

THE SCIENCE COUNCIL

England & Wales · Charity number 1131661

Details

Status Registered

Legal form Other

Registered 2009-09-16

Register [View on the Charity Commission register](#)

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Activities

Objects: THE OBJECT FOR WHICH THE COUNCIL IS HEREBY CONSTITUTED IS TO PROMOTE THE ADVANCEMENT AND DISSEMINATION OF KNOWLEDGE OF AND EDUCATION IN SCIENCE, PURE AND APPLIED, FOR THE PUBLIC BENEFIT.

Activities: The Science Council is a membership organisation of 35 learned societies and professional bodies in the UK from across science and its applications. The Science Council awards the professional qualifications of Chartered Scientist, Chartered Science Teacher, Registered Scientist and Registered Science Technician and provides a mechanism for the sector to work collectively.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL AND OVERSEAS
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£1,086,896	£1,055,552	£698,284	16
2024-12-31	£972,007	£897,445	£666,940	14
2023-12-31	£910,540	£1,026,518	£592,378	13
2022-12-31	£925,103	£1,039,222	£708,356	13
2021-12-31	£888,167	£924,333	£822,475	12
2020-12-31	£847,023	£780,826	£858,641	10

Trustees

Name	Role	Appointed
David Wells	Chair	2024-09-25
Claire Riley		2025-11-13
Daljeet Sandher		2025-06-02
Dr Samantha Atkinson		2025-11-13
Hamzah Ahmed		2025-06-02
Harriet Gould		2024-08-20
Jane Ann Packer		2025-06-02
Lorraine Turner		2024-08-20
Martin Ellis Caunt		2025-11-13
Matthew James Davies		2023-07-12
Niels Pedersen		2024-05-22
Roya Ziaie		2024-12-11
Stephanie Smith		2024-08-20
Timothy John Magness		2024-12-11

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Accounts

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)

Continuing Members

Matthew Davies (elected July 2023)

Daljeet Kaur Sandher (re-appointed June 2025)

Lorraine Turner (re-elected July 2024)

Niels Pedersen (appointed May 2024)

Harriet Gould (elected August 2024)

Samantha Smith (elected August 2024)

Roya Ziaie (appointed December 2024)

Tim Magness (appointed December 2024)

New Members

Hamzah Ahmed (elected June 2025)

Jane Packer (elected June 2025)

Claire Riley (elected November 2025)

Dr Samantha Atkinson (elected November 2025)

Martin Caunt (elected November 2025)

Departures

Ruth Kaufman (June 2025)

Jade Hall (June 2025)



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
Suite 2
Orchard House
Orchard Street
Kent
CT2 8AR

Website www.sciencecouncil.org

THE SCIENCE COUNCIL

England & Wales - Charity number 1131661

Accounts



Science Council Annual Report and Financial Statements 2024

Registered Charity no. 1131661



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37 St Margaret's Street
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Kent
CT1 2TU

Website www.sciencecouncil.org



Chair's Report



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

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

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

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

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

David Wells, Chair of the Board of Trustees



Chief Executive's Foreword



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

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

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

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

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

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

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

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

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

Della Freeth, Chief Executive



Board of Trustees' Annual Report

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

Achievements, performance and plans for the future

Strategy 2022-2025

The Science Council's strategy for 2022-2025 focused on four core strands: Registers and Licences, Community and Membership, Policy and Influence, and Equity, Diversity and Inclusion.

The core objectives of our four strands were:

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

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

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

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

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

Developing a new strategy for long-term financial sustainability

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

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



Registers and licensing

“

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

”

Dr Swaroop Chakraborty CSci
NERC Independent Research Fellow
CSci
Chartered
Scientist

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

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

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

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

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



Registrant numbers

Professional registration for scientists and science technicians recognises:

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

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

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

CPD and CPD Awards

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

“

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

”

Alix Bennison RSci
Quality Assurance Associate

RSci
Registered
Scientist

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



Promoting professional registration

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

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

Technical Pathways Project

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

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

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

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

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



Engagement

Equity, Diversity and Inclusion (EDI)

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

Ella Clarke
Head of Business Development, Royal Meteorological Society

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

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

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

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

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

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



Engaging with science employers

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

Influencing science policy

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

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

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

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



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



Laurie Smith
Head of Foresight, Nesta

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



Celebrating science and professional registration

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

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

Communicating with our Members and beyond

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

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

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

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



Structure, governance and management

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

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

The President

The President is the Science Council's ambassador, engaging with key stakeholders at the highest level with governments, parliaments, industry, universities, scientific and engineering institutions, and other public and voluntary bodies. The President uses their experience and influence to champion the science profession, promote the value of professional body Membership and registration, and amplify the collective voice of our membership. The President is elected by Member Bodies for an initial two-year term and eligible for election for one further consecutive term of up to two years. [Catherine Ross](#) was elected President of the Science Council by its Members in July 2024.

Science Council volunteers

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

Science Council Members

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



The Board of Trustees

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

Elected Trustees serve three-year terms, with the opportunity to seek re-election for a further three-year term. The Chair of the Board is a trustee and is appointed by the Board of Trustees for an initial three-year term with the opportunity to seek re-appointment for a further three-year term. At the end of 2024, in addition to the Chair of the Board, there were 7 Elected Trustees and 3 Appointed Trustees. The Board of Trustees held four Board meetings during 2024.

Trustee recruitment

The Board aims to ensure that at least 60% of Elected Trustees are employees or individual members of the Science Council's Members, The Nominations Committee ensures that the process for the recruitment of trustees is open, transparent and follows the procedures set out in the Bylaws and Regulations. It also leads on the process to identify nominees and potential appointments and co-options to fill skills gaps.

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

Board Membership

Chair

David Wells (*appointed September 2024*)

Continuing Members

Matthew Davies (*elected July 2023*)

Jade Hall (*elected September 2022*)

Ruth Kaufman (*re-elected July 2022*)

Daljeet Kaur Sandher (*elected September 2022*)

Lorraine Turner (*re-elected July 2024*)

New Members

Niels Pedersen (*appointed May 2024*)

Harriet Gould (*elected August 2024*)

Samantha Smith (*elected August 2024*)

Roya Ziaie (*appointed December 2024*)

Tim Magness (*appointed December 2024*)

Departures

Sallie Bailey (*May 2024*)

Adam Donnan (*September 2024*)

Jane Pritchard (*August 2024*)

Catherine Ross (*July 2024*)

Dariel Burdass (*August 2024*)

Mark Finnie (*July 2024*)



Sub-committees of the Board

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

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee (FAR) advises the Board on matters relating to the adequacy and effectiveness of the Science Council's arrangements for accountability, risk management, control and governance. The Committee is responsible for overseeing the Science Council's relationship with its external auditor and annually reviewing its role and performance. The Board has full responsibility for the Science Council's system of internal control, but it delegates oversight for this to the FAR Committee. The Committee reports on its work to trustees at every Board meeting. The Committee held 4 meetings during 2024.

The Chair of the FAR Committee is not a trustee but attends Board Meetings. The Committee was chaired by Dr Chris Westcott until December 2024. After an open recruitment process, the Board appointed Mark Allison to succeed Dr Westcott from January 2025. Membership of the Committee includes trustees and external members. External members must have recent, relevant financial, accounting or risk management expertise. The Chair and members of the Committee are appointed by the Board for an initial three-year term. The Honorary Treasurer is an ex-officio member of the Committee.

Nominations Committee

The Nominations Committee ensures that the Science Council has formal, rigorous and transparent procedures for appointments and re-appointments to the Board and its committees, the election of the President of the Council and the appointment of the Chief Executive. The Committee reports on its work to trustees at every Board meeting. Membership is comprised of trustees appointed by the Board. The Committee held two meetings during 2024. Upon appointment as the Chair of the Board, David Wells stepped down as Chair of the Nominations Committee. Continuing Committee member, Daljeet Sandher succeeded David Wells as Chair of the Committee in December 2024.

Registration Authority

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

Membership includes employees and volunteers from Licensed Bodies and external experts. The Chair and Members of the Committee are appointed by the Board and serve for initial terms of four and three years, respectively. To ensure that it has the right skills mix, the RA can appoint up to two individuals to the Committee without Board approval. Representatives from the Engineering Council and the Society for the Environment attend as observers. The Committee held five meetings during 2024.

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



Management

Office location

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

Science Council staff

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

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

Appraisal and remuneration

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

Health, safety and staff wellbeing

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

Data protection and cyber security

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

General Meetings

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



Financial Review

Results for the year

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

Reserves Policy

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

During 2024, the Finance, Audit and Risk Committee reviewed the reserves level, considering the funds needed to mitigate the impact of several major risks to the Science Council and the financial impact of each, as well as estimated wind-down costs. Following the review, the Board took the view that it is appropriate to maintain a minimum reserve level of at £246k for the next 12 months. The known uncertainties and risks to income and legal and contractual obligations have been taken into consideration and the Board considers this level as appropriate for the reported financial period. In 2025, the Finance, Audit and Risk Committee will review the methodology used to calculate the target free reserves level to make sure that it continues to be fit for purpose.

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

Fundraising Practices

The Science Council does not fundraise directly from the general public and does not engage external fundraising support. Grant funding is occasionally sought for specific projects and such fundraising activity has been undertaken by Science Council employees. This was the case for the grant awarded by the Gatsby Charitable Foundation between 2019 and 2024 for the purpose of promoting professional registration for technicians.

Investments

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

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



Principal risks and uncertainties

The Finance, Audit and Risk Committee undertakes a rolling review of the Risk Register, ensuring that all areas of risk are covered over the course of the year. The Register aims to provide management with a comprehensive tool to identify, assess and manage real-time risks to the Science Council, including outlining steps being taken to mitigate risks and identifying further action needed to mitigate risks further. In 2024, the Board of Trustees reviewed the Science Council's risk management framework, including its risk appetite and the principal risks to which the Science Council is exposed. One output was a significantly slimmed down Risk Register which focused on 6 principal risks.

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



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



Statement Of Trustees' Responsibilities

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

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2022, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board

David Wells, Chair of the Board

Niels Pedersen, Honorary Treasurer

Date: 21.05.2025



INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SCIENCE COUNCIL

Opinion

We have audited the financial statements of The Science Council (the 'charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activity, Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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



Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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



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

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

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

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

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



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

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

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

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



Auditor responsibilities for the audit of the financial statements

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

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



STATEMENT OF FINANCIAL ACTIVITIES

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



BALANCE SHEET

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

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

David Wells, Chair

Niels Pedersen, Honorary Treasurer

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



STATEMENT OF CASH FLOWS

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



NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

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

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

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

These accounts for the year ended 31 December 2024 are the tenth accounts for the Science Council prepared in accordance with Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (effective 1 January 2019).

Fixed assets

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

Provision is made for depreciation on the following bases:

Computer equipment	33% straight line
Office equipment	25% straight line

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any trade discounts etc.

Cash at bank and in hand

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

Creditors and provisions

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



Investments

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

Taxation

The Council has been granted charitable status for tax purposes with effect from 10 February 2004, therefore there is no Corporation Tax liability on surpluses arising or investment income applied for charitable purposes only. The Council has no output eligible for Value Added Tax.

Fund accounting

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

Incoming resources

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

Resources expended

Expenditure is accounted for on the accruals basis. Direct costs comprise costs that are wholly attributable to that activity; support costs are apportioned to activities on the basis of analysis of staff time. Governance costs are those associated with the running of the Council itself.

Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at



the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

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

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

Derecognition of financial liabilities

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

Pension scheme

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

Leasing commitments

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

Going concern

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

Critical accounting estimates and judgements

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

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

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



2. Donations income

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Membership	169,789	-	169,789	165,206
Gifts in Kind	8,600	-	8,600	7,300
	178,389	-	178,389	172,506

All income received in 2024 and 2023 was unrestricted.

3. Charitable activities income

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

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

4. Investment income

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

All income received in 2024 and 2023 was unrestricted.



5. Other income

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

6. Charitable expenditure

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

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



7. Support costs

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

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

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

8. Staff costs

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



The average monthly number of employees	2024	2023
	14	13

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

The Trustees and certain senior employees and consultants who have authority and responsibility for planning, directing and controlling the activities are considered to be key management personnel. As referenced in Note 14, the Trustees received no remuneration for carrying out their duties. The payments to other senior employees total £113,822 (2023: £124,862).

9. Governance Costs

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



10. Tangible assets

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

11. Debtors

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



12. Unlisted investments

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

13. Creditors: Amounts Falling Due Within One Year

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

14. Leases

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

15. Remuneration and expenses of trustees

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

16. Related party transactions

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



17. Movement in Funds

Unrestricted funds

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

Restricted funds 2024

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

Restricted funds 2023

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

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

The **Gareth Roberts Memorial Lecture** fund relates to a donation from Sir Gareth Roberts to support the Gareth Roberts Memorial Lecture usually held biennially.



18. Analysis of net assets between funds

	2024	2024	2024	2023	2023	2023
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
Fund balances at 31st December are represented by:						
Fixed assets	8,005	-	8,005	4,337	-	4,337
Current assets	696,646	11,799	708,445	646,461	11,892	658,353
Creditors (Amounts falling due within one year)	(48,933)	(577)	(49,510)	(70,312)	-	(70,312)
Total	655,718	11,222	666,940	580,486	11,892	592,378

19. Net cash flow from operating activities

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

Analysis of changes in net debt

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

THE SCIENCE COUNCIL

England & Wales - Charity number 1131661

Accounts



Science Council Annual Report and Financial Statements

For the year ended 31st December 2023

Registered Charity no. 1131661



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Reference and administrative details

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

Charity number 1131661

Bankers HSBC
39 Tottenham Court Road
London
W1T 2AR

Accountants Excluserv Limited
1 Fore Street Avenue
London
EC2Y 9DT

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

Auditors Kreston Reeves LLP
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Website www.sciencecouncil.org



Chair's report



Welcome to the Science Council's Annual Report 2023. This will be my last Chair's report as my term in office comes to an end in September and I will be stepping down from the board, having served four years as a trustee and a further three years as Chair. I have hugely enjoyed my time on the board and would encourage members of the Science Council community to stand for election to

the Board. There is an excellent governance culture at the Science Council, with a diverse mix of committed trustees, ably supported by the Science Council staff. I have particularly valued learning more about scientific disciplines from outside of my field of environmental sciences and getting to know the Chief Executives and other staff of the Member Bodies. I would like to thank my fellow trustees, members of the sub committees, the past Chair, Helen Pain, and the two Chief Executives with whom I worked, Helen Gordon and Della Freeth, for the support they have given me as Chair.

Welcoming new faces and departures

This has been a year of significant change for the Science Council. In August 2023 we said goodbye to Helen Gordon, who stepped down as Chief Executive after nearly 5 years in the role. In her time at the Science Council, Helen transformed the organisation into a much stronger organisation, working tirelessly to reset our relationship with Members and the community. At the same time, we welcomed Professor Della Freeth into the role. Della joined us from the Royal College of Physicians, where she was Executive Director of Education. Della's strong grounding in science and academia combined with significant managerial experience made her the ideal person to lead the Science Council into its next stage of growth.

This year we also said goodbye to three trustees, Rachel Lambert-Forsyth, Philippa Martinelli and Dr Paula Haynes, all of whom contributed a huge amount to the Science Council during their time on the Board. I would like to thank them for their commitment to the Science Council over the last three years. We welcomed two new trustees to the Board: Sallie Bailey and Matt Davies, both of whom bring a wealth of experience in policy and knowledge of the scientific community.

My highlight of the year was welcoming everyone to our Workforce Skills Conference. It was great to see so many of our Members and people from the wider community come together on a topic of such national importance. It epitomises the value of the Science Council: convening the community around big policy issues. Thank you to UKRI and everyone involved for making it a successful event.

Recognising our stakeholders

I would like to offer my thanks to colleagues across our membership who continue to provide much-needed support to Registrants and the wider membership community. The Board is ever-mindful that the Science Council is its Members and, as we work together to deliver our strategy, we will continue to listen to and engage with our Members and the communities they support, using the feedback we receive to make decisions that meet the needs of the community.

I also want to say a big thank you to staff at the Science Council for their hard work and dedication through the year. The team has collectively risen to meet challenges admirably.

As always, I want to express my sincere thanks to the outstanding work of all our volunteers who have given their time to support the Science Council. Our work would not be possible without your dedication and support. I would like to express thanks to the Gatsby Charitable Foundation for its continued support for our work in raising the profile and value of the technician workforce.



Future challenge

The Science Council's long-term financial sustainability continues to be a live issue and was a primary focus for the Board during 2023, particularly looking at the impact of our investment in policy and events activities. These new activities – important additions to the Science Council membership offering – have been well-received by Members over the past three years, and I would like to thank all the Members who have provided venues, assisted with feeding into policy discussions, and who supplied speakers for our events.

We will continue to resource these areas in 2024 and have moved these activities into core funding to provide a space for the community to share knowledge and collaborate. Surplus reserves will continue to be used to support many of the activities that are beneficial to the community. We have identified several ways to diversify income, and these will be rolled out throughout 2024.

With the support of our Members, the Science Council can continue to grow in stature and influence. I have enjoyed my time on the Board and will continue to support the Science Council over the coming months and years.

Acting as Chair has been a privilege and a fantastic learning experience, and I am confident that under the new CEO and incoming Chair, the organisation will reach new heights in the pursuit of its mission.

Adam Donnan, Chair of the Board of Trustees



Chief Executive's foreword



I was delighted to join the Science Council in August 2023 and I would like to thank my predecessor, Helen Gordon for a very thorough and supportive handover period, both before and after I took up post. This was enormously helpful in enabling me to 'hit the ground running'.

During my early weeks in post, I enjoyed meeting key role holders from across our diverse Member community and listening to the things they value about the Science Council, and the changes they would like to see. This interdisciplinary

community brings together small and large professional bodies and learned societies, enabling them to collaborate and gain greater traction in areas where they have common interests. Through a multiplicity of Science Council forums and events, and other ways in which we connect people, our Member community can share ideas, insights and challenges while gaining from both similarities and differences in their disciplinary perspectives and sector contexts. This has always been central to the purpose and activities of the Science Council, which was established under Royal Charter in 2003 as the formalisation of a growing and increasingly influential network of professional bodies and learned societies in a range of sciences. Twenty years on, the Science Council community continues to change and evolve, as one would expect. In 2023, we welcomed the British Blood Transfusion Society into membership.

From its inception, a key part of the Science Council's work has been to hold and promote interdisciplinary professional registers for the science workforce. These now include Chartered Scientist (CSci), Chartered Science Teacher (CSciTeach), Registered Scientist (RSci) and Registered Science Technician (RSciTech). These professional accreditations signify workplace competencies in the areas of: applying scientific knowledge and understanding; accepting and demonstrating personal responsibility in the workplace; effective interpersonal skills; sound and incrementally improving professional practice and service delivery; and professionalism, including continuing professional development and adherence to a code of professional conduct which includes, among other things, regard for the public interest, honesty, embedding equity, diversity and inclusion within their work, and minimising their impact on the environment. As part of the Science Council's support for diversity and inclusion, and our desire for a thriving science workforce that meets the needs of today and tomorrow, we pay substantial attention to the technician workforce – a large and sometimes undervalued part of the science ecosystem. In 2023 we stepped up our activities around technical pathways into the science workforce, including expanding our capacity to offer streamlined processes and shortened routes to registration at RSciTech and RSci levels for people who complete apprenticeships through which a high proportion of the competencies required for these registrations can be demonstrated. We now have 30 mapped apprenticeships linked to shortened routes to registration and I am sure more will follow.

In November 2023 we were able to celebrate the achievements of some outstanding (current and former) apprentices at our joyful Celebration of Science at the Birmingham Science Museum. We also made awards to registrants who had demonstrated exemplary continuing professional development: each was nominated by their professional body, and it was great to bring together recipients from across our Member community. The Science Council also made awards to some of its volunteers.

The Science Council could not do its work without a large community of volunteers who contribute to governance, outreach, events, registration and licensing processes and quality assurance. We value and thank our volunteer community.

As noted by the Chair in his report, during 2023 we reviewed the Science Council's fixed term investments in increasing work around policy, influence and engagement. It was clear that these activities have become an important part of what the Science Council offers. During 2024 we will structure the team to respond more effectively to this demand and we will begin to embed sustainable delivery models.

Della Freeth, Chief Executive



Trustees' Annual Report

The Board of Trustees presents its annual report and the audited financial statements for the year ending 31st December 2023.

Structure, governance and management

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

Our Purpose

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

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

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

The President

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

In March 2023, Professor Carole Mundell took up a new role as Director of Science at the European Space Agency (ESA). Due to the high demands of this role, Professor Mundell did not put herself forward for re-election in April 2023, after serving as President from April 2021. As the President plays no direct role in the charity's governance, the Science Council can continue to operate without a President. However, as the President plays a key role in engaging the wider science community with the work of the Science Council, it is important that we fill the post as soon as possible. The Nominations Committee has been tasked with identifying the next President.



The Board of Trustees

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

Elected Trustees serve three-year terms, with the opportunity to seek re-election for a further three-year term. The Chair of the Board is a trustee and is appointed by the Board of Trustees for an initial three-year term with the opportunity to seek re-appointment for a further three-year term. At the end of 2023, in addition to the Chair of the Board, there were 10 Elected Trustees and 1 Appointed Trustee. The Board of Trustees formally met 4 times during 2023.

Membership

Chair

Adam Donnan (*elected September 2021*)

Continuing Members

Dariel Burdass (*elected July 2021*)

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

Jade Hall (*elected September 2022*)

Ruth Kaufman (*re-elected July 2022*)

Daljeet Kaur Sandher (*elected September 2022*)

David Wells (*elected September 2022*)

Jane Pritchard (*elected July 2021*)

Catherine Ross (*appointed June 2020*)

Lorraine Turner (*elected July 2021*)

New Members

Matthew Davies (*elected July 2023*)

Sallie Bailey (*elected July 2023*)

Departures

Dr Samantha Cheung (*March 2023*)

Dr Paula Haynes (*July 2023*)

Alison Hemsworth (*March 2023*)

Philippa Martinelli (*July 2023*)

Rachel Lambert-Forsyth (*July 2023*)

Trustee recruitment

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



Trustee induction and training

All new trustees are expected to participate in trustee induction sessions; all current trustees have completed an induction session. A Trustee Handbook that includes essential information is made available to all trustees in electronic format. Throughout the year, trustees are encouraged to attend subcommittee meetings, undertake training, and attend conferences and events to equip them with the knowledge needed to discharge their duties. In 2023, the Board received training from Thea Longley, Partner, Head of Charity & Social Enterprise Department at Bates Wells Braithwaite on trustees' collective responsibilities and Board decision-making in tough times.

Charity Governance Code

The Board is committed to assessing its performance to identify its strengths and areas in which improvements are needed. To this end, in 2024, the Board will be reviewing its performance against the small version of the Charity Governance Code and an action plan will be created to improve performance and effectiveness where appropriate.

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



Sub-committees of the Board

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

Sub-committees of the Board

Finance, Audit and Risk Committee

The Board is advised on matters relating to the adequacy and effectiveness of the Science Council's arrangements for accountability, risk management, control and financial governance by the Finance, Audit and Risk Committee (FAR). The Committee is responsible for overseeing the Science Council's relationship with its external auditor and annually reviewing its role and performance. The Board has full responsibility for the Science Council's system of internal control; however, oversight for this is delegated by the Board to the FAR. The Committee reports on its work to trustees at every Board meeting. The Committee held 4 meetings during 2023.

The Chair of the Finance, Audit and Risk Committee is not a trustee but attends Board Meetings in their capacity as Chair of the Finance, Audit and Risk Committee. The Committee is chaired by independent Chair, Dr Chris Westcott. Membership of the Committee comprises of trustees and non-trustee independent members. Non-trustee independent members must have recent, relevant financial, accounting or risk management expertise. The Chair and members of the Committee are appointed by the Board for an initial three-year term. The Honorary Treasurer is an ex-officio member of the Committee.

Membership

Chair

Dr Chris Westcott (*appointed January 2021*)

Ruth Kaufman (*appointed September 2019*)

Continuing Members

Ian Bong (*reappointed September 2021*)

Dr Paula Haynes (*appointed May 2023*)*

Dariel Burdass (*appointed Dec 2021*)

Lorraine Turner (*appointed Dec 2021*)

Mark Finnie (*appointed July 2019*)

Departures

Professor Patrick Kniveton (*September 2023*)

*Paula Haynes was appointed to the Committee as an independent member following the end of her trusteeship.



Nominations Committee

The Nominations Committee ensures that the Science Council has formal, rigorous and transparent procedures for appointments and re-appointments to the Board and its committees, appointment of the President and the Chief Executive. The Committee reports on its work to trustees at every Board meeting. Membership is comprised of trustees appointed by the Board. The Committee held 3 meetings during 2023.

Membership

Chair

David Wells *(appointed September 2023)*

Continuing Members

Jane Pritchard *(appointed February 2023)*

Catherine Ross *(appointed September 2020)*

New members

Daljeet Kaur Sandher *(appointed September 2023)*

Departures

Philippa Martinelli *(July 2023)*

Rachel Lambert-Forsyth *(July 2023)*

Registration Authority

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

Membership comprises of employees and volunteers from Licensed Bodies and external experts. The Chair and Members of the Committee are appointed by the Board and serve for initial terms of four and three years, respectively. To ensure that it has the right skills mix, the RA can appoint up to two individuals to the Committee without Board approval. Representatives from the Engineering Council and the Society for the Environment attend as observers. In 2023 the RA met five times.

Membership

Chair

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

Continuing Members

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

Paul Ashford CSci *(appointed January 2022)*

Vicky Collett CSci *(appointed June 2021)*

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

Katy Grundy *(appointed January 2022)*

Tahmina Hussain, CSci *(appointed June 2021)*

Leisha Watson *(appointed January 2022)*

Jocelyn Price CSci *(appointed July 2018)*

Brenda Peters, CSci *(appointed June 2021)*

Matt Wood RSci *(appointed March 2022)*

Lorraine Turner *(appointed December 2022)*

New Members

Sophie Dunajko *(appointed September 2023)*

Departures

Kevin Bown CSci *(May 2023)*

Richard Needham CSciTeach *(Sept 2023)*

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



Sub-committee of the Registration Authority

Registration Assessment Committee

Reporting to the RA, the Registration Assessment Committee (RAC) advises on matters relating to quality assurance for the assessment of applications that come through the Common Application Process (CAP), and the training and development for assessors, trainers and applicant supporters to ensure consistency of standards across the Science Council's registers. In 2023, the RAC met four times.

Membership

Chair

Matthew Wood RSci (*appointed March 2022*)

Continuing Members

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

Sumant Gadge RSci (*appointed September 2020*)

Samantha Gaunt CSci (*appointed September 2020*)

Richard Warhurst RSci (*appointed September 2020*)

Robert Cast, RSciTech (*appointed March 2022*)

Joanne Copping RSci (*appointed November 2022*)

Jemma Lonsdale CSci (*appointed November 2022*)

Brenda Peters CSci (*appointed June 2022*)

New Members

David Hassell CSci (*appointed March 2024*)

Anthony Vencatasamy RSciTech (*appointed March 2024*)

Departures

Dr Hayley Tripp CSci (*June 2023*)

Routes to Registration (RTR) Committee

Reporting to the RA, the purpose of this Committee is to oversee the various routes to registration to ensure consistency of standards across the Science Council registers. The Committee was established in 2022 and is due to run for an initial period of five years. The RTR met 4 times in 2023.

Membership

Chair

Paul Ashford, CSci (*appointed March 2022*)

Members

Katie Dryden-Holt (*appointed June 2022*)

Dorota Ferguson CSci (*appointed June 2022*)

Matthew Garland RSciTech (*appointed June 2022*)

Mike James CSci (*appointed June 2022*)

Pat Kingston RSci (*appointed June 2022*)

James Prince RSci (*appointed June 2022*)

Andrew Spowage CSci (*appointed June 2022*)

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

Departures

Valerie Gordon RSci (*May 2023*)



Management

Office location

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

Science Council staff at year-end

Jane Banks	External Relationships Manager
David Cameron	Technical Pathways programme lead
Tom Cheek	Apprenticeship Lead
Mauro Falcon Martini Hallett	Registration Coordinator
Yasmin Finch	Senior Registration Officer
Della Freeth	Chief Executive
Liz Gill	Events Coordinator
Hamid Habib	Finance and Corporate Services Executive
Jennifer Larwood	Registration and Licensing Manager (maternity cover)
Ryan Mercer	Policy Officer
Tanya Murrell	Registration and Licensing Manager
Edyta Nowicka	Senior Registration and Licensing Officer
Oliver O'Hanlon	Governance and Corporate Services Manager
Emma Smith	T level Lead
Brian Wagenbach	Member Engagement Manager
Peigu Zhao	Marketing and Communications Officer

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

Chief Executive

Della Freeth joined as Chief Executive in August 2023 following the departure of Helen Gordon in the same month.

Appraisal and remuneration

Employees' performance is appraised annually, and executive pay is reviewed annually with any increases normally linked to inflation. In setting executive pay, the Board benchmarks against similar bodies including Members. This process recognises that, while the Science Council itself is a small organisation, its role as a Membership body creates additional skill demands. An unconsolidated sum was awarded to staff in 2023 (except the Chief Executive and seconded staff) to help them with in-year cost of living pressures. A review of employees' non-financial benefits was undertaken in 2023. The Board of Trustees is aware that the Science Council needs to offer a competitive benefits package that will attract the best candidates to the



Science Council. Given the Science Council's current financial position, no changes to the current benefits package were made in 2023.

Health, safety and staff wellbeing

Day-to-day responsibility for Health and Safety (H&S) is delegated to the Chief Executive, with oversight of arrangements for H&S delegated by the Board to the Finance, Audit and Risk Committee. In 2023, staff reported no incidents or near-misses while working in the office or working at home. At the end of 2023, one member of staff was a trained Mental Health First Aider. Throughout the year, most staff continued to work exclusively from home with some staff visiting the office as needed and all reasonable steps were taken to meet remote working needs. Most staff will continue to work remotely on a permanent basis, only meeting in person for formal meetings and operational development activities. Remote working will continue to pose challenges, but we expect that these will be outweighed by improved staff retention and, when necessary, recruiting from a far wider talent pool than hitherto.

In 2022, the Science Council was awarded a People, Culture and Wellbeing Quality Mark by the [Association for Accredited Learning](#). In March 2023, an appraisal of progress was undertaken, reviewing the 4 principles of People and Teams; Wellbeing through Collaboration & Engagement; Strategy & Vision; and Wellbeing Activities, Resources and Agencies. From this appraisal and wider team activities, new online resources were created that enables staff to share experiences and approaches to healthy approaches to work, covering areas such as: ergonomics and routine; working from home practice; enhancing working environment; physical and mental health activities; and other factors impacting on stress and anxiety. Another appraisal will take place during 2024.

Data protection and cyber security

The Science Council realises the importance of data protection and follows UK GDPR. All volunteers including trustees are required to undergo GDPR refresher training every two years. All staff members must complete data protection training when they join and undergo refresher training every two years. An action plan has been implemented to meet the recommendations of the audit carried out in October 2023. We continue to be Cyber Essentials accredited by the National Cyber Security Centre (NCSC). We undertake regular phishing training throughout the year and all staff have completed the NCSC's cyber security training.

Science Council volunteers at year-end

The Science Council draws on the support of volunteers for its committees, licensing and registration activities, and events; over 250 individuals have given their support in this way during 2023. We are always grateful for the time and dedicated service that our volunteers give to us. All new volunteers are required to complete data protection training through the Science Council or demonstrate that they have completed formal data protection training with another provider.



Members of the Council

At the end of 2023 the [total number](#) of Members was 37.

General Meetings

The Board of Trustees is answerable to its Members. General Meetings provide Members with an opportunity to hold the Board to account and provide the Science Council with an opportunity to keep Members informed on achievements, the progress of activities and highlight where there are opportunities for them to engage more closely in our work. The Science Council held three online General Meetings in 2023, one of which was the Annual General Meeting.

Membership fee

Members pay an annual membership fee to the Science Council, which normally rises in line with inflation. The fee is calculated based on the number of individual paying members within a Member's membership. From this figure members in the student member category, overseas members who are not Registrants and retired members are excluded. The fee in 2023 was £0.87 (2022: £0.83) per qualifying individual member. Members with 30,000 or more individual paying members paid £25,770. Members with fewer than 943 individual paying members paid £796.



Achievements, performance and plans for the future

Strategy 2022-2025

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

The core objectives of our four strands are as follows:

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

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

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

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

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

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

Our values and guiding principles

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

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



Statement on Public Benefit

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

Investing for long-term financial sustainability

Our current business model relies heavily on a positive trend in registrant numbers, particularly income from the Chartered Scientist register, which provides around 60% of total unrestricted income. The age profile of Chartered Scientists is increasing, with many reaching retirement age within the next decade or so, but the current pipeline is not enough to compensate for the rate of attrition. Key to our financial sustainability will be our ability to reverse the long-term trend in declining registrant numbers and attract more scientists and science technicians into registration.

In 2020, the Board recognised that a significant step-change in Registrant acquisition and retention was needed to arrest the decline. Free reserves have been used to fund a development programme over the past three years, which focused on increasing our support for Members and Registrants, enhancing the visibility and awareness of the Science Council, the work of scientists and the benefits of professional registration and building up our long-term financial sustainability. Investment in these areas has done much to raise our profile and standing within the sector and beyond and has increased engagement and collaboration with Members. However, these activities continue to be funded through the use surplus free reserves and it will take time for these activities to make a demonstrable impact in registrant numbers. To supplement our investment in policy, events and marketing, in 2023, we looked at opportunities to develop additional income streams to support our long-term sustainability. We revised our membership criteria to remove potential barriers to organisations that may be interested, but not currently eligible for membership. Removing barriers to membership will, in the long-term, help to increase the number of Members and Registrants. We will continue to resource these areas in 2024 and have moved these activities into core funding to provide a space for the community to share knowledge and collaborate. There is no short-term fix, and in challenging economic times, there is always a risk that the returns take longer than envisaged. However, the opportunities offered to us to further our charitable objects and improve long-term financial sustainability and impact are well worth pursuing.

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



Registers and licensing

Licensing

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

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

All licence reviews are now conducted online which has helped to increase Licensed Bodies' engagement and participation in the review process and reduce the financial burden and environmental impact faced by the Science Council and its Members. In 2023, 12 licence reviews were undertaken. To ensure that online reviews maintain the standard and efficiency that Licensed Bodies have come to expect from in-person reviews, we provide our licence reviewers with periodic training to help them conduct reviews in the digital space. Licensed Bodies not subject to a licence review in 2023 were required to submit an annual report which was used to provide the RA with assurances that each of them continued to administer their licence appropriately and identify which, if any, Licensed Bodies required additional support.

The Development Licence

The Development Licence is aimed at providing smaller organisations that do not yet have the infrastructure to administer their own licence the ability to offer professional registration to their individual Members. Through support from the Science Council, organisations are required to develop their internal infrastructure and progress to a full licence after no more than two years. The Science Council worked with two of its Members in 2023 to progress from a Development Licence to a Full Licence.

The Licence Fee

In 2023, the licence fee was £2,555 for one licence, £3,577 for two or three licences, and £4,600 for four licences.



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



Registrant numbers

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

Registrant numbers at Year End	2021	2022	2023
Chartered Scientist (CSci)	8,757	8,567	8,446
Chartered Science Teacher (CSciTeach)	269	221	221
Registered Scientist (RSci)	1,085	1,108	1,156
Registered Science Technician (RSciTech)	541	512	510
Total	10,652	10,408	10,353

Total Registrant numbers at year-end were 10,353, down from 10,408 at 2022 year-end. Despite the decline, we welcomed 246 new registrants onto the register in 2023. The decline over the last three years is the continuation of a long-term downward trend in registration numbers and can be attributed to several factors, including the long-term economic impact of COVID-19, ongoing cost of living pressures and the retirement of older Registrants who were grandparented on to the register between 2003 and 2004.

The primary channel for promoting the Science Council's registers continues to be through our Licensed Bodies. Alongside promotion through Licensed Bodies, employers' perceptions of professional registration are an increasingly key driver of registration, so working more closely with employers through the Employer Champion scheme has helped to stimulate some growth in registrant numbers. The Common Application Process (CAP) helps the Science Council to promote registration directly to individual scientists and science technicians working in the UK. This enables applicants to apply for professional body Membership and registration concurrently with one of our Licensed Bodies. A review of the CAP was undertaken in 2023 to identify where efficiency savings could be made and provide a more streamlined service to applicants. The new system launched in January.

Mapping Chartered Chemist to Chartered Scientist

In 2023 the Science Council conducted a pilot with the Royal Society of Chemistry (RSC) to map the standards for Chartered Chemist to those of Chartered Scientist with the aim of providing a more streamlined route to Chartered Scientist status to the RSC's Chartered Chemists, while continuing to uphold the register's standards. The pilot involved 51 Chartered Chemists, 20 of which went on to make a successful application for Chartered Scientist status. Feedback from participants assessors, and the RSC was overwhelmingly positive, praising the simplicity and support of the process. Following the successful pilot, the RSC will administer the process as business as usual from 2024. The Registration and Licensing team will be working with other Licensed Bodies in 2024 to map other registers to those held by the Science Council.



CPD and CPD Awards

Professional registration for the scientific workforce recognises high standards of professionalism and competence; a commitment to keeping skills and knowledge up to date; and accountability to codes of conduct that ensure the responsible application of science for the benefit of society. All Registrants are required to declare annually that they continue to meet the Science Council's standards for CPD (Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their Registrants CPD records.

Twenty twenty-three was the ninth year that the CPD Awards have been held. The Awards are designed to celebrate the CPD efforts and achievements of Registrants from across the registers and offer them recognition for their broad and diverse range of professional activities. A full list of this year's winners can be found on our [website](#).

Enhancing Technical Pathways

In January 2020 we embarked upon an ambitious project, funded by the Gatsby Charitable Foundation ('Gatsby'), to build the prestige of technical education in the sciences and embed professional registration, particularly RSci and RSciTech, into technical education pathways. Focused on science-related apprenticeships, T Levels and Higher Technical Qualifications, the project aims to raise learners' awareness of the benefits of professional registration and engagement with professional bodies, and to use their developing knowledge and skills to work towards professional registration with the Science Council.

Tom Cheek continued his excellent work as Apprenticeship Lead this year and we were delighted to secure an extension of project funding from Gatsby to December 2024. In late 2023, Dr David Cameron and Emma Smith joined the Science Council as the new Technical Pathways Project Lead and T Level Lead respectively, generating fresh momentum for the project's activities.

We commissioned research to get a better understanding of apprentices' awareness of professional bodies and professional body membership and the potential barriers to engagement with professional bodies. A key objective is to understand the challenges that apprentices face in their learning and development journey to identify what support and resources they need from the professional body community continue their journey into registration. To support greater take-up of professional registration, we continued to map shortened application routes for science apprenticeships. By the end of 2023, we successfully mapped 28 apprenticeship standards to our registration requirements. As a result, graduating apprentices can apply for professional registration without having to provide evidence of meeting the competences that have already been evidenced through their apprenticeship. A new technical education [website](#) was launched the summer to promote the apprenticeship shortened application route and our wider technical education activity. In September, we supported the Science Apprenticeship Forum alongside other Members of the Science Council in the planning and delivery of the first National Science Apprentice Conference.

The project continues to be overseen by the Technical Pathways Programme Board and is chaired by Adam Donnan, CEO of the Institution of Environmental Sciences. The Board is comprised of key stakeholders including professional bodies, training providers and employers. In 2024, we will continue to



work with the professional body community to enhance the standing of science apprenticeships and T levels.

The Employer Champion programme

The Employer Champion Programme is designed to promote the benefits of professional registration and support employers to support the professional growth of the scientific workforce. At the end of 2023 there were [34 Employer Champions](#). The scheme has the potential to support a significant increase in the number of registrants, and a review took place in 2023 to get a better understanding of its visibility and impact across the Employer Champion cohort.

The Technician Commitment

Launched in 2017, the Technician Commitment is a university and research institution initiative, led by a steering group of sector bodies, with support from the Science Council and the Gatsby Charitable Foundation. In July 2023, the Technician Commitment was absorbed into the Institute of Technical Skills and Strategy to drive forward the work relating to the technical workforce in industry, higher education and research. The Science Council will continue its involvement with the Technician Commitment, given its long-standing interest in the technical workforce.



Community and Membership

Member engagement

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

Equity, Diversity and Inclusion (EDI)

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

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

Membership Diversity Data

The 2017 and 2021 [Progression Framework Benchmarking Reports](#) highlighted the need for wider data collection to inform strategies and plans. In 2021, as part of the annual Membership return, we began requesting diversity data for each Members' Membership.

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

Members' diversity figures shared with Science Council

Number of Members sharing figures of protected characteristics	2021	2022	2023
Organisations providing data for all characteristics	1	3	5
Two or more characteristics provided	20	18	18
One characteristic	4	2	1
No data on characteristics provided	11	13	12
Total Science Council Members	36	36	36*



Membership diversity data – number of organisations providing information beyond age and gender	2021	2022	2023
Disability	3	4	6
Gender identity	3	4	7
Ethnicity	4	5	8
Religion and belief	4	5	5

*Data from the British Blood Transfusion Society has not been collected owing to the fact that it joined the Science Council in the second half of 2023.

Registrant Diversity Data

In 2023 we expanded this process, asking Members to share the diversity data of Registrants. 11 Licensed Bodies provided some breakdown of the diversity characteristics of Science Council registrants, primarily for age and gender.



Policy and influence

Convening the science policy community

In 2023 the Science Council's policy activity reached new heights of impact and visibility, building on the progress made since the creation of a policy programme of work in 2021. Our ongoing work in this space seeks to enhance collaboration between member organisations and enable our community to speak with one voice on issues of pan-scientific interest. We organised a range of events in 2023 to raise our profile in key debates around science policy.

In June, working in collaboration with the British Science Association (BSA) and Foundation for Science and Technology (FST), we held an evening panel discussion and networking reception on equality, diversity and inclusion in science. The event which was generously hosted at the Royal Society of Chemistry, demonstrated the power of collaboration across the science community and the added value that can provide members. We were able to secure a high-level panel, notably chaired by Dr Hayaatun Sillem CBE, the CEO of the Royal Academy of Engineering. Following the event, the Science Council has joined the APPG for Diversity and Inclusion in STEM, which is supported by the BSA.

In October, we held a day-long conference on the STEM workforce at the Institute of Physics. The event, which was sponsored and supported by UKRI, brought together Members and other stakeholders to discuss how effective the UK's approach to tackling STEM skills gaps has been and what more can be done to increase impact. The conference included a keynote by Dame Angela McLean, the UK Government Chief Science Adviser. A conference report, capturing the discussions held at the conference and highlighting the wider evidence base is due for publication in early 2024.

We held our Celebration of Science event at Thinktank, Birmingham Science Museum in November to celebrate the registrant community, our volunteers and recognise apprentices on their journey to become registered. We were delighted to welcome astrophysicist, author, science communicator and Royal Astronomical Society Research Fellow at the University of Oxford, Dr Becky Smethurst as our keynote speaker, who offered a unique perspective on combining being a science communicator with being an active researcher.

These high-profile events were all well attended, providing valuable opportunities for networking for Member organisations and other key stakeholders in the science policy community. The Workforce conference was particularly valuable as member organisations and other partners such as Government Science and Engineering (GSE) worked together to develop the breakout sessions. The Conference supported our aim to facilitate deeper collaborations across the membership, and demonstrate to our members, and the wider science community, the valuable role that the Science Council can play as a convenor.

We continued to contribute to relevant consultations on issues which affect the membership as a whole, most notably the charity commission's consultation on new guidelines for campaigning, where members had concerns about how it may impact our ability to raise concerns to the Government and public on scientific challenges.

In 2024 the aim is to continue this valuable convening and engagement activity, building on the success in the workforce space while also exploring how our community approaches science policy, and what best practice we can be sharing to enhance the work undertaken by members in this space.



Financial Review

Results for the year

Income for the year totalled £910,540 (2022 £925,103). After total expenditure of £1,026,518 (2022: £1,039,222) the year's activities showed a deficit of £(115,978) (2022: £114,119), which when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £592,378 (2022: £708,356). This is represented by unrestricted funds of £580,486 (2022: £696,464) and restricted funds of £11,892 (2022: £11,892).²

Reserves Policy

The Science Council seeks to maintain sufficient free reserves to manage the risks to which it is exposed in the course of business, including but not limited to safeguarding against fluctuations in its income from Membership, licensing and registration. The reserves policy focuses on the level of free reserves, which excludes the net book value of the Science Council's fixed assets. The target range for free reserves is calculated annually as part of the budget process + the financial impact of the current risks facing the Council. A significant proportion of the development programme was funded from our reserves.

During 2023, the Finance, Audit and Risk Committee reviewed the reserves level considering the funds needed to mitigate the impact of several major risks to the Science Council and the financial impact of each, as well as estimated wind-down costs. Following the review, the Board took the view that it is appropriate to maintain a minimum reserve level of at £246k for the next 12 months. The known uncertainties and risks to income and legal and contractual obligations have been taken into consideration and the Board considers this level as appropriate for the reported financial period.

The Science Council's free reserves, less fixed assets were £576,149 at 31 December 2023 (2022: £687,882). This remains substantially higher than the target minimum. Activities that were funded as part of the development programme between 2021 and 2023 will become business as usual. The level of free reserves will continue to fall until we can find ways to achieve a breakeven budget through the success of current initiatives to increase and diversify income or by cutting activity.

Fundraising Practices

The Science Council does not fundraise directly from the general public and does not engage external fundraising support. Grant funding is occasionally sought for specific projects and such fundraising activity has been undertaken by Science Council employees. This was the case for the grant awarded by the Gatsby Charitable Foundation in 2019 and 2023 for the purpose of promoting professional registration for technicians.

Investment Policy

The Board approved an Investment Policy in May 2022 and delegates responsibility for overseeing investment decisions to the Finance, Audit and Risk Committee. Investment objectives are to ensure that market, credit and counterparty risks are managed, while ensuring that funds are available when they are likely to be required by the Science Council. Despite ongoing market volatility £250k of free reserves was moved into fixed term, fixed rate accounts to generate higher returns than gained hitherto.

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



Principal risks and uncertainties

The Finance, Audit and Risk Committee undertakes a rolling review of the Risk Register, ensuring that all areas are covered over the course of the year. The Register aims to provide management with a comprehensive tool to identify, assess and manage real-time risks to the Science Council, including outlining steps being taken to mitigate risks and identifying further action needed to mitigate risks further. The Board is continuously mindful of the risk of a significant loss of support from Members and Registrants, and our reserves policy reflects these risks. Over the course of the year the Board considered the high risks to which the Science Council is exposed, primarily relating to high inflation and cost of living pressures on Members and Registrants, the potential impact and probability associated with each risk; existing internal controls and accountability for them; and mitigating actions to reduce the level of risk. A review of the risk register will take place in 2024.

At year-end key areas of risk identified include:

Risk area	Impact	Mitigations
Failure to grow Registrant numbers	Fewer resources to deliver the strategy, resulting in the Science Council being viewed as less relevant, perpetuating further fall in member and registrant numbers.	<p>Launch of a campaign, in partnership with Members, to promote and raise visibility of the CSci register.</p> <p>Sustainability group identified and recommended the development of additional income streams which will come online in 2024.</p> <p>Continuation of the development programme in 2023 to continue to raise the profile and visibility of the Science Council.</p>
Recruitment and retention of sufficient quantity and quality of volunteers for Registration and Licensing function	Too few volunteers with the right skills and expertise to deliver operational and strategic objectives.	<p>Volunteer strategy in place to focus activity and resources in this area.</p> <p>Moved majority of R&L work online to reduce volunteer costs and travel time, which has led to better volunteer retention and engagement.</p> <p>Greater recognition of volunteers' contribution throughout the year.</p>
Sustainability of business model, with particular regard to dependency on few income sources	Reliance on using retained income for core business leading to significant depletion, which, longer-term, results in fewer funds to meet current business activities in the long-term and respond to new needs or requirements.	Development of new income streams in 2023 to come online in 2024.



Statement of Trustees' Responsibilities

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

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2022 the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board

Adam Donnan, Chair of the Board

Mark Finnie, Honorary Treasurer

Date: 22.05.2024



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 2023 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 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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



Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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



Auditor responsibilities for the audit of the financial statements

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

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

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

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

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

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



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

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

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

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

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



Auditor responsibilities for the audit of the financial statements

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Chartered Accountants
Statutory Auditors

Canterbury

Date: 23 May 2024



Statement of Financial Activities

		2023		2022	
		Unrestricted funds	Restricted funds	Total	Total funds
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	2	172,506	-	172,506	164,223
Charitable activities	3	546,985	181,326	728,311	760,417
Investments	4	4,223	-	4,223	463
Other income	5	5,500	-	5,500	-
Total income and endowments		729,214	181,326	910,540	925,103
Expenditure on:					
Charitable activities	6	845,192	181,326	1,026,518	1,039,222
Total expenditure		845,192	181,326	1,026,518	1,039,222
Net income / (expenditure) and net movement in funds		(115,978)	-	(115,978)	(114,119)
Reconciliation of funds:					
Total funds brought forward	17	696,464	11,892	708,356	822,475
Total funds carried forward	17	580,486	11,892	592,378	708,356



Balance Sheet

		2023	2022
	Note	£	£
Fixed assets			
Tangible assets	10	4,337	8,582
Current assets			
Debtors	11	70,889	165,363
Cash at bank and in hand		337,464	686,133
Unlisted investments	12	250,000	-
		658,353	851,496
Creditors: amounts falling due within one year	13	70,312	151,722
Net current assets		588,041	699,774
Total assets less current liabilities		592,378	708,356
Charity Funds			
Unrestricted funds	17	580,486	696,464
Restricted funds	17	11,892	11,892
Total charity funds		592,378	708,356

These financial statements were approved by the Board on Wednesday 22nd May 2024 and were signed on their behalf by:

Adam Donnan, Chair

Mark Finnie, Honorary Treasurer

The accounting policies and notes on pages 36-45 form part of these financial statements.



Statement of Cash Flows

		2023	2022
	Note	£	£
Net cash flow from operating activities	19	(101,966)	(125,828)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(926)	(7,734)
Interest received		4,223	463
Net cash flow from investing activities		3,297	(7,271)
Net increase / (decrease) in cash and cash equivalents		(98,669)	(133,099)
Cash and cash equivalents at start of period		686,133	819,232
Cash and cash equivalents at end of period		587,464	686,133
Cash and cash equivalents consists of:			
Cash at bank and in hand		587,464	686,133
Cash and cash equivalents at end of period		587,464	686,133



Notes to the financial statements (continued)

1. Accounting policies

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

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

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

These accounts for the year ended 31 December 2023 are the ninth accounts for the Science Council prepared in accordance with Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (effective 1 January 2019).

Fixed assets

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

Provision is made for depreciation on the following bases:

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

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any trade discounts etc.

Cash at bank and in hand

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

Creditors and provisions

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



Investments

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

Taxation

The Council has been granted charitable status for tax purposes with effect from 10 February 2004, therefore there is no Corporation Tax liability on surpluses arising or investment income applied for charitable purposes only. The Council has no output eligible for Value Added Tax.

Fund accounting

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

Incoming resources

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

Resources expended

Expenditure is accounted for on the accruals basis. Direct costs comprise costs that are wholly attributable to that activity; support costs are apportioned to activities on the basis of analysis of staff time. Governance costs are those associated with the running of the Council itself.

Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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



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

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

Derecognition of financial liabilities

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

Pension scheme

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

Leasing commitments

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

Going concern

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

Critical accounting estimates and judgements

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

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

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



2. Donations income

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Membership	165,206	-	165,206	157,623
Gifts in Kind	7,300	-	7,300	6,600
	172,506	-	172,506	164,223

All income received in 2023 and 2022 was unrestricted.

3. Charitable activities income

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Licence fees	93,949	-	93,949	86,806
Registration renewal fees	420,244	-	420,244	420,026
New Registration fees	18,457	-	18,457	21,318
Other income related to professional registration	11,335	-	11,335	11,101
Professional pathways / Grants / Donations / Contracts	3,000	181,326	184,326	221,166
	546,985	181,326	728,311	760,417

Income in the form of contracts, grants, and project contribution was £184,326 (2022: £221,166), which was 98% restricted (2022 100%). Income for Professional Registration was all unrestricted in 2023 and 2022.

4. Investment income

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Interest - deposits	4,223	-	4,223	463
	4,223	-	4,223	463

All income received in 2023 and 2022 was unrestricted.



5. Other income

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Consultancy Fees	5,500	-	5,500	-
	5,500	-	5,500	-

6. Charitable expenditure

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2023 £	Total 2022 £
Activities					
Professional registers and professionalism	202,628	50,117	95,605	348,350	367,486
Professional Pathways (Gatsby funded)	46,338	134,987	-	181,326	229,674
Membership support and activities	165,474	36,934	92,793	295,201	221,098
Policy, Promotion and Public Affairs	101,202	7,646	92,793	201,641	220,964
	515,642	229,684	281,191	1,026,518	1,039,222
<i>Total resources expended 2022</i>	516,619	246,007	276,596	1,039,222	

Expenditure on charitable activities was £1,026,518 (2022: £1,039,222) of which £181,326 was restricted (2022: £229,674) and £845,192 unrestricted (2022: £809,548)



8. Staff costs

	2023	2022
	£	£
Wages and salaries	543,045	520,996
Social security costs	53,091	53,478
Employer pension costs	25,539	25,017
Staff training	976	7,228
Recruitment	19,043	34,351
	641,694	641,070

The average monthly number of employees	2023	2022
	13	13

	2023	2022
The following number of staff received emoluments in the year in the bands:		
£70,000 - £80,000	1	-
£110,000 - £119,999	-	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 key management personnel totalled £124,862 (2022: £118,211).



9. Governance Costs

	Unrestricted	Restricted	Total 2023	Total 2022
Audit fees	9,126	-	9,126	11,866
AGM and Board meeting expenses	1,427	-	1,427	998
Trustee expenses	3,583	-	3,583	2,077
Staff costs	42,508	-	42,508	38,088
Staff training and development	388	-	388	328
Professional fees	-	-	-	2,666
	57,032	-	57,032	56,482

10. Tangible assets

	Fixtures & Fittings	Office Equipment	Computer Equipment	Total
Cost or valuation	£	£	£	£
1st January 2023	1,782	889	23,433	26,104
Additions	-	-	926	926
Disposals	(1,782)	-	(6,049)	(7,831)
31st December 2023	-	889	18,310	19,199
Depreciation				
1st January 2023	1,782	889	14,851	17,522
Charge for year		-	5,171	5,171
Eliminated on disposals	(1,782)	-	(6,049)	(7,831)
31st December 2023	-	889	13,973	14,862
Net Book Value				
31st December 2022	-	-	8,582	8,582
31st December 2023	-	-	4,337	4,337



11. Debtors

	2023	2022
	£	£
Debtors (subscriptions and professional registration)	20,154	93,815
Other debtors	6,600	6,600
Prepayments and accrued income	44,135	64,948
	70,889	165,363

12. Unlisted investments

	2023	2022
	£	£
Unlisted investments	250,000	-
	250,000	-

13. Creditors: Amounts Falling Due Within One Year

	2023	2022
	£	£
Trade creditors	32,406	47,782
Deferred income and accruals	32,739	100,805
Other creditors	5,167	3,135
	70,312	151,722

14. Leases

	2023	2022
	£	£
Between 0-1 years	10,800	9,900
	10,800	9,900

15. Remuneration and expenses of trustees

The Trustees receive no remuneration for carrying out their duties. £3,583 (2022: £2,077) was paid to 3 trustees (2022:3) for expenses incurred in relation to attendance at meetings.



16. Related party transactions

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

17. Movement in Funds

Unrestricted funds

	2023	2022
	£	£
Balance at 1 January 2023	696,464	810,475
Net movement in funds	(115,978)	(114,011)
As 31 December 2023	580,486	696,464

Restricted funds 2023

	Balance Brought Forward	Net Incoming Resources	Resources Expended	Balance Carried Forward
	£	£	£	£
Gatsby Professional Pathways Fund	-	181,326	(181,326)	-
Gareth Roberts Memorial Lecture	11,892	-	-	11,892
Total	11,892	181,326	(181,326)	11,892

Restricted funds 2022

Gatsby Professional Pathways Fund	-	229,566	(229,566)	-
Gareth Roberts Memorial Lecture	12,000	-	(108)	11,892
Total	12,000	229,566	(229,674)	11,892

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

The **Gareth Roberts Memorial Lecture** fund relates to a donation from Sir Gareth Roberts to support the Gareth Roberts Memorial Lecture usually held biennially.



18. Analysis of net assets between funds

	2023	2023	2023	2022	2022	2022
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
Fund balances at 31st December are represented by:						
Fixed assets	4,337	-	4,337	8,582	-	8,582
Current assets	646,461	11,892	658,353	839,604	11,892	851,496
Creditors (Amounts falling due within one year)	(70,312)	-	(70,312)	(151,722)	-	(151,722)
Total	580,486	11,892	592,378	696,464	11,892	708,356

19. Net cash flow from operating activities

	2023	2022
	£	£
Net income for year / period	(115,978)	(114,119)
Interest receivable	(4,223)	(463)
Depreciation and impairment of tangible fixed assets	5,171	4,781
(Increase) / decrease in debtors	94,474	(110,948)
Increase / (decrease) in creditors	(81,410)	94,999
Net cash flow from operating activities	(101,966)	(125,750)

Analysis of changes in net debt

	1 st January 2023	Cash flow	31 st December 2023
Cash at bank and in hand	686,133	(98,669)	587,464

THE SCIENCE COUNCIL

England & Wales - Charity number 1131661

Accounts



Science Council Annual Report and Financial Statements

For the year ended 31st December 2022

Registered Charity no. 1131661



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Reference and administrative details

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Charity number 1131661

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W1T 2AR

Accountants Excluserv Limited
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London
EC2Y 9DT

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

Auditors Kreston Reeves LLP
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Website www.sciencecouncil.org



Chair's report



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

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

Welcoming new faces and departures

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

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

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

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

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

The challenge for 2023

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

Recognising our stakeholders

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



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

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

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

Adam Donnan, Chair of the Board of Trustees



Chief Executive's foreword

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

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

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

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

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

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

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

Helen Gordon, Chief Executive





Trustees' Annual Report

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

Structure, governance and management

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

Our Purpose

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

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

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

The President

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

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

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



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

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

The Board of Trustees

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

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



Membership

Chair

Adam Donnan (*elected September 2021*)

Continuing Members

Dariel Burdass (*elected July 2021*)

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

Dr Paula Haynes (*elected September 2020*)

Alison Hemsworth (*elected July 2021*)

Ruth Kaufman (*re-elected July 2022*)

Rachel Lambert-Forsyth (*elected June 2019*)

Philippa Martinelli (*elected September 2020*)

Jane Pritchard (*elected July 2021*)

Catherine Ross (*appointed June 2020*)

Lorraine Turner (*elected July 2021*)

New Members

Jade Hall (*elected September 2022*)

Daljeet Kaur Sandher (*elected September 2022*)

David Wells (*elected September 2022*)

Departures

Dr Samantha Cheung (*March 2023*)

Dr Arthur Nicholas (*July 2022*)

Joan Ward (*July 2022*)

Trustee recruitment

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

Trustee induction and training

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

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

Sub-committees of the Board

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



Sub-committees of the Board

Finance, Audit and Risk Committee

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

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

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

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

Membership

Chair

Dr Chris Westcott (*January 2021*)

Ruth Kaufman (*appointed September 2019*)

Continuing Members

Professor Patrick Kniveton (*June 2020-2023*)

Ian Bong (*reappointed September 2021*)

Lorraine Turner (*appointed Dec 2021*)

Dariel Burdass (*appointed Dec 2021*)

Departures

Mark Finnie (*appointed July 2019*)

Dr Arthur Nicholas (*July 2022*)

Dr Paula Haynes (*appointed November 2020*)



Nominations Committee

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

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

Membership

Chair

Philippa Martinelli (*appointed December 2021*)

Continuing Members

Rachel Lambert-Forsyth (*appointed February 2020*)

Catherine Ross (*appointed September 2020*)

New members

David Wells (*appointed February 2023*)

Jane Pritchard (*appointed February 2023*)



Registration Authority

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

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

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

Membership

Chair

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

Continuing Members

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

Kevin Bown CSci (*appointed December 2021*)*

Vicky Collett CSci (*appointed June 2021*)

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

Tahmina Hussain, CSci (*appointed June 2021*)

Richard Needham CSciTeach (*appointed May 2020*)

Jocelyn Price CSci (*appointed July 2018*)

Brenda Peters, CSci (*appointed June 2021*)

New Members

Paul Ashford CSci (*appointed January 2022*)

Katy Grundy (*appointed January 2022*)

Lorraine Turner (*appointed December 2022*)

Leisha Watson (*appointed January 2022*)

Matt Wood RSci (*appointed March 2022*)

Departures

Joan Ward (*July 2022*)

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



Sub-committee of the Registration Authority

Registration Assessment Committee

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

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

Membership

Chair

Matthew Wood RSci (*appointed March 2022*)

Continuing Members

Kevin Bown CSci (*observer*)

Sumant Gadge RSci (*appointed September 2020*)

Samantha Gaunt CSci (*appointed September 2020*)

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

Dr Hayley Tripp CSci (*appointed September 2020*)

Richard Warhurst RSci (*appointed September 2020*)

New Members

Robert Cast, RSciTech (*appointed March 2022*)

Joanne Copping RSci (*appointed November 2022*)

Jemma Lonsdale CSci (*appointed November 2022*)

Brenda Peters CSci (*appointed June 2022*)

Departures

Sheri Scott CSci (*September 2022*)

Dr Steven Hale CSci (*November 2022*)



Routes to Registration Committee

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

Membership

Chair

Paul Ashford, CSci (*appointed March 2022*)

Mike James CSci (*appointed June 2022*)

Members

Katie Dryden-Holt (*appointed June 2022*)

Pat Kingston RSci (*appointed June 2022*)

Dorota Ferguson CSci (*appointed June 2022*)

James Prince RSci (*appointed June 2022*)

Matthew Garland RSciTech (*appointed June 2022*)

Andrew Spowage CSci (*appointed June 2022*)

Valerie Gordon RSci (*appointed June 2022*)

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



Management

Office location

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

Science Council staff at year-end

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

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

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



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

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

Appraisal and remuneration

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

Health, safety and staff wellbeing

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

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

Data protection and cyber security

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

Science Council volunteers at year-end

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



Members of the Council

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

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

General Meetings

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

Membership fee

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



Achievements, performance and plans for the future

Strategy 2022-2025

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

The core objectives of our four strands are as follows:

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

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

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

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

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

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

Our values and guiding principles

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

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



Statement on Public Benefit

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

Investing for long-term financial sustainability

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

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

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

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

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



Registers and licensing

Licensing

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

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

Implementation of the Evidence Framework

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

The Development Licence

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

Online licence reviews

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

The Licence Fee

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



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



Registrant numbers

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

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

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

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

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

CPD and CPD Awards

Professional registration for the scientific workforce recognises high standards of professionalism and competence; a commitment to keeping skills and knowledge up to date; and accountability to codes of conduct that ensure the responsible application of science for the benefit of society. All Registrants are required to declare annually that they continue to meet the Science Council's standards for CPD (Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their Registrants CPD records.



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

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

Enhancing Technical Pathways

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

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

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

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

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



The Employer Champion programme

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

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

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

At the end of 2022 there were 34 Employer Champions:

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



Scientific Laboratory Show (SLS) and Conference

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

The Technician Commitment

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

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

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



Community and Membership

Member engagement

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

Equity, Diversity and Inclusion (EDI)

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

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

Membership Diversity Data

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

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



Members' diversity figures shared with Science Council

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

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

Registrant Diversity Data

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

Staff and Board Development

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

More inclusive marketing and communications

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

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



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

More Inclusive Events

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

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



Policy and influence

Developing our policy voice

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

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

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

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

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

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



Financial Review

Results for the year

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

Reserves Policy

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

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

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

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

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



Fundraising Practices

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

Investment Policy

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



Risk Review

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

Principal Risks

At year-end key areas of risk identified include:

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



Statement of Trustees' Responsibilities

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

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2022 the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board

Adam Donnan, Chair of the Board

Mark Finnie, Honorary Treasurer

Date: 17th May 2023



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

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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



Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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



Auditor responsibilities for the audit of the financial statements

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

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

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

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

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

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



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

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

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

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

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



Auditor responsibilities for the audit of the financial statements

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Samantha Rouse FCCA DChA

for and on behalf of
Kreston Reeves LLP

Chartered Accountants
Statutory Auditors
Canterbury

Date: 18 May 2023



Statement of financial activities

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



Balance Sheet

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

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

Adam Donnan, Chair

Mark Finnie, Honorary Treasurer

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



Statement of cash flows

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



Notes to the financial statements (continued)

1. Accounting policies

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

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

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

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

Fixed assets

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

Provision is made for depreciation on the following bases:

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

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any trade discounts etc.

Cash at bank and in hand

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

Creditors and provisions

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



Taxation

The Council has been granted charitable status for tax purposes with effect from 10 February 2004, therefore there is no Corporation Tax liability on surpluses arising or investment income applied for charitable purposes only. The Council has no output eligible for Value Added Tax.

Fund accounting

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

Incoming resources

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

Resources expended

Expenditure is accounted for on the accruals basis. Direct costs comprise costs that are wholly attributable to that activity; support costs are apportioned to activities on the basis of analysis of staff time. Governance costs are those associated with the running of the Council itself.

Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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



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

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

Derecognition of financial liabilities

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

Pension scheme

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

Leasing commitments

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

Going concern

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

Critical accounting estimates and judgements

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

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

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



2. Donations income

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

All income received in 2022 and 2021 was unrestricted.

3. Charitable activities income

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

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

4. Investment income

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

All income received in 2022 and 2021 was unrestricted.



5. Charitable expenditure

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

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



6. Support costs

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

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

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

7. Staff costs

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



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

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

8. Tangible assets

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



9. Debtors

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

10. Creditors: amounts falling due within one year

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

11. Leases

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

12. Remuneration and expenses of trustees

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

13. Related party transactions

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



14. Charity Funds

Unrestricted funds

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

RESTRICTED FUNDS 2022

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

RESTRICTED FUNDS 2021

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

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

The **Gareth Roberts Memorial Lecture** fund relates to a donation from Sir Gareth Roberts to support the Gareth Roberts Memorial Lecture usually held biennially.



15. Analysis of net assets between funds

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



16. Net cash flow from operating activities

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

Analysis of changes in net debt

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

THE SCIENCE COUNCIL

England & Wales - Charity number 1131661

Accounts



Science Council Annual Report and Financial Statements

For the year ended 31st December 2021

Registered Charity no. 1131661



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Reference and administrative details

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

Charity number 1131661

Bankers HSBC
39 Tottenham Court Road
London
W1T 2AR

Accountants Excluserv Limited
1 Fore Street Avenue
London
EC2Y 9DT

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

Auditors Kreston Reeves LLP
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Website www.sciencecouncil.org



Chair's report



Welcome to the Science Council's Annual Report 2021. This is my first report as Chair of the Board and I would like to start by paying tribute to my predecessor, Dr Helen Pain for her contribution to the Science Council. She took on the Chair role in 2018 at a very challenging time for the Science Council and through her dedication, leadership and character, led the Science Council to calmer waters. I

hope that I can continue where Helen left off and play my part in helping the Science Council to grow in stature and influence.

Looking to the future

A primary focus for the Board during 2021 was on refreshing our strategy. A series of workshops involving trustees and staff were held throughout the year to review progress against our current strategy and identify future opportunities. I would like to thank trustees and staff for their time in helping us to develop an excellent new strategy which focuses on the four core strands of Registers and Licensing; Community and Membership; Policy and Influence; and Equity, Diversity and Inclusion (EDI). Under Rachel Lambert-Forsyth's able leadership, our EDI steering group will help ensure that the Science Council continues to progress its objectives in this area.

Our new strategy launched in February 2022, and I am pleased that it has been positively received by Members and the wider science community. We will continue to work with Members over the strategic period to deliver impact for Registrants, professional bodies, the wider science community, policy makers and the public.

Ongoing financial investment

In December 2020, the Board agreed a two-year investment package to enable us to increase our support for Members and Registrants, and enhance the visibility, awareness and impact of the Science Council. Highlights include investment in two new posts to support the growth of our policy and events activities; increasing our brand and digital marketing activity; and undertaking a comprehensive survey of Registrants to inform the development of our services and marketing strategy. In December 2021 the Board confirmed its commitment to the investment programme.

On behalf of the Board, I would like to express thanks to the Gatsby Charitable Foundation for its continued support for our work to raise the profile and value of the technician workforce. Although face-to-face activity in this area was hampered by COVID-19, we have worked hard to support the Technician Commitment and develop new pathways into the science profession from technical education.

Long COVID

COVID-19 has caused significant disruption to the way in which organisations work, and the Science Council is no exception. An ongoing priority for the Board this year was to ensure the continued health, safety and wellbeing of our staff and volunteers. Huge credit goes to Helen Gordon and her team for their ability to adapt to a new way of working. It is a testament to their professionalism and commitment that they



have adapted well to a new way of working, not only by keeping core services going but continuing to provide Members with valued online networking opportunities.

I would also like to praise the continued efforts of our Members who, in uncertain times, provide much needed support to Registrants and the wider membership community. It is still unclear as to the long-term medical, societal and economic impacts of COVID-19, but no doubt, our Members will continue to support the communities that they serve. The Science Council will also play its role in providing a space for support, knowledge-sharing and collaboration.

Departures and welcoming new faces

This year we said goodbye to two trustees; Simon Toms and Jonathan Gorvin, both of whom have contributed a huge amount to the Science Council being able to move forward with purpose. I would like to extend a personal thank you to them for their commitment to the Science Council and their support over the last four years.

We also welcomed five new trustees to the Board: Alison Hemsworth, Dariel Burdass, Lorraine Turner, Jane Pritchard and Dr Samantha Cheung. Collectively, they bring a wide range of skills and expertise and I know they will be strong additions to the Board. In addition, Rachel Lambert-Forsyth and Catherine Ross were elected as Vice Chairs.

We welcomed the Society for Cosmetic Scientists and Society for Natural Science into membership this year. Their addition our membership demonstrates the breadth and depth of scientific disciplines that sit within our membership. I look forward to working with them.

Thank you

On behalf of my fellow trustees, I would like to say a special thank you to all our volunteers, those individuals who give up a huge amount of time to sit on committees, assess applications for our registers and undertake licence reviews. The work of the Science Council would not be possible without your contribution.

I look forward to working with Members over the next year to help continue to deliver our strategy, and seeing many of you 'off screen' later in the year.

I would like to personally thank my fellow trustees, both current and past, for the support they have given me before and after becoming Chair, and for their commitment to the Science Council.

Adam Donnan, Chair of the Board of Trustees



Chief Executive's foreword

As I write this, the Science Council is just about to launch its refreshed strategy for the period until 2025. We need to remain relevant and proactive in a changing world where the quality of professional practice in science and the advantages that come from collaboration in and between all areas of science are so important.

Built on firm foundations of the past three years, the strategy seeks to deepen the value we provide Registrants through registration and recognition and to strengthen the value that Members experience through being part of a vibrant community. Like many of our Members and other organisations we work with, 2021 was another year of change and adaptation prompted by the pandemic. It was also a year where we actively reflected on the views of our Registrant community and also Members as part of our work to refresh our plans for the next three years.



The Science Council started a two year programme of investment focusing on raising our profile in a meaningful way, promoting and supporting entry into registration, and starting work on policy initiatives with our Members. Twenty twenty-one was also a year where the Science Council refreshed its ambitions to fostering inclusivity with a new Equity, Diversity and Inclusion (EDI) strategy and plan influenced by our new EDI Steering Group, and through our contribution to the EDI benchmarking exercise with our colleagues at the Royal Academy of Engineering. Thank you to all who participate in this group and provide advice and support so readily.

Resources remain tight on core activities and the aim is that investment and activity in policy, visibility and events will attract more Registrants and Members over time.

We were delighted to welcome two new Members to the Science Council this year, the Society for Natural Sciences and Society for Cosmetic Science.

I'd like take this opportunity to sincerely thank the 250 plus volunteers who work for the Science Council. Supporting us in assessments, committee work, Registrant workshops and many other duties, we acknowledge your contribution and all the hard work that you do. Thank you!

We are grateful for ongoing support from the Gatsby Foundation for the Technician Commitment programme which continues successfully, and for supporting the Technical Pathways programme which is now establishing clear pathways into registration for apprentices and doing other valuable work for those pursuing Higher Technical Qualifications and T Levels.

The Science Council works with and for its Members. Our work is dependent on Members' and stakeholders' engagement and support and we are grateful for all that they do in collaboration with us. A final thank you to the team and the Board for their commitment and energy during this year of development and change.

Helen Gordon, Chief Executive



Trustees' Annual Report

The Board of Trustees presents its annual report and the audited financial statements for the year ending 31st December 2021.

Structure, governance and management

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

Our Purpose

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

As part of the work to refresh our strategy for 2022-2025, we reviewed our purpose with our Members, aiming to better articulate an ambitious purpose that is shared across our membership, one that unites but also challenges, and that our key partners and stakeholders can clearly identify with. Following consultation with our Members, we have set out a clear purpose for this strategic period.

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

The President

The President is the ambassadorial face of the Science Council, engaging with key stakeholders, at the highest level with governments, parliaments, industry, universities, scientific and engineering institutions and other public and voluntary bodies. The President uses their experience and influence to champion the science profession; promote the value of professional body membership and registration; and amplify the collective voice of our Members.

The President is elected by Member Bodies for an initial two-year term and is eligible for election for one further consecutive term of up to two years. Professor Carole Mundell was elected as President in April 2021. She is the founding Head of Astrophysics at the University of Bath where she holds the Hiroko Sherwin Chair in Extragalactic Astronomy. She was the Chief International Science Envoy at the Foreign, Commonwealth & Development Office between January and October 2021. Prior to that, she was



seconded to government and became the first female Chief Scientific Adviser at the Foreign and Commonwealth Office between 2018 and 2020.

The Board of Trustees

The Board is collectively responsible for the long-term success of the Science Council, and in partnership with the Council's constituent Members it sets the charity's values, standards, aims and objectives and oversees their delivery in line with the Objects of the Royal Charter. The Board is responsible for ensuring that the organisation functions within the legal, regulatory and financial requirements of a registered charity, but delegates close scrutiny of its governance policies and activities to the relevant subcommittees.

Trustees are not remunerated for their role. Each trustee submits a Register of Interest form on appointment and submits an updated form annually. The Code of Conduct for Trustees sets out the most common types of conflict and how the Board manages any direct or indirect financial and non-financial conflicts. Actual and potential conflicts of interest are declared at each Board meeting.

The Board of Trustees formally met 4 times during 2021, with all meetings held online. The impact of COVID-19 remained high on the Board's agenda, particularly on staff welfare and operational delivery. The Board also approved a new Equity, Diversity and Inclusion strategy following considerable work by the EDI steering group. In addition to formal Board meetings, trustees and staff spent a significant amount of time during the year refreshing our strategy, and the Board presented the final version to Members at the October General Meeting. Following positive feedback from across the membership, the Board adopted the new strategy in February 2022.

At the end of the year, the Board approved the continuation of the two-year strategic investment programme to invest in activities to support growth in the Science Council's effectiveness and impact. The investment will continue to be resourced by our reserves in excess of our current reserves target of £250,000.



Membership

Chair

Adam Donnan (*elected September 2021*)

Continuing Members

Ruth Kaufman (*elected September 2018*)

Mark Finnie, Honorary Treasurer (*elected September 2018*)

Dr Arthur Nicholas (*elected September 2018*)

Joan Ward (*elected September 2018*)

Rachel Lambert-Forsyth (*elected June 2019*)

Catherine Ross (*appointed June 2020*)

Dr Paula Haynes (*elected September 2020*)

Philippa Martinelli (*elected September 2020*)

New Members

Alison Hemsworth (*elected July 2021*)

Dariel Burdass (*elected July 2021*)

Lorraine Turner (*elected July 2021*)

Jane Pritchard (*elected July 2021*)

Dr Samantha Cheung (*elected July 2021*)

Departures

Dr Helen Pain (*retired September 2021*)

Jonathan Gorvin (*retired July 2021*)

Simon Toms (*retired July 2021*)

Trustee recruitment

The Board aims to ensure that at least 60% of Elected Trustees are employees or members of Member Bodies and no more than 40% are elected from outside the membership. Trustees are elected by Members. The Nominations Committee ensures that the process for the recruitment of trustees is open, transparent and follows the procedures set out in the Bylaws and Regulations. It also leads on the process to identify nominees and potential appointments and co-options to fill skills gaps. At any one time the Board may have a maximum of twelve Elected Trustees and three Appointed Trustees. Appointed Trustees are appointed by the Board if it considers that there is a need for additional skills and expertise. They serve for a term of one year, which can be renewed annually up to three consecutive terms. The Board can also co-opt members to fill up to two Elected Trustee vacancies that may arise between General Meetings.

Trustees are elected to serve in their capacity as individuals, not as representatives of organisations, interest groups or sectors. Elected Trustees serve three-year terms, with the opportunity to seek re-election for a further three-year term. The Chair of the Board is a trustee and is appointed by the Board of Trustees for an initial three-year term with the opportunity to seek re-appointment for a further three-year term. At the end of 2021, in addition to the Chair of the Board, there were 12 Elected Trustees and one Appointed Trustee.

In 2021, the Board appointed Rachel Lambert-Forsyth and Catherine Ross as Vice Chairs of the Board to support Adam Donnan in his role as Chair.



Board Diversity

While all trustees take responsibility for ensuring that the impact on diversity is fully considered in all decisions by the Board, the Diversity Champion has particular responsibility for promoting, encouraging and embedding EDI across Science Council activities and ensuring that consideration of diversity matters remain a priority for the Board and subcommittees.

Rachel Lambert-Forsyth was appointed as the Board's Diversity Champion in December 2020 and chairs the EDI steering group, which the Board established to review the Science Council's ongoing progress, goals, and activities on EDI matters.

The Board firmly believes that a diversity of views and perspectives is vital to making informed decisions, and it places great value in the knowledge and insight that individuals from within and outside of our membership bring to Board-level discussions. The Board seeks to have a diverse range of individuals on its Board and committees in terms of protected characteristics, backgrounds and experiences. Trustees come from a variety of different scientific and other professional disciplines and hold or have held a variety of responsibilities across industry, public sector and civil society. To identify the skills and knowledge it needs and inform future recruitment, the Board conducts an annual skills audit.

Trustee induction and training

All new trustees are expected to participate in trustee induction sessions; all current trustees have completed an induction session. Throughout the year, trustees are encouraged to attend subcommittee meetings, undertake training, and attend conferences and events to equip them with the knowledge needed to discharge their duties. Trustees' attendance at external events was severely curtailed again this year due to COVID-19.

Charity Governance Code

The Board is committed to assessing its performance to identify its strengths and areas in which improvements are needed. Over the course of 2021, a small group of trustees reviewed its performance against the small charity version of the Charity Governance Code. The group concluded that the Board meets most of the areas in the Code, and in areas where improvements can be made, action is already being taken. Adherence to the Code will be kept under regular review and action will be taken to ensure that the Board upholds high standards of governance.

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



Sub-committees of the Board

Finance, Audit and Risk Committee

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

The Committee is chaired by independent Chair, Dr Chris Westcott, who was appointed by the Board in September 2020 and succeeded Nick Whitaker as Chair in January 2021. Dr Westcott was formerly an independent member of the Committee from May 2019 until January 2021. He also served on the Board of Trustees and the FAR Committee from 2016 to 2019. Membership of the Committee comprises of trustees and non-trustee independent members. Non-trustee independent members must have recent, relevant financial, accounting or risk management expertise. The Chair and members of the Committee are appointed by the Board for an initial three-year term. The Honorary Treasurer is an ex-officio member of the Committee.

The Committee held 4 meetings during 2021 and has undertaken each of its principal responsibilities, carrying out a number of reviews and receiving relevant reports from the external auditors, external accountants and management. The Committee dedicated significant time to reviewing the ongoing risks posed by COVID-19 to the Science Council's operations and financial sustainability. The Committee also conducted an evaluation of its own effectiveness at the beginning of the year, the outcome of which helped to shape its workplan for the rest of the year.

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

Membership

Chair

Dr Chris Westcott *(January 2021)*

Dr Paula Haynes *(appointed November 2020)*

Dr Arthur Nicholas *(appointed May 2020)*

Continuing Members

Professor Patrick Kniveton *(June 2020-2023)*

Ian Bong *(reappointed September 2021)*

Mark Finnie *(appointed July 2019)*

Ruth Kaufman *(appointed September 2019)*

New Members

Lorraine Turner *(appointed Dec 2021)*

Dariel Burdass *(appointed Dec 2021)*



Nominations Committee

The Nominations Committee ensures that the Science Council has formal, rigorous and transparent procedures for appointments and re-appointments to the Board and its committees, appointment of the President and the Chief Executive. The Committee reports on its work to trustees at every Board meeting.

Membership is comprised of trustees appointed by the Board. The Committee held 4 meetings during 2021. Its work focusing primarily on succession plans for the next President of the Council; the Chair of the Board of Trustees; the Chair of the Finance, Audit and Risk Committee; the Vice Chair(s) of the Board; and candidates for the 2021 trustee elections.

Membership

Chair

Philippa Martinelli (*appointed December 2021*)

Continuing Members

Rachel Lambert-Forsyth (*appointed February 2020*)

Catherine Ross (*appointed September 2020*)

New Members

Philippa Martinelli (*appointed December 2021*)

Departures

Simon Toms (*retired July 2021*)

Jonathan Gorvin (*retired July 2021*)



Registration Authority

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

Membership comprises of employees and volunteers from Licensed Bodies. The Chair and members of the Committee are appointed by the Board and serve for initial terms of four and three years, respectively. To enable retention of expertise, the RA updated its terms of reference in 2021 so that it can appoint up to two Appointed members without Board approval. Appointed members serve for one year, and can be reappointed for a further two consecutive terms. In 2021, Kevin Bown and Dr Pete Barrett became Appointed members of the RA. Representatives from the Engineering Council and the Society for the Environment attend as observers.

In 2021 the Registration Authority met five times. Its key activities over the year included preparing for the launch of the updated Standards and Evidence Framework in January 2022; piloting the conduct of online licence reviews; supporting the Technical Pathways project; and undertaking reviews on other topics such as retaining professional registration when no longer professionally active and on accreditation and equivalency.

The RA supported the rollout of the Development Licence, a new licensing model which enables smaller professional bodies to access the registers while they are developing the infrastructure to undertake a full licence.

Membership

Chair

Dr Hilary Jeffreys CSci (*appointed May 2019*)

Continuing Members

Kevin Bown CSci (*appointed December 2021*)*

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

Jocelyn Price CSci (*appointed July 2018*)

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

Joan Ward (*appointed October 2018*)

Richard Needham CSciTeach (*appointed May 2020*)

*Appointed members

New Members

Vicky Collett. CSci (*appointed June 2021*)

Tahmina Hussain, CSci (*appointed June 2021*)

Brenda Peters, CSci (*appointed June 2021*)

Departures

Dr Glynn Skerratt CSci (*retired July 2021*)

Professor Neville Punchard CBiol (*retired July 2021*)

Dr Jason Owen CSci (*retired December 2021*)



Sub-committee of the Registration Authority

Registration Assessment Committee

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

In 2021, the Registration Assessment Committee met four times. Areas of work covered over the year included implementing the updated registration standards on the CAP and the apprenticeship routes as well as overseeing the assessor recruitment and training for each register. The RAC has also implemented a more robust quality assurance process and support for new assessors and 2021 saw the first year of the recruitment of Quality Assurer, Bob Windmill, who is a former member of the RAC.

Membership

Chair

Kevin Bown CSci (*reappointed August 2018*)

Sheri Scott CSci (*appointed September 2020*)

Continuing Members

Matthew Wood RSci (*appointed November 2019*)

Dr Hayley Tripp CSci (*appointed September 2020*)

Dr Steven Hale CSci (*appointed November 2019*)

Samantha Gaunt RSci (*appointed September 2020*)

Lee Shunburne CSci (*appointed November 2019*)

Sumant Gadge RSci (*appointed September 2020*)

Richard Warhurst RSci (*appointed September 2020*)

Departures

Bob Windmill CSci (*appointed September 2020*)



Management

Office location

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

Science Council staff at year-end

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

As part of the work being supported by the Gatsby Charitable Foundation grant, Kelly Vere, Director of Technical Skills and Strategy at the University of Nottingham, continues to be seconded as Higher Education Engagement Manager, working to encourage higher education and research institutions to grow the community of Technicians Commitment Signatories and Science Council Employer Champions. She is supported by Simon Breeden from the University of York, and Dr Claire Stevenson CSci, from the John Innes Centre.

Kelly was awarded an MBE in the 2021 New Year Honours list, recognising her services to Higher Education.

Richard Holliday continues as Head of Technical Pathway Development on secondment from the Royal Society of Chemistry, leading on the Gatsby-funded project seeking to enhance technical routes into the sciences by further integrating professional registration standards into apprenticeships, T Levels, and higher technical qualifications. Tom Cheek and Varshini Rajkumar continue to lead on Apprenticeship Lead and T-level/HTQ Lead respectively to support the delivery of the Technical Pathways programme.



The number of staff increased in 2021, predominantly due to recruitment in line with the investment programme. Ryan Mercer and Liz Gill were appointed as Policy Officer and Online Events Coordinator respectively.

In January, Senior Registration Officer, Hayley McNeil left the Science Council to return to New Zealand. Following a formal recruitment process, Yasmin Finch was appointed as the new Senior Registration Officer.

In December, Marketing and Communications Officer, Charlie Cantwell left the organisation and was replaced by Ruth Herbert.

Following the departure of Richard Prescod, Oliver O'Hanlon was appointed Corporate Services and Governance Manager.

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

Health and safety

The health and safety (H&S) of our staff and volunteers is paramount at all times, no more so than during a pandemic. Day-to-day responsibility for H&S is delegated to the Chief Executive, with oversight of arrangements for H&S delegated by the Board to the Finance, Audit and Risk Committee. In 2021, staff reported no incidents or near-misses while working in the office or working at home.

In our continued response to COVID-19, we retained the same office space to provide for adequate social distancing. Throughout the year, the majority of staff continued to work from home with some staff visiting the office as needed. At all times staff were instructed to follow government guidance and our landlord's health and safety measures for individuals working on premises. We invested in equipping staff with the necessary office equipment to enable them to perform their roles at home. Throughout the year, regular contact with staff was maintained to ensure that all reasonable steps were taken to meet the needs required for remote working. We continued to pay for eye tests and contributed to the cost of glasses for work purposes if needed.

Plans for long-term working arrangements and future office needs will be kept under review over the course of 2022. We envisage that most staff will work remotely on a permanent basis, only meeting in person for formal meetings and operational development activities. This will pose its own challenges, but we expect that this will help with staff retention and when necessary, will enable us to recruit from a far wider talent pool than hitherto.

Regarding mental health and wellbeing, staff are encouraged to discuss their concerns at team meetings and in one-to-one meetings with their line manager or the Chief Executive. As part of annual appraisals, staff are asked for their views on whether their working environment is having an impact on their mental and physical health and well-being. At the end of 2021, one member of staff was a trained Mental Health First Aider and all line managers had completed mental health awareness training to support their teams. Acknowledging that some staff may not be comfortable discussing mental health issues with colleagues,



we provide staff with more information about where they can go to access professional and confidential information and support.

In June, we took part in a pilot for a new quality mark from the Association for Accredited Learning (AAL). Following a series of self-assessments, online survey and group discussions, we were awarded the 'People, Culture and Wellbeing Quality Mark' in January 2022 in recognition of the emphasis that we place on collaboration and employee engagement.

Data protection and cyber security

The Science Council takes data protection seriously and commissions periodic audits to ensure that we continue to be compliant with data protection requirements. Throughout the year staff implemented an action plan to meet the recommendations of the audit carried out in October 2020. The areas highlighted for improvement were on volunteer data management and records management, with measures put in place to meet requirements. The next General Data Protection Regulation (GDPR) audit will take place in March 2022.

All new staff members and trustees must complete data protection training, and undergo refresher training every two years.

In February 2021 we were awarded accreditation from the National Cyber Security Centre. The accreditation demonstrates to organisations and individuals with which we work, particularly our Members and Registrants, that we have taken essential precautions to protect ourselves and the data that we hold against cyber threats. It also provides us with increased protection against fraud and interruption of business by hackers.

Internal audit

To make sure that the Science Council's financial controls and procedures continued to operate in line with good practice, Sayer Vincent was commissioned to conduct an internal audit of our financial controls in October 2021. The audit found that the controls and procedures in place are fit for purpose, sufficiently detailed and reflective of current working practices. We were pleased that Sayer Vincent expressed an opinion that it had substantial assurance over our financial controls and procedures.

Appraisal and remuneration

Employees' performance is appraised annually, and executive pay is reviewed annually. Increases are normally linked to inflation. In setting executive pay, the Board benchmarks against similar bodies including Member Bodies. This process recognises that, while the Science Council itself is a small organisation, its role as a membership body creates additional skill demands. A salary benchmarking exercise is undertaken every three years with the next one taking place in April 2022.

Science Council volunteers at year-end

The Science Council draws on the support of volunteers for its committees, licensing and registration activities, and events; over 250 individuals have given their support in this way during 2021. We are always grateful for the time and dedicated service that our volunteers give to us, particularly this year.



In addition to trustees and committee members, there are three volunteer programmes managed by the Science Council: Registrant Champions, Registration Assessors and License Reviewers. Registrant Champions are a community within the wider network of professionally registered scientists and technicians that champion the benefits of professional registration: to the individual, to their workplace and to society as a whole. Registration Assessors are skilled professionals who give their time and experience to assess applications for professional registration through the Common Application Process. They are recruited through an open application process and undergo induction and training before becoming Assessors. License Reviewers are staff and volunteers of Licensed Bodies with expertise in the operation of the Science Council's licenses; they are trained to act as peer reviewers, helping to carry out the license review process under the guidance of the Registration Authority. The Registration Authority ensures that License Reviewers do not review licenses of any Licensed Body of which they are an employee or member.

In recognition of United Nations' International Volunteer Day, we held a 'Volunteer Day' in December to celebrate the contribution that our volunteers make to the Science Council. Around 100 volunteers attended the online event. The event included a networking opportunity for Registrant Champions to come together and learn about the programme of activity for the coming year and to meet colleagues and learn more about the value of championing professional registration in their workplace. We hope to make Volunteer Day an annual event in future years.

All new volunteers are required to complete data protection training through the Science Council or demonstrate that they have completed formal data protection training with another provider. All volunteers are required to undergo GDPR refresher training every two years.



Member Bodies of the Council

Full Council and General Meetings

The Board of Trustees is answerable to the Member Bodies. Member Bodies elect the President and Elected Trustees; receive and consider the Annual Report and Financial Accounts; appoint and determine the remuneration of the auditors; approve applications for membership; approve amendments to the Bylaws and Charter; and approve amendments to the membership fee. The Science Council normally holds three General Meetings per year and Members are entitled to send two representatives to General Meetings.

The Science Council held three General Meetings in 2021, all of which were held online and provided the Science Council with an opportunity to keep Members informed on achievements and progress on performance. The Science Council also used the General Meetings to consult with Members on the development of our new strategy, and we are grateful to our Members for their test and challenge on strategic proposals.

General Meetings also provide an opportunity for the Science Council to conduct other essential business with its Members. In April Members elected Professor Carole Mundell as President and elected the Society of Cosmetic Scientists and the Society for Natural Sciences into membership. In October, Members approved changes to our Bylaws which enable the Science Council to hold General Meetings online. The Bylaws were approved by the Privy Council in February 2022.

At the end of 2021 the [total number](#) of Member Bodies was 36.

Membership fee

Member Bodies pay an annual membership fee to the Science Council, which normally rises in line with inflation. The fee is calculated based on the number of paying members within a Member Body's membership. From this figure students, overseas members who are not Registrants and retired members are excluded. The fee in 2021 was £0.82 (2020: £0.81) per qualifying individual member. In January 2022, the fee increased to £0.83. Up to and including 2021, the maximum membership fee will remain capped at 30,000 qualifying individual members.

The minimum membership fee will remain at £750, which is charged if a member has fewer than 943 qualifying members. From January 2022, the upper and lower membership fee cap will also rise in line with inflation. This means that Member Bodies with 30,000 or more individual paying members will pay £24,450 per annum; Members with fewer than 943 individual paying members will pay £756 per annum.



Membership criteria

The Regulations set out the criteria for membership of the Science Council. The criteria are as follows:

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



Achievements, performance and plans for future periods

Strategy 2022-2025

The Science Council's 2018-2021 strategy focused on three core strands: Registers and Licences, Community and Membership, Policy and Influence. These strands were well-received by Members and served as valuable platforms for increasing our engagement with the community on professionalism in science and bringing Members together for discussion and information exchange.

Our new strategy continues with these three core strands as a demonstration of our confidence in the work we do with and on behalf of our Members, our commitment to bringing together the scientific community to share knowledge and insight, and promoting the value of professional development and registration. In addition, and as a signifier of the importance that we place on diversity, the fourth strand of our new strategy is 'Equity, Diversity and Inclusion (EDI)'. This will be a core area of work over this strategic period.

The core objectives of our four strands are as follows:

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

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

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

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

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

Our values and guiding principles

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

- We are **Inclusive** of all disciplines of science and all types of scientist and science technician through our Members.
- We are **Informed** by evidence and research and by our Members and Registrants.



- At all times, we are **Positive** and balanced in our promotion of the contribution of scientists and science technicians, to society and of our Members, our Registrants and the science workforce as a whole.
- We will be **Collaborative** in our approach to debate and discussion and in our attitude to conversation in general.

Statement on Public Benefit

The Board of Trustees is mindful of its responsibility to ensure that the Science Council, as a charity, acts for the benefit of the public. The Science Council provides [public benefit](#)¹ as a charity by advancing science and science education, and advancing equity, equality, diversity and inclusion in science. Trustees always ensure that the activities undertaken by the Science Council are in line with its charitable objectives and believe that they have complied with their duty in accordance with the UK Charities Act 2011 to follow the Charity Commission's guidance on the operation of this public benefit.

Investment for long-term sustainability

The Science Council's current level of reserves is substantially in excess of its target minimum reserves level. The Board has authorised the investment of a significant part of the additional reserves in a two-year programme of activities in order to advance our strategic objectives (as part of both the 2018-2021 and 2022-2025 strategies) and build the long-term financial sustainability of the Science Council. The two are inextricably linked: our income comes primarily from our Members and Registrants, and is dependent on Members and Registrants recognising and valuing the Science Council's charitable activities and outcomes.

The investment programme aims to increase our support for Members and Registrants, to enhance the visibility and awareness of the Science Council, the work of scientists and the benefits of professional registration.

An important objective is to reverse the long-term trend in decline in number of registrants and in particular, number of Chartered Scientists (who provide around 60% of Science Council income through registration fees). Through its professional registers, the Science Council plays a unique and valuable role in ensuring public trust and confidence in the scientific workforce and transparency in the process of science. However, the age profile of these Registrants is older than other registers, with many reaching retirement age over the next decade or so. If we are to grow the registers and thereby continue to support UK science, it is essential that we attract young and young-in-career scientists to gain and maintain professional registration.

The Board recognised in 2020 that a significant step-change in Registrant acquisition and retention was needed. This included the need to raise the Science Council's profile and work in partnership with our Members and other organisations to attract more people to the registers and embed registration into technical education routes.

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



One of the most significant investments we made in 2021 was to commission a comprehensive survey of Registrants to inform the development of our services and marketing strategy. The key findings from the research were that the Science Council needs to raise its visibility and profile; that Members are key to attracting people into registration; and Registrants want to connect with each other on cross-disciplinary issues. Additionally, there is a lack of consensus as to the value of registration and a confusion as to the role that the Science Council plays in the registration process.

Establishing a clearer understanding of the value of registration will be vital in shaping our longer-term marketing and communications. With greater understanding of the potential market, we can develop clearer and more targeted content and marketing, and new services that enhance the value that Registrants and Members get from the Science Council.

Other key features of our investment plans included increasing our brand and digital marketing activity to enhance support for promotional campaigns in collaboration with our Members and Employer Champions; enhancing our programme of online networks for Registrants and Members in service of the delivery of our value proposition; escalating our policy and influence work to increase our influence at the national level; and continuing to place equity, equality, diversity and inclusion at the heart of all that we do. To provide the necessary operational capacity, we recruited a Policy Officer and Events Coordinator. With a more compelling membership offer we expect to be able to attract more professional bodies into membership, which, in turn will help increase our Registrant pool.

All of this work is of course not a short-term fix, and in economically tougher times, there is always a risk that returns on investment take longer than envisaged. However, the opportunities offered to us to further our objectives and improve long-term sustainability and impact are well worth pursuing.



Registers and licensing



Licensing

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

The Science Council grants licences to professional bodies within its membership to admit their own individual members to the professional registers. Licences are awarded by the Board when a Member Body can demonstrate that it meets the required criteria and standards and are typically awarded for 5 years. To ensure that standards are being maintained, Licensed Bodies are subject to periodic review by the Registration Authority. The reviews provide the Board with assurance that Licensed Bodies are upholding the standards for the award of the professional designations for which they have been licensed. In 2021, the Royal College of Podiatry was awarded a full licence for RSci and RSciTech in addition to its CSci licence.

Review of the Professional Standards and the Evidence Framework

After the standards review in 2020, 2021 has been a year of transition for the Registration Authority and its Licensed Bodies as they prepare to use the updated standards from January 2022. Licensed Bodies were provided with extensive new licence documentation and a wide range of mandatory and guidance documents. As part of the improvements in our licensing function, we require all Licensed Bodies to sign a licence agreement, which provides clarity as to the duties and responsibilities of the Licensed Body and the Science Council. At the end of 2021 all Licensed Bodies have signed the agreement.



The Development Licence

In 2021 we launched the Development Licence (formerly known as Licence Lite). The Development Licence is aimed at smaller organisations that do not yet have the infrastructure to administer their own licence, to provide them with the ability to offer their individual members professional registration. Through support from the Science Council, organisations will develop their internal infrastructure and progress to a full licence after no more than two years. One new Development Licence was awarded in 2021 to the Society of Cosmetic Scientists for CSci.

Online licence reviews

In light of COVID-19 and inspired by the success of other organisations in science and engineering, the Science Council piloted online licence reviews, successfully completing 18 reviews during 2021. We were pleased to see that the move to online reviews increased Licensed Bodies' engagement and participation in the review process, as well as reducing the Science Council's and its Members' travel costs and environmental impact. To ensure that online reviews maintain the standard and efficiency that Licensed Bodies have come to expect from in-person reviews, we provided our licence reviewers with training to help them conduct reviews in the digital space.

Licensed Bodies not subject to a licence review in 2021 were required to submit an annual report which was used to provide the Registration Authority with assurances that each of them continued to administer their licence appropriately and identify which, if any, Licensed Bodies required additional support.

The Licence Fee

In 2021 the licence fee was at £2,535 for one licence, £3,549 for two or three licences, and £4,563 for four licences. From 2022, the licence fee will increase to £2,555 for one licence, £3,577 for two/three licences, and £4,600 for four licences.



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



CPD and CPD Awards

Professional registration for the scientific workforce recognises high standards of professionalism and competence; a commitment to keeping skills and knowledge up to date; and accountability to codes of conduct that ensure the responsible application of science for the benefit of society. All Registrants are required to declare annually that they continue to meet the Science Council's standards for CPD (Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their Registrants CPD records.

This year also marked the seventh year of the CPD Awards which was delivered online, and the winners in each category were announced over the course of one week. The Awards are designed to celebrate the continuing professional development (CPD) efforts and achievements of Registrants from across the registers and offer them recognition for their broad and diverse range of professional activities. A full list of winners can be found on our [website](#).

In 2021 the CPD Learning Group transitioned to the Registration and Licensing Learning Group to help provide support to Licensed Bodies on all areas of their licence in addition to CPD. This group met four times in 2021 and discussed best practice on transitioning to the updated standards and licensing documentation as well as best practice on how to manage volunteers.

Registrant numbers

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

The primary channel for promoting the Science Council's registers is through our Licensed Bodies. Complementing this, the Common Application Process helps the Science Council to promote registration directly to individual scientists and science technicians working in the UK. This enables applicants to apply for professional body membership and registration concurrently with one of our Licensed Bodies.

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

Total Registrant numbers at year-end were 10,652, down from 10,798 at 2020 year-end. The decline between 2020 and 2021 is 1.3% and is the continuation of a long-term downward trend in registration numbers. There are several reasons for the decline this year, including retirements and the ongoing impact of COVID-19.



We know that employers' views of professional registration are a key driver of registration, so working more closely with employers through the Employer Champion and Technician Commitment programmes can help to stimulate growth in Registrant numbers. Longer-term, we envisage that the Technical Pathways project will also increase Registrant numbers for the RSci and RSciTech registers, and longer-term, increase the number of Registrants progressing to the CSci register. A significant part of our investment programme and particularly our post-Registrant survey work is to better understand individuals' motivation for registration so that we can reverse Registrant attrition rates.

Enhancing Technical Pathways

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

The first 12 months of the project focused on developing and implementing systemic and infrastructure changes to embed the registers into the pathways. The technical pathways programme board has consequently developed numerous models for achieving this, which have been refined and developed into a coherent strategy. We have also been working collectively with the professional body community and created a technical education forum to exchange ideas and foster collaboration.

For apprenticeships, we will be making a judgment on the extent to which achieving the knowledge, skills and behaviours contained within particular apprenticeships contribute to the eligibility and competency requirements of RSci or RSciTech. Where apprenticeships have been judged to fully align, we will implement a shortened application form for RSci or RSciTech making registration a much simpler process and utilising the skills and knowledge that has been verified through the apprenticeship.

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

Our main aims for 2021 have been to work with professional bodies to implement the apprenticeship and T Level models that have been developed with a view to the first apprentices applying for professional registration (under the new model) and a membership offering being in place by the 2022. We will also be exploring further how the higher technical qualifications can lead to RSci and RSciTech and what role the Science Council along with professional bodies may have in protecting the standards of these qualifications.



The Employer Champion programme

The Employer Champion Programme is designed to support the career growth of scientists and science technicians and supports employers to promote the benefits of professional registration to a career in science.

Challenges posed by COVID-19 meant that no new employer was awarded Employer Champion status in 2021. The pandemic impacted businesses in various ways and, understandably, businesses focused on essential functions. However, our engagement with employers continued throughout 2021 through several new initiatives, including the launch of a quarterly Employer Newsletter and an Employer Network that met quarterly. Discussion topics at Network meetings included case studies from Employer Champions, best practice and top tips for developing a successful programme; a presentation on the technical education pathways into a career in science, including T-Level, industry placements and apprenticeships; the benefits of continuing professional development, including managing the CPD portfolio; the benefits of professional body membership showcasing a number of Science Council Members. Now in its second year, the virtual professional registration workshop has matured with the support from Liz Gill, the Online Events Coordinator. Over 260 people participated in 11 online workshops in 2021.

To support the promotional activity, a promotional video of the benefits of the Employer Champion Programme and professional registration was developed. We are grateful to colleagues at MRC Harwell and Welsh Water who hosted us and provided case studies in a day of [recording](#). We are delighted with the outcome and would like to thank both organisations for their support in this activity. Further support was provided by the following organisations to produce case studies of exemplar Employer Champions; SUEZ, Thames Water, University of Reading, Kings College London, and The Francis Crick Institute. We are grateful for this continued support in showcasing the value of professional registration.

At the end of 2021 there were 30 Employer Champions (2020: 30).

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



Lab Innovations Awards

The Science Council partnered with Lab Innovations exhibiting and speaking at a face-to-face event at NEC Birmingham. The inaugural Laboratory Awards were launched in 2021 and the Science Council participated on the judging panel for the nominations of these awards.

The Technician Commitment

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

Despite the challenges presented by COVID-19, the Technician Commitment continues to go from strength to strength and now stands at 91 signatory institutions, with a number of sector-supporter organisations. A [list of signatories](#) can be found on the Technician Commitment website.

Technician Commitment Steering Group

The Technician Commitment has a very engaged and active Steering Group with representatives from:

Advance HE	Office for Students
BCS, The Chartered Institute for IT	Science Council
Careers Research & Advisory Centre Ltd (CRAC)	UK Research and Innovation (UKRI)
Engineering Council	Universities and Colleges Employers Association (UCEA)
Gatsby Charitable Foundation	University of Nottingham
King's College London	Wellcome Trust
Medical Research Council (MRC)	

The Science Council would like to thank the Gatsby Charitable Foundation for its support.



Community and membership



Member engagement

Our support for the Member community continued across all areas of activities in 2021. Due to the ongoing impact of COVID-19, the Science Council continued to provide Members with online networking opportunities to share good practices, gain mutual support and take action on behalf of the community. The CEO & Leaders Forum, Membership Managers Network, Events Manager Network, Policy Forum are a few of the networks that meet regularly. Established in 2020 in response to COVID-19, these networks continue to be well-received and attended by the membership and will remain part of the membership offer moving forward.

The Event Manager Network was launched in 2021 in partnership with the Institution of Environmental Sciences. The Network provides opportunities for Members to share their approaches to moving activities and events online, including experiences of using various online platforms, approaches to innovation, pricing and creating value to their respective communities.

Equity, Diversity and Inclusion (EDI)

The Science Council and our Member community have important roles to play in addressing societal challenges and bringing about social change. Every Member has a role in being inclusive, and we want to encourage, support and celebrate the different people that cultivate a diverse scientific community. Truly diverse and inclusive cultures in organisations and scientific professions will be instrumental in meeting the challenges in science faced by facing societies across the world.



With this in mind, EDI activities took on a renewed purpose with the establishment of an EDI Steering Group in early 2021. The Group is chaired by the Board's Diversity Champion Rachel Lambert Forsyth, with membership coming from across the Science Council's Member Bodies, trustees and staff. An EDI strategy was approved by the Board in September 2021, with the aim of supporting staff and trustees, Members and the scientific and Registrant community. The group articulated a strategic vision in two statements:

1. Members and the scientific professions are more diverse and inclusive, valuing the unique and talented individuals in the scientific community and reflecting the wider communities we serve.
2. To achieve this, we will actively support the development of inclusive cultures where all forms of diversity are welcomed and included, breaking down barriers to inclusion and creating real benefit for all our Members and everyone working in the scientific professions.

Further EDI benchmarking took place with the release of an updated Diversity and Inclusion Progression Framework. The Framework is a tool for professional bodies to assess and monitor their progress on diversity and inclusion. Developed through a collaboration between the Science Council and the Royal Academy of Engineering, this is an important element of the support available for Science Council Members as they seek to embed inclusive practices into their strategies, planning and organisational cultures. A few of the key findings from the [Scientific Bodies Benchmarking Report](#) include identifying and addressing barriers to data gathering, broadening the focus to include more under-represented groups, and establishing communities to exchange ideas and good practices.



Policy and influence



Developing our policy voice

As part of our two-year investment programme, the Science Council took some important steps in 2021 to build a new policy function. In March, Ryan Mercer was appointed into a newly created Policy Officer role, with the initial focus on developing a plan for policy activity, engaging with Members and identifying where the Science Council can be a distinctive and impactful voice in policy for the whole of the science community. Through our increased policy activity we have been able to make a more active contribution to public debate.

In 2020, the Science Council formed the Policy Forum, initially in response to the COVID-19 pandemic, which brought together the policy leads of Member Bodies to discuss shared priorities. The Forum continued to be part of the membership offer throughout 2021 and now the Forum has more defined agendas, focusing on debating pan-scientific challenges and fostering more effective collaboration between Member Bodies with the aim of harnessing the community's collective voice on policy issues. In addition to the Policy Forum, a Policy Advisory Committee was created towards the end of the year to oversee and provide strategic guidance to the Science Council's own policy activities. Led by Vice Chair of the Board, Catherine Ross, the Committee will start its work in earnest in 2022.

In 2021 the Government produced a number of strategies and reviews which the Science Council engaged with, including the Innovation Strategy, the R&D People and Culture Strategy, the Government Science and Engineering Profession Strategy and the Spending Review.



Engagement with the Civil Service included a meeting between our President, Chief Executive and Sir Patrick Vallance, the Government's Chief Scientific Advisor about how the Science Council can work more closely with the Government Office for Science on shared priorities and issues such as professional registration and EDI issues for scientists working with and across Government.

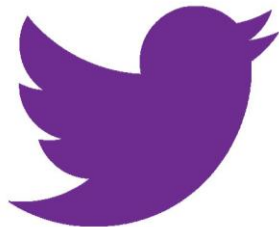
Another significant initiative was the letter sent to the Chancellor of the Exchequer, which was actively co-signed by 26 of the Science Council's Member Bodies and represented a level of collaboration on policy between Science Council and its Members which had not previously existed. The letter sent a clear message from the science community as to the collective scientific needs of the UK to ensure that it remains a leading scientific nation, providing global leadership to enable countries to collectively tackle the biggest global challenges facing humanity.

Looking ahead to 2022, the Science Council aims to undertake a series of events and engagement with Government which is more proactive on shared priorities including workforce challenges and internationalism. We will also plan to host a day-long policy conference on how the UK can achieve Net-Zero. The conference will provide a neutral forum for discussion among Members and the wider science community.

Influencing and informing

As a membership organisation, our advocacy role goes beyond the aim of influencing government policy. Our social media platforms and website give us the opportunity to amplify our Members' activities and messages, maximising the impact and reach of the community. Twenty twenty-one saw an increase in activity across all our communications channels. A number of internal reports were produced throughout the year to analyse and continue to improve our work in this area. All of our other social media channels performed very well throughout the year and our posts have consistently received a high level of engagement. Success on social media was largely driven by the Showcasing Science Campaign and Women in Science Podcast series.

As of the end of December 2021, we had:



Twitter followers 5,687



Instagram followers 1,017



LinkedIn followers 2,690



Our website and newsletter continue to be important communication channels for us. Our website has been consistently well visited throughout the year and we posted a range of news articles, blogs and event posts. We reached 554,900 total website views in 2021 (467,600 unique views), which was an increase of 33% from 2020. Views peaked towards the end of summer, with pages on Chartered Scientist and information on professional registration proving the most popular.

International Day of Women and Girls in Science

To celebrate International Day of Women and Girls in Science we produced 48 podcasts, featuring over 50 female scientists, the majority of whom came from biological or healthcare industries, ranging in their career level, from trainee & apprentice level to Chief Executive.



Financial Review

Results for the year

Income for the year totalled £888,167 (2020: £847,023). After total expenditure of £924,333 (2020: £780,826) the year's activities showed a deficit of £36,166 (2020: surplus £66,197), which when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £822,475 (2020: £858,641). This is represented by unrestricted funds of £810,475 (2020: £846,641) and restricted funds of £12,000 (2020: £12,000).²

Reserves Policy

The reserves policy was reviewed in April 2021 and the Board has taken the view that it is appropriate to maintain a minimum reserve level of at £250,000 for the next 12 months. A significant proportion of the two-year strategic investment programme agreed by the Board will be funded from our reserves. The known uncertainties and risks to income as a result of COVID-19 have been taken into consideration and the Board considers this level as appropriate for the reported financial period. In setting this level the Board took account of risk to income, and legal and contractual obligations. The Science Council's reserves policy focuses on the level of free reserves, which excludes the net book value of the Council's fixed assets. The Science Council seeks to maintain sufficient free reserves to manage the risks to which it is exposed in the course of its business, including but not limited to safeguarding against fluctuations in its income from membership, licensing and registration. The target range for free reserves is calculated annually as part of the budget process on the basis of the financial impact of the current risks facing the Council.

During 2021, the Finance, Audit and Risk Committee undertook an in-depth review of the underlying methodology used to calculate how the reserves level is set. Acknowledging disclosure requirements under CC19, the Committee agreed on a methodology that is more appropriate to the type, structure and complexity of the Science Council. The initial timescale for completion of this work was Autumn 2021 so that it could support the 2022 budget setting process, but due to staffing changes the work has been deferred until 2022 and on completion the new methodology will support the 2023 budget setting process.

The Council's free reserves, less fixed assets were £804,846 at 31 December 2021 (2020: £837,795). This is clearly substantially higher than the target minimum.

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



Statement on COVID-19

The Science Council's operations continued to be significantly affected by COVID-19 over 2021, particularly in relation to our charitable activities in service of our Members and Registrants. In line with Government guidance, the majority of staff continued to work remotely with some staff visiting the office as and when needs determined. We continued to hold all of our Board and Committee meetings online, and as was the case in 2020, this increased volunteer attendance and engagement.

The online network events provided to Members enabled us to continue our engagement activities with the community and attendance at these meetings remained strong throughout the year. The majority of our meetings in 2022 will continue to be held online and staff and volunteers will only meet in person when it is safe to do so.

It continues to be difficult to predict the long-term operational and financial impact of COVID-19 on the charity, but with healthy reserves and prudent financial management, we are confident that current operations are sustainable in the medium-term. We continue to evaluate the cost and benefit of our programme of activities and adopt mitigation measures to minimise any negative impact on our operations. In December, the Board established a sustainability working group to examine sustainability scenarios and options for changes to our business model. The group will carry out its work over 2022.

Fundraising Practices

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

Investment Policy

Currently the Science Council has not made any Investments, and only has cash on deposit. However the Science Council has the ability to make investments in line with its Investment Policy. Investment objectives are to ensure that market, credit and counterparty risks are managed, while ensuring that funds are available when they are likely to be required by the Science Council.

The Board delegates responsibility for overseeing investment decisions to the Finance, Audit and Risk Committee. In light of uncertainties relating to the long-term impact of COVID-19 and the Science Council's liquidity needs, investment opportunities have not been identified. A review of the suitability and timing of investments will take place when there is greater certainty in the market and of the Science Council's financial sustainability.



Risk Review

The Finance, Audit and Risk Committee undertakes a rolling review of the Risk Register, ensuring that all areas are covered over the course of the year. The Register aims to provide management with a comprehensive tool to identify, assess and manage real-time risks to the Science Council, including outlining steps being taken to mitigate risks and identifying further action needed to mitigate risks further. As would be expected for a membership organisation, the Board is continuously mindful of the risk of a significant loss of support from Member and Licensed Bodies,. Management monitors engagement levels and continuously reviews the relationships.

Over the course of the year the Board considered the high risks to which the Science Council is exposed, primarily relating to the ongoing impact of COVID-19; the potential impact and probability associated with each risk; existing internal controls and accountability for them; and mitigating actions to reduce the level of risk.

Principal Risks

At year-end key areas of risk identified include:

Risk area	Steps taken to manage risk
Relationship with Members and partner organisations does not lead to Registrant retention and growth	The Board developed a new strategy aligned with the needs of the community. The Board approved a two-year investment programme to raise the profile and visibility of the Science Council, including a Registrant survey to better understand motivations for registration; cross-membership collaboration to improve technician pathways, raising profile of the Science Council and value of professional registration.
Recruitment and retention of sufficient quantity and quality of volunteers for R&L function	Volunteer management programme undertaken in 2021, including conducting a volunteer survey and identify gaps to help with future recruitment; Volunteer Day held to celebrate volunteer contribution; move to online meetings has enabled volunteers to contribute more time to the Science Council.
Sustainability of business model, with particular regard to dependency on few income sources	Continuing with existing office size and 75% reduction in F2F meetings in 2022 budget to reduce travel and subsistence costs. Regular I&E forecasting undertaken to keep control of costs. There continues to be broad Member support for the current membership model with no Members leaving and new licences being awarded in 2021. A sustainability group will interrogate alternative business models in 2022 with work scheduled to complete by year-end.



Statement of Trustees' Responsibilities

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

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

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

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

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

On behalf of the Board

Adam Donnan, Chair of the Board

Mark Finnie, Honorary Treasurer

Date: 31st May 2022



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 2021 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 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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



Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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



Auditor responsibilities for the audit of the financial statements

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

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

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

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

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

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



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

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

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

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

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



Auditor responsibilities for the audit of the financial statements

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink that reads "Kreston Reeves LLP".

Kreston Reeves LLP

Chartered Accountants

Statutory Auditors

Canterbury

Date:



Statement of financial activities

		2021		2020	
	Note	Unrestricted funds	Restricted funds	Total	Total unrestricted
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	156,634	-	156,634	156,746
Charitable activities	3	535,210	195,998	731,208	690,006
Investments	4	325	-	325	271
Total income and endowments		692,169	195,998	888,167	847,023
Expenditure on:					
Charitable activities	5	728,335	195,998	924,333	780,826
Total expenditure		728,335	195,998	924,333	780,826
Net income / (expenditure) and net movement in funds		(36,166)	-	(36,166)	66,197
Reconciliation of funds:					
Total funds brought forward	14	846,641	12,000	858,641	792,444
Total funds carried forward	14	810,475	12,000	822,475	846,641



Balance Sheet

		2021	2020
	Note	£	£
Fixed assets			
Tangible assets	8	5,629	8,846
Current assets			
Debtors	9	54,415	50,456
Cash at bank and in hand		819,232	868,037
		<u>873,647</u>	<u>918,493</u>
Creditors: amounts falling due within one year	10	56,801	68,698
Net current assets		<u>816,846</u>	<u>849,795</u>
Total assets less current liabilities		<u>822,475</u>	<u>858,641</u>
Charity Funds			
Unrestricted funds	14	810,475	846,641
Restricted funds	14	12,000	12,000
Total charity funds	15	<u>822,475</u>	<u>858,641</u>

These financial statements were approved by the Board on 31st May 2022 and were signed on their behalf by:

Adam Donnan, Chair

Mark Finnie, Honorary Treasurer

The accounting policies and notes on pages 47-57 form part of these financial statements.



Statement of cash flows

		2021	2020
	Note	£	£
Net cash flow from operating activities	16	(49,130)	71,038
Cash flow from investing activities			
Payments to acquire tangible fixed assets		-	(9,650)
Interest received		325	271
Net cash flow from investing activities		325	(9,379)
Net increase / (decrease) in cash and cash equivalents		(48,805)	61,659
Cash and cash equivalents at start of period		868,037	806,378
Cash and cash equivalents at end of period		819,232	868,037
Cash and cash equivalents consists of:			
Cash at bank and in hand		819,232	868,037
Cash and cash equivalents at end of period		819,232	868,037



Notes to the financial statements (continued)

1. Accounting policies

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

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

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

These accounts for the year ended 31 December 2021 are the seventh accounts for The Science Council prepared in accordance with Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (effective 1 January 2019).

Fixed assets

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

Provision is made for depreciation on the following bases:

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

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any trade discounts etc.

Cash at bank and in hand

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



Creditors and provisions

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

Taxation

The Council has been granted charitable status for tax purposes with effect from 10 February 2004, therefore there is no Corporation Tax liability on surpluses arising or investment income applied for charitable purposes only. The Council has no output eligible for Value Added Tax.

Fund accounting

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

Incoming resources

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

Resources expended

Expenditure is accounted for on the accruals basis. Direct costs comprise costs that are wholly attributable to that activity; support costs are apportioned to activities on the basis of analysis of staff time. Governance costs are those associated with the running of the Council itself.

Financial instruments

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

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

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

Basic financial assets

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



Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

Pension scheme

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

Leasing commitments

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

Going concern

While the ongoing impact of the COVID-19 pandemic has been assessed by the trustees so far as reasonably possible, due to its unprecedented impact on the wider economy, it is difficult to evaluate with any certainty the potential long-term outcomes on the charity's activities, its Members, Registrants and suppliers. However, taking into consideration the UK Government's response, its range of measures to support businesses and the charity's own reserves and planning, the trustees have reasonable expectation that the charity will continue its activities for the foreseeable future.

Critical accounting estimates and judgements

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

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

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



2. Donations income

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Membership	156,634	-	156,634	156,746
	156,634	-	156,634	156,746

All income received in 2021 and 2020 was unrestricted.

3. Charitable activities income

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Licence fees	£84,134	-	£84,134	£83,625
Registration renewal fees	£441,537	-	£441,537	£442,395
New Registration fees	£7,486	-	£7,486	£13,145
Other income related to professional registration	£2,052	-	£2,053	£6,200
Professional pathways / Grants / Donations / Contracts	-	195,998	195,998	144,641
	535,210	195,998	731,208	690,006

Income in the form of contracts, grants, and project contribution was £195,998 (2020: £144,641), which was 100% restricted (2020: 100%). Income for Professional Registration was all unrestricted in 2021 and 2020.

4. Investment income

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Interest – deposits	325	-	325	271
	325	-	325	271

All income received in 2021 and 2020 was unrestricted.



5. Charitable expenditure

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2021 £	<i>Total 2020 £</i>
Activities					
Professional registers and professionalism	73,369	68,227	80,249	221,845	357,795
Professional Pathways (Gatsby funded)	87,054	108,944	-	195,998	144,641
Membership support and activities	87,054	108,944	77,890	273,888	136,357
Policy, Promotion and Public Affairs	205,494	54,335	77,890	337,719	142,033
	448,556	239,748	236,029	924,333	780,826
<i>Total resources expended 2020</i>	<i>342,292</i>	<i>177,087</i>	<i>261,447</i>	<i>780,826</i>	

Expenditure on charitable activities was £924,333 (2020: £780,826) of which £195,998 was restricted (2020: £144,641) and £728,335 unrestricted (2020: £636,185).



6. Support costs

	Total	<i>Total</i>
	2021	<i>2020</i>
	£	<i>£</i>
Staff costs (note 7)	52,045	<i>56,760</i>
Other staff costs	1,290	<i>10,333</i>
Premises costs	30,089	<i>65,220</i>
Office and administration costs	70,263	<i>51,492</i>
Professional fees	1,361	<i>1,785</i>
Depreciation	3,217	<i>1,215</i>
Governance	77,764	<i>74,642</i>
	236,029	<i>261,447</i>

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

Expenditure includes:	2021	<i>2020</i>
Auditor's remuneration	6,570	<i>6,570</i>
	6,570	<i>6,570</i>

7. Staff costs

	2021	<i>2020</i>
	£	<i>£</i>
Wages and salaries	469,342	<i>408,531</i>
Social security costs	45,967	<i>39,407</i>
Employer pension costs	23,489	<i>18,451</i>
Staff training	3,573	<i>6,491</i>
Recruitment	9,880	<i>6,033</i>
	552,251	<i>478,913</i>



The average monthly number of employees	2021	2020
	12	10

The following number of staff received emoluments in the year in the bands:	2021	2020
£110,000 - £120,000	1	1

The Trustees and certain senior employees and consultants who have authority and responsibility for planning, directing and controlling the activities are considered to be key management personnel. As referenced in Note 13, the Trustees received no remuneration for carrying out their duties. The payments to key management personnel totalled £117,577 (2020: £117,588).

8. Tangible assets

	Fixtures & Fittings	Office Equipment	Computer Equipment	Total
Cost or valuation	£	£	£	£
1st January 2021	1,782	889	15,699	18,370
31st December 2021	1,782	889	15,699	18,370
Depreciation				
1st January 2021	1,782	889	6,853	9,524
Charge for year		-	3,217	3,217
Eliminated on disposals		-		-
31st December 2021	1,782	889	10,070	12,741
Net Book Value				
31st December 2020	-	-	8,846	8,846
31st December 2021	-	-	5,629	5,629



9. Debtors

	2021	2020
	£	£
Debtors (subscriptions and professional registration)	8,104	39,101
Other debtors	2,600	2,600
Prepayments and accrued income	43,711	8,755
	54,415	50,456

10. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	29,886	35,661
Deferred income and accruals	23,286	14,905
Taxation and social security costs	-	13,019
Other creditors	3,629	5,113
	56,801	68,698

11. Leases

	2021	2020
	£	£
Between 0-1 years	6,240	9,360
	6,240	9,360

12. Remuneration and expenses of trustees

The Trustees receive no remuneration for carrying out their duties. £290 (2020: £1,231) was paid to 1 trustee (2020: 12) for expenses incurred in relation to attendance at meetings.

13. Related party transactions

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



14. Charity Funds

Unrestricted funds

	2021	2020
	£	£
Balance at 1 January 2021	846,641	780,444
Net movement in funds	(36,166)	66,197
As 31 December 2021	810,475	846,641

RESTRICTED FUNDS 2021

	Balance Brought Forward	Net Incoming Resources	Resources Expended	Balance Carried Forward
	£	£	£	£
Gatsby Professional Pathways Fund	-	195,998	(195,998)	-
Gareth Roberts Memorial Lecture	12,000	-	-	12,000
Total	12,000	195,998	(195,998)	12,000

RESTRICTED FUNDS 2020

Gatsby Professional Pathways Fund	-	144,641	(144,641)	-
Gareth Roberts Memorial Lecture	12,000	-	-	12,000
Total	12,000	144,641	(144,641)	12,000

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

The **Gareth Roberts Memorial Lecture** fund relates to a donation from Sir Gareth Roberts to support the Gareth Roberts Memorial Lecture usually held biennially. The Lecture was last held in 2015.



15. Analysis of net assets between funds

	2021	2021	2021	2020	2020	2020
	Unrestricted Funds	Restricted Funds	Total	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Total</i>
Fund balances at 31st December are represented by:						
Fixed assets	5,629	-	5,629	8,846	-	8,846
Current assets	861,647	12,000	873,647	906,493	12,000	918,493
Creditors (Amounts falling due within one year)	(56,801)	-	(56,801)	(68,698)	-	(68,698)
Total	810,475	12,000	822,475	846,641	12,000	858,641



16. Net cash flow from operating activities

	2021	2020
	£	£
Net income for year / period	(36,166)	66,197
Interest receivable	(325)	(271)
Depreciation and impairment of tangible fixed assets	3,217	1,215
(Increase) / decrease in debtors	(3,959)	(18,255)
Increase / (decrease) in creditors	(11,897)	22,152
Net cash flow from operating activities	(49,130)	71,038

Analysis of changes in net debt

	1 st January 2021	Cash flow	31 st December 2021
Cash at bank and in hand	868,037	(48,805)	819,232

THE SCIENCE COUNCIL

England & Wales - Charity number 1131661

Accounts



Science Council Annual Report and Financial Statements

For the year ended 31st December 2020

Registered Charity no. 1131661



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Reference and administrative details

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

Charity number 1131661

Bankers HSBC
39 Tottenham Court Road
London
W1T 2AR

Accountants Excluserv Limited
1 Fore Street Avenue
London
EC2Y 9DT

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

Auditors Kreston Reeves LLP
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Website www.sciencecouncil.org



Chair's report

Welcome to the Science Council's Annual Report 2020.

In the introduction to my report last year, I commented that the government had just announced sweeping measures to manage the impact of COVID-19 and that the world was looking to the scientific community to rise to the challenge that had been presented. I hope I speak for all of us when I say that the community went above and beyond, for example, creating a range of vaccines in a matter of months which are now being rolled out at pace in the UK and across the world. I am extremely proud of the science community, globally, for the collective effort to address the pandemic.



Safety first

As the impact of COVID-19 caused disruption to the Science Council's business operations, the priority for the Board was to ensure the health, safety and wellbeing of our staff and volunteers. From the beginning of the first lockdown staff moved to remote working, ceasing all non-essential travel and attendance at events and moving all our meetings online. The Board and its committees have also adapted well to a new way of working and although we are not currently meeting in person, this has not detracted from our ability to meet regularly and make important decisions regarding future investments in projects and activities to serve the community.

I am extremely proud of the way that staff, under Helen Gordon's excellent leadership, have adapted to new working patterns while juggling home-life commitments. It is a testament to their professionalism and commitment that they have kept core services going and established new opportunities for Members to come together to share information. I would also like to praise the efforts of our Members who, in uncertain times, have continued to support registrants and the wider membership community. The long-term impact of COVID-19 on our Members and the wider scientific workforce will no doubt be significant, and the Science Council will continue to champion the profession and provide the space for the community to come together.

Financial investment

During 2020, our focus was on planning for the future with the Board approving a two-year investment package to enable increased support for Members and registrants, and to enhance the visibility and awareness of the Science Council, the work of scientists and the benefits of professional registration. This will also help to raise our profile and impact among employers, policy makers and other key stakeholders. More information about these initiatives will be communicated in due course. The Science Council Board will keep the financial impact of COVID-19 under review over the course of 2021.



Almost business-as-usual

On behalf of the Board, I am grateful to the Gatsby Charitable Foundation for the continued support for our work to raise the profile and value of technical education routes for the technician workforce. Although activity in this area has been hampered by COVID-19, we have worked hard to put in place the infrastructure over the last 12 months so we can continue to advance this important work over the coming years.

COVID-19 has given us the impetus to think more creatively about the shape and delivery of our activities to support Members and registrants. I know from speaking to a number of Members that the new networks created in the wake of the pandemic have been greatly appreciated. Our ability to bring the community together in such times demonstrates the unique value that professional bodies receive from membership of the Science Council.

Future focus

2020 was a year that elevated equality, diversity and inclusion (EDI) within social and political agendas. There is still so much more that the Science Council and its Members can do to make the profession more inclusive. I was pleased therefore that the Board strongly reaffirmed its commitment to EDI as a priority for the Science Council and established an EDI steering group to lead on reviewing the Science Council's own progress and goals. The group is being expertly chaired by trustee and diversity champion, Rachel Lambert-Forsyth.

Departures and welcoming new faces

This year we said goodbye to three trustees; Dr David Boyce, Professor Patrick Kniveton and Dr Pantea Lotfian, all of whom have enabled the Science Council to move forward with vision and purpose and have been part of a collective effort to re-engage with our Members and the wider science community in recent years. We also said goodbye to Nick Whitaker, who served as Chair of the Finance, Audit and Risk Committee for five years. Nick contributed a tremendous amount to the Science Council during his time with us. I would like to extend a personal thank you to them all for their support during my time as Chair.

In 2020, we welcomed three new trustees to the Board: Catherine Ross, Dr Paula Haynes and Philippa Martinelli. I am confident that they will be strong additions to the Board and will bring a valuable range of skills and expertise over the coming years. In September, the Board appointed Dr Chris Westcott to succeed Nick Whitaker as Chair of the Finance, Audit and Risk Committee. As a former trustee of the Science Council, Chris's understanding of the Science Council and community that it serves means that he is well-placed to take the Committee forward.

Thank you

As always, and on behalf of my fellow trustees, I would like to thank all our Members, volunteers and the Gatsby Charitable Foundation for their support for the Science Council over the past year. I look forward to working together over the next year to help continue to deliver our strategy. I look forward to seeing many of you in person later in the year.

This is my final report as Chair of the Board of Trustees as my term of office will come to an end in September 2021, having been elected to the Board in 2016 and taking over as Chair in 2018. I would like to personally thank my fellow trustees, both current and past, for the support they have given me during my



time as Chair and for their commitment to the Science Council. Thank you to all Members who have had the confidence in me to lead the Science Council over the past three years.

It has been an eventful few years for the Science Council and I envisage that it will continue to grow in stature and influence and I believe this can be achieved by working in concert with the community that it serves. I have enjoyed every moment and I hope my successor can take the charity on to bigger and better things.

Dr Helen Pain, Chair of the Board



Chief Executive's foreword



2020 was undoubtedly a year to remember as responding to the pandemic coincided with a busy year of development at the Science Council. It was a year of unprecedented challenge for many across our membership network and yet a time when a greater understanding of the contribution of science and the science workforce to humanity, grew.

With a clear sense of purpose driving activities, the team successfully switched to remote working in March 2020 and ensured continuity of services to Members and registrants, with all services moving online. A year of working remotely has prompted us to think differently about how we work and when it is important to come together, online and face to face. With this new insight and mindset of adaptability, we are best placed to flex with further challenges, and indeed take advantage of opportunities, and to build on what we do for and with Members. Remote working also led to some savings during 2020, which, in addition to previous years' retained income, is being put to good use in 2021 across a range of activities such as development of policy, events management and marketing and communications activity, plus a much-needed survey of registrants to inform our activities going forward.

New opportunities for Members to come together for support and exchange of ideas and information around topics such as events, policy and membership plus marketing and communications, were rapidly put in place and ran regularly through the year. These networks were warmly received and so these additional benefits for Members will continue.

In a year where the spotlight has been firmly on science, and with so many fantastic case studies to draw on across our community of registrants, our social media presence increased, the aim being to promote the value of registration and the contribution of science to society.

The Science Council continued with its review of standards and associated documentation and completed this on time, for implementation through 2021. License reviews were suspended for a year to give our licensed bodies more time to deal with immediate pressures arising from the pandemic. The Board also considered the pilot of a new "license lite" model which has proved successful and is the precursor to a new Development License due to be launched in 2021.

The Science Councils' commitment to Equality, Diversity and Inclusion remains strong, particularly evidenced in our support for the use of the EDI progression framework across our Membership community. But there is much more to do as we aim to move from being reactive to a more anticipatory organisation. Our newly formed EDI group has an ambitious agenda for action through 2021.

We are grateful for ongoing support from the Gatsby Foundation for the Technician Commitment programme which continues successfully, and for supporting the new Technical Pathways programme which commenced at the start of 2020. A warm welcome to Richard Holliday, Varshini Rajkumar and Tom Cheek who were appointed to lead the Technical Pathways work.

The Science Council works with and for its Members. Our work is dependent on your engagement and support and we are grateful for all that you do in collaboration with us.



A final thank you to the team, the Board and our volunteers for unending energy, resilience, commitment and vision.

Helen Gordon, Chief Executive



Trustees' Annual Report

The Board of Trustees presents its annual report and the audited financial statements for the year ending 31st December 2020.

Structure, governance and management

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

Our Purpose

The Science Council's charitable purpose as stated in its Royal Charter is to promote the advancement and dissemination of knowledge of and education in science, pure and applied, for the public benefit. To fulfil this purpose, the Science Council advances professionalism in science through the professional registration of members of the scientific workforce who meet a high professional standard and competence, and follow an established code of conduct, and provides a forum to connect members for discussion and information exchange, and for joint action where appropriate. This supports our Members in furthering their own commitment to advance science for the public's benefit.

The President

The President is the public face of the Science Council with key stakeholders, representing the Science Council at the highest level with governments, parliaments, industry, universities, scientific and engineering institutions and other public and voluntary bodies. The President uses their experience to champion the science profession; promote the value of professional body membership and registration; and amplify the collective voice of our Members. Following Bylaw changes approved by Members at the 2020 Annual General Meeting, the President is now elected by Member Bodies for an initial two-year term and is eligible for election for one further consecutive term of up to two years. Previously the President was elected for a four-year term with no option for re-election. Professor Sir Keith Burnett FRS retired as President at the end of 2020. Following an extensive recruitment process Professor Carole Mundell was elected as President in April 2021.

The Board of Trustees

The Board is collectively responsible for the long-term success of the Science Council, and in partnership with the Council's constituent members it sets the charity's values, standards, aims and objectives and oversees their delivery in line with the Objects of the Royal Charter. The Board is responsible for ensuring that the organisation functions within the legal, regulatory and financial requirements of a registered charity, but delegates close scrutiny of its governance policies and activities to the relevant subcommittees.

Trustees are not remunerated for their role. Each trustee submits a Register of Interest form on appointment and submits an updated form annually and declares any potential conflicts of interest at each Board meeting. The Code of Conduct for Trustees sets out the most common types of conflict and how the Board manages any direct or indirect financial and non-financial conflicts.



The Board met six times during 2020, all but once online. Unsurprisingly, the Board spent more time than usual on risk assessment, and on supporting the Chief Executive and staff in continuing to deliver on our strategic objectives, supporting Members and ensuring the welfare of staff. Of particular importance this year was a review of the Science Council's progress and goals for Equality, Diversity and Inclusion; updating the registration standards and licensing documentation; development of a new licensing model; and succession planning for the President, Chair of the Finance, Audit and Risk Committee, and Vice Chair of the Board.

One of the most significant decisions made by the Board was to approve a two-year strategic investment programme to invest in activities to support growth in the Science Council's effectiveness and impact. The investment will be resourced by our reserves in excess of our reserves target of £250,000.

Membership

Chair

Dr Helen Pain CSci CChem (*appointed September 2018*)

Continuing Members

Adam Donnan, Vice Chair (*elected June 2017*)

Jonathan Gorvin (*elected June 2017*)

Simon Toms (*elected June 2017*)

Ruth Kaufman (*elected September 2018*)

Mark Finnie, Honorary Treasurer (*elected September 2018*)

Dr Arthur Nicholas (*elected September 2018*)

Joan Ward (*elected September 2018*)

Rachel Lambert-Forsyth (*elected June 2019*)

New Members

Catherine Ross (*appointed June 2020*)

Dr Paula Haynes (*elected September 2020*)

Philippa Martinelli (*elected September 2020*)

Departures

Dr David Boyce (*retired April 2020*)

Professor Patrick Kniveton (*retired September 2020*)

Dr Pantea Lotfian (*retired September 2020*)

Trustee recruitment

The Board ensures that at least 60% of Elected Trustees are employees or members of Member Bodies and no more than 40% are elected from outside the membership. Trustees are elected by Members. The Nominations Committee ensures that the process for the recruitment of trustees is open, transparent and follows the procedures set out in the Bylaws and Regulations. It also leads on the process to identify nominees and potential appointments and co-options to fill skills gaps. At any one time the Board may have a maximum of twelve Elected Trustees and three Appointed Trustees. Appointed Trustees are appointed by the Board if it considers that there is a need for additional skills and expertise. They serve for a term of one year, which can be renewed annually up to three consecutive terms. The Board can also co-opt members to fill up to two Elected Trustee vacancies that may arise between General Meetings.

Trustees are elected to serve in their capacity as individuals, not as representatives of organisations, interest groups or sectors. Following amendments to the Bylaws in 2020, Elected Trustees now serve



three-year terms, with the opportunity to seek re-election for a further three-year term. The Chair of the Board is a trustee and is appointed by the Board of Trustees for an initial three-year term, with the opportunity to seek re-appointment for a further three-year term. At the end of 2020, in addition to the Chair of the Board, there were ten Elected Trustees and one Appointed Trustee.

In May, the Board appointed Professor Patrick Kniveton as Vice Chair of the Board to support Dr Helen Pain in her role. Following Professor Kniveton's retirement from the Board in September 2020, Adam Donnan was appointed as Vice Chair of the Board. In September, Rachel Lambert-Forsyth was appointed as the Board's Diversity Champion. While all trustees take responsibility for ensuring that the impact on diversity is fully considered in all decisions by the Board, the Diversity Champion has particular responsibility for promoting, encouraging and embedding EDI across Science Council activities and ensuring that consideration of diversity matters remain a priority for the Board and subcommittees. Rachel Lambert-Forsyth will also chair the EDI steering group, which the Board established towards the end of the year to review the Science Council's progress, goals, and activities on EDI matters.

Board Diversity

The Board firmly believes that a diversity of views and perspectives is vital to making informed decisions, and it places great value in the knowledge and insight that individuals from within and outside of our membership bring to Board-level discussions. The Board seeks to have a diverse range of individuals on its Board and committees in terms of protected characteristics, backgrounds and experiences. Trustees come from a variety of different scientific and other professional disciplines and hold or have held a variety of responsibilities across industry, public sector and civil society. The Board is currently 58% female. To identify the skills and knowledge it needs and inform future recruitment, the Board conducts an annual skills audit.

Trustee induction and training

All new trustees are expected to participate in trustee induction sessions; all current trustees have completed an induction session. Throughout the year, trustees are encouraged to attend subcommittee meetings, undertake training, and attend conferences and events to equip them with the knowledge needed to discharge their duties. However, trustees' attendance at external events was severely curtailed this year due to COVID-19.

Charity Governance Code

The Board is committed to assessing its performance to identify its strengths and areas in which improvements are needed. To this end, over the course of 2021, the Board will be reviewing its performance against the small version of the Charity Governance Code. Following the review, an action plan will be created, which will identify areas where the Science Council performs well so that good practice can be maintained, as well as areas where improvements in performance and effectiveness can be made.

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



Sub-committees of the Board

Finance, Audit and Risk Committee

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

The Committee is chaired by independent Chair, Dr Chris Westcott, who was appointed in September 2020, succeeding Nick Whitaker, who retired in January 2021 after 5 years in the role. Dr Westcott was appointed to the Committee as an independent member in May 2019, prior to which he served on the Board of Trustees and FAR Committee from 2016 to 2019. Membership comprises of trustees (who are considered independent members if they are neither an employee nor member of a Science Council Member Body) and non-trustee independent members. Non-trustee independent members must have recent, relevant financial, accounting or risk management expertise. The Chair and members of the Committee are appointed by the Board for an initial three-year term. The Honorary Treasurer is an ex-officio member of the Committee.

The Committee held five meetings during 2020 and has undertaken each of its principal responsibilities, carrying out a number of reviews and receiving relevant reports from the external auditors, external accountants and management. The Committee dedicated significant time to reviewing the specific risks posed by COVID-19 to the Science Council's operations and financial sustainability. A dedicated COVID-19 risk register was created at the beginning of the year, which identified the risks posed by COVID-19 to key operations and mitigations in place, which, towards the end of the year was integrated into the Science Council's corporate Risk Register as the immediate impact of the pandemic became known. The corporate risk register itself underwent a root and branch review to ensure that it aligned more with our current strategy and annual corporate objectives.

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

Membership

Chair

Dr Chris Westcott (*appointed September 2020*)

Continuing Members

Professor Patrick Kniveton (*appointed February 2020*)

Ian Bong (*appointed Nov 2018*)

Mark Finnie (*appointed July 2019*)

Ruth Kaufman (*appointed September 2019*)

New Members

Dr Paula Haynes (*appointed November 2020*)

Dr Arthur Nicholas (*appointed May 2020*)

Departures

Nick Whitaker (*retired September 2020*)

Dr Ray Kemp (*retired September 2020*)



Nominations Committee

The Nominations Committee ensures that the Science Council has formal, rigorous and transparent procedures for appointments and re-appointments to the Board and its committees, appointment of the President and the Chief Executive. The Committee reports on its work to trustees at every Board meeting.

Membership is comprised of trustees appointed by the Board. The Committee held seven meetings during 2020 Its work focusing primarily on succession plans for the next President of the Council; the Chair of the Board of Trustees; the Chair of the Finance, Audit and Risk Committee; the Vice Chair of the Board; and the Board's Diversity Champion. In the New Year, the Committee will be focusing on the recruitment of the next Chair of the Board to succeed Dr Helen Pain who retires in September 2021.

Membership

Chair

Simon Toms (*appointed Dec 2018*)

Continuing Members

Rachel Lambert-Forsyth (*appointed February 2020*)

New Members

Jonathan Gorvin (*appointed September 2020*)

Catherine Ross (*appointed September 2020*)

Departures

Dr Pantea Lotfian (*retired September 2020*)

Professor Patrick Kniveton (*retired September 2020*)



Registration Authority

The Board is advised on matters relating to the professional registers by the Registration Authority. It is responsible for upholding the standards of the professional registers, ensuring that all scientists and science technicians meet high professional standards. The Committee is chaired by Dr Hilary Jeffreys. Membership comprises of employees and volunteers from Licensed Bodies. The Chair and members of the Committee are appointed by the Board and serve for initial terms of four and three years, respectively. Representatives from the Engineering Council and the Society for the Environment attend as observers.

In 2020 the Registration Authority met five times. Its key activities over the year included reviewing and updating the existing licence documentation into an Evidence Framework, reviewing the standards for each Register and for CPD requirements and developing a new model of licence (the 'Development Licence') to enable smaller professional bodies to access the registers where they do not have the infrastructure to undertake a full licence.

The Chair of the Registration Authority is not a trustee but attends Board Meetings in their capacity as Chair of the Registration Authority.

Membership

Chair

Dr Hilary Jeffreys CSci (*appointed May 2019*)

Continuing Members

Kevin Bown CSci (*appointed July 2015*)

Dr Peter Barrett CSci (*appointed Dec 2018*)

Dr Jason Owen CSci (*appointed Dec 2018*)

Dr Glynn Skerratt CSci (*appointed July 2018*)

Professor Neville Punchard CBiol (*appointed July 2018*)

Jocelyn Price CSci (*appointed July 2018*)

Dr Samantha Cooper CBiol (*appointed December 2018*)

Joan Ward (*appointed October 2018*)

New Members

Richard Needham CSciTeach (*appointed May 2020*)

Departures

Corinne Stevenson (*retired May 2020*)



Sub-committee of the Registration Authority

Registration Assessment Committee

Reporting to the Registration Authority, the Registration Assessment Committee advises on matters relating to quality assurance for the assessment of applications that come through the online application process (CAP), and on the training and development for assessors, trainers and applicant supporters to ensure consistency of standards across the Science Council's registers. To ensure that the Registration Assessment Committee has expertise across all science disciplines and registers, the Registration Authority began the process of recruiting additional members to the Committee.

In 2020, the Registration Assessment Committee met four times. Areas of work covered over the year included, but were not limited to, volunteer and assessor recruitment and training requirements for each of the different registers and implementing a more robust quality assurance process which included the recruitment of a Quality Assurer, Bob Windmill, who is a former member of the RAC.

Membership

Chair

Kevin Bown CSci (*reappointed August 2018*)

Continuing Members

Matthew Wood RSci (*appointed November 2019*)

Dr Steven Hale CSci (*appointed November 2019*)

Lee Shunburne CSci (*appointed November 2019*)

New Members

Richard Warhurst RSci (*appointed September 2020*)

Sheri Scott CSci (*appointed September 2020*)

Dr Hayley Tripp CSci (*appointed September 2020*)

Samantha Gaunt RSci (*appointed September 2020*)

Sumant Gadge RSci (*appointed September 2020*)

Bob Windmill CSci (*appointed September 2020*)

Departures

Dawn Alderson CSci (*retired December 2019*)

Alan Harper CSci (*retired August 2020*)

Nick Hubbard CChem (*retired August 2020*)

Claire Pollard CSci (*retired August 2020*)

Ann West CSci (*retired August 2020*)

Adam Workman CSci (*retired August 2020*)

Bob Windmill CSci (*retired January 2021*)



Management

Office location

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

Science Council staff at year-end

Bob Windmill	Professional Registration Quality Assurer
Brian Wagenbach	Member Engagement Manager
Charlie Cantwell	Marketing and Communications Officer
Hayley McNeil	Senior Registration Officer
Helen Gordon	Chief Executive
Jane Banks	External Relationships Manager
Kelly Vere	Higher Education Engagement Manager
Mary Murray	Registration and Licensing Team Administrator
Oliver O'Hanlon	Governance Manager
Richard Holliday	Head of Technical Pathway Development
Richard Prescod	Corporate Services Manager
Simon Breeden	Associate Lead for Technician Commitment
Tanya Vina	Registration and Licensing Manager
Tom Cheek	Apprenticeship Lead
Varshini Rajkumar	T-level/HQT Lead

As part of the work being supported by the Gatsby Charitable Foundation grant, Kelly Vere, Director of Technical Skills and Strategy at the University of Nottingham, continues to be seconded as Higher Education Engagement Manager, working to encourage higher education and research institutions to grow the community of Technicians Commitment Signatories and Science Council Employer Champions. Kelly was awarded an MBE in the 2021 New Year Honours list, recognising her services to Higher Education.

In January 2020, Richard Holliday was appointed as Head of Technical Pathway Development on secondment from the Royal Society of Chemistry, to lead on the Gatsby-funded project seeking to enhance technical routes into the sciences by further integrating professional registration standards into apprenticeships, T Levels, and higher technical qualifications. In 2020, Tom Cheek and Varshini Rajkumar were appointed Apprenticeship Lead and T-level/HTQ Lead respectively to support the delivery of the Technical Pathways programme.

In January 2021, Senior Registration Officer, Hayley McNeil left the Science Council to return to New Zealand. Following a formal recruitment process, Yasmin Finch was appointed as the new Senior Registration Officer.



The number of staff increased in 2020, predominantly due to recruitment to support the Technical Pathways project. Despite this, and in response to COVID-19, we reduced our office space by over half in October, making significant in-year savings. There are no immediate plans to increase office space, and longer-term we envisage that most staff will work remotely on a permanent basis, only meeting in-person for formal meetings and when face-to-face meetings are necessary. This will pose its own challenges, particularly relating to the health and safety of staff, but we envisage that this will help with staff retention and when necessary, will enable us to recruit from a far wider talent pool than hitherto.

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

Health and safety

The health and safety (H&S) of our staff and volunteers is paramount at all time, no more so than during a global pandemic. Day-to-day responsibility for H&S is delegated to the Chief Executive, with oversight of arrangements for H&S delegated by the Board to the Finance, Audit and Risk Committee. In 2020, staff reported no incidents or near-misses while working in the office or working at home. At the start of the first lockdown, staff were equipped with the necessary office equipment to enable them to perform their roles and there has been regular contact with staff to ensure as much as possible that working conditions at home are appropriate. We continue to pay for eye tests and contribute to the cost of glasses for work purposes if needed. Our landlord, Fora provides information on health and safety measures it has put in place for individuals working on premises.

Regarding mental health and wellbeing, staff are encouraged to discuss their concerns at team meetings and in one-to-one meetings with their line manager or the Chief Executive. As part of their annual appraisal, staff are asked for their views on whether their working environment is having an impact on their mental and physical health and well-being. Two members of staff are trained Mental Health First Aiders. Acknowledging that some staff may not be comfortable discussing mental health issues with colleagues, we will be providing staff with more information about where they can go to access professional and confidential information and support.

Up to this point we have not implemented a formal H&S reporting format, but one will be introduced in 2021 to give staff the confidence to raise any concerns they have about their working arrangements to the relevant person. The Finance, Audit and Risk Committee will continue to have oversight of H&S arrangements and will report twice-yearly to the Board.

Data protection

In October, a data protection consultant was employed to undertake an audit of our policies and documented systems against the requirements of the Data Protection Act 2018. Significant improvements have been made across all departments since the last audit, which was conducted in April 2019. There were some outstanding issues highlighted by the consultant, particularly around volunteer management and training, and records management that we will be taking forward in 2021. All new staff members undergo GDPR training, and all staff undergo refresher training every two years. At the end of the year, all staff had completed GDPR training.



In February 2021 we received accreditation from the National Cyber Security Centre, which demonstrates to those organisations and individuals with which we work, particularly our Members and registrants, that we have taken essential precautions to protect ourselves and the data that we hold against cyber threats.

Appraisal and remuneration

Employees' performance is appraised annually, and executive pay is reviewed annually. Increases are normally linked to inflation. In setting executive pay, the Board benchmarks against similar bodies including Member Bodies. This process recognises that, while the Science Council itself is a small organisation, its role as a membership body creates additional skill demands.

Science Council volunteers at year-end

The Science Council draws on the support of volunteers for its committees, licensing and registration activities, and events; over 200 individuals have given their support in this way during 2020. We are always grateful for the time and dedicated service that our volunteers give to us, particularly this year.

In addition to trustees and committee members, there are two volunteer programmes managed by the Science Council: Registration Assessors and License Reviewers. Assessors are skilled professionals who give their time and experience to assess applications for professional registration through the Common Application Process. They are recruited through an open application process and undergo induction and training before becoming Assessors. License Reviewers are staff and volunteers of Licensed Bodies with expertise in the operation of the Science Council's licenses; they are trained to act as peer reviewers, helping to carry out the license review process under the guidance of the Registration Authority. The Registration Authority ensures that License Reviewers do not review licenses of any Licensed Body of which they are an employee or member.



Member Bodies of the Council

Full Council and General Meetings

The Board of Trustees is answerable to the Council of Member Bodies. Member Bodies elect the President and Elected Trustees; receive and consider the Annual Report and Financial Accounts; appoint and determine the remuneration of the auditors; approve applications for membership; approve amendments to the Bylaws and Charter; and approve amendments to the membership fee. The Science Council normally holds three General Meetings per year and Members are entitled to send two representatives to General Meetings.

The first General Meeting of the year was due to be held in late March. However, owing to the impact of COVID-19 and social distancing measures that were put in place, it was not possible for this Meeting to be held in person. Members met as the full Council only once during 2020. This was the Annual General Meeting (AGM) in September, where proposed amendments to the Bylaws were approved. Professor Sir Keith Burnett FRS attended his last AGM as Science Council President and provided his insight and perspective on the likely long-term challenges for UK science and the role of professional bodies in meeting those challenges.

Membership fee

Member Bodies pay an annual membership fee to the Science Council, which normally rises in line with inflation. The fee is calculated based on the number of paying members in a Member Body's membership. From this figure students, overseas members who are not registrants and retired members are excluded. The fee in 2020 was £0.81 (2019: £0.81) per qualifying individual member. In January 2021, the fee increased to £0.82 and will increase in 2022 from £0.82 to £0.83. Up to and including 2021, the maximum membership fee will remain capped at 30,000 qualifying individual members. The minimum membership fee will remain at £750, which is charged if a member has fewer than 943 qualifying members. From 2022, the upper and lower membership fee cap will also rise in line with inflation. This means that Members with 30,000 or more individual paying members will pay £24,450 per annum; Members with fewer than 943 individual paying members will pay £756 per annum.

Membership criteria

The Regulations set out the criteria for membership of the Science Council. The criteria are as follows:

- the profession represented by the Organisation shall be based on a recognised body of scientific learning where knowledge and understanding of the natural and social world are pursued through a systematic methodology based on evidence;
- the Organisation is an independent body which exists for the collective pursuit of professional aims and objectives in science as set out in a Royal Charter or Memorandum and Articles of Association incorporated under the Companies Acts or formally registered in the UK some other way;
- the Organisation has, among its objectives, the practice of the profession in the interest of the public as well as that of its members;
- the Organisation operates a Code of Professional Conduct and disciplinary procedures;



- the Organisation recognises its responsibility to advance and extend the body of learning on which the profession is based;
- the Organisation recognises its responsibility to concern itself with facilities, methods and provision for educating and training future entrants to the profession and for enhancing the knowledge of present practitioners; and
- the Organisation must have at least one membership category that is based on standards of competence as attested by an appropriate qualification and relevant professional practice, or relevant professional practice; or
- if the Organisation does not have strict entry standards for at least one category of its members it has agreed with the Board that it is working towards the introduction of such an entry standard;
- the Organisation has evidenced a commitment to promoting equality, diversity and inclusion throughout its community, and to challenging prejudice and discrimination, by signing the Science Council's Declaration on Diversity, Equality and Inclusion.



At the end of 2020, the total number of Member Bodies was 34.



**The Association for
Clinical Biochemistry &
Laboratory Medicine**

Better Science, Better Testing, Better Care



**The Association
for Science Education**
Promoting Excellence in Science Teaching and



**BRITISH
SOCIETY
OF SOIL
SCIENCE**



**BIOCHEMICAL
SOCIETY**

AAPT
 ASSOCIATION OF
ANATOMICAL PATHOLOGY TECHNOLOGY

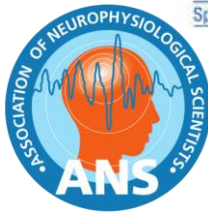


BASES
 The British Association of
Sport and Exercise Sciences

CIWEM



ASPiH
 ASSOCIATION FOR SIMULATED
PRACTICE IN HEALTHCARE



ANS
 ASSOCIATION OF NEUROPHYSIOLOGICAL SCIENTISTS



**The COLLEGE
of PODIATRY**



**The British
Psychological Society**
 Promoting excellence in psychology



Institute of
Food Science
+ Technology

ifst



iat Institute of
Animal Technology



**INSTITUTE OF
MARINE**
 Engineering, Science & Technology



**Institute of
mathematics**
 & its applications



**The
Geological
Society**



IPEM

Institute of Physics and
Engineering in Medicine



I.M3 Institute of Materials,
Minerals & Mining



IC
 INSTITUTE OF CORROSION

IOP
 Institute of Physics



IST The Institute
of Science
& Technology

**Institute
of Water**

IChemE ADVANCING
CHEMICAL
ENGINEERING
WORLDWIDE



ROYAL ASTRONOMICAL SOCIETY
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 1820



OR THE
OPERATIONAL
RESEARCH
SOCIETY



Royal Society of
Biology



RMetS
 Royal Meteorological Society



OCCA
 The Oil & Colour Chemists' Association



**ROYAL SOCIETY
OF CHEMISTRY**



SDC society of dyers
and colourists



Achievements, performance and plans for future periods

Strategy 2019-2022

Registers and Licenses

The Science Council acts as guardian of the registration standards, managing the registers on behalf of members and licensing them to award professional registration. In order to promote high standards of professionalism across all areas of science, the Science Council works with members to make the registers available as widely as possible.

Our goals are to administer the professional registers in a manner in keeping with the culture of peer-review, maintaining standards and supporting accessibility, and to promote the value of professional registration and grow the number of registrants, with a particular focus on technicians and increasing awareness of professional registration options for technicians.

Community and Membership

The Science Council's strength comes from its broad membership across disciplines and professions and an ability to be multi- and inter-disciplinary in its approach. We take an inclusive approach to membership and welcome all qualifying organisations committed to high professional standards in science.

Our goal is to support the collective work of members for the benefit of science and the profession.

Policy and Influence

Collectively the Science Council's members connect to a broad community of scientists, technicians, science teachers, students and trainees. Many member bodies actively engage with policy makers, lending their expertise to maximise the value of science to society. The Science Council can coordinate, showcase and amplify these voices to increase impact.

Our goal is to maximise the influence of all members and create an inclusive and professional culture in science.

Our values and guiding principles

The Science Council aims to meet the highest standards in all that it does. Our values and guiding principles define how the Science Council engages with its employees, volunteers, members, registrants, the wider science community and society in general. The Science Council operates with four key values and guiding principles in mind.

- We will be **Inclusive** of all disciplines of science and all types of scientist and science technician through our Members.
- We will be **Informed** by evidence and research and by our Members and Registrants.



- At all times, we will be **Positive** and balanced in our promotion of the contribution of scientists and science technicians, to society and of our members, our registrants and the science workforce as a whole.
- We will be **Collaborative** in our approach to debate and discussion and in our attitude to conversation in general.

Statement on Public Benefit

The Board of Trustees is mindful of its responsibility to ensure that the Science Council, as a charity, acts for the benefit of the public. The Science Council provides [public benefit](#)¹ as a charity by advancing science and science education, and advancing equality, diversity and inclusion in science. Trustees always ensure that the activities undertaken by the Science Council are in line with its charitable objectives and believe that they have complied with their duty in accordance with the UK Charities Act 2011 to follow the Charity Commission's guidance on the operation of this public benefit.

Investment for long-term sustainability

The Science Council launched the Chartered Scientist (CSci) register in 2003. By 2004 nearly 10,000 individuals had become Chartered Scientists, the majority of which were individuals professionally registered with other professional bodies, who, by extension qualified for CSci. Since 2006, the registrant acquisition rate has plateaued to around 600 per year. There was a small spike in registrant numbers after we launched the technical registers in 2011. However, the longer-term trend has not been one of an overall increase in the number of registrants.

One of the primary risks facing the Science Council is our dependency on three income sources: membership fees, license fees and registration fees, with registrant fees representing a significant proportion of annual income. Within that income from Chartered Scientist registration is around 60% of total annual income. However, the age profile of these registrants is older than other registers, with many reaching an age over the next decade or so at which chartership becomes less of a requirement. Without attracting young and young-in-career scientists to become professionally registered, and maintain their registration, the age profile of our register will continue to increase.

To achieve financial sustainability, a significant step-change in registrant acquisition is needed. This includes raising the Science Council's profile and working in concert with our Members and other organisations to attract more people to the registers and embed registration into technical education routes.

To achieve this, in December, the Board approved a two-year investment package, funded from retained earnings to increase our support for Members and registrants to enhance the visibility and awareness of the Science Council, the work of scientists and the benefits of professional registration. One of the most significant activities that we will be undertaking in 2021 for the first time is a comprehensive survey of registrants to inform the development of our services and marketing strategy. Establishing a clearer understanding as to the value of registration will be vital in providing us with the information, we need to shape our longer-term marketing and communications. With greater understanding of the potential market,

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



we can develop clearer and more targeted content and marketing, and new services that enhance the value that registrants and Members get from the Science Council.

Other key features of our investment plans include, increasing our brand and digital marketing activity to enhance support for promotional campaigns in collaboration with our Members and Employer Champions; enhancing our programme of online networks for registrants and Members in service of the delivery of our value proposition; escalating our policy and influence work to increase our influence at the national level; and continuing to place equality, diversity and inclusion at the heart of all that we do.

With a more compelling membership offer we expect to be able to attract more professional bodies into membership, which, in turn will help increase our registrant pool.

All of this work is of course not a short-term fix, and in economically tougher times, there is always a risk that returns on investment may take longer than envisaged. However, the opportunities offered to us to further our objectives and improve long-term sustainability and impact are well worth pursuing.



Registers and licensing



Licensing

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

The Science Council grants licences to professional bodies within its membership to admit their own individual members to the professional registers. A licence is granted by the Board of Trustees when a Member Body can demonstrate that it meets the required criteria and standards. Licensed Bodies are subject to periodic review by the Registration Authority. The reviews provide the Board with assurance that Licensed Bodies are upholding the standards for the award of the professional designations for which they have been licensed.

One new licence was awarded in 2020, with the Institute of Physics being awarded a licence to award its members Chartered Scientist. One licence review took place at the beginning of 2020, but due to the impact of COVID-19 and expected difficulty in carrying out licence reviews online, the Registration Authority took the decision to extend all licences by 12 months to reduce the burden on Licensed Bodies at a time when many were experiencing significant financial and administrative pressures across their business activities. Given the importance that the Science Council places on the maintenance of licensing standards, the Registration Authority required all Licensed Bodies to submit an annual report in 2020. The report was used to provide the Registration Authority with assurances that Licensed Bodies continued to administer their licence appropriately and identify where Licensed Bodies required additional support. Licence reviews will recommence from April 2021.



Inspired by the success that other membership organisations in science have had in piloting online licence reviews, the Science Council will be conducting online licence reviews in 2021. It is hoped that this will increase Licensed Bodies' engagement and participation in the process, as well as reduce travel costs and environmental impact at a time when the Science Council and its Members are looking at ways to reduce operational costs, but not at the expense of operational delivery. Over the course of 2021, licence reviewers will undergo additional training to prepare them to be able to conduct online reviews.

In 2020 the licence fee was at £2,500 for one licence, £3,500 for two or three licences, and £4,500 for four licences. From 2021, the licence fee will increase to £2,535 for one licence, £3,549 for two/three licences, and £4,563 for four licences.

<i>Licensed Body</i>	RSci Tech	RSci	CSci	CSciTeach
Association of Anatomical Pathology Technology	✓	✓	✓	
Association for Clinical Biochemistry and Laboratory Medicine			✓	
Association for Science Education	✓	✓		✓
Association of Neurophysiological Scientists	✓	✓	✓	
Association for Simulated Practice in Healthcare				
British Association of Sport and Exercise Sciences			✓	
British Psychological Society	✓	✓	✓	
British Society of Soil Science			✓	
Chartered Institution of Water and Environmental Management			✓	
College of Podiatry			✓	
Geological Society			✓	
Institute of Biomedical Science	✓	✓	✓	
Institute of Corrosion			✓	
Institute of Food Science and Technology	✓	✓	✓	
Institute of Marine Engineering, Science and Technology			✓	
Institute of Materials, Minerals and Mining	✓	✓	✓	
Institute of Mathematics and its Applications			✓	
Institute of Physics	✓	✓	✓	
Institute of Physics and Engineering in Medicine	✓	✓	✓	
Institute of Science and Technology	✓	✓	✓	



Institute of Water	✓	✓	✓	
Institution of Chemical Engineers	✓	✓	✓	
Institution of Environmental Sciences			✓	
Nuclear Institute			✓	
Operational Research Society		✓	✓	
Royal Society of Biology	✓	✓	✓	✓
Royal Society of Chemistry	✓	✓	✓	✓
Royal Statistical Society (left membership April 2020)			✓	
The Organisation for Professionals in Regulatory Affairs		✓	✓	

Developing new license models

Building on findings of the 2018 task and finish groups, the Registration Authority oversaw the start of the Licence Lite pilot. Licence Lite is aimed at smaller organisations that do not yet have the infrastructure to administer their own licence but provide them with the ability to offer their individual members professional registration. Through support from the Science Council, organisations will develop their internal infrastructure and progress to a full licence after no more than two years. The pilot was conducted with the Association for Simulated Practice in Healthcare and Association of Anatomical Pathology Technology and ended in November 2020, with the Board approving the new model in December 2020. From January 2021, the model will be promoted as a 'Development Licence', priced at £1,000, only available to new Members, with progression after two years to a full licence.

Review of the Professional Standards and the Evidence Framework

Throughout 2020 the Registration Authority completed a review of the professional standards for each of the four registers to ensure that they remain rigorous and relevant. The review process involved various surveys to assessors and our Licensed Bodies and the creation of four task and finish groups that focused on each register as well as our equivalency routes. The Registration Authority will begin its next phase of the standards review in 2021 which will involve looking at other key topics such as the value of professional registration, improving our CSci and CSciTeach offer, retaining professional registration when no longer professionally active, equivalency routes with other professional registers and accreditation. In 2020 the Evidence Framework was also approved and this document will outline all the licence requirements for our Licensed Bodies.

CPD and CPD Awards

Professional registration for the scientific workforce recognises high standards of professionalism and competence; a commitment to keeping skills and knowledge up to date; and accountability to codes of conduct that ensure the responsible application of science for the benefit of society. All registrants are required to declare annually that they continue to meet the Science Council's standards for CPD



(Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their registrants CPD records.

Formed in 2009, the CPD Learning Group brings together representatives from Licensed Bodies to develop and share good practice among Licensed Bodies in the monitoring and support of registrants' CPD. The Learning Group is chaired by Dr Samantha Cooper CBiol. The CPD Learning Group met four times in 2020 and contributed to the review of our CPD standards. The group will transition to a Registration and Licensing Learning Group in 2021 to provide Licensed Bodies with a forum to share best practice in all areas of their licence. This group will also help Licensed Bodies to transition to the new Evidence Framework by discussing key areas of the licensing requirements.

This year also marked the sixth year of the CPD Awards which was delivered online, and the winners in each category were announced over the course of one week. The Awards are designed to celebrate the continuing professional development (CPD) efforts and achievements of registrants from across the registers and offer them recognition for their broad and diverse range of professional activities. A full list of winners can be found on our [website](#).

Registrant numbers

Professional registration for scientists and science technicians recognises high standards of professionalism and competence; a commitment to keeping skills and knowledge up to date; and accountability to codes of conduct that ensure the responsible application of science for the benefit of society. All registrants are required to declare annually that they continue to meet the Science Council's standards for CPD (Continuing Professional Development), with Licensed Bodies auditing at least 2.5% of their registrants CPD records.

The primary channel for promoting the Science Council's registers is through our Licensed Bodies. Complementing this, the Common Application Process helps the Science Council to promote registration directly to individual scientists and science technicians working in the UK. This enables applicants to apply for professional body membership and registration concurrently with one of our Licensed Bodies.

Registrant numbers at Year End	2020	2019
Chartered Scientist (CSci)	8,930	9,435
Chartered Science Teacher (CSciTeach)	260	239
Registered Scientist (RSci)	1,069	950
Registered Science Technician (RSciTech)	530	533
Total	10,798	11,157

Total registrant numbers at year-end were 10,789, down from 11,157 at 2019 year-end. There will be several reasons for this decline, including the retirements and the impact of COVID-19, but there is more for us to do to better understand the drivers for this attrition.



We know that employers' views of professional registration is a key driver of registration, so working more in concert with employers through the Employer Champion and Technician Commitment programmes can help to stimulate growth in registrant numbers. Longer-term, we envisage that the Technical Pathways project will also increase registrant numbers. The two-year investment programme agreed by the Board also aims to stimulate growth in the registers through the raising the visibility and awareness of the Science Council and the benefits of professional registration.

Enhancing Technical Pathways

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

The first 12 months of the project focused on developing and implementing systemic and infrastructure changes to embed the registers into the pathways. The technical pathways programme board has consequently developed numerous models for achieving this, which have been refined and developed into a coherent strategy. We have also been working collectively with the professional body community and created a technical education forum to exchange ideas and foster collaboration.

For apprenticeships, we will be making a judgment as the extent to which achieving the knowledge, skills and behaviours contained within particular apprenticeships contribute to the eligibility and competency requirements of RSci or RSciTech. Where apprenticeships have been judged to fully align, we will implement a shortened application form for RSci or RSciTech making registration a much simpler process and utilising the skills and knowledge that has been verified through the apprenticeship.

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

Our main aims for 2021 are, working with professional bodies, to begin to implement the apprenticeship and T Level models that have been developed with a view to the first apprentices applying for professional registration (under the new model) and a membership offering being in place by the autumn months. We will also be exploring further how the higher technical qualifications can lead to RSci and RSciTech and what role the Science Council along with professional bodies may have in protecting the standards of these qualifications.



The Employer Champion programme

The Employer Champion Programme is designed to grow the careers of scientists and science technicians by supporting employers to promote the benefits of professional registration to their scientific staff.

In February, we awarded Employer Champion status to the University of Edinburgh, bringing the number of Employer Champions to 30. However, employer engagement was significantly challenged this year due to COVID-19, and the award made to the University of Edinburgh was the only one made this year.

Anticipating that employers would reconsider the working practices of their staff during lockdown, the Science Council moved its Professional Registration workshops online to continue to provide those interested in professional registration with the confidence and motivation to begin their professional registration journey. Between April and December 2020 over 600 delegates had attended one of our Professional Registration workshops.

In the autumn, a review of the Employer Champion Programme, 5 years after its inception, was undertaken with the aim of ensuring that the programme continues to provide value and delivers on its intended objectives. The review concluded that the best part of the Employer Champion programme is the provision of a framework that supports employers to grow the professional develop of their employees through registration with a timetable of activity. Following the review, two new activities were launched; an Employer Champion Forum to facilitate peer networking and the sharing of best practice, and a quarterly newsletter.

At the end of 2020 there were 30 Employer Champions.

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



The Technician Commitment

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

Despite the challenges presented by COVID-19, the Technician Commitment continues to go from strength to strength and now stands at 91 signatory institutions, with a number of sector-supporter organisations. A [list of signatories](#) can be found on the Technician Commitment website.

Highlights from 2020 include:

- In February 2020, UK Research and Innovation (UKRI) has become the first funder to sign the Technician Commitment. The move means greater recognition for technicians as over 2000 work directly for their councils' facilities, estates, centres and campuses. UKRI's technicians work in roles from supporting medical research in laboratories through to designing parts of instruments used in astronomy.
- Partnership on the Research England funded TALENT programme – a project led by a consortium of eight Midlands-based universities and industry partners to shine a light on the expertise of the technical community by delivering a package of measures to support their career advancement and development.
- A national study and subsequent report: "[COVID-19: The Impact on Technicians in Higher Education and Research](#)". The report offers unprecedented insight into the impact of the pandemic on working practices for technicians and shines a light on technical contributions at an extraordinary time. The technical community has been at the forefront of the sector's response to COVID-19, with many technical colleagues closely involved in the rapid shut down of facilities and campuses.
- The continuation of the partnership with Times Higher Education to deliver the THE Awards Outstanding Technician of the Year 2020.
- The continued partnership with the Royal Institution Christmas Lectures to offer public engagement placements to technicians from signatory institutions.
- The launch of the Technician Commitment Collaboration Fund - a small grants scheme which provides funding to Technician Commitment Signatory Institutions to pump prime and enable collaborative projects with external partners to advance the aims of the Technician Commitment.
- The referencing of the Technician Commitment in the Government's R&D Roadmap.
- Responses to the Government's UK Research and Development Roadmap and Comprehensive Spending Review consultations.



- A successful virtual Technician Commitment Signatory Event, attracting over 120 Technician Commitment leads from across the UK.
- The launch of the Royal Society of Chemistry's Technician Commitment Action Plan.

Technician Commitment Steering Group

The Technician Commitment has a very engaged and active Steering Group with representatives from:

Advance HE	Office for Students
BCS, The Chartered Institute for IT	Science Council
Careers Research & Advisory Centre Ltd (CRAC)	UK Research and Innovation (UKRI)
Engineering Council	Universities and Colleges Employers Association (UCEA)
Gatsby Charitable Foundation	University of Nottingham
King's College London	Wellcome Trust
Medical Research Council (MRC)	

The Science Council would like to thank the Gatsby Charitable Foundation for its support.

Future plans

As part of the two-year investment package agreed by the Board in December, we will be undertaking a comprehensive survey of registrants in 2021 to inform the development of our services and marketing strategy. York Consulting LLP (YCL) has been commissioned to undertake the survey, which has been prepared in collaboration with our Members. We will also be increasing our brand and digital marketing activity to enhance support for our promotional campaigns, aimed at increasing the visibility and profile of the Science Council and registration.



Community and membership



Member engagement

Member engagement and our support of the Member community increased significantly across all Science Council activities last year. In response to COVID-19, new networks were established, meeting online on a regular basis. Established networks such as the CEO and Leaders Forum continued to meet, albeit online and provided a valued space for leaders across our membership to share experiences and approaches to managing during this critical time. We launched an Event Manager Network in partnership with the Institution of Environmental Sciences, which provided opportunities for Members to share their approaches to moving activities and events online, including experiences of using various online platforms, approaches to innovation, pricing and creating value.

We also launched a Membership Manager Network, members of which reported a mixed picture on the impact that COVID-19 had had on their operations. While some Members saw an increase in their membership, others saw a decrease; a clearer picture of the impact of COVID-19 will not be known until after we have received membership data in 2021. We received very positive feedback from our Members that we were able to provide them with new opportunities to stay connected across member communities. These networks will continue to be part of our membership offer moving forward.

Diversity, Equality and Inclusion

Plans were progressed to begin establishing a diversity, equality and inclusion steering group to inform and support Science Council activities for Members, trustees, and staff. We continue to work closely with and deliver support to our Members in partnership with the Royal Academy of Engineering. The Diversity and Inclusion (D&I) Progression Framework was reviewed and updated ahead of being release to Members in January 2021 with further Benchmarking undertaken in the spring and reports produced in the summer. Workshops on D&I data and well as an introduction to the changes for the Framework 2.0 were held. It is



hoped more detailed quantitative and qualitative diversity data will emerge from professional body members and registrants, which will inform future strategies and plans to support the science professions to become more diverse and inclusive.

The STEMM-Disability Advisory Committee, of which the Science Council is a member, is merging with Athena Forum. The Science Council has been invited to join Athena Forum as an observer for 12 months before being invited to join as a full member.

The Science Council joined the PARN EDI SIG (Professional Association Research Network, Equality Diversity and inclusion Special Interest Group), which will be a source of information and resources to support our work in this area.

Future plans

As part of the two-year investment package we will continue to offer and enhance our programme of online networks for Members and registrants, and will be recruiting to the team to further our reach and capacity to deliver online activities that Members value.



Policy and influence



This year, as part of the suite of new networks convened to support our Members, we established a quarterly policy forum for individuals across our membership interested in policy to come together to determine the way forward for our policy activities. The forum met for the first time in the autumn 2020.

We welcomed Dr Francis Wragg from the University of Nottingham to the Science Council in the autumn. Dr Wragg undertook 8 days' work experience to research both the external science policy landscape and engage with several of our Members to better understand the policy environment through the lens of our membership community, large and small. This activity culminated in a report produced in 2021 that will inform policy activity going forward.

The Science Council Board agreed the development of the Science Council's policy function to grow the delivery of a cohesive policy strategy in line with the Science Council strategic plans to represent scientists and science technicians across the four nations. In February 2021, Ryan Mercer was recruited into the Policy Officer role.

The Science Council participated in the following events across 2020, exhibiting, speaking and or facilitating: Lab Innovations, the Institute for Science and Technology conference, The Times Higher Education virtual conference, and The Times Higher Education Awards. We were disappointed not to participate at the SLS Show due to COVID-19, however, we look forward to working with the team at SLS to make the 2023 Show an even bigger and better event.

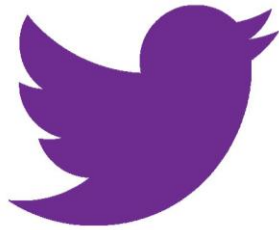
Influencing and informing

As a membership organisation, our advocacy role goes beyond the aim of influencing government policy. Our social media platforms and website give us the opportunity to amplify our Members' activities and messages, maximising the impact and reach of the community. 2020 saw an increase in activity across all



our communications channels. A number of internal reports were produced throughout the year to analyse and continue to improve our work in this area. All of our other social media channels performed very well throughout the year and our posts have consistently received a high level of engagement. Success on social media was largely driven by the Showcasing Science Campaign and Women in Science Podcast series.

As of the end of December 2020, we had:



5,305 Twitter followers



596 Instagram followers



2,093 LinkedIn followers

Our website and newsletter continue to be important channels for us. Our website has been consistently well visited throughout the year and we posted a range of news articles, blogs and event posts. The highest number of visitors we received to the site was in. We reached 416,390 total website views in 2020 (347,631 unique views), which was an increase of 12% from 2019. Views peaked towards the end of summer, again largely due to the Showcasing Science campaign and technician survey.

International Day of Women and Girls in Science

To celebrate International Day of Women and Girls in Science we produced 48 podcasts, featuring over 50 female scientists, the majority of which came from biological or healthcare industries, ranging in their career level, from trainee & apprentice level to Chief Executive.

Showcasing Science

In the summer, we launched our [Showcasing Science campaign](#) to showcase the wide-reaching impact of science behind COVID-19. The initiative was a collaborative effort from the Science Council and over 11 partner organisations collated the experiences, research and stories of scientists across the scientific industry.

Future plans

As part of the two-year investment package we will be escalating our policy and influence work, looking to increase our influence at the national level with and for our Members, and raise our profile with decision-makers, contributing positively to the science community's policy voice, particularly around the science workforce and professional standards.



Financial Review

Results for the year

Income for the year totalled £847,023 (2019: £795,130). After total expenditure of £780,826 (2019: £706,038) the year's activities showed a surplus of £66,197 (2019: surplus £89,092) which, when accumulated with the funds brought forward from previous years, leaves the Science Council with total funds at the year-end of £858,641 (2019: £792,444). This is represented by unrestricted funds of £846,641 (2019: £780,444) and restricted funds of £12,000 (2019: £12,000).²

Reserves Policy

The reserves policy was reviewed in April 2020 and the Board has taken the view that it is appropriate to maintain a minimum reserve level of at £250,000. The known uncertainties and risks to income as a result of COVID-19 have been taken into consideration and the Board considers this level as appropriate for the reported financial period. In setting this level the Board took account of risk to income, and legal and contractual obligations. The Science Council's reserves policy focuses on the level of free reserves, which excludes the net book value of the Council's fixed assets. The Council seeks to maintain free reserves to manage the risks to which it is exposed in the course of its business, including but not limited to safeguarding against fluctuations in its income from membership, licensing and registration. The target range for free reserves is calculated annually as part of the budget process on the basis of the financial impact of the current risks facing the Council.

A significant proportion of the two-year strategic investment programme agreed by the Board will be funded from our reserves. During 2021, the Finance, Audit and Risk Committee will keep the reserves level under review and evaluate the efficacy of the current methodology used to calculate how the reserves level is set. The Council's free reserves, less fixed assets were £837,795 at 31 December 2020 (2019: £780,033). This is clearly substantially higher than the target minimum.

Statement on COVID-19

The Science Council's operations were significantly affected by COVID-19, causing some disruption to our charitable activities in service of our Members and registrants. In line with the governmental requirements, all non-essential travel and attendance at events for staff and volunteers was stopped and staff were directed to work from home. In addition, we moved all of our internal and external meetings online. Staff are planning to continue with working remotely for the majority of the rest of 2021. We envisage that all of our meetings will continue to operate online for the rest of the year and will only meet in person when it is safe to do so. On a positive note, the move to working online has increased engagement across our membership community.

It continues to be difficult to predict the true operational and financial impact of COVID-19 on the charity, but with healthy reserves and prudent financial management, we are confident that current operations are

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



sustainable in the medium-term. We continue to evaluate the cost and benefit of our programme of activities and adopt mitigation measures to minimise any negative impact on our operations.

Fundraising Practices

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

Investment Policy

In May 2020, the Board approved an investment policy for the Science Council. The investment objectives are to ensure funds are available when they are likely to be required by the Council; capital preservation; manage counterparty risk by investment with institutions / products with a credit rating of AAA- or above; and generate a return at least in line with inflation. Investments will be managed with the view of minimising the risk of negative returns in excess of 10% in any 12-month period. The Board has agreed that if any funds are likely to be required in the next three years, they should not be invested in products where the underlying asset value fluctuates. The Board will review this policy on an annual basis, or sooner if required, and will delegate responsibility for overseeing investment decisions to the Finance and Risk Committee. In light of uncertainties relating to the long-term impact of Covid-19, the Board will review the suitability and timing of investments when there is greater certainty in the market.

Risk Review

The Finance, Audit and Risk Committee undertakes a rolling review of the Risk Register, ensuring that all areas are covered over the course of the year. The Register aims to provide management with a comprehensive tool to identify, assess and manage real-time risks to the Science Council, including outlining steps being taken to mitigate risks and identifying further action needed to mitigate risks further. The Board is continuously mindful of the risk of a significant loss of support from Member and Licensed Bodies, as would be expected for a membership organisation. Management monitors engagement levels and continuously reviews the relationships.

The Risk Register underwent a root and branch review in 2020 and updated to align more with the current strategy and annual corporate objectives. To achieve greater involvement and ownership from staff, a risk register workshop was held in mid-October where staff members discussed current risks and mitigations, agreed a process for updating the register, and agreed ownership responsibilities. Moving forward, staff will come together quarterly to review the high-level risks and will review the register in its entirety annually.

Over the course of the year the Board considered the high risks to which the Science Council is exposed, primarily relating to the impact of COVID-19; the potential impact and probability associated with each risk; existing internal controls and accountability for them; and mitigating actions to reduce the level of risk.



Principal Risks

At year-end key areas of risk identified include:

Risk area	Steps taken to manage risk
<p>The value that Members place on Science Council registration does not attract, retain and grow the register leading to charity being unable to grow and achieve strategic objectives.</p>	<p>Value Proposition agreed by Members in 2019 guides activity; technical pathways programme underway to support Members raise their membership offer to technicians.; Employer Champions and Tech Commitment projects working with higher education to raise value of registration; review of registration standards and license documentation by the Registration Authority over 2020 with Member involvement, and alternative license models being piloted with interested Members; Science Council continued promotion of registers via newsletter, social media, new/updated print materials.</p>
<p>Relationship with Members and partner organisations does not lead to registrant growth. Science Council seen as less relevant and inhibiting growth.</p>	<p>Management completed data reconciliation exercise to give accurate picture of registrant numbers; Registration and Licensing team identifying registrant trends across Licensed Bodies; delivery on the value proposition adopted by Members; cross-membership collaboration to improve technician pathways, raising profile of the Science Council and value of professional registration.</p>
<p>IT systems fails to meet operational needs and complete dependency on current IT providers means business interruption to delivery of member services and other operational and governance requirements.</p>	<p>Science Council uses widely used software packages; multiple corporate and personal Zoom accounts in use; electronic files stored in the Cloud; staff's IT and office equipment needs are regularly reviewed and any shortfalls addressed, with all staff being given corporate laptops; Emergency and Business Continuity Plan in place and annually tested</p>
<p>Dependency on few income sources means the business model is not sustainable</p>	<p>Office downsized by 50% in 2020 and 50% reduction in F2F meetings to reduce financial pressure; Regular I&E forecasting by CEO / Honorary Treasurer, reported to FAR Committee; broad Member support for current membership model; new data return template aimed at ensuring income from Members is accurate re: data/registrant numbers; Licensed Bodies give 12 months' notice of license termination to mitigate sudden reduction in income; registrants given 12 months to transfer to another Licensed Body; License Lite model agreed by the Board in December.</p>



Statement of Trustees' Responsibilities

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

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

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

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

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

On behalf of the Board

Dr Helen Pain, Chair of the Board

Mark Finnie, Honorary Treasurer

Date: 12/05/2021



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 2020 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 2020, 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit



or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page ...], 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's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Based on our understanding of the charity and industry, and through discussion with the directors and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety, anti-bribery and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements.



We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and taxation legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

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

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to any unusual or unexpected relationships 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
- Reading minutes of meetings of those charged with governance.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 LLP

Chartered Accountants

Statutory Auditors

Canterbury

Date:

]



Statement of financial activities

		2020		2019	
	Note	Unrestricted funds	Restricted funds	Total	Total
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	156,746	-	156,746	166,542
Charitable activities	3	545,365	144,641	690,006	627,872
Other trading activities	4	-	-	-	41
Investments	5	271	-	271	675
Total income and endowments		702,382	144,641	847,023	795,130
Expenditure on:					
Charitable activities	6	636,185	144,641	780,826	706,038
Total expenditure		636,185	144,641	780,826	706,038
Net income / (expenditure) and net movement in funds		66,197	-	66,197	89,092
Reconciliation of funds:					
Total funds brought forward	15	780,444	12,000	792,444	703,352
Total funds carried forward	15	846,641	12,000	858,641	792,444



Balance Sheet

		2020	2019
	Note	£	£
Fixed assets			
Tangible assets	9	8,846	411
Current assets			
Debtors	10	50,456	32,201
Cash at bank and in hand		868,037	806,378
		<u>918,493</u>	<u>838,579</u>
Creditors: amounts falling due within one year	11	68,698	46,546
		<u>849,795</u>	<u>792,033</u>
Net current assets			
		<u>858,641</u>	<u>792,444</u>
Total assets less current liabilities			
		<u>858,641</u>	<u>792,444</u>
Charity Funds			
Unrestricted funds	15	846,641	780,444
Restricted funds	15	12,000	12,000
		<u>858,641</u>	<u>792,444</u>
Total charity funds	16	<u>858,641</u>	<u>792,444</u>

These financial statements were approved by the Board members on 12/5/2021 and were signed on their behalf by:

Dr Helen Pain, Chair

Mark Finnie, Honorary Treasurer

The accounting policies and notes on pages 47-58 form part of these financial statements.



Statement of cash flows

		2020	2019
	Note	£	£
Net cash flow from operating activities	17	71,038	62,472
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(9,650)	-
Interest received		271	675
Net cash flow from investing activities		(9,379)	675
Net increase in cash and cash equivalents		61,659	63,147
Cash and cash equivalents at start of period		806,378	743,231
Cash and cash equivalents at end of period		868,037	806,378
Cash and cash equivalents consists of:			
Cash at bank and in hand		868,037	806,378
Cash and cash equivalents at end of period		868,037	806,378



Notes to the financial statements (continued)

1. Accounting policies

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

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

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

These accounts for the year ended 31 December 2020 are the sixth accounts of The Science Council prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 January 2015.

Fixed assets

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

Provision is made for depreciation on the following bases:

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

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any trade discounts etc.

Cash at bank and in hand

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



Creditors and provisions

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

Taxation

The Council has been granted charitable status for tax purposes with effect from 10 February 2004, therefore there is no Corporation Tax liability on surpluses arising or investment income applied for charitable purposes only. The Council has no output eligible for Value Added Tax.

Fund accounting

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

Incoming resources

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

Gifts in kind

Gifts in kind received towards projects and activities are included as grant income (Note 2). The total value of such gifts during the year was £0 (2019: £7,140).

Resources expended

Expenditure is accounted for on the accruals basis. Direct costs comprise costs that are wholly attributable to that activity; support costs are apportioned to activities on the basis of analysis of staff time. Governance costs are those associated with the running of the Council itself.

Financial instruments

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

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

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



Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

Pension scheme

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

Leasing commitments

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

Going concern

While the impact of the COVID-19 pandemic has been assessed by the trustees so far as reasonably possible, due to its unprecedented impact on the wider economy, it is difficult to evaluate with any certainty the potential outcomes on the charity's activities, its members, registrants and suppliers. However, taking into consideration the UK Government's response, its range of measures to support businesses and the charity's own reserves and 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	2020	2019
	£	£	£	£
Membership	156,746	-	156,746	159,402
Gifts in Kind	-	-	-	7,140
	156,746	-	156,746	166,542

All income received in 2020 and 2019 was unrestricted.

3. Charitable activities income

	Unrestricted	Restricted	Total	<i>Total</i>
	Funds	Funds	2020	2019
	£	£	£	£
Professional registration and development	545,365	-	545,365	563,703
Professional pathways / Grants / Donations / Contracts	-	144,641	144,641	64,169
	545,365	144,641	690,006	627,872

Income in the form of contracts, grants, project contributions and gifts was £144,641 (2019: £64,169) of which £144,641 (2019: £64,169) was restricted and £0 (2019: £0) was unrestricted. Income for Professional Registration was all unrestricted in 2020 and 2019.

4. Other trading income

	Unrestricted	Restricted	Total	<i>Total</i>
	Funds	Funds	2020	2019
	£	£	£	£
Shop income	-	-	-	41
Consultancy fees	-	-	-	-
	-	-	-	41

All income received in 2020 and 2019 was unrestricted.



5. Investment income

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Interest – deposits	271	-	271	675
	271	-	271	675

All income received in 2020 and 2019 was unrestricted.

6. Charitable expenditure

	Direct Staff Costs £	Other Direct Costs £	Support Costs £	Total 2020 £	Total 2019 £
Activities					
Professional registers and professionalism	198,594	61,228	97,973	357,795	328,966
Professional Pathways (Gatsby funded)	41,798	102,843	-	144,641	60,294
Membership support and activities	50,950	6,508	78,899	136,357	155,331
Policy, Promotion and Public Affairs	50,950	6,508	84,575	142,033	161,447
	342,292	177,087	261,447	780,826	706,038
<i>Total resources expended 2020</i>	261,173	111,709	333,156	706,038	

Expenditure on charitable activities was £780,826 (2019: £706,038) of which £144,641 was restricted (2019: £60,294) and £636,185 unrestricted (2019: £645,744).



7. Support costs

	Total	<i>Total</i>
	2020	2019
	£	£
Staff costs (note 8)	56,760	61,157
Other staff costs	10,333	8,710
Premises costs	65,220	96,008
Office and administration costs	51,492	68,639
Professional fees	1,785	2,309
Depreciation	1,215	2,185
Governance	74,642	94,148
	261,447	333,156

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

Expenditure includes:	2020	2019
Auditor's remuneration	6,570	6,372
Prior year under accrual	-	2,726
	6,570	9,098

8. Staff costs

	2020	2019
	£	£
Wages and salaries	408,531	342,644
Social security costs	39,407	33,718
Other pension costs	18,451	13,759
Staff training	6,491	7,293
Recruitment	6,033	2,830
	478,913	400,244



The average number of employees

	2020	2019
	10	9

The following number of staff received emoluments in the year in the bands:	2020	2019
£100,000 - £109,999		1
£110,000 - £120,000	1	-

The Trustees and certain senior employees and consultants who have authority and responsibility for planning, directing and controlling the activities are considered to be key management personnel. As referenced in Note 13, the Trustees received no remuneration for carrying out their duties. The payments to other senior employees total £117,588 (2019: £101,460).

9. Tangible assets

	Fixtures & Fittings	Office Equipment	Computer Equipment	Total
Cost or valuation	£	£	£	£
1st January 2020	3,445	889	9,618	13,952
Additions			9,650	9,650
Disposal	(1,663)	-	(3,569)	(5,232)
31st December 2020	1,782	889	15,699	18,370

Depreciation

1st January 2020	3,445	889	9,207	13,541
Charge for year	-	-	1,215	1,215
Eliminated on disposals	(1,663)	-	(3,569)	(5,232)
31st December 2020	1,782	889	6,853	9,524

Net Book Value

31st December 2019	-	-	411	411
31st December 2020	-	-	8,846	8,846



10. Debtors

	2020	2019
	£	£
Debtors (subscriptions and professional registration)	39,101	8,817
Other debtors	2,600	6,380
Prepayments and accrued income	8,755	13,814
Staff loan	-	3,190
	50,456	32,201

11. Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	35,661	11,477
Deferred income and accruals	14,905	18,993
Taxation and social security costs	13,019	10,520
Other creditors	5,113	5,556
	68,698	46,546

12. Leases

	2020	2019
	£	£
Between 0-1 years	9,360	38,280
Between 1-5 years	-	-
Later than five years	-	-
	9,360	38,280

13. Remuneration and expenses of trustees

The Trustees receive no remuneration for carrying out their duties. £1,231 (2019: £6,107) was paid to 12 Trustees (2019: 14) for expenses incurred in relation to attendance at meetings.



14. 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.

15. Charity Funds

Unrestricted funds

	2020	2019
	£	£
Balance at 1 January 2020	780,444	658,314
Net movement in funds	66,197	122,130
As 31 December 2020	846,641	780,444

RESTRICTED FUNDS 2020

	Balance Brought Forward	Net Incoming Resources	Resources Expended	Balance Carried Forward
	£	£	£	£
Gatsby Professional Pathways Fund	-	144,641	(144,641)	-
Gareth Roberts Memorial Lecture	12,000	-	-	12,000
Total	12,000	144,641	(144,641)	12,000

RESTRICTED FUNDS 2019

Gatsby Professional Pathways Fund	33,038	64,169	(97,207)	-
Gareth Roberts Memorial Lecture	12,000	-	-	12,000
Total	45,038	64,169	(97,207)	12,000

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

The **Gareth Roberts Memorial Lecture** fund relates to a donation from Sir Gareth Roberts to support the Gareth Roberts Memorial Lecture usually held biennially. The Lecture was last held in 2015.



16. Analysis of net assets between funds

	2020	2020	2020	2019	2019	2019
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
Fund balances at 31st December are represented by:						
Fixed assets	8,846	-	8,846	411	-	411
Current assets	906,493	12,000	918,493	818,015	20,564	838,579
Creditors (Amounts falling due within one year)	(68,698)	-	(68,698)	(37,982)	(8,564)	(46,546)
Total	846,641	12,000	858,641	780,444	12,000	792,444

17. Net cash flow from operating activities

	2020	2019
	£	£
Net income for year / period	66,197	89,092
Interest receivable	(271)	(675)
Depreciation and impairment of tangible fixed assets	1,215	2,186
(Profit) / loss on disposal of tangible fixed assets	-	-
(Increase) / decrease in debtors	(18,255)	13,084
Increase / (decrease) in creditors	22,152	(41,215)
Net cash flow from operating activities	71,038	62,472



Analysis of changes in net debt

	1st January 2020	Cash flow	31st December 2020
Cash at bank and in hand	806,378	61,659	868,037