



**THE SCIENCE COUNCIL  
ANNUAL REPORT  
AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2015**

**REGISTERED CHARITY No 1131661**

**THE SCIENCE COUNCIL  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015  
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**THE SCIENCE COUNCIL  
REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015**

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Registered Office	Hodgkin Huxley House 30 Farringdon Lane London EC1R 3AW
Bankers	HSBC 39 Tottenham Court Road London W1T 2AR
Accountants	The Kings Mill Partnership Chartered Accountants 75 Park Lane Croydon Surrey CR9 1XS
Legal advisers	Farrer and Co LLP 66 Lincoln Inn's Fields London WC2A 3LH
Auditors	H W Fisher & Company Chartered Accountants and Statutory Auditors Acre House 11-15 William Road London NW1 3ER
Charity trustees	Prof Sir Tom Blundell CSci (President of Council and Chair of the Board) Prof Robert Ashford CSci Dr Heather Barrett-Mold CSci Prof Ian Campbell (elected June 2015) Dr Simon Festing Dr Adam Law (Honorary Treasurer) (elected June 2015) Dr Bev MacKenzie CSci Edmund Nickless CSci Prof Stuart Palmer Dr Robert Parker CSci Dr Philip Wright (elected June 2015) Tal Shamsi (co-opted July 2015, a term of one year)
Serving as charity trustees during an earlier part of the year:	Dr Colin Grant CSci (retired as a trustee upon assuming Chair of Registration Authority) Jon Poole (retired June 2015) Mark Robson CSci (retired June 2015) Jill Rodney (retired June 2015)
Chief Executive	Belinda Phipps (appointed Sept 2015), Diana Garnham (until Sept 2015)
Web sites	<a href="http://www.sciencecouncil.org">www.sciencecouncil.org</a> <a href="http://www.futuremorph.org">www.futuremorph.org</a>

## **TRUSTEES' ANNUAL REPORT**

**The Board of Trustees present their annual report and the audited financial statements for the year ended 31st December 2015.**

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Structure and governance**

The Science Council was established under Royal Charter in October 2003 and was registered as a charity with the Charity Commission in September 2009. The principal activity of The Science Council is to promote the advancement and dissemination of knowledge of and education in science, pure and applied, for public benefit. An amended Charter and Bylaws received Privy Council seal on 9<sup>th</sup> December 2015.

The Science Council is a membership organisation governed by a Board of Trustees answerable to the Full Council of member organisations. The Board of Trustees is chaired by the President and there are currently twelve elected trustees and one co-opted trustee. The Board seeks to have a diverse range of trustees; unfortunately the number of female trustees fell in 2015.

Trustees are elected by member organisations to serve in this capacity as individuals and not as representatives of organisations, interest groups or sectors. Elected Trustees normally serve a four year term and one quarter of elected Trustees will retire each year.

The Trustees believe they have fully complied with their duty in the Charities Act 2011 to have due regard to guidance published by the Charity Commission.

There are two formal Board sub-committees:

**Audit and Risk Committee** members are: Nick Whitaker (Chair, independent), Dr Heather Barrett-Mold (trustee), Dr Simon Festing (trustee), Dr William Marshall (independent), Susan Preston (independent) and Ian Sealey (independent). Jill Rodney retired from the Board June 2015 and stood down as Chair of the Audit and Risk Committee. The Chair of the committee attends Board meetings. In November, the Board agreed to extend the remit of the committee to include financial oversight for a period of one year, while a governance review is undertaken.

**Nominations and Governance Committee** members are: Prof Robert Ashford; Dr Heather Barrett-Mold; Dr Bev Mackenzie; Edmund Nickless; Prof Stuart Palmer and Dr Robert Parker (Chair). Going forward, the committee has taken on oversight and development of governance processes and delegation of authority and financial oversight to the CEO and Committees.

### **Trustee meetings**

The Board of Trustees met five times during 2015.

### **Trustee recruitment**

Trustees are nominated for election by member organisations with a requirement that a quarter of trustees retire each year to ensure rotation. A Nominations and Governance Committee ensures that the process for the recruitment of Trustees follows the procedures set out in the Bylaws and Regulations and leads the process in identifying nominees and potential co-options to fill skills gaps. The Board may have a maximum of twelve Elected Trustees and three Appointed Trustees.

### **Trustee induction**

Newly elected Trustees are expected to participate in trustee induction sessions: all current trustees have completed an induction session and several trustees have participated in additional training and development opportunities during the year. A Trustee Manual that includes essential information is made available to all trustees in both printed and electronic format.

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## **MANAGEMENT**

### **Office location**

The Science Council is located at Hodgkin Huxley House, 30 Farringdon Lane, London, EC1 with a five year lease concluding 24<sup>th</sup> December 2017. The building is owned by the Physiological Society.

### **Chief Executive and senior staff**

Belinda Phipps joined as Chief Executive in September 2015 following the departure of Diana Garnham in the same month. All three senior staff continued in their roles. Nicola Hannam as Director of Development (Deputy Company Secretary), Ali Orr as Registrar, and Hannah Kowszun as Director of Marketing and Communications. The grant funding from the Gatsby Charitable Foundation enabled the Science Council to expand the executive team and significantly increase activity to promote the professional registers.

The pay of senior staff is reviewed annually and increases are normally linked to inflation. In setting pay for senior staff and the Chief Executive the Board benchmarks against similar bodies including member organisations. This process recognises that, while the Science Council itself is a small organisation, its role as an umbrella body creates additional skill demands.

### **Science Council staff at year end**

Belinda Phipps	Chief Executive
Najmah Anshory	Marketing and Communications Assistant
Nicola Hannam	Director of Development (Deputy Company Manager)
Hannah Kowszun	Director of Marketing and Communications
Daisy Mortimer	Professional Registration Executive
Oliver O'Hanlon	Policy and Public Affairs Manager
Alisdair Orr	Registrar
Amy Pearce	Professional Standards and Quality Manager
Amy Reed	Professional Registration Executive
Alexandra Smith	Office Manager
Kelly Vere	Business and Education Engagement Manager
Steve Ward	Business Engagement and Quality Manager

From time to time the Science Council also employs graduate interns on short-term contracts, providing opportunities for STEM graduates to gain experience in the different ways in which STEM skills are valued in the workplace. The staff team was 75% female at the year end.

The Science Council draws on the support of volunteers for its committees and events; nearly 160 individuals have given support in this way during 2015, for which we are most grateful.

There are two volunteer programmes managed by the Science Council: Assessors (90) and Registrant Champions (15). Assessors are skilled professionals who give their time and experience to assess applications for Registered Science Technician and Registered Scientist. They are recruited through an open application process and trained to a particular standard before becoming assessors. Registrant Champions are active registrants that promote and support professional registration in their workplace and local community. They are provided with resources, advice and ongoing support to meet their objectives.

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## **OBJECTIVES AND ACTIVITIES**

The Science Council works to provide public benefit by:

- creating a forum that brings together learned societies and professional bodies in science and its applications;
- increasing the effectiveness and impact of member organisations on science and its applications by encouraging the sharing of good practice; in working together to maintain and support high standards in the quality of education in both core and applied STEM disciplines; and in enabling and supporting disciplines and professions to respond to new knowledge and challenges;
- fostering inter-disciplinary partnership and collaboration in science to address some of the key challenges facing today's society;
- providing a point of contact with others including the technology, engineering, mathematics and medical communities;
- working across disciplines and in collaboration with member organisations to provide informed and expert advocacy on a wide range of policy issues that impact on the advancement of science and its applications, including consultations undertaken by government departments, parliaments and assemblies;
- by advancing professionalism in science through registers of Chartered Scientists, Registered Scientists and Registered Science Technicians who meet high standards of competence and follow an established code of conduct and continuing professional development that contributes to society's safety in the effective application of science; and
- furthering the creation of better health, sustainable societies and wealth by encouraging the study and pursuit of science and its applications by society and by individuals; raising awareness of the profession of scientist and their roles in society; fostering increased take up of STEM qualifications post 16 both vocational and academic; and providing high quality information for students about career opportunities available to those with STEM qualifications.

### **Member organisations**

The Regulations set out the criteria for membership of the Science Council. The criteria were amended in 2015 and are as follows:

- the profession represented by the Organisation shall be based on a recognised body of scientific learning where knowledge and understanding of the natural and social world are pursued through a systematic methodology based on evidence;
- the Organisation is an independent body which exists for the collective pursuit of professional aims and objectives in science as set out in a Royal Charter or Memorandum and Articles of Association incorporated under the Companies Acts or formally registered in the UK some other way;
- the Organisation has, among its objectives, the practice of the profession in the interest of the public as well as that of its members;
- the Organisation operates a Code of Professional Conduct and disciplinary procedures;
- the Organisation recognises its responsibility to advance and extend the body of learning on which the profession is based;
- the Organisation recognises its responsibility to concern itself with facilities, methods and provision for educating and training future entrants to the profession and for enhancing the knowledge of present practitioners; and
- the Organisation must have at least one membership category that is based on standards of competence as attested by an appropriate qualification and relevant professional practice, or relevant professional practice; or
- if the Organisation does not have strict entry standards for at least one category of its members it has agreed with the Board that it is working towards the introduction of such an entry standard;
- the Organisation has evidenced a commitment to promoting equality, diversity and inclusion throughout its community, and to challenging prejudice and discrimination, by signing the Science Council's Declaration on Diversity, Equality and Inclusion.

### **Subscriptions**

Member organisations pay an annual subscription to the Science Council. The subscription rate in 2015 was £0.773 (2014: £0.761) per qualifying individual member. The maximum subscription is capped at 30,000 qualifying individual members and the minimum subscription is £750.

The total number of member bodies is 40. Current member organisations are:

Association for Clinical Biochemistry and Laboratory Medicine	Institute of Physics
Association of Neurophysiological Scientists	Institute of Physics and Engineering in Medicine
Association for Science Education	Institute of Science and Technology
British Academy of Audiology	Institute of Water
British Association of Sport and Exercise Sciences	Institution of Chemical Engineers
BCS, the Chartered Institute for IT	Institution of Environmental Sciences
British Psychological Society	London Mathematical Society
British Society of Soil Science	Mineralogical Society
Chartered Institution of Water and Environmental Management	Nuclear Institute
College of Podiatry	Oil and Colour Chemists' Association
Energy Institute	Operational Research Society
Geological Society of London	Royal Astronomical Society
Institute of Animal Technology	Royal Meteorological Society
Institute of Biomedical Science	Royal Society of Biology
Institute of Brewing and Distilling	Royal Society of Chemistry
Institute of Corrosion	Royal Statistical Society
Institute of Food Science and Technology	Society for Cardiological Science and Technology
Institute of Marine Engineering, Science and Technology	Society of Dyers and Colourists
Institute of Materials, Minerals and Mining	The Organisation of Professionals in Regulatory Affairs
Institute of Mathematics and its Applications	The Physiological Society

### **Full Council and General Meetings**

The member organisations met as the Full Council three times during the year including the Annual General Meeting in June 2015. All member organisations are entitled to send two representatives to General Meetings/Council.

## **ACHIEVEMENTS, PERFORMANCE AND PLANS FOR FUTURE PERIODS**

The Board is working to the strategy and priorities for the Science Council agreed at the AGM in June 2012 which it keeps under review. The agreed aims for 2012-2017 are for the Science Council to:

- 1. Serve society and the economy by enhancing the professionalism of the science workforce and building trust and confidence in science.**
- 2. Provide a voice on policy issues affecting the science community, fostering debate and the exchange of ideas.**
- 3. Support its member organisations to be more effective in meeting the needs of the science community.**

The Science Council is in the process of finalising a new strategy. The priorities for 2016 are to develop and support individual scientists as professionals; to encourage employers to support the development of their science workforce; and to protect the public and draw scientists together for the common purpose of sustainably benefitting humankind.

### **1. SERVING SOCIETY AND THE ECONOMY BY ENHANCING THE PROFESSIONALISM OF THE SCIENCE WORKFORCE AND BUILDING TRUST AND CONFIDENCE IN SCIENCE**

#### **Professional registration**

Professional registration for scientists and science technicians recognises high standards of professionalism and competence; a commitment to keeping skills and knowledge up to date; and accountability to codes of conduct that ensure the responsible application of science for the benefit of society.

All registrants are required to declare annually that they continue to meet the Science Council standards for CPD (Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their registrants' CPD records.

In 2014 the Gatsby Charitable Foundation agreed to invest for a further 4 years in the promotion of the two registers launched in 2012, Registered Scientist and Registered Science Technician. One of the expectations of this funding has been to develop a Common Application Process (CAP) for applicants to enable them to apply for both professional body membership and registration through the Science Council which was introduced in August 2014. An online application system went live in October and by the end of December a total of 333 individuals had started an application on the system.

During the year the team has grown to include two Professional Registration Executives, responsible for supporting Licensed Bodies, Employer Champions and applicants for registration, and a Marketing and Communications Assistant who manages the Registrant Champions programme and leads on social media activity. We established a business engagement team to work with employers to support the professional development and recognition of their scientific staff through the Employer Champions programme.

<b>Registrant numbers at Year End</b>	
Chartered Scientist (CSci)	10,968
Chartered Science Teacher (CSciTeach)	194
Registered Scientist (RSci)	771
Registered Science Technician (RSciTech)	562

In 2015 the number of Registered Scientists grew by 22% and Registered Science Technicians by 53%.

#### **Registration Authority**

The Board is advised on matters relating to the Professional Registers by a Registration Authority. The Registration Authority (RA) is responsible for upholding the standards of the professional registers. Its membership comprises of elected individuals nominated by the Licensed Bodies and appointed experts from other areas. Representatives from the Engineering Council and the Society for the Environment are invited to attend as observers. It meets four times a year, reporting to the Science Council Board, and is chaired by Dr

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Colin Grant. During 2015, Dr Bob Chaplow retired from the RA having served as its Chair for six years. We are grateful for all that Dr Chaplow has done to advance professional registration during his tenure as Chair. Trevor Holme, Claire Pollard and Prof Peter Sharp also retired from the RA during the year. Dr Kate Barclay, Ian Bowbrick and Dr Kevin Bown were all appointed to the RA. 36% of the RA members are women.

**Registration Authority membership:**

Dr Colin Grant CSci (Chair)	Dr Trevor Lewis CSci
Dr Liz Bacon CSci (appointed Jan 2016)	Sarah May CSci
Dr David Barr CSci	Theresa Moore (appointed Jan 2016)
Dr Pete Barratt CSci (appointed Jan 2016)	Dr Jason Owen CSci (appointed Jan 2016)
Ian Bowbrick	Corinne Stevenson
Dr Kevin Bown CSci	

**Serving as Registration Authority members during an earlier part of the year:**

Dr Bob Chaplow CSci (retired as Chair in September 2015)  
Trevor Holme CSci (retired September 2015)  
Claire Pollard CSci (retired June 2015)  
Prof Peter Sharp (retired September 2015)

**Licensed Bodies**

The Science Council grants licences to Professional Bodies within its membership to admit their own individual members to the Professional Registers. The following licences were awarded in 2015: British Psychological Society (RSciTech, RSci), British Society of Soil Science (RSciTech, RSci), Institute of Physics (RSciTech, RSci) and Nuclear Institute (RSci, RSciTech). Licensed Bodies pay an annual fee to the Science Council. In 2015 the licence fee was £1,000, increasing in 2016 to £1,300 for one licence, £1,800 for two or three licences, and £2,300 for four licences. At the end of December 2015 there were 29 Licensed Bodies:

Association for Clinical Biochemistry and Laboratory Medicine	Institute of Food Science and Technology
Association of Neurophysiological Scientists	Institute of Marine Engineering, Science and Technology
Association for Science Education	Institute of Materials, Minerals and Mining
British Association of Sport and Exercise Sciences	Institute of Mathematics and its Applications
BCS, the Chartered Institute for IT	Institute of Physics
British Psychological Society	Institute of Physics and Engineering in Medicine
British Society of Soil Science	Institute of Science and Technology
Chartered Institution of Water and Environmental Management	Institute of Water
College of Podiatry	Institution of Chemical Engineers
Energy Institute	Institution of Environmental Sciences
Geological Society of London	Mineralogical Society
Institute of Biomedical Science	Nuclear Institute
Institute of Brewing and Distilling	Royal Society of Chemistry
Institute of Corrosion	Royal Society of Biology
	Royal Statistical Society

**Careers from Science**

The popularity of the Future Morph website remains steady despite a reduction in promotional activity with an average of 12,000 users per month. Demand for the popular 'careers website checklist' leaflet also continues.

The Science Council continues to provide careers resources to support the Horner's Company led Science Opens Doors project and advisory input for the second stage of the longitudinal research into career aspirations of young people that is being undertaken by the ASPIRES team at King's College London.

### **Employer engagement**

The Science Council is continuing to encourage employers to invest in the training, development and professionalism of their science workforce. The focus this year has been on establishing an Employer Champion programme, encouraging take-up through a defined agreement and supporting Employer Champions to roll out their programmes internally. These are organisations that have committed to recognising professionalism and professional practice among their scientific staff and the responsible application of science for the benefit of society.

The Science Council welcomed its first ten Employer Champions in 2015:

Affinity Water	National Laboratory Service
Anglian Water	Newcastle University
Clinical Professionals	University of Exeter
Exova	University of Nottingham
John Innes Centre	University of Sheffield

The CPD Approved Employer scheme grew from two to four organisations in 2015 with Affinity Water and Anglian Water gaining approval.

### **Promotion and partnership activities**

Promotional activity for professional registration in 2015 focused on maximising the channels available to connect with potential registrants: those of Licensed Bodies and Employer Champions. The Science Council attended events and conferences held by member organisations and Licensed Bodies, as well as industry events such as the NatureJobs expo.

The Science Council works inclusively and in partnership with other organisations across science, including engineering, IT and mathematics, and those beyond science. The Science Council continues to have excellent relationships with the Engineering Council, Royal Academy of Engineering, Society for the Environment and EngTechNow, along with other organisations such as the UK Inter-Professional Group and unionlearn, with whom we discuss wider issues with regard to the future and impact of the professional bodies. It also continues to advise organisations including the CPD Standards Office and HEaTED through representation on their Advisory Boards.

New partnerships in 2015 included Ada Lovelace Day, with whom we produced a poster promoting the Ten Types of Scientist; Lab Innovations 2015, an industry event where we were a non-profit partner; Sense About Science and Scientific Laboratory Supplies, with whom we partnered to run the Scottish Laboratory Show and Conference.

In 2015 the Science Council was invited to join the Advisory Group of the Wakeham Review of STEM Graduate Employability and the Quality Assurance Agency's Professional & Statutory & Regulatory Bodies Steering Group. Ali Orr, Registrar, became the Chair of the UK Inter-Professional Group in February.

## **2. PROVIDING A VOICE ON POLICY ISSUES AFFECTING THE SCIENCE COMMUNITY. FOSTERING DEBATE AND THE EXCHANGE OF IDEAS**

Science policy continues to be a key area of interest for the Science Council and its member organisations. Over the past year the Science Council has expanded its policy and public affairs activities, engaging with a wide range of stakeholders and partners on cross science community issues.

### **Public Affairs Network**

In 2015 two Public Affairs Network events were held. The first, in March, saw former Chair of the House of Commons Science and Technology Select Committee, Andrew Miller talking about his experience as Committee chair, his time in Parliament and about the value of learned societies and professional bodies in

science and how they can help shape the science policy landscape for the better. The second, in September, saw Andy Bagnall, Director of Campaigns at the CBI discuss European Union reform.

The Public Affairs Network is an association of policy professionals and other staff and volunteers interested in science policy from among member organisations. Members are encouraged to share ideas and information; get to know each other better; identify areas for collaboration; and to hear from guest speakers on key areas of science policy.

The initiative continues to attract individuals from across member bodies and other science organisations. The Science Council intends to grow the network over the next few years through similar meetings and activities to increase the impact and influence of our member organisations across the science community and beyond.

#### **Consultation responses**

The Science Council continues to provide a voice on policy issues affecting the science community through our contribution to a wide range of policy consultations from Government, Parliament and stakeholders across the science community and beyond. In 2015 the Science Council responded to ten consultations on a range of scientific issues, including Ofqual's review of assessing practical work in science GCSEs; two from the Department for Business, Innovation and Skills on apprenticeships; and the Comprehensive Spending Review.

The Science Council continued to alert our member organisations to the latest consultations, particularly those where an organisation may have something unique to contribute. A number of members in 2015 contributed to discussions which informed our responses.

#### **Party conferences**

For the fifth year running the Science Council hosted fringe events during the Autumn Political Party Conference season in partnership with the Institution of Chemical Engineers, Institution of Environmental Sciences, the Royal Society of Chemistry, and Royal Society of Biology.

At the Conservative Party Conference in Manchester, panellists discussed how the UK can be the best place to do science. At the Liberal Democrats Conference in Bournemouth panellists discussed whether the UK will be part of the European science community in 2020.

The Science Council's chief executive, Diana Garnham chaired the events and speakers included Rebecca Taylor, former MEP; Ed Long, Chair of the Association for Liberal Democrat Engineers and Scientists; and Dr Mike Galsworthy, Programme Director of Scientists for EU and Nicola Blackwood MP, Chair, House of Commons Science and Technology Select Committee. Attendance at both events was strong.

The Science Council will continue to actively participate during the party conference seasons to raise the profile of the Science Council as a voice for the pan-science community. In future years we will look to participate at party conferences beyond the three main political parties.

#### **Gareth Roberts Science Policy Lecture**

The fourth Sir Gareth Roberts Science Policy Lecture took place in November and was given by Professor Dame Anne Glover, former Chief Scientific Advisor to the President of the European Commission. Dame Anne delivered a thought-provoking presentation on the topic of whether international policy can be driven by politics, values and beliefs alone. The event was well attended.

### **3. SUPPORTING MEMBER ORGANISATIONS TO BE MORE EFFECTIVE IN MEETING THE NEEDS OF THE SCIENCE COMMUNITY**

#### **Membership engagement**

Member organisations value opportunities to come together to discuss issues of common concern and to share good practice and there have been many opportunities for members to come together during the year.

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Chief Executives gathered for a CEO forum in January and discussed the results of a benchmarking project looking at volunteering for professional bodies and learned societies.

During 2015 we established a Degree Accreditation Forum to help share learning among member organisations and to engage them with the Wakeham Review of STEM Graduate Employability.

The Science Council continues to signpost the policy landscape for our members through monthly policy bulletins.

The Science Council had three formal Council meetings throughout the year. As well as formal business, these included networking lunches and guest speakers on a variety of topics relevant to the sector. In 2015 guest lecturers included Sir Mark Walport, Government Chief Scientific Adviser, and Clare Stevenson RSci, John Innes Centre, shared her thoughts on what it means to be a professional scientist. At the AGM, members reflected on their progress towards increasing diversity and three members shared their experiences; the Institute of Physics and Engineering in Medicine, TOPRA and the Institute of Water. Later in the year the Royal Astronomical Society showcased the partnerships it has established in order to extend the impact of their diversity work.

### **Diversity, Equality & Inclusion**

During 2015, Science Council members continued to make progress on the commitments within the Declaration on Diversity, Equality and Inclusion. By the end of 2015, 80% of members had signed the Declaration and, in November, the Board agreed to amend the membership regulations to require commitment to the Declaration.

The Strategy Group continued to lead the project with the support of two working groups and was guided by feedback from members. Various events were held to support practice sharing and the first progress report, published in June, showed that the majority of signatories were undertaking a review to assess their initial position and to inform development of their action plan, virtually all had appointed a Diversity Champion.

### **Marketing & Communications Network**

In 2015 the Science Council started a network to support staff and volunteers at member organisations in marketing and/or communications roles. There was a workshop delivered in March on the topic of building a member or registrant persona to inform targeted marketing and promotion. This was held on two occasions: face to face at Hodgkin Huxley House and online for members unable to travel to London. The network is also supported by a regular newsletter, which shares advice and resources across the network.

### **CPD Learning Group**

Formed in 2009, the CPD Learning Group is chaired by Dr Trevor Lewis CSci and brings together representatives of Licensed Bodies to develop and share good practice among member organisations and licensed bodies in the monitoring and support of registrants' CPD.

This year the group met 4 times, organising a highly successful CPD workshop in September which included the first Science Council CPD Awards.

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## **FINANCIAL REVIEW**

### **Results for the year**

Incoming resources for the year totalled £897,464 (2014: £636,040). After total expenditure of £839,523 (2014: £554,638) the year's activities showed a surplus of £57,941 (2014: surplus £81,402) which, when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £410,444 (2014: £352,503). This is represented by unrestricted funds of £268,875 (2014: £272,920) and restricted funds of £141,569 (2014: £79,583).

### **Reserves policy**

The reserves policy as agreed by the Board in November 2014 is to seek to maintain a minimum reserve of £250,000. In setting this level the Board took account of risk to income, and legal and contractual obligations.

### **Risk review**

The Audit and Risk Committee undertakes a rolling review of Risk Register, ensuring that all areas are covered over the course of the year. The Board of Trustees reviews risks rated as significant at each meeting. The Board is continuously mindful of the risk of a significant loss of support from member and licensed bodies, as would be expected for a membership organisation. The executive team monitor engagement levels and continuously review the relationships. Other key areas of risk identified include:

- failure to attract and retain registrants, there is a particular imperative around this with the need to deliver on the registration targets set out in the grant agreement with the Gatsby Charitable Foundation;
- inaccurate registration data, which would potentially impact on the Science Council's reputation, income and cash flow. The Science Council is implementing new business systems to mitigate this risk.

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## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the Charity and financial information included on the Charity's website.

## **AUDITORS**

H W Fisher & Company will be proposed to the Annual General Meeting to be reappointed Auditors to the Science Council for the fourth consecutive year.

On behalf of the Board

Prof Sir Tom Blundell CSci  
President

Adam Law  
Honorary Treasurer

Date:

### **Independent Auditor's Report to the Trustees of the Science Council**

We have audited the Financial Statements of the Science Council for the year ended 31 December 2015 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Council and the Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Trustees and Auditor**

As explained more fully in the Trustees' Responsibilities Statement set out on page 14, the Trustees are responsible for the preparation of Financial Statements which give a true and fair view.

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with regulations made under Section 154 of that Act. Our responsibility is to audit and express an opinion on the Financial Statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

### **Scope of the Audit of the Financial Statements**

An audit involves obtaining evidence about the amounts and disclosures in the Financial Statements sufficient to give reasonable assurance that the Financial Statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the Financial Statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited Financial Statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on Financial Statements**

In our opinion, the Financial Statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2015 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### **Matters on which we are required to Report by Exception**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the Financial Statements; or
- sufficient accounting records have not been kept; or
- the Financial Statements are not in agreement with the accounting records and returns; or we have not received all the information and explanations we require for our audit.

**Julian Challis (Senior Statutory Auditor) for and  
on behalf of H W Fisher & Company**

Chartered Accountants  
Acre House  
11-15 William Road  
London NW1 3ER  
United Kingdom

Dated: 2016

H W Fisher & Company is eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006.

**THE SCIENCE COUNCIL  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR TO 31ST DECEMBER 2015**



	Notes	Restricted Funds £	Unrestricted Funds £	2015 Total £	2014 Total £
<b>INCOME AND ENDOWMENTS FROM:</b>					
<i><b>Donations and legacies</b></i>					
Members' Subscriptions		-	164,015	164,015	168,935
<i><b>Charitable activities</b></i>					
Professional registration and development		-	326,939	326,939	280,974
Professional Pathways/Grants/Donations /Contracts	2	395,800	5,864	401,664	183,786
Sundry income		-	4,553	4,553	2,190
<i><b>Investments</b></i>					
Bank Interest		-	293	293	155
<b>Total Income</b>		395,800	501,664	897,464	636,040
<b>EXPENDITURE ON:</b>					
<i><b>Charitable activities</b></i>					
Professional registration and professionalism		-	131,556	131,556	178,190
Professional Pathways		333,814	104,105	437,919	198,355
Membership support and activities		-	162,692	162,692	78,630
Policy, promotion and public affairs		-	107,356	107,356	99,463
<b>Total Expenditure</b>	3	333,814	505,709	839,523	554,638
<b>Net income/(Expenditure) and net movement in funds for the year</b>		61,986	(4,045)	57,941	81,402
Total funds brought forward		79,583	272,920	352,503	271,101
<b>Total funds carried forward</b>		141,569	268,875	410,444	352,503

There were no recognised gains and losses other than those shown above in the Statement of Financial Activities.

The accounting policies and notes on pages 17-23 form part of these financial statements.

**THE SCIENCE COUNCIL  
BALANCE SHEET AS AT 31<sup>ST</sup> DECEMBER 2015**



		2015		2014
		£	£	£
<b>FIXED ASSETS</b>				
Tangible assets	6		14,202	6,443
<b>CURRENT ASSETS</b>				
Debtors	7	102,474		51,022
Cash at bank and in hand		379,598		341,641
		<u>482,072</u>		<u>392,663</u>
<b>LIABILITIES</b>				
Creditors: Amounts falling due within one year	8	85,830		46,603
<b>NET CURRENT ASSETS</b>			396,242	346,060
			<u>396,242</u>	<u>346,060</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	12	410,444		352,503
		<u><u>410,444</u></u>		<u><u>352,503</u></u>
<b>REPRESENTED BY:</b>				
Accumulated funds				
Unrestricted funds	10	268,875		272,920
Restricted funds	11	141,569		79,583
	12	410,444		352,503
		<u><u>410,444</u></u>		<u><u>352,503</u></u>

These financial statements were approved by the Board members on 12<sup>th</sup> April 2016 and were signed on their behalf by:

Prof Sir Tom Blundell CSci, President

Adam Law, Honorary Treasurer

The accounting policies and notes on pages 17-23 form part of these financial statements.

## **1. ACCOUNTING POLICIES**

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards for Smaller Entities (FRSSE) published on 17/07/14, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Charities Act 2011.

### **Fixed assets**

Fixed assets with a cost of up to £500 (including computer equipment) and/or those purchased in relation to a fixed term project, are written off in the year of purchase. All other fixed assets are capitalised and depreciated to write off the cost of the asset, less any residual value, over its useful economic life. Web site development costs are written off in the year in which they are incurred.

Provision is made for depreciation on the following bases:

Computer equipment	33% straight line
Fixtures and fittings	25% straight line
Office equipment	25% straight line

### **Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts.

Prepayments are valued at the amount prepaid net of any trade discounts etc.

### **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening deposit or similar account.

### **Creditors and provisions**

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts etc.

### **Cash flow**

The Financial Statements do not include a cash flow statement because the Council, as a small reporting entity, is exempt from the requirement to prepare such a statement under the FRSSE 2015.

### **Taxation**

The Council has been granted charitable status for tax purposes with effect from 10 February 2004, therefore there is no Corporation Tax liability on surpluses arising or investment income applied for charitable purposes only. The Council is not registered for Value Added Tax and is therefore unable to recover input tax on its costs.

### **Fund accounting**

Unrestricted funds are available for use at the discretion of the Board members in furtherance of the general activities of the organisation and which have not been designated for other purposes. Where a donor has specified a particular purpose for a grant or donation, the income is shown as restricted income in the Statement of Financial Activities. Any such income unexpended at the yearend is shown as a restricted fund in the balance sheet.

### **Incoming resources**

All incoming resources are recognised by the Council during the year when the criteria of entitlement, certainty of receipt and ability to be measured have been met.

### **Gifts in kind**

Gifts in kind received towards projects and activities are included as grant income (Note 2). The total value of such gifts during the year was £2,866 (2014: £5,406).

**Resources expended**

Expenditure is accounted for on the accruals basis. Direct costs comprise costs that are wholly attributable to that activity; support costs are apportioned to activities on the basis of analysis of staff time. Governance costs are those associated with the running of the Council itself and the review of the Charter, Bylaws and Regulations undertaken during the year.

**Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Pension scheme**

The Council does not maintain a staff pension scheme but, instead, contributes to individual staff personal pension plans.

**Leasing commitments**

Rentals payable under operating leases are included in expenditure on a straight line basis over the period of the lease.

**2. CONTRACT, GRANT INCOME AND GIFTS IN KIND**

	<b>Restricted Funds</b>	<b>Unrestricted Funds</b>	<b>Total 2015</b>	<i>Total 2014</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Contracts, grants, project contributions and gifts comprise:				
Gatsby Charitable Foundation (Professional Pathways)	395,800	-	395,800	151,543
Gatsby Charitable Foundation (general grant)	-	1,440	1,440	-
Institution of Chemical Engineers	-	616	616	940
Royal Society of Chemistry	-	514	514	1,319
Royal Society of Biology	-	308	308	1,319
The Horners' Company	-	120	120	259
Gifts in kind	-	2,866	2,866	5,406
Corporation of the City of London	-	-	-	23,000
	<b>395,800</b>	<b>5,864</b>	<b>401,664</b>	<b>183,786</b>

Income in the form of contracts, grants, project contributions and gifts was £401,664 (2014: £183,786) of which £395,800 (2014: £149,500) was restricted and £5,864 (2014: £34,286) was unrestricted.

**3. RESOURCES EXPENDED**

a) *Analysis of total resources expended*

	<b>Direct Costs</b>	<b>Support Costs</b>	<b>Total 2015</b>	<i>Total 2014</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Activities</b>				
Professional registers and professionalism	23,252	108,304	131,556	178,190
Professional Pathways (Gatsby funded)	161,866	276,053	437,919	198,355
Membership support and activities	10,535	152,157	162,692	78,630
Policy, Promotion and Public Affairs	31,321	76,035	107,356	99,463
<b>Total resources expended</b>	<b>226,974</b>	<b>612,549</b>	<b>839,523</b>	<b>554,638</b>

*Total resources expended 2014*

£124,989    £429,649    £554,638

Expenditure on charitable activities was £839,523 (2014: £554,638) of which £333,814 was restricted (2014: £81,917) and £505,709 unrestricted (2014: £472,721).

'Membership support and activities' includes items listed separately as 'Special projects' in the 2014 accounts.

**THE SCIENCE COUNCIL  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR TO 31ST DECEMBER 2015**



**b) Analysis of support costs**

	<b>Total 2015</b>	<i>Total 2014</i>
	<b>£</b>	<b>£</b>
Staff costs (note 5)	514,842	347,810
Premises costs	47,277	44,152
Office and administration costs	28,553	22,163
Professional fees	18,325	10,132
Depreciation	3,552	5,392
	<u>£612,549</u>	<u>£429,649</u>

Support costs are apportioned to charitable activities in relation to staff time.

	<b>2015</b>	<i>2014</i>
Expenditure includes:		
Auditor's remuneration	3,600	3,600
Prior year under accrual	108	108
	<u>3,708</u>	<u>3,708</u>

**c) Direct costs**

Direct costs include design and content development for print and web communications, printing and distribution, dissemination including events and advertising.

**4. REMUNERATION AND EXPENSES OF TRUSTEES**

The Trustees receive no remuneration for carrying out their duties. £1,029 (2014: £557) was paid to three Trustees (2014: 3) for travel expenses incurred in relation to attendance at meetings.

**5. STAFF COSTS**

	<b>Total 2015</b>	<i>Total 2014</i>
	<b>£</b>	<b>£</b>
Wages and salaries	415,303	282,256
Social security costs	35,168	27,643
Other pension costs	19,619	34,223
Staff training	7,868	3,688
Recruitment	36,884	-
	<u>£514,842</u>	<u>£347,810</u>

	<b>2015</b>	<i>2014</i>
	<b>Number</b>	<i>Number</i>
<b>The average number of employees</b>	<u>12</u>	<u>8</u>

	<b>2015</b>	<i>2014</i>
The following number of staff received emoluments in the year in the bands: £100,000 - 109,999	-	1

The ratio of highest to lowest permanent staff emolument is 1:4; ratio highest to median salary is 1:3.

**6. TANGIBLE ASSETS**

	<b>Fixtures &amp; Fittings</b>	<b>Office Equipment</b>	<b>Computer Equipment</b>	<b>TOTAL</b>
<b>Cost</b>	£	£	£	£
1st January 2015	8,488	10,830	15,188	34,506
Additions	7,897	-	3,414	11,312
Disposal		(2,391)	(1,732)	(4,123)
<b>31st December 2015</b>	<b>16,385</b>	<b>8,439</b>	<b>16,870</b>	<b>41,695</b>
<b>Depreciation</b>				
1st January 2015	3,714	9,161	15,188	28,063
Charge for year	2,616	832	105	3,553
Depreciation on disposal		(2,391)	(1,732)	(4,123)
<b>31st December 2015</b>	<b>6,330</b>	<b>7,603</b>	<b>13,561</b>	<b>27,493</b>
<b>Net Book Value</b>				
31st December 2015	10,056	836	3,310	14,202
<i>31st December 2014</i>	<i>4,774</i>	<i>1,669</i>	<i>-</i>	<i>6,443</i>

	<b>2015</b>	<b>2014</b>
	£	£
<b>7. DEBTORS</b>		
Debtors (subscriptions and professional registration)	88,616	27,412
Other debtors	1,581	5,560
Prepayments and accrued income	12,277	18,050
	<b>102,474</b>	<b>51,022</b>

By the end of the first quarter 2016 £68,470 of the subscriptions and professional registration fees owing have been paid.

	<b>2015</b>	<b>2014</b>
	£	£
<b>8. LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		
Trade Creditors	52,100	13,108
Deferred Income	2,145	2,275
Taxation and social security costs	17,973	10,753
Other creditors and accruals	13,612	20,467
	<b>85,830</b>	<b>46,603</b>

**THE SCIENCE COUNCIL  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR TO 31ST DECEMBER 2015**



**9. RELATED PARTY DISCLOSURES**

Related party transactions are transactions related to Board member interests and exclude membership subscriptions, registrant fees, grants and project contributions (see grants listed in Note 2 above). Expenditure items totalled £1,029 to the costs of meetings.

**10. UNRESTRICTED FUNDS**

	2015 £	2014 £
Balance at 1 January 2015	272,920	259,101
Net movement in funds	(4,045)	13,819
<b>As 31 December 2015</b>	<b>268,875</b>	<b>272,920</b>

**11. RESTRICTED FUNDS**

	Balance Brought Forward £	Net Incoming Resources £	Resources Expended £	Balance Carried Forward £
Gatsby Professional Pathways Fund	67,583	395,800	333,814	129,569
Gareth Roberts Memorial Lecture	12,000	-	-	12,000
<b>Total</b>	<b>79,583</b>	<b>395,800</b>	<b>333,814</b>	<b>141,569</b>

The **Gatsby Professional Pathways** fund relates to grant funding from the Gatsby Charitable Trust to develop and promote the Registered Scientist and Registered Science Technician professional registers.

The **Gareth Roberts Memorial Lecture** fund relates to a donation from Sir Gareth Roberts to support the Gareth Roberts Memorial Lecture currently held biennially. In 2015 the Board reviewed the policy for use of the fund, with reference to the terms of the gift, and decided to continue to retain the capital with any investment income to purchase gifts for the lecturers.

**THE SCIENCE COUNCIL  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR TO 31ST DECEMBER 2015**



**12. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	2015	2015	2015	2014	2014	2014
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
Fund balances at 31st December are represented by:						
Fixed assets	14,202	-	14,202	6,443	-	6,443
Current assets	340,503	141,569	482,072	313,080	79,583	392,663
Creditors (Amounts falling due within one year)	(85,830)	-	(85,830)	(46,603)	-	(46,603)
<b>Total</b>	<b>268,875</b>	<b>141,569</b>	<b>410,444</b>	<b>272,920</b>	<b>79,583</b>	<b>352,503</b>

**13. LEASE COMMITMENT**

At 31 December 2015 the charity had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2015	2014
	£	£
Between 1-2 years		33,600
Between 2-5 years	33,600	
	<u>33,600</u>	