

TEACHER SCIENTIST NETWORK
(A company limited by guarantee)

REGISTERED CHARITY NO 1096208
COMPANY NO 4556366

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

TEACHER SCIENTIST NETWORK

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TEACHER SCIENTIST NETWORK
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their report and unaudited financial statements for the year ended 31 March 2025.

Reference and Administrative Information

Charity name:	Teacher Scientist Network
Charity registration number:	1096208
Company registration number:	4556366
Registered office and operational address:	John Innes Centre Norwich Research Park Colney Norwich Norfolk NR4 7UH Tel: Norwich (01603) 450000
Trustees:	Prof P Nicholson (chair) Prof K Roberts OBE Dr P H Smith MBE
Directors:	Prof P Nicholson Dr P H Smith MBE
Company Secretary:	Dr P H Smith MBE
Bankers:	Barclays Bank Plc 5 – 7 Red Lion Street Norwich Norfolk NR1 3QH
Independent Examiner:	Tony Larner Chartered Certified Accountants 23 Station Road Sheringham Norfolk NR26 8RF

TEACHER SCIENTIST NETWORK
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 8 October 2002 and registered as a charity on 25 February 2003. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. At 31 March 2025 there were 12 members, each of whom were liable to contribute a sum not exceeding £1 if required in the event of the company being wound up.

Appointment of Trustees

The current Trustees may appoint a person who is willing to act to be a Trustee, either to fill a vacancy or as an additional Trustee. There is no maximum number of Trustees set by the Memorandum and Articles of Association. A Trustee appointed in this way shall hold office only until the next following AGM when he or she must be re-appointed.

Induction and training of Trustees

On appointment to the Council, Trustees are provided with copies of:

- The charity's constitution
- The latest accounts of the Charity

and are encouraged to read Charity Commission guidance notes CC3 – "Responsibilities of Charity Trustees"

In addition, Trustees are encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

Risk Management

The Board understands that long-term reliance on grant funding has risks. Despite efforts to secure more stable funding, grant funding and consultancy work remain our primary sources of income. The Board sees genuine signs of an improved financial position for the charity together with positive activities and connections. The Teacher Scientist Network's (TSN) coordinator, and sole employee has continued to receive only part-time income (since September 2023).

Organisational structure

The Board of Trustees meets on a regular basis to monitor the progress of the Charity, to make key decisions and to see that legal requirements such as those of the Registrar of Companies, the Charity Commissioners, and other regulatory bodies are adhered to. The Board of Trustees has delegated areas of responsibility to the Steering Group, including the day-to-day running of the Charity. These meetings have been limited across the last 12 months and returned to face to face meetings.

During the year, the Charity was staffed by a coordinator (Dr Philip H Smith) who remained in part-time employment throughout the reporting period.

TEACHER SCIENTIST NETWORK
TRUSTEES' ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

OBJECTS AND ACTIVITIES

The objects of the charity are to promote education in and teaching of science in schools, colleges, universities and any other educational establishments mainly, but not exclusively, within the County of Norfolk.

The TSN mission statement remains unchanged; to enhance science in schools across Norfolk:

- Through the supportive involvement of the local science community in science education.
- By encouraging activities of mutual benefit to both scientific and educational communities.
- By providing support, advice and resources to the teachers and scientists involved in the network.
- By regularly reviewing, adapting and updating activities in accordance with the changing needs of the network's members.

Public benefit

The Trustees have had due regard to the Charity Commission's guidance on public benefit and review the position annually.

TSN works with all schools who wish to work with us. Some remain loyal supporters year-on-year, some staff move schools and new staff in new schools also seek our services and are welcomed.

TSN is generously hosted by in-kind support from the John Innes Centre (JIC). We are grateful for JIC's ongoing support, providing space for our resources and the value they place in our activities.

ACHIEVEMENTS AND PERFORMANCE

Income and activities

Throughout this reporting period, TSN's coordinator has continued to be paid only a part-time wage (due to ongoing funding challenges). However, dedication to the role and careful time management has ensured that activity levels have remained high and income streams active.

The management of the Norwich hub for the Amgen Biotech Experience (on behalf of the University of Hertfordshire) has been a constant throughout these turbulent times with TSN coordinating and facilitating access to DNA technology experiments for the classroom for over 10 years. The project provides access to specialised equipment for Norfolk and Suffolk based schools and, through an additional role (UK CPD lead), provides teacher training across multiple sites. The project continues to grow and is now operating at 5 sites across the UK. With DNA technologies playing an ever more prominent role in our lives, boosting scientific literacy in these fields is vital and this begins in schools.

Ensuring access for schools to high-quality resources continues to be a priority for the charity. This year we have continued to try to establish 'The Kings Lynn and West Norfolk Science Kit Club.' (ORS 2023-12195). Supply of kits is being facilitated on a delivery-basis from our base in Norwich to schools in West Norfolk. Communication and connections with new schools is proving challenging and currently the project is running under-budget. Payment for year 1 was received in November 2024 (£2,996). The project is due to run until July 2025 (managed by Grantscape on behalf of Orsted). Our core activity of supplying kits to member schools has continued, with a steady but small increase in activity across the year. This has been enhanced by the ongoing availability of the Portable Planetarium (attracting schools who we haven't worked with before). Each year, new schools attend training and borrow the Planetarium for a week enabling their pupils to access a unique experience for very reasonable cost.

The conclusion of our previous report for April 2023 - March 2024, reported success in securing funding to deliver online science communication workshops (for the European Geoscience Union, EGU – £2,293) and a significant role in the delivery of a new John Innes Foundation (JIF) funded Education Programme (managed by JIC). Both of these activities took place in the current reporting year and boosted our income significantly. The EGU workshops happening in November 2024 and the Teacher Conference (JIF funded) in March 2025.

TEACHER SCIENTIST NETWORK
TRUSTEES' ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Income and activities (continued)

The Norfolk Science Teaching Conference held on 6th March 2025, saw almost 30 teachers, from primary and secondary schools, attend for a half-day CPD event at the John Innes Centre, Norwich. The event was considered a huge success as we married together key pedagogy with some inspiring plant science and were joined by outside speakers and leading CPD providers, Claire Seeley and Alan Denton. Feedback was positive and the event is set to be repeated in the coming years. We were able to support schools attending the conference this year, thanks to an additional £2,600 being provided by the funders. We offered schools a supply cover bursary towards costs of teachers being out-of-school (£100 per school) and many commented how this helped secure their attendance.

Once again, TSN's coordinator has supported the preparation and delivery of laboratory aspects of the MSc in Plant Genetics and Crop Improvement (on behalf of JIC). This has contributed significantly to our income for the year (£9,700 in May 2024).

TSN's coordinator continues as the Norfolk hub leader for the Primary Science Quality Mark (PSQM) mentoring primary science subject-leads through the process of achieving the award and supporting their professional development. This programme now charges schools almost £900 and not surprisingly with the financial pressures faced by schools, participation from schools across Norfolk has dropped significantly. TSN has not managed a hub since Autumn 2023, and this income stream has dropped significantly with only a couple of workshops being provided (previously worth approximately £3,000).

Despite this setback, a combination of good income from the other income streams highlighted above and the part-time salary of TSN's coordinator, TSN has markedly reduced its debt to JIC and their patience and understanding has seen TSN's financial position improve steadily across the year.

TSN was required to complete various auditing tasks by its bank, Barclays, during the year. For a small charity, these can be time consuming. The form filling and follow-up calls took in excess of 7 hours and I reported this to Barclays, who (surprisingly!) upheld my complaint and TSN received a £100 inconvenience payment at the end of the period. This small gesture and the positivity around the Teacher Conference and improving financial position has started to generate a true sense of optimism around our future activities and it is with renewed enthusiasm that we head towards another year.

PERSONNEL ISSUES

TSN was only able to employ 1 person, its coordinator, Dr. Philip Smith during this reporting period (April 2024 - March 2025) and this was on part-time basis (40% FTE). We value greatly the support of others, as either volunteers, hosts or partners enabling our activities to continue.

STEERING GROUP ACTIVITY

Regular meetings between TSN's Chair and coordinator continue to monitor the funding challenge and Steering Group activity is being invigorated.

FINANCIAL REVIEW

Within unrestricted funds, incoming resources amounted to £40,014 and expenditure £21,085, resulting in net incoming resources of £18,929.

TEACHER SCIENTIST NETWORK
TRUSTEES' ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Investment Powers

Under the Memorandum and Articles of Association, the Trustees have the power to invest the monies of the charity not immediately required for the furtherance of its objects in or upon such investments, securities or property as may be thought fit. This is not a consideration at this time.

Reserves Policy

Whilst a policy of the Trustees to retain sufficient reserves to support the costs of operating the charity for a six-month period exists (approximately £26,000) this remains somewhat aspirational amidst our part-time operation.

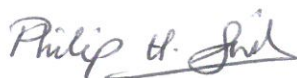
Plans for the Future

TSN is able to report a significant improvement in its end of year surplus; the largest it has seen for several years. Although this has come about by both boosting income and the more timely drawing down of funds, alongside a decrease in resources expended principally by reducing the hours of its coordinator (and therefore salary costs). We have demonstrated good engagement with our core audiences and improved our financial management. We remain alert to opportunities to support all schools across the county but continue to strive to secure funding in areas of key need / where funding calls appear to be concentrated, notably around Norwich, Kings Lynn and Great Yarmouth. There remains the balancing act between delivery and the search for funding, and we genuinely believe TSN continues to fulfil a real need in our community.

Trustees

Members of the Board of Directors, who are directors for the purpose of company law and Trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1.

By Order of the Board.



Dr P H Smith
Secretary

18 December 2025

INDEPENDENT EXAMINERS' REPORT

TO THE TRUSTEES OF TEACHER SCIENTIST NETWORK
FOR THE YEAR ENDED 31 MARCH 2025

We report on the accounts of the company for the year ended 31 March 2025, which are set out on pages 7 to 12.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is our responsibility to:

- examine the accounts under section 145 of the 2011 Act,
- to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to our attention

BASIS OF INDEPENDENT EXAMINERS' REPORT

Our examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

INDEPENDENT EXAMINERS' STATEMENT

In connection with our examination, no material matters have come to our attention which gives us cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the 2011 Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

We have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Tony Larner

Tony Larner
Chartered Certified Accountants
23 Station Road
Sheringham
Norfolk
NR26 8RF

18 December 2025

TEACHER SCIENTIST NETWORK
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	General Fund £	Restricted Fund £	2025 Total £	2024 Total £
INCOMING RESOURCES					
Income from generated funds:					
Voluntary income	4	11,163	-	11,163	-
Income from charitable activities:					
Charitable activities	4	27,241	-	27,241	26,715
Membership fees		910	-	910	1,630
Planetarium hire		700	-	700	600
Biotechnology days		-	-	-	900
Total incoming resources		40,014	-	40,014	29,845
RESOURCES EXPENDED					
Charitable activities	5	20,571	-	20,571	28,200
Governance costs	5	514	-	514	709
Total resources expended		21,085	-	21,085	28,909
NET MOVEMENT IN FUNDS		18,929	-	18,929	936
Total funds brought forward		(8,566)	-	(8,566)	(9,502)
Total funds carried forward		10,363	-	10,363	(8,566)

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 9 to 12 form an integral part of these financial statements.

TEACHER SCIENTIST NETWORK
REGISTERED NUMBER 4556366

BALANCE SHEET

AS AT 31 MARCH 2025

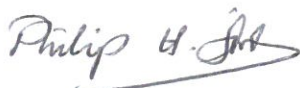
	Notes	2025 £	2024 £
Current Assets			
Debtors	7	28,722	18,580
Cash at bank and in hand		-	6,212
		<hr/> 28,722	<hr/> 24,792
Creditors: amounts falling due within one year	8	(18,359)	(33,358)
		<hr/>	<hr/>
Net Assets		<hr/> 10,363	<hr/> (8,566)
		<hr/>	<hr/>
Funds	9		
General Fund		<hr/> 10,363	<hr/> (8,566)
		<hr/>	<hr/>

The Trustees are satisfied that the company was entitled to exemption from audit under section 477 of the Companies Act 2006 and that members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies' regime.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements were approved by the Trustees on 18 December 2025 and are signed on their behalf by:



Dr P H Smith
Director

The notes on pages 9 to 12 form an integral part of these financial statements.

TEACHER SCIENTIST NETWORK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding period.

(a) Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

(b) Fund accounting

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable.
- Investment income is included when receivable.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

(d) Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.

(e) Tangible fixed asset

The cost of kits distributed to schools is written off in the year of purchase. Individual fixed assets costing £100 or more are capitalised at cost and depreciated on a straight-line basis over their estimated useful lives as follows:

Computer equipment - 25% straight line

TEACHER SCIENTIST NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2. Taxation

The company has no liability to corporation tax on its income and surpluses arising during the year.

3. Net Incoming Resources	2025 £	2024 £
This is stated after charging:		
Directors' remuneration	14,904	24,219

4. Grants and Donations	General Fund £	Restricted Fund £	2025 Total £	2024 Total £
Voluntary income:				
John Innes Centre (STEM conference)	8,167	-	8,167	-
Grantscape (Kings Lynn Kit Club)	2,996	-	2,996	-
	11,163	-	11,163	-
Charitable activities:				
UoHerts - ABE	13,953	-	13,953	8,460
Primary Science Quality Mark	755	-	755	4,080
BIO-7015Y Msc Practical Course	9,700	-	9,700	7,000
Consultancy	-	-	-	857
Kit Club	540	-	540	35
ECCF Grantscape	-	-	-	3,600
Horizon 2020 Pherecios	-	-	-	2,683
Science Communication Workshop	2,293	-	2,293	-
	27,241	-	27,241	26,715
Total Grants and Donations	38,404	-	38,404	26,715

The Amgen Biotechnology Experience programme is a grant received via the University of Hertfordshire for the implementation of the Amgen Biotechnology Experience (ABE).

TSN is contracted to the University of Hertfordshire to support and mentor science subject leaders in primary schools wishing to gain a Primary Science Quality Mark for their school (www.herts.ac.uk/for-business/skills/psqm).

TSN is one of 16 partners that received funding across 3 years on the H2020 PHERCLOS project. The project concluded in September 2022, with the final funds being received from Kinderburo Universitat Wien on 3 April 2023.

TEACHER SCIENTIST NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5. Total Resources Expended	Charitable Activities £	Governance Costs £	2025 Total £	2024 Total £
Directors' remuneration	14,904	-	14,904	24,219
Directors' pension contributions	350	-	350	724
Directors' national insurance contributions	801	-	801	2,087
Amgen expenses (excluding salaries)	1,014	-	1,014	622
Travel and subsistence	57	-	57	489
Bank charges (compensation)	(100)	-	(100)	13
Accountancy	-	394	394	394
Bookkeeping	-	120	120	315
Sundry expenses	102	-	102	46
Kings Lynn Kit Club Grantscape	136	-	136	-
STEM conference costs	3,307	-	3,307	-
	20,571	514	21,085	28,909

6. Staff Costs	2025 £	2024 £
Wages and salaries	14,904	24,219
Pension contributions	350	724
Social security costs	801	2,087
	16,055	27,030

The average number of full time equivalent employees during the year is 1 (2024 - 1).

There were no employees whose emoluments amounted to over £60,000 per annum in this period.

7. Debtors	2025 £	2024 £
Trade debtors	21,402	5,394
Accrued income	7,320	13,186
	28,722	18,580

TEACHER SCIENTIST NETWORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
8. Creditors: amounts falling due within one year		
Bank overdraft	451	-
Trade creditors	13,944	31,146
Accruals and deferred income	3,964	2,212
	<u>18,359</u>	<u>33,358</u>

	Balance at 1-Apr-24	Incoming resources	Resources expended	Balance at 31-Mar-25
	£	£	£	£
9. Movement in funds				
Unrestricted funds	(8,566)	40,014	(21,085)	10,363
Total funds	<u>(8,566)</u>	<u>40,014</u>	<u>(21,085)</u>	<u>10,363</u>

	2025	2024
	£	£
10. Directors emoluments		
Aggregate emoluments in respect of qualifying services	<u>14,904</u>	<u>24,219</u>

Dr P H Smith received expenses of £658 (2024 - £nil) from the charity during the year.

11. Going concern

The accounts have been prepared on a going concern basis which is dependent upon the continued support of the company directors and host organisation The John Innes Centre.