



Science Council Annual Report and Financial Statements 2024

Registered Charity no. 1131661



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Reference and administrative details

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Charity number 1131661

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Chair's Report



Welcome to the Science Council's Annual Report for 2024. I am truly delighted to be sharing my first annual report as Chair of the Science Council, following my appointment in September. Having dedicated my career to science, it is an absolute privilege to lead an organisation that plays such a vital role in inspiring, supporting, and developing science professionals across the UK and beyond.

I would like to extend my sincere thanks to my predecessor, Adam Donnan, for his outstanding leadership over the past three years. Adam's guidance ensured the Science Council remained a strong and valuable voice for its Members and the wider scientific community. His work in championing professional registers, fostering collaboration, and spearheading discussions on critical issues such as Net Zero and Equity, Diversity, and Inclusion has left a lasting impact. I look forward to building on his legacy and working with our Board, Members, and partners to drive the Science Council's influence even further.

A key priority for the Board in 2024 has been developing our strategy for the next strategic period, to ensure a strong, sustainable future. I am pleased to see it so warmly received by our Members and the broader science community. This strategy sharpens our focus on what we do best: upholding high professional standards, driving innovation, and strengthening the connections that unite the scientific workforce. As we move forward, we will continue to listen to our Members and collaborate closely with employers, policymakers, and educators to highlight the value of professional registration and the impact of a well-supported science workforce.

I would also like to take this opportunity to thank our Chief Executive, Della Freeth, and her dedicated team for their hard work throughout the year, as well as our incredible volunteers, whose generosity and expertise are the backbone of the Science Council. My gratitude also extends to the Gatsby Charitable Foundation for its continued support in raising the profile and value of technical education.

Looking ahead, I am confident that, together with our Members and stakeholders, the Science Council will continue to empower and elevate science professionals, ensuring they thrive in an ever-evolving world. I invite you all to join us on this journey as we build a stronger, more connected, and more influential scientific community.

David Wells, Chair of the Board of Trustees



Chief Executive's Foreword



I'm pleased to be introducing the 2024 Annual Report, which was the first full year of my tenure as CEO. It was a positive year of change and development at the Science Council.

We were delighted to appoint as our President, Professor Catherine Ross CSci CBIol, Chief Scientific Officer to the Scottish Government. The President is an important ambassadorial role for the Science

Council, nationally and internationally. Catherine's day-to-day experience of government at UK level and in the devolved nations is a valuable addition to our strategic thinking.

David Wells CSci was appointed to chair our Board of Trustees. David is Chief Executive of the Institute of Biomedical Sciences, a Science Council Member Body. The Science Council membership elected him to the role of trustee in 2022. The role of Chair expands his ongoing contributions as a dedicated volunteer and advocate for the Science Council.

We took bold decisions to make more effective use of resources. For example, we:

- Downsized our physical office, reflecting post-pandemic working patterns and reducing cost.
- Instigated an organisation-wide simplification project to identify opportunities to release resources to maximise the time, energy and other resources available to do the things we and our stakeholders prioritise.
- Invested in an improved Common Applications Process platform to improve the user experience for applicants to our registers, and their supporters and assessors. It was well-received and helped us to process a record number of applications via this route, bringing new members to our licenced bodies and providing professional recognition to new Science Council registrants.
- Reshaped the Science Council's staff teams to better serve our Members and support their priorities.
- Invested in improving engagement and communication throughout the year, leading to higher levels of interaction with our website, newsletters, forums and social media channels.

Building on investments in earlier years, our Technical Pathways programme developed increased momentum. Our progress enabled us to successfully bid to the Gatsby Charitable Foundation for further grant funding for 2025 and 2026. We now have a stronger focus on helping employers offer and benefit from quality apprenticeship opportunities and T Level work placements.

Finally, we worked in partnership with our Member Bodies to review the impact of our 2022-25 strategy and discuss current and anticipated contexts for the Science Council and its membership. This informed the development of our focused and forward-looking [2025-28 strategy](#).

On behalf of us all at the Science Council, thank you to everyone who has been involved for your support and interest in what we do. We look forward to working with you on the next stage of our journey.

Della Freeth, Chief Executive



Board of Trustees' Annual Report

The Board of Trustees presents its annual report and the audited financial statements for the year ending 31st December 2024.

Achievements, performance and plans for the future

Strategy 2022-2025

The Science Council's strategy for 2022-2025 focused 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 were:

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 enabled us to increase engagement with our Members and the wider scientific community through a vibrant programme of events, forums and services that have helped us deliver value to all stakeholders.

Developing a new strategy for long-term financial sustainability

Starting in spring 2024, the Board developed a new three-year strategy for publication in early 2025. We held a series of workshops involving trustees, member bodies and staff to review progress against the 2022-2025 strategy and shape the next one. We will remain committed to offering professional recognition for scientists, science technicians and science teachers, and continue to deliver activities that Members and the wider community value.

Our business model has relied heavily on a positive trend in registrant numbers, particularly the Chartered Scientist register, which provided around 60% of unrestricted income. Yet recruitment and retention rates have not compensated for the rate of attrition across the registers. Key to our financial sustainability will be our ability to reverse the long-term decline in registrant numbers and attract more individuals into registration. We will also roll out new services to diversify our income streams and improve our financial resilience.



Registers and licensing

“

Achieving professional registration has greatly enhanced my credibility as a researcher, particularly in securing funding and engaging with industry and academics.

”

Dr Swaroop Chakraborty CSci
NERC Independent Research Fellow
CSci
Chartered
Scientists

Licensing and professional registration are central to the Science Council's aim of advancing professionalism in science. 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.

A notable achievement in 2024 was the improvement to our online registrant common application process (CAP) that has created a better user experience for people applying for registration. The CAP supports our work in promoting registration directly to individual scientists and science technicians working in the UK, enabling aspiring registrants to apply for professional body membership and registration concurrently with one of our Licensed Bodies.

The Science Council grants licences to professional bodies within its membership to admit their own individual Members to the professional registers. The Board awards a licence when a Member Body demonstrates that it meets the required criteria and standards. A licence is typically awarded for 5 years and then reviewed. This provides the Board with assurance that Licensed Bodies are upholding the standards for the award of the professional designations for which they have been licensed.

In 2024, we reviewed the licences held by eight Licensed Bodies. Those not subject to a review in 2024 were required to submit an annual report. At the end of 2024, 28 of our Members held a licence.

A Development Licence is available, providing organisations that do not yet have the infrastructure to administer their own full licence, with the ability to offer professional registration to their individual members. With our support, organisations are required to develop their internal infrastructure and progress to a full licence after no more than two years. At the end of 2024, none of our Members held a Development Licence.



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.

Total registrant numbers at year-end were 10,279, slightly down from 10,353 at 2023 year-end. This levelling period, which extends back to 2023, is welcome after several years of larger decreases associated with the long-term economic impact of the COVID-19 pandemic, ongoing cost of living pressures and the retirement of older registrants who became registrants under 'grandparent' arrangements, mostly in 2003 and 2004. This gives us some confidence that actions taken to stem the decline and build the registers are beginning to have impact.

The primary channel for promoting the Science Council's registers continued to be our Licensed Bodies. Alongside this, employers' perceptions of professional registration are a key driver of registration and our next strategy will put greater emphasis on engagement activity with a wide range of science employers.

CPD and CPD Awards

Continuing Professional Development (CPD) is the bedrock of professional practice, personal growth and professional accountability. It demonstrates a commitment to keeping skills and knowledge up to date. We require registrants to declare annually that they continue to meet our CPD standards. Licensed Bodies audit at least 2.5% of their registrants' CPD records each year.

“

Professional registration forms a key part of my planned personal and career development. By becoming professionally registered, it broadens my future growth potential.

”

Alix Bennison RSci
Quality Assurance Associate

RSci
Registered
Scientist

Twenty twenty-four was the tenth year that we held CPD Awards. They recognise and celebrate the efforts and achievements of Registrants from across the registers. We published a [full list of the winners](#) on our website.



Promoting professional registration

We piloted a new workshop, the '*Application Sprint Masterclass*', to support applicants through the registration process. Attendees left the workshop with a draft competence report to use in their application. Feedback from attendees was positive and we will continue to refine this offer in 2025, including working with science employers to deliver bespoke masterclasses for their employees.

We continued to deliver our *Introduction to Professional Registration* workshops to inform individuals about the value of professional registration. In 2024 we welcomed over 200 potential registrants to workshops over the year. We will continue to offer bespoke workshops to science employers to promote the value of professional registration to their employees.

Technical Pathways Project

In 2024, we were delighted to secure continued funding for the Technical Pathways project until December 2026 from the Gatsby Charitable Foundation. This will allow us to continue to raise the profile and prestige of science-based apprenticeships and T Levels by linking these routes to professional registration.

At the end of 2024, we had mapped 35 apprenticeships across a broad range of science and healthcare science occupations to Registered Science Technician (RSciTech) or Registered Scientist (RSci). Of the 35 apprenticeships, 90% were fully aligned to registration requirements, enabling apprentices on these courses to more easily apply for professional registration.

We worked with a diverse and growing number of stakeholders, including colleges, universities and other training providers, endpoint assessment organisations, employers involved in work-based learning, and our Member Bodies. This broad engagement has helped us to raise awareness about the benefits and opportunities of professional registration and professional body membership.

We commissioned research to explore employers' perspectives on apprenticeships and T Levels, specifically looking at which support mechanisms would be most useful for organisations of different sizes and in different contexts. Over 120 organisations participated in the research.

In November, we held an '*Igniting Careers*' event at the Royal Geological Society alongside the annual Celebration of Science event. It was an opportunity to update stakeholders on the Technical Pathways project and our objectives for the next two years. Delegates had the opportunity to hear from representatives of the Gatsby Charitable Foundation, the Institute for Apprenticeships and Technical Education, and AstraZeneca. Over 60 delegates were in attendance, representing a wide range of organisations.



Engagement

Equity, Diversity and Inclusion (EDI)

“The Science Council EDI Forum is a great source of information and ideas to help us continue to promote diversity and inclusion at RMetS. It's so helpful to hear directly from similar organisations about the work they are doing and the challenges they face. The updates shared have challenged us to think about how we could be doing more and have directly influenced the activity we have planned for 2025.”

Ella Clarke
Head of Business Development, Royal Meteorological Society

We worked with the Royal Academy of Engineering to update the [Diversity and Inclusion Progression Framework](#) in preparation for the 2025 exercise to benchmark science and engineering organisations' work on equity, diversity and inclusion (EDI). The exercise enables us to track progress towards our ambition of a science workforce that reflects the diversity of society.

This will be the third time we have undertaken the exercise. The 2017 and 2021 [Progression Framework Benchmarking Reports](#) highlighted the need for wider data collection to inform individual and collective organisation EDI strategies. In 2021 we began asking Members to provide us with some diversity data for their membership. In 2024 21/35 (60%) of member bodies provided some diversity data (2023: 19/36, 53%)

We also ask Licensed Bodies to share diversity data of registrants. As of 2024, 18/28 (64%) Licensed Bodies provided some breakdown of the diversity characteristics of Science Council registrants, primarily for age and gender.

We established an EDI Forum to succeed the EDI Committee, which was established in 2020. The EDI Committee achieved much over its 4-year existence, particularly informing the development of the Science Council's EDI priorities and work plans. But the formal committee structure limited our ability to engage with all Science Council Members on EDI. The creation of a more informal Forum will enable all Member Bodies to engage with and learn from each other on key EDI topics.

We continued as members and sponsors of the UK All-Party Parliamentary Group (APPG) on Diversity and Inclusion in Science, Technology, Engineering and Maths (STEM). The APPG began a new project to investigate EDI strategies, and the evidence STEM organisations use to develop them. The project was put on hold due to the General Election, but we will continue to support the APPG in 2025.

In 2025, we will pilot an EDI Affiliate scheme with the aim of expanding interested professional bodies' access to our programme of EDI activities, resources and expertise.



Engaging with science employers

We paused new admissions to our Employer Champions community to review our approach to employer engagement and develop an updated offer that will better align with science employers' needs and connect them with our Members. Development of an employer network offer commenced. This will be refined and piloted in 2025.

Influencing science policy

Our policy work is overseen and supported by the Policy Advisory Committee, chaired by a trustee. Professor Catherine Ross chaired the Committee until July 2024, when she was elected President of the Science Council and consequently relinquished her trustee role. In September, the Board of Trustees appointed Matt Davies, a Science Council trustee and Public Affairs Manager at the Royal Society of Chemistry, to succeed Catherine.

We continued to bring together Chief Executives, leaders and policy development colleagues from our membership community to discuss policy activity, and how, collectively, we could influence policy.

We held four Policy Forum meetings throughout the year, taking the opportunity to review the forum's format and content. Members continued to feel that the Forum offered them the opportunity to be involved in Science Council work and collaborate with other like-minded organisations. Looking forward, our policy focus will be on enhancing policymakers' and other stakeholders' perceptions of the contributions and potential of the Science Council community; and being the 'voice of science' on matters of shared interest.

For example, in April we published the report of our November 2023 Workforce Skills Conference. The report was one of the topics of discussion at our *Perspectives on successful policy work in science* conference later that month. The one-day conference heard from a host of speakers involved in policy development and influencing. Discussions ranged from the importance of harnessing evidence, to convening and collaborating for successfully influencing public policy.



Discussion over the course of the day revealed a host of knotty, long-standing issues for the science policy community, like how to communicate risk and collaborate across the sector. As a membership organisation for professional bodies across science there is real opportunity for the Science Council to facilitate fresh thinking on some of these topics.



Laurie Smith
Head of Foresight, Nesta

The keynote speaker was geophysicist Dr Claire Craig CBE, currently Provost of The Queen's College, Oxford, and previously director of the Government Office for Science and Chief Science Policy Officer at the Royal Society.



Celebrating science and professional registration

In March, we marked British Science Week by holding three webinars that were attended by 141 people, with nearly 400 people viewing them on YouTube afterwards.

In November we held our annual Celebration of Science, this year combining prizegiving with our biennial Sir Gareth Roberts Lecture on science policy. The Lecture was given by Nobel Prize winner Sir Paul Nurse, former President of the Royal Society, and Chief Executive of the Francis Crick Institute. Sir Paul spoke about his scientific journey and his recent involvement in developing science policy. We were pleased to welcome nearly 100 attendees, present 15 CPD Awards and the Apprenticeship Ambassador Award, and recognise the contribution of five of our dedicated volunteers.

Communicating with our Members and beyond

We increased our digital reach over the year. We sent 14 newsletters with an average open rate of 42.3%, click rate of 5.4% and a 0.19% unsubscribe rate. We also migrated our CEO newsletter to a new platform, and this generated an open rate of 71.4% and a click rate of 2.9%. Both compare well to industry averages.

Website views increased by 350% during the period July-December 2024, compared to July-December 2023, with nearly 100,000 views in 2024, of which 67,000 were unique users.

We reinstated the quarterly Marketing and Communications forum, offering a chance for networking and knowledge exchange as well as sharing updates on activities and initiatives across the Science Council, its Member Bodies and the wider science community.

As part of our plans to review our digital infrastructure in 2025, we will develop and enhance our website to provide visitors with a better user experience.



Structure, governance and management

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

The Board of Trustees is mindful of its responsibility to ensure that, as a charity, the Science Council acts for the benefit of the public. The Science Council provides public benefit as a charity by advancing science and science education, and advancing equity, equality, diversity and inclusion in science. Trustees do their utmost to ensure that the activities undertaken by the Science Council are in line with its charitable objectives.

The President

The President is the Science Council's ambassador, 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 membership. The President is elected by Member Bodies for an initial two-year term and eligible for election for one further consecutive term of up to two years. [Catherine Ross](#) was elected President of the Science Council by its Members in July 2024.

Science Council volunteers

The Science Council is privileged to have a fantastic team of over 250 volunteers who make a huge contribution to our work and the broader scientific community. We are always grateful for the time and dedicated service that our volunteers give to us. This year was the first in which we [recognised volunteers](#) who have made an exceptional contribution to the Science Council.

Science Council Members

At the end of 2024 the [number of Members](#) was 35.



The Board of Trustees

Trustees are elected by the membership 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 we reimburse their reasonable expenses. 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 2024, in addition to the Chair of the Board, there were 7 Elected Trustees and 3 Appointed Trustees. The Board of Trustees held four Board meetings during 2024.

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, 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.

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.

Board Membership

Chair

David Wells (*appointed September 2024*)

Continuing Members

Matthew Davies (*elected July 2023*)

Jade Hall (*elected September 2022*)

Ruth Kaufman (*re-elected July 2022*)

Daljeet Kaur Sandher (*elected September 2022*)

Lorraine Turner (*re-elected July 2024*)

New Members

Niels Pedersen (*appointed May 2024*)

Harriet Gould (*elected August 2024*)

Samantha Smith (*elected August 2024*)

Roya Ziaie (*appointed December 2024*)

Tim Magness (*appointed December 2024*)

Departures

Sallie Bailey (*May 2024*)

Adam Donnan (*September 2024*)

Jane Pritchard (*August 2024*)

Catherine Ross (*July 2024*)

Dariel Burdass (*August 2024*)

Mark Finnie (*July 2024*)



Sub-committees of the Board

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

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee (FAR) advises the Board on matters relating to the adequacy and effectiveness of the Science Council's arrangements for accountability, risk management, control and governance. 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, but it delegates oversight for this to the FAR Committee. The Committee reports on its work to trustees at every Board meeting. The Committee held 4 meetings during 2024.

The Chair of the FAR Committee is not a trustee but attends Board Meetings. The Committee was chaired by Dr Chris Westcott until December 2024. After an open recruitment process, the Board appointed Mark Allison to succeed Dr Westcott from January 2025. Membership of the Committee includes trustees and external members. External 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.

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, the election of the President of the Council and the appointment of 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 two meetings during 2024. Upon appointment as the Chair of the Board, David Wells stepped down as Chair of the Nominations Committee. Continuing Committee member, Daljeet Sandher succeeded David Wells as Chair of the Committee in December 2024.

Registration Authority

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

Membership includes 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. The Committee held five meetings during 2024.

The Registration Routes Committee (RRC) is a sub-committee of the Registration Authority. In 2024 the Registration Assessment Committee and the Routes to Registration Committee were merged to create the RRC. The new Committee is responsible for overseeing and scrutinising all routes to registration to ensure consistent assessment standards across the Science Council's registers. The Chair of the RRC is a member of the RA and attends RA meetings. Membership comprises of employees and volunteers from Licensed Bodies and external experts.



Management

Office location

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

Science Council staff

Della Freeth was appointed as Chief Executive in August 2023. The Chief Executive leads the Science Council staff. At year end 2024 there were 14 staff in post (11.5FTE) compared with 16 staff, 12 FTE at the same point in 2023.

The Science Council contracts specialist companies to deliver human resources, IT and finance functions.

Appraisal and remuneration

We appraise employees' performance and the support we give them annually. We review executive pay annually, with any increases normally linked to inflation. In setting executive pay, the Science Council benchmarks against organisations of a similar nature and size, including its Member Bodies.

Health, safety and staff wellbeing

The Board delegates oversight of arrangements for health and safety to the FAR Committee and day-to-day responsibility to the Chief Executive. In 2024, staff reported no incidents or near-misses while working in the office or working at home. Two members of staff are Mental Health First Aiders.

Data protection and cyber security

The Science Council realises the importance of data protection and follows UK data protection legislation. We require all volunteers, including trustees, to undergo data protection training every two years. All staff members must complete data protection training when they join and undergo refresher training every two years. The Science Council is Cyber Essentials accredited by the National Cyber Security Centre (NCSC). Staff undertake phishing and cyber security training throughout the year.

General Meetings

The Board of Trustees is answerable to its Members. General Meetings provide Members with an opportunity to hold the Board to account. It is also an opportunity for us to keep Members informed on achievements, the progress of activities and highlight where there are opportunities for them to engage more closely with our work. The Science Council held two General Meetings in 2024, one of which was the Annual General Meeting.



Financial Review

Results for the year

Income for the year totalled £972,007 (2023 £910,540). After total expenditure of £897,445 (2023: £1,026,518) the year's activities showed a surplus of £74,562 (2023: (£115,978)), which when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £666,940 (2023: £592,378). This is represented by unrestricted funds of £655,141 (2023: £580,486) and restricted funds of £11,799 (2023: £11,892).¹

Reserves Policy

The Science Council seeks to maintain sufficient free reserves to manage the risks to which it is exposed, including but not limited to safeguarding against fluctuations in its income from Membership, licensing and registration. The reserves policy focuses on the level of free reserves, which excludes the net book value of the Science Council's fixed assets. The target range for free reserves is calculated annually as part of the budget process and the financial impact of the risks facing the Council at that time.

During 2024, the Finance, Audit and Risk Committee reviewed the reserves level, considering the 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 the review, 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. In 2025, the Finance, Audit and Risk Committee will review the methodology used to calculate the target free reserves level to make sure that it continues to be fit for purpose.

The Science Council's free reserves, less fixed assets were £647,136 at 31 December 2024 (2023: £576,149).

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 between 2019 and 2024 for the purpose of promoting professional registration for technicians.

Investments

To take advantage of ongoing higher interest rates, £300k of free reserves was moved between fixed term, fixed rate accounts to generate higher returns than gained hitherto.

¹ The comparative split for restricted income and expenditure is shown in Notes 2 to 6.



Principal risks and uncertainties

The Finance, Audit and Risk Committee undertakes a rolling review of the Risk Register, ensuring that all areas of risk 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. In 2024, the Board of Trustees reviewed the Science Council's risk management framework, including its risk appetite and the principal risks to which the Science Council is exposed. One output was a significantly slimmed down Risk Register which focused on 6 principal risks.

Risk area	Impact	Mitigations
Unsustainable business model, with particular regard to dependency on few income sources,	An over-reliance on current income streams and retained income for core business without additional incomes streams may lead to significant depletion and lack of funds to meet long-term objectives.	Review and refresh of strategy with focus on the development of new income streams, including a more targeted focus on engagement with employers of scientists. Prudent approach to income forecasts and disciplined expenditure. Periodic cash flow forecasting.
Recruitment and retention of insufficient quantity and quality of volunteers for R&L function	Too few volunteers with the appropriate experience, skills and time to support the delivery of operational and strategic objectives.	Volunteer engagement strategy in place to attract, train and retain suitable number of volunteers to support activities. Annual event dedicated to celebrating volunteer commitment.
Lack of leadership at Board level	Board fails to meet its responsibilities, leading to poor decision-making, unproductive relationships and reduced productivity, all of which risks the achievement of strategic objectives.	Clear and open communication between the Board and management and between Board members is encouraged. The Chair and Board undergo annual performance evaluations. There is a comprehensive onboarding process to bring new trustees up to speed as quickly as possible. Key roles have clearly defined responsibilities and expectations.
Key person dependency	Reliance on few individuals can lead to critical information loss in the event of departure, leading to potential decline in service delivery quality, operational effectiveness and staff morale.	Senior leadership team are empowered to take responsibility in the short-term if and when key role becomes vacant. Job descriptions are annually reviewed to keep them up to date, which accelerates the recruitment process. Staff are cross trained to cover absences and offered training and development opportunities. Key procedures and process are documented, updated at regular intervals and shared widely.



Poor reputation of the Science Council		Poor collective and individual decisions of the Science Council and partner organisations can result in, negative publicity, loss of credibility, reputation and financial loss.	Proactive engagement with Member Bodies to understand and respond to ongoing expectations. Business Continuity Plan in place with crisis and incident management processes. Cyber Essentials accreditation and information security and data protection policies in place with mandatory training for staff and volunteers. Complaints procedure in place to support improvements in activity when needed.
Failure to develop convening role for the membership on policy issues		With no clear policy role, Members may feel disconnected, leading to reduced engagement and participation, missed opportunities to shape policy. Loss of credibility among key stakeholders and policymakers.	Policy Advisory Committee has clearly defined objectives and purpose relating to policy discussions and advocacy. Regularly engagement with Members on policy issues through various fora. Clear communication channels to keep Members informed and involved. New engagement team to provide leadership and prioritisation of policy engagement.



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

David Wells, Chair of the Board

Niels Pedersen, Honorary Treasurer

Date: 21.05.2025



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 2024 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 2024, 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 27, 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.

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Statutory Auditors
Canterbury
Date: 22 May 2025



STATEMENT OF FINANCIAL ACTIVITIES

		2024		2023	
	Note	Unrestricted funds	Restricted funds	Total	Total funds
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	178,389	-	178,389	172,506
Charitable activities	3	580,479	201,471	781,950	728,311
Investments	4	11,668	-	11,668	4,223
Other income	5	-	-	-	5,500
Total income and endowments		770,536	201,471	972,007	910,540
Expenditure on:					
Charitable activities	6	695,881	201,564	897,445	1,026,518
Total expenditure		695,881	201,564	897,445	1,026,518
Net income / (expenditure) and net movement in funds		74,655	(93)	74,562	(115,978)
Reconciliation of funds:					
Total funds brought forward	17	580,486	11,892	592,378	708,356
Total funds carried forward	17	655,141	11,799	666,940	592,378



BALANCE SHEET

		2024	2023
	Note	£	£
Fixed assets			
Tangible assets	10	8,005	4,337
Current assets			
Debtors	11	111,666	70,889
Cash at bank and in hand		296,779	337,464
Unlisted investments	12	300,000	250,000
		708,445	658,353
Creditors: amounts falling due within one year	13	49,510	70,312
Net current assets		658,935	588,041
Total assets less current liabilities		666,940	592,378
Charity Funds			
Unrestricted funds	17	655,141	580,486
Restricted funds	17	11,799	11,892
Total charity funds		666,940	592,378

These financial statements were approved by the Board on 21st May 2025 and were signed on their behalf by:

David Wells, Chair

Niels Pedersen, Honorary Treasurer

The accounting policies and notes on pages 28-38 form part of these financial statements.



STATEMENT OF CASH FLOWS

		2024	2023
	Note	£	£
Net cash flow from operating activities	19	7,018	(101,966)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(9,371)	(926)
Purchase of investments		-	(300,000)
Interest received		11,668	4,223
Net cash flow from investing activities		2,297	(296,703)
Net increase / (decrease) in cash and cash equivalents		9,315	(398,669)
Cash and cash equivalents at start of period		287,464	686,133
Cash and cash equivalents at end of period		296,779	287,464
Cash and cash equivalents consists of:			
Cash at bank and in hand		296,779	287,464
Cash and cash equivalents at end of period		296,779	287,464



NOTES TO THE FINANCIAL STATEMENTS

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 2024 are the tenth 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
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.



Investments

Current asset investments include cash or other short-term liquid investments with a short maturity of more than three months but less than one year, held for investment purposes.

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 continue to make 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 a prudent approach to 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 Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Membership	169,789	-	169,789	165,206
Gifts in Kind	8,600	-	8,600	7,300
	178,389	-	178,389	172,506

All income received in 2024 and 2023 was unrestricted.

3. Charitable activities income

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Licence fees	95,843	-	95,843	93,949
Registration renewal fees	438,044	-	438,044	420,244
New Registration fees	29,112	-	29,112	18,457
Other income related to professional registration	17,480	2,000	19,480	11,335
Professional pathways / Grants / Donations / Contracts	-	199,471	199,471	184,326
	580,479	201,471	781,950	728,311

Income in the form of contracts, grants, and project contribution was £199,471 (2023: £184,326), which was 100% restricted (2023 98%). Income for Professional Registration was all unrestricted in 2024 and 2023.

4. Investment income

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Interest - deposits	11,668	-	11,668	4,223
	11,668	-	11,668	4,223

All income received in 2024 and 2023 was unrestricted.



5. Other income

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	£	£	£	£
Consultancy Fees	-	-	-	5,500
	-	-	-	5,500

6. Charitable expenditure

	Direct Staff Costs	Other Direct Costs	Support Costs	Total 2024	Total 2023
	£	£	£	£	£
Activities					
Professional registers and professionalism	303,987	(12,219)	73,733	365,501	348,350
Professional Pathways (Gatsby funded)	-	201,564	-	201,564	181,326
Membership support and activities	145,982	(28,675)	71,564	188,871	295,201
Policy, Promotion and Public Affairs	107,429	(37,484)	71,564	141,509	201,641
	557,398	123,186	216,861	897,445	1,026,518
<i>Total resources expended 2023</i>	515,642	229,684	281,191	1,026,518	

Expenditure on charitable activities was £897,445 (2023: £1,026,518) of which £201,564 was restricted (2023: £181,326) and £695,881 unrestricted (2023: £845,192).



7. Support costs

	2024	2023
	£	£
Staff costs	14,106	66,318
Other staff costs	17,231	16,837
Premises costs	36,192	40,092
Office and administration costs	78,871	91,579
Professional fees	190	3,470
Depreciation	4,738	4,590
Governance	65,532	58,306
	216,860	281,192

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

Expenditure includes:	2024	2023
Auditor's remuneration	9,216	7,000
Prior year under accrual	3,900	372
	13,116	7,372

8. Staff costs

	2024	2023
	£	£
Wages and salaries	524,807	543,045
Social security costs	51,421	53,091
Employer pension costs	27,004	25,539
Staff training	1,080	976
Recruitment	23,844	19,043
	628,156	641,694



The average monthly number of employees	2024	2023
	14	13

	2024	2023
The following number of staff received emoluments in the year in the bands:		
£60,000 - £69,999	-	-
£70,000 - £80,000	-	1
£90,000 - £99,000	1	-
£100,000 - £109,999	-	-

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 14, the Trustees received no remuneration for carrying out their duties. The payments to other senior employees total £113,822 (2023: £124,862).

9. Governance Costs

	Unrestricted	Restricted	Total 2024	Total 2023
Audit fees	13,610	-	13,610	9,126
AGM and Board meeting expenses	5,625	-	5,625	1,427
Trustee expenses	1,604	-	1,604	3,583
Staff costs	39,286	-	39,286	42,508
Staff training and development	135	-	135	388
Other	5,272	-	5,272	-
	65,532	-	65,532	57,032



10. Tangible assets

	Office Equipment	Computer Equipment	Total
Cost or valuation	£	£	£
1st January 2024	889	18,310	19,199
Additions	-	9,371	9,371
Disposals	-	(9,655)	(9,655)
31st December 2024	889	18,026	18,915
Depreciation			
1st January 2024	889	13,973	14,862
Charge for year	-	4,979	4,979
Eliminated on disposals	-	(8,931)	(8,931)
31st December 2024	889	10,021	10,910
Net Book Value			
31st December 2023	-	4,337	4,337
31st December 2024	-	8,005	8,005

11. Debtors

	2024	2023
	£	£
Debtors (subscriptions and professional registration)	39,686	20,154
Other debtors	6,600	6,600
Prepayments and accrued income	65,380	44,135
	111,666	70,889



12. Unlisted investments

	2024	2023
	£	£
Unlisted investments	300,000	250,000
	300,000	250,000

13. Creditors: Amounts Falling Due Within One Year

	2024	2023
	£	£
Trade creditors	26,612	32,406
Deferred income and accruals	17,490	32,739
Other creditors	5,408	5,167
	49,510	70,312

14. Leases

	2024	2023
	£	£
Between 0-1 years	6,480	10,800
	6,480	10,800

15. Remuneration and expenses of trustees

The Trustees received no remuneration for carrying out their duties. £291 (2023: £3,583) was paid to one Trustee (2023: 3) for expenses incurred in relation to attendance at meetings.

16. 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.



17. Movement in Funds

Unrestricted funds

	2024	2023
	£	£
Balance at 1 January 2024	580,486	696,464
Net movement in funds	74,655	(115,978)
As 31 December 2024	655,141	580,486

Restricted funds 2024

	Balance Brought Forward	Net Incoming Resources	Resources Expended	Balance Carried Forward
	£	£	£	£
Gatsby Professional Pathways Fund	-	201,471	(201,471)	-
Gareth Roberts Memorial Lecture	11,892	-	(93)	11,799
Total	11,892	201,471	(201,564)	11,799

Restricted funds 2023

Gatsby Professional Pathways Fund	-	181,326	(181,326)	-
Gareth Roberts Memorial Lecture	11,892	-	-	11,892
Total	11,892	181,326	(181,326)	11,892

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.



18. Analysis of net assets between funds

	2024	2024	2024	2023	2023	2023
	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	8,005	-	8,005	4,337	-	4,337
Current assets	696,646	11,799	708,445	646,461	11,892	658,353
Creditors (Amounts falling due within one year)	(48,933)	(577)	(49,510)	(70,312)	-	(70,312)
Total	655,718	11,222	666,940	580,486	11,892	592,378

19. Net cash flow from operating activities

	2024	2023
	£	£
Net income for year / period	74,562	(115,978)
Interest receivable	(11,668)	(4,223)
Depreciation and impairment of tangible fixed assets	5,703	5,171
(Increase) / decrease in debtors	(40,777)	94,474
Increase / (decrease) in creditors	(20,802)	(81,410)
Net cash flow from operating activities	7,018	(101,966)

Analysis of changes in net debt

	1st January 2024	Cash flow	31st December 2024
Cash at bank and in hand	287,464	9,315	296,779