



Science Council Annual Report and Financial Statements

For the year ended 31st December 2022

Registered Charity no. 1131661



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Reference and administrative details

Registered Office Fora Space, 71 Central Street, London, EC1V 8AB

Charity number 1131661

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Accountants Excluserv Limited
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EC4R 1BE

Auditors Kreston Reeves LLP
37 St Margaret's Street
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Kent
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Chair's report



Welcome to the Science Council's Annual Report 2022. In last year's annual report, I mentioned that COVID-19 significantly changed the way in which the Science Council operates. With the pandemic waning, 2022 saw many of us settled into a new 'normal' – social and family relations resumed, but work patterns were reconfigured, sometimes in very positive ways, sometimes in more difficult ways. New issues emerged including war in Europe which resulted in high energy prices, unexpected inflation, and a cost-of-living squeeze for many.

These crises reveal systemic weakness that we need to solve to achieve energy and food security, tackle poor health and inequality, build resilience to climate shocks, and reverse the decline in biodiversity. Science and scientists have a key role to play in helping society meet these challenges, and the role of the Science Council in raising standards of professionalism, giving recognition to scientists and promoting trust in the profession becomes ever more important.

Welcoming new faces and departures

This year we welcomed three new trustees to the Board: Dr Jade Hall, Daljeet Sandher and David Wells. Collectively, they bring a wide range of skills and expertise and I know they will be strong additions to the Board. We said goodbye to two trustees; Dr Arthur Nicolas and Joan Ward, both of whom contributed a huge amount to the Science Council during their time on the Board. I would like to thank them for their commitment to the Science Council and their support over the last three years.

I would like to thank Professor Carole Mundell for her contribution to the Science Council in the role of President over the past two years. Carole brought a great deal of policy expertise and leadership expertise to the role, connecting the professional science sector with academia, industry, and government. During her time in post, she has significantly raised our profile and visibility across the science sector. We wish her well in her new role at the European Space Agency .

In August 2023 we will also be saying goodbye to Helen Gordon, who is stepping down as Chief Executive after nearly 5 years in the role. In that time Helen has transformed the Science Council into a much stronger organisation, working tirelessly to reset our relationship with members and the community. She expertly steered the organisation through the pandemic, launched new membership fora and steered our work with technicians.

It has been a pleasure to work with Helen and on behalf of the Board I would like to thank her for her commitment over the past 5 years and wish her all the best for the future.

Professor Della Freeth will take over from Helen in September this year. Della joins us from the Royal College of Physicians, where she is Executive Director of Education. She brings a wide range of valuable experience and skills to the Science Council, and I look forward to working with her.

The challenge for 2023

Registrant numbers continue to decline slowly due to retirements, particularly at CSci level. A primary focus for the Board during 2022 was on the Science Council's long-term financial sustainability and over the course of the year, a subgroup looked at how the Science Council's current business model can deliver long-term financial sustainability and potential opportunities to develop additional income streams. Development of this work will continue throughout 2023, and the community will need to think creatively about marketing the registers and diversifying income streams.

Recognising our stakeholders

I would like to offer my thanks to our Members who continue to provide much needed support to Registrants and the wider membership community in continuing uncertain times. I look forward to



continuing to work closely with Members and the wider science community to deliver our strategy. Rest assured that the Science Council will continue to play its role in providing a space for support, knowledge-sharing and collaboration.

I would like to express thanks to the Gatsby Charitable Foundation for its continued support for our work to raise the profile and value of [the technician workforce](#).

A special thank you goes to all our volunteers, those individuals who give up a huge amount of time to sit on committees, assess applications for our registers and undertake licence reviews. The work of the Science Council would not be possible without your dedication and support.

Adam Donnan, Chair of the Board of Trustees



Chief Executive's foreword

2022 was year of focus on widening our activities to add value for Members, Registrants and the wider science community. Special thanks go to our Members and our wide network of volunteers who support our work in so many different and valuable ways.

The Science Council is continuing to invest in activities to promote the value of registration and to further its Charitable Objects, with a specific emphasis on sharing knowledge and advocating strongly for science through developing our policy voice and convening high profile events around significant cross cutting topics in science.

Our Climate Conference and the panel discussion on international collaboration in science brought together Member representatives and other notable speakers to support wide ranging debate and the sharing of insight to benefit our community. We are keen to further our role as a convenor of knowledge and ideas. In addition, our Celebration of Science event brought together our Continuing Professional Development Awards ceremony with an inspiring Roberts Lecture given by Dame Ottoline Leyser, CEO UKRI, and provided useful networking opportunity across our community. Given the positive feedback, more interdisciplinary events are planned for the year ahead, notably including a Professional Development Day for registrants to foster collective learning and networking.

Our commitment to professional standards in science as a marker of quality in practice, and to maintain the registers for Chartership and Registration, is core to our purpose. Together with Members, we continue to promote registration and speak widely of its purpose and value. We are pleased that after a successful pilot scheme, the Development Licence is now on offer to those organisations seeking a licence but who need some support and time to create the infrastructure to support their individual members' professional development journey. Whilst all four registers we hold are important, a special focus on promoting Chartership commenced early in 2023.

There is still much more to do to foster equity and inclusion across science. We remain committed to working with colleagues at Royal Academy of Engineering to support the use of the EDI progression framework for professional bodies, whilst our EDI action plan, influenced and guided by Members, supports our activities. We also refreshed our Diversity Declaration in 2022, to which approximately half of our Members have signed up and we are supporting the remaining half to be in a position to sign the Declaration.

Our commitment to supporting the entire science workforce remains high, with a particular emphasis, through the Technician Commitment, recognising the contribution to science of technicians. We continue to promote alternative career routes into science and have successfully linked science apprenticeships to our standards for Registered Science Technicians. We are also actively working to pilot support for T level learners in the months ahead. Thank you to Gatsby Foundation for their support.

As I prepare to move on from the Science Council in summer 2023, I look back with pride on what we have achieved together and I will be eager to hear about further success in the years ahead. There is always more to do working with and for such an inspiring community of science organisations! Thank you to the Board and staff for their unwavering support, dedication and enthusiasm.

Helen Gordon, Chief Executive





Trustees' Annual Report

The Board of Trustees presents its annual report and the audited financial statements for the year ending 31st December 2022.

Structure, governance and management

The Science Council was established under Royal Charter in October 2003 and was registered as a charity with the Charity Commission in September 2009. Amended Bylaws received a Privy Council seal in January 2021.

Our Purpose

The Science Council's charitable Object as stated in its Royal Charter is to promote the advancement and dissemination of knowledge of and education in science, pure and applied, for the public benefit. Our role as a Membership organisation, provides professional bodies in science with access to a unique network of like-minded organisations to share information and knowledge.

As part of the work to refresh our strategy for the current period, we reviewed our purpose with our Members, aiming to better articulate an ambitious purpose that is shared across our Membership, one that unites but also challenges, and that our key partners and stakeholders can clearly identify with. Following consultation with our Members, we set out a clear purpose for this strategic period.

Our purpose is to strengthen the collective impact of the science community for public benefit. We do this by connecting the science professions to foster knowledge exchange and, through our professional registers, offer interdisciplinary recognition for scientists across the world. Through our collective drive to uphold interdisciplinary standards we inspire and empower the science workforce to strive towards professional excellence. Our ambition is to see a diverse and growing science profession that is trusted, respected and is equipped to deliver national ambitions.

The President

The President is the ambassadorial face of the Science Council, engaging with key stakeholders, at the highest level with governments, parliaments, industry, universities, scientific and engineering institutions, and other public and voluntary bodies. The President uses their experience and influence to champion the science profession; promote the value of professional body Membership and registration; and amplify the collective voice of our Members. The President is elected by Members for an initial two-year term and is eligible for election for one further consecutive term of up to two years.

Professor Carole Mundell was elected as President in April 2021. Over the past 12 months, Professor Mundell has played a significant role in raising the profile and credibility of the Science Council. Her experience and insight have opened doors for the Science Council with government and other key partners across the scientific community, enabling us and our Members to help shape the debate around the future of science in the UK. Highlights include:

- Connecting us with the Government's Chief Scientific Advisor, Sir Patrick Vallance, which has led to an ever-developing relationship with the Government Science and Engineering



Profession, which is interested in developing pathways to chartership for its scientists and led to Sir Patrick being the keynote speaker at our recent Climate Conference.

- Chaired a panel event to explore the challenges and opportunities for the UK through international collaboration in science.
- Appeared in front of the House of Lords Science & Technology Select Committee in her capacity as Science Council President to give [evidence](#) into its enquiry into people and skills in UK STEM.
- Connecting the Science Council with UKRI and the British Council.
- Worked with our marketing team to record a '*Meet the President*' video to promote registration and talk about the value of the Science Council and registration.

The Board of Trustees

Trustees are elected by Members to serve in their capacity as individuals and not as representatives of organisations, interest groups or sectors. Trustees are not remunerated for their role, although reasonable expenses are paid in service of their role as trustees. Every trustee is required to submit a Register of Interest form on appointment and submits an updated form annually. The Code of Conduct for Trustees sets out the most common types of conflict and how the Board manages any direct or indirect financial and non-financial conflicts. Actual and potential conflicts of interest are declared at each Board meeting.

Elected Trustees serve three-year terms, with the opportunity to seek re-election for a further three-year term. The Chair of the Board is a trustee and is appointed by the Board of Trustees for an initial three-year term with the opportunity to seek re-appointment for a further three-year term. At the end of 2022, in addition to the Chair of the Board, there were 12 Elected Trustees and 2 Appointed Trustees. The Board of Trustees formally met 4 times during 2022. During the year, the Board focused on maintaining oversight of the progress of the development programme, oversight of the work of its Committees, reviewed and approved a new methodology for calculating the minimum reserves level, and maintaining oversight of the Science Council's financial performance and sustainability.



Membership

Chair

Adam Donnan (*elected September 2021*)

Continuing Members

Dariel Burdass (*elected July 2021*)

Mark Finnie, Honorary Treasurer (*appointed July 2021*)

Dr Paula Haynes (*elected September 2020*)

Alison Hemsworth (*elected July 2021*)

Ruth Kaufman (*re-elected July 2022*)

Rachel Lambert-Forsyth (*elected June 2019*)

Philippa Martinelli (*elected September 2020*)

Jane Pritchard (*elected July 2021*)

Catherine Ross (*appointed June 2020*)

Lorraine Turner (*elected July 2021*)

New Members

Jade Hall (*elected September 2022*)

Daljeet Kaur Sandher (*elected September 2022*)

David Wells (*elected September 2022*)

Departures

Dr Samantha Cheung (*March 2023*)

Dr Arthur Nicholas (*July 2022*)

Joan Ward (*July 2022*)

Trustee recruitment

The Board aims to ensure that at least 60% of Elected Trustees are employees or individual members of the Science Council's Members, with no more than 40% of elected trustees coming from outside our membership. Trustees are elected by Members. The Nominations Committee ensures that the process for the recruitment of trustees is open, transparent and follows the procedures set out in the Bylaws and Regulations. It also leads on the process to identify nominees and potential appointments and co-options to fill skills gaps.

Trustee induction and training

All new trustees are expected to participate in trustee induction sessions; all current trustees have completed an induction session. A Trustee Handbook that includes essential information is made available to all trustees in electronic format. Throughout the year, trustees are encouraged to attend subcommittee meetings, undertake training, and attend conferences and events to equip them with the knowledge needed to discharge their duties.

The Trustees believe they have fully complied with their duty in the Charities Act 2022 to have due regard to guidance published by the Charity Commission.

Sub-committees of the Board

There are three Board sub-committees: Finance Audit and Risk Committee, Nominations Committee and the Registration Authority.



Sub-committees of the Board

Finance, Audit and Risk Committee

The Board is advised on matters relating to the adequacy and effectiveness of the Science Council's arrangements for accountability, risk management, control and financial governance by the Finance, Audit and Risk Committee (FAR). The Committee is responsible for overseeing the Science Council's relationship with its external auditor and annually reviewing its role and performance. The Board has full responsibility for the Science Council's system of internal control; however, oversight for this is delegated by the Board to the FAR. The Committee reports on its work to trustees at every Board meeting.

The Committee is chaired by independent Chair, Dr Chris Westcott. Membership of the Committee comprises of trustees and non-trustee independent members. Non-trustee independent members must have recent, relevant financial, accounting or risk management expertise. The Chair and members of the Committee are appointed by the Board for an initial three-year term. The Honorary Treasurer is an ex-officio member of the Committee.

The Committee held 4 meetings during 2022 and has undertaken each of its principal responsibilities, carrying out a number of reviews and receiving relevant reports from the external auditors, external accountants and management. The Committee focused on reviewing and advising the Board on the adequacy and effectiveness of the Science Council's arrangements for accountability, risk management, financial controls and governance; to consider and advise the Board on the provision of external audit for the Science Council and recommend actions to the Board to ensure that the organisation is taking appropriate steps to comply with all relevant aspects of law, regulation and good practice. During the year, the Committee focused on reviewing the risks facing the Science Council, undertaking deep-dives into each area of the Risk Register; monitoring and reviewing the effectiveness of the Science Council's risk management processes; reviewing the performance and effectiveness of the external auditors, and reviewing the monthly management accounts and proposals for the 2023 budget. The Committee also undertook an in-depth review of the underlying methodology used to calculate how the reserves level is set.

The Chair of the Finance, Audit and Risk Committee is not a trustee but attends Board Meetings in their capacity as Chair of the Finance, Audit and Risk Committee.

Membership

Chair

Dr Chris Westcott (*January 2021*)

Ruth Kaufman (*appointed September 2019*)

Continuing Members

Professor Patrick Kniveton (*June 2020-2023*)

Ian Bong (*reappointed September 2021*)

Lorraine Turner (*appointed Dec 2021*)

Dariel Burdass (*appointed Dec 2021*)

Departures

Mark Finnie (*appointed July 2019*)

Dr Arthur Nicholas (*July 2022*)

Dr Paula Haynes (*appointed November 2020*)



Nominations Committee

The Nominations Committee ensures that the Science Council has formal, rigorous and transparent procedures for appointments and re-appointments to the Board and its committees, appointment of the President and the Chief Executive. The Committee reports on its work to trustees at every Board meeting. Membership is comprised of trustees appointed by the Board. The Committee held 2 meetings during 2022 Its work focusing primarily on the Reappointment of Dr Hilary Jeffreys (HJ) as Chair of the Registration Authority, the re-election of Professor Carole Mundell as President of the Science Council, and CEO and trustee succession planning

At the start of March 2023, Professor Mundell took up a new role as Director of Science at the European Space Agency (ESA). Due to the high demands of this role, Professor Mundell did not put herself forward for re-election in April 2023. As the President plays no direct role in the charity's governance, the Science Council can continue to operate without a President. However, as the President plays a key role in engaging the wider science community with the work of the Science Council, it is important that we fill the post as soon as possible. The Nominations Committee has begun the process to identify the next President and the Board will recommend a preferred candidate to Members by the end of the year.

Membership

Chair

Philippa Martinelli (*appointed December 2021*)

Continuing Members

Rachel Lambert-Forsyth (*appointed February 2020*)

Catherine Ross (*appointed September 2020*)

New members

David Wells (*appointed February 2023*)

Jane Pritchard (*appointed February 2023*)



Registration Authority

The Board is advised on matters relating to the professional registers by the Registration Authority (RA), which is responsible for upholding the standards of the professional registers, ensuring that all scientists and science technicians meet high professional standards. The Chair of the RA is not a trustee but attends Board meetings in their capacity as Chair of the RA.

Membership comprises of employees and volunteers from Licensed Bodies and external experts. The Chair and Members of the Committee are appointed by the Board and serve for initial terms of four and three years, respectively. To ensure that it has the right skills mix, the RA can appoint up to two individuals to the Committee without Board approval. Representatives from the Engineering Council and the Society for the Environment attend as observers.

In 2022 the RA met five times. Its key activities over the year included conducting online licence reviews and updating key documents and training packages associated with the Evidence Framework and reviewing the new Development Licence model. A key task for the RA was to support the Technical Pathways project, and a new Routes to Registration Committee, was created to oversee the various routes to registration to ensure consistency of standards across the Science Council registers.

Membership

Chair

Dr Hilary Jeffreys CSci (*re-appointed May 2022*)

Continuing Members

Dr Peter Barrett CSci (*appointed December 2021*)*

Kevin Bown CSci (*appointed December 2021*)*

Vicky Collett CSci (*appointed June 2021*)

Dr Samantha Cooper CBiol, Vice Chair (*appointed December 2018*)

Tahmina Hussain, CSci (*appointed June 2021*)

Richard Needham CSciTeach (*appointed May 2020*)

Jocelyn Price CSci (*appointed July 2018*)

Brenda Peters, CSci (*appointed June 2021*)

New Members

Paul Ashford CSci (*appointed January 2022*)

Katy Grundy (*appointed January 2022*)

Lorraine Turner (*appointed December 2022*)

Leisha Watson (*appointed January 2022*)

Matt Wood RSci (*appointed March 2022*)

Departures

Joan Ward (*July 2022*)

*Members appointed to the RA without the need for Board approval.



Sub-committee of the Registration Authority

Registration Assessment Committee

Reporting to the RA, the Registration Assessment Committee (RAC) advises on matters relating to quality assurance for the assessment of applications that come through the Common Application Process (CAP), and the training and development for assessors, trainers and applicant supporters to ensure consistency of standards across the Science Council's registers.

In 2022, the RAC met four times. Areas of work covered over the year included quality assuring CAP applications and reviewing the equivalency routes as well as implementing the apprenticeship routes within the system. The Registration and Licensing team have also been working on developing a training package for new and existing CAP assessors. A new CSci consultant (Mike James, CSci) was recruited to help with this work.

Membership

Chair

Matthew Wood RSci (*appointed March 2022*)

Continuing Members

Kevin Bown CSci (*observer*)

Sumant Gadge RSci (*appointed September 2020*)

Samantha Gaunt CSci (*appointed September 2020*)

Lee Shunburne CSci, Vice Chair (*appointed Nov 2019*)

Dr Hayley Tripp CSci (*appointed September 2020*)

Richard Warhurst RSci (*appointed September 2020*)

New Members

Robert Cast, RSciTech (*appointed March 2022*)

Joanne Copping RSci (*appointed November 2022*)

Jemma Lonsdale CSci (*appointed November 2022*)

Brenda Peters CSci (*appointed June 2022*)

Departures

Sheri Scott CSci (*September 2022*)

Dr Steven Hale CSci (*November 2022*)



Routes to Registration Committee

Reporting to the RA, the purpose of this new committee is to oversee the various routes to registration to ensure consistency of standards across the Science Council registers. The first part of 2022 included recruiting for a Chair and Vice Chair of the committee followed by a recruitment process for the additional Members. The RTR met three times in 2022 and areas of work included reviewing bespoke routes to registration and reviewing the mapping pilot. The Committee is due to run for an initial period of five years.

Membership

Chair

Paul Ashford, CSci (*appointed March 2022*)

Mike James CSci (*appointed June 2022*)

Members

Katie Dryden-Holt (*appointed June 2022*)

Pat Kingston RSci (*appointed June 2022*)

Dorota Ferguson CSci (*appointed June 2022*)

James Prince RSci (*appointed June 2022*)

Matthew Garland RSciTech (*appointed June 2022*)

Andrew Spowage CSci (*appointed June 2022*)

Valerie Gordon RSci (*appointed June 2022*)

Russell Wilson RSci (*Vice Chair appointed March 2022*)



Management

Office location

The Science Council is located at Fora Space, 71 Central Street, London, EC1V 8AB.

Science Council staff at year-end

Helen Gordon	Chief Executive
Enam Ali	Finance and Administration Executive
Jane Banks	External Relationships Manager
Tom Cheek	Apprenticeship Lead
Mauro Falcon Martini Hallett	Registration Coordinator
Yasmin Finch	Senior Registration Officer
Liz Gill	Online Events Coordinator
Ruth Herbert	Marketing and Communications Officer
Richard Holliday	Head of Technical Pathway Development
Ryan Mercer	Policy Officer
Mary Murray	Registration and Licensing Team Administrator
Tanya Murrell	Registration and Licensing Manager
Oliver O'Hanlon	Corporate Services and Governance Manager
Varshini Rajkumar	T-level/HQT Lead
Brian Wagenbach	Member Engagement Manager

As part of the work being supported by the Gatsby Charitable Foundation grant, Kelly Vere MBE, Director of Technical Strategy at the University of Nottingham, continued to be seconded to the Science Council, working to encourage higher education and research institutions to grow the community of Technicians Commitment Signatories and Science Council Employer Champions. She is supported by Simon Breeden from the University of York, and Dr Claire Stevenson CSci, from the John Innes Centre. In 2023, hosting of the Technician Commitment and secondees will be transferred to the Institute of Technical Skills and Strategy, a new institute funded by Research England to ensure that the UK has the technical capability and capacity across academia, research, education, and innovation to enable the UK to be a global superpower in science, engineering, and the creative industries.

Richard Holliday continues as Head of Technical Pathway Development on secondment from the Royal Society of Chemistry, leading on the Gatsby-funded project seeking to enhance technical routes into the sciences by further integrating professional registration standards into apprenticeships, T Levels, and



higher technical qualifications. Tom Cheek and Varshini Rajkumar continued to lead on Apprenticeship Lead and T-level/HTQ Lead respectively to support the delivery of the Technical Pathways programme. Varshini Rajkumar left the Science Council in March 2023.

The Science Council also works closely with several outsourced staffing functions. Human resources, IT and finance are all provided by specialist companies which support the charity to reach its objectives.

Appraisal and remuneration

Employees' performance is appraised annually, and executive pay is reviewed annually with any increases normally linked to inflation. In setting executive pay, the Board benchmarks against similar bodies including Members. This process recognises that, while the Science Council itself is a small organisation, its role as a Membership body creates additional skill demands. A salary benchmarking exercise was undertaken in April 2022. An unconsolidated sum was awarded to staff in 2022 (except the Chief Executive and seconded staff) to help them with in-year cost of living pressures.

Health, safety and staff wellbeing

Day-to-day responsibility for Health and Safety (H&S) is delegated to the Chief Executive, with oversight of arrangements for H&S delegated by the Board to the Finance, Audit and Risk Committee. In 2022, staff reported no incidents or near-misses while working in the office or working at home. At the end of 2022, one member of staff was a trained Mental Health First Aider and all line managers had completed mental health awareness training to support their teams. Throughout the year, most staff continued to work exclusively from home with some staff visiting the office as needed. Throughout the year, regular contact with staff was maintained to ensure that all reasonable steps were taken to meet their remote working needs. We envisage that most staff will continue to work remotely on a permanent basis, only meeting in person for formal meetings and operational development activities. Remote working poses challenges, but we expect that it will be beneficial in the long run, helping with staff retention and when necessary, enabling us to recruit from a far wider talent pool than hitherto.

In June, we took part in a 3-year pilot for a new quality mark from the Association for Accredited Learning (AAL). Following a series of self-assessments, online surveys, and group discussions, we were awarded the 'People, Culture and Wellbeing Quality Mark' in recognition of the emphasis that we place on collaboration and employee engagement.

Data protection and cyber security

The Science Council realises the importance of Data protection and Cyber Security and follows UK GDPR regulation. We continue to be Cyber Essentials accredited by the National Cyber Security Centre. All staff members must complete data protection training when they join and undergo refresher training every two years. All volunteers including trustees are required to undergo GDPR refresher training every two years.

Science Council volunteers at year-end

The Science Council draws on the support of volunteers for its committees, licensing and registration activities, and events; over 250 individuals have given their support in this way during 2022. We are always grateful for the time and dedicated service that our volunteers give to us. All new volunteers are required to complete data protection training through the Science Council or demonstrate that they have completed formal data protection training with another provider.



Members of the Council

At the end of 2022 the [total number](#) of Members was 36.

Our [Regulations](#) set out the criteria for membership. A review of the membership criteria will take place in 2023 with the aim of removing potential barriers to organisations that may be interested, but not currently eligible for membership.

General Meetings

The Board of Trustees is answerable to its Members. General Meetings provide Members with an opportunity to hold the Board to account and provide the Science Council with an opportunity to keep Members informed on achievements, the progress of activities and highlight where there are opportunities for them to engage more closely in our work. The Science Council held three online General Meetings in 2022, one of which was the Annual General Meeting.

Membership fee

Members pay an annual membership fee to the Science Council, which normally rises in line with inflation. The fee is calculated based on the number of individual paying members within a Member's membership. From this figure members in the student member category, overseas members who are not Registrants and retired members are excluded. The fee in 2022 was £0.83 (2021: £0.82) per qualifying individual member. Members with 30,000 or more individual paying members paid £24,450. Members with fewer than 943 individual paying members paid £756.



Achievements, performance and plans for the future

Strategy 2022-2025

The Science Council's strategy focuses on four core strands: Registers and Licences, Community and Membership, Policy and Influence, and Equity, Diversity and Inclusion.

The core objectives of our four strands are as follows:

Registration & Licensing: Continue to commit to maintaining and improving professionalism in the science workforce through professional registration.

Membership & Community: Bring our Members together to facilitate knowledge exchange and identify areas of common interest.

Policy & Influence: Develop our role as a collective voice for our diverse membership on issues that impact the sector.

Equity, Diversity and Inclusion: EDI is intrinsic to all we do and we will support Members to share and learn from one another. A more representative and diverse science workforce is beneficial for society.

These strands serve as valuable platforms for increasing our engagement with our Members and the wider scientific community on professionalism in science.

The full version of the Strategy 2022-2025 can be read on our [website](#).

Our values and guiding principles

The Science Council aims to meet the highest standards in all that it does. Our values and guiding principles define how the Science Council engages with its employees, volunteers, Members, Registrants, the wider science community and society in general. We believe that these values and guiding principles continue to influence and align to all that we do, with and for, Members, Registrants and the wider science community.

- We are **Inclusive** of all disciplines of science and all types of scientist and science technician through our Members.
- We are **Informed** by evidence and research and by our Members and Registrants.
- At all times, we are **Positive** and balanced in our promotion of the contribution of scientists and science technicians, to society and of our Members, our Registrants and the science workforce as a whole.
- We will be **Collaborative** in our approach to debate and discussion and in our attitude to conversation in general.



Statement on Public Benefit

The Board of Trustees is mindful of its responsibility to ensure that the Science Council, as a charity, acts for the benefit of the public. The Science Council provides [public benefit](#)¹ as a charity by advancing science and science education, and advancing equity, equality, diversity and inclusion in science. Trustees always ensure that the activities undertaken by the Science Council are in line with its charitable objectives and believe that they have complied with their duty in accordance with the UK Charities Act 2022 to follow the Charity Commission's guidance on the operation of this public benefit.

Investing for long-term financial sustainability

The Science Council's long-term financial sustainability has been a live issue for the Board over the last 12 months. Key to our long-term sustainability is to reverse the long-term trend in declining Registrant numbers and attracting and retaining Members, as they are key to attracting people into registration. Chartered Scientists provide around 60% of Science Council income through registration fees, but the age profile of those on the Chartered Scientist register is older than other registers, and many will have reached retirement age within the next decade or so. If we are to grow the registers and thereby continue to support UK science, it is essential that we attract young and early-in-career scientists to gain and maintain professional registration.

In 2020, the Board recognised that a significant step-change in Registrant acquisition and retention was needed to arrest the decline and agreed to use free reserves to fund a development programme, which focused on increasing our support for Members and Registrants, enhancing the visibility and awareness of the Science Council, the work of scientists and the benefits of professional registration and building up our long-term financial sustainability. In December 2021, the Board agreed to continue to draw down from surplus reserves to fund the development programme for a further 12 months, enabling us to increase our support for Members and Registrants and increasing our efforts to raise the visibility and awareness of the Science Council.

Aware that the long-term impact of COVID-19 and ongoing cost of living pressures will only hasten the decline, in December 2022, the Board authorised the continuation use of free reserves to fund the development programme for a further 12 months, including a campaign to raise the visibility of the Chartered Scientist register, increasing our events and conference output, creating opportunities to further influence national policy, and strengthening our role as a convenor on issue of pan-scientific interest.

The Board acknowledges that there is no short-term fix, and in economically tougher times, there is always a risk that the returns take longer than envisaged. However, the opportunities offered to us to further our charitable objects and improve long-term financial sustainability and impact are well worth pursuing.

¹ <https://sciencecouncil.org/about-us/strategy/public-benefit/>



Registers and licensing

Licensing

Licensing and professional registration are central to the Science Council's aim of advancing professionalism in science. By bringing together professional bodies, the Science Council connects the science community by creating opportunities to share learning around registration and professional development, encouraging a culture of professionalism, and promoting the value of continuing professional development.

The Science Council grants licences to professional bodies within its Membership to admit their own individual Members to the professional registers. Licences are awarded by the Board when a Member Body can demonstrate that it meets the required criteria and standards and are typically awarded for 5 years. To ensure that standards are being maintained, Licensed Bodies are subject to periodic review by the RA. The reviews provide the Board with assurance that Licensed Bodies are upholding the standards for the award of the professional designations for which they have been licensed.

Implementation of the Evidence Framework

In 2022, the RA focused on ensuring that the Evidence Framework and updated standards were fully implemented.

The Development Licence

The Development Licence is aimed at providing smaller organisations that do not yet have the infrastructure to administer their own licence the ability to offer professional registration to their individual Members. Through support from the Science Council, organisations are required to develop their internal infrastructure and progress to a full licence after no more than two years. The Science Council has been working with two of its Members throughout 2022 to progress from a Development Licence to a Full Licence.

Online licence reviews

After the successful piloting of online licence reviews in 2021, all licence reviews are now conducted online. This has helped to increase Licensed Bodies' engagement and participation in the review process and to reduce the financial burden and environmental impact faced by the Science Council and its Members. In 2022, eleven online licence reviews were undertaken. To ensure that online reviews maintain the standard and efficiency that Licensed Bodies have come to expect from in-person reviews, we provide our licence reviewers with training to help them conduct reviews in the digital space. Licensed Bodies not subject to a licence review in 2022 were required to submit an annual report which was used to provide the RA with assurances that each of them continued to administer their licence appropriately and identify which, if any, Licensed Bodies required additional support.

The Licence Fee

In 2022, the licence fee was £2,555 for one licence, £3,577 for two/three licences, and £4,600 for four licences.



<i>Licensed Body</i>	RSci Tech	RSci	CSci	CSciTeach
Association of Anatomical Pathology Technology (<i>Development License</i>)	✓	✓	✓	
Association for Clinical Biochemistry and Laboratory Medicine			✓	
Association for Science Education	✓	✓		✓
Association of Neurophysiological Scientists	✓	✓	✓	
Association for Simulated Practice in Healthcare (<i>Development License</i>)	✓	✓		
British Association of Sport and Exercise Sciences			✓	
British Psychological Society	✓	✓	✓	
British Society of Soil Science			✓	
Chartered Institution of Water and Environmental Management			✓	
Royal College of Podiatry	✓	✓	✓	
Geological Society			✓	
Institute of Biomedical Science	✓	✓	✓	
Institute of Corrosion			✓	
Institute of Food Science and Technology	✓	✓	✓	
Institute of Marine Engineering, Science and Technology			✓	
Institute of Materials, Minerals and Mining	✓	✓	✓	
Institute of Mathematics and its Applications			✓	
Institute of Physics	✓	✓	✓	
Institute of Physics and Engineering in Medicine	✓	✓	✓	
Institute of Science and Technology	✓	✓	✓	
Institute of Water	✓	✓	✓	
Institution of Chemical Engineers	✓	✓	✓	
Institution of Environmental Sciences			✓	
Nuclear Institute			✓	
Operational Research Society		✓	✓	
Royal Society of Biology	✓	✓	✓	✓
Royal Society of Chemistry	✓	✓	✓	✓
Society of Cosmetic Scientists			✓	
The Organisation for Professionals in Regulatory Affairs		✓	✓	



Registrant numbers

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.

Registrant numbers at Year End	2020	2021	2022
Chartered Scientist (CSci)	8,930	8,757	8,567
Chartered Science Teacher (CSciTeach)	260	269	221
Registered Scientist (RSci)	1,069	1,085	1,108
Registered Science Technician (RSciTech)	530	541	512
Total	10,798	10,652	10,408

Total Registrant numbers at year-end were 10,408, down from 10,652 at 2021 year-end. Despite the decline, 324 new registrants were admitted to the register in 2022. The decline between 2021 and 2022 is the continuation of a long-term downward trend in registration numbers. The decline can be attributed to several factors including the long-term impact of COVID-19, ongoing cost of living pressures and the retirement of older Registrants who were grandparented on to the register between 2003 and 2004.

The primary channel for promoting the Science Council's registers continues to be through our Licensed Bodies. Alongside promotion through Licensed Bodies, employers' views of professional registration are an increasingly key driver of registration, so working more closely with employers through the Employer Champion and Technician Commitment programmes have helped to stimulate some growth in Registrant numbers. The Common Application Process complements these two pipelines, and helps the Science Council to promote registration directly to individual scientists and science technicians working in the UK. This enables applicants to apply for professional body Membership and registration concurrently with one of our Licensed Bodies.

Longer-term, we envisage that the Technical Pathways project will also increase Registrant numbers for the RSci and RSciTech registers increase the number of Registrants progressing to the CSci register. A significant part of our development programme and particularly our post-Registrant survey work is to better understand individuals' motivation for registration so that we can reverse Registrant attrition rates.

CPD and CPD Awards

Professional registration for the scientific workforce 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's standards for CPD (Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their Registrants CPD records.



This year also marked the eighth year of the CPD Awards which was delivered in person along with the Roberts Lecture. The Awards are designed to celebrate the continuing professional development (CPD) efforts and achievements of Registrants from across the registers and offer them recognition for their broad and diverse range of professional activities. A full list of winners can be found on our [website](#).

The Registration and Licensing Learning Group met four times in 2022, providing Licensed Bodies with opportunities to share best practice on licencing and CPD.

Enhancing Technical Pathways

In January 2020 we embarked upon an ambitious project, generously funded by the Gatsby Foundation, to build the prestige of technical education in the sciences and embed our professional registration, particularly RSci and RSciTech into technical education pathways. Working on such pathways as apprenticeships, T Levels and higher technical qualifications, we are looking to enable learners graduating from those programmes to use the knowledge and skills they have developed in those programmes to contribute towards their professional registration. We established a technical pathways programme board to provide oversight to the project, which is chaired by Chair of the Board, Adam Donnan and is made up of key stakeholders including professional bodies, training providers and employers.

The first 24 months of the project focused on developing systemic and infrastructure changes to embed the registers into the pathways. The technical pathways programme board has consequently developed models for achieving this, which have been refined and developed into a coherent strategy. We have also been working collectively with the professional body community and created groupings of professional bodies to focus on certain themes.

We have implemented a shortened application route for apprenticeships and have mapped over 20 apprenticeship standards to our registration requirements, which means that we make an assessment of the knowledge, skills and behaviours contained within the apprenticeship and judge how closely they align to our registration competency and eligibility requirements. As a result of this, graduating apprentices can apply for professional registration without having to provide evidence of meeting the competences that have already been evidenced through their apprenticeship.

For T Level learners, we aim to create the environment so they can begin their RSciTech application during their education, with a view to submission post-T Level once more experience has been acquired. With both apprenticeships and T Levels we have the ambition of developing and promoting a co-ordinated professional body Membership offer for those learners that begin on such programmes. This will enable learners to gain support from their professional body during their programme of study and introduce them to the importance of professionalism and ongoing professional development.

Our main aims for the year ahead are to continue working with professional bodies to increasing the numbers of apprentices applying for registration via a shortened route and to launch our T Level model and begin considering how to most effectively secure sustainability of the project post project funding.



The Employer Champion programme

The Employer Champion Programme is designed to support the career growth of scientists and science technicians and supports employers to promote the benefits of professional registration to a career in science. Engagement with employers continued throughout 2022 through the Employer Champion Network and the Registrant Champion Programme. Now in its third year, the virtual professional registration workshop programme has matured with the continued support from Liz Gill, the Online Events Coordinator. Over 277 people registered to attend with around 150 completing the workshops. Delegates were largely represented by those who work within an employer who holds Employer Champion status.

Several promotional videos showcasing the benefits of professional registration were produced this year for use by the Membership and employer stakeholders. These can be found on our YouTube channel. We are grateful to all those who participated in the videos.

A review of the Employer Champion scheme will take place in 2023 to make sure that it continues to add value to the community and makes the best use of Science Council resources.

At the end of 2022 there were 34 Employer Champions:

Affinity Water	The Francis Crick Institute
Anglian Water	University of Bristol
AWE	University of Exeter
Cardiff University	University of Edinburgh
CPL Life Sciences	University of Liverpool
Element Technology Ltd (formerly Exova)	University of Leeds
John Innes Centre	University of Manchester
Imperial College London	University of Nottingham
Kings College London	University of Reading
MRC Harwell	University of Sheffield
National Laboratory Service	University of Strathclyde
Newcastle University	Welsh Water
Nottingham Trent University	Wessex Water
Open University	UCL
Radioactive Waste Management	University of Southampton
Suez	Nottingham Trent University
Thames Water	Queen Mary's University London



Scientific Laboratory Show (SLS) and Conference

The Science Council partnered for the third time with the prestigious SLS Show and conference providing the professional development zone. Opportunities for continuing professional development were created by our Members and engagement in the exhibition more broadly was enjoyed by 8 of our Members.

The Technician Commitment

Launched in 2017, the Technician Commitment is a university and research institution initiative, led by a steering group of sector bodies, with support from the Science Council and the Gatsby Charitable Foundation. The Commitment identifies four key areas to improve and safeguard vital technical skills in higher education and research: visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines. A year on from signing up to the Commitment, signatories are required to complete a self-assessment exercise and submit a two-year action plan to the Technician Commitment Steering Board.

The Technician Commitment continues to go from strength to strength and now stands at over 90 signatory institutions, with a number of sector-supporter organisations. A [list of signatories](#) can be found on the Technician Commitment website.

Moving forward, UKRI-Research England will be funding a new national body, the Institute of Technical Skills and Strategy to drive forward the work relating to the technical workforce in industry, higher education and research, with the Technician Commitment being absorbed into the new body. The Science Council will continue its involvement with the Technician Commitment, given its long-standing interest in the technical workforce.



Community and Membership

Member engagement

Member networks continued to meet online, providing opportunities to share good practices, gain mutual support and take action on behalf of the community. The CEO & Leaders Forum, Membership Managers Network, Events Manager Network, Policy Forum are a few of these networks which meet regularly.

Equity, Diversity and Inclusion (EDI)

Equity has replaced equality in our consideration of EDI matters. A core strand of our current strategy is to become more equitable and inclusive as an organisation, leading to better equality of outcomes, while also supporting our community to do the same. Our strategies and plans have been reviewed to align with the corporate objectives, including consulting with and updating the Declaration on Equity, Diversity and Inclusion. Our EDI Strategy and Action Plan focuses on support for staff, trustees, Members and scientists and Registrants.

Limited progress was made in some areas which suggested that the overall plans and its ambition needed to be reviewed. The EDI Steering Group reviewed the strategy and recommended a renewed focus on engaging under-represented groups and sharing best practices across the community as priorities.

Membership Diversity Data

Both the 2017 and 2021 [Progression Framework Benchmarking Reports](#) highlight the need for wider data collection to inform strategies and plans. In 2021, as part of the annual Membership return, we began requesting diversity data for each Members' Membership.. In October we delivered a workshop with the Royal Academy of Engineering to share some of these good practices in diversity data collection, which included case examples of building trust and managing internal and external challenges.

Below is a snapshot comparison of data received over the past two years. The aim of the data collection is to build an informed picture of the level of EDI engagement and where good practices can be identified and shared. While those Members providing data for all or two+ characteristics may have better information to develop insights, particularly which groups may be under-represented in their professions, the current snapshot does not yet provide sufficient detail to develop a clear picture across the Membership community to help focus activity.



Members' diversity figures shared with Science Council

Number of Members sharing figures of protected characteristics	2021	2022
Organisations providing data for all characteristics	1	3
Two or more characteristics provided	20	18
One characteristic	4	2
No data on characteristics provided	11	13
Total Science Council Members	36	36

Membership diversity data – number of organisations providing information beyond age and gender	2021	2022
Disability	3	4
Gender identity	3	4
Ethnicity	4	5
Religion and belief	4	5
Total Science Council Members	14	18

Registrant Diversity Data

In 2022 we began work to expanding this process which asks for the diversity data of Registrants. This will be implemented in 2023.

Staff and Board Development

During the year, Board and staff members undertook Beyond Bias Training and staff took part in a development session on Language and Banter.

More inclusive marketing and communications

We reviewed our communications and processes to improve accessibility and engagement, including:

- Improvements to our EDI content on the website, for example adding and updating to the diversity resources section.
- EDI comms is discussed at the Science Council's marketing and communications forum consideration language use, imagery/graphics and celebrating awareness days.



- Producing five Registrant case study films which profile science professionals of different ethnicities and genders.

More Inclusive Events

We reviewed our events to improve accessibility and engagement, including:

- Asking about accessibility requirements during registration, including support to ensure participants receive full benefit from the event, i.e. hearing support, slides in advance, access needs.
- Ensuring that imagery reflects the diversity of our audience.
- Reviewing videos for the Professional Registration Workshops and engaging Members to ensure that these reflect a diverse range of scientists.
- Making face-to-face events available online, either through streaming or recording and sharing later, to ensure there is accessibility to our content for all, regardless of caring responsibilities, financial situations, or geographical location.
- Choosing venues for face-to-face events which have good accessibility criteria.
- Ensuring agendas for events and speakers reflect diversity, different science backgrounds and a range of career stages too.
- Considering affordability when setting fees, particularly for early-stage career scientists.



Policy and influence

Developing our policy voice

Twenty twenty-two was the second of our two-year development programme, which includes developing our policy function and impact. Building on the work in 2021 to cultivate stakeholder relationships and put in place the governance architecture for meaningful policy work, we organised a range of events in 2022 to raise our profile in key debates around science policy.

- In June, we held an evening panel discussion and networking reception on international collaboration in science at the Royal Society of Chemistry. We were able to secure a high-level panel, chaired by our President Professor Carole Mundell.
- In September, we held a day long climate conference at the Institute of Physics. The event brought together Members and other stakeholders to discuss how the UK can best meet its net-zero goals. The conference included a keynote by Sir Patrick Vallance, the UK Government Chief Science Adviser.
- In November, we held a 'Celebration of Science' event which included the return of the biennial Gareth Roberts Lecture. The lecture was given by Dame Ottoline Leyser, Chief Executive of UKRI.

These high-profile events were all well attended, providing valuable opportunities for networking for Member organisations and other key stakeholders in the science policy community. The Climate Conference was particularly valuable as Members worked together to develop breakout sessions. The Conference supported our aim to facilitate deeper collaborations across the membership, and demonstrate to our Members and the wider science community the valuable role that we can play as a convener of our community.

We continued to contribute to relevant consultations, such as those conducted by the House of Lords Science and Technology Committee. Our response to the Committee's Science Strategy consultation was cited in its report. Our President, Carole Mundell was invited to give oral evidence to the Committee in the Autumn as part of its subsequent consultation on Science Skills.

In 2023 the aim is to continue this valuable convening and engagement activity, but focused specifically on issues around the future of the scientific workforce, with subthemes around professional registration, EDI and skills needs.

Looking forward to 2023, the Board will continue to use free reserves to fund our policy function and aim to move the Science Council into a position of greater prominence within the science policy landscape. Activity in 2023 will focus on increasing Member engagement in our Policy Forum, hosting policy conferences on EDI and workforce, and building our relationship with devolved administrations.



Financial Review

Results for the year

Income for the year totalled £925,103 (2021: £888,167). After total expenditure of £1,039,222 (2021: £924,333) the year's activities showed a deficit of £(114,119) (2021: £36,166), which when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £708,356 (2021: £822,475). This is represented by unrestricted funds of £696,464 (2021: £810,475) and restricted funds of £11,892 (2021: £12,000).²

Reserves Policy

The Science Council seeks to maintain sufficient free reserves to manage the risks to which it is exposed in the course of its business, including but not limited to safeguarding against fluctuations in its income from Membership, licensing and registration. The target range for free reserves is calculated annually as part of the budget process on the basis of the financial impact of the current risks facing the Council. A significant proportion of the two-year development programme agreed by the Board continues to be funded from our reserves.

During 2022, the Finance, Audit and Risk Committee undertook an in-depth review of the underlying methodology used to calculate how the reserves level is set. The Committee agreed on a methodology that is more appropriate to the structure and complexity of the Science Council. The methodology includes a calculation of funds needed to mitigate the impact of several major risks to the Science Council and the financial impact of each, as well as estimated wind-down costs.

Following a review of the methodology, the Board took the view that it is appropriate to maintain a minimum reserve level of at £246k for the next 12 months. The known uncertainties and risks to income and legal and contractual obligations have been taken into consideration and the Board considers this level as appropriate for the reported financial period. The Science Council's reserves policy focuses on the level of free reserves, which excludes the net book value of the Council's fixed assets.

The Science Council's free reserves, less fixed assets were £687,882 at 31 December 2022 (2021: £804,846). This is clearly substantially higher than the target minimum. The development programme continues to be funded by free reserves and will be for the next 12 months. The level of free reserves will continue to fall until the long-term trend in declining Registrant numbers can be turned around or the Board resolves to discontinue expenditure related to the development programme.

² The comparative split for restricted income and expenditure is shown in Notes 2 to 6.



Fundraising Practices

The Science Council does not fundraise directly from the general public and does not engage external fundraising support. Grant funding is occasionally sought for specific projects and such fundraising activity has been undertaken by Science Council employees. This was the case for the grant awarded by the Gatsby Charitable Foundation in 2019 for the purpose of promoting professional registration for technicians.

Investment Policy

The Board approved an Investment Policy in May 2022 and delegates responsibility for overseeing investment decisions to the Finance, Audit and Risk Committee. Investment objectives are to ensure that market, credit and counterparty risks are managed, while ensuring that funds are available when they are likely to be required by the Science Council. A significant barrier to making investments in the short-term is the need to retain cash for liquidity purposes. Additionally, with recent significant market volatility, the Board has decided that it would not be appropriate to move funds into high-risk-rated investments until a later date. In light of ongoing market volatility and the Science Council's liquidity needs, no investment opportunities have been identified. A review of the suitability and timing of investments will take place when there is greater certainty in the market and of the Science Council's financial sustainability.



Risk Review

The Finance, Audit and Risk Committee undertakes a rolling review of the Risk Register, ensuring that all areas are covered over the course of the year. The Register aims to provide management with a comprehensive tool to identify, assess and manage real-time risks to the Science Council, including outlining steps being taken to mitigate risks and identifying further action needed to mitigate risks further. The Board is continuously mindful of the risk of a significant loss of support from Members and Registrants, and our reserves policy reflects these risks. Over the course of the year the Board considered the high risks to which the Science Council is exposed, primarily relating to high inflation and cost of living pressures on Members and Registrants, the potential impact and probability associated with each risk; existing internal controls and accountability for them; and mitigating actions to reduce the level of risk.

Principal Risks

At year-end key areas of risk identified include:

Risk area	Major steps taken to manage risk
Failure to grow Registrant numbers	<p>Sustainability group identified and analysed alternative business models, with recommendation to maintain current business model for next 12 months and development of additional income streams.</p> <p>The Board agreed the continuation of the development programme to continue to raise the profile and visibility of the Science Council.</p> <p>Science Council working in partnership with Members on campaign to promote and raise visibility of the CSci register.</p>
Recruitment and retention of sufficient quantity and quality of volunteers for Registration and Licensing function	<p>Implementation of a volunteer strategy to focus activity and resources in this area.</p> <p>Moved majority of R&L work online to reduce volunteer costs and travel time, which has led to better volunteer retention and engagement.</p> <p>Introduction of a Volunteer Day to celebrate volunteers' contribution.</p>
Sustainability of business model, with particular regard to dependency on few income sources	<p>Recommendations from the sustainability group include development of additional income streams, which will be developed over 2023, aiming to launch in late 2023/early 2024.</p>



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 2022 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.

On behalf of the Board

Adam Donnan, Chair of the Board

Mark Finnie, Honorary Treasurer

Date: 17th May 2023



Independent auditor's report to the Trustees of the Science Council

Opinion

We have audited the financial statements of The Science Council (the 'charity') for the year ended 31 December 2022 which comprise the Statement of Financial Activity, Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022, and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.



Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; 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.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 38, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.



Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 1443 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and industry, and through discussion with the directors and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety, anti-bribery and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and taxation legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management and internal audit; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and



- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Reading minutes of meetings of those charged with governance.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Auditor responsibilities for the audit of the financial statements

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Samantha Rouse FCCA DChA

for and on behalf of
Kreston Reeves LLP

Chartered Accountants
Statutory Auditors
Canterbury

Date: 18 May 2023



Statement of financial activities

		2022		2021	
	Note	Unrestricted funds	Restricted funds	Total	Total funds
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	164,223	-	164,223	156,634
Charitable activities	3	530,851	229,566	760,417	731,208
Investments	4	463	-	463	325
Total income and endowments		695,537	229,566	925,103	888,167
Expenditure on:					
Charitable activities	5	809,548	229,674	1,039,222	924,333
Total expenditure		809,548	229,674	1,039,222	924,333
Net income / (expenditure) and net movement in funds		(114,011)	(108)	(114,119)	(36,166)
Reconciliation of funds:					
Total funds brought forward	14	810,475	12,000	822,475	858,641
Total funds carried forward	14	696,464	11,892	708,356	822,475



Balance Sheet

		2022	2021
	Note	£	£
Fixed assets			
Tangible assets	8	8,582	5,629
Current assets			
Debtors	9	165,363	54,415
Cash at bank and in hand		686,133	819,232
		<u>851,496</u>	<u>873,647</u>
Creditors: amounts falling due within one year	10	151,722	56,801
		<u>699,774</u>	<u>816,846</u>
Net current assets			
		<u>708,356</u>	<u>822,475</u>
Total assets less current liabilities			
		<u>708,356</u>	<u>822,475</u>
Charity Funds			
Unrestricted funds	14	696,464	810,475
Restricted funds	14	11,892	12,000
		<u>708,356</u>	<u>822,475</u>
Total charity funds	15	<u>708,356</u>	<u>822,475</u>

These financial statements were approved by the Board on 17th May 2023 and were signed on their behalf by:

Adam Donnan, Chair

Mark Finnie, Honorary Treasurer

The accounting policies and notes on pages 41-51 form part of these financial statements.



Statement of cash flows

		2022	2021
	Note	£	£
Net cash flow from operating activities	16	(125,828)	(49,130)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(7,734)	-
Interest received		463	325
Net cash flow from investing activities		(7,271)	325
Net increase / (decrease) in cash and cash equivalents		(133,099)	(48,805)
Cash and cash equivalents at start of period		819,232	868,037
Cash and cash equivalents at end of period		686,133	819,232
Cash and cash equivalents consists of:			
Cash at bank and in hand		686,133	819,232
Cash and cash equivalents at end of period		686,133	819,232



Notes to the financial statements (continued)

1. Accounting policies

The Science Council is a charity incorporated in England and Wales by Royal Charter (RC000784). Its registered office is Fora Space, 71 Central Street, London, EC1V 8AB. The charity meets the definition of a public benefit entity under FRS102.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations, but which has since been withdrawn. The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

These accounts for the year ended 31 December 2022 are the eighth accounts for the Science Council prepared in accordance with Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (effective 1 January 2019).

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. Website 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.



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 has no output eligible for Value Added Tax.

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 year-end 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.

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.

Financial instruments

The Council has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Council's balance sheet when the Council becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.



Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Pension scheme

The Council does not maintain a staff pension scheme but, instead, contributes to individual staff personal pension plans. The Council's auto enrolment date was 1 February 2017.

Leasing commitments

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

Going concern

Several factors have been considered in concluding that the adoption of going concern as the basis for the preparation of the financial statements is appropriate, including identification and mitigation of the key risks and uncertainties facing the Science Council. While the short-term impact of COVID-19 has diminished, its lasting influence, combined with ongoing macro-economic pressures makes it difficult to evaluate with any certainty the long-term impact on the charity's activities, its Members and Registrants (and suppliers and contractors). However, taking into consideration the charity's reserves and prudent planning, the trustees have reasonable expectation that the charity will continue its activities for the foreseeable future.

Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not believe there to be judgements or estimates that would be considered critical to the financial statements.



2. Donations income

	Unrestricted	Restricted	Total	Total
	Funds	Funds	2022	2021
	£	£	£	£
Membership	157,623	-	157,623	156,634
Gifts in Kind	6,600	-	6,600	-
	164,223	-	164,223	156,634

All income received in 2022 and 2021 was unrestricted.

3. Charitable activities income

	Unrestricted	Restricted	Total	Total
	Funds	Funds	2022	2021
	£	£	£	£
Licence fees	86,806	-	86,806	84,134
Registration renewal fees	420,026	-	420,026	441,537
New Registration fees	21,318	-	21,318	7,486
Other income related to professional registration	2,701	8,400	11,101	2,053
Professional pathways / Grants / Donations / Contracts	-	221,166	221,166	195,998
	530,851	229,566	760,417	731,208

Income in the form of contracts, grants, and project contribution was £221,166 (2021: £195,998), which was 100% restricted (2021 100%). Income for Professional Registration was all unrestricted in 2022 and 2021.

4. Investment income

	Unrestricted	Restricted	Total	Total
	Funds	Funds	2022	2021
	£	£	£	£
Interest – deposits	463	-	463	325
	463	-	463	325

All income received in 2022 and 2021 was unrestricted.



5. Charitable expenditure

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2022 £	Total 2021 £
Activities					
Professional registers and professionalism	225,153	48,293	94,040	367,486	221,845
Professional Pathways (Gatsby funded)	91,296	138,378	-	229,674	195,998
Membership support and activities	91,116	38,704	91,278	221,098	273,888
Policy, Promotion and Public Affairs	109,054	20,632	91,278	220,964	337,719
	516,619	246,007	276,596	1,039,222	924,333
<i>Total resources expended 2021</i>	<i>448,556</i>	<i>239,748</i>	<i>236,029</i>	<i>924,333</i>	

Expenditure on charitable activities was £1,039,222 (2021: £924,333) of which £229,674 was restricted (2021: £195,998) and £809,548 unrestricted (2021: £728,335).



6. Support costs

	Total	<i>Total</i>
	2022	<i>2021</i>
	£	<i>£</i>
Staff costs (note 7)	52,493	<i>52,045</i>
Other staff costs	33,541	<i>1,290</i>
Premises costs	54,312	<i>30,089</i>
Office and administration costs	74,899	<i>70,263</i>
Professional fees	232	<i>1,361</i>
Depreciation	4,637	<i>3,217</i>
Governance	56,482	<i>77,764</i>
	276,596	<i>236,029</i>

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

Expenditure includes:	2022	<i>2021</i>
Auditor's remuneration	6,570	<i>6,570</i>
	6,570	<i>6,570</i>

7. Staff costs

	2022	<i>2021</i>
	£	<i>£</i>
Wages and salaries	520,996	<i>469,342</i>
Social security costs	53,478	<i>45,967</i>
Employer pension costs	25,017	<i>23,489</i>
Staff training	7,228	<i>3,573</i>
Recruitment	34,351	<i>9,880</i>
	Of	<i>552,251</i>
	2022641,070	



The average monthly number of employees	2022	<i>2021</i>
	13	12
The following number of staff received emoluments in the year in the bands:	2022	<i>2021</i>
£110,000 - £120,000	1	1

The Trustees and certain senior employees and consultants who have authority and responsibility for planning, directing and controlling the activities are considered to be key management personnel. As referenced in Note 13, the Trustees received no remuneration for carrying out their duties. The payments to key management personnel totalled £118,211 (2021: £117,577).

8. Tangible assets

	Fixtures & Fittings	Office Equipment	Computer Equipment	Total
Cost or valuation	£	£	£	£
1st January 2022	1,782	889	15,699	18,370
Additions	-	-	7,734	7,734
Disposals	-	-	-	-
31st December 2022	1,782	889	23,433	26,104
Depreciation				
1st January 2022	1,782	889	10,070	12,741
Charge for year	-	-	4,781	4,781
Eliminated on disposals	-	-	-	-
31st December 2022	1,782	889	14,851	17,522
Net Book Value				
<i>31st December 2021</i>	-	-	5,629	5,629
31st December 2022	-	-	8,582	8,582



9. Debtors

	2022	2021
	£	£
Debtors (subscriptions and professional registration)	93,815	8,104
Other debtors	6,600	2,600
Prepayments and accrued income	64,948	43,711
	165,363	54,415

10. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	19,010	27,137
Deferred income and accruals	100,805	23,286
Taxation and social security costs	28,772	2,749
Other creditors	3,135	3,629
	151,722	56,801

11. Leases

	2022	2021
	£	£
Between 0-1 years	9,900	6,240
	9,900	6,240

12. Remuneration and expenses of trustees

The Trustees receive no remuneration for carrying out their duties. £1,404 (2021: £290) was paid to 3 trustee (2021:1) for expenses incurred in relation to attendance at meetings.

13. Related party transactions

Related party transactions are transactions related to Board Member interests and exclude Membership subscriptions, Registrant fees, grants and project contributions. There were no related party transactions in the reporting period.



14. Charity Funds

Unrestricted funds

	2022	<i>2021</i>
	£	<i>£</i>
Balance at 1 January 2022	810,475	846,641
Net movement in funds	(114,011)	(36,166)
As 31 December 2022	696,464	<i>810,475</i>

RESTRICTED FUNDS 2022

	Balance Brought Forward	Net Incoming Resources	Resources Expended	Balance Carried Forward
	£	£	£	£
Gatsby Professional Pathways Fund	-	229,566	(229,566)	-
Gareth Roberts Memorial Lecture	12,000	-	(108)	11,892
Total	12,000	229,566	(229,674)	11,892

RESTRICTED FUNDS 2021

Gatsby Professional Pathways Fund	-	195,998	(195,998)	-
Gareth Roberts Memorial Lecture	12,000	-	-	12,000
Total	12,000	195,998	(195,998)	12,000

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 usually held biennially.



15. Analysis of net assets between funds

	2022	2022	2022	2021	2021	2021
	Unrestricted Funds	Restricted Funds	Total	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Total</i>
Fund balances at 31st December are represented by:						
Fixed assets	8,582	-	8,582	5,629	-	5,629
Current assets	839,604	11,892	851,496	861,647	12,000	873,647
Creditors (Amounts falling due within one year)	(151,722)	-	(151,722)	(56,801)	-	(56,801)
Total	696,464	11,892	708,356	810,475	12,000	822,475



16. Net cash flow from operating activities

	2022	2021
	£	£
Net income for year / period	(114,197)	(36,166)
Interest receivable	(463)	(325)
Depreciation and impairment of tangible fixed assets	4,781	3,217
(Increase) / decrease in debtors	(110,948)	(3,959)
Increase / (decrease) in creditors	94,999	(11,897)
Net cash flow from operating activities	(125,828)	(49,130)

Analysis of changes in net debt

	1 st January 2022	Cash flow	31 st December 2022
Cash at bank and in hand	819,232	(133,099)	686,133