
335,500	People reached on Facebook (+164% than in 2022-23)
425,109	People reached via Facebook and Instagram



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- 7. Supportive Community**
- 8. Staff Wellbeing**
- 9. Resilience**
- 10. Stature**



1 NEW IDEAS ON ETHICS

Throughout its **200-year history**, our organisation has been at the forefront of addressing pressing societal issues long before they became mainstream concerns.

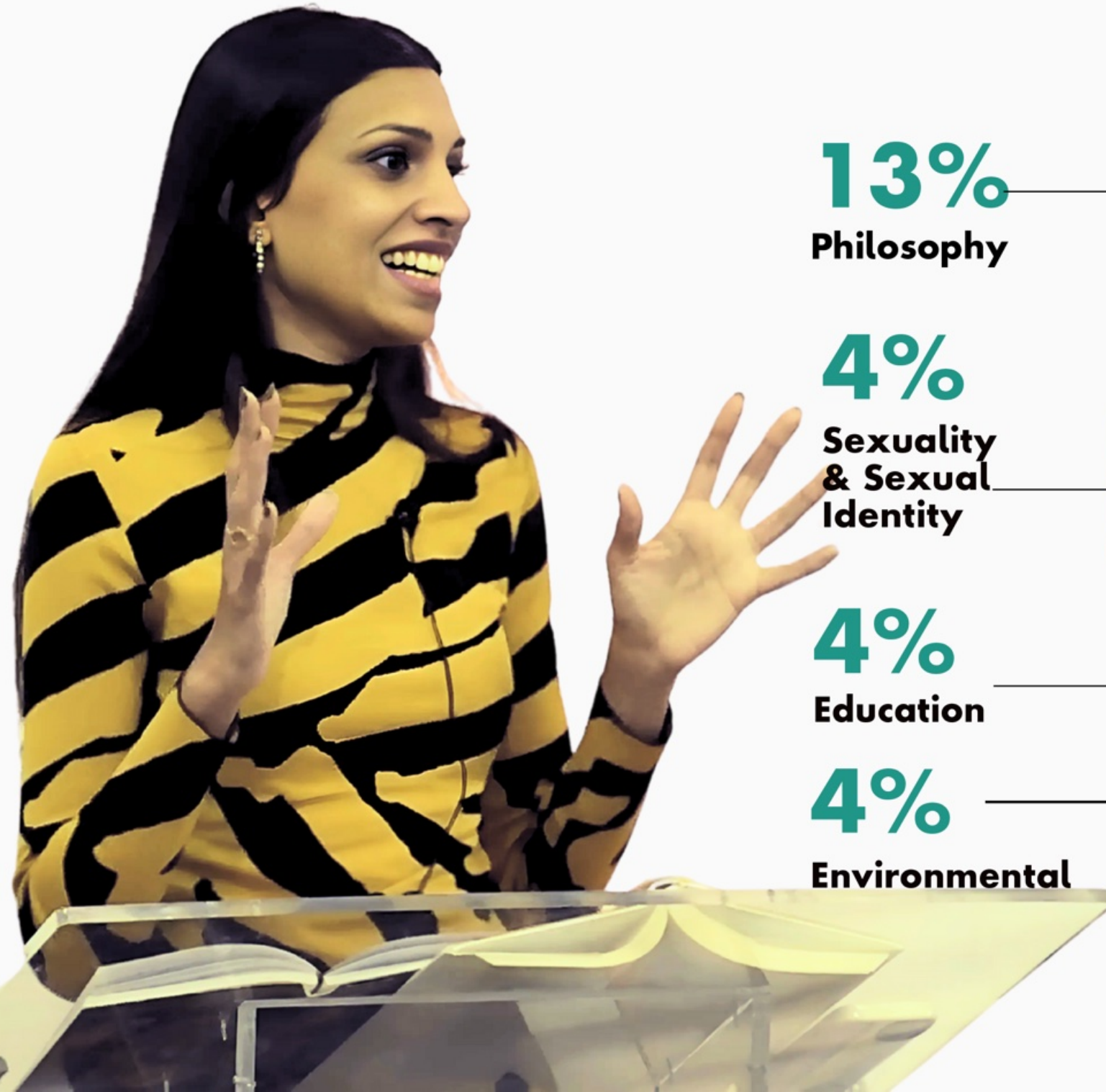
From advocating for women's suffrage and atheism to championing LGBT rights, equal marriage, anti-colonialism, nuclear disarmament, and the foundation of the NHS, we've consistently platformed people and causes that later shaped society.

- ➡ **We offer unique spaces** where ideas can flourish, facilitating the development of innovative solutions to the ethical challenges of our time.
- ➡ **We collaborate with partners** and thought leaders to create new and innovative content around ethics to engage audiences with ethical thinking.
- ➡ **We provide a platform** for speakers and organisations with new work (research, activities, publications) on the cutting edge of ethical thought.



SUPPORTING NEW IDEAS ON ETHICS

We host speakers, researchers and authors in our **Ethical Matters** talk series who share their research, creative work and ideas on a range of thought-provoking topics, engaging audiences with culturally relevant ethical issues and fuelling debate.

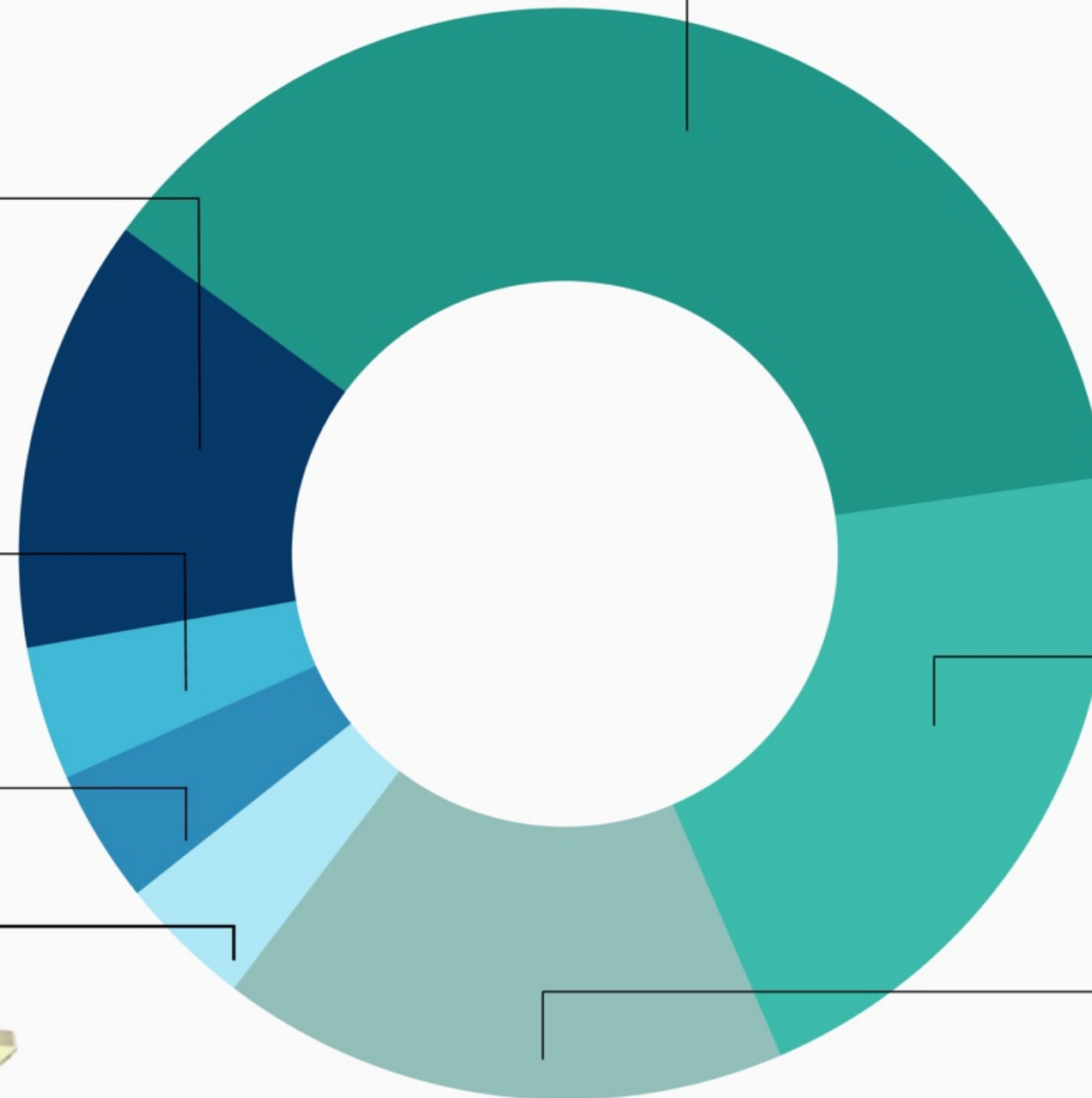


13%
Philosophy

4%
Sexuality
& Sexual
Identity

4%
Education

4%
Environmental



38%

**Social &
Political
Issues**


38% of our Ethical Matters talks covered Social and Political Issues, including Cancel Culture, a fair society, black lives in Britain, and revolutionary women.

21%

History

17%

**Psychology
& Health**



1423 people attended our **Ethical Matters** talks during 2023-24

926 people attended in person

497 attended online

46 different topics related to ethics featured in our events during 2023-24

58 events programmed related to ethics during 2023-24

56%

of people who attended our **Ethical Matters** talks felt their experience with Conway Hall had deepened their understanding of ethics.

(Taken from a recent audience survey subset of 73 people.)

SHARING NEW IDEAS ON ETHICS

UnMasked is our new talk series dedicated to exploring the nuances of neurodivergence, with events formatted as discussions between neurodivergent individuals about their lives and passions.

Through this series, we aim to provide all our audiences with meaningful opportunities to engage with ethics, regardless of neurotype.

The first event in January 2024 welcomed comedians **Joe Wells** and **Victoria Melody** for a discussion on how having a different mind can shape humour and life as a comedian.



SUPPORTING NEW IDEAS ON ETHICS

We provide access for researchers, partners and artists to a historic collection, as the basis for new ethical work.

Our Library and Archive, which holds the largest and most comprehensive humanist research resource in the UK, is open to researchers, providing a basis for new ethical work.

We welcomed **Ioana Simion** to our Library in October 2023 to lead a fanzine workshop as part of **Bloomsbury Festival**, drawing on Conway Hall's archive of DIY zines and pamphlets, going back over 200 years of art and activism. Inspired by the thoughts and experiences from the margins and grassroots expressed in the collection, the participants explored the societal issues raised and created their own zines.



New research, education and creative work on ethical topics is supported and promoted, so that it reaches a wide audience

Our audiences deepen their understanding of ethics.

“

The workshop was a great success. Participants felt empowered as they had the opportunity to explore Conway Hall's rich archive of zines & pamphlets.

Archives can often feel overwhelming and intimidating, but by reframing zines and pamphlets as legitimate and valuable archival documents, we were able to make them more accessible.

This shift in perspective really resonated with participants, especially as my own work focuses on validating zines as important records of lived experience.

The workshop encouraged participants to engage with the idea of archives as dynamic, inclusive spaces that can reflect diverse voices and histories. It was wonderful to see how this approach sparked meaningful conversations about making archival materials more accessible to everyone.

Ioana Simion

Arts Facilitator at *Forest Gate*

”



REGENERATIVE FASHION FOR POSITIVE CHANGE

We provide spaces for like-minded organisations promoting equality and social justice.

We worked with **Fashion Declares** and a collective of sustainable fashion experts to launch **Regenerative Fashion Day**, part of the **BFC London Fashion Week**.



The show was followed by a panel discussion on how to build a regenerative and just fashion industry, end fossil fuel dependency, and move towards sustainable fibres and production that honour people, place and planet.

The profits of the event supported **Fashion Declares** in their bottom-up, fashion-industry-wide movement to promote rapid action in the climate, ecological and social emergency.



Fashion Declares leads radical action and thinking towards social justice and climate action. Bringing people from the industry and the public together at two events at Conway Hall really helped propel and amplify the discussion on how fashion needs to redesign itself. I am so grateful to the team who made the event work so well and provided a great place for powerful discussions – thank you!



Safia Minney, MBE
Fashion Declares



DOERS, DREAMERS, PLACE MAKERS

We collaborated with **Humanists UK** to host a landmark exhibition, *Picturing Nonconformity*, celebrating **LGBT Humanists** as a pioneering organisation that established spaces for the non-religious to freely express their gender and sexuality.

The exhibition featured archival holdings from **Bishopsgate Institute** and Conway Hall, as well as new works by LGBTQ+ artists and oral histories, and was accompanied by a number of events and activations.

The highlight was the *LGBT Summer Fair, Lead Me Into Temptation, Please*, inspired by the annual fairs at Conway Hall in the 1980s hosted by **LGBT Humanists** and the *Campaign for Homosexual Equality*.

The fair featured creative workshops making zines, badges and poetry, film screenings and performances including a poet's response to archival records of **LGBT Humanists** engaging in topics of race and international politics.



“

The marvellous space, brilliant support, and engaged audience at Conway Hall was instrumental in enhancing the scale and reach of our exhibition and events programme showcasing the heritage of *LGBT Humanists* gathering there for 45 years.

Through participatory events like our *Lead Me Into Temptation, Please* fair, we used queer activist heritage to inspire attendees to create social change.


A particular highlight was our Show Me Your Pride banner-making workshop, which updated longstanding symbols and slogans found in the group's newsletters in Conway Hall's library. The completed banner was marched through Pride in London and remained for several months as a call to action, in Conway Hall's large window.

”

Cas Bradbeer
Heritage Project Officer
at Humanists UK



Ideas supporting equality, social justice, and a better life for all are promoted, helping to build a fairer society and facilitate social change.



TAKEN FROM A 2023-24 SURVEY

“

I thought it was an excellent event. Very educational and provocative in a good, intelligent way.

”

AUDIENCE MEMBER

2 LEARNING

As an educational charity, one of our core aims is to help our audiences and beneficiaries to live more informed, culturally rich, happier lives.

- ➔ **We aim to facilitate** this through our diverse range of talks, workshops and other events and online content, which encourage audience participation and discussion.
- ➔ **We curate** and make accessible a historic library collection featuring diverse voices and a broad range of topics related to ethics.
- ➔ **We introduce** audiences to lesser-known classical works in our *Sunday Concerts* and programme pre-show talks to support the musical content.
- ➔ **We programme** knowledgeable speakers for our talks and other events, and encourage audience participation and discussion, both for our in-person attendees and those attending online.



A man and a woman are seated on a stage, facing each other in conversation. The man, on the left, is wearing a black t-shirt with the text "SOMETIMES YOU HAVE TO MAKE TROUBLE TO MAKE DIFFERENCE". The woman, on the right, is wearing a black top and holding a microphone. A small table between them holds several glasses of water. The background is dark with vertical wood paneling.

74%

of our audiences felt inspired after attending a talk or workshop.

85%

felt that attending the event had deepened their understanding.

91%

felt that they had learnt or discovered something new.

Taken from a post-event audience survey carried out over 2023-24 (from a group of 191 attendees of one of our talks).

DIGITAL LEARNING & VIRTUAL TOUR


We work with partners with expertise to share knowledge and learning opportunities.

We worked with **Humanist Heritage** during 2024 to create an interactive virtual tour of Conway Hall, made possible by the generous support of the **National Lottery Heritage Fund**.

This immersive tour - [available on our website](#) - offers panoramic views, high-definition imagery, audio commentary and video highlights illuminating the heritage of humanism and ethical thought within our walls.

From Annie Besant and Charles Bradlaugh's radical freethought publishing practices, to the groundbreaking secularist hymns of Eliza Flower, this tour illuminates the stories and impacts of those who put their revolutionary ideas into practice.





TAKEN FROM A 2023-24 SURVEY

“ Didn't quite appreciate how seldom (if at all) that most of the works on this programme had ever been performed. ”

AUDIENCE MEMBER

“

In working with Conway Hall to produce two versions of the virtual tour, we've had an unrivalled opportunity to bring history and humanism together – using the building and its collections to help us reach new audiences, and increase public understanding of humanism.

This has been especially important in allowing us to offer a “virtual tour of a humanist building” to schools – the first of its kind – supporting students learning about religions and worldviews, and introducing Conway Hall to students and teachers alike.

Something we often find challenging about communicating humanist heritage is the wordiness of much of our material. In contrast, the rich collections of Conway Hall lend visual appeal and help bring history to life.

Thanks to Conway Hall's staff and space, we were also able to film a series of interviews with a diverse group of contemporary humanists, exploring their lives, ethical beliefs, and engagement with history, prompting viewers of the videos to ask questions of their own.

Madeleine Goodall,
Humanist Heritage Coordinator
at *Humanists UK*

”



By attending our events, our audiences learn something new and deepen their understanding about the topic and may make networking connections.

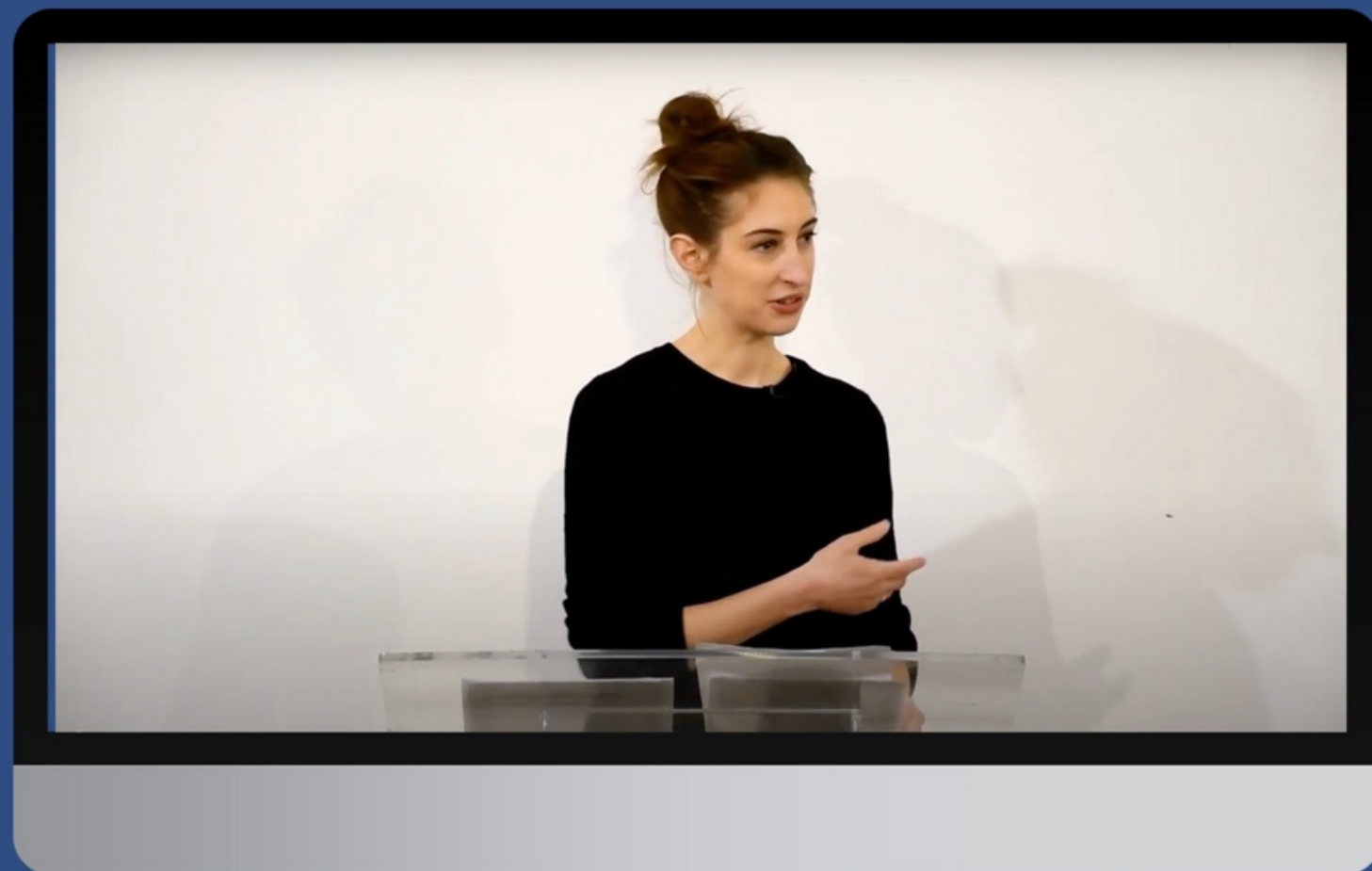
Through engaging with our events programme, our audience's minds are stretched through creativity and culture.

LEARNING ONLINE

Our **Conway Hall Player** is an accessible online resource that hosts recordings of past in-person events, enabling us to maintain a digital archive of these. The recordings can be accessed from anywhere in the world.

Between 2023-24, **960+** people attended our talks online.

Our player currently hosts over **23,000** minutes of online learning content.



By offering our talks online, we are also able to access a wider audience.

We use YouTube as a tool to share free-to-access content from Conway Hall talks and events.



+3%

Increase in subscribers
during 2023-24

2.2 million

Minutes watched on our
YouTube channel during 2023-24



Our audiences learn through engaging with our online content, and expand their understanding of ethics.

DIGITAL LEGACY OF ETHICS

Our website hosts hundreds of blogs, many inspired by our Library and Archive collections, as well as articles covering decades of talks published in our journal, the *Ethical Record*.

Topics featured range from the *Ethical Society* at war, to where the hostile environment against immigrants came from, to the ethics of being a stripper.

Our *Ethics First* blog by our CEO, Dr Jim Walsh, introduced in 2023, explores the philosophy of ethics in the context of culturally relevant societal issues. Blogs published during 2023-24 discussed the safety of AI, how art and culture can provide hope, and whether it is still wise to be on Twitter (or X).

11,721

people visited our website
blog pages during 2023-24.

489

people visited our
Ethics First blog pages.



3 COLLABORATOR SUPPORT

We help Make Ethics Matter in the world by supporting our collaborators.

- ➔ Through our *Sunday Concerts*, we provide performance opportunities and fair pay for young and emerging musicians, supporting their professional development.
- ➔ Our Partnerships create a platform for artists and partners to engage with new audiences and contribute to charitable initiatives, helping them achieve their ethical objectives.
- ➔ Our Talks and Events offer individuals and organisations the opportunity to showcase their work, with fair compensation for speakers.
- ➔ Our Library and Archive offer research resources & specialist knowledge to support collaborators in advancing their ethical endeavours.





Our Library hosted **LGBT Humanists** in July 2024, where they utilised our collections to research the history of LGBT Humanists at Conway Hall, in order to develop aspects of the Doers, Dreamers, Placemakers programme for the Being Human Festival.

The programme focused on the individuals who shaped humanist history and the communities they built around shared beliefs, values, and causes.

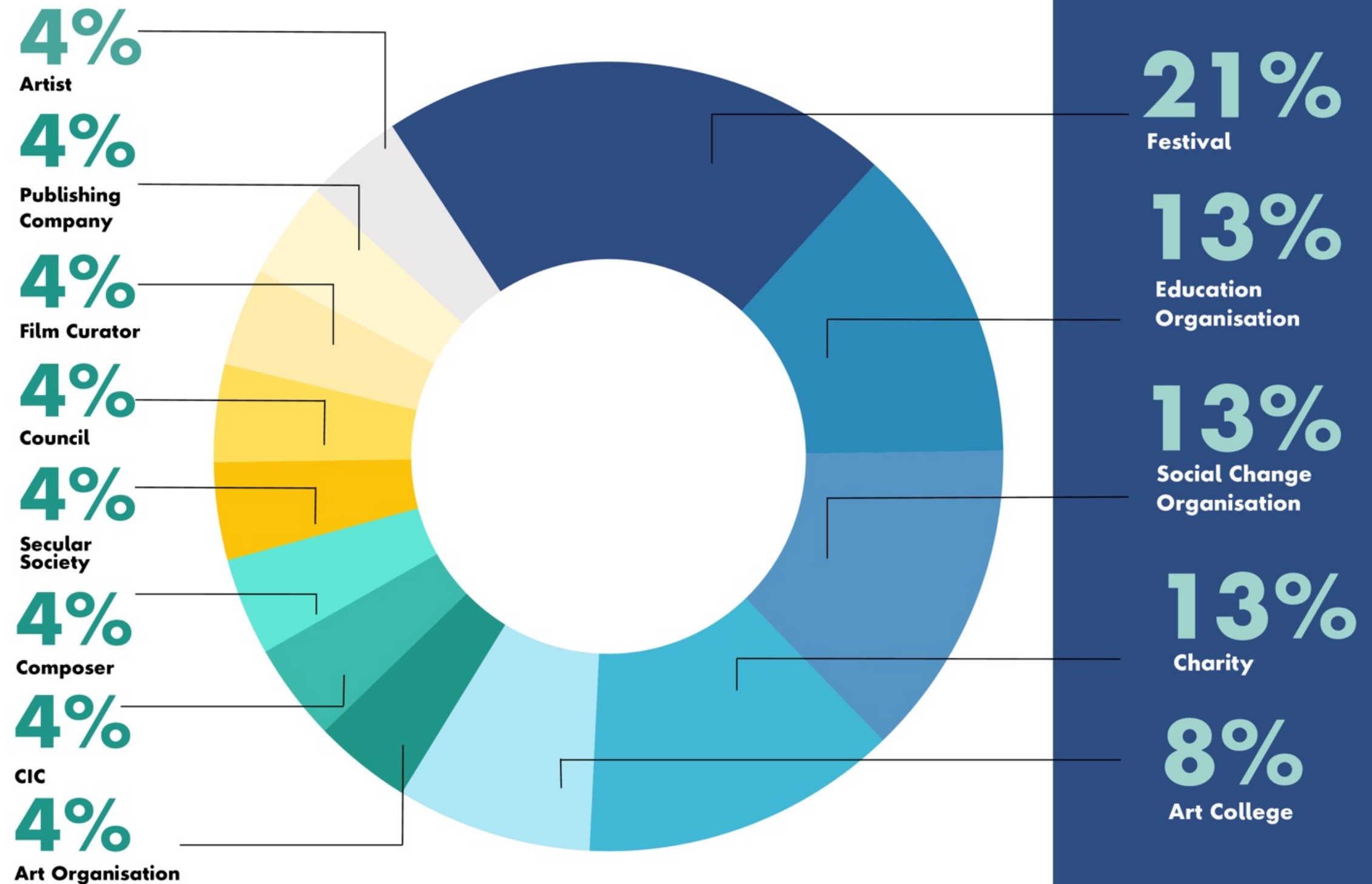


We help our partners deliver on their ethical purpose and engage with the broadest possible audience.

Collaborators are supported to continue their ethical work.

COLLABORATOR SUPPORT

We are proud to provide a platform to like-minded organisations promoting equality, social justice, and a **better life for all**.



PARTNERS WE WORKED WITH DURING 2023 - 2024

National Secular Society Stuart Hall Foundation
Antiuniversity Now Ubele Initiative Chelsea Green
London Fortean Society Bloomsbury Festival University
of the Arts London London Music Fund Being Human
Festival TAPE Collective London Performing Academy of
Music Camden Council The Cera Project Terrence
Higgins Trust Fashion Declares Rehearsing Freedoms
Humanists UK Songhaven Electric Voice Theatre English
Music Festival University Partners for Explaining Atheism
Martyn Ware Jane Wildgoose

During 2023-24 **17%** of artists that performed in our Sunday Concerts were under 26.

“

We were delighted to have been given the opportunity to perform at Conway Hall - the group is a London-based chamber ensemble, but access to London venues is a rarity. We decided to use the event to share performances of music from our debut album - which featured three premiere recordings by composers Sally Beamish, Elizabeth Maconchy, and Gavin Higgins.

A representative from *Gramophone* attended, stating “[they] perform each work with élan”. A living composer, Archie John, was also able to attend to hear a live performance of his piece *Fanfare: Branches of Joy*.

The opportunity provided by Conway Hall has enabled us to share our work with future concert promoters.

LUMAS WINDS

24, 23, 24, 24, 24

”



Young musicians progress in their music careers.



4 SENSE OF COMMUNITY

Creating a strong sense of community for our audiences is one of our core aims, whether they attend our events in-person or remotely.

We are committed to providing a welcoming, inclusive space where people can connect, share ideas, and engage in meaningful discussions about ethics & culture.

Our events not only inspire conversations but also help build lasting connections, creating a network of individuals and groups dedicated to shaping a fairer and more compassionate society.




We create space for open and respectful dialogue around complex issues through our talks and other events, and our *Sunday Concerts* make classical music welcoming and accessible to all audiences, breaking down some of the cultural expectations surrounding chamber music.



We welcome diverse groups to Conway Hall through our partnerships, giving space for community activities.



A photograph of two women in a museum or gallery. The woman on the left has long dark hair and is wearing a white sweater with black horizontal stripes. She is gesturing with her hands while speaking. The woman on the right has short dark hair, wears glasses, a dark button-down shirt, and a necklace. She is listening attentively. The background shows museum displays, including a large screen on the right and framed text on the wall.

TAKEN FROM A 2023-24 SURVEY

“I find many of your talks very interesting.
I enjoy being part of that community.”

CONWAY HALL MEMBER

SONGHAVEN

175 people attended our dementia-friendly Songhaven concerts during April to July 2024.

We have been collaborating with **Songhaven** since April 2024 to present a series of dementia-friendly concerts followed by a social afternoon tea.

The events are free and open to all, warmly welcoming people living with dementia, as well as their friends, family carers and loved ones.

Songhaven's professional concert experiences are designed to improve and enrich quality of life for people with dementia as well as their carers, through high-quality music experiences in an inclusive, and joyous community atmosphere.

Music, and singing in particular, can be a powerful therapeutic tool to bring people together, strengthen social connections, and help to improve mood and well-being.



“

Songhaven have been thrilled to partner with Conway Hall on a series of five dementia-friendly concerts.

The free Saturday afternoon events feature a trio of professional, classically-trained artists, performing well-loved songs from stage and screen.

Singing along and moving to the music are warmly welcomed, which means carers and companions can really relax and enjoy the experience, knowing that their loved ones will never be shushed or shamed for responding to the music.

This pilot series has been so enthusiastically embraced by the local community. We feel like we have found a very special home with Conway Hall and look forward to future collaborations bringing joyous music-making to this historic space.

Vivien Conacher
Founder • Songhaven



”



"What a joy to have top quality musicians looking into someone's eyes, holding their hands, and singing as if just to them. Really inclusive, accepting, and positive atmosphere. Uplifting and quality music and a wonderful tea. Thank you all so much."

Attendee of our July 2024
Songhaven concert

"So enjoyable. A place for me to be part of a musical community. People like me can leave our loneliness behind and be part of a lovely afternoon."

Attendee of our June 2024
Songhaven concert

"I absolutely adore *Songhaven* – I know I'll be in a caring, safe space surrounded by lovely, kind people in a kind of musical oasis."

Attendee of our July 2024
Songhaven concert

In a recent audience survey, from a group of 191 attendees of one of our talks, a significant number agreed with the following statement about their experience with Conway Hall.

"Conway Hall events bring me closer to appreciating, understanding and feeling connected to other people."

43%

Agree

17%

Strongly agree



Our audiences and visitors feel a sense of community and are brought closer to appreciating, understanding and feeling connected to other people.

5 VISITOR EXPERIENCE

We are committed to ensuring that our audiences and visitors have the **best possible experience**, dedicating 30% of our public resources to creating a welcoming, engaging, and inclusive environment for them. We achieve this through programming high-quality events, supporting audience needs, and continually striving to improve our facilities.

Every audience interaction shapes how our values are experienced and shared, and a meaningful visitor experience influences engagement, learning, and the long-term impact of our work.

Through audience feedback, data-driven improvements, and thoughtful programming, we strive to enhance every aspect of our audiences' journeys, ensuring that Conway Hall remains a hub for curiosity, creativity, and ethical discourse.





As well as through programming **outstanding speakers and artists**, we help to ensure our visitors have the best possible experience through:

- ➔ **Providing an expert team in place** – over the past year we have expanded our team, who work tirelessly to ensure that inclusivity and accessibility remain at the heart of all we do.
- ➔ **Serving high quality food and drink** and providing fast Wi-Fi, cutting-edge event technology, and high audiovisual and digital production quality.
- ➔ **Maintaining our historic, Grade II listed building** and raising funds for commercial space renovations and repairs, such as through our roof Crowdfunder, so that our venue remains a safe, comfortable, and pleasant space for our audiences.



Our audiences and visitors feel welcomed and well looked-after during their visit.

They have a better experience and are more likely to return and recommend us to others, so more people benefit from our activities.

They have reduced stress and enhanced mood, since research suggests that watching a live, public concert reduces stress markers (Fancourt & Williamson, 2016).



Taken from a survey of 453 people who had attended one of our events in person, carried out over 2023-24.

91%

said they were "likely" or "extremely likely" to recommend Conway Hall to a friend, family member or colleague.

94%


rated the quality of the event as "very good" or "good"

94%

rated their whole experience as "very good" or "good"

96%

"enjoyed the event"

The background of the entire page is a photograph of an audience of people sitting and listening. A semi-transparent teal overlay covers the entire image. Three white text boxes are overlaid on the left side of the image, and one blue text box is on the right side.

"I appreciated the friendly welcome and directions to the event; there was also an informal and intimate atmosphere and plenty of time for questions."

Audience Member
2023 - 24 survey

"Just a truly superb evening – great welcome - great gig, amazing venue & utter value for money."

Audience Member
2023 - 24 survey

"I love the hall, it has beautiful acoustics and a good vibe."

Audience Member
2023 - 24 survey

A woman with dark curly hair, wearing a blue jumpsuit over a white shirt, is smiling broadly. She is standing in a room with wooden walls and other people in the background.

TAKEN FROM A 2023-
24 SURVEY

“

Just loved the whole experience. The staff, the venue, the artists, the crowd.

”

AUDIENCE MEMBER

A woman with long brown hair and glasses is smiling. She is wearing a dark jacket over a yellow shirt. She is surrounded by other people in a crowd.

“

TAKEN FROM A 2023-
24 SURVEY

I found every single person there friendly and ready to help in any way that was needed (without any fuss, I'm disabled) so this was especially important for me, and I didn't need to ask.

”

AUDIENCE MEMBER

6 DIVERSITY

Part of our mission is to **celebrate diverse viewpoints and support collaborative efforts for common goals and minority rights.**

We strive to create a welcoming space where individuals from all backgrounds feel heard and valued, supporting collaborative initiatives that champion shared goals, amplify underrepresented voices, and advocate for the rights of minority communities.

We seek to reach a wide and diverse audience through various means, such as:

- ➡ Free Sunday Concerts tickets for under-26s
- ➡ Discounted tickets for those on living support
- ➡ Online streaming of our talks
- ➡ Platforming diverse artists, speakers, partners and voices



DIVERSE PROGRAMME

Diverse artists, speakers, partners and voices.

We programme a diverse range of speakers and topics in our talks and other events, making ethics accessible to as many people as possible.

We also work with partners to target audiences and groups underserved by Conway Hall, and the sector more broadly.

Through our Library and Archive, we curate and make accessible a collection which features diverse voices, communities and issues.

Recent acquisitions to our Library include Wendy Moore's *Jack and Eve*, which explores the story of suffragettes Vera Holme, known as Jack, and her life partner Evelina Haverfield and their challenges of the conventions of gender and sexuality in the second world war.

Additionally, *Men at War* by Luke Turner explores masculinity and sexuality outside of social norms in the same period. Both of these books featured in an *Ethical Matters* talk by these authors in June 2024, *Queer Histories of Love and War*.

Another new acquisition is Michael Meyer's *Dirty, Filthy Book: Sex, Scandal, and One Woman's Fight in the Victorian Trial of the Century*, exploring Annie Besant's role in the obscenity trial resulting from her pamphlet, *Fruits of Philosophy*.

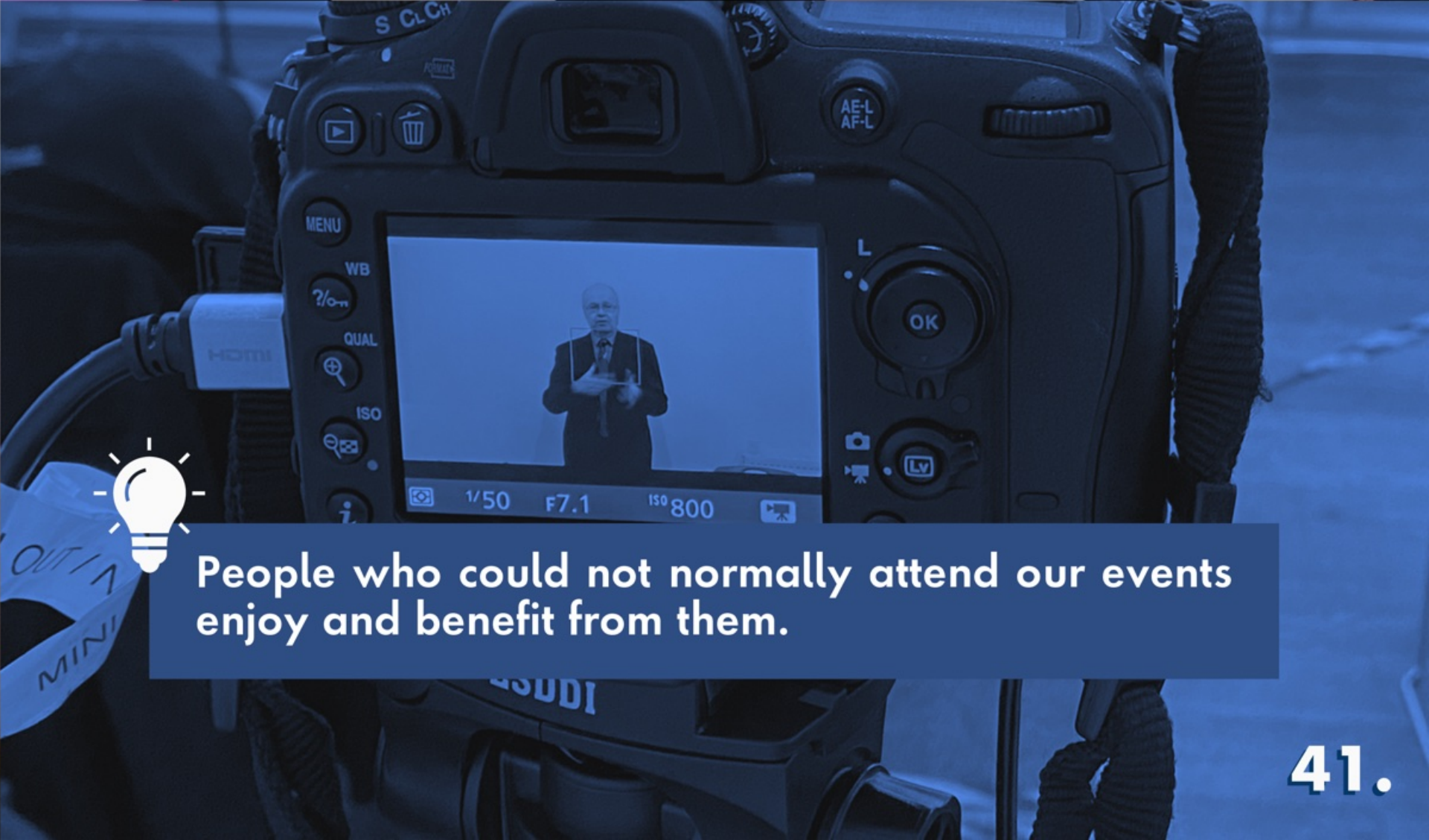
This is a key pamphlet in our collection, republished by Annie Besant and Charles Bradlaugh in 1876 in an effort to allow regular access to information on birth control. Michael Meyer's presented his explorations into this forgotten pioneer in a talk we hosted in May 2024.



Underrepresented groups are platformed and people who might not otherwise have the opportunity or inclination to engage with ethics, education and cultural activities are supported to do so.

GLOBAL ACCESS TO EVENTS

All our **Ethical Matters** talks can be streamed online at a reduced cost, making them accessible for those who cannot attend in-person and reaching global audiences.



People who could not normally attend our events enjoy and benefit from them.

DIVERSITY & ACCESSIBILITY


We have some of the most **affordable ticket prices** in London, because we believe that the cost of an event shouldn't be a barrier to a culturally enriching experience.

We support young audiences by offering **free Sunday Concerts tickets to those under the age of 26**, thanks to the CAVATINA Chamber Music Trust.

We offer up to **50% ticket discounts for those on Living Support** and who work for the NHS.

A photograph of a diverse audience of older adults clapping at a concert. The audience is shown from the chest up, with several individuals in the foreground and background. They are all looking towards the left side of the frame, presumably towards a stage. The lighting is warm and focused on the audience. The background is slightly blurred, emphasizing the audience members in the foreground.

33% of tickets sold during 2023-24 were bought at discounted or no cost to various groups.

A photograph of a string quartet performing on a stage. Four musicians, three women and one man, are seated and playing their instruments: two violins, a viola, and a cello. They are dressed in formal black attire. The stage has a wood-paneled background and a wooden floor. The lighting is warm and focused on the performers.

Our concert tickets are **36%** cheaper than the average cost of classical music concert tickets in London.*

90% of our audiences rated value for money of tickets as “very good” or “good”.

Taken from a survey of 453 people who had attended one of our events in person, carried out over 2023-24.

435 people aged under 26 attended our *Sunday Concerts* for free.

*National Classical Music Audiences, The Audience Agency, 2016.

TAKEN FROM A 2023 -
24 SURVEY

“

The fact that there are events with free under 26 tickets is something amazing, very often we feel excluded from culture and art due to unaffordability, so this is a great, great initiative!

”

AUDIENCE MEMBER

“

TAKEN FROM A 2023 -
24 SURVEY

It was a lovely experience. I love the space and the music was great. I brought my kids along as well. It was really reasonable especially as I'm a nurse so I got my NHS discount and the kids were free! It made me want to explore other events there in the future.

”

AUDIENCE MEMBER

We programme lesser-known classical compositions so that our *Sunday Concerts* audiences discover under-represented classical pieces and new music.

39%

of our *Sunday Concerts* programme during 2023-24 presented lesser-known classical works.

7 SUPPORTIVE COMMUNITY

We are **deeply grateful** to all our members and supporters, whose generosity, passion, and commitment enable us to continue our work and bring our mission to life.

Their contributions – whether through membership, donations, or active participation – are the foundation of everything we do, helping us to champion ethical thought, social justice, and cultural enrichment.

Growing these networks will not only enhance our ability to reach wider audiences but also increase our capacity to programme high-quality events, foster public discussion, and amplify ethical discourse.

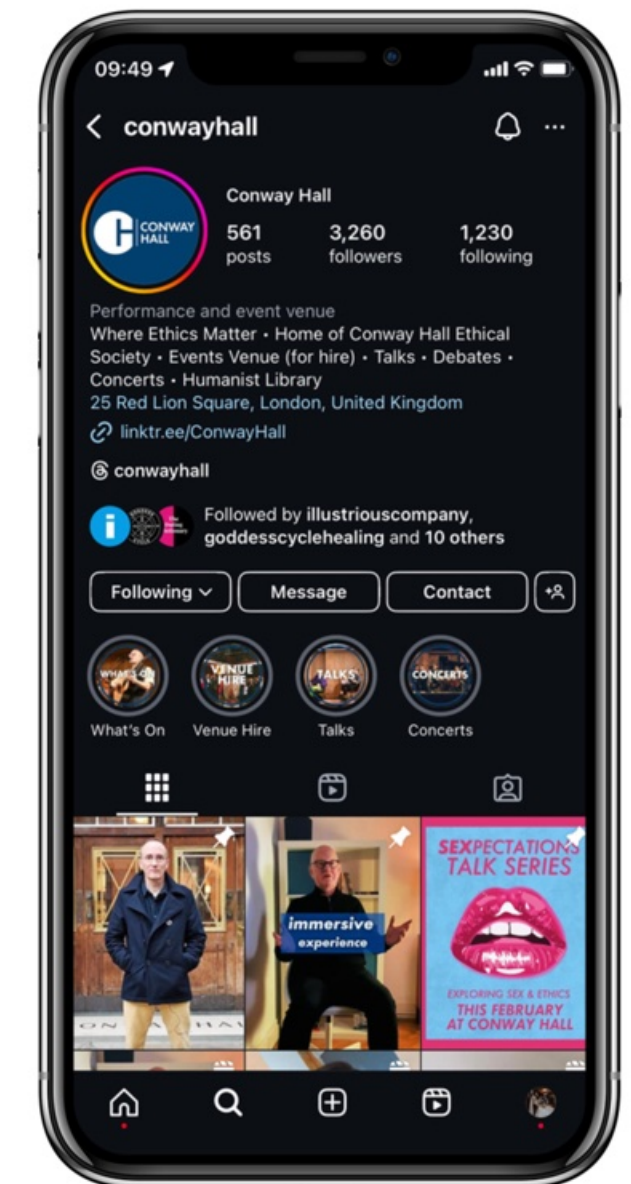
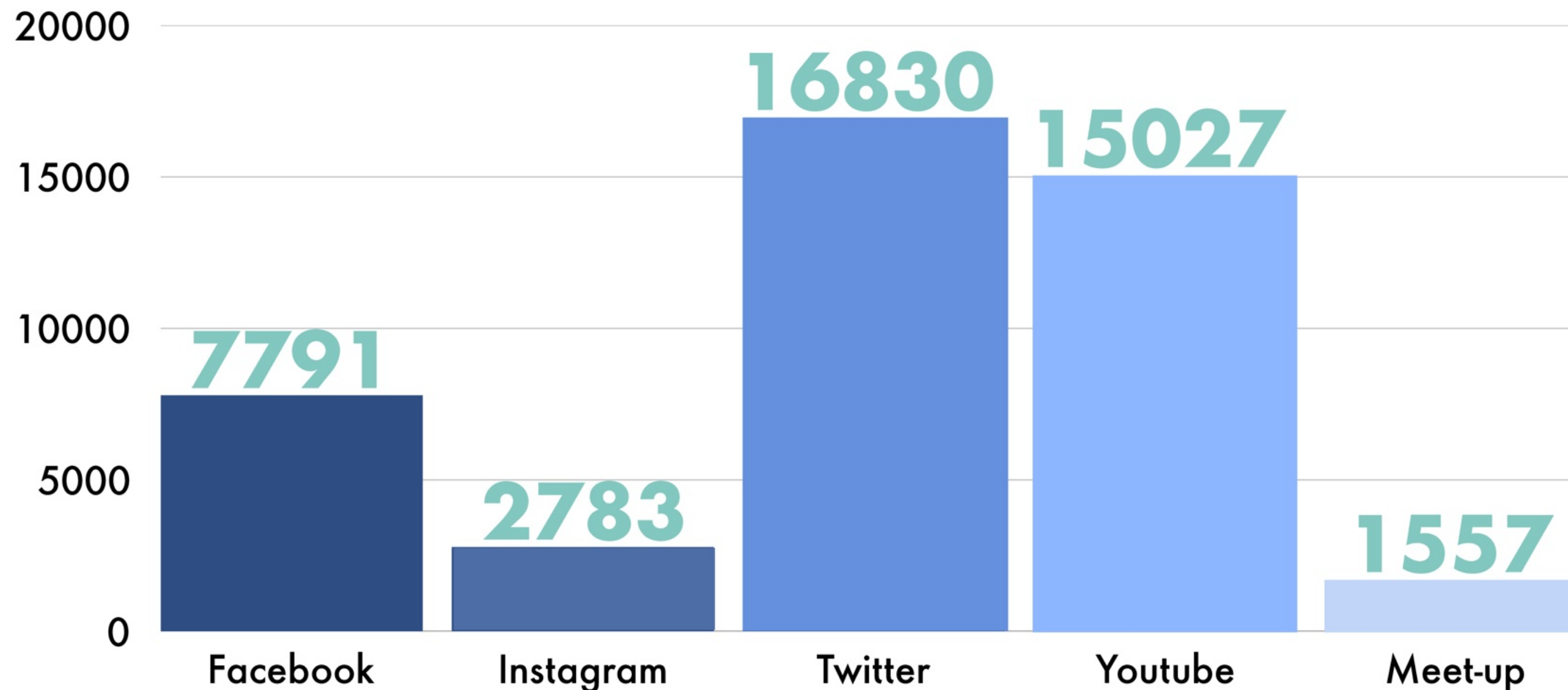
A thriving and engaged community will help to raise the Society's profile, build long-term sustainability, and, most importantly, maximise our impact.



Our community of members and supporters will grow and diversify, raising revenue to support our charitable activities and enabling us to better carry out our mission to **Make Ethics Matter.**

ONLINE COMMUNITIES

We have continued to grow our digital community of followers across several online platforms, helping us to connect with a wide and diverse audience and increase our overall impact. Between August 2023 to July 2024, we had **43,988** followers across Instagram, Facebook, X, Meet-up and YouTube – **an increase of 2%** over the year.





TAKEN FROM A 2024 MEMBERS SURVEY

I want to support the ethical work of the organisation.

CONWAY HALL MEMBER

8 STAFF WELLBEING

We recognise that a **happy, motivated and supported team** is fundamental to delivering our charitable activities and achieving our goals of promoting ethical thought, learning, culture and creativity.

Our commitment to staff wellbeing extends to mental health support, flexible working arrangements, and fostering a workplace where everyone feels valued and heard.

We regularly seek feedback to ensure that staff needs are met and that we continue to build an environment that nurtures growth and collaboration.

By prioritising wellbeing, we not only enhance staff satisfaction but also strengthen Conway Hall's ability to serve our audiences, members, and the wider community.



We offer staff support through, a platform for staff health and wellness, with a range of benefits, including;

- Individual sessions with psychologists and lifestyle experts
- Group sessions on well-being topics
- Self-guided care with on-demand content

In our 2024 anonymous survey of staff wellbeing, completed by 17 staff members, we asked them to rate their job satisfaction.

17% rated it "Fair"

47% rated it "Good"

41% rated it "Very good"

88% rated it "Good" or "Very good"

33% more staff members rated their job satisfaction as "Very good" than in our 2023 survey of staff wellbeing.



Staff satisfaction, productivity and retention rates are optimised, helping them to work towards our charitable goals. Staff are more productive and are helped on their career progression, which also helps them to work towards our charitable goals.

"I love working for an ethical society."

47% agreed
41% strongly agreed

"Conway Hall provides support for my wellbeing."


41% agreed
29% strongly agreed

"Working for Conway Hall has deepened my understanding of ethics."

41% agreed
24% strongly agreed

"Conway Hall encourages staff to learn new skills."

29% agreed
29% strongly agreed



TAKEN FROM A 2024 SURVEY

“ I love working with my immediate colleagues at Conway Hall as they're hardworking, supportive and dedicated to the organisation. I love seeing the successful events we host, I like having positive feedback from visitors and seeing them enjoy the site, the events and the facilities. ”

STAFF MEMBER

9 RESILIENCE

As a charity and one of London's most historic and iconic independent venues, we want to ensure that we continue to promote ethical discourse for years to come in an increasingly complex and unjust world.

Strengthening our financial resilience will not only enable us to maintain our rich heritage but also empower us to reach new audiences, expand our programming, and better achieve our mission of Making Ethics Matter.

As an independent charity with no regular government funding, we rely on raising our own funds to carry out our charitable activities – through fundraising and commercial activity including selling food and drink, renting out our buildings, and hiring out our spaces for events.

This year we were able to begin the journey of repairing our roof, thanks to our roof **Crowdfunder** and the support of the **Rose Foundation**. We also re-opened our pop-up café and developed our corporate partnership offer.

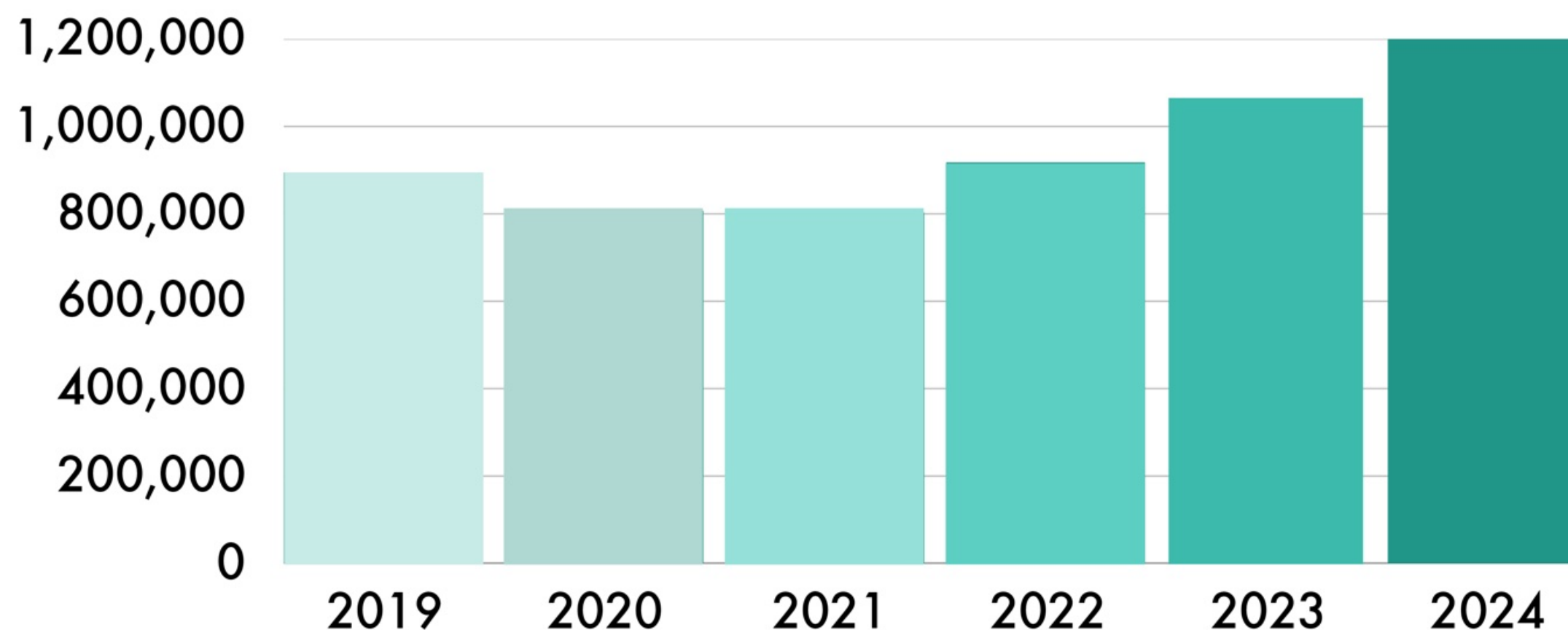


The revenue we raise helps us to become resilient and as it increases we will be able to deliver more charitable activities.

BUILDING RESILIENCE

Following a record-breaking turnover **exceeding £1m during 2022-23**, due to a 70% increase in our venue hire income, during 2023-24 we improved this figure by a **further 10%, reaching a turnover in excess of £1.1m**. This amounted to a small surplus (prior to depreciation) for the first time since the Covid pandemic, thanks to our new five-year business plan and the tireless efforts of our staff and trustees.

In our financial year [Aug 2023 - Jul 2024] we achieved our highest ever income of £1.16m.



The chart shows our annual revenue from 2019 to 2024.

CHARITY SPENDING

Ethics is at the heart of all we do.

As an ethical society and educational charity, all of our charitable spending is directed towards fulfilling our mission and expanding our ability to curate, support and facilitate people and ideas that make ethics matter in the world.

Here is a breakdown of our charitable spending during 2023-34:

25%

Diversity

15%

Sense of
Community

12%

Learning

9%

Staff Wellbeing

6%

Supporting New
Ideas on Ethics

4%

Collaborator
Support

30%

Visitor Experience

The largest portion of our charitable spending was dedicated to Visitor Experience – ensuring the best experience for our audiences and the smooth operation of our Grade II listed building.



We cultivate longstanding relationships with organisations that hire out our spaces, valuing the significance of these connections. We hosted a plethora of new clients during 2023-24, with a diverse range of bookings taking place across all our spaces.



During 2023-24, we had **607** venue hires – **17%** more than the previous year.

THANK YOU TO OUR

donors, funders and supporters, who generously supported us financially during 2023-24, enabling us to sustain and grow our work.

We raised **£30,798** in donations – 396% more than the previous year (£6,214 in 2022-23).

We were awarded **£20,672** from grants and foundations – 9% more than the previous year.


The Rose Foundation	£2,500
National Manuscripts Conservation Trust	£3,218
Music Venue Trust	£4,954
Vaughan Williams Foundation	£10,000
London Community Fund	£15,000

Our Crowdfunders raised a total of **£11,417** during 2023-24.

Our Crowdfunder to support our work to **Make Ethics Matter** raised **£4,637**.

Our Crowdfunder to **Save Our Roof** raised **£6,780**.

We received **£4,350** from **Cavatina Chamber Music Trust** to support free tickets for Under-26s at our **Sunday Concerts**.

A group of people are gathered in a historic building hallway with a large arched window in the background. A woman in the foreground has her hand to her face, looking surprised. Other people are standing and talking in the background.

TAKEN FROM A 2023-
24 SURVEY

“

I love the atmosphere
and feeling of history
of the building. Needs
to be used as much as
possible to keep it
alive and breathing.

”

AUDIENCE MEMBER

Two women are shown in a close-up, engaged in conversation. The woman on the left has short red hair and is wearing a dark jacket. The woman on the right has short white hair, wears glasses on her head, and a light-colored jacket over a patterned scarf. They are both smiling and looking at each other.

TAKEN FROM A 2024
MEMBERS SURVEY

“

I love the building, the
history, and the
principles behind
what you do.

”

MEMBER

10 STATURE

Uniquely positioned to bridge the gap between ethics and action, Conway Hall aims to be **the** space in the UK for effective public discussion on ethics, online and in person.

A key part of our Strategic Vision of **Making Ethics Matter** is our goal of achieving national/international recognition as a Centre of Excellence for Ethics.

This year was the first of our new five-year *Business Plan*, which includes the aim of driving thought leadership in ethics, plus milestones for achieving our Strategic Vision. We intend that over time we will raise our profile and become a leading voice in the public sphere on ethics.

We plan to achieve this through growing our online presence, expanding our influence and reach and attracting wider audiences.



Our stature will also be raised through programming further high-profile events in partnership with aligned organisation, such as the **Regenerative Fashion Day** we hosted with **Fashion Declares**, which was part of **London Fashion Week**, dedicated to promoting ethical practices in the Fashion Industry.

Bloomsbury Festival also attracts large and diverse audiences, with Autumn 2023's Festival featuring three days of events on the theme of "**Grow**".



Highlights included a fanzine workshop inspired by our Library's collection of 19th century pamphlets and a sell-out performance celebrating the history and evolution of Argentine tango, created by *UK Tango Championship* finalists Emma Lucia Reyes and Carlos Cisneros.



We help our partners deliver on their ethical purpose, while enhancing our brand, helping us to become an influential and respected institution for ethics.


Over time, our *Strategic Plan* is delivered and we fulfil our charitable mission, so that the Society evolves and grows in the longer term and gains more influence.

OVER THE NEXT FEW YEARS WE WISH TO:

THE CROWN?

Graham Smith in conversation with Jenny Kleeman.

- ➔ **Reach more people** by attracting speakers with higher profiles and larger followings, creating a ripple effect of ethical thinking.
- ➔ Continue to grow our commercial revenue to allow us to **grow our charitable programme** and support others to achieve their ethical mission.
- ➔ **Fund more community initiatives**, establishing partnerships to promote ethical discussion at the grassroots level within diverse communities.
- ➔ Continue to **raise our profile**, collaborating with prominent speakers and community leaders who lead on ethics.
- ➔ Continue to **grow our voice** in the public sphere on ethics.
- ➔ Reach national/international recognition as a **Centre of Excellence for Ethics**.



TAKEN FROM A 2024 SURVEY

“
These three young musicians were a revelation. I loved every minute of what they did. They are amazing. Repertoire stunning and in many respects off the beaten track. Thank you for bringing something entirely unexpected and considered.”

STAFF MEMBER

GET IN TOUCH

As a charity we are always striving to maximise our impact and we are incredibly grateful to all our collaborators, staff and supporters who make our work possible.

With no regular funding we are reliant of the generosity of supporters.

To support our work via donations, membership or a leaving a gift in your Will please visit: conwayhall.org.uk/support-us

If you would like to discuss how you (or your organisation) might further support our work, then please email us: [**fundraising@conwayhall.org.uk**](mailto:fundraising@conwayhall.org.uk)