

The Science Council Annual Report and Financial Statements 2025



Elevating the science workforce





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About The Science Council

We are a collaborative, interdisciplinary community of more than 30 professional bodies and learned societies across the breadth of science. We work together to inspire, develop and support scientific professionals.

Our vision is a diverse and growing science profession that is trusted, respected, innovative and equipped to meet regional, national and global challenges.

Our purpose is to connect the scientific professions and to offer professional recognition to scientists, science technicians, and science teachers.

We are committed to professional recognition of the diverse range of people working in all roles across the breadth of scientific disciplines and applications. We believe that by raising standards of practice and encouraging innovation, professional registration benefits the individual, their employer, and society.

We work with employers, policymakers and organisations that shape and deliver the education and training landscape for the science workforce, and other organisations that focus on science and the scientific workforce. We pursue high quality workplace learning to support scientific excellence and innovation, and the recruitment and retention of the workforce our nations need.



Presidents and representatives of our member bodies photographed alongside Science Council CEO, Prof Della Freeth, and President, Prof Catherine Ross. at the 2025 Presidents' Roundtable.



Chair's Report



Welcome to the Science Council's annual report 2025. It is a pleasure to reflect on an exceptional year of progress in strengthening and championing the scientific workforce. Now in my second year as Chair, I am pleased to have had the privilege of welcoming five new trustees - all exceptional professionals who are committed to the Vision and Purpose of the Science Council. We were particularly encouraged by the record number of individuals who expressed interest in becoming a Trustee this year, demonstrating a desire to contribute to the Science Council's mission.

In the bigger picture, it has been a defining year for UK science. The Government's Modern Industrial Strategy places science and innovation at the heart of national ambition, requiring the scientific workforce to evolve and innovate. At the same time, rapid advances in artificial intelligence continue to reshape our society and the work of scientists in every discipline. With the introduction of our new strategy this year, the Science Council is well positioned to support our Member Bodies as they navigate the opportunities and challenges.

Throughout 2025, our focus on professional recognition has been more important than ever. At a time when public questions about trust, truth, and expertise are increasingly prominent, professional registration provides a clear and nationally recognised way to set and uphold high standards. It gives society confidence in the expertise and accountability of professionals who work across the breadth of science at all levels, and we continue to work closely with Members, policymakers, and educators to promote its value across the UK.

The Science Council's strength lies in bringing together the breadth of scientific disciplines and applications, creating a powerful platform for collaboration. We are the only organisation that has this level of scientific legitimacy, cross-disciplinary reach, and ties to professional body networks. We are proud to serve as a collective voice of science.

As you read about our impact this year, I hope you feel inspired by what we have achieved together and assured of the Science Council's role as a strong profession-led anchor for the scientific workforce.

David Wells, Chair of the Board of Trustees



Chief Executive's Foreword



I'm delighted to share our progress in 2025 following the publication of our new strategy for 2025-28: Elevating the science workforce. It has been a year of exciting change as we focused on making professional registration more accessible while maintaining appropriately high standards. This work is already making an impact, with a 65% increase in applications through our Common Application Process and, despite this increase in volume, there is a decrease in the time for processing assessments and successful outcomes.

Our Technical Pathways Project, supported by funding from the Gatsby Charitable Foundation, continues to open doors for future talent. Over the past two years, the programme has reached around 11,500 teachers and early-career scientists through a range of activities to inspire the next generation and increase the uptake of apprenticeship opportunities. This year, having previously focused on apprenticeships in England, we forged new relationships in Scotland, Wales and Northern Ireland to enhance apprenticeship opportunities. Furthermore, we were particularly pleased to be invited to contribute to the Health Education Improvement Wales (HEIW) Framework to promote awareness and accessibility of healthcare science careers in the NHS in Wales.

Facilitating collaboration across the scientific community remains central to our strategy. Our new Presidents' Roundtable brought together over 20 Member Bodies at the Wellcome Trust to explore how we can secure a sustainable science workforce. At the request of participants, this important forum will return in 2026 to consider other big picture questions facing the science workforce.

Encouraging people from less-represented communities into science is a key priority in our work, so we were pleased to launch Diversity and Inclusion Progression Framework benchmarking reports with our partner, the Royal Academy of Engineering, to support Members in creating more inclusive cultures. This year saw the highest number of Science Council Members engaging, reflecting a determination to build a more diverse profession.

None of this would be possible without our dedicated community of volunteers. With over 250 volunteers contributing their time and expertise, the Science Council can achieve so much more. I am deeply grateful for their commitment. Finally, I hope you have enjoyed exploring our new website, designed to make collaboration and registration easier.

We have made a strong start in delivering the first year of our strategy, and I look forward to building on this momentum together in 2026.

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 2025.

ACHIEVEMENTS AND PERFORMANCE

The Science Council and a new strategy

As a registered charity, with Royal Charter status, we are a collaborative interdisciplinary community of more than 30 professional bodies and learned societies with over 330,000 scientists working across the breadth of science. Together, we inspire, develop, and support scientific professionals to achieve maximum impact.

This year began with the publication of an exciting new strategy for 2025-2028: Elevating the science workforce, which outlines our goal of elevating the science workforce for the public good through three equally important priorities:

- Professional recognition and professional standards
- Supporting and growing our community
- Strengthening the Science Council to be fit for the future

During this period, we will focus on recognising the skills and experience of science professionals and encouraging professional development through our professional registers. We will increase awareness of science and promote the full range of routes in further and higher education for people interested in a career in science at all levels. Focusing on equity, diversity, and inclusion in science remains central as we support member bodies and EDI affiliate members implementing greater inclusivity.

Together, we will ensure that the Science Council is a voice for science on shared interests.

PROFESSIONAL RECOGNITION AND PROFESSIONAL STANDARDS

Promoting professional recognition

We are committed to encouraging professional recognition of the diverse range of people working across the breadth of science.

Professional registration helps raise standards of practice and encourages innovation, benefiting the individual, their employer, and wider society. It is a way for scientists, science technicians, and science teachers to show their professional competence and integrity.

This year, we are pleased to report growth of 4% and 20% in the professional registration of science technicians and registered scientists, respectively. Improvements to the shared online



registration platform (Common Application Process, CAP) and more streamlined processes, introduced in 2024 and 2025, are enabling us to increase our registration efficiency, with over 230 new registrants supported through the CAP in 2025, an increase of 65% over 2024. This is good news as we work to reduce barriers to registration whilst maintaining standards.

To encourage registration and support potential registrants, we offered free online workshops, which attracted attendees from 61 different organisations. Our in-person in-depth Application Sprint Masterclasses have received excellent feedback, with 100% rating the workshops 5/5 overall.



I got more done in a single day than I would have got done in weeks alone.



Participant from an Application Sprint Workshop

Through our **Technical Pathways Project**, kindly funded by the Gatsby Charitable Foundation, we continue to enhance the profile, prestige, and recognition of science and technical education by promoting apprenticeships and T levels.

The Technical Pathways project is advised by the Technical Pathways Advisory Group (TPAG), which includes representatives from training providers, employers, professional bodies and external experts. It provides the project with challenge and insight to maximise the Science Council's impact. This year, the Group has successfully strengthened links between the Science Council, Skills England, and regional and national stakeholders.

Our new strategy focuses on developing relationships with employers to encourage the uptake of professional registration. We worked closely with public bodies, local authorities, large and small employers and training providers.

81% of employers who responded to a 2024/25 Science Council survey said:

Closer links with relevant professional bodies (e.g. the Science Council community) to improve the alignment with professional standards and practice would be 'helpful' or 'extremely helpful' in supporting their engagement with apprenticeships.

Thanks to increased team capacity, we've been able to work UK-wide to support organisations offering science-based apprenticeships and help learners understand the value of professional registration.

We have also developed new relationships with organisations across a wide range of scientific disciplines, including several research campuses and science parks. Engagement also increased with strategic authorities (such as the Cambridgeshire & Peterborough Combined Authority), sector bodies such as the Office for Life Sciences (OLS) and Innovate UK (IUK), and a growing community of training providers delivering science-based apprenticeships and work-based learning programmes.



Becoming a member of the Science Council has been highly valuable for our organisation. Their support for professional registration has provided clear pathways for recognition and career progression for our technical staff. In addition, the opportunities to engage with the Employer Network have enabled us to share and learn from best practice across the sector.



Jan Stoeart, Faculty Technical Services Manager,
Barts Cancer Institute, Queen Mary, University of London

Alongside our apprenticeship work, we continued to champion the opportunities provided by Science T Levels. This included contributing to sector leadership groups, advising on curriculum improvements, and creating promotional resources. A new [YouTube explainer video](#) produced in collaboration with teachers and learners received more than 10,000 views, helping raise awareness of the T Level Science pathway among learners, parents and teachers.

Advancing professional standards

The Science Council grants our member bodies licences to admit their individual members to our professional registers. This year, two additional licences were approved, bringing the total to 61 licences held by 27 Licensed Bodies.

In 2025, the Science Council conducted its five-yearly review of the competencies required for professional registration, resulting in the removal of one competency from the Registered Scientist requirements. We also updated guidance to make it more user-friendly. We are grateful to all members of the Registration Authority who volunteer their time to support the Science Council in maintaining appropriately high professional standards.

In 2026, work will continue to find ways to remove barriers to increase take-up of additional licences.

SUPPORTING AND GROWING OUR COMMUNITY

We support and connect our Member Bodies to amplify their contributions and views and collaborate with external organisations whose work is complementary, so together we can achieve greater impact for the science workforce.

Facilitating collaboration

Throughout the year, we organised regular forums to share good practice and provide support for our member bodies and EDI affiliate members bringing together similar roles from across our community for support and collaboration with peers. Naming just a few examples, this includes CEOs' and Leaders' forum, a policy forum, an action learning set for those involved in professional registration, and a forum for EDI practitioners and champions.



In February, the Science Council joined other organisations to celebrate Chartered Week! It was the first year for this new campaign and we were pleased to lend it our support and promotion. We will engage in future campaigns.

Our **Employer Network** was established in May to enable employers to leverage shared experience, address common interests and challenges, and connect with other employers and professional bodies. We have welcomed the inaugural cohort of employers, and throughout 2026 we will continue to grow the network.

In September, we organised a second new initiative to bring together the Presidents of our member bodies and EDI affiliate members. The inaugural meeting of the **Presidents' Roundtable**, held at the Wellcome Trust, explored the question of a sustainable science workforce. The 22 member bodies represented committed to sharing resources and practices across scientific disciplines. The event was well-received, and attendees requested that we hold another President's Roundtable in 2026, where we will examine how to develop a shared narrative to promote science and scientific careers.

Celebrating Science

British Science Week and British Healthcare Science Week provided us with an opportunity to celebrate the diverse people and careers in science and engineering. We held a series of Lunch & Learn webinars on water and environmental science, digital pathology, and AI, with attendance up 143% over last year's events.



Volunteers Week in June gave us an additional opportunity to thank the many volunteers who support the Science Council in all areas of our work. We are grateful for their commitment and dedication. To show our appreciation, we used our channels to recognise the people and the work they do for us and [produced a video](#) from Science Council staff.

Our annual Celebration of Science, held in December at the Institute of Physics, brought together professionals from across the scientific landscape to recognise the individuals and organisations driving progress, championing professionalism, and elevating the science workforce. The event is always a powerful reminder of the connectivity and collaboration that underpin scientific progress. This year, we were delighted to unveil the newly updated Recognition Awards, reflecting our commitment to inclusivity. The evening featured a compelling keynote lecture from Professor



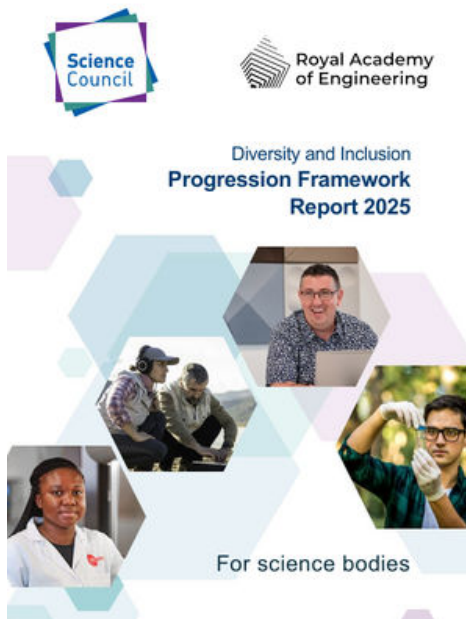
Liz Bentley, Chief Executive of the Royal Meteorological Society (RMetS) on the challenges and successes in modern science communication, using the example of climate change.



Winners of the Celebration of Science Recognition Awards photographed with Science Council CEO, Prof Della Freeth, and President, Prof Catherine Ross.

Advocating for Equity, Diversity and Inclusion (EDI)

A key element of our strategy is a focus on equity, diversity and inclusion. In 2025 we launched an EDI affiliate scheme to enable professional bodies and learned societies outside Science Council membership to gain access to our EDI forum and use our Diversity and Inclusion Progression Framework. The Royal College of Anaesthetists became our first EDI Affiliate.



Through our Diversity and Inclusion Progression Framework, we support member bodies and EDI affiliate members in making measurable EDI progress. With our partners, the Royal Academy of Engineering, we launched the third Progression Framework [benchmarking reports](#). This helps organisations to review progress on their EDI practices, supported by a confidential report from an independent consultant. We were pleased to see that engagement with the Framework has grown since the first exercise in 2017, with the number of Science Council Members and Affiliates taking part increasing from 21 to 26.

The report's recommendations will help inform our priorities and activities over the coming years.



We were also proud to continue our support of the All-Parliamentary Group (APPG) on Diversity and Inclusion in STEM as part of our commitment to inclusion. We contributed to several APPG reports throughout the year, including a summary on data collection, insights, and analysis on diversity and inclusion in STEM, which highlighted the challenges many organisations face in reporting on EDI.

Being a voice of science

Our role at the Science Council is to bring together our member organisations and stakeholders to drive informed dialogue on issues of shared importance for the science workforce and public benefit.

Through our regular Policy Forum meetings with Members, we facilitate information sharing and policy discussions on key issues. This year, as the Science Council community, we focused on delivering two responses to Government consultations: one on university funding and the emergence of regional 'cold spots' for scientific disciplines needed to drive national growth and resilience; the other on Life Science Apprenticeships. Both were flagged to us by our member bodies, who provided examples of evidence from their respective fields.

We were also pleased to have an opportunity to present to all the UK Government's Chief Scientific Advisors about the Science Council, its member bodies and EDI affiliate members and our work and to hear their commitment to professional development.

STRENGTHENING THE SCIENCE COUNCIL TO BE FIT FOR THE FUTURE

We continue to support our people, focus on financial sustainability and improve our digital architecture. Paying close attention to these three areas enables us to harness a skilled workforce, improve efficiency, and respond to a fast-changing operating environment.

Our People

The Science Council places a premium on employee wellbeing, development, and engagement. Throughout the year we provided training and development opportunities for staff to enhance their knowledge and skills in key areas of activity, including EDI, the use of AI in the workplace, and improving presentational skills. To promote a healthy work-life balance we continued to offer flexible working arrangements to all staff.

Financial Sustainability

The Science Council continued to manage costs very tightly in 2025 and ended the year with a modest surplus, despite a significant investment in a new website. Reserves are healthy. Our business model relies heavily on fees from Registrants and Members (over 90% of unrestricted income). While these reflect the raison d'être of the Science Council, the Trustees have been seeking greater diversification of income. New products, including an Employer



Network and Application Sprint Workshops have been introduced, and we will be working to increase take-up of these new activities.

Given that financial sustainability remains closely tied to registration fees, it is pleasing that the Registered Scientist and Registered Science Technician registers are growing, while the Chartered Science Teacher register is stable. However, our largest (and longest established) professional register is Chartered Scientist (CSci). In 2025 the number of CSci Registrants fell by 2.7% (compared with 1.5% in 2024), which is a trend we are seeing more broadly across science Chartership. We have taken steps to reduce unnecessary bureaucracy to ensure that aspects of initial and continuing registration that are within the control of the Science Council are as straightforward as possible while retaining appropriately high standards. In 2026 we will focus on working in partnership with our Licensed Bodies towards supporting them to recruit and retain more Registrants.

Improving our digital infrastructure

Investment in digital technologies enhances our ability to run efficiently and effectively in a digital-first environment, supporting our member bodies and EDI affiliate members, and registrants. Commissioning a new website was a priority for 2025. The new website realigns our digital presence with our strategic goals, enhancing our online visibility and supporting a diverse range of user groups through more responsive functionality and integration with other platforms.

We also transitioned to a new IT provider and strengthened our cybersecurity.

In 2026, we will explore adopting digital certificates for our registrant community and improving our database.



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 by advancing science and science education, and advancing equity, diversity and inclusion in science. Trustees ensure that the activities undertaken by the Science Council are in line with its charitable objectives.



The President

The Science Council President is an ambassadorial role with election by member bodies for an initial two-year term and eligible for election for one further consecutive term of up to two years. [Professor Catherine Ross](#) was elected as President of the Science Council by its Members in July 2024. Reflecting member bodies' confidence in Professor Ross, she was re-elected as President for a second term in November 2025. Professor Ross's second term will begin in June 2026.

Science Council Members

At the end of 2025 the number of member bodies was 34.

General Meetings

The Board of Trustees is answerable to its member bodies. General Meetings provide member bodies with an opportunity to hold the Board to account. It is also an opportunity for us to keep member bodies 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 2025, one of which was the Annual General Meeting.

The Board of Trustees

Most trustees are elected by the member bodies. They serve three-year terms, with the opportunity to be re-appointed for a further three-year term. While the Board aims to ensure that at least 60% of elected trustees are employees or individual members of the Science Council's Members, they serve as individuals, not as representatives of organisations, interest groups or sectors. Trustees are not remunerated for their role but are reimbursed for reasonable expenses. Every trustee is required to submit a Register of Interest form on appointment and submits an



updated form annually. Actual and potential conflicts of interest are declared at each Board meeting.

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.

The Nominations Committee ensures that the process for recruiting 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.

At the end of 2025, in addition to the Chair of the Board, there were 10 elected trustees and 3 appointed trustees. The Board of Trustees held four Board meetings during 2025.

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)

New Members

Hamzah Ahmed (elected June 2025)

Continuing Members

Jane Packer (elected June 2025)

Matthew Davies (elected July 2023)

Claire Riley (elected November 2025)

Daljeet Kaur Sandher (re-appointed June 2025)

Dr Samantha Atkinson (elected November 2025)

Lorraine Turner (re-elected July 2024)

Martin Caunt (elected November 2025)

Niels Pedersen (appointed May 2024)

Departures

Harriet Gould (elected August 2024)

Ruth Kaufman (June 2025)

Samantha Smith (elected August 2024)

Jade Hall (June 2025)

Roya Ziaie (appointed December 2024)

Tim Magness (appointed December 2024)



SUB-COMMITTEES OF THE BOARD

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee (FAR) advise 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 four meetings during 2025.

Appointed by the Board in December 2024, the Chair of the FAR Committee, Mark Allison, is not a trustee but attends Board Meetings. The 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 comprises trustees appointed by the Board and, when necessary, external members appointed by the Committee to fill skills gaps. The Committee held two meetings during 2025. Daljeet Sandher was appointed by the Board as Chair of the Committee in December 2024.

Registration Authority

The Registration Authority (RA) advises the Science Council Board on matters relating to the four professional registers and is responsible for upholding registration standards. Members of the Registration Authority are employees or volunteers from Licensed Bodies and lay members with specific expertise in registration and licensing standards and practice. The Chair of the RA is not a trustee but attends Board meetings. The current RA Chair, Dr Hilary Jeffreys CSci, will step down from the role at the end of May 2026. Consequently, a recruitment process was initiated in 2025.

The Chair is appointed by the Board. Members of the RA are appointed by the Nominations Committee. All Committee members serve initial terms of four and three years, respectively. To ensure the Committee has the right skills mix, the RA may appoint up to two further individuals to the Committee. Representatives from the Engineering Council and the Society for the Environment attend as observers (a reciprocal arrangement). The Committee held four meetings during 2025.



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

MANAGEMENT

Office location

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

Science Council staff

At year end 2025 there were 16 staff in post (14.6 FTE) compared with 14 staff (11.5 FTE) at the same point in 2024.

To support staff and operations, the Science Council contracts specialist companies to deliver human resources, IT and finance functions.

Appraisal and remuneration

Employees receive annual performance appraisals and pay is reviewed annually. After affordability is established, increases may reflect inflation. The Science Council also benchmarks against organisations of a similar nature and size.

The Board sets the remuneration of the Chief Executive annually, after performance appraisal.

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 2025, staff reported no incidents or near-misses while working in the office or working at home. At 2025 year-end 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 cyber security training throughout the year.



Financial Review

Results for the year

Income for the year totalled £1,086,896 (2024: £972,007). After total expenditure of £1,055,552 (2024: £897,445) the year's activities showed a surplus of £31,344 (2024: £74,562), which when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £698,284 (2024: £666,940) This is formed of unrestricted funds of £686,485 (2024: £655,141) and restricted funds of £11,799 (2024: £11,799).

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 bodies and EDI affiliate members, licensing and registration fees. 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 2025, the Finance, Audit and Risk Committee reviewed the reserves methodology, considering funds needed to mitigate the impact of several major risks to the Science Council and the short and long-term financial impact of each risk, as well as estimated windup costs. Following review, the Board adopted a new methodology and a reserves range. For 2025 the range was set between £351,000 and £594,000. The known uncertainties and risks to income and legal and contractual obligations have been taken into consideration and the Board considers this range is appropriate for the reported financial period.

The Science Council's current reserves remain above the agreed upper threshold of £594,000. The Board of Trustees has decided that reserves above £594,000 should be used to fund a limited range of special projects to support the delivery of the Science Council's 2025-28 strategy.

The Science Council's free reserves, less fixed assets were £681,071 at 31 December 2025 (2024: £647,136).

Fundraising Practices

The Science Council does not fundraise directly from the 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 grants awarded by the Gatsby Charitable Foundation between 2019 and 2025 for the purposes of promoting professional registration for technicians and technical pathways into the scientific workforce (primarily Apprenticeships and T Levels).

Investments

To take advantage of higher interest rates, £300,000 of free reserves was moved between fixed term, fixed rate accounts to generate higher returns than gained hitherto.



Principal risks and uncertainties

The Finance, Audit and Risk Committee undertake a rolling review of the Risk Register, ensuring that all areas of risk are covered over the course of the year. The Risk 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.

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.	Current strategy emphasises development of new income streams, including a more targeted focus on engagement with employers of scientists. Prudent approach to income forecasts and disciplined expenditure.
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.	Efficiencies brought into processes in R&L function. Proactive recruitment of volunteers; 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.	Two recruitment rounds in 2025 brought additional expertise and perspectives to the Board. Chair and Board undergo annual performance evaluations. Comprehensive onboarding process to bring new trustees up to speed as quickly as possible. Key roles regularly reviewed to ensure 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 as required. Staff are cross trained to cover absences and offered training and development opportunities. Key procedures and processes are documented, updated at regular intervals and shared widely. Ongoing simplification project to automate/streamline systems and processes.



Risk area	Impact	Mitigations
<p>Poor reputation of the Science Council</p>	<p>Poor collective and individual decisions of the Science Council and partner organisations can result in, negative publicity, loss of credibility, reputation and financial loss.</p>	<p>Proactive engagement with member bodies, EDI affiliate members and other key stakeholders to understand and respond to ongoing expectations. Culture of careful consideration and due diligence in relation to suppliers, partnerships and other affiliations. Cyber 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.</p>
<p>Failure to develop convening role for the membership on policy issues</p>	<p>With no clear policy role, member bodies and EDI affiliate members may feel disconnected, leading to reduced engagement and participation, missed opportunities to shape policy. Loss of credibility among key stakeholders and policymakers.</p>	<p>Regular engagement with member bodies and EDI affiliate members on policy issues through various fora, providing opportunities to participate in joint work. Engagement team provides focus for policy engagement activities. Science Council continues engagement with various external policy groups.</p>
<p>Unable to grow the Employer Network to support financial sustainability</p>	<p>Risk of reputational damage through low take-up from science employers. Budgeted income is not achieved, putting pressure on other areas of business and challenging delivery of growth plans, influence and other strategic objectives.</p>	<p>Dedicated staff resource to evolve offer to science employers.</p>

Auditor

The audit registration of Kreston Reeves LLP was transferred to Kreston Reeves Audit LLP on 6 October 2025. Kreston Reeves Audit LLP were formally appointed as auditor to the Charity on 6 October 2025.



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: 20th May 2026



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 2025 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 2025, 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 Charities Act 2011.

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. Our opinion on the financial statements does not cover the other information and 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 trustees' report is inconsistent in any material respect with the financial statements; or

sufficient accounting records have not been kept; or

the financial statements are not in agreement with the accounting records; 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 20 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 the Act and relevant regulations made or having effect thereunder.

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 extent to which our procedures 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 Charities Act 2011 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.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Kreston Reeves Audit LLP

Kreston Reeves Audit LLP

Statutory Auditors
Canterbury
Date: 21 May 2026

Kreston Reeves Audit LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.



STATEMENT OF FINANCIAL ACTIVITIES

		2025		2024	
		Unrestricted funds	Restricted funds	Total	Total funds
Note	£	£	£	£	£
Income and endowments from:					
Donations and legacies	2	190,222	-	190,222	178,389
Charitable activities	3	625,218	260,459	885,677	781,950
Investments	4	10,997	-	10,997	11,668
Total income and endowments		826,437	260,459	1,086,896	972,007
Expenditure on:					
Charitable activities	5	795,093	260,459	1,055,552	897,445
Total expenditure		795,093	260,459	1,055,552	897,445
Net income / (expenditure) and net movement in funds		31,344	-	31,344	74,562
Reconciliation of funds:					
Total funds brought forward	16	655,141	11,799	666,940	592,378
Total funds carried forward	16	686,485	11,799	698,284	666,940



BALANCE SHEET

		2025	2024
	Note	£	£
Fixed assets			
Tangible assets	9	5,414	8,005
Current assets			
Debtors	10	78,610	111,666
Cash at bank and in hand		407,641	296,779
Unlisted investments	11	300,000	300,000
		786,251	708,445
Creditors: amounts falling due within one year	12	93,381	49,510
Net current assets		692,870	658,935
Total assets less current liabilities		698,284	666,940
Charity Funds			
Unrestricted funds	16	686,485	655,141
Restricted funds	16	11,799	11,799
Total charity funds		698,284	666,940



These financial statements were approved by the Board on 21st May 2026 and were signed on their behalf by:

A handwritten signature in black ink, appearing to read 'David Wells'.

David Wells, Chair of the Board

A handwritten signature in black ink, appearing to read 'Niels Pedersen'.

Niels Pedersen, Honorary Treasurer

The accounting policies and notes on pages 30-44 form part of these financial statements.



STATEMENT OF CASH FLOWS

		2025	2024
	Note	£	£
Net cash flow from operating activities	18	101,564	<i>7,018</i>
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(1,699)	<i>(9,371)</i>
Interest received		10,997	<i>11,668</i>
Net cash flow from investing activities		9,298	<i>2,297</i>
Net increase / (decrease) in cash and cash equivalents		110,862	<i>9,315</i>
Cash and cash equivalents at start of period		296,779	<i>287,464</i>
Cash and cash equivalents at end of period		707,641	<i>296,779</i>
Cash and cash equivalents consists of:			
Cash at bank and in hand		707,641	<i>296,779</i>
Cash and cash equivalents at end of period		707,641	<i>296,779</i>



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 2025 are the eleventh 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 Science 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 Science 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 Science 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 Science Council itself.

Financial instruments

The Science 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 Science Council's balance sheet when the Science 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 Science Council does not maintain a staff pension scheme but, instead, contributes to individual staff personal pension plans. The Science 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. Ongoing macro-economic pressures continue to make it difficult to evaluate with any certainty the long-term impact on the charity's activities, its member bodies, EID affiliate members, 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	Restricted	Total	<i>Total</i>
	Funds	Funds	2025	<i>2024</i>
	£	£	£	<i>£</i>
Membership	185,722	-	185,722	<i>169,789</i>
Gifts in Kind	4,500	-	4,500	<i>8,600</i>
	190,222	-	190,222	<i>178,389</i>

All donation income received in 2025 and 2024 was unrestricted.

3. Charitable activities income

	Unrestricted	Restricted	Total	<i>Total</i>
	Funds	Funds	2025	<i>2024</i>
	£	£	£	<i>£</i>
Licence fees	103,220	-	103,220	<i>95,843</i>
Registration renewal fees	467,931	-	467,931	<i>438,044</i>
New Registration fees	28,812	-	28,812	<i>29,112</i>
Other income related to professional registration	25,255	-	25,255	<i>19,480</i>
Professional pathways / Grants / Donations / Contracts	-	260,459	260,459	<i>199,471</i>
	625,218	260,459	885,677	<i>781,950</i>

Income in the form of contracts, grants, and project contribution was £ (2024: £199,471), which was 100% restricted (2024 100%). Income for Professional Registration was all unrestricted in 2025 and 2024.



4. Investment income

	Unrestricted	Restricted	Total	<i>Total</i>
	Funds	Funds	2025	2024
	£	£	£	£
Interest - deposits	10,997	-	10,997	11,668
	10,997	-	10,997	11,668

5. Charitable expenditure

	Direct	Other			
	Staff	Direct	Support	Total	<i>Total</i>
	Costs	Costs	Costs	2025	2024
	£	£	£	£	£
Activities					
Professional registers and professionalism	271,960	(25,295)	135,034	381,699	365,501
Professional Pathways (Gatsby funded)	51,315	209,144	-	260,459	201,564
Membership support and activities	64,024	14,765	131,064	209,853	188,871
Policy, Promotion and Public Affairs	115,050	(42,574)	131,065	203,541	141,509
	502,349	156,040	397,163	1,055,552	897,445
<i>Total resources expended 2024</i>	557,398	123,186	216,861	897,445	

Expenditure on charitable activities was £1,055,552 (2024: 897,445) of which £260,459 was restricted (2024: £201,564) and £795,093 unrestricted (2024: £695,881).



6. Support costs

	2025	<i>2024</i>
	£	<i>£</i>
Staff costs	157,254	14,106
Other staff costs	384	17,231
Premises costs	26,112	36,192
Office and administration costs	138,953	78,871
Professional fees	47	190
Depreciation	4,287	4,738
Governance	70,126	65,532
	397,163	<i>216,860</i>

Support costs are apportioned to charitable activities in relation to staff time. Office and administration support costs increased between 2024 and 2025 due to website development costs. The difference in Staff support costs between 2024 and 2025 is due to aligning staff costs more closely with activities.

Expenditure includes:	2025	<i>2024</i>
Auditor's remuneration	15,670	9,216
Prior year under accrual	3,250	3,900
	18,920	<i>13,116</i>



7. Staff costs

	2025	2024
	£	£
Wages and salaries	595,601	524,807
Social security costs	65,009	51,421
Employer pension costs	35,357	27,004
Staff training	892	1,080
Recruitment	4,170	23,844
	701,029	628,156

The average monthly number of employees	2025	2024
	16	14

The following number of staff received emoluments in the year in the bands:	2025	2024
£90,000 - £99,000	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 14, the Trustees received no remuneration for carrying out their duties. The payments to senior employees totalled £119,650 (2024: £113,822).



8. Governance costs

	Unrestricted	Restricted	Total 2025	Total 2024
Audit fees	18,290	-	18,290	13,610
AGM and Board meeting expenses	1,578	-	1,578	5,625
Trustee expenses	3,496	-	3,496	1,604
Staff costs	40,660	-	40,660	39,286
Staff training and development	382	-	382	135
Other	3,558	-	3,558	5,272
	70,126	-	70,126	65,532

Trustee expenditure includes costs related to Board and Committee meetings, Trustee elections, Trustee training, and Trustee elections



9. Tangible assets

	Office Equipment	Computer Equipment	Total
Cost or valuation	£	£	£
1st January 2025	889	18,026	18,915
Additions	-	1,699	1,699
31st December 2025	889	19,725	20,614
Depreciation			
1st January 2025	889	10,021	10,910
Charge for year	-	4,290	4,290
31st December 2025	889	14,311	15,200
Net Book Value			
31st December 2024	-	8,005	8,005
31st December 2025	-	5,414	5,414

10. Debtors

	2025	2024
	£	£
Debtors (subscriptions and professional registration)	9,392	39,686
Other debtors	6,600	6,600
Prepayments and accrued income	62,618	65,380
	78,610	111,666



11. Unlisted investments

	2025	2024
	£	£
Unlisted investments	300,000	300,000
	300,000	300,000

12. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	52,292	26,612
Deferred income and accruals	41,089	17,490
Other creditors	-	5,408
	93,381	49,510

The variance in creditors between 2024 and 2025 is primarily attributable to cost relating to the design of the new website.

13. Lease

	2025	2024
	£	£
Between 0-1 years	6,615	6,480
	6,615	6,480

14. Remuneration and expenses of trustees

The trustees received no remuneration for carrying out their duties. £33 (2024: £291) was paid to 1 trustee (2024: 1) for expenses incurred in relation to attendance at meetings.



15. 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.

16. Movement in Funds

	2025	2024
	£	£
Balance at 1 January 2025	655,141	580,486
Net movement in funds	31,344	74,655
As 31 December 2025	686,485	655,141

Restricted funds 2025

	Balance Brought Forward	Net Incoming Resources	Resources Expended	Balance Carried Forward
	£	£	£	£
Gatsby Professional Pathways Fund	-	260,459	(260,459)	-
Gareth Roberts Memorial Lecture	11,799	-	-	11,799
Total	11,799	260,459	(260,459)	11,799

Restricted funds 2024

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

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.

17. Analysis of net assets between funds

	2025	2025	2025	2024	2024	2024
	Unrestricted Funds	Restricted Funds	Total	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	Total
Fund balances at 31st December are represented by:						
Fixed assets	5,414	-	5,414	8,005	-	<i>8,005</i>
Current assets	774,452	11,799	786,251	696,646	11,799	<i>708,445</i>
Creditors (Amounts falling due within one year)	(92,316)	(1,065)	(93,381)	(48,933)	(577)	<i>(49,510)</i>
Total	687,550	10,734	698,284	<i>655,718</i>	<i>11,222</i>	<i>666,940</i>



18. Net cash flow from operating activities

	2025	2024
	£	£
Net income for year / period	31,344	<i>74,562</i>
Interest receivable	(10,997)	<i>(11,668)</i>
Depreciation and impairment of tangible fixed assets	4,290	<i>5,703</i>
(Increase) / decrease in debtors	33,056	<i>(40,777)</i>
Increase / (decrease) in creditors	43,871	<i>(20,802)</i>
Net cash flow from operating activities	101,564	<i>7,018</i>

Analysis of changes in net debt

	1st January 2025	Cash flow	31st December 2025
Cash at bank and in hand	296,779	110,862	407,641



REFERENCE AND ADMINISTRATIVE DETAILS

REGISTERED OFFICE: FORA SPACE, 71 CENTRAL STREET, LONDON, EC1V 8AB

Charity number 1331661

Bankers HSBC
39 Tottenham Court Road
London
W1T 2AR

Accountants Excluserv Limited
1 Fore Street Avenue
London
EC2Y 9DT

Legal advisers Bates Wells
10 Queen Street Place
London
EC4R 1BE

Auditors Kreston Reeves LLP
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Orchard House
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