UK RESEARCH INTEGRITY OFFICE LIMITED

England & Wales · Charity number 1147061

Details

Other names	UK RESEARCH INTEGRITY OFFICE, NONE
Status	Registered
Legal form	Charitable company
Company number	07444269
Registered	2012-04-30
Register	View on the Charity Commission register

Contact

Address	Impact Hub London Euston 1 Triton Square London NW1 3DX
Phone	020 3828 1325
Email	info@ukrio.org
Website	www.ukrio.org

Activities

Objects: THE CHARITY'S OBJECTS ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:(1) TO PROMOTE FOR THE PUBLIC BENEFIT GOOD PRACTICE IN THE GOVERNANCE, MANAGEMENT AND CONDUCT OF MEDICAL, SCIENTIFIC AND ACADEMIC RESEARCH, INCLUDING THE FIELDS OF MEDICINE AND HEALTHCARE, PHYSICAL SCIENCES, ENGINEERING, MATHEMATICS AND COMPUTING, SOCIAL SCIENCES AND SOCIAL CARE, LAW, THE ARTS AND HUMANITIES, AND RELATED DISCIPLINES; AND (2) TO PROMOTE FOR THE PUBLIC BENEFIT HIGH ETHICAL STANDARDS IN THE CONDUCT OF SUCH RESEARCH.

Activities: UKRIO offers support to the public, researchers and organisations to further good practice in academic, scientific and medical research. We promote integrity and ethical standards in all disciplines, through publications on research practice, services we provide to organisations, our education and training activities, and by providing expert guidance in response to requests for assistance.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£623,761	£607,890	£378,395	8
2024-07-31	£510,411	£485,723	£362,524	7
2023-07-31	£344,831	£415,162	-	-
2022-07-31	£277,484	£257,876	-	-
2021-07-31	£247,079	£264,759	-	-
2020-07-31	£269,805	£134,917	-	-

Trustees

Name	Role	Appointed
Dr Huw Morris		2022-07-19
Pierre Espinasse		2022-07-19
Prof Sir James Smith FRS		2022-07-19
Professor Dame Linda Patridge		2025-05-09
Professor Inke Nathke		2022-07-19
Professor Sarah Harper CBE		2018-05-23
Professor Tracey Brown OBE		2021-04-20
Zoe Hammatt JD MPhil		2022-07-19

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UK RESEARCH INTEGRITY OFFICE LIMITED

England & Wales - Charity number 1147061

Accounts

REGISTERED COMPANY NUMBER: 07444269 (England and Wales)
REGISTERED CHARITY NUMBER: 1147061

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 31 July 2025

for

UK RESEARCH INTEGRITY OFFICE LTD

Plus Accounting
Chartered Accountants
Preston Park House
South Road
Brighton
East Sussex
BN1 6SB

UK RESEARCH INTEGRITY OFFICE LTD

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for the year ended 31 July 2025

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UK RESEARCH INTEGRITY OFFICE LTD

Reference and Administrative Details
for the year ended 31 July 2025

TRUSTEES	I L Boyd Chair (resigned 9.5.25) S Harper T Brown P Espinasse Z Hammatt S Kolstoe (resigned 17.4.25) H Morris I Nathke J Smith L Patridge Chair (appointed 9.5.25)
REGISTERED OFFICE	UK Research Integrity Office 1 Triton Square Impact Hub London Euston London NW1 3DX
REGISTERED COMPANY NUMBER	07444269 (England and Wales)
REGISTERED CHARITY NUMBER	1147061
INDEPENDENT EXAMINER	Plus Accounting Chartered Accountants Preston Park House South Road Brighton East Sussex BN1 6SB

Report of the Trustees
for the year ended 31 July 2025

The Trustees of the UK Research Integrity Office Limited (UKRIO) present their report for the year ended 31 July 2025.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). Advantage has been taken of the exemptions contained therein for smaller charities which are not subject to a statutory audit.

CONSTITUTION

The organisation is a charitable company limited by guarantee, incorporated on 18 November 2010 and registered as a charity on 30 April 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

Trustees are elected at the Annual General Meeting for a term of three years, and between meetings may be co-opted by the Board until the next AGM. Trustees are eligible for reappointment for a further term of three years. The charity has the right to reappoint a Trustee for a third and final term of three years in exceptional circumstances. No Trustee shall continue to serve after nine years in office.

All new Trustees have their duties and responsibilities fully explained to them and are given a copy of relevant guidance from the Charity Commission.

Trustees receive no remuneration other than reasonable expenses, the latter mainly for travel purposes when attending in-person meetings of the charity or representing UKRIO at meetings, events and external engagements.

INTRODUCTION FROM OUR CHAIR

As a leading voice for research integrity, UKRIO plays a vital role in shaping a future where the research community is fully equipped to produce work that is trustworthy, robust, and impactful. When I became Chair of Trustees in May 2025, I embraced the responsibility of guiding this mission at a time of significant change.

The UK research landscape is at a pivotal moment. Financial pressures on higher education, increased government emphasis on research that delivers economic impact, and the globalisation of research are creating challenges that demand harmonised and adaptable systems. UKRIO's role in promoting transparency, accountability, and integrity is more critical than ever.

Since its founding in 2006, UKRIO has evolved from an advisory body serving higher education into a leader supporting all actors across the research community. Under the guidance of my predecessors, including Sir Ian Boyd, the organisation has expanded its mission to serve as a thought leader and convener creating shared solutions to systemic challenges.

In 2024/2025, we made significant strides in fulfilling this mission. We launched a new online training course to make high-quality research integrity education more accessible. Through a cross-sector, peer-to-peer project with UKRI, we co-developed new tools to help individuals and organisations address common challenges related to authorship and research publication. Our landmark guidance, Embracing AI with Integrity, provides clarity and practical advice on a complex and rapidly evolving topic.

Looking ahead, we remain committed to deepening our support for the research community and continuously evolving to meet its needs. These achievements - and our future ambitions - are made possible by the expertise and commitment of our subscribers, project partners, volunteer advisers, and the wider research integrity community.

Their contributions ensure that UKRIO can continue to champion a research culture grounded in integrity and support work that benefits society as a whole.

Yours sincerely,
Professor Dame Linda Partridge Board Chair

Report of the Trustees
for the year ended 31 July 2025

OBJECTIVES AND ACTIVITIES

Charitable objects

The objects of the charity are:

1. To promote for the public benefit good practice in the governance, management and conduct of medical, scientific and academic research, including the fields of medicine and healthcare, physical sciences, engineering, mathematics and computing, social sciences and social care, law, the arts and humanities, and related disciplines; and

2. To promote for the public benefit high ethical standards in the conduct of such research.

Mission statement:

Our mission, through our core activities, we aim to support the UK research community to produce work of the highest integrity, quality, and efficacy:

- Acting as an independent, trusted voice - Drawing on a network of specialists and an expert Advisory Council, we offer impartial, informed perspectives on research integrity issues.
- Providing high-quality training, advice, and guidance - We equip researchers and organisations with practical tools to safeguard and advance research integrity in their work.
- Leading and shaping national dialogue and initiatives - We convene stakeholders to discuss integrity issues on the horizon and drive coordinated efforts to address them.
- Sharing knowledge and insights - We create spaces for stakeholders to exchange ideas, share experiences, and develop collaborative approaches to common challenges.
- Serving as a champion and critical friend - We advocate for the highest standards of research integrity and provide constructive support to help the sector uphold them.
- Supporting research integrity efforts in the UK and beyond - We support networks and initiatives to advance research integrity in the UK and internationally.

OBJECTIVES AND ACTIVITIES

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

UKRIO is a registered charity providing independent, expert, and confidential support to enhance good research practices and improve the culture and systems of UK research.

At the UK Research Integrity Office (UKRIO), we support the research community across all sectors and disciplines, providing expertise and guidance to uphold the highest standards of integrity. Our work promotes research that is rigorous, trustworthy, and of benefit to society.

We serve as both a champion and critical friend to individual researchers and institutions. Through our trusted guidance, they gain insight into best practice in areas like research ethics, research culture, and authorship and publication - enabling them to prevent and address breaches in research integrity.

Alongside practical advice, we help organisations embed research integrity into their policies, practices, and culture. At a system-wide level, we convene stakeholders to develop, cross-sector solutions to emerging challenges in the research landscape.

Our work is shaped by - and designed to serve - the research community in all its diversity. Stakeholder engagement is central to our approach, and with support from our subscribers, volunteer advisors, and Board of Trustees, we remain responsive to the sector's needs and effective in fostering a research ecosystem underpinned by integrity.

As told by our stakeholders in responses to our 2024/25 stakeholder survey:

"UKRIO remains a leader in this space positively shaping the research integrity landscape. [Their resources] are invaluable for organisations in staying abreast of key developments in an ever-changing research landscape."

"At a time when the sector is facing unprecedented financial challenges, UKRIO is a great example of how we can share resources and pool expertise to improve research."

"UKRIO is a leading source of information, training and support on research integrity, with materials suitable for researchers and research-supporting staff at all career levels."

"UKRIO is a sector authority on embedding research integrity into our collective research environments and [a provider of] high quality training and resources."

WHAT IS RESEARCH INTEGRITY?

Research integrity is another name for 'good research practice'. It is the conduct of research in ways that promote trust and confidence in all aspects of the research process.

Research integrity covers all research and the whole lifecycle, from the initial idea and design of the project through the conduct of the research and its dissemination. It also covers making sure that environments and systems for research safeguard and enhance good research practice, rather than hinder it - often described as 'research culture'.

WHO WE SUPPORT

We work with everyone involved in the research process - from higher education to the private and third sectors - to promote trustworthy, impactful research outcomes.

UKRIO's work is grounded in the belief that research should be trustworthy, responsible, and conducted in the public interest. By supporting all contributors in the research ecosystem to uphold good practice, we help foster a research culture that the public can rely on and engage with.

We work with the full range of contributors to the research process - anyone involved in designing, conducting, supervising, or overseeing research. Our support spans all disciplines, sectors, and career stages, reaching universities, public sector research establishments, charities, industry, government, publishers, and funders.

OBJECTIVES AND ACTIVITIES

Accessibility remains central to our mission. Our tiered subscription model sustains our independence while enabling us to support organisations with diverse resources and needs. Alongside this, our extensive collection of free, publicly available resources ensures that organisations and practitioners from all backgrounds can access high-quality guidance.

The subscription model also connects us with a committed community of more than 150 organisations whose insights help shape our work. Their engagement ensures that our services and co-created materials remain responsive to the evolving needs of researchers and research organisations.

OUR SUBSCRIBERS

Our charity is fortunate to be supported by a network of over 150 research organisations committed to upholding the highest standards of research integrity.

Our work is made possible by the ongoing support of more than 150 subscribing research organisations committed to research integrity, from higher education institutions to government bodies, charities, social enterprises, and learned societies.

In return for their vital contributions, our subscribers receive direct, tailored support that extends beyond our public services. This includes expert advice, practical tools, and evidence-based guidance to strengthen policies, systems, and culture.

Examples from across our subscriber community

Higher education institutions
University of Oxford, The University of Edinburgh, University of Glasgow, The University of Manchester
Independent research institutes
Cancer Research UK, Scotland Institute, The Sainsbury Laboratory, The James Hutton Institute, Plymouth Marine Laboratory
Public Sector Research Establishments
National Physical Laboratory, Rothamsted Research, UK Centre for Ecology & Hydrology, National Institute for Health and Care Research, Ministry of Defence
Charities and social enterprises
The Francis Crick Institute, Rand Europe, Health Data Research UK, Institute of Cancer Research, National Deaf Children's Society
Learned societies and funders
The British Academy, The Royal Society, Taighde Éireann - Research Ireland, The Health Foundation

2024/25 OUR YEAR IN NUMBERS

155 subscriber organisations supported
9,400+ learners registered for our online training courses
120+ requests for confidential advice addressed
25+ outputs published - including guidance, tools and reports
3,600+ attendees hosted at our events
9 collaborative cross-sector projects forged
135 organisations trained in research integrity topics
75,000+ users accessed our website

INFORMATION AND GUIDANCE

We maintain an ever-growing collection of guidance, tools, and resources that equip research contributors to embed integrity into their work.

Central to UKRIO's role as a trusted voice is its library of resources - guidance, reports, case studies, and more - that help the research community foster good practice and tackle emerging challenges.

OBJECTIVES AND ACTIVITIES

87% agreed or strongly agreed that the use of UKRIO's information, advice, and guidance increased their knowledge of good research practice.

Source: 2024/25 Stakeholder Survey (n=116)

Key publications in 2024/25:

- Embracing AI with integrity: Guidance for researchers on upholding research integrity when using AI in research.
- Guidance with Protect, the UK's whistleblowing charity, to support anyone disclosing concerns about research misconduct and clarify relevant UK law.
- A briefing to aid in navigating changes implemented in the 2025 Concordat to Support Research Integrity.

Spotlight: Embracing AI with integrity

In June 2024, UKRIO published Embracing AI with Integrity, a guidance document to help researchers use AI tools responsibly as adoption accelerates. Developed in response to strong stakeholder demand, it provides clear, accessible advice to ensure AI strengthens - rather than undermines - research integrity.

The guidance addresses key issues for researchers, including legal and ethical standards, responsible dissemination, and the protection of critical thinking skills. It offers adaptable recommendations suitable for all disciplines and career stages.

The guidance forms a key part of UKRIO's wider work to help the sector adopt AI safely and effectively.

ADVISORY SERVICE

Since 2006, UKRIO has offered independent, expert, and confidential advice on good research practice freely accessible to all.

UKRIO operates a long-standing confidential advisory support in which we offer expert, impartial guidance to individuals facing research integrity concerns in their work.

Each year, we respond to a high volume of enquiries from researchers across disciplines, roles, and countries - particularly those unable to use formal channels or without access to local support. For many, this service offers vital support that helps them protect the integrity of their work.

Our service draws on a network of specialist volunteers, ensuring expert support across diverse areas, ranging from data fabrication to research ethics, authorship and publication, and governance.

Through this work, we gain a unique understanding of the challenges researchers face at the individual, organisational, and system-wide levels - reinforcing our role as a trusted, evidence-driven voice for research integrity.

Advisory service enquiries by main area of concern (2024/25)

Area of concern	Number of enquiries
Research ethics	40
Publications & authorship	33
Good practice in research integrity, governance	21
Outside of UKRIO's remit	11
Other	9
Fabrication, falsification of data	7
Plagiarism	4

OBJECTIVES AND ACTIVITIES

Multiple	3
Conflicts of interest	3
Financial issues	1

OBJECTIVES AND ACTIVITIES
THOUGHT LEADERSHIP

UKRIO helps drive and shape the national conversation on research integrity, keeping it at the forefront of the agenda.

In 2024/25, UKRIO collaborated with other research integrity bodies, cross-sector working groups, publishers, funders and government bodies to champion the importance of research integrity for both the research community and wider society.

94% strongly agreed or agreed that UKRIO is a trusted voice on research integrity matters.

Source: 2024/25 Stakeholder Survey (n=171)

Our thought leadership activities in 2024/25:

- Hosting roundtable discussions with subscribers, discussing practical strategies to address; Measuring research integrity, AI & research integrity, Authorship & publication and Reducing barriers to addressing misconduct.

- Publishing a discussion paper on destigmatising language during the investigation of research misconduct.

- Issuing a joint statement with UKRN reflecting on the revised 2025 Concordat to Support Research Integrity.

Spotlight: Discussion paper on terminology changes to destigmatise the investigation of research misconduct

In 2023, UKRIO convened a working group to examine the challenges faced by those reporting and investigating research misconduct. The group's findings, published in Barriers to Investigating and Reporting Research Misconduct, highlighted that the language commonly used in misconduct processes may unintentionally discourage reporting.

In November 2024, UKRIO published a discussion paper proposing terminology changes to reduce stigma and emphasise that misconduct investigations exist to safeguard the research record. While not a standalone solution, these changes are intended to foster a more supportive reporting culture and improve trust and understanding of the process.

TRAINING

Research integrity training is essential for ensuring research is ethical, high-quality, and effective; and it is increasingly required by funders. Yet stakeholders consistently report that access to affordable, high-quality training remains a barrier.

In response, UKRIO expanded its training offer in 2024/25 and will continue to do so in the years ahead. Our training programme translates UKRIO's expertise into practical skills and knowledge, helping research contributors build their capabilities and develop as integrity professionals.

Our 2024/25 training services:

Taught training: Sessions ranging from broad introductions to research integrity and culture to specialist training for Research Ethics Committees, senior leadership, and other key roles.

Online training courses: Interactive e-learning for subscribers through Introduction to Research Integrity – a four-module course on the practical foundations of research integrity principles across different roles and disciplines.

Spotlight: Introduction to research integrity

Module 1 - Principles of research integrity.

OBJECTIVES AND ACTIVITIES

Module 2 - The UK's research integrity guidelines, principles, and governance frameworks.
Module 3 - Research integrity in practice.
Module 4 - Fostering a culture of research integrity.

In May 2025, we launched a revamped version of our Introduction to Research Integrity online training course, following a pilot involving nearly 9,000 participants from more than 100 research organisations and a review by cross-disciplinary experts.

The four-module course equips research contributors with the knowledge to embed integrity in their daily work. The updated version includes new specialist content on research ethics, conflicts of interest, data management, authorship, and AI.

EVENTS PROGRAMME

Throughout the year, UKRIO hosts events for the public and subscribers, showcasing leading experts, sharing best practice, highlighting innovation, and providing researchers with opportunities to network and co-create in collaborative forums.

90% attending a UKRIO event in 2024/25 agreed or strongly agreed they would recommend a UKRIO event to a colleague.

Source: 2025 Stakeholder Survey (n=212)

Our events in 2024/25:

5x Expert webinars: Public forums where leading voices shared insights on key issues in research integrity
4x Training webinars: Live sessions that provided subscribers practical skills and insights to enhance research practice
4x Roundtables: Solution-driven sessions where delegates from our subscriber community addressed urgent integrity challenges
1x Symposium: Our annual conference, where we brought together subscribers and guest speakers to discuss key challenges and sector developments

Spotlight: 2025 Subscriber Symposium

In May 2025, UKRIO held its annual subscriber symposium, bringing together over 180 delegates from nearly 80 subscriber organisations. The day was packed with networking, collaboration, and shared insights under the theme: Collaborating to succeed in a time of uncertainty and change in the research landscape.

The event featured Chi Onwurah MP, Chair of the House of Commons Science, Innovation and Technology Select Committee as keynote speaker. It also featured a lively panel discussion with:
- Elisabeth Costa, Behavioural Insights Team
- Pippy James, ARIA
- Andrew Jones, Universities UK Board
- Hetan Shah, British Academy

CROSS-SECTOR COLLABORATIONS

UKRIO convenes stakeholders from across sectors to develop collaborative, innovative solutions that support the research community in all its diversity.

At UKRIO, we recognise that systemic challenges cannot be solved by any single actor. We are committed to fostering a shared culture of research integrity, where all stakeholders in the research process play their part in upholding good practice.

We work with partners nationally and internationally to tackle the complex, evolving issues affecting research integrity. Through cross-sector initiatives, we bring together diverse perspectives to develop collaborative, practical solutions.

OBJECTIVES AND ACTIVITIES

Our cross-sector initiatives in 2024/25:

- Contributed to an initiative led by the Sanger Wellcome Institute to develop an ethical framework for sourcing materials from sentient animals
- Participated in a European Network of Research Integrity Offices working group to map research integrity definitions
- Provided input as a member of UKCORI's working group examining national systems for handling research misconduct

Spotlight: Authorship workshops

In March 2025, UKRIO hosted two stakeholder workshops as part of a UKRI-commissioned project to promote good authorship practice. These sessions brought together over 80 research contributors from diverse backgrounds to co-develop a range of tools for the research community.

The discussions from these sessions, along with expert input from a cross-sector advisory group, led to the production of our Authorship Integrity Toolkit, published in September 2025.

OUR IMPACT

Feedback from our 2025/25 Stakeholder Survey

"Thinking more broadly about UKRIO's impact on your organisation and/or the research community, to what extent do you agree or disagree with the following statements?"

"UKRIO is effective in supporting the research community to promote good research practice and prevent misconduct" (n=165) 87%.
"UKRIO is effective in supporting the research community to promote good research practice and prevent misconduct" (n=165) 81%.
"UKRIO effectively translates research integrity-related into practice for the research community" (n=155) 79%.
"I have observed tangible changes or improvement to research integrity practices and/or policy as a result of UKRIO's work" (n=143) 57%.

Percentages are those who selected 'Strongly Agree' or 'Agree'
(Excludes those who selected 'I don't know')

FINANCIAL REVIEW

Financial position

This section outlines UKRIO's financial position for 2024/25.

In the period 1 August 2024 - 31 July 2025, UKRIO continued to attract and register new subscriber institutions, its principal source of income. By the end of July 2025, 159 research organisations were subscribers to UKRIO, an increase of 26 since the end of July 2024.

During the 12-month period to 31 July 2025, UKRIO recorded £623,761 (2024: £510,411) of incoming resources, £559,562 (2024: £477,255) of which was subscriptions income. During this period, there were resources expended of £607,890 (2024: £485,723), which results in a surplus of £15,871 (2024: £24,688) for the period. With an opening funds balance of £362,524 (2024: £337,836) at 1 August 2024, the closing funds balance is £378,295 (2024: £362,524) at the balance sheet date. This performance is as expected for the period.

Funds accrued by the charity will be expended in pursuit of its charitable objectives, save for a small strategic reserve (see 'Reserves Policy', below).

In order to support the increase in demand for the charity's services and to further develop UKRIO's work programme, the number of staff was increased during the year ended 31st July 2025 from 7 to 8 members of staff. Due to the timeline of recruitment, this led to an increase of salary costs from £281,638 in Year Ending July 2024 to £372,195 in Year Ending July 2025.

INVESTMENT POLICY AND PERFORMANCE

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term in order to meet the organisation's charitable objectives. UKRIO introduced a statement of Investment Policy with a view to generate passive gains to further its objects. It is anticipated the investment approach will be rolled out in Year ending 31st July 2026.

RESERVES POLICY

It has been agreed it is appropriate for UKRIO to maintain strategic reserves sufficient to support unavoidable operating costs of the charity (primarily staff salaries and other contractual obligations) for a period of between 3 and 6 months. The strategic reserve must consist of unrestricted funds.

FUTURE DEVELOPMENTS

Guided by stakeholder input, we will be focusing our efforts in 2025/26 where we can most meaningfully support the research community.

To better understand the needs and challenges faced by research contributors, UKRIO carried out an extensive stakeholder consultation at the end of 24/25. The exercise engaged stakeholders from across our subscriber community and the wider sector, providing insights into the range of challenges experienced across disciplines, organisations, and career stages.

Drawing on this survey, we have developed our 2025/26 work programme around the sector's most pressing needs, focusing on four priority areas:

- Artificial intelligence
- Research culture
- Research ethics
- Preventing and addressing breaches in research integrity

Topics ranked in order of priority by stakeholders, on a scale of 1 to 7 (n=179)

- Artificial intelligence and its research integrity considerations - 2.7
- Enhancing research culture - 3.5
- Research ethics in practice - 3.5
- Developing and promoting research integrity standards - 4.2
- Addressing breaches of research integrity - 4.2
- Existing and emerging research integrity tools - 4.4
- Advancing research integrity in the arts and humanities - 5.4

Training and development

A clear message from our stakeholder consultation was the continued shortage of accessible, high-quality training and the impact this has on supporting good research practices across institutions. To address this gap, UKRIO is expanding its capacity by appointing a new Education and Training Manager, who will lead the enhancement of our training portfolio and strengthen the availability of practical, affordable learning opportunities for the research community.

Our 2025/26 training programme will include:

- Unlimited enrolment for subscribers on our online training courses, including;- Introduction to research integrity - a standalone course launched May 2025- The ethics of research involving human participants - a threecourse suite launched December 2025
- New in-person and virtual workshops, designed in response to identified needs, such as training on managing and investigating allegations of research misconduct

Impact and value for money

Amid financial pressures that can affect how organisation resource research integrity, UKRIO remains committed to providing accessible, high-quality support. In 2025/26, UKRIO will continue to ensure its services and resources are as accessible and as impactful as possible, while maintaining a stable operational model and drawing on the highest levels of expertise. Building on stakeholder feedback, we will also publish our new five-year strategy to ensure resources are targeted where they will have the greatest impact across the research community.

Thought leadership

UKRIO occupies a distinctive role in the research landscape as an independent, cross-sector charity, supporting individuals and organisations to uphold the highest standards of integrity. This works gives us unique insight into sector trends and pressures across the research ecosystem. In 2025/26, we will strengthen our role as a thought leader by convening key stakeholders and guiding system-level discussions on research integrity, supported by our new Director of Policy and External Affairs, who will lead UKRIO's communications, public affairs, and strategic engagement.

Sector collaborations

A central principle guiding our work is that research integrity is a shared responsibility and a collective endeavour. Feedback from our recent stakeholder consultation consistently highlighted that collaboration across sectors and disciplines enables solutions that draw on diverse perspectives and are adaptable to different contexts; while driving innovation, efficiency, and the overall impact of research.

A key priority for UKRIO in 2025/26 will be to actively pursue new partnerships and collaborative projects across all of our thematic workstreams, fostering shared learning and practical, sector-wide solutions.

Reach and impact

Although awareness of research integrity is growing nationally, embedding its principles across all areas of research remains a key challenge. In 2025/26, UKRIO will focus on extending our reach to a wider audience, including senior leaders, the third and private sectors, and the general public. We will also deepen collaboration with media and science communicators to elevate the visibility of integrity issues and foster a shared commitment to ethical, high-quality research.

UPCOMING ACTIVITIES

	Key Activities in 2025/26	Sector outcomes
Artificial intelligence	- Develop practical resources, including a train-the-trainer toolkit and real-world case studies, to support responsible AI use in research.- Support cross-sector initiatives, including advising an NIHR Research Support Service (RSS) project led by the University of Leicester, which is exploring the use of generative AI in qualitative data analysis and its implications for ethical conduct, trust, recruitment, and research inclusion.- Host a roundtable with research organisations, publishers, and funders to discuss responsible AI use in research and the role each stakeholder plays in upholding it.- Help the research community stay informed about the latest AI developments through a regularly updated resource page that consolidates key reports, guidance, and examples of good practice.	- Greater consistency and confidence in responsible AI use, supported by practical guidance, case studies, and shared training resources across institutions.- Strengthened cross-sector alignment on Responsible AI use, through collaboration with funders, publishers, and research organisations.- Improved ethical practice and participant protection, particularly in areas like qualitative analysis, inclusion, and transparency.- A more informed and AI-literate research community, aided by accessible, regularly updated resources tracking emerging developments and good practice.

Research culture	- Embed good authorship practice into research culture through tools developed through supporting collaborative thinking and progress on discussing authorship disputes.- Strengthen institutional support by releasing revised guidance for establishing research integrity champions.- Deliver targeted training for subscribers focused on researcher wellbeing and promoting integrity driven research environments.- Host an expert webinar on the role research supervisors play to foster an inclusive and positive research culture, including practical strategies they can employ.- Support a project led by Sense about Science and Taylor & Francis to develop an integrity toolkit for early career researchers.	- More transparent and collaborative research cultures, supported by clearer authorship expectations and tools that help resolve disputes constructively.- Stronger institutional cultures of integrity, enabled by well-defined research integrity champion roles that embed good practice at every level.- Healthier, more supportive research environments, driven by targeted training on researcher wellbeing and integrity-focused skills and development.- Better-equipped supervisors and early career researchers, with practical strategies and toolkits that promote inclusive, positive environments.
Research ethics	- Launch an online research ethics training course, co-developed with the University of Suffolk, to provide researchers with a strong foundation to navigate ethical challenges.- Release revised core tools produced in partnership with ARMA, including a Research Ethics Framework, REC review panel checklist, audit tool, and risk assessment matrix.- Convene a roundtable discussion on ethical considerations in international and interdisciplinary collaborations.- Host expert webinars exploring key ethical concerns, such as the use of animal materials in research.	- Improved ethical competence across the research community, supported by accessible training that strengthens researchers' ability to navigate complex ethical challenges.- Greater consistency and rigour in ethics review processes, enabled by updated frameworks, checklists, and assessment tools used across institutions.- More ethically robust international and interdisciplinary collaborations, informed by shared discussion of crossborder and cross-disciplinary ethical risks.- Enhanced sector awareness of emerging ethical issues, through expert-led webinars that deepen understanding of areas such as the use of animal materials in research.

Preventing and addressing breaches in research integrity	- Pilot and launch a train-the-trainer toolkit to support those investigating potential research misconduct in carrying out their roles effectively.- Develop Detailed and Universal Misconduct Procedures - step-by step manuals and templates for research organisations to use or adapt as they see fit.- Contribute to cross-sector and subscriber initiatives, including;A project led by Wellcome Trust and UKRI to develop learning modules on data sharing in misconduct cases UKCORI's work to examine poor research practice and research misconduct;UKCORI's work to examine poor research practice and research misconduct and;A project led by the University of Nottingham to produce guidance on handling non genuine participants in online research- Increase accessibility of misconduct guidance by publishing an updated, organised resource page that consolidates existing and refreshed information, advice, and guidance.	- More effective and consistent misconduct investigations, enabled by accessible train-the-trainer resources that build skills and confidence in those handling potential breaches.- Stronger organisational procedures for managing integrity concerns, supported by clear, adaptable misconduct manuals and templates that promote fair, transparent, and timely processes.- Improved sector-wide approaches to emerging integrity risks, through collaboration on data-sharing guidance, understanding poor practice, and managing non-genuine participants in online research.- Greater access to reliable, centralised misconduct guidance, through an updated and organised resource page that helps institutions navigate their cases efficiently and consistently.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

UKRIO is a Charity by guarantee with charitable status (Registered Charity no. 1147061). It consists of four elements:

- **The Board of Trustees** directs and oversees the strategy and programme of work of UKRIO. The Trustees include the Chair and Vice-Chair of UKRIO.

- **The Advisory Council** is Co-Chaired by a UKRIO Trustee and consists of members selected for their expertise in research integrity and related issues, as well as independent and lay members. Its function is to advise on, and oversee, the strategy and programme of work of UKRIO. Unlike the Trustees, the Advisory Council hold no legal responsibility for the organisation.

- **The Expert Community** provides an expert resource which UKRIO draws upon when responding to specialist enquiries on issues of research integrity. Recognising their broad experience in research matters, expert community members also give feedback on the wider work of UKRIO on request and are given the opportunity to contribute to other elements of the programme of work.Expert community members hold no legal responsibility for the organisation and must agree to adhere to UKRIO's volunteer agreement which includes Confidentiality clauses.

- **The Office team** carries out UKRIO's programme of work in line with the UKRIO's strategic vision and in order to meet its charitable objects.

The Trustees, members of the Advisory Council and members of the Expert Community are not employees of UKRIO and give their time to the organisation on a voluntary basis. The many successes of our organisation could not have been achieved without their generous and expert support. Appropriate insurances have been procured to cover Trustees, members of the Advisory Council and Expert community members acting on behalf of UKRIO.

STRUCTURE, GOVERNANCE AND MANAGEMENT

RISK MANAGEMENT

The Trustees of UKRIO have a responsibility for the management of risks. A review of the major risks to the work of UKRIO has been undertaken through which the risks have been identified, reviewed and processes put in place to mitigate and manage the risks. The Trustees acknowledge that risk management is not a one-off event but an integral part of the operation of the charity. A risk register is updated and reviewed by the Audit and Risk Committee, a sub-committee of the Board of Trustees. All Trustees, staff and volunteers have a role to play in the process of identifying and managing risks.

The UK Research Integrity Office (UKRIO) employs several strategies to mitigate principal risks associated with its advisory role. To address litigation risks from advice provided, UKRIO ensures full professional indemnity insurance for its staff and volunteers, including trustees and advisory council members as well as its expert community. Through UKRIO's terms of use for its advisory service, UKRIO makes clear that any advice is given without legal responsibility, and recipients rely on it at their own risk.

UKRIO clarifies that its guidance is practical rather than legal, specific to each enquiry, and not intended for use in legal proceedings. Additionally, UKRIO does not investigate research misconduct, impose sanctions, or act as an advocate or mediator, which helps limit its legal exposure.

To mitigate reputational risks, UKRIO strives to provide high-quality, well-informed information, advice, and guidance and clearly communicates its role and limitations. The organisation ensures that its staff and volunteers adhere to professional conduct standards and relevant policies, including a Code of Conduct and Communications and Media Policy. Public statements are issued centrally to maintain consistency and integrity.

UKRIO also addresses potential financial risks by regularly reviewing its projected income and implementing robust financial controls. The charity acknowledges that a large part of its subscription base, its primary source of funding, is made up of higher education institutions which are facing acute financial pressures.

With increasing financial pressures also comes the possibility of a rise in poor research practice and perverse incentives and UKRIO is actively working to enhance the resources and services it provides to ensure it supports the research community during these challenging times. Separately, the charity is also seeking to diversify its funding sources to ensure the sustainability of its operations.

UKRIO's commitment to ethical funding is evident in its organisational values of respect, accountability, honesty, rigour, and transparency. External funding does not divert UKRIO from its agreed aims and values, and donations do not entitle any individual or organisation to decision-making authority. UKRIO does not share confidential information with its funders and ensures that no single funding source compromises its independence. The organisation generates income through subscriptions, training, events, and applications to trusts, foundations, and commissioning bodies. Decisions on funding are made at Board level, in accordance with legal and statutory requirements.

UKRIO also takes extensive measures to protect data and ensure health and safety. All data related to its operations are stored securely, with computer files encrypted and cloud storage systems meeting industry standards for security and encryption.

Human resources and financial records are managed by a third party in accordance with UKRIO's Data and Privacy Policy. Health and safety policies are in place, with staff adhering to guidelines provided by their co-working office space. Additionally, UKRIO has a clear policy on data protection and confidentiality, regularly reviewing its processes to comply with GDPR and other regulations and is developing an AI Policy and governance framework.

Approved by order of the board of trustees on 8 April 26 and signed on its behalf by:

Linda Patridge

L Patridge - Trustee

Independent Examiner's Report to the Trustees of UK Research Integrity Office Ltd

Independent examiner's report to the trustees of UK Research Integrity Office Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Mr C Morey
The Institute of Chartered Accountants in England and Wales

Plus Accounting
Chartered Accountants
Preston Park House
South Road
Brighton
East Sussex
BN1 6SB

Date: 21 April 2026

UK RESEARCH INTEGRITY OFFICE LTD

Statement of Financial Activities
for the year ended 31 July 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	3		
Charitiable activities			
		559,562	477,255
Other trading activities	2	**64,199**	33,156
Total		**623,761**	510,411
EXPENDITURE ON			
Charitable activities	4		
Charitiable activities			
		546,437	435,146
Other		**61,453**	50,577
Total		**607,890**	485,723
NET INCOME		**15,871**	24,688
RECONCILIATION OF FUNDS			
Total funds brought forward		**362,524**	337,836
TOTAL FUNDS CARRIED FORWARD		**378,395**	362,524

The notes form part of these financial statements

Balance Sheet
31 July 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
FIXED ASSETS			
Intangible assets	10	**7,430**	7,821
Tangible assets	11	**438**	1,582
		7,868	9,403
CURRENT ASSETS			
Debtors	12	**387,511**	393,679
Cash at bank		**579,916**	485,821
		967,427	879,500
CREDITORS			
Amounts falling due within one year	13	**(596,900)**	(526,379)
NET CURRENT ASSETS		**370,527**	353,121
TOTAL ASSETS LESS CURRENT LIABILITIES		**378,395**	362,524
NET ASSETS/(LIABILITIES)		**378,395**	362,524
FUNDS	14		
Unrestricted funds		**378,395**	362,524
TOTAL FUNDS		**378,395**	362,524

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

Balance Sheet - continued
31 July 2025

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....8 April 2026..... and were signed on its behalf by:

L Patridge - Trustee

The notes form part of these financial statements

UK RESEARCH INTEGRITY OFFICE LTD

Cash Flow Statement
for the year ended 31 July 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	**94,095**	(102,134)
Net cash provided by/(used in) operating activities		**94,095**	(102,134)
Cash flows from investing activities			
Purchase of intangible fixed assets		**-**	(7,821)
Purchase of tangible fixed assets		**-**	(1,609)
Sale of tangible fixed assets		**-**	1
Net cash provided by/(used in) investing activities		**-**	(9,429)
Change in cash and cash equivalents in the reporting period		**94,095**	(111,563)
Cash and cash equivalents at the beginning of the reporting period		**485,821**	597,384
Cash and cash equivalents at the end of the reporting period		**579,916**	485,821

The notes form part of these financial statements

Notes to the Cash Flow Statement for the year ended 31 July 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**15,871**	24,688
Adjustments for:		
Depreciation charges	**1,535**	1,601
Loss on disposal of fixed assets	**-**	815
Decrease/(increase) in debtors	**6,168**	(163,131)
Increase in creditors	**70,521**	33,893
Net cash provided by/(used in) operations	**94,095**	(102,134)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.24	Cash flow	At 31.7.25
	£	£	£
Net cash			
Cash at bank	**485,821**	**94,095**	**579,916**
	485,821	**94,095**	**579,916**
Total	**485,821**	**94,095**	**579,916**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements have been prepared under the historical cost convention and in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Company status
The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Income
All incoming resources are included in the Statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Income for the sale of subscriptions is recognised as the subscription progresses. Revenue received in advance is included in creditors.

Expenditure
All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Governance costs
The trustees have assessed the usage of expenditure and consider 10% to be an appropriate proportion to include as other governance costs. For 2025 other governance costs total £61,307 (2024: £49,692).

Governance costs also includes accountancy and bookkeeping which are deemed to be 100% governance costs. These costs total £14,792 for 2025 (2024: £10,954).

Intangible fixed assets
Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at costs less any accumulated amortisation and any accumulated impairment losses.

Development costs are being amortised evenly over their estimated useful life of 5 years.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment	-	3 years straight line

At each balance sheet date, the company reviews the carrying amount of its assets to determine whether there is any indication that any items have suffered an impairment loss. If any such indication exists, the recoverable amount of an asset is estimated in order to determine the extent of the impairment loss, if any. Where it is not possible to estimate the recoverable amount of an asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Fund accounting
General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

continued...

1. ACCOUNTING POLICIES - continued

Foreign currencies
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

2. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Training and development workshops	20,574	30,356
Grants	43,625	2,800
	64,199	33,156

3. INCOME FROM CHARITABLE ACTIVITIES

	2025 Charitiable activities	2024 Total activities
	£	£
Subscriptions	559,562	477,255

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 5)	Totals
	£	£	£
Charitiable activities			
	531,645	14,792	546,437

5. SUPPORT COSTS

	Governance costs
	£
Other resources expended	61,346
Charitiable activities	
	14,792
	76,138

continued...

6. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	1,144	1,601
Deficit on disposal of fixed assets	-	815
Development costs amortisation	391	-

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2025 nor for the year ended 31 July 2024.

Trustees' expenses

A total of £1,246.69 was paid in relation to trustees' expenses in the year ended 31 July 2025 (2024: £808.08).

8. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	323,343	244,987
Social security costs	27,635	19,743
Other pension costs	21,217	16,908
	372,195	281,638

The average monthly number of employees during the year was as follows:

	2025	2024
Operations	8	7

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
£60,001 - £70,000	1	2
£90,001 - £100,000	1	-
	2	2

continued...

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Charitable activities	
Charitiable activities	477,255
Other trading activities	33,156
Total	510,411
EXPENDITURE ON	
Charitable activities	
Charitiable activities	435,146
Other	50,577
Total	485,723
NET INCOME	24,688
RECONCILIATION OF FUNDS	
Total funds brought forward	337,836
TOTAL FUNDS CARRIED FORWARD	362,524

10. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1 August 2024 and 31 July 2025	**7,821**
AMORTISATION	
Charge for year	**391**
NET BOOK VALUE	
At 31 July 2025	**7,430**
At 31 July 2024	7,821

continued...

11. TANGIBLE FIXED ASSETS

	Office equipment £
COST	
At 1 August 2024 and 31 July 2025	**10,418**
DEPRECIATION	
At 1 August 2024	**8,836**
Charge for year	**1,144**
At 31 July 2025	**9,980**
NET BOOK VALUE	
At 31 July 2025	**438**
At 31 July 2024	1,582

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	**372,063**	376,721
Other debtors	**1,104**	828
Prepayments and accrued income	**14,344**	16,130
	387,511	393,679

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	**6,990**	4,828
Social security and other taxes	**11,430**	7,983
Other creditors	**-**	82
Pension creditor	**-**	8
Accruals and deferred income	**530,271**	508,634
Accrued expenses	**48,209**	4,844
	596,900	526,379

14. MOVEMENT IN FUNDS

	At 1.8.24 £	Net movement in funds £	At 31.7.25 £
Unrestricted funds			
General fund	**362,524**	**15,871**	**378,395**
TOTAL FUNDS	**362,524**	**15,871**	**378,395**

continued...

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**623,761**	**(607,890)**	**15,871**
TOTAL FUNDS	**623,761**	**(607,890)**	**15,871**

Comparatives for movement in funds

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
Unrestricted funds			
General fund	337,836	24,688	362,524
TOTAL FUNDS	337,836	24,688	362,524

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	510,411	(485,723)	24,688
TOTAL FUNDS	510,411	(485,723)	24,688

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.23 £	Net movement in funds £	At 31.7.25 £
Unrestricted funds			
General fund	337,836	40,559	378,395
TOTAL FUNDS	337,836	40,559	378,395

continued...

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,134,172	(1,093,613)	40,559
TOTAL FUNDS	1,134,172	(1,093,613)	40,559

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2025.

UK RESEARCH INTEGRITY OFFICE LTD

Detailed Statement of Financial Activities for the year ended 31 July 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Other trading activities		
Training and development workshops	**20,574**	30,356
Grants	**43,625**	2,800
	64,199	33,156
Charitable activities		
Subscriptions	**559,562**	477,255
Total incoming resources	**623,761**	510,411
EXPENDITURE		
Charitable activities		
Wages	**323,343**	244,987
Social security	**27,635**	19,743
Pensions	**21,217**	16,908
Insurance	**5,170**	5,532
Telephone	**-**	282
Postage and stationery	**451**	32
Communications	**6,289**	35,565
Computer & internet expenses	**7,454**	7,937
HR expenses	**5,500**	3,547
Subscriptions	**3,163**	3,522
Rent	**10,581**	24,297
Bank charges	**172**	120
Travel	**2,496**	1,400
Meeting expenses	**8,249**	4,518
Training Delivery	**30,068**	46,134
Bad debts	**21,069**	2,062
Legal & professional fees	**743**	4,990
Office Supplies	**-**	89
Temporary staff	**-**	3,393
Recruitment	**19,966**	(2,495)
Statutory interest	**48**	28
Redundancy costs	**36,649**	-
Development costs	**352**	-
Depn of office equipment	**1,030**	1,601
	531,645	424,192
Other		
Loss on sale of tangible fixed assets	**-**	815
Loss on Foreign Exchange	**107**	70
	107	885

Detailed Statement of Financial Activities for the year ended 31 July 2025

	2025 £	2024 £
Support costs		
Governance costs		
Other governance costs	**61,346**	49,692
Accountancy and bookkeeping	**14,792**	10,954
	76,138	60,646
Total resources expended	**607,890**	485,723
Net income	**15,871**	24,688

UK RESEARCH INTEGRITY OFFICE LIMITED

England & Wales - Charity number 1147061

Accounts

UKRIO

RESEARCH INTEGRITY OFFICE

HONESTY
RIGOUR
RESPECT
TRANSPARENCY
ACCOUNTABILITY

Annual Report and Accounts 2023/24

Annual report and financial statements for the period 1 August 2023 to 31 July 2024

Reference and administrative details

The UK Research Integrity Office is a registered charity that provides independent, expert and confidential support to enhance good research practices and improve research culture in the UK.

Trustees
Ian Boyd, Chair
Sarah Harper, Vice-Chair
Tracey Brown
Pierre Espinasse
Zoë Hammatt
Simon Kolstoe
Huw Morris
Inke Näthke
Jim Smith

Chief Executive Officer
Stephanie Neave

Registered address
Impact Hub London Euston, 1 Triton Square, NW1 3DX

Company registration no.
07444269

Charity registration no.
1147061

Independent Examiner
Feist Hedgethorne Limited
Preston Park House, South Road, Brighton, East Sussex, BN1 6SB



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Introduction from our Chair



It is a great privilege to serve as UKRIO's Chair at a time of both challenge and opportunity for research integrity. The landscape is shifting rapidly, with the upcoming Research Excellence Framework (REF) 2029 to the rise of artificial intelligence.

In 2023/24, UKRIO took decisive action to step up to the challenges and opportunities arising from this changing landscape. Chief among them was the appointment of Stephanie Neave as UKRIO CEO to deepen, improve, and expand the support the charity has provided the research community since its inception in 2006. Under her leadership, the charity has undergone significant transformation to grow the vital work it does to support institutions, researchers, and policymakers in upholding the highest standards of integrity.

As an independent charity that works across all parts of the research ecosystem and at all levels, UKRIO's strength lies in its ability to bring the sector together, shape conversations, and drive meaningful change. As the sector faces mounting pressures, UKRIO's role in ensuring transparent, accountable, and ethical research practices has never been more critical. Looking ahead, we must continue to build and advance on our successes, reinforcing the support we provide the research community, prioritising the thorniest issues facing the sector, and driving forward positive systemic change.

On behalf of the UKRIO Board, I extend my gratitude to Stephanie, our dedicated team, and the research community for your continued support. We look forward to continuing our work in the year ahead.

Yours sincerely,



Sir Ian Boyd
Board Chair

Introduction from our CEO



It has been an exciting and transformative year for UKRIO, one in which we have made significant strides to strengthen our support for the research community. Since assuming the role of Chief Executive Officer, my foremost priorities have been to deepen and expand the expert advice, guidance and training UKRIO provides, as well as to elevate the importance of research integrity within policy and public discourse.

In 2023/24, we sought to confront some of the most complex and pressing challenges in research integrity. The publication of our review, Barriers to Investigating and Reporting Research Misconduct, and the launch of our Introduction to Research Integrity pilot online training course are among the myriad initiatives we undertook to respond and address some of the key issues we know are facing the research community.

However, in 2023/24 the team also produced an array of guidance and resources on topics ranging from research ethics to artificial intelligence; reached thousands through our events and training programmes; offered confidential guidance to over a hundred requests for advice; and forged partnerships and collaborations with key sector actors, including UKCORI, UKRN, and Wellcome Trust.

As demand on resources continues to grow and challenges to research integrity evolve, the year ahead will be a pivotal time for UKRIO to do even more to enhance the reliability of research and safeguard public trust.

On behalf of all at UKRIO, I thank the research community for your continued support and commitment to research integrity, without which our work could not continue. I look forward to working together over the coming period to ensure integrity remains at the heart of UK research.

Yours sincerely,



Stephanie Neave
Chief Executive Officer

About us

Since 2006, UKRIO has provided independent and expert support to help enhance good research practice, address mistakes, questionable practices and fraud, and improve the culture and systems of UK research.

UKRIO is a registered charity (no. 1147061) established in 2006 to provide independent support on research integrity to the UK research community and the public.

We promote and support good research practice and related topics such as research culture, research ethics, research governance, integrity in research design and collaborative research, and good practice in publication and authorship.

As an advisory body, we help to direct organisations and the public to regulatory bodies when issues fall within their jurisdiction – and fill gaps where no overall regulation might apply.

Our close working relationships within the research sector through our subscriber network, Advisory Council, expert volunteer community, and Board of Trustees ensure we understand and can be responsive to the practical challenges involved in maintaining and advancing research integrity.

> Since its establishment UKRIO has been at the heart of the UK's efforts to support research integrity. In recent years the UK has made major strides in ensuring that its researchers have the skills and tools to undertake rigorous, reliable, robust and transparent research and that its institutions are able to support staff and students and handle instances of misconduct appropriately. This success would not have been possible without the support provided by UKRIO.
>
> **Research Integrity Lead**
> Russell Group University & UKRIO Subscriber Institution

Our mission

UKRIO's vision is that through our activities, the UK research community is supported to produce work of the highest integrity, quality and efficacy.



Champion high quality research

Champion the governance, management and conduct essential for high quality and ethical research



Lead and shape conversation

Lead and shape conversations about research integrity in the UK and beyond



Offer independent advice and guidance

Give confidential, independent and expert advice and guidance on all forms of research integrity challenges and opportunities as they arise



Cultivate and share best practice

Create and share knowledge of best practice and positive research cultures and conduct

Who we support

UKRIO's remit spans all disciplines of research and sectors: from higher education, the NHS, private sector organisations and the third sector – wherever research affects the public good.

UKRIO provides advice and services to individuals and organisations alike: to help safeguard and enhance good research practice, take action to correct errors and misconduct, and inculcate a healthy research culture.

Much of UKRIO's work involves direct support for the research community, which in turn helps safeguard public trust in research. As well as helping researchers and researcher organisations, the charity provides advice and guidance to those outside the research community, including members of the public, policy makers and stakeholder organisations.

Our model of support for individuals is designed to focus on the charity's benefit to the public. UKRIO's services are free at the point of delivery for individuals: the charity does not place barriers in the way of anyone with questions or concerns about the conduct of research.

This approach helps the UK's research community by improving the conduct of research and bringing concerns to the attention of appropriate organisations when they would otherwise remain unaware of them.

Our charitable objects

1. To promote for the public benefit good practice in the governance, management and conduct of medical, scientific and academic research, including the fields of medicine and healthcare, physical sciences, engineering, mathematics and computing, social sciences and social care, law, the arts and humanities, and related disciplines

2. To promote for the public benefit high ethical standards in the conduct of such research

Our subscribers

Our charity is fortunate to be supported by a network of over 130+ research organisations committed to research integrity.

UKRIO facilitates a growing and ambitious network of 130+ subscribing research organisations committed to research integrity, from higher education institutions to government bodies, charities, social enterprises and learned societies.

Our subscribers receive in-depth, long-term and practical support to authentically embed and advance a culture of research integrity, with access to services and guidance tailored to senior leadership teams, researchers, professional services staff, technicians, and beyond.

Examples of our subscribers include:

Higher education institutions	100+ higher education institutions, including all Russell Group universities, multi-disciplinary universities across the UK, and specialist institutions such as the University of the Arts London, and Rose Bruford College of Theatre & Performance
Independent research institutes	The Sainsbury Laboratory, CRUK Scotland Institute, Plymouth Marine Laboratory and the James Hutton Institute
Government bodies	Science Foundation Ireland, UK Ministry of Defence Research Ethics Committee (MODREC), National Physical Laboratory and UK Health Security Agency
Charities and social enterprises	Nesta, Royal Botanic Gardens Kew, Health Data Research UK, RAND Europe, The Institute of Cancer Research and Health Foundation
Learned societies	The Royal Society, The British Academy

2023/24: our year in numbers

134

subscriber organisations supported

98

outputs published, including guidance, infographics, and videos

123

requests for confidential advice addressed

8

collaborative projects or sector initiatives forged

3000+

attendees joined our events and trainings

4

roundtables discussions held with stakeholders

9000+

researchers registered for our pilot online training course, *Introduction to Research Integrity*

65,000+

users accessed our website

Information, advice and guidance (IAG)

Through our extensive and ever growing bank of IAG, we aim to help the research community put research integrity into practice.

In 2023/24, UKRIO published a range of guidance, reports, and good practice resources to support the research community respond to key and emerging matters in research integrity, including:

- the REF 2029
- research misconduct
- culture change in research.

These resources were tailored to different audiences – from senior leaders to early career researchers – to help every actor involved in research embed principles and practices of integrity in their work.

85%

agreed or strongly agreed that the use of UKRIO's published IAG increased their knowledge of good research practice

Source: 2024 Stakeholder Survey (n=116)

Spotlight: *Barriers to Investigating and Reporting Research Misconduct* Report

In May 2024, UKRIO published its review of the challenges faced by research employers, funders, publishers, and researchers in investigating allegations of misconduct.

The publication was the culmination of a 16-month long examination by an expert working group chaired by Tracey Brown OBE.

This working group found that, although parties in the system experienced issues very differently, all actors lacked clarity and confidence in the process and believed a change in culture was needed.

It also found that, despite recent attention (in parliamentary and other high level discussions) on the possibility of introducing a regulator, there are immediate steps that can be taken to reduce barriers to effective investigations and improve the experience for all parties.

Advisory service

Since its inception, UKRIO has offered independent, expert, and confidential advice on the conduct of research freely accessible to all.

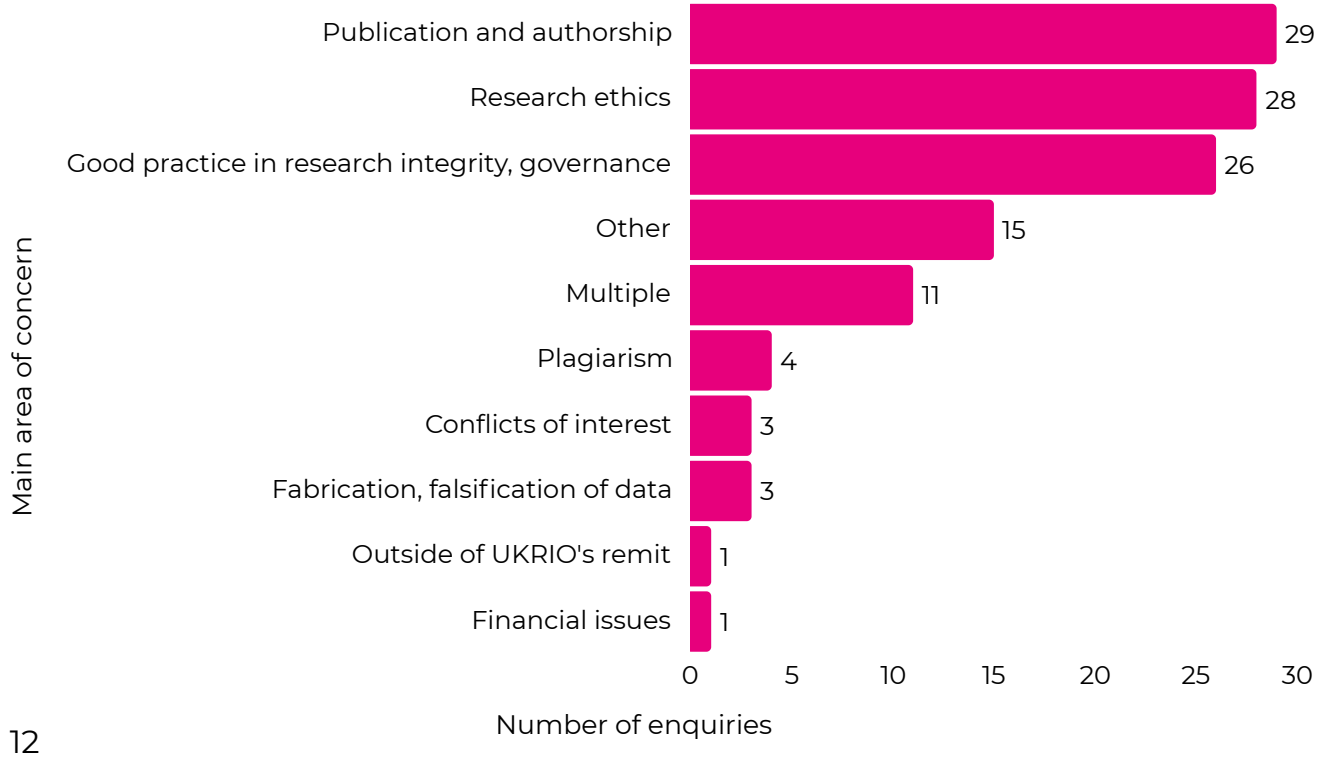
Every year, the charity fields enquiries from every sector of UK research, as well as from other countries, on topics ranging from fabrication and falsification of data to research ethics, publication and authorship issues and matters of research governance.

This not only acts as a critical service for the research community, but also gives UKRIO exceptional insight into challenges to research integrity at the individual, organisational and national level.

Learnings from its advisory service have supported the charity to make extensive contributions to national discussions on research integrity and the development of related initiatives, including the 2022 enquiry by the UK Parliament's Science, Innovation & Technology Committee into reproducibility and research integrity.

When enquiries require specialist knowledge on a particular subject, we draw input from our community of expert volunteers.

Advisory service enquiries by main area of concern (2023/24)



Thought leadership

UKRIO works to inform and shape the national conversation on research integrity, ensuring it remains high on the agenda.

In 2023/24, UKRIO proactively engaged with other research integrity bodies, cross-sector working groups, publishers, funders and government bodies to champion the importance of research integrity for both the research community and wider society. Our thought leadership activities in 2023/24 included:

- Calling for a strengthened Concordat to Support Research Integrity, putting forward views that were endorsed by the UK Reproducibility Network (UKRN)
- Using our unique expertise to enhance the work of bodies like the UK Committee on Research Integrity (UKCORI) and the European Network of Research Integrity Offices (ENRIO)
- Working with research funders to address issues of data-sharing in misconduct cases

UKRIO also facilitated quarterly roundtable discussions, convening research actors to dissect complex issues, share good practice, and pool expertise to develop creative solutions together.

94%

strongly agreed or agreed UKRIO is a trusted voice on research integrity matters

Source: 2024 Stakeholder Survey (n=114)

Spotlight: Research Culture Roundtable

In April 2024, UKRIO held a roundtable on the topic of research culture. Participants from a range of research organisations set out to discuss three key considerations to advance and embed healthy research culture practices:

- Adaptability and change: What is the incentive to adopt a positive research culture?
- Awareness: How do you raise awareness of research culture policies?
- Recognition and rewards: Should "champion" roles be added to job descriptions and promotion opportunities?

The event yielded a list of actionable suggestions for the research community.

Training

UKRIO regularly delivers training for the research community, sharing knowledge and experiences from its unique role as the UK's most experienced research integrity body.

In 2023/24, UKRIO delivered training at 25 research organisations and spoke at a variety of events in the UK and abroad. Topics included:

- Practical measures to enhance research culture
- Specialist training for research ethics committees
- The complexities of publication ethics and authorship
- Investigating and addressing research misconduct

Our unique position in the research landscape enables our training approach to be keenly attuned to issues and practices on the ground.

"[The course] made me realise that integrity in research is more than just a 'good thing' ... that it has everyday, continuing implications for research success."

- Introduction to Research Integrity course participant

Spotlight: Online training course pilot

In recognition that research integrity training is now a requirement for receipt of grant funding from many funders, UKRIO worked with University College London to develop an online training course that could provide an accessible and thorough introduction to the topic for those involved in research.

A pilot of the online training course was launched in April 2023, with over 9,000 users across 108 research institutions registering to take part.

While the pilot is ongoing, 86% of the 1,294 users who have completed the course evaluation thus far have rated their experience of the course as positive or very positive. The results of the pilot will inform UKRIO's model for wider roll-out in 2024/25, with the guiding principle to maximise accessibility so that all those involved in research better understand the essential tenets of research integrity.

Events programme

UKRIO's events feature leading experts from across the ecosystem and platform diverse perspectives and experiences relating to research integrity.

In 2023/24, UKRIO's events served to showcase novel approaches and catalyse meaningful dialogue on timely and pressing topics for the research community, including:

- Correcting the scholarly record
- Open research
- Social media and ethics
- Science communications

To ensure equality of participation and share UKRIO's insights to as wide an audience as possible, its webinar series are open and free to all – and in 2023/24 garnered attendance from 2,814 people across the world.

90%

attending a UKRIO event in 2023/24 agreed or strongly agreed they would recommend a UKRIO event to a colleague

Source: 2024 Stakeholder Survey (n=107)

Spotlight: Subscriber Day

In May 2024, UKRIO held its 2024 Subscriber Day, *The big and small changes to improve research quality.*

Attended by 167 representatives from across UKRIO's 130+ subscribing institutions, this event was an opportunity for the research community to hear from leading experts on practical strategies to improve research quality in an evolving landscape.

Distinguished speakers at the event included Professor Dame Jessica Corner, Executive Chair of Research England; Tracey Brown OBE, Director of Sense About Science; Rachael Gooberman-Hill, Co-Chair of UKCORI; and Dr Ed Gerstner, Director of Research Environment Alliances at Springer Nature.

This day also provided a forum for attendees to share good practice on topics such as artificial intelligence, co-production, research culture, and research ethics.

Sector collaborations

UKRIO works collaboratively and in partnership with other sectors to foster innovation, efficiency, and broader impact for the research community.

Because UKRIO recognises that no single actor in the research community can resolve systemic issues, we work collaboratively, both nationally and internationally, to address the complex and ever-changing challenges to good research practice.

In 2023/24, our sector collaborations and partnerships included:

- Joining the Wellcome Trust and other stakeholders to develop online knowledge modules on data-sharing in misconduct cases, with an interim report presented at the 2024 World Conference on Research Integrity
- Giving expert input as part of UKCORI's working group on the UK's systems for research misconduct
- Working with ENRIO to explore key concepts in research integrity practice and governance
- Providing a research integrity specialist perspective to the Sense About Science project on the responsible handover of tools and technologies

Spotlight: Enablers and Inhibitors of Research Integrity

In 2023/24, UKRIO carried out a study in partnership with UKRN and the Science Policy Research Unit of the University of Sussex to examine the systemic factors that enable or inhibit research integrity.

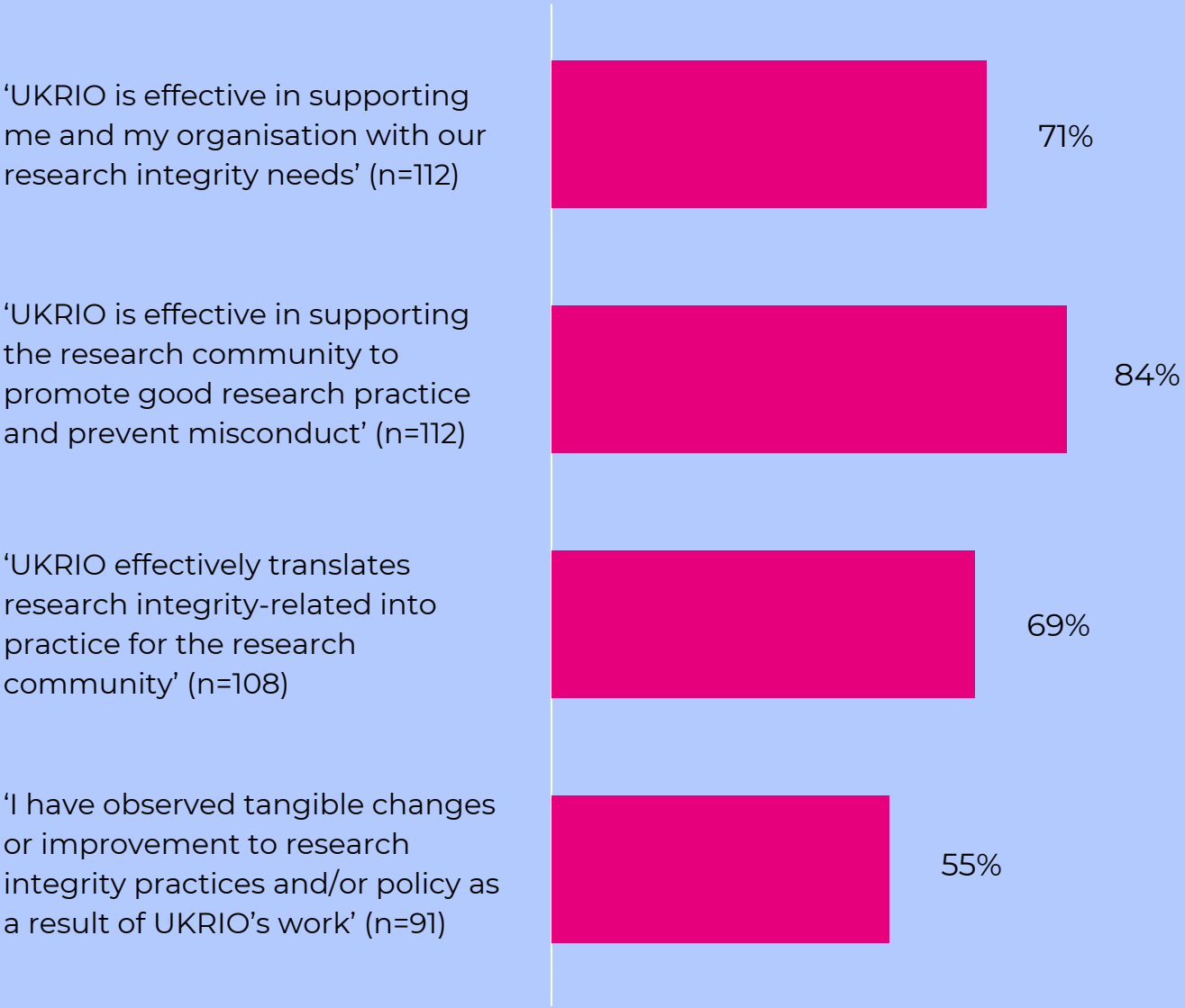
The project, which was commissioned by UKCORI, provides an essential evidence base for interventions to promote research integrity in the UK.

The report states that without changes to how research and researchers are evaluated, it will be hard to make substantive progress on issues such as Questionable Research Practices (QRPs), falsification, fabrication and plagiarism. It notes that care must be taken with improvement measures to ensure that these lead to desired outcomes and avoid incentivising box ticking or gaming the system.

UKRIO's impact

'Thinking more broadly about UKRIO's impact on your organisation and/or the research community, to what extent do you agree or disagree with the following statements?'

Source: 2024 Stakeholder Survey



Financial review

This section outlines UKRIO's financial position for 2023/24.

In the period 1 August 2023 – 31 July 2024, UKRIO continued to attract and register new subscriber institutions, its principal source of income. By the end of July 2024, 130 research organisations were subscribers to UKRIO, an increase of sixteen since the end of July 2023.

During the 12-month period to 31 July 2024, UKRIO recorded £510,411 (2023: £344,830) of incoming resources, of which £477,255 (2023: £317,479) was subscriptions income. During this period, there were resources expended of £485,723 (2023: £415,161), resulting in a surplus of £24,688 (2023: deficit of £70,311) for the period.

UKRIO had an opening funds balance of £337,836 (2023: £408,167) at 1 August 2023 and a closing funds balance of £362,254 (2023: 337,836) on 31 July 2024, the balance sheet date. This performance is as expected for the period.

Funds accrued by the charity will be expended in pursuit of its charitable objectives, save for a small strategic reserve (see 'Reserves Policy' below).

In order to support the increase in demand for the charity's services and to further develop UKIO's work programme, the number of staff were increased during the year ended 31st July 2024 from 6 to 7 members of staff. Due to the timeline of recruitment, this led to variation of salary costs from £215,624 in Year Ending July 2023 to £281,638 in Year Ending July 2024.

Investment policy and performance

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term in order to meet the organisation's charitable objectives. UKRIO are actively exploring the introduction of an ethical and sustainable investment policy to capitalise on the charity's assets. It is likely that an investment policy will be introduced in the next financial year (Year End July 2025).

Reserves policy

It has been agreed it is appropriate for UKRIO to maintain strategic reserves sufficient to support unavoidable operating costs of the charity (primarily staff salaries and other contractual obligations) for a period of between 3 and 6 months. The strategic reserve must consist of unrestricted funds.



Structure, governance, and management

UKRIO is a Charity by guarantee with charitable status (Registered Charity no. 1147061). It consists of four elements:

The Board of Trustees directs and oversees the strategy and programme of work of UKRIO. The Trustees include the Chair and Vice-Chair of UKRIO.

The Advisory Council is Co-Chaired by a UKRIO Trustee and consists of members selected for their expertise in research integrity and related issues, as well as independent and lay members. Its function is to advise on, and oversee, the strategy and programme of work of UKRIO. Unlike the Trustees, the Advisory Council hold no legal responsibility for the organisation.

The Expert Community provides an expert resource which UKRIO draws upon when responding to specialist enquiries on issues of research integrity. Recognising their broad experience in research matters, expert community members also give feedback on the wider work of UKRIO on request and are given the opportunity to contribute to other elements of the programme of work.

Expert community members hold no legal responsibility for the organisation and must agree to adhere to UKRIO's volunteer agreement which includes Confidentiality clauses.

The Office Team carries out UKRIO's programme of work in line with the UKRIO's strategic vision and in order to meet its charitable objects

The Trustees, members of the Advisory Council and members of the Expert Community are not employees of UKRIO and give their time to the organisation on a voluntary basis. The many successes of our organisation could not have been achieved without their generous and expert support. Appropriate insurances have been procured to cover Trustees, members of the Advisory Council and Expert community members acting on behalf of UKRIO.



Approach to risk management

The Trustees of UKRIO have a responsibility for the management of risks. A review of the major risks to the work of UKRIO has been undertaken through which the risks have been identified, reviewed and processes put in place to mitigate and manage the risks. The Trustees acknowledge that risk management is not a one-off event but an integral part of the operation of the charity. A risk register is updated and reviewed by the Audit and Risk Committee, a sub-committee of the Board of Trustees. All Trustees, staff and volunteers have a role to play in the process of identifying and managing risks.

The UK Research Integrity Office (UKRIO) employs several strategies to mitigate principal risks associated with its advisory role. To address litigation risks from advice provided, UKRIO ensures full professional indemnity insurance for its staff and volunteers, including trustees and advisory council members as well as its expert community. Through UKRIO's terms of use for its advisory service, UKRIO makes clear that any advice is given without legal responsibility, and recipients rely on it at their own risk.

UKRIO clarifies that its guidance is practical rather than legal, specific to each enquiry, and not intended for use in legal proceedings. Additionally, UKRIO does not investigate research misconduct, impose sanctions, or act as an advocate or mediator, which helps limit its legal exposure.

To mitigate reputational risks, UKRIO strives to provide high-quality, well-informed information, advice, and guidance and clearly communicates its role and limitations. The organisation ensures that its staff and volunteers adhere to professional conduct standards and relevant policies, including a Code of Conduct and Communications and Media Policy. Public statements are issued centrally to maintain consistency and integrity.

UKRIO also addresses potential financial risks by regularly reviewing its projected income and implementing robust financial controls. The charity acknowledges that a large part of its subscription base, its primary source of funding, is made up of higher education institutions which are facing acute financial pressures.

With increasing financial pressures also comes the possibility of a rise in poor research practice and perverse incentives and UKRIO is actively working to enhance the resources and services it provides to ensure it supports the research community during these challenging times. Separately, the charity is also seeking to diversify its funding sources to ensure the sustainability of its operations.

UKRIO's commitment to ethical funding is evident in its organisational values of respect, accountability, honesty, rigour, and transparency. External funding does not divert UKRIO from its agreed aims and values, and donations do not entitle any individual or organisation to decision-making authority. UKRIO does not share confidential information with its funders and ensures that no single funding source compromises its independence. The organisation generates income through subscriptions, training, events, and applications to trusts, foundations, and commissioning bodies. Decisions on funding are made at Board level, in accordance with legal and statutory requirements.

UKRIO also takes extensive measures to protect data and ensure health and safety. All data related to its operations are stored securely, with computer files encrypted and cloud storage systems meeting industry standards for security and encryption.

Human resources and financial records are managed by a third party in accordance with UKRIO's Data and Privacy Policy. Health and safety policies are in place, with staff adhering to guidelines provided by their co-working office space. Additionally, UKRIO has a clear policy on data protection and confidentiality, regularly reviewing its processes to comply with GDPR and other regulations.

Plans for the next financial year

We recognise that significant challenges and important opportunities lie ahead for UK research. In 2024/25, we will be focusing our efforts where we can most meaningfully support the research community.

Guided by input we received during our 2024 Stakeholder Survey, we will be refocusing our efforts in 2024/2025 to address emerging challenges and issues where our expertise can make the greatest difference, both at the institutional and sector level.

Thematic workstreams

In the year ahead, UKRIO will facilitate sector discussions, knowledge sharing, and information, advice, and guidance on four thematic workstreams identified as priority areas for the UK:

- Research misconduct
- Artificial intelligence
- Authorship disputes
- Research culture

By pursuing these priority workstreams, we will lead and shape the national conversation on research integrity, strengthen the research community's ability to address and respond to key and emerging challenges, and champion the good governance, management, and conduct essential for high quality and ethical research.

Key activities and intended sector outcomes are outlined on page 20.

Training and development

A strong theme arising from our stakeholder consultation was the lack of access to high quality and affordable training and the related implications for upholding good research practices.

To respond to this gap, in 2024/25 UKRIO will draw upon its deep understanding of research integrity issues and good practices to significantly expand the training services it already provides.

Our new training offer for 2024/25 includes:

- Free quarterly training webinars on a range of topics, from authorship to responsible research and innovation
- The roll out of our *Introduction to Research Integrity* online training course across the research sector
- Development of in-person and virtual training sessions covering topics where particular needs have been identified, such as on research ethics

Thought leadership

UKRIO occupies a unique role in the research landscape, as we are an independent charity working across sectors to support stakeholders to produce work of the highest integrity, quality, and efficacy.

The intelligence we gather through our longstanding advisory service offers us both unparalleled insight into challenges at the institutional level and an objective view of wider trends and systemic factors at work.

In 2024/25, we intend to deepen our role as a thought leader, building our capacity to convene key actors from across the UK research ecosystem to engage and lead discussions on research integrity at the systems level.

Sector collaborations

The input we received from our recent stakeholder consultation reinforced our view that by working collaboratively with others in the sector, we can foster innovation, efficiency, and broader impact for the research community.

With this in mind, a key priority for UKRIO in 2024/25 will be to proactively seek out and forge new partnerships and collaborative projects.

In the year ahead, this will include working with UKRI to convene stakeholders and co-develop strategies to encourage the adoption of good authorship practices across the research lifecycle.

Reach and engagement

Although research integrity is increasingly gaining prominence in national conversations, there remains significant work to be done to mainstream and embed related principles and practices across all parts of the research landscape.

In 2024/25, UKRIO will prioritise communicating key messages and positions to a larger audience, including to senior leaders, the third, public, and private sectors, and the general public.

As part of this, UKRIO will seek to expand and diversify our resources and services so that we ensure we keep pace with the level and breadth of research integrity support needed across the UK.

Impact and value for money

We know that the financial environment is challenging for many research organisations and, alongside a changing policy landscape, this means the support we provide is needed now more than ever.

In 2024/25, UKRIO will work to both monitor and advance its impact to better demonstrate the importance of UKRIO's work – and of research integrity more broadly.

We will also review our three-year strategy to ensure we continue to deploy our resources where the research community needs them the most.

Work-stream	Key activities in 2024/25	Sector outcomes
Research misconduct	• Advocate and provide guidance on shifting to systems and language that destigmatise and normalise raising concerns about research misconduct • Clarify data protection considerations involved in sharing data during investigations • Revise Procedure for the Investigation of Misconduct in Research to be a universal template	• Organisations are better equipped to navigate the complexities of research misconduct investigations • Researchers feel empowered to raise concerns early and with a lower risk of stigmatisation • Involved parties have a greater confidence in organisational processes to report and address research misconduct
Artificial intelligence	• Convene a roundtable to discuss the integrity opportunities and challenges arising from the use of AI in research • Create a toolkit providing practical guidance for researchers to utilise AI with integrity • Publish practical guidance on AI and research integrity, informed by engagement with key stakeholders	• Organisations and researchers have a better understanding of current and emerging challenges and opportunities relating to AI in research • Organisations feel confident they have policies and systems in place to set standards for the involvement of AI in research and to respond to complex challenges which can arise • Researchers understand how to apply principles of research integrity to projects which involve AI
Authorship disputes	• Hold stakeholder workshops to collaboratively develop strategies to foster good authorship practice • Provide guidance and model procedures to support research organisations anticipate, mitigate and resolve authorship challenges • Develop and share template authorship agreement to act as a preventative measure	• Research organisations and researchers have greater understanding of good practice in authorship and are equipped with practical tools to prevent and resolve disputes • Improved organisational systems for supporting good authorship practices • Greater synergies between organisational, publisher and funder systems relating to good authorship practices
Research culture	• Produce practical tools to support researchers at every level to embody the values of a positive research culture • Publish guidance for senior leaders to improve research culture • Advise organisations on how to embed best practice in research policies, systems, environment and culture	• Researchers have a greater understanding of research culture and have practical tools to help improve their research environment • Senior leaders are equipped to implement constructive measures to safeguard and enhance research culture • Organisations feel more confident that their research systems, policies, environment and culture promote high quality and ethical research

Financial statements

Statement of Financial Activities for the year ended 31 July 2024

	Notes	2024 Unrestricted fund £	2023 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable activities	3	**477,255**	317,479
Other trading activities	2	**33,156**	27,352
TOTAL		**510,411**	344,831
EXPENDITURE ON			
Charitable activities			
Charitable activities	4	**435,146**	361,484
Other		**50,577**	53,678
TOTAL		**485,723**	415,162

NET INCOME/(EXPENDITURE):	**24,688**	(70,331)
RECONCILIATION OF FUNDS		
Total funds brought forward	**337,836**	408,167
TOTAL FUNDS CARRIED FORWARD	**362,524**	337,836

Balance sheet
31 July 2024

	Notes	2024 Unrestricted fund £	2023 Total funds £
FIXED ASSETS:			
Intangible assets	10	**7,821**	-
Tangible assets	11	**1,582**	2,390
TOTAL		**9,403**	2,390
CURRENT ASSETS:			
Debtors	12	**393,679**	230,548
Cash at bank		**485,821**	597,384
TOTAL		**879,500**	827,932
CREDITORS: Amounts falling due within one year	**13**	**(526,379)**	(492,486)

NET CURRENT ASSETS:		**353,121**	335,446
TOTAL ASSETS LESS CURRENT LIABILITIES:		**362,524**	337,836
NET ASSETS:		**362,524**	337,836
FUNDS			
Unrestricted funds	**14**	**362,524**	337,836
TOTAL FUNDS:		**362,524**	337,836

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on **8 May 2025** and were signed on its behalf by:



I L Boyd - Chair of Trustees

Independent examiner's report to the trustees of UK Research Integrity Office Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Mr C Morey
The Institute of Chartered Accountants in England and Wales

Feist Hedgethorne Limited (Chartered Accountants)
Preston Park House
South Road
Brighton
East Sussex
BN1 6SB

Date: 12 May 2025

Cash Flow Statement
for the year ended 31 July 2024

	Notes	**2024 Unrestricted fund £**	2023 Total funds £
Cash flows from operating activities			
Cash generated from operations	1	**(102,134)**	187,185
Net cash (used in)/provided by operating activities		**(102,134)**	187,185
Cash flows from investing activities			
Purchase of intangible fixed assets		**(7,821)**	-
Purchase of tangible fixed assets		**(1,609)**	(1,053)
Sale of tangible fixed assets		**1**	-
Net cash used in investing activities		**(9,429)**	(1,053)

Change in cash and cash equivalents in the reporting period	**(111,563)**	186,132
Cash and cash equivalents at the beginning of the reporting period	**597,384**	411,252
Cash and cash equivalents at the end of the reporting period	**485,821**	597,384

Notes to the Cash Flow Statement for the year ended 31 July 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	**24,688**	(70,331)
Adjustments for:		
Depreciation charges	**1,601**	3,063
Loss on disposal of fixed assets	**815**	-
(Increase)/decrease in debtors	**(163,131)**	78,309
Increase in creditors	**33,893**	176,144
Net cash (used in)/provided by operations	**(102,134)**	187,185

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.23 £	Cash flow £	**At 31.7.24 £**
Net cash	**597,384**	**(111,563)**	**485,821**
Cash in bank	**597,384**	**(111,563)**	**485,821**
Total	**597,384**	**(111,563)**	**485,821**

Notes to the Financial Statements for the year ended 31 July 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements have been prepared under the historical cost convention and in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Company status
The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Income
All incoming resources are included in the Statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Income for the sale of subscriptions is recognised as the subscription progresses. Revenue received in advance is included in creditors.

Expenditure
All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Governance costs
The trustees have assessed the usage of expenditure and consider 10% to be an appropriate proportion to include as other governance costs. For 2024 other governance costs total £49,692 (2023: £40,178).

Governance costs also includes accountancy and bookkeeping which are deemed to be 100% governance costs. These costs total £10,954 for 2024 (2023: £13,500).

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment – 3 years straight line

At each balance sheet date, the company reviews the carrying amount of its assets to determine whether there is any indication that any items have suffered an impairment loss. If any such indication exists, the recoverable amount of an asset is estimated in order to determine the extent of the impairment loss, if any. Where it is not possible to estimate the recoverable amount of an asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Fund accounting
General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

Foreign currencies
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

2. OTHER TRADING ACTIVITIES

	2024 £	2023 £
Training and development workshops	**30,356**	27,352
Grants	**2,800**	-
Total	**33,156**	27,352

3. INCOME FROM CHARITABLE ACTIVITIES

	2024 Charitable activities £	2023 Total activities £
Subscriptions	**477,255**	**317,479**

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 5) £	Totals £
Charitable activities	**424,192**	**10,954**	**435,146**

5. SUPPORT COSTS

	Governance costs £
Other resources expended	**49,692**
Charitable activities	**10,954**
Total	**60,646**

6. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Depreciation - owned assets	**1,601**	3,063
Deficit on disposal of fixed assets	**815**	-

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2024 nor for the year ended 31 July 2023.

Trustees' expenses

A total of £808.08 was paid in relation to trustees' expenses in the year ended 31 July 2024 (2023: £1,208.44).

8. STAFF COSTS

	2024 £	2023 £
Wages and salaries	**244,987**	190,301
Social security costs	**19,743**	13,842
Other pensions costs	**16,908**	11,481
Total	**281,638**	215,624

The average monthly number of employees during the year was as follows:

	2024	2023
Operations	7	6

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	2	1

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Charitable activities	
Charitable activities	317,479
Other trading activities	27,352
Total	344,831

EXPENDITURE ON	
Charitable activities	
Charitable activities	361,484
Other trading activities	53,678
Total	415,162
NET INCOME/(EXPENDITURE)	(70,331)
RECONCILIATION OF FUNDS	
Total funds brought forward	408,167
TOTAL FUNDS CARRIED FORWARD	337,836

10. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
Additions	**7,821**
NET BOOK VALUE	
At 31 July 2024	**7,821**
At 31 July 2023	-

11. TANGIBLE FIXED ASSETS

	Office equipment £
COST	
At 1 August 2023	**12,576**
Additions	**1,609**
Disposals	**(3,767)**
At 31 July 2024	**10,418**
DEPRECIATION	
At 1 August 2023	**10,186**
Charge for year	**1,601**
Eliminated on disposal	**(2,951)**
At 31 July 2024	**8,836**
NET BOOK VALUE	
At 31 July 2024	**1,582**
At 31 July 2023	2,390

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	376,721	215,276
Other debtors	828	-
Prepayments and accrued income	16,130	15,272
Total	**393,679**	**230,548**

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	4,828	1,583
Social security and other taxes	7,983	5,103
Other creditors	82	4,340
Pension creditor	8	(117)
Accruals and deferred income	508,634	469,567
Accrued expenses	4,844	12,010
Total	**526,379**	**492,486**

14. MOVEMENT IN FUNDS

	At 1.8.23 £	Net movement in funds £	At 31.1.24 £
Unrestricted funds			
General fund	337,836	24,688	362,524
TOTAL FUNDS	337,836	24,688	362,524

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**510,411**	**(485,723)**	**24,688**
TOTAL FUNDS	**510,411**	**(485,723)**	**24,688**

Comparatives for movement in funds

	At 1.8.22 £	Net movements in funds £	At 31.7.23 £
Unrestricted funds			
General fund	**408,167**	**(70,331)**	**337,836**

TOTAL FUNDS	**408,167**	**(70,331)**	**337,836**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**344,831**	**(415,162)**	**(70,331)**
TOTAL FUNDS	**344,831**	**(415,162)**	**(70,331)**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.22 £	Net movements in funds £	At 31.7.23 £
Unrestricted funds			
General fund	**408,167**	**(45,643)**	**362,524**
TOTAL FUNDS	**408,167**	**(45,643)**	**362,524**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £

Unrestricted funds			
General fund	**855,242**	**(900,885)**	**(45,643)**
TOTAL FUNDS	**855,242**	**(900,885)**	**(45,643)**

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2024.

UKRIO
RESEARCH INTEGRITY OFFICE

The UK Research Integrity Office is a registered charity that provides independent, expert and confidential support to enhance good research practices and improve research culture in the UK.

Contact us

UK Research Integrity Office, Impact Hub London Euston, 1 Triton Square, NW1 3DX
www.ukrio.org | info@ukrio.org
Registered Charity No: 1147061, Registered Company No: 7444269

UK RESEARCH INTEGRITY OFFICE LIMITED

England & Wales - Charity number 1147061

Accounts

UKRIO

RESEARCH INTEGRITY OFFICE

Promoting integrity and high ethical standards in research
Providing confidential, independent and expert support

Trustees' Report and Financial Statements

Year End 31st July 2023

James Parry

Version No.: 0001

Publication Date: 20/11/2023

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UKRIO
RESEARCH INTEGRITY OFFICE

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Reference and administrative details of the charity, its Trustees and Advisers

Trustees

- Ian Boyd, Chair
- Sarah Harper, Vice-Chair
- Tracey Brown
- Joanna Dally
- Pierre Espinasse
- Zoë Hammatt
- Simon Kolstoe
- Huw Morris
- Inke Näthke
- Jim Smith

Chief Executive: James Parry

Company registered number: 07444269

Charity registered number: 1147061

Registered office: Floor 6, No. 1 Croydon 12-16 Addiscombe Road, Croydon, CR0 0XT

Auditors: Plus Accounting, Chartered Accountants, Preston Park House, South Road, Brighton, East Sussex, BN1 6SB

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Trustees' report for the Year Ended 31 July 2023

The Trustees of the UK Research Integrity Office Limited (UKRIO) present their report for the year ended 31 July 2023.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). Advantage has been taken of the exemptions contained therein for smaller charities which are not subject to a statutory audit.

Constitution

The organisation is a charitable company limited by guarantee, incorporated on 18 November 2010 and registered as a charity on 30 April 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Method of appointment or election of Trustees

Trustees are elected at the Annual General Meeting for a term of three years, and between meetings may be co-opted by the Board until the next AGM. Trustees are eligible for reappointment for a further term of three years. The charity has the right to reappoint a Trustee for a third and final term of three years in exceptional circumstances. No Trustee shall continue to serve after nine years in office.

All new Trustees have their duties and responsibilities fully explained to them and are given a copy of relevant guidance from the Charity Commission.

Trustees receive no remuneration other than reasonable expenses, the latter mainly for travel purposes when attending in-person meetings of the charity or representing UKRIO at meetings, events and external engagements.

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Policies and objectives

Charitable objects

The objects of the charity are:

1. To promote for the public benefit good practice in the governance, management and conduct of medical, scientific and academic research, including the fields of medicine and healthcare, physical sciences, engineering, mathematics and computing, social sciences and social care, law, the arts and humanities, and related disciplines; and
2. To promote for the public benefit high ethical standards in the conduct of such research.

Mission statement



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How the charity's activities deliver public benefit

The UK Research Integrity Office is the UK's most experienced research integrity organisation.

UKRIO is a registered charity (no. 1147061), created in response to longstanding and growing concerns about the reliability of research.

Since 2006, UKRIO has provided independent and expert services to help enhance good research practice, address mistakes, questionable practices and fraud, and improve the culture and systems of UK research. UKRIO's independence is essential to its ethos and stems from its charitable status; governance by a Board of Trustees appointed by open competition; and no single subscriber or other source providing more than 5% of the funding of the charity.

UKRIO's work programme spans all disciplines of research, from the arts and humanities to the life sciences, and help all involved in research: researchers, research organisations and members of the public, including patients and research participants.

UKRIO covers all research sectors: higher education, the NHS, private sector organisations and third sector - wherever the research affects the public good.

"UKRIO work[s] *tirelessly to enhance the rigour of the UK's research, by seeking to support researchers in the integrity of the work that they do at an individual, institutional, funder and Governmental level."*

Testimonial from UKRIO subscriber institution

The knowledge generated through research is fundamentally important to society. It is used for making decisions that are crucial for public health, economic development and the general welfare of individuals and society. Significant public funds support research and researchers.

Public trust in research and in researchers is based on the 'professional promise' that research will be honest, objective, accurate, legal, safe, ethical and efficient. To be worthy of the public's trust, research needs to fulfil that promise. Consequently, UKRIO exists to safeguard and enhance **research integrity**.

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What is research integrity?

Research integrity refers to all of the factors that underpin good research practice and promote trust and confidence in the research process. Research integrity covers all disciplines of research and all sectors where research is carried out.

Research integrity operates at different levels:

- **Individual level:** the conduct of researchers throughout the whole lifecycle of research projects - from the initial idea and design of a project, through the conduct of the research and its dissemination.
- **Environmental level:** organisational governance, policies, processes and culture.
- **Systemic level:** national and international systems for how research is funded, regulated, monitored, disseminated and assessed.

This is because, while it is important to educate and support individual researchers on how to adhere to good practice, it is equally essential that environments, systems and governance incentivise high standards and ethical behaviour, rather than inadvertently encouraging poor practice or fraud. This aspect of research integrity is often described as '**research culture**'.



Graphical representation of research integrity based on the core areas described in The Concordat to Support Research Integrity *2019, created by UKRIO.*

 © UK Research Integrity Office 2023

Review of activities

Who does UKRIO help?

UKRIO provides advice and services to individuals and organisations alike: to help safeguard and enhance good research practice, take action to correct errors and misconduct, and inculcate a healthy research culture.

Much of UKRIO's work involves direct support for the research community, which in turn helps safeguard public trust in research. As well as helping researchers and researcher organisations, the charity also provides advice and guidance to those outside the research community, including members of the public, policy makers and stakeholder organisations.

Our model of support for individuals is designed to focus on the charity's benefit to the public. UKRIO's services are free at the point of delivery for individuals: the charity does not place barriers in the way of anyone with questions or concerns about the conduct of research. This approach helps the UK's research community by improving the conduct of research and bringing concerns to the attention of appropriate organisations when they would otherwise remain unaware of them.

In the period under review, the users of UKRIO's services came from three groups:

- members of the public
- individuals who conduct academic, scientific or medical research, or who work in related occupations or undertake studies in those fields as research students;
- and organisations involved in carrying out research or setting research policy, including UKRIO subscriber organisations.

The researchers who used the charity's services came from a wide variety of disciplinary backgrounds and career stages. They included research students, recently qualified professionals, those in charge of research teams, and senior managers or administrators, as well as those in specialist or support roles. UKRIO's services were also accessed by other members of the research community: for example, research governance officers and other specialists in research integrity; chairs and members of research ethics committees; members of professional services/ administrative staff; editors of academic journals and representatives of publishers; and policy makers.

Through specialist advice and guidance services, UKRIO also supported individuals who feared they would suffer detriment if they raised concerns about possible misconduct or breaches of accepted standards. This group included both individuals from the research community and members of the public.

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Our subscribers

Organisations involved in research can choose to subscribe to UKRIO and receive additional, long-term guidance and services. While this is not a condition of receiving our help, the number of subscribers to our charity has grown year-on-year, reflecting continued value placed on UKRIO's work (Figure 1).

> *"UKRIO delivers a wide-ranging programme of work to promote research integrity and prevent misconduct in research and this has played an invaluable role, across the sector, in supporting individuals and institutions to conduct ethical, robust, rigorous, reliable and transparent research.*
>
> *Testimonial from UKRIO subscriber institution*

The charity's subscribers range from large-scale research organisations - from the university sector, Oxford, Cambridge, UCL, Edinburgh, Cardiff and Queen's University Belfast are longstanding supporters - to smaller, specialist institutions such as the Sainsbury Laboratory, Cancer Research UK Scotland Institute and the Royal College of Art. Though the majority of its subscribers are UK higher education institutions, third-sector, Government and non-UK bodies are a growing proportion of its community, including the Royal Society, the British Academy, the National Physical Laboratory, the Institute of Cancer Research, the UK Health Security Agency, NESTA and Science Foundation Ireland.

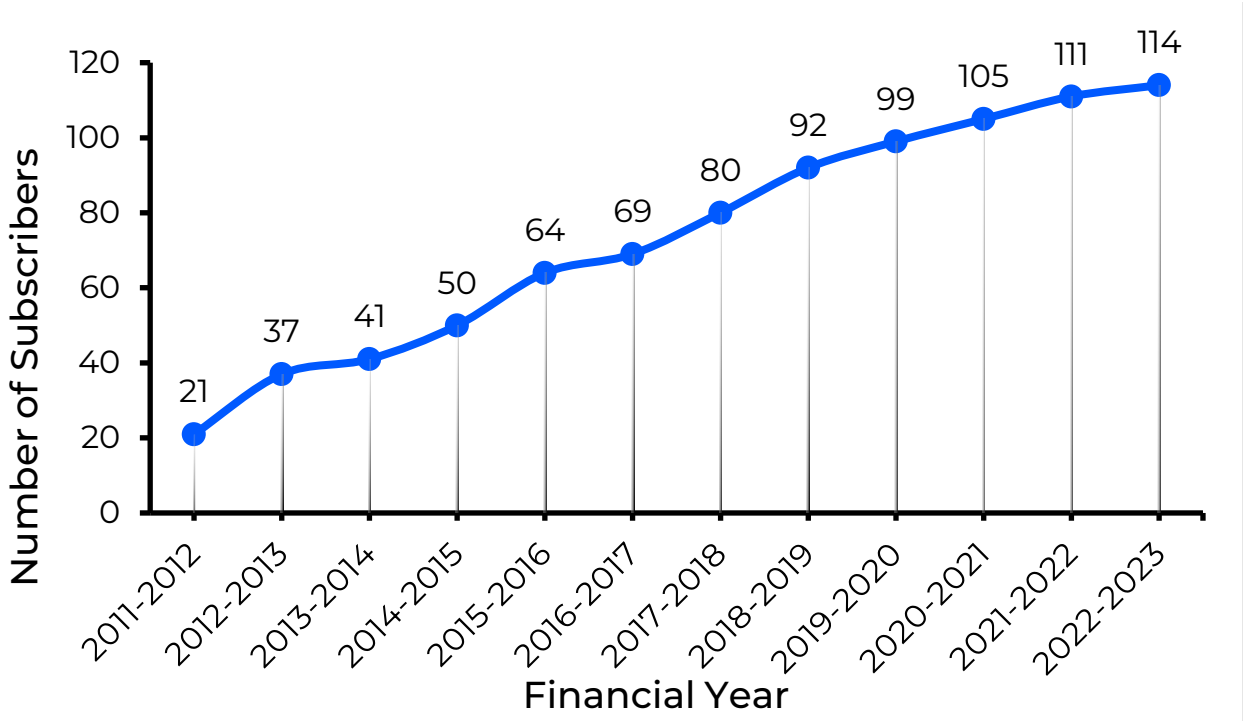


Figure 1: UKRIO subscriber growth 2011-2023

 © UK Research Integrity Office 2023

UKRIO's consistent growth in subscribers demonstrates the continued value the research community places on the charity. It also reflects an ongoing increase in the awareness of the importance of research integrity within institutional leadership and governance.

Nevertheless, the charity recognises that there is still a considerable portion of research organisations that have yet to subscribe to UKRIO. Its ambition is that all active research organisations subscribe to the charity so that research integrity is embedded everywhere that research is carried out. This will also enable UKRIO to grow its income and increase the level of service it is able to offer to the research community and the public. Further income would enable UKRIO to deepen its efforts to influence the national and international conversation on research integrity and promote wider systemic change.

"The fact that they [UKRIO] are not a regulator, that they are an advisory body and have successfully engaged the whole of the UK's research ecosystem makes their work particularly notable. This has been done through facilitation, offering researchers and institutions the tools to implement best practice in research, making research integrity accessible to those who are not in research leadership/ researcher developer positions. UKRIO reaches individuals as well as organisations. This is remarkable.

Testimonial from UKRIO subscriber institution

 © UK Research Integrity Office 2023

How did UKRIO help?

The charity's vision is to support research integrity through education, sharing best practice and providing expert guidance.



Extract from UKRIO Strategy 2022-25

""Since its establishment UKRIO has been at the heart of the UK's efforts to support research integrity. In recent years the UK has made major strides in ensuring that its researchers have the skills and tools to undertake rigorous, reliable, robust and transparent research and that its institutions are able to support staff and students and handle instances of misconduct appropriately. This success would not have been possible without the support provided by UKRIO."

Testimonial from UKRIO subscriber institution

Our activities

To fulfill its vision, UKRIO provides a wide variety of services to both subscribers and the wider research community and general public, including:

- **Confidential advice**: UKRIO provides independent, expert and confidential advice on the conduct of research. This unique service has formed a key part of the charity's activities since its inception, addressing enquiries from every sector of UK research, and giving UKRIO exceptional insight into challenges to research integrity at the individual, organisational and national level.

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- **Published guidance and reports**: The charity's publications set out key standards for research and practical guidance on addressing challenges to research integrity, such as research misconduct. UKRIO's publications have been recommended by major research stakeholders, such as UK Research and Innovation, and adopted by many research organisations.

- **Good practice resources**: To aid public and researcher understanding of the research integrity, UKRIO publishes a wide variety of web-based resources. These factsheets, infographics, case studies and articles provide practical guidance on key concepts and issues related to safeguarding and enhancing good research practice, and addressing problems and systemic challenges. These materials are supplemented by regular newsletters and social media activity, which reach a combined audience of nearly 10,000 people.

- **Training**: The charity regularly delivers training and development activities for the research community, sharing knowledge and experiences from UKRIO's unique role as the UK's most experienced research integrity body. Topics range from introductory sessions to specialist training for research integrity professionals. UKRIO trainers consistently receive excellent feedback, with institutions commonly requesting permission to video sessions so they can be become a permanent part of their knowledge base.

- **Webinars and conferences**: UKRIO provides a programme of online events to inform and support good research practice. Over 2,000 people attended the charity's webinars and annual conference during the period under review, receiving expertise and insights from diverse perspectives on topics ranging from public involvement in research to the UK Government's Trusted Research initiative.

- **Thought leadership**: In 2022-23, the charity continued to explore systemic challenges facing the research community and their impact on public trust in research. The Chief Executive was invited to give evidence to a Parliamentary enquiry on 'reproducibility and research integrity', a clear signal of the value placed on UKRIO's perspective. Looking to the future, the charity launched an in-depth review into the UK's systems for addressing research misconduct, which will report in 2024.

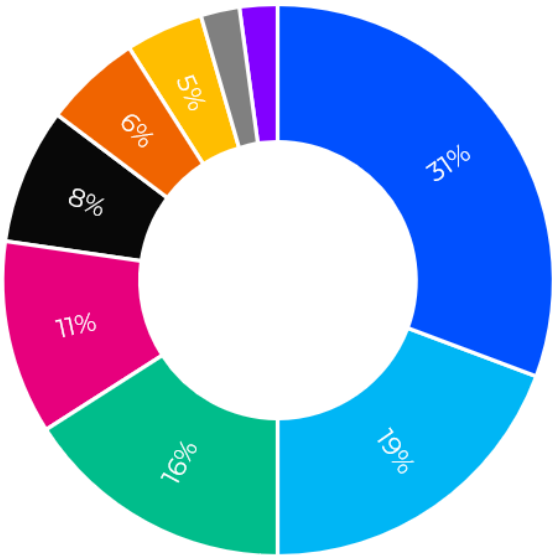
Confidential advice

UKRIO is the only organisation in the UK to provide independent, expert and confidential advice on the conduct of research, whether promoting good practice or addressing alleged poor practice and misconduct. This unique Advisory Service is free of charge and open to members of the public and the research community, covering all disciplines of research.

A breakdown of the 89 formal requests for advice received during 2022-23 is given in Figures 2-5, below.

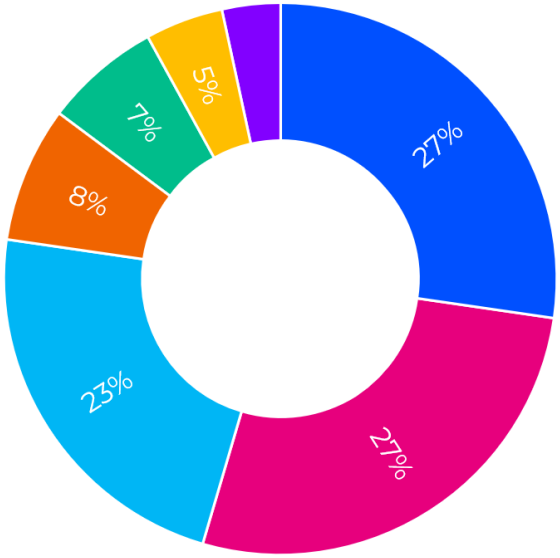
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Topic of Enquiry, 2022-23 (n=88)



- Fabrication, falsification of data
- Plagiarism
- Publication & authorship
- Research ethics
- Financial issues
- Good practice in research integrity
- Other
- Multiple
- Outside of UKRIO's remit

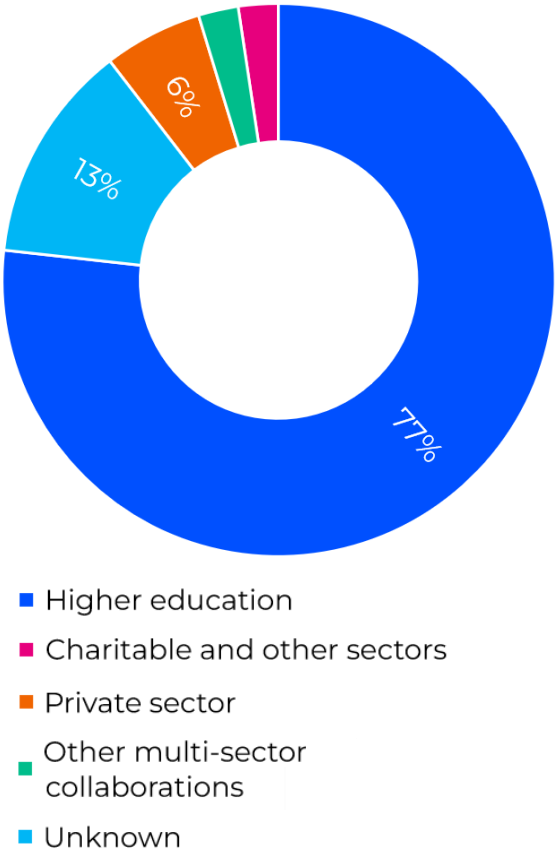
Discipline of Enquiry, 2022-23 (n=88)



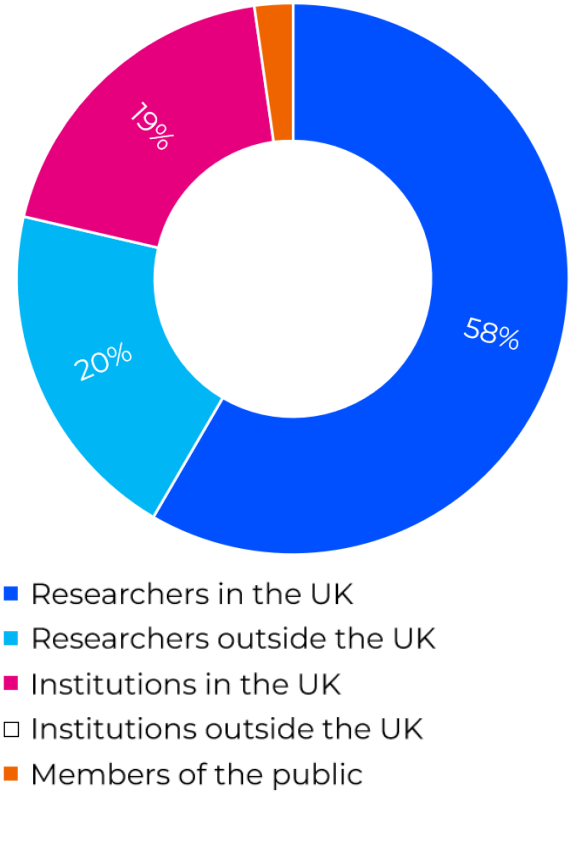
- Health & biomedicine
- Social sciences
- Physical & engineering sciences
- Mathematics & computer sciences
- Arts & humanities
- Multiple disciplines
- Unknown

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Sector of Enquiry, 2022-23 (n=86)



Demographics of Enquiry, 2022-23 (n=89)



As well as the rapid – yet in-depth – responses to those seeking confidential advice, UKRIO provides long-term advice to research organisations on improving their research policies, systems, practices and culture. Feedback indicates that this service is highly valued and is a key factor in decisions by prospective subscribers to join the charity.

> *"UKRIO... provides UK research with confidence. For example, confidence that: individual researchers can access support if they identify poor practice; institutions can support their processes via bespoke UKRIO staff training; research funders and Government bodies can look to institutions to implement the Concordat to Support Research Integrity (revised in 2019 with expert assistance from UKRIO)."*

Testimonial from UKRIO subscriber institution

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In 2023-23, UKRIO provided advice and guidance to its 114 subscriber institutions, responding to enquiries about good research practice ranging from individual research project level to institutional-wide support for policies and initiatives.

Published guidance and reports

The period under review saw complete updates of three of the charity's primary guidance documents, UKRIO's *Code of Practice for Research* , *Recommended Checklist for Researchers* and *Procedure for the Investigation of Misconduct in Research*. These documents provide researchers, research organisations and the public with practical guidance on fundamental matters of good research practice and have been endorsed by key organisations such as UK Research and Innovation.

Given the importance of these documents to the research community, UKRIO completely re-wrote them during 2022-23. The new versions reflect current and future challenges to research integrity and, through processes of review and consultation, the needs of the research community, underpinned by extensive insights from the charity's unique experience.

Like all UKRIO's guidance, their use is voluntary, and their high rate of adoption by the research community shows their impact and value - for example, UKRIO's *Code of Practice for Research* is cited in *The Concordat to Support Research Integrity*, the UK's governing document for research integrity.

Good practice resources

UKRIO greatly increased the charity's web-based resources for the research community and the public during the period under review, from defining core concepts of good research practice and research fraud in an accessible and non-technical way, to establishing detailed resource pages on more specialist aspects of research integrity. To communicate important information to researchers and the public, the charity created a series of infographics covering essential topics, designed to be shared by researchers with their peers, and supported by blog posts, discussion pieces and case studies.

As more people become interested in matters of research integrity, they can find the field and its terminology challenging to navigate. To aid public and researcher understanding, UKRIO created an interactive map of the UK research integrity landscape and informative articles such as *What is a research ethics committee?* and *Defining the spectrum of Questionable Research Practices*. The charity also supplemented its confidential advice services by publishing factsheets on issues commonly brought to its attention.

In 2022-23, UKRIO achieved a step-change in its communications, establishing a monthly newsletter for over 2,500 recipients which provides topical updates on the charity's outputs and services, and on research integrity and related fields. This was accompanied by increased social media content to an audience of over 7,000 people, including interactive events such as challenges centred on research integrity and on authorship in research.

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Training

The charity regularly delivers training and development activities for the research community, sharing knowledge and experiences from UKRIO's unique role as the UK's most experienced research integrity body.

In 2022-23, UKRIO delivered training and development at 21 research organisations, as well as spoke about research integrity at a variety of events. Topics included:

- The importance of research integrity and good research practice
- Supporting and enhancing a heathy research culture
- Research ethics
- Publication ethics and authorship
- Investigating allegations of research misconduct

UKRIO also commenced a partnership with Catalyst Editorial, a specialist consultancy, to deliver training in responsible research and innovation (RRI) for the Engineering and Physical Sciences Research Council, one of the UK's major funders of STEM research. With its focus on good research practice, societal benefit, sustainability and diversity, RRI aligns strongly with the ethos of UKRIO and we look forward to the delivery stage of this project in 2023-24.

Webinars and conferences

UKRIO provides a programme of online events to inform and support good research practice. The charity's webinars and annual conference are free and open to all, a decision made to ensure equality of participation and share UKRIO's insights to as wide an audience as possible, reaching over 2,000 attendees in the seven events held during the period under review.

"I found the webinar very helpful to have academics at different levels talking about research and sharing difficulties they face. Normally, I do not hear these types of discussions and we are somehow encouraged to concentrate on success. I think reflecting on what goes wrong is equally important for a progressive research culture."

Testimonial from UKRIO webinar attendee

Annual conference

The charity has been holding annual research integrity conferences since 2013 and they are the premier UK research integrity events. The theme of UKRIO's May 2023 annual conference was '*Research Integrity: Culture and Confidence*', with experts in research integrity discussing how culture and systems that promote high-quality, ethical research can be created. Delegates were able to update their knowledge, discuss the issues that matter to them, and make new connections. The keynote speakers were:

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- Petra Boynton, Social Psychologist specialising in International Health Research and author of The Research Companion, who is a consultant, trainer and campaigner on undertaking research in impactful ways and on researcher safety and wellbeing, and has had advice columns and programmes at The Telegraph, BBC Radio and other outlets.
- Ivan Oransky, co-founder of Retraction Watch, editor-in-chief of Spectrum and journalist in residence at NYU's Arthur L Carter Journalism Institute, who is a global thought leader on research matters and regularly writes for the New York Times and other media.

Webinars

UKRIO has been holding regular research integrity webinars since 2020 and the charity continued to build on the success of these free events during 2022-23, receiving extremely positive feedback.

External speakers and representatives of UKRIO explored a variety of topics, from key aspects of the research process to how to ensure representation and diverse perspectives in research. These included:

- EASE/UKRIO Peer Review Week webinar: How Can Peer Review Support Research Integrity? – 21 September 2022
- An Introduction to Research Integrity – 7 December 2022
- Research Culture: Environments & Accountability, in association with GuildHE – 22 February 2023
- Trusted Research – 19 April 2023
- Co-production: participant and stakeholder involvement in research – 28 June 2023

To ensure the charity's events reach and help as many people as possible, recordings were placed on UKRIO's updated You Tube channel, which is freely available to all.

Thought leadership

UKRIO uses its unique experience, expertise and data to inform national discussions on research integrity and the development of related initiatives and policies. The charity's aim is to help ensure the promotion of high-quality and ethical research, and a healthy research culture, while avoiding the creation of inadvertent bureaucracy or negative incentives.

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"As an independent charity dedicated to furthering good practice in research, UKRIO has been uniquely placed to work consultatively and collaboratively with government, research funders, policy makers and research institutions to make a positive contribution to developments in national research integrity policy."

Testimonial from UKRIO subscriber institution.

Evidence to the Science, Innovation and Technology Committee

A key development in the UK research integrity landscape was the publication of an enquiry by the House of Commons Science, Innovation and Technology Committee into *'reproducibility and research integrity'*. James Parry, UKRIO's Chief Executive, gave evidence to this enquiry and set out the charity's perspective on the state of research integrity in the UK. The recommendations of this enquiry will inform national policy on research integrity and the future activities of UKRIO.

The Concordat to Support Research Integrity

The charity also continued its work supporting national standards such as The Concordat to Support Research Integrity, including providing advice on its implementation within research organisations - a condition of grants from major UK research funders. In this way, UKRIO leveraged its expertise to assist its 114 subscribers and other organisations to operationalise this UK standard for research integrity. This workstream informed the charity's close liaison with the Concordat's steering group, using its unique voice to enhance the work of this body.

Research Misconduct Review

UKRIO takes a proactive role in exploring serious and systemic integrity problems and providing solutions to resolve them. Five years ago, the House of Commons Science and Technology committee identified a gap in the regulation and monitoring of research misconduct investigations – a gap that remains unfilled by major policymakers.

Accordingly, in 2023, UKRIO launched *Barriers to dealing with research misconduct*. This review is looking at the tensions and repercussions faced by organisations when they investigate possible cases of research misconduct and communicate about them.

Through consultation with institutions and practising researchers, this ongoing review will identify ways that these tensions are, or can be, overcome. It will propose the actions that institutions should take and return to the House of Commons committee in 2024 with a sharper statement of these and any actions needed in government and regulatory monitoring.

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International initiatives

Research integrity is a global issue and in the period under review UKRIO continued its longstanding participation in international discussions and initiatives to enhance good research practice. UKRIO also continued its membership of the European Network of Research Integrity Offices (ENRIO), which the charity helped set up, sharing lessons learned from its work in the UK and drawing on the considerable expertise of ENRIO's member organisations.

Improving research culture

Since its inception, UKRIO has provided advice and guidance on wider issues in research beyond good practice in individual research projects. Under the umbrella term '**research culture**', UKRIO has for many years highlighted the importance of good organisational and national environments and systems for research, helping to ensure that they safeguard and enhance good research practice, rather than hinder it.

Through activities such as its publications, training and development work, events programme, advisory service and policy work, UKRIO provided the research community and policy makers with advice and services on how to effect change at local and wider levels, and with practical tools and examples of best practice from the research community. The charity's work included an increasing focus on equality, equity, diversity and inclusion in research, showcasing resources and diverse perspectives, including on public involvement in the production of research.

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Financial review

In the period 1 August 2022 – 31 July 2023 UKRIO continued to attract and register new subscriber institutions, its principal source of income, despite the difficult financial conditions created by the ongoing COVID-19 pandemic. By the end of July 2023, 114 research organisations were subscribers to UKRIO, an increase of three since the end of July 2023 (see **Figure 1**, above). Considering the ongoing financial stresses within many research organisations following the COVID-19 pandemic and other shocks to the UK economy, this is considered an acceptable level of growth, and the charity forecasts an increased rate of subscriber recruitment in 2023-24. As in previous years, the majority of 'research intensive' universities in the UK (i.e. those with the highest proportion of research activity and research income) now subscribe to UKRIO.

During the 12-month period to 31 July 2023 UKRIO recorded £344,830 (2022: £277,484) of incoming resources, £317,479 (2022: £271,834) of which was subscriptions income. During this period there was resources expended of £415,161 (2022: £257,876) which results in a deficit of £70,331 (2022: surplus of £19,608) for the period. This was a budgeted deficit to achieve investment on new staff and growth of services and capabilities.

With an opening funds balance of £408,167 (2022: £388,559) at 1 August 2022, the closing funds balance is £337,836 (2022: £408,167) at the balance sheet date. This performance is as expected for the period.

Funds accrued by the charity will be expended in pursuit of its charitable objectives, save for a small strategic reserve (see 'Reserves Policy', below).

In order to support the increase in demand for the charity's services and to further develop UKIO's work programme, the number of staff were increased during the year ended 31st July 2023 from 5 to 6 members of staff. Due to the timeline of recruitment, this led to variation of salary costs from £140,086 in Year Ending July 2022 to £215,624 in Year Ending July 2023.

Introduction of tiered subscription model

In 2023, UKRIO initiated a revision of its subscription model. The charity had expanded its activities over the past 12 months, arising from the implementation of its 2022-25 strategy, and through this UKRIO gained greater clarity to what was needed to deliver a substantive impact for its subscriber community and meet new challenges in the coming years.

Accordingly, the charity introduced a simple tiered subscription fee model for existing and new subscribers, based on research staff and doctoral student numbers. The charity selected this approach as a fair and transparent model that reflects proportionally on the use of its services. This conclusion was reflected by UKRIO's subscribers: at time of writing (December 2023), 118 institutions are on the new subscription model and only three existing subscribers declined to move to it, each citing wider financial pressures and the ongoing challenging economic climate.

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Investment policy and performance

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term. Accordingly, there is currently no need for an investment policy.

Reserves policy

It has been agreed it is appropriate for UKRIO to maintain strategic reserves sufficient to support unavoidable operating costs of UKRIO (primarily staff salaries and office accommodation) for a period of between 3 and 6 months. The strategic reserve must consist of unrestricted funds.

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Future activities

The charity's vision is that through its activities, the UK research community is supported to produce work of the highest integrity, quality and efficacy.

UKRIO will continue its existing programme of work to support its beneficiaries: the public, the research community and its subscriber institutions. It will develop and introduce new services to safeguard and enhance good research practice. Amongst those planned for the next 12 months are:

- Taking a more proactive thought leadership role, leveraging UKRIO's unique expertise and role to shape the national conversation on research integrity and related policy on emerging issues.
- Seeking out partnership opportunities and acting as a trusted collaborator to embed research integrity in national systems and throughout the research community.
- Strengthening the charity's impact measurement to better demonstrate the importance and value of UKRIO's work - and of research integrity more generally, given its fundamental importance to research quality and societal benefit.
- Innovating to reach a larger and more diverse audience, recognising there is a need to mainstream research integrity as, although sometimes perceived as a niche topic, in reality it touches all areas of society.
- Expanding and diversifying the charity's income streams - and engaging more with the third-, private and public sectors - to ensure UKRIO's resources keep pace with the level and breadth of research integrity support that is needed across the UK.
- In consultation with key stakeholders, developing a work programme which reflects the priorities and needs of the research community and the public, and the increasingly complex and evolving landscape.

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Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Organisational structure and decision making

UKRIO consists of four elements:

- **The Board of Trustees** directs and oversees the strategy and programme of work of UKRIO. It also has responsibility for matters of organisational administration and the management of the office staff. The Trustees are also directors of the limited company.
- **The Advisory Council** supports the UKRIO Trustees and staff, providing additional expertise and perspectives to inform and support UKRIO's projects, strategy and operations. It provides advice to the Trustee Board and the executive.

  The Advisory Council includes members from the research community as well as independent members. Collectively the Advisory Council possesses significant expertise in the promotion of research integrity and in addressing poor practice and misconduct. Its members sit as individuals, not on behalf of any other organisation. With the exception of one of its Co-Chairs, a representative of the Board of Trustees, the members of the Advisory Council are neither trustees of the charity nor directors of the limited company, and hold no legal responsibility for UKRIO.
- **The Advisory Community** provides an expert resource of volunteers which UKRIO draws upon when responding to enquiries on issues of research conduct. Advisers may be researchers, from any academic discipline, or be active in related occupations. Recognising their broad experience in research matters, Advisers also give feedback on the wider work of UKRIO on request and are given the opportunity to contribute to other elements of the programme of work. Advisers hold no legal responsibility for the organisation.
- **The Office team** carries out UKRIO's programme of work to support high quality and ethical standards in UK academic, scientific and medical research. It provides administrative, policy, research and technical support to the Trustees and Advisory Council, as well as liaising with the many organisations that subscribe to UKRIO. It also co-ordinates the volunteer experts who support the work of the charity, as part of UKRIO's Advisory Community.

The Trustees, members of the Advisory Council and Advisory Community members are not employees of UKRIO and give their time to the organisation *pro bono*. Appropriate insurances have been procured to cover Trustees, members of the Advisory Council and members of the Advisory Community acting on behalf of UKRIO.

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Staffing: During the period under review, the staff complement of the charity was as follows: 1 x Chief Executive; 1 x Operations Manager; 1 x Senior Research Integrity Manager (part-time), 1x Events Officer (part-time); and 3 x Research Integrity Managers (2x part-time and 1x full-time).

Risk management

The Trustees of UKRIO have a responsibility for the management of risks. A review of the major risks to the work of UKRIO has been undertaken through which the risks have been identified, reviewed and processes put in place to mitigate and manage the risks. The Trustees acknowledge that risk management is not a one-off event but is an integral part of the operation of the charity. All Trustees, staff and volunteers have a role to play in the process of identifying and managing risks.

The principal risks to UKRIO and its programme of work, and their mitigation, are as follows:

- **Litigation arising from advice, guidance or recommendations provided by UKRIO regarding the conduct of research:** full insurance cover for professional indemnity is provided at UKRIO's expense for the staff of UKRIO and for volunteers (including the Trustees, members of the Advisory Council and members of the Advisory Community) acting on behalf of UKRIO.

  The risk is graded as low-medium given that UKRIO:

  - Does not have a role in investigating alleged research misconduct, overseeing such investigations or otherwise adjudicating on allegations of misconduct.
  - Does not impose sanctions on those against whom such allegations are upheld or other who might be regarded as having breached its recommended guidance.
  - Does not act as an advocate for those seeking its advice or act as a mediator.
  - Is not a centre for legal advice.
  - The role and remit of UKRIO is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/). Service users are also provided with information on UKRIO's approach to personal data and other confidential information.

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- **Reputational risk arising from person (s), or organisation(s) being dissatisfied with advice, guidance or recommendations provided by UKRIO regarding the conduct of research:**

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - Ensuring that advice, guidance and recommendations from UKRIO are of a high quality and informed by multiple perspectives.
  - UKRIO does not have a role in investigating alleged research misconduct, overseeing such investigations or otherwise adjudicating on allegations of misconduct.
  - UKRIO does not impose sanctions on those against whom such allegations are upheld or other who might be regarded as having breached its recommended guidance.
  - UKRIO does not act as an advocate for those seeking its advice or act as a mediator.
  - UKRIO is not a centre for legal advice.
  - The role and remit of UKRIO is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website(http://www.ukrio.org/get-advice-from-ukrio/).
  - UKRIO reserves the right to disclose details of its advice and correspondence if that advice/ correspondence is later misrepresented by the person(s) or organisation(s) who received it. This is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/).

- **Reputational risk arising from negative publicity concerning UKRIO staff or volunteers, or concerning comments made by them:**

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - UKRIO's staff and volunteers (including the Trustees, members of the Advisory Council and members of the Advisory Community) are expected to carry out any activities on behalf of the charity in a professional manner and with integrity. This is set out in the various codes of conduct which apply to these persons, e.g. employment contracts, the Code of Conduct for members of the Advisory Community and the charity's Protocol for Responding to Requests for Assistance (https://ukrio.org/wp-content/uploads/UKRIO-Code-of-Conduct-for-UKRIO-Advisers-Revised-July-2022.pdf). It includes declaring actual or perceived competing interests, with procedures for addressing actual or perceived competing interests set out in the charity's internal protocols (e.g., Code of Conduct for members of the Advisory Community and the Protocol for Responding to Requests for

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Assistance. (https://ukrio.org/wp-content/uploads/UKRIO-Protocol-for-responding-to-requests-for-assistance-July-2022.pdf)).

- All public statements made by UKRIO, including responses to media enquiries etc., are issued from the charity's office rather than on an ad hoc basis by individual members of staff or volunteers.
- UKRIO applies the following confidentiality provisions to those seeking its advice. This is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/):

  "UKRIO will keep a confidential record of any requests for assistance and all subsequent discussions. No other parties will be informed without your consent, unless clear evidence of criminal activity has been presented, there is an immediate need to involve others to prevent further risk or harm to people, animals or the environment, or we are otherwise under a legal obligation to do so. We also reserve the right to disclose details of our advice and correspondence if that advice is later misrepresented by you."
- The charity's Privacy Policy can be viewed at http://ukrio.org/privacy-and-cookies/ (with a PDF version also available) and its Confidentiality Policy at http://ukrio.org/confidentiality-policy/ (PDF version also available).

- **Reputational risk arising from wider criticism regarding research integrity in the UK, the UK research community or research integrity on a global scale:**

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - UKRIO has publicly stated, since its inception, that it does not believe there is any room for complacency or a 'job done' attitude regarding the integrity and ethical standards of research, whether in the UK or internationally. This is inherent in UKRIO's vision and values, its programme of work, and its many public statements on research integrity. Accordingly, the charity is well-placed to respond to wider criticism regarding research integrity in the UK, the UK research community or research integrity on a global scale.
- **Loss of subscription income:**

  UKRIO regularly reviews subscription income to ensure it is providing value for subscribers, that subscriptions are in line with expectations of research organisations and that any changes ensure broadly the same income year on year. This policy is carried out by the Chief Executive working with the Chair and the other Trustees.

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- **Loss of data:**
    - Data relating to UKRIO's business and financial affairs, and to its programme of work are retained at the UKRIO office in the form of hard copy documents and computer files, and on a secure cloud data storage system. The UKRIO office is lockable, has an alarm system, and is located in an office building (No. 1 Croydon) with good security (lockable, alarm systems, access via key card, staffed reception desk during business hours and security patrols outside of business hours). Human resources and financial records are held off-site in the Sussex Innovation Centre (SINC) with good security (lockable, alarm systems, access via key card, staffed reception desk during business hours and external security patrols outside of business hours).
    - Hard copy documents are kept in locked cabinets.
    - Computer files: all UKRIO-owned desktop computers, laptop computers and portable memory devices are encrypted and require a password to decrypt the contents. UKRIO-owned computers are further password-protected, with each user given a unique password. Users are allowed access to folders and files which are relevant to their work and are given 'administrator' rights only when required by their duties. Files which contain information deemed to be particularly sensitive are password-protected; those relating to UKRIO's Advisory Service are anonymised wherever possible.
    - Cloud storage systems are provided by reputable providers, meeting industry standards for security, encryption and backing up of data. Access to the cloud storage is password-protected, with each user given a unique password. Backed-up data is held securely off-site and in encrypted form.
    - Human resources, payroll and accounts payable information: these functions are carried out on behalf of UKRIO by staff of SINC. Information relating to these functions is held in the SINC office in the form of hard copy documents and computer files, and to a similar standard as above.

  Accordingly, the risk of loss of irrecoverable data is regarded as low-to-medium.

- **Health and safety:**

  UKRIO has established policies and processes to ensure sufficient control of the health and safety risks arising from the charity's work. UKRIO is a small, office-based organisation. Staff activities relate to office work and do not include manual work, handling of hazardous substances or operation of plant/ equipment. Health and safety policies and processes are reviewed periodically, and appropriate instruction given to staff and any others who may work in the office. Accordingly, risk relating to health and safety is regarded as low.

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- **Data protection:**

  UKRIO offers confidential advice on potentially contentious issues. Accordingly, it has a clear policy on data protection and confidentiality, and it reviews its record-keeping processes regularly.

  UKRIO explains to service users through a variety of means - such as the contact forms on its website - how it handles personal data and other confidential information. Service users are also provided with information on its role and remit. UKRIO revised its data protection processes and policies in light of the introduction of the General Data Protection Regulation in May 2018.

  The charity's Privacy Policy can be viewed at http://ukrio.org/privacy-and-cookies/ (with a PDF version also available) and its Confidentiality Policy at http://ukrio.org/confidentiality-policy/ (PDF version also available).

  UKRIO is registered with the Information Commissioner's Office in accordance with the Data Protection Act and complies with the requirements of GDPR.

- **Physical assets:**

  UKRIO has no significant physical assets.

- **Funding policy:**

  UKRIO developed a funding policy, available on its website at https://ukrio.org/about-us/our-funding/, to ensure that external funding cannot divert UKRIO from its agreed aims and values. Donations to UKRIO do not entitle any individual or organisation to decision-making authority. No individual funding source should be of a magnitude that would allow the donor to exercise control or compromise in any significant way the independence of UKRIO.

  Accordingly, UKRIO's funders do not determine who the charity helps or how it helps them. UKRIO does not share confidential information on its work - for example, who has sought UKRIO's advice, what their concerns were or how it assisted them - with the organisations that support UKRIO.

  Given that whether organisations should accept funding from the pharmaceutical industry has been the subject of public debate, UKRIO also published a statement setting out its position on this matter: https://ukrio.org/about-us/our-funding/pharmaceutical-funding/.

Approved by order of the Board of Trustees on 13th March 2024 and signed on its behalf by:



Professor Sir Ian Boyd FRS FRSB FRSE

Chair of Trustees, UK Research Integrity Office

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Independent examiner's report to the Trustees of UK Research Integrity Office Ltd

Independent examiner's report to the trustees of UK Research Integrity Office Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Mr C Morey

FCA

Plus Accounting Chartered Accountants

Preston Park House, South Road

Brighton

East Sussex BN1 6SB

Date: 18th March 2024

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Statement of financial activities for the year ended 31 July 2023

	Notes	2023 unrestricted fund £	2022 Total funds £
INCOME AND ENDOWMENTS FROM:			
Charitable activities		**317,479**	**271,834**
Other trading activities	2	**27,352**	**5,650**
Total		**344,831**	**277,484**
EXPENDITURE ON:			
Charitable activities		**361,484**	**226,302**
Other		**53,678**	**31,574**
Total		**415,162**	257,876
NET INCOME / (EXPENDITURE)		**(70,331)**	19,608
RECONCILIATION OF FUNDS			
Total funds brought forward		**408,167**	388,559
TOTAL FUNDS CARRIED FORWARD		**337,836**	408,167

The notes form part of these financial statements

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Balance sheet 31 July 2023

	Notes	2023 unrestricted fund £	2022 Total funds £
FIXED ASSETS			
Tangible assets	7	**2,390**	4,400
CURRENT ASSETS			
Debtors	8	**230,548**	308,857
Cash at bank		**597,384**	411,252
		827,932	720,109
CREDITORS			
Amounts falling due within one year	9	**(492,486)**	(316,342)
NET CURRENT ASSETS		**335,446**	403,767
TOTAL ASSESTS LESS CURRENT LIABILITIES		**337,836**	408,167
NET ASSESTS		**337,836**	408,167
FUNDS	10		
Unrestricted funds		**337,836**	408,167
TOTAL FUNDS		**337,836**	408,167

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

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These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on **13th March 2024** and were signed on its behalf by:



Professor Sir Ian Boyd FRS FRSB FRSE

Chair of Trustees, UK Research Integrity Office

The notes form part of these financial statements

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Notes to the financial statements for the year ended 31 July 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Income

All incoming resources are included in the Statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Income for the sale of subscriptions is recognised as the subscription progresses. Revenue received in advance is included in creditors.

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Governance costs

The trustees have assessed the usage of expenditure and consider 10% to be an appropriate proportion to include as other governance costs. For 2023 other governance costs total £40,178 (2022: £25,143).

Governance costs also includes accountancy and bookkeeping which are deemed to be 100% governance costs. These costs total £13,500 for 2023 (2022: £6,431).

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- Office equipment - 3 years straight line

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

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Notes to the financial statements – continued for the year ended 31 July 2023

2. OTHER TRADING ACTIVITIES

	2023 £	2022 £
Training and development workshops	**27,352**	5,650

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Depreciation - owned assets	**3,063**	2,222

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2023 nor for the year ended 31 July 2022.

Trustees' expenses

A total of £1,208.44 was paid in relation to trustees' expenses in the year ended 31 July 2023.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2023	2022
Operations	**6**	5

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	**1**	-

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Notes to the financial statements – continued for the year ended 31 July 2023

6 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	2022 unrestricted fund £
INCOME AND ENDOWMENTS FROM:	
Charitable activities	271,834
Other trading activities	5,650
Total	277,484
EXPENDITURE ON:	
Charitable activities	226,302
Other	31,574
Total	257,876
NET INCOME	19,608
RECONCILIATION OF FUNDS	
Total funds brought forward	388,559
TOTAL FUNDS CARRIED FORWARD	408,167

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Notes to the financial statements – continued for the year ended 31 July 2023

7. TANGIBLE FIXED ASSETS

	Office equipment £
COST	
At 1 August 2022	**11,523**
Additions	**1,053**
At 31 July 2023	**12,576**
DEPRECIATION	
At 1 August 2022	**7,123**
Charge for year	**3,063**
At 31 July 2023	**10,186**
NET BOOK VALUE	
At 31 July 2023	**2,390**
At 31 July 2022	4,400

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	**215,276**	**304,400**
Prepayments and accrued income	**15,272**	**4,457**
	230,548	**308,857**

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	**1,583**	**330**
Social security and other taxes	**5,103**	**3,144**
Other creditors	**4,340**	**4,627**
Pension creditor	**(117)**	**1,426**
Accruals and deferred income	**469,567**	**304,700**
Accrued expenses	**12,010**	**2,115**
	492,486	316,342

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Notes to the financial statements – continued for the year ended 31 July 2023

10. MOVEMENT IN FUNDS

	At 1.8.22 £	Net movement in funds £	At 31.7.23 £
Unrestricted funds			
General funds	**408,167**	**(70,331)**	**337,836**
TOTAL FUNDS	**408,167**	**(70,331)**	**337,836**

Net movement in funds, included in the above are as follows;

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	**344,831**	**(415,162)**	**(70,331)**
TOTAL FUNDS	**344,831**	**(415,162)**	**(70,331)**

Comparatives for movement in funds

	At 1.8.21 £	Net movement in funds £	At 31.7.22 £
Unrestricted funds			
General funds	**388,559**	**19,608**	**408,167**
TOTAL FUNDS	**388,559**	**19,608**	**408,167**

Comparative net movement in funds, included in the above are as follows;

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	**277,484**	**(257,876)**	**19,608**
TOTAL FUNDS	**277,484**	**(257,876)**	**19,608**

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Notes to the financial statements – continued for the year ended 31 July 2023

10. MOVEMENT IN FUNDS – continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.21 £	Net movement in funds £	At 31.7.23 £
Unrestricted funds			
General funds	**388,559**	**(50,723)**	**337,836**
TOTAL FUNDS	**388,559**	**(50,723)**	**337,836**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	**622,315**	**(673,038)**	**(50,723)**
TOTAL FUNDS	**622,315**	**(673,038)**	**(50,723)**

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2023.

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Detailed statement of financial activities for the year ended 31 July 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Other trading activities		
Training and development workshops	**27,352**	**5,650**
Charitable activities		
Subscriptions	**317,479**	**271,834**
Total incoming resources	**344,831**	**277,484**

This page does not form part of the statutory financial statements

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Detailed statement of financial activities for the year ended 31 July 2023 - continued

	2023 £	2022 £
EXPENDITURE		
Charitable activities		
Wages	**190,301**	**126,750**
Social security	**13,842**	**5,135**
Pensions	**11,481**	**8,201**
Insurance	**5,847**	**4,975**
Telephone	**279**	**336**
Postage and stationery	**121**	**761**
Communications	**31,092**	**8,882**
Sundries	**-**	**17**
Computer & internet expenses	**9,338**	**5,611**
HR expenses	**2,857**	**9,825**
Subscriptions	**5,990**	**4,658**
Rent	**24,120**	**22,830**
Bank charges	**222**	**105**
Travel & subsistence	**1,334**	**715**
Conference and speaker fees	**-**	**3,834**
Meeting expenses	**4,900**	**119**
Training	**54,482**	**10,805**
Bad debts	**(2,062)**	**(8,985)**
Legal & professional fees	**4,495**	**19,459**
Sundry	**88**	**-**
Entertaining	**-**	**27**
Motor expenses	**-**	**243**
Depreciation of tangible fixed assets	**2,757**	**1,999**
	361,484	226,302
Support costs		
Governance costs		
Other governance costs	**40,178**	**25,143**
Accountancy and bookkeeping	**13,500**	**6,431**
	53,678	**31,574**
Total resources expended	**415,162**	**257,876**
NET INCOME / (EXPENDITURE)	**(70,331)**	**19,608**

This page does not form part of the statutory financial statements

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UKRIO

RESEARCH INTEGRITY OFFICE

Promoting integrity and high ethical standards in research
Providing confidential, independent and expert support

The UK Research Integrity Office (UKRIO) is an independent charity, offering support to the public, researchers and organisations to further good practice in academic, scientific and medical research. We pursue these aims through a multi-faceted approach:

- Education via our guidance publications on research practice, training activities and comprehensive events programme.
- Sharing best practice within the community by facilitating discussions about key issues, informing national and international initiatives, and working to improve research culture.
- Giving confidential expert guidance in response to requests for assistance.

Established in 2006, UKRIO is the UK's most experienced research integrity organisation and provides independent, expert and confidential support across all disciplines of research, from the arts and humanities to the life sciences. We cover all research sectors: higher education, the NHS, private sector organisations and charities. No other organisation in the UK has comparable expertise in providing such support in the field of research integrity.

UKRIO welcomes enquiries on any issues relating to the conduct of research, whether promoting good research practice, seeking help with a particular research project, responding to allegations of fraud and misconduct, or improving research culture and systems.

UK Research Integrity Office

Sussex Innovation Croydon, No. 1 Croydon, 12-16 Addiscombe Road, Croydon CR0 0XT
Tel.: +44 (0)20 3828 1325 Email: info@ukrio.org Web: www.ukrio.org
Registered Charity No: 1147061 Registered Company No: 7444269

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For the full list of UKRIO publications, visit www.ukrio.org

UK RESEARCH INTEGRITY OFFICE LIMITED

England & Wales - Charity number 1147061

Accounts

UKRIO

RESEARCH INTEGRITY OFFICE

Promoting integrity and high ethical standards in research
Providing confidential, independent and expert support

Trustees Report and Financial Statements

Year End 31st July 2022

James Parry

Version No.: 0001

Publication Date: 16/03/2023

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UKRIO
RESEARCH INTEGRITY OFFICE

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Reference and administrative details of the charity, its Trustees and Advisers

Trustees

- Ian Boyd, Chair
- Sarah Harper, Vice-Chair
- Tracey Brown
- Joanna Dally
- Pierre Espinasse (appointed 19 July 2022)
- Zoë Hammatt (appointed 19 July 2022)
- Simon Kolstoe (appointed 19 July 2022)
- Huw Morris (appointed 19 July 2022)
- Inke Näthke (appointed 19 July 2022)
- Jim Smith (appointed 19 July 2022)
- Michael Standing (resigned June 2022)
- C Marc Taylor (resigned 26 July 2022)
- Omar Qureshi (resigned 26 July 2022)

Chief Executive: James Parry

Company registered number: 07444269

Charity registered number: 1147061

Registered office: Floor 6, No. 1 Croydon 12-16 Addiscombe Road, Croydon, CR0 0XT

Auditors: Plus Accounting, Chartered Accountants, Preston Park House, South Road, Brighton, East Sussex, BN1 6SB

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Trustees' report for the Year Ended 31 July 2022

The Trustees of the UK Research Integrity Office Limited (UKRIO) present their report for the year ended 31 July 2022.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). Advantage has been taken of the exemptions contained therein for smaller charities which are not subject to a statutory audit.

Constitution

The organisation is a charitable company limited by guarantee, incorporated on 18 November 2010 and registered as a charity on 30 April 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Method of appointment or election of Trustees

Trustees are elected at the Annual General Meeting for a term of three years, and between meetings may be co-opted by the Board until the next AGM. Trustees are eligible for reappointment for a further term of three years. The charity has the right to reappoint a Trustee for a third and final term of three years in exceptional circumstances. No Trustee shall continue to serve after nine years in office.

All new Trustees have their duties and responsibilities fully explained to them and are given a copy of relevant guidance from the Charity Commission.

Trustees receive no remuneration other than reasonable expenses, the latter mainly for travel purposes when attending in-person meetings of the charity or representing UKRIO at meetings, events and external engagements.

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Policies and objectives

Charitable objects

The objects of the charity are:

1. To promote for the public benefit good practice in the governance, management and conduct of medical, scientific and academic research, including the fields of medicine and healthcare, physical sciences, engineering, mathematics and computing, social sciences and social care, law, the arts and humanities, and related disciplines; and
2. To promote for the public benefit high ethical standards in the conduct of such research.

Mission statement



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How our activities deliver public benefit

The UK Research Integrity Office is the UK's most experienced research integrity organisation.

A registered charity, we were created in response to longstanding and growing concerns about the reliability of research.

Since 2006, we have provided independent and expert support to help enhance good research practice, address mistakes, questionable practices and fraud, and improve the culture and systems of UK research.

Our work programme spans all disciplines of research, from the arts and humanities to the life sciences, and help all involved in research: researchers, research organisations and members of the public, including patients and research participants.

UKRIO covers all research sectors: higher education, the NHS, private sector organisations and third-sector - wherever the research affects the public good.

UKRIO's vision is that through our activities, the UK research community is supported to produce work of the highest integrity, quality and efficacy.

Extract from UKRIO Strategy 2022-25

The knowledge generated through research is fundamentally important to society. It is used for making decisions that are crucial for public health, economic development and the general welfare of individuals and society. Significant public funds support research and researchers.

Public trust in research and in researchers is based on the 'professional promise' that research will be honest, objective, accurate, legal, safe, ethical and efficient. To be worthy of the public's trust, research needs to fulfil that promise. This is why UKRIO was established: to support **research integrity**.

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What is research integrity?

Research integrity is another name for 'good research practice'. It is the conduct of research in ways that promote trust and confidence in all aspects of the research process.

Research integrity covers all research and the whole lifecycle, from the initial idea and design of the project through the conduct of the research and its dissemination. It also covers making sure that environments and systems for research safeguard and enhance good research practice, rather than hinder it – often described as '**research culture**'.



Graphical representation of research integrity based on the core areas described in The Concordat to Support Research Integrity *2019, created by UKRIO.*

 © UK Research Integrity Office 2023

Review of activities: who do we help?

UKRIO provides advice and support to individuals and organisations alike: to help safeguard and enhance good research practice, take action to correct errors and misconduct, and inculcate a healthy research culture.

Much of our work involves direct support for the research community, which in turn helps safeguard public trust in research. But as well as supporting researchers and researcher organisations, we also provide advice and guidance direct to members of the public outside of the research community, as well as to policy makers and stakeholder organisations.

Our services are free at the point of delivery for individuals: UKRIO does not place barriers in the way of anyone with questions or concerns about the conduct of research. This approach supports the UK's research community by improving the conduct of research and bringing concerns to the attention of appropriate organisations when they would otherwise remain unaware of them.

Organisations involved in research can choose to subscribe to UKRIO and receive additional, long-term support and services. While this is not a condition of receiving our help, the number of subscribers to our charity has grown year-on-year, reflecting continued confidence in the value of UKRIO.

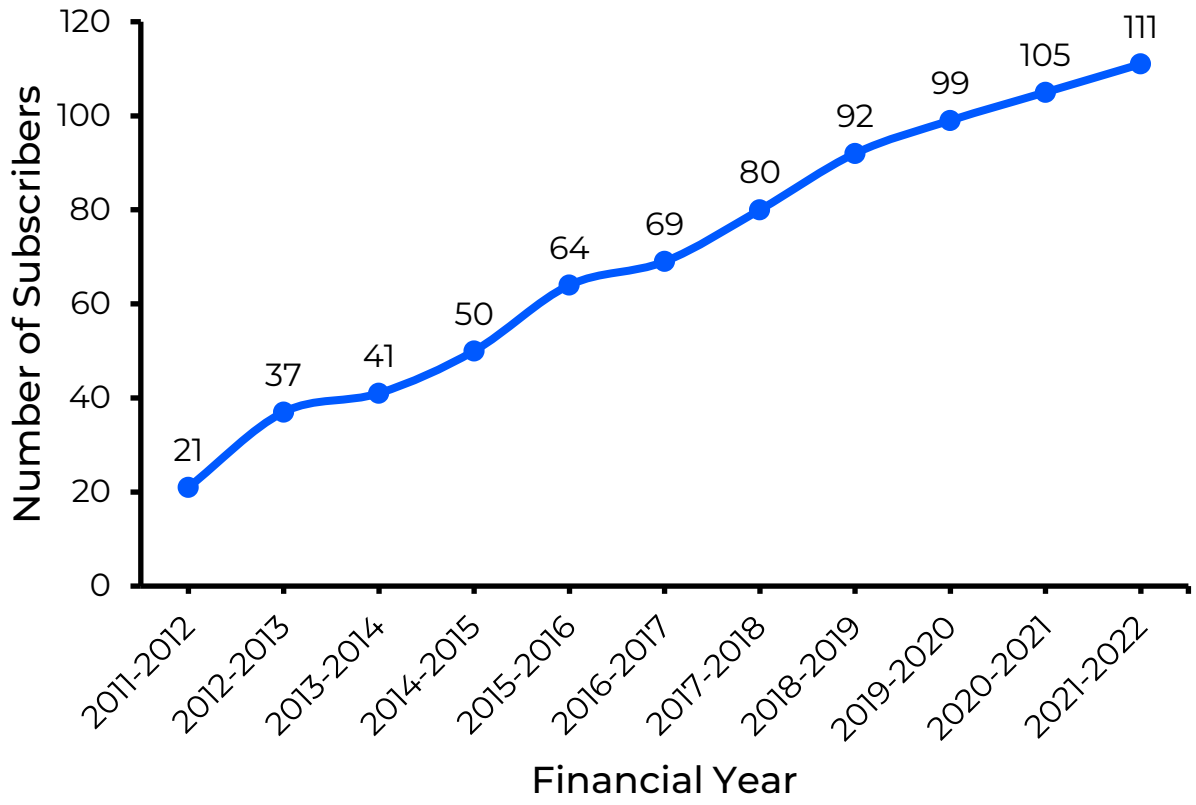


Figure 1: UKRIO subscriber growth 2011-2022

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In the period under review, the users of our services came from three groups: members of the public; individuals who conduct academic, scientific or medical research, or who work in related occupations or undertake studies in those fields as research students; and organisations involved in carrying out research or setting research policy, including UKRIO subscriber organisations.

Members of the public who used UKRIO's services included, but were not limited to, participants in research projects and patients. We appreciate that members of the public who need our help can be nervous about seeking advice on their situation or could be enquiring about issues of a serious nature or which are very personal. So we always take care to act with due sensitivity and courtesy at all times when providing advice and guidance.

UKRIO also supported members of the public who work in academic, scientific or medical research. The researchers who used our services came from a wide variety of disciplinary backgrounds and career stages. They included research students, recently qualified professionals, those in charge of research teams, and senior managers or administrators.

We also supported other members of the research community: for example, research governance officers and other specialists in research integrity; chairs and members of research ethics committees; members of professional services/ administrative staff; editors of academic journals and representatives of publishers; and policy makers.

We supported individuals who feared they would suffer detriment if they raised concerns about possible misconduct or breaches of accepted standards. This group included both individuals from the research community and members of the public.

Research organisations that used our services included higher education institutions, charities which conduct research, learned societies, professional bodies, NHS organisations, academic journals and bodies which award public or charitable funds to research.

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Review of activities: how did we help?

We carried out our vision to support research integrity in three ways:



Extract from UKRIO Strategy 2022-25

Education

- **Publications:** A key role of UKRIO is to provide practical guidance on implementing national initiatives and agendas for good research practice. As part of this, in 2021-22 we launched a new edition of our popular Self-Assessment Tool for the Concordat to Support Research Integrity. The Concordat is the UK's national governing document for research integrity and compliance with it is a condition of grants from major research funders. Our updated guidance provides research organisation with practical support on how to embed the requirements of The Concordat in their policies, systems and practices, helping to enhance research integrity and meet contractual and other requirements.

  Our charity also shares lessons learned from its unique advisory work and showcases good practice from the research community. As part of this, in 2021-22 we published guidance on setting up networks of Research Integrity Champions, Leads and Advisers at research organisations – peer support to safeguard and enhance good research practice within an institution. Alongside this we launched case studies from research organisations on how they had established such networks and other supporting material.

- **Training:** To support and enhance good research practice, our charity regularly delivers training and development activities for the research community. Our insightful sessions share knowledge and experiences from UKRIO's unique role as the UK's most experienced research integrity body, delivered by expert trainers.

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In the period under review, we delivered training and development for researchers at 17 research organisations. Topics included:

- Introductory courses about good research practice
- Sessions on supporting and enhancing a heathy research culture.
- Awareness-raising talks on research integrity as part of organisational development activities or research conferences
- Training focussing on particular aspects of good research practice, such as research ethics; publication ethics and authorship; or the investigation of allegations of research misconduct.

- **Events:** UKRIO provides a programme of online events to inform and support good research practice. Our webinars and annual conference are free and open to all, a decision we made to ensure equality of participation and share our insights to as wide an audience as possible.

  Annual conference: Our charity has been holding annual research integrity conferences since 2013 and they are the premier UK research integrity events. Experts on research integrity discuss how to support a culture of high quality and ethical research, how to respond to challenges facing the research community, and update delegates on new developments in the sector. Delegates have the opportunity to update their knowledge, discuss the issues that matter to them, and make new connections.

  The theme of our **May 2022 annual conference** was *'Good research practice: culture, environment and sustainability'*. Speakers from across the research community came together to discuss key topics in research integrity such as, how do we make sure research is high quality and of high ethical standards during these challenging times? How can we ensure rigour and reproducibility, adapt to new ways of working, reduce waste in research, and respond to the wider issues facing society?

  Sir Patrick Vallance, Government Chief Scientific Adviser gave a keynote address, sharing his perspective on good research practice. Other keynote speakers were: Dr Elisabeth Bik, winner of the 2021 John Maddox Prize; Professor Astrid Eichhorn, chair of the ALLEA Working Group *Climate Sustainability in the Academic System*; and Professor James Wilsdon, Director, Research on Research Institute (RoRI). Our conference also showcased international developments in research integrity and gave a voice to early-career researchers.

  Over 1,000 delegates registered for our 2022 annual conference, an increase from 2021 (our first online conference). We look forward to welcoming new and returning delegates to our May 2023 conference.

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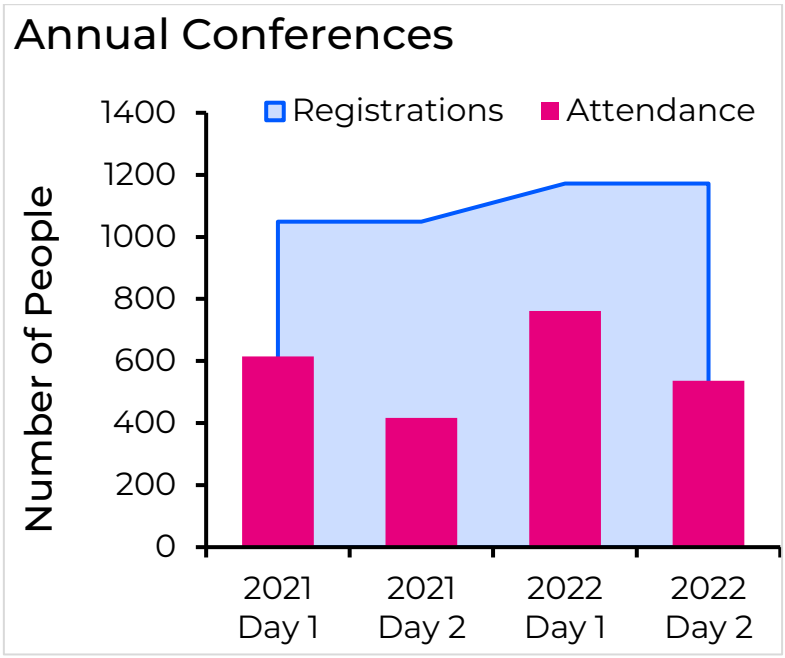


Figure 2: attendance and registrations at UKRIO virtual annual conferences

Webinars: UKRIO has been holding regular research integrity webinars since 2020 and we continued to build on the success of these free events during 2021-22. Expert speakers and representatives of UKRIO explored a variety of topics, from key aspects of the research process to how to ensure representation and diverse perspectives in research:

- Alternative Methods of Publishing – November 2021
- An Introduction to Research Integrity – December 2021
- Research Integrity in Practice Research – February 2022
- Equality, Diversity & Inclusion in the Research Environment – April 2022

Our webinars continued to be popular, regularly attracting registrations of over 400 delegates and receiving extremely positive feedback.

Sharing best practice

- **Informing national initiatives:** UKRIO continued its extensive contribution to national discussions on research integrity and the development of initiatives to support and sustain good research practice. We used our unique experience, expertise and data to inform these processes, to help ensure the promotion of high-quality and ethical research, and a healthy research culture.

  A key development in the UK research integrity landscape was an enquiry by **the House of Commons Science and Technology Committee** into reproducibility and research integrity. Previous Parliamentary enquiries on research integrity have reshaped the UK's approach to this important issue and UKRIO was again invited to give evidence to this Committee.

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In February 2022, **James Parry, our Chief Executive**, set out our charity's perspective on the state of research integrity in the UK. We look forward to the recommendations of this enquiry, which will inform national policy on research integrity and the future activities of our charity.

> *"It is important that the picture [of UK research integrity] reflects not just the realities of research misconduct cases, which are important to track, but the more common and more insidious problems of avoidable human errors, mistakes and perverse incentives within the system."*

James Parry, Chief Executive, UKRIO giving evidence to the House of Commons Science & Technology Committee, February 2022

Our charity continued its work supporting important UK initiatives such as **The Concordat to Support Research Integrity**. We continued to work closely with the Concordat Signatories Group, helping to improve compliance with the UK's national governing document for research integrity and inform the work of its governing body.

During this period, UKRIO began working closely with the new **UK Committee on Research Integrity**, a body established by UK Research and Innovation for three years. UKRIO advised on the creation of UKCORI and we look forward to collaborating with it to help enhance research integrity in the UK, passing on lessons learned since our inception in 2006.

- **Informing international initiatives:** research integrity is a global issue and accordingly UKRIO participates in a variety of international discussions and initiatives to support good research practice. We continued our membership of the European Network of Research Integrity Offices (ENRIO), which we helped set up, sharing lessons learned from our work in the UK and drawing on the considerable expertise of ENRIO's member organisations.

  We have also shared good practice in research integrity from other countries, by showcasing speakers from outside the UK at our various free online events. Recognising the importance of participating in global conversations about research integrity and learning from diverse perspectives, UKRIO attended the 7th World Conference on Research Integrity in Cape Town, South Africa, in May and June 2022.

- **Improving research culture:** UKRIO provides advice and guidance not only on good practice relating to individual research projects, but also on wider issues in research: how environments and systems for research can safeguard and enhance good research practice, rather than hinder it.

  A key theme running through all of work in 2021-22 was addressing these challenges of '**research culture**' – looking at systemic issues within the research community and, through activities such as our publications, our training and development work, our events programme, our advisory service

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and our policy work, providing the research community and policy makers with advice and support on how to effect change at local and wider levels. This included contributing to national and international discussions on research integrity, such as with the House of Commons Science and Technology Committee, or providing the research community with practical tools and examples of best practice.

Expert guidance

- **Advisory service** UKRIO provides independent, expert and confidential advice on the conduct of research, whether promoting good practice or addressing alleged poor practice and misconduct. Our aim is to encourage researchers, their institutions and related bodies to think more deeply, across all disciplines, about wider organisational and ethical issues underpinning the practice of research.

  We are the only organisation in the UK to provide this type of support for research integrity. Our unique Advisory Service is free of charge and open to members of the public and the research community, including students, researchers and representatives of research organisations. Our charity covers all subject areas and gives advice on general issues as well as specific questions, research projects and cases.

  A breakdown of the 93 formal requests for advice received during 2021-22 is given in Figures 3-6, below.

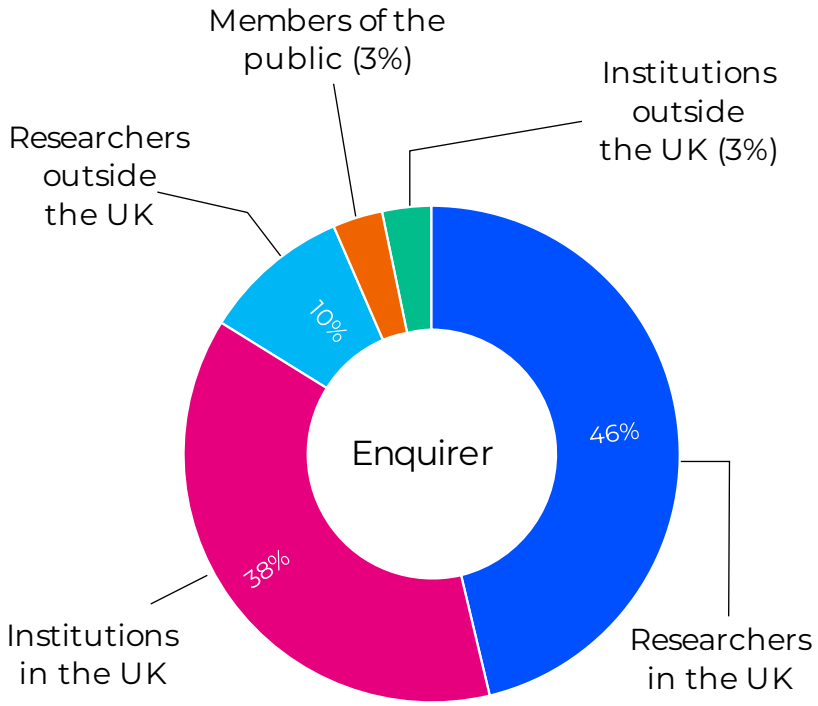


Figure 3: formal requests for assistance 2021-22 – type of enquirer (n=93)

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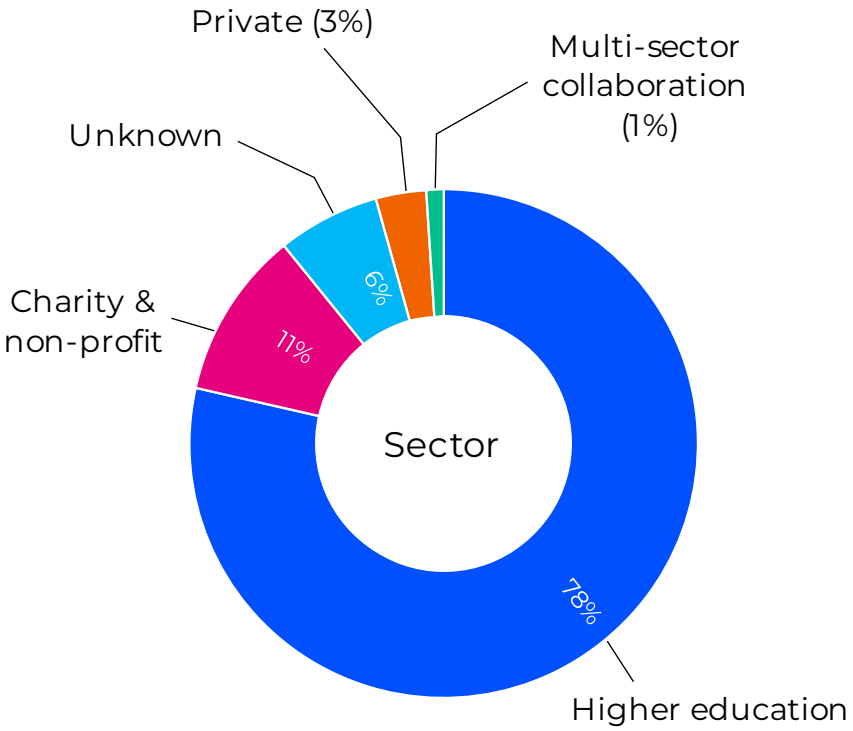


Figure 4: formal requests for assistance 2021-22 – research sector (n=93)

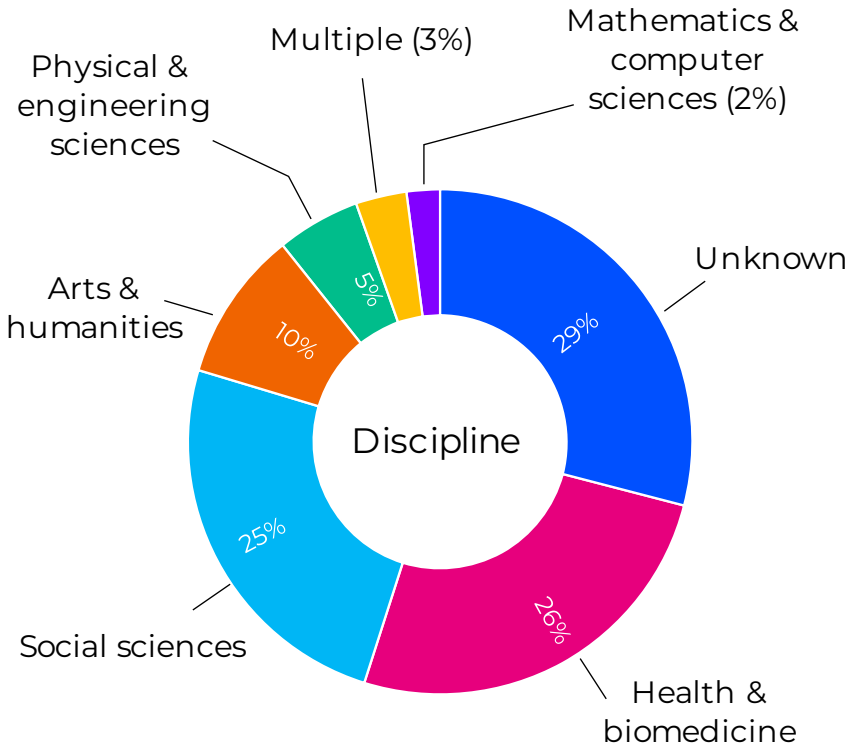


Figure 5: formal requests for assistance 2021-22 – research discipline (n=93)

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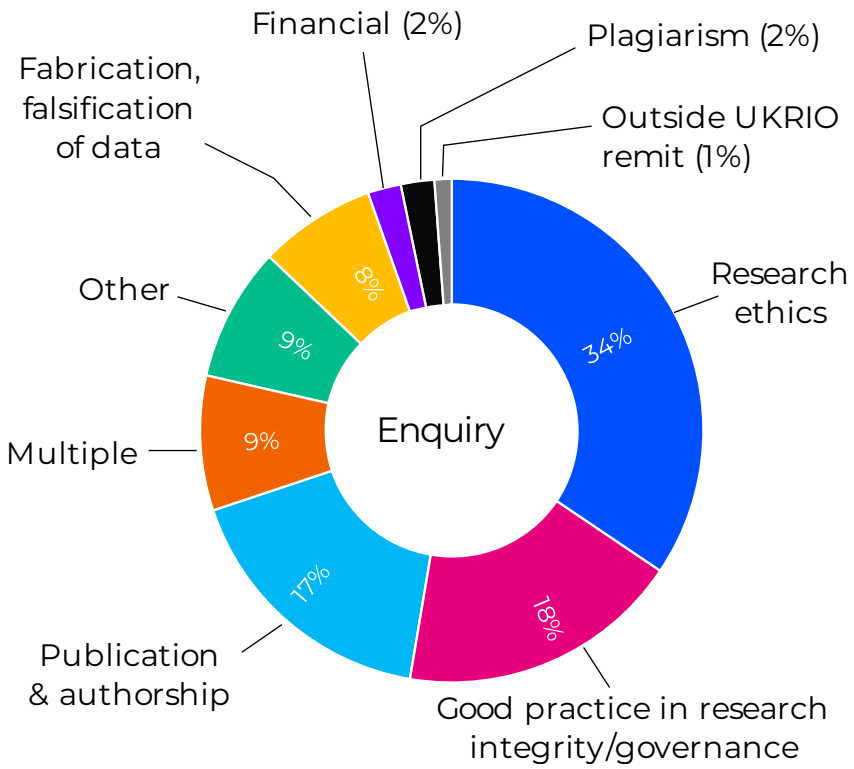


Figure 6: formal requests for assistance 2021-22 – main area of concern (n=93)

- **Proactive support:** a key part of our charity's work is providing in-depth and long-term support to help research organisations improve their policies, systems, practices and research culture.

  During the period under review, we provided support to our 111 subscriber institutions, responding to enquiries about good research practice from the level of individual research projects or particular problems, to institutional-wide support for policies and initiatives.

  We also worked extensively with a wide variety of community groups with interests in good research practice, helping and advising grassroots and peer-led support for high-quality and ethical research.

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Financial review

In the period 1 August 2021 – 31 July 2022 UKRIO continued to attract and register new subscriber institutions, its principal source of income, despite the difficult financial conditions created by the ongoing COVID-19 pandemic. By the end of July 2022, 111 research organisations were subscribers to UKRIO, an increase of six since the end of July 2021 (see **Figure 1**, above). The majority of 'research intensive' universities in the UK, those with the highest proportion of research activity and research income, now subscribe to UKRIO.

During the 12-month period to 31 July 2022 UKRIO recorded £277,484 (2021: £247,079) of incoming resources, £271,834 (2021: £245,626) of which was subscriptions income. During this period there was resources expended of £257,876 (2021: £264,759) which results in a surplus of £19,608 (2021: deficit of £17,680) for the period. With an opening funds balance of £388,559 (2021: £406,239) at 1 August 2021, the closing funds balance is £408,167 (2021: £388,559) at the balance sheet date. This performance is as expected for the period.

Funds accrued by the charity will be expended in pursuit of its charitable objectives, save for a small strategic reserve (see 'Reserves Policy', below).

In order to support the increase in demand for the charity's services and to further develop UKIO's work programme the number of staff were increased during the period under review from 5 to 7 members of staff. Due to the timeline of recruitment, this lead to variation of salary costs from 147,662 in Year Ending July 2012 to 140,086 in Year Ending July 2022.

Investment policy and performance

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term. Accordingly, at present there are no funds for long term investment. When circumstances change, UKRIO will develop and implement an appropriate and ethical investment policy.

Reserves policy

It has been agreed it is appropriate for UKRIO to maintain strategic reserves sufficient to support unavoidable operating costs of UKRIO (primarily staff salaries and office accommodation) for a period of between 3 and 6 months. The strategic reserve must consist of unrestricted funds.

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Future activities

Our charity's vision is that through our activities, the UK research community is supported to produce work of the highest integrity, quality and efficacy.

UKRIO will continue its existing programme of work to support our beneficiaries: the public, the research community and our subscriber institutions. We will develop and introduce new services to support and enhance good research practice. Amongst those planned for the next 12 months are:

- Continue implementation of our 2022-25 strategy.
- Continue to adjust the work programme to reflect the changing priorities of the charity's beneficiaries, to ensure that services remain relevant to their needs.
- An increased programme of communications and outreach.
- Share best practice within the research community by facilitating discussions about key issues, informing national and international initiatives, and working to improve research culture.
- Launch an online training course for research integrity in partnership with a UK research organisation.
- Maintain good relationships between UKRIO subscribers and the charity, while also raising awareness of the functions and objectives of UKRIO with a wider audience.
- Strengthening existing relationships with related organisations such as the UK Committee on Research Integrity, UK Research and Innovation, the Concordat Signatories Group, the European Network of Research Integrity Organisations, and developing links with other key stakeholders.

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Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Organisational structure and decision making

UKRIO consists of four elements:

- **The Board of Trustees** directs and oversees the strategy and programme of work of UKRIO. It also has responsibility for matters of organisational administration and the management of the office staff. The Trustees are also directors of the limited company.
- **The Advisory Council** supports the UKRIO Trustees and staff, providing advice and additional perspectives to inform and support our projects, strategy and operations. Formal decisions are taken by the Board of Trustees, since the Advisory Council has no formal authority over the charity, but are made after advice from the Advisory Council.

  The Advisory Council includes members from the research community as well as independent members. Collectively the Advisory Council possesses significant expertise in the promotion of research integrity and in addressing poor practice and misconduct. Its members sit as individuals, not on behalf of any other organisation, and hold no legal responsibility for UKRIO: they are neither trustees of the charity nor directors of the limited company.
- **The Advisory Community** provides an expert resource of volunteers which UKRIO draws upon when responding to enquiries on issues of research conduct. Advisers may be researchers, from any academic discipline, or be active in related occupations. Recognising their broad experience in research matters, Advisers also give feedback on the wider work of UKRIO on request and are given the opportunity to contribute to other elements of the programme of work. Advisers hold no legal responsibility for the organisation.
- **The Office team** carries out UKRIO's programme of work to support high quality and ethical standards in UK academic, scientific and medical research. It provides administrative, policy, research and technical support to the Trustees and Advisory Council, as well as liaising with the many organisations that subscribe to UKRIO. It also co-ordinates the volunteer experts who support the work of the charity, as part of UKRIO's Advisory Community.

The Trustees, members of the Advisory Council and Advisory Community members are not employees of UKRIO and give their time to the organisation *pro bono*. Appropriate insurances have been procured to cover Trustees, members of the Advisory Council and members of the Advisory Community acting on behalf of UKRIO.

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Staffing: During the period under review, the staff complement of the charity was as follows: 1 x Chief Executive; 1 x Operations Manager; 1 x Senior Research Integrity Manager (part-time), 1x Communications & Information Officer (part-time; left during the period under review); and 3 x Research Integrity Managers, 2x part-time (one joined May 2022) and 1x full-time (joined July 2022).

Risk management

The Trustees of UKRIO have a responsibility for the management of risks. A review of the major risks to the work of UKRIO has been undertaken through which the risks have been identified, reviewed and processes put in place to mitigate and manage the risks. The Trustees acknowledge that risk management is not a one-off event but is an integral part of the operation of the charity. All Trustees, staff and volunteers have a role to play in the process of identifying and managing risks.

COVID-19 pandemic: Given the ongoing impact of COVID-19 during the period under review, UKRIO continued to follow relevant advice from the UK Government, the UK Health Security Agency and related bodies when responding to the pandemic and related issues. At all times, the charity was mindful of the health and wellbeing of our staff, volunteers and service users, as well as the legal and ethical responsibilities of the charity.

The principal risks to UKRIO and its programme of work, and their mitigation, are as follows:

- **Litigation arising from advice, guidance or recommendations provided by UKRIO regarding the conduct of research:** full insurance cover for professional indemnity is provided at UKRIO's expense for the staff of UKRIO and for volunteers (including the Trustees, members of the Advisory Council and members of the Advisory Community) acting on behalf of UKRIO.

  The risk is graded as low-medium given that UKRIO:

  - Does not have a role in investigating alleged research misconduct, overseeing such investigations or otherwise adjudicating on allegations of misconduct.
  - Does not impose sanctions on those against whom such allegations are upheld or other who might be regarded as having breached its recommended guidance.
  - Does not act as an advocate for those seeking its advice or act as a mediator
  - Is not a centre for legal advice.
  - The role and remit of UKRIO is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/). Service users are also

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provided with information on UKRIO's approach to personal data and other confidential information.

- **Reputational risk arising from person(s) or organisation(s) being dissatisfied with advice, guidance or recommendations provided by UKRIO regarding the conduct of research:**

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - Ensuring that advice, guidance and recommendations from UKRIO are of a high quality and informed by multiple perspectives.
  - UKRIO does not have a role in investigating alleged research misconduct, overseeing such investigations or otherwise adjudicating on allegations of misconduct.
  - UKRIO does not impose sanctions on those against whom such allegations are upheld or other who might be regarded as having breached its recommended guidance.
  - UKRIO does not act as an advocate for those seeking its advice or act as a mediator.
  - UKRIO is not a centre for legal advice.
  - The role and remit of UKRIO is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website(http://www.ukrio.org/get-advice-from-ukrio/).
  - UKRIO reserves the right to disclose details of its advice and correspondence if that advice/ correspondence is later misrepresented by the person(s) or organisation(s) who received it. This is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/).

- **Reputational risk arising from negative publicity concerning UKRIO staff or volunteers, or concerning comments made by them:**

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - UKRIO's staff and volunteers (including the Trustees, members of the Advisory Council and members of the Advisory Community) are expected to carry out any activities on behalf of the charity in a professional manner and with integrity. This is set out in the various codes of conduct which apply to these persons, e.g. employment contracts, the Code of Conduct for members of the Advisory Community and the charity's Protocol for Responding to Requests for Assistance (https://ukrio.org/wp-content/uploads/UKRIO-Code-of-Conduct-for-UKRIO-Advisers-Revised-July-2022.pdf). It includes declaring actual or perceived competing interests, with procedures for addressing actual or perceived competing interests set out in the

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charity's internal protocols (e.g., Code of Conduct for members of the Advisory Community and the Protocol for Responding to Requests for Assistance. (https://ukrio.org/wp-content/uploads/UKRIO-Protocol-for-responding-to-requests-for-assistance-July-2022.pdf)).

- All public statements made by UKRIO, including responses to media enquiries etc., are issued from the charity's office rather than on an ad hoc basis by individual members of staff or volunteers.
- UKRIO applies the following confidentiality provisions to those seeking its advice. This is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/):

  "UKRIO will keep a confidential record of any requests for assistance and all subsequent discussions. No other parties will be informed without your consent, unless clear evidence of criminal activity has been presented, there is an immediate need to involve others to prevent further risk or harm to people, animals or the environment, or we are otherwise under a legal obligation to do so. We also reserve the right to disclose details of our advice and correspondence if that advice is later misrepresented by you."
- The charity's Privacy Policy can be viewed at http://ukrio.org/privacy-and-cookies/ (with a PDF version also available) and its Confidentiality Policy at http://ukrio.org/confidentiality-policy/ (PDF version also available).

- **Reputational risk arising from wider criticism regarding research integrity in the UK, the UK research community or research integrity on a global scale:**

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - UKRIO has publicly stated, since its inception, that it does not believe there is any room for complacency or a 'job done' attitude regarding the integrity and ethical standards of research, whether in the UK or internationally. This is inherent in our vision and values, our programme of work, and our many public statements on research integrity. Accordingly, the charity is well-placed to respond to wider criticism regarding research integrity in the UK, the UK research community or research integrity on a global scale.

- **Loss of subscription income:**

  UKRIO regularly reviews subscription income to ensure it is providing value for subscribers, that subscriptions are in line with expectations of research organisations and that any changes ensure broadly the same income year on year. This policy is carried out by the Chief Executive working with the Chair and the other Trustees.

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- **Loss of data:**
    - Data relating to UKRIO's business and financial affairs, and to its programme of work are retained at the UKRIO office in the form of hard copy documents and computer files, and on a secure cloud data storage system. The UKRIO office is lockable, has an alarm system, and is located in an office building (No. 1 Croydon) with good security (lockable, alarm systems, access via key card, staffed reception desk during business hours and security patrols outside of business hours). Human resources and financial records are held off-site in the Sussex Innovation Centre (SINC) with good security (lockable, alarm systems, access via key card, staffed reception desk during business hours and external security patrols outside of business hours).
    - Hard copy documents are kept in locked cabinets.
    - Computer files: all UKRIO-owned desktop computers, laptop computers and portable memory devices are encrypted and require a password to decrypt the contents. UKRIO-owned computers are further password-protected, with each user given a unique password. Users are allowed access to folders and files which are relevant to their work and are given 'administrator' rights only when required by their duties. Files which contain information deemed to be particularly sensitive are password-protected; those relating to UKRIO's Advisory Service are anonymised wherever possible.
    - Cloud storage systems are provided by reputable providers, meeting industry standards for security, encryption and backing up of data. Access to the cloud storage is password-protected, with each user given a unique password. Backed-up data is held securely off-site and in encrypted form.
    - Human resources, payroll and accounts payable information: these functions are carried out on behalf of UKRIO by staff of SINC. Information relating to these functions is held in the SINC office in the form of hard copy documents and computer files, and to a similar standard as above.

  Accordingly, the risk of loss of irrecoverable data is regarded as low-to-medium.

- **Health and safety:**

  UKRIO has established policies and processes to ensure sufficient control of the health and safety risks arising from the charity's work. UKRIO is a small, office-based organisation. Staff activities relate to office work and do not include manual work, handling of hazardous substances or operation of plant/ equipment. Health and safety policies and processes are reviewed periodically and appropriate instruction given to staff and any others who may work in the office. Accordingly, risk relating to health and safety is regarded as low.

- **Data protection:**

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UKRIO offers confidential advice on potentially contentious issues. Accordingly, it has a clear policy on data protection and confidentiality, and it reviews its record-keeping processes regularly.

UKRIO explains to service users through a variety of means - such as the contact forms on our website - how it handles personal data and other confidential information. Service users are also provided with information on our role and remit. UKRIO revised its data protection processes and policies in light of the introduction of the General Data Protection Regulation in May 2018.

The charity's Privacy Policy can be viewed at http://ukrio.org/privacy-and-cookies/ (with a PDF version also available) and its Confidentiality Policy at http://ukrio.org/confidentiality-policy/ (PDF version also available).

UKRIO is registered with the Information Commissioner's Office in accordance with the Data Protection Act and complies with the requirements of GDPR.

- **Physical assets:**

  UKRIO has no significant physical assets.

- **Funding policy:**

  UKRIO developed a funding policy, available on our website at https://ukrio.org/about-us/our-funding/, to ensure that external funding cannot divert UKRIO from its agreed aims and values. Donations to UKRIO do not entitle any individual or organisation to decision-making authority. No individual funding source should be of a magnitude that would allow the donor to exercise control or compromise in any significant way the independence of UKRIO.

  Accordingly, UKRIO's funders do not determine who we help or how we help them. UKRIO does not share confidential information on its work - for example, who has sought our advice, what their concerns were or how we assisted them - with the organisations that support us.

  Given that whether organisations should accept funding from the pharmaceutical industry has been the subject of public debate, UKRIO also published a statement setting out its position on this matter: https://ukrio.org/about-us/our-funding/pharmaceutical-funding/.

Approved by order of the Board of Trustees on 21 March 2023 and signed on its behalf by:



.....

I L Boyd - Trustee

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Independent examiner's report to the Trustees of UK Research Integrity Office Ltd

Independent examiner's report to the trustees of UK Research Integrity Office Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

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Mr C Morey



FCA

Plus Accounting Chartered Accountants

Preston Park House, South Road

Brighton

East Sussex BN1 6SB

Date: 5 April 2023

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Statement of financial activities for the year ended 31 July 2022

	Notes	2022 unrestricted fund £	2021 Total funds £
INCOME AND ENDOWMENTS FROM:			
Charitable activities		**271,834**	245,626
Other trading activities	2	**5,650**	1,451
Investment income	3	**-**	2
Total		**277,484**	247,079
EXPENDITURE ON:			
Charitable activities		**226,302**	232,066
Other		**31,574**	32,693
Total		**257,876**	264,759
NET INCOME / (EXPENDITURE)		**19,608**	(17,680)
RECONCILIATION OF FUNDS			
Total funds brought forward		**388,559**	406,239
TOTAL FUNDS CARRIED FORWARD		**408,167**	388,559

The notes form part of these financial statements

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Balance sheet 31 July 2022

	Notes	2022 unrestricted fund £	2021 Total funds £
FIXED ASSETS			
Tangible assets	8	**4,400**	3,466
CURRENT ASSETS			
Debtors	9	**308,857**	15,782
Cash at bank		**411,252**	395,921
		720,109	411,703
CREDITORS			
Amounts falling due within current year	10	**(316,342)**	(26,610)
NET CURRENT ASSETS		**403,767**	385,093
TOTAL ASSESTS LESS CURRENT LIABILITIES		**408,167**	388,559
NET ASSESTS		**408,167**	388,559
FUNDS			
Unrestricted funds	11	**408,167**	388,559
TOTAL FUNDS		**408,167**	388,559

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

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These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21 March 2023 and were signed on its behalf by:



.....

I L Boyd - Trustee

The notes form part of these financial statements

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Notes to the financial statements for the year ended 31 July 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Income

All incoming resources are included in the Statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Income for the sale of subscriptions is recognised as the subscription progresses. Revenue received in advance is included in creditors.

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Governance costs

The trustees have assessed the usage of expenditure and consider 10% to be an appropriate proportion to include as other governance costs. For 2022 other governance costs total £25,143 (2021: £25,784).

Governance costs also includes accountancy and bookkeeping which are deemed to be 100% governance costs. These costs total £6,431 for 2022 (2021: £6,909).

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- Office equipment - 3 years straight line

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

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Notes to the financial statements – continued for the year ended 31 July 2022

2. OTHER TRADING ACTIVITIES

	2022 £	2021 £
Training and development workshops	**5,650**	1,451

3. INVESTMENT INCOME

	2022 £	2021 £
Deposit account interest	**-**	2

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022 £	2021 £
Depreciation - owned assets	**2,222**	1,979

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2022 nor for the year ended 31 July 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 July 2022 nor for the year ended 31 July 2021.

6. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2022	2021
Operations	**5**	6

No employees received emoluments in excess of £60,000.

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Notes to the financial statements – continued for the year ended 31 July 2022

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	2021 Total funds £
INCOME AND ENDOWMENTS FROM:	
Charitable activities	245,626
Other trading activities	1,451
Investment income	2
Total	247,079
EXPENDITURE ON:	
Charitable activities	232,066
Other	32,693
Total	264,759
NET INCOME / (EXPENDITURE)	(17,680)
RECONCILIATION OF FUNDS	
Total funds brought forward	406,239
TOTAL FUNDS CARRIED FORWARD	388,559

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Notes to the financial statements – continued for the year ended 31 July 2022

8. TANGIBLE FIXED ASSETS

	Office equipment £
COST	
At 1 August 2021	**8,367**
Additions	**3,156**
At 31 July 2022	**11,523**
DEPRECIATION	
At 1 August 2021	**4,901**
Charge for year	**2,222**
At 31 July 2022	**7,123**
NET BOOK VALUE	
At 31 July 2022	**4,400**
At 31 July 2021	3,466

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	**304,400**	-
Prepayments and accrued income	**4,457**	15,782
	308,857	15,782

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	**330**	6,650
Social security and other taxes	**3,144**	3,830
Other creditors	**4,627**	124
Pension creditor	**1,426**	16
Accruals and deferred income	**304,700**	14,250
Accrued expenses	**2,115**	1,740
	316,342	26,610

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Notes to the financial statements – continued for the year ended 31 July 2022

11. MOVEMENT IN FUNDS

	At 1.8.21 £	Net movement in funds £	At 31.7.22 £
Unrestricted funds			
General funds	**388,559**	**19,608**	**408,167**
TOTAL FUNDS	**388,559**	**19,608**	**408,167**

Net movement in funds, included in the above are as follows;

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	**277,484**	**(257,876)**	**19,608**
TOTAL FUNDS	**277,484**	**(257,876)**	**19,608**

Comparatives for movement in funds

	At 1.8.20 £	Net movement in funds £	At 31.7.21 £
Unrestricted funds			
General funds	**406,239**	**(17,680)**	**388,559**
TOTAL FUNDS	**406,239**	**(17,680)**	**388,559**

Net movement in funds, included in the above are as follows;

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	**247,079**	**(264,759)**	**(17,680)**
TOTAL FUNDS	**247,079**	**(264,759)**	**(17,680)**

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Notes to the financial statements – continued for the year ended 31 July 2022

11. MOVEMENT IN FUNDS – continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.20 £	Net movement in funds £	At 31.7.22 £
Unrestricted funds			
General funds	**406,239**	**1,928**	**408,167**
TOTAL FUNDS	**406,239**	**1,928**	**408,167**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	**524,563**	**(522,635)**	**1,928**
TOTAL FUNDS	**524,563**	**(522,635)**	**1,928**

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2022.

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Detailed statement of financial activities for the year ended 31 July 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Other trading activities		
Training and development workshops	**5,650**	1,451
Investment income		
Deposit account interest	**-**	2
Charitable activities		
Subscriptions	**271,834**	245,626
Total incoming resources	**277,484**	247,079

This page does not form part of the statutory financial statements

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Detailed statement of financial activities for the year ended 31 July 2022 - continued

	2022 £	2021 £
EXPENDITURE		
Charitable activities		
Wages	**126,750**	130,138
Social security	**5,135**	8,801
Pensions	**8,201**	8,723
Insurance	**4,975**	3,712
Telephone	**336**	324
Postage and stationery	**761**	104
Advertising	**8,882**	2,516
Sundries	**17**	12
Computer & internet expenses	**5,611**	9,190
HR expenses	**9,825**	-
Subscriptions	**4,658**	815
Rent	**22,830**	21,994
Bank charges	**105**	101
Travel & subsistence	**715**	-
Conference and speaker fees	**3,834**	3,962
Meeting expenses	**119**	-
Training	**10,805**	8,505
Bad debts	**(8,985)**	20,413
Legal & professional fees	**19,459**	10,834
Cleaning	**-**	82
Entertaining	**27**	58
Motor expenses	**243**	-
Depreciation of tangible fixed assets	**1,999**	1,782
	226,302	232,066
Support costs		
Governance costs		
Other governance costs	**25,143**	25,784
Accountancy and bookkeeping	**6,431**	6,909
	31,574	32,693
Total resources expended	**257,876**	264,759
NET INCOME / (EXPENDITURE)	**19,608**	(17,680)

This page does not form part of the statutory financial statements

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UKRIO

RESEARCH INTEGRITY OFFICE

Promoting integrity and high ethical standards in research
Providing confidential, independent and expert support

The UK Research Integrity Office (UKRIO) is an independent charity, offering support to the public, researchers and organisations to further good practice in academic, scientific and medical research. We pursue these aims through a multi-faceted approach:

- Education via our guidance publications on research practice, training activities and comprehensive events programme.
- Sharing best practice within the community by facilitating discussions about key issues, informing national and international initiatives, and working to improve research culture.
- Giving confidential expert guidance in response to requests for assistance.

Established in 2006, UKRIO is the UK's most experienced research integrity organisation and provides independent, expert and confidential support across all disciplines of research, from the arts and humanities to the life sciences. We cover all research sectors: higher education, the NHS, private sector organisations and charities. No other organisation in the UK has comparable expertise in providing such support in the field of research integrity.

UKRIO welcomes enquiries on any issues relating to the conduct of research, whether promoting good research practice, seeking help with a particular research project, responding to allegations of fraud and misconduct, or improving research culture and systems.

UK Research Integrity Office

Sussex Innovation Croydon, No. 1 Croydon, 12-16 Addiscombe Road, Croydon CR0 0XT
Tel.: +44 (0)20 3828 1325 Email: info@ukrio.org Web: www.ukrio.org
Registered Charity No: 1147061 Registered Company No: 7444269

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For the full list of UKRIO publications, visit www.ukrio.org

UK RESEARCH INTEGRITY OFFICE LIMITED

England & Wales - Charity number 1147061

Accounts

REGISTERED COMPANY NUMBER: 07444269 (England and Wales)
REGISTERED CHARITY NUMBER: 1147061

Report of the Trustees and

Unaudited Financial Statements for the Year Ended 31 July 2021

for

UK RESEARCH INTEGRITY OFFICE LTD

Plus Accounting
Chartered Accountants
Preston Park House
South Road
Brighton
East Sussex
BN1 6SB

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for the year ended 31 July 2021

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UK RESEARCH INTEGRITY OFFICE LTD

Reference and Administrative Details
for the year ended 31 July 2021

TRUSTEES	Professor I L Boyd Chair Dr J M Dally Professor S Harper C M Taylor O Qureshi Professor T Brown (appointed 20.4.21) M Standing (appointed 20.4.21)
REGISTERED OFFICE	Floor 11 No. 1 Croydon 12 - 16 Addiscombe Road Croydon CR0 0XT
REGISTERED COMPANY NUMBER	07444269 (England and Wales)
REGISTERED CHARITY NUMBER	1147061
INDEPENDENT EXAMINER	Plus Accounting Chartered Accountants Preston Park House South Road Brighton East Sussex BN1 6SB

Report of the Trustees
for the year ended 31 July 2021

The Trustees of the UK Research Integrity Office Limited (UKRIO) present their report for the year ended 31 July 2021.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019). Advantage has been taken of the exemptions contained therein for smaller charities which are not subject to a statutory audit.

CONSTITUTION

The organisation is a charitable company limited by guarantee, incorporated on 18 November 2010 and registered as a charity on 30 April 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

Trustees are elected at the Annual General Meeting for a term of three years, and between meetings may be co-opted by the Board until the next AGM. One third of the trustees must retire by rotation each year but may stand for re-election.

All new trustees have their duties and responsibilities fully explained to them and are given a copy of the Charity Commission's guidance, The Essential Trustee.

Trustees receive no remuneration other than reasonable expenses, the latter mainly for travel purposes when attending in-person meetings of the charity or representing UKRIO at meetings, events and external engagements.

OBJECTIVES AND ACTIVITIES

Policies and objectives

The objects of the charity are:

1. to promote for the public benefit good practice in the governance, management and conduct of medical, scientific and academic research, including the fields of medicine and healthcare, physical sciences, engineering, mathematics and computing, social sciences and social care, law, the arts and humanities, and related disciplines; and

2. to promote for the public benefit high ethical standards in the conduct of such research.

The aims of UKRIO are: to offer support to the public, researchers and organisations to further good practice in academic, scientific and medical research; to promote integrity and high ethical standards in such research; and to promote robust and fair methods to address poor practice and misconduct in such research. Our aims fully reflect the purposes that the charity was set up to further.

We pursue these aims across all disciplines of research, from the arts and humanities to the life sciences, and help all involved in research: researchers, research organisations and members of the public, including patients and research participants. UKRIO covers all research sectors: higher education, the NHS, private sector organisations and charities - wherever the research affects the public good.

OBJECTIVES AND ACTIVITIES

How our activities deliver public benefit

Our programme of work and who we help are described below. In accordance with our charitable purposes, all of our activities focus on promoting, supporting and safeguarding the integrity of academic, scientific and medical research, and the associated scholarly record, for the benefit of the public.

We address enquiries about research conduct and standards from members of the public, from academic institutions, public bodies such as NHS organisations, and charities. We cover research when the subject matter is a useful subject of study, the intent is that the knowledge acquired will be published and disseminated to others, and the research is conducted for the benefit of the public - i.e., in the public interest. While UKRIO does not deal with commercial matters relating to research, private sector bodies may use our services in relation to research which is conducted for the benefit of the public, particularly in collaborations with universities, the NHS or charities.

As a charity, our services are free of charge: UKRIO does not place barriers in the way of anyone with questions or concerns about the conduct of research. Our approach supports the UK's research community by improving the conduct of research and bringing concerns to the attention of appropriate organisations, such as employers, when they would otherwise remain unaware of them. Organisations involved in research can choose to subscribe to UKRIO and receive additional, long-term support and services but this is not a condition of receiving our help.

Integrity in research is essential: to safeguard high standards in research; to retain the public's trust; to enhance the UK's international reputation; and to ensure the safety and wellbeing of research participants. Since before UKRIO's inception, there has been growing scrutiny and discussion of the standards - regulatory or otherwise- for the conduct of research and whether these standards are being adhered to.

Breaches of these standards range from honest but avoidable errors ('sloppiness') and the inability to replicate research findings; through minor but deliberate transgressions ('questionable research practices'); to serious, intentional breaches of research practice, also known as research misconduct. UKRIO was set up to help safeguard and enhance integrity in research and to help address errors, questionable research practices and allegations of research misconduct.

Reflecting confidence in the services our charity provides, by 31 July 2021 105 research organisations were subscribing to UKRIO, including most of the Russell Group of universities. Both editions of The Concordat to Support Research Integrity, the UK's national policy statement on good research practice and a contractual condition of major research funders - were developed with the assistance of UKRIO and it recognises us as a key source of support for the research community.

The knowledge generated through research has become fundamentally important to society. It is used for making decisions that are crucial for public health, economic development and the general welfare of individuals and society. Significant public funds support research and researchers. Public trust in research and in researchers is based on the 'professional promise' that research will be honest, objective, accurate, legal, safe, ethical and efficient. To be worthy of the public's trust, research needs to fulfil that promise.

As well as this 'bigger picture', UKRIO always keeps in mind the need to support individual members of the public, whether from the research community or not, who have questions and concerns about the conduct of academic, scientific and medical research.

Who used and benefited from our services?

The users of UKRIO services are drawn from three groups: members of the public; individuals who conduct academic, scientific or medical research, or who work in related occupations or undertake studies in those fields as research students; and research organisations, including UKRIO subscribers and non-subscriber organisations.

Members of the public who used UKRIO's services included, but were not limited to, participants in research projects and patients. Enquiries from members of the public could often involve issues of a serious, sensitive or contentious nature, for example:

- When the enquirer, or a member of their family or a friend, was a participant in the research in question.
- When the research in question related to a medical condition of the enquirer, or that of a member of their family or a friend, or when the enquirer had some other personal interest in the research.

OBJECTIVES AND ACTIVITIES

- When the field of research was new, particularly specialised or the subject of considerable debate in the academic, scientific or medical communities.
- When the research in question dealt with emotive issues or had been the subject of public debate and concern.
- Allegations that persons involved in research were being harmed or were at risk of harm
- Improper use or storage of human tissue, materials or personal data.

Even when an enquiry involved relatively straightforward matters, members of the public could be nervous about seeking advice. We therefore took care to act with due sensitivity and courtesy at all times when responding to enquiries to our Advisory Service.

UKRIO also supported members of the public who work in academic, scientific or medical research. The researchers who used our services came from a wide variety of disciplinary backgrounds and career stages. They included research students, recently qualified professionals, those in charge of research teams, and senior managers or administrators. We also supported other members of the research community: for example, research governance officers and other specialists in research integrity; chairs and members of research ethics committees; human resources professionals; editors of academic journals; statisticians; and representatives of regulatory, funding or professional bodies.

We supported individuals who feared they would suffer detriment if they raised concerns about possible misconduct or breaches of accepted standards. This group included both individuals from the research community and members of the public.

Research organisations that used our services included higher education institutions, charities which conduct research, learned societies, professional bodies, NHS organisations, academic journals and bodies which award public or charitable funds to research. As noted above, UKRIO does not deal with purely commercial research but will respond to enquiries from private sector bodies in relation to research which is conducted for the benefit of the public.

As UKRIO does not have regulatory powers, it does not trespass on the remits of the statutory bodies which regulate certain types of research. However, we often work with them on issues of mutual interest.

OBJECTIVES AND ACTIVITIES

Review of activities

Advisory service: UKRIO provides independent, expert and confidential advice on the conduct of research, whether promoting good practice or addressing alleged poor practice and misconduct. Our aim is to encourage researchers, their institutions and related bodies to think more deeply, across all disciplines, about wider organisational and ethical issues underpinning the practice of research.

The service is free of charge and open to members of the public and the research community, including students, researchers and representatives and representatives of research organisations. The service covers all subject areas and gives advice on general issues as well as specific questions, research projects and cases.

Users of the service are informed of UKRIO's role, the confidentiality that we offer, the support we can provide and the limits of our remit. UKRIO does not have any regulatory powers; it exists to advise and assist those who seek its help. We are not a centre for legal advice, nor do we have a case investigation, oversight or adjudication role. Our representatives can participate in investigations of cases at the request of an employer, regulator or other appropriate body or person.

In the period 1 August 2020 to 31 July 2021, UKRIO responded to 85 formal requests for its assistance, as well as to numerous informal approaches. We believe that the fall in requests for advice received compared to previous years is a reflection of the pandemic situation at that time. We believe that the level of requests will increase again in the future.

We gave advice on a wide variety of issues, drawing on the considerable collective expertise of UKRIO's staff and volunteers to suggest appropriate ways forward. The issues brought to our attention covered a broad spectrum of concerns. The five most common issues were:

1. individuals and organisations seeking proactive support to sustain and enhance good research practice;
2. questions relating to integrity and ethics in the dissemination/publication of academic, scientific and medical research;
3. questions of research ethics, including the proper treatment of members of the public involved in research as participants and patients;
4. advising organisations how to investigate allegations of research misconduct in a fair, thorough, timely and transparent manner; and
5. helping individuals raise concerns about research misconduct with the appropriate organisation(s).

The most common single discipline of research involved in requests to UKRIO was health and biomedicine. It is clear that failures to meet accepted standards in health and biomedical research, whether due to human error or otherwise, have clear implications for the ethical and safe treatment of research participants and patients, for the integrity of the research on which medical professionals and the public rely, and for public health.

Continuing a trend from previous years, enquiries involving the social sciences formed the second most common single discipline involved in enquiries. As with health and biomedicine, it is essential to safeguard the wellbeing, dignity and rights of participants in social science research. In addition, breaches of good practice in social science research can not only be detrimental to those participants but also to the wider public, as data from this type of research is often drawn on by policy makers, social care professionals, charities and others.

More frequent than discipline-specific enquiries were those involving multiple subject areas. These related to multi-disciplinary research projects or to activities designed to cover all disciplines of research within a particular institution. Examples of the latter category include institutional systems for research integrity, ethics and governance or policies for research integrity and related topics published by funders or other bodies.

Publications and guidance: In the period under review, UKRIO published two major publications and a variety of smaller resources.

The COVID-19 pandemic has had considerable effects on how research is designed, funded, conducted, managed, monitored and disseminated. Accordingly, in October 2020 UKRIO published Checklist for research communities during the COVID-19 pandemic. This practical guidance helps researchers and others anticipate issues that may affect the integrity of their research and consider in advance how those issues might be addressed, including but not limited to research on COVID-19 and related topics. The Checklist is a publicly-available document and can be found at:

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In February 2021, UKRIO published a new edition of our primer on research integrity issues relating to animal use in research. The revised primer is intended to provide research ethics committees, research staff, and those in research support, research integrity or governance roles with an overview of issues that need to be considered to facilitate a robust approach to good practice in the context of research involving animals: https://ukrio.org/wp-content/uploads/UKRIO-Research-Integrity-A-primer-on-research-involving-animals-V2.0.pdf

Following the publication in April 2020 of Research Ethics Support and Review in Research Organisations and the excellent feedback received subsequently, UKRIO published the supplementary guidance Researcher Checklist of Ethics Applications for Research with Human Beings, available at https://ukrio.org/wp-content/uploads/Researcher-Checklist-of-Ethics-Applications-for-Research-with-Human-Beings.pdf

During the period under review, we have expanded the resources section on the charity's website (https://ukrio.org/research-integrity-resources/) to link to a wide range of third party materials on key aspects of good research practice, providing a hub of useful information for the research community. Topics covered include: academic image integrity; authorship; the General Data Protection Regulation and research integrity; open access and doctoral theses; predatory journals and publishers; pre-prints vs pre-proof/pre-press; questionable research practices; and research culture.

We have continued to advise research organisations (both UKRIO subscribers and non-subscribers) on the adoption or use of our other publications, such as our Code of Practice for Research, which researchers use as a guide to the standards of good practice and ethics applicable, and which organisations adopt or otherwise use to embed good practice in their research; and our Procedure for the Investigation of Misconduct in Research, which organisations use when addressing concerns about research conducted under their auspices.

Since their publication, our Code and Procedure have been recommended by major research organisations such as UK Research and Innovation, the national body responsible for funding research, and adopted or otherwise used by more than 50 universities. They have also proved a valuable resource to individuals with queries or concerns about research practice. To that extent, the standards adopted by UKRIO represent a national consensus on best practice in research and also strongly reflect the international consensus.

We have also supported individuals who wished to use our guidance publications. For example, we have advised researchers on how to apply our guidance on authorship in academic publications or internet-mediated research to their work, the latter particularly relevant during the pandemic situation, since many in-person research methodologies are now being conducted via virtual means.

Education, training and development of systems: UKRIO recognised early on that the knowledge generated by our unique role in the UK research community was too valuable to be kept within our organisation. While the appeals for our help and our response must remain confidential, we share the issues and solutions identified in our advisory work through our other activities. In the period under review, we regularly worked with research organisations to deliver training on research integrity or to help them establish their own, in-house programmes. The aim has been to provide in-depth and long-term support to help improve standards of research practice, research governance and research ethics in these institutions.

Training was delivered at 14 research organisations during the period under review, all through virtual means. Topics included: introductory courses for research students and new staff about the responsible conduct of research; similar introductory sessions conducted as part of organisational conferences on research; raising awareness of the importance of a healthy research culture; and sessions focussing on particular aspects of good research practice, such as publication ethics and authorship or investigating allegations of research misconduct.

The charity has continued its specialist training for chairs and members of institutional research ethics committees (see https://ukrio.org/our-work/education-and-training/ for details of course content). The training has seen considerable uptake, with 11 courses delivered August 2020-July 2021, and have generated very positive feedback. These courses have also been delivered through virtual means.

OBJECTIVES AND ACTIVITIES

Virtual events programme: UKRIO has continued its extensive programme of free virtual events to support the research community. A key element of this was our ongoing series of regular webinars on research integrity and related issues, which led up to our virtual annual conference in May 2021. Meanwhile, our subscriber institutions were supported by a series of virtual roundtables on key topics.

Webinars: For two hours, speakers from UKRIO and invited experts explore topics of interest to the research community, with the webinars open to all and free to attend. Slides and recordings from webinars are made available on UKRIO's website as a resource for the research community and the public, with the recordings also available on UKRIO's YouTube channel:

https://www.youtube.com/channel/UCmcttrB7LkjHhNQYvN8XQcQ/videos

In the period under review, the charity held the following webinars:

- Research Ethics - 5 August 2020
- Consent - 9 September 2020
- Clinical Trials - 14 October 2020
- Data Sharing and Ethics - 11 November 2020
- Research Culture - 9 December 2020
- Good research practice from the publishers' perspective - 20 January 2021
- Research Involving Animals - 24 February 2021
- An Introduction to Research Integrity - 21 April 2021
- Recognising & Rewarding Responsible Research Practice - 21 July 2021

The webinars have consistently received excellent feedback, not only from UKRIO subscriber institutions but also from the wider research community. Their content, format and free and accessible nature have all been very well-received, with each webinar attracting several hundred attendees. Our April 2021 webinar, An Introduction to Research Integrity, saw over 600 sign-ups, our highest amount for a webinar to date.

Annual conference: UKRIO's eighth annual conference took place Wednesday 19 and Thursday 20 May 2021. Building on the successes of our monthly research integrity webinars, we took our 2021 conference entirely online and explored research integrity under the theme of 'good research practice in a changing world'. The conference was opened by Dame Ottoline Leyser, Chief Executive of UK Research and Innovation.

Over 1040 individuals registered to the conference from 60 countries around the world. 80% of registrations came from the UK. We also saw 37 registrations from Ireland, 21 from US, 13 from China, 10 from Australia. An additional 60 registrations came from Europe including France, Germany and Greece. Post-event analysis explored where attendees heard about the event: over 300 registrations were generated by UKRIO mailings, a further 400 registrations came in via 'word of mouth' - mostly via circulated UKRIO mailings - with the remainder via social media such as Twitter or Linkedin, or via Eventbrite's search engine.

In total we saw 685 individuals join the conference live, with the majority of those attendees attending on both days. Feedback shows that the event proved to be very popular amongst attendees and speakers. The general theme worked well and allowed for the team to explore a number of topics under the research integrity umbrella, and allowed us to work with a diverse group of speakers. The event schedule was carefully thought through from start to end to ensure similar topics were clustered together, and timings considered with precision ensured the audience could easily engage with key elements throughout both days.

Slides and recordings from the event can be viewed at https://ukrio.org/events/annual-conference/2021-annual-conference/

Virtual roundtables: in the period under review, UKRIO began its programme of virtual roundtables exploring key issues in research integrity. Recognising the need to inform and support conversations and initiatives about good research practice, our virtual roundtables are facilitated, wide-ranging discussions between peers under the Chatham House Rule. These invitation-only events for representatives of UKRIO subscriber institutions allow research integrity professionals and researchers to discuss the issues that matter to them, seek advice from UKRIO and develop good working relationships with their peers in other organisations.

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Roundtables were held in December 2020 and in March, April and July 2021. The number of attendees for each event was kept to a maximum of 20, to ensure that each attendee had the opportunity to contribute significantly to discussions. A common theme of each roundtable was the topic "Research integrity: life under lockdown", with each attendee being able to: discuss challenges of supporting good research practice at their institution; share successes and significant developments, to inform the work of their peers; and get views and support from UKRIO and other attendees on any issues that they and/or colleagues were facing at their organisation.

Our charity received extremely positive feedback on this new type of event and we will be continuing them in the future. The discussions at our virtual roundtables not only enrich and benefit those who attended, but also inform the wider work of UKRIO.

Policy work and outreach: UKRIO continues its extensive contribution to national discussions on research integrity and the development of initiatives to support and sustain good research practice. We use our unique experience, expertise and data to inform these processes, to help ensure the promotion of high-quality research and the protection of research participants and patients.

During the period under review, the House of Commons Science and Technology Committee announced an inquiry into reproducibility and research integrity. This inquiry follows previous ones by the Committee and UKRIO will submit evidence to inform its work and subsequent national conversations and policy on research integrity.

UKRIO continues to collaborate with the Concordat Signatories Group to support The Concordat to Support Research Integrity and our Chief Executive continues in his Observer role on the 'Group.
As part of its work, the Signatories Group hold a national research integrity forum each year. In 2021, UKRIO hosted the forum as part of our annual conference in May 2021, supporting this important initiative for the benefit of the wider research community.

UKRIO continues to fund the UK Reproducibility Network, a peer-led group to improve the reliability and robustness of research (see https://www.ukrn.org/ for further information on its role and remit). UKRIO is supporting UKRN for its first three years, as part of our aim to support and enhance the quality of UK research.

During the period under review, UKRIO joined the Animal Materials Working Group (AMWG). The acquisition and use of animal materials is a wide-reaching subject area posing a number of legal, ethical and practical challenges. The Animal Materials Working Group (AMWG) has been established to address the challenges that are currently faced in carrying out legal and ethical review of the sourcing of this type of material, to work to set standards and guidelines to facilitate these activities, and enable a consistent, transparent and collaborative approach in meeting these challenges.

This initiative is being led by the Wellcome Sanger Institute. NC3Rs, the Natural History Museum, ARMA, UKRI BBSRC and several of UKRIO's subscribing institutions are members of this group. UKRIO was involved in collating resource materials and disseminated the final published guidance document via the UKRIO website. This work supplements the charity's existing work on the use of animals in research and will support not only STEM subjects but also arts and humanities research where animals and animal-derived materials are used.

UKRIO contributes to the national and international promotion of integrity in research. This involves discussion of our work at conferences and other events, giving lectures and case study workshops, as well as articles in academic journals and in the press. As part of our ongoing dissemination programme, representatives of UKRIO have spoken at a variety of events in the UK during the period under review.

International: As misconduct in research does not respect international boundaries, our charity participates in discussions and initiatives to support good governance of research led by international organisations. UKRIO has continued its membership of the European Network of Research Integrity Offices (ENRIO), sharing lessons learned from our work in the UK and drawing on the considerable expertise of ENRIO's member organisations in sustaining research integrity and addressing poor practice.

We have also shared good practice in research integrity from other countries, by showcasing speakers from outside the UK at our various events. For example, the African Research Integrity Network and the European Commission-funded VIRT2UE Train-the-Trainer Programme both held sessions at our 2021 annual conference.

OBJECTIVES AND ACTIVITIES

While our focus will always remain on the UK, UKRIO has continued its associate membership scheme for non-UK research organisations that wish to engage our support.

FINANCIAL REVIEW

Financial Review

In the period 1 August 2020 - 31 July 2021, UKRIO continued its work to attract and register new subscriber institutions, its principal source of income despite the difficult financial conditions created by the Covid pandemic. By the end of July 2021, 105 research organisations were subscribers to UKRIO, a small increase of 1 since the end of July 2020. The majority of 'research intensive' universities in the UK, those with the highest proportion of research activity and research income, now subscribe to UKRIO.

During the 12-month period to 31 July 2021 UKRIO recorded £247,079 of incoming resources, £245,626 of which was subscriptions income. During this period there was resources expended of £264,759 which results in a deficit of £17,680 for the period. With an opening funds balance of £406,239 at 1 August 2020 the closing funds balance is £388,559 at the balance sheet date. This performance is as was expected for the period.

The charity's financial position, such as the closing funds balance, is partly associated with projected additional expenditure in the next financial year to facilitate improved services, including on staff, who were recruited towards the end of the recruiting year, and on an online training course being developed for UKRIO subscriber institutions. Funds accrued by the charity will be expended in pursuit of its charitable objectives, save for a small strategic reserve (see 'Reserves Policy', below).

As noted earlier, in order to support the increase in demand for the charity's services and to further develop UKIO's work programme, including resources offered to subscribers, the number of staff were increased at the end of the period from 2 to 4.5 (FTE) members of staff, with a significant increase in salary costs (from £85k to £145k) being reflected in the financial year to July 2021.

During the 12-month period to 31 July 2021 UKRIO also embarked on a number of initiatives to enhance the service and benefits provided to subscribers, the most notable of which was the development of an online training course with a budgeted cost of £157k which will be reflected in the financial accounts over the two years to July 2022.

Investment policy and objectives

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent in the short term. Accordingly, at present there are no funds for long term investment. When circumstances change, UKRIO will develop and implement an appropriate and ethical investment policy.

Reserves policy

It has been agreed it is appropriate for UKRIO to maintain strategic reserves sufficient to support unavoidable operating costs of UKRIO (primarily staff salaries and office accommodation) for a period of between 3 and 6 months. The strategic reserve must consist of unrestricted funds.

FUTURE DEVELOPMENTS

UKRIO will continue its existing programme of work to support the public, the research community and our subscribers. We will explore and, where appropriate, develop and introduce new services for members of the public, researchers, subscribers and others. Amongst those planned for the next 12 months are:

- Ensure ongoing growth and improvement of the organisation in support of its charitable objectives, identifying resource requirements and efficiencies to help better achieve its goals.

- Engage external experts to undertake a review of the charity's strategy for the next five years, drawing on the perspectives of the Trustees, the Advisory Council, staff, volunteers, and, via surveys, interviews and other means, the research community.

- Continue to adjust the work programme to reflect the changing priorities of the charity's service users since the onset of the pandemic and associated infection control measures, to ensure that services remain relevant to their needs.

- Share best practice within the research community by facilitating discussions about key issues, informing national and international initiatives, and working to improve research culture.

- Assist the UK research community in implementing the new requirements of the revised The Concordat to Support Research Integrity, to enhance the integrity of UK research and help maintain public trust in research.

- Continue the development of our training materials and training programme for researchers and research organisations, including our new programme of training for research ethics committees. Develop an online training course for research integrity in partnership with a UK research organisation.

- Maintaining good relationships between UKRIO subscribers and the charity, while also raising awareness of the functions and objectives of UKRIO with a wider audience.

- Strengthening relationships with related organisations such as UK Research and Innovation, the Concordat Signatories Group, the Association of Research Managers and Administrators, the European Network of Research Integrity Organisations, and developing links with other key stakeholders.

- Ensure continuity of service provision while complying with health advice from Public Health England (PHE) and the Government and safeguarding the wellbeing of staff, volunteers and service users.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure and decision making

UKRIO consists of four elements:

- **The Board of Trustees** directs and oversees the strategy and programme of work of UKRIO. It also has responsibility for matters of organisational administration and the management of the Office staff. The trustees are also directors of the limited company.

- **The Advisory Council** consists of the Trustees of UKRIO and other members selected for their expertise in research integrity and related issues, as well as independent and lay members. Its function is to advise on the strategy and programme of work of UKRIO.

  Formal decisions are taken by the Board of Trustees, since the Advisory Council has no formal authority over the charity, but are made after advice from the Advisory Council and reported to them.

  The Advisory Council includes Members from the research community as well as independent and lay members. Collectively the Advisory Council possesses significant expertise in the promotion of research integrity and in addressing poor practice and misconduct. Advisory Council Members hold no legal responsibility for the organisation: they are neither trustees of the charity nor directors of the limited company.

- **The Register of Advisers** provides an expert resource of volunteers which UKRIO draws upon when responding to enquiries on issues of research conduct. Advisers may be researchers, from any academic discipline, or be active in related occupations. Recognising their broad experience in research matters, Advisers also give feedback on the wider work of UKRIO on request and are given the opportunity to contribute to other elements of the programme of work. Advisers hold no legal responsibility for the organisation.

- **The Office team** is employed by the charity to provide administrative, policy, research and technical support to the Trustees and to carry out UKRIO's programme of work of the project under their direction**.**

The Trustees, Members of the Advisory Council and members of the Register of Advisers are not employees of UKRIO and give their time to the organisation pro bono. Appropriate insurances have been procured to cover Trustees, members of the Advisory Council and members of the Register of Advisers acting on behalf of UKRIO.

Staffing: During the period under review, the staff complement of the charity was as follows: 1 x Chief Executive; 1 x Communications and Information Officer (part-time); 1 x Events Officer (part-time) who left during the period; 1 x Operations Manager (part-time), 2 x Project Officer (part-time), one of whom left during the period under review and 1 x Senior Project Officer (part-time).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustees of UKRIO have a responsibility for the management of risks. A review of the major risks to the work of UKRIO has been undertaken through which the risks have been identified, reviewed and processes put in place to mitigate and manage the risks. The Trustees acknowledge that risk management is not a one-off event but is an integral part of the operation of the charity. All Trustees, staff and volunteers have a role to play in the process of identifying and managing risks.

The principal risks to UKRIO and its programme of work, and their mitigation, are as follows:

- **Litigation arising from advice, guidance or recommendations provided by UKRIO regarding the conduct of research:** full insurance cover for professional indemnity is provided at UKRIO's expense for the staff of UKRIO and for volunteers (including the trustees, members of the Advisory Council and members of the Register of Advisers) acting on behalf of UKRIO.

  The risk is graded as low-medium given that UKRIO:

  - Does not have a role in investigating alleged research misconduct, overseeing such investigations or otherwise adjudicating on allegations of misconduct.
  - Does not impose sanctions on those against whom such allegations are upheld or other who might be regarded as having breached its recommended guidance.
  - Does not act as an advocate for those seeking its advice or act as a mediator
  - Is not a centre for legal advice.

  The role and remit of UKRIO is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/). Service users are also provided with information on UKRIO's approach to personal data and other confidential information.

- **Reputational risk arising from:**
  - person(s) or organisation(s) being dissatisfied with advice, guidance or recommendations provided by UKRIO regarding the conduct of research;

  The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

  - Ensuring that advice, guidance and recommendations from UKRIO are of a high quality and informed by multiple perspectives.
  - UKRIO does not have a role in investigating alleged research misconduct, overseeing such investigations or otherwise adjudicating on allegations of misconduct.
  - UKRIO does not impose sanctions on those against whom such allegations are upheld or other who might be regarded as having breached its recommended guidance.
  - UKRIO does not act as an advocate for those seeking its advice or act as a mediator.
  - UKRIO is not a centre for legal advice.
  - The role and remit of UKRIO is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/).

STRUCTURE, GOVERNANCE AND MANAGEMENT

- UKRIO reserves the right to disclose details of its advice and correspondence if that advice/ correspondence is later misrepresented by the person(s) or organisation(s) who received it. This is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/).

- Negative publicity concerning UKRIO staff or volunteers, or concerning comments made by them;

The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

- UKRIO's staff and volunteers (including the Trustees, members of the Advisory Council and members of the Register of Advisers) are expected to carry out any activities on behalf of the charity in a professional manner and with integrity. This is set out in the various codes of conduct which apply to these persons, e.g. employment contracts, the Code of Conduct for members of the Register of Advisers (http://ukrio.org/wp-content/uploads/UKRIO-Code-of-Conduct-for-UKRIO-Advisers-revised-May-2017.pdf) and the charity's Protocol for Responding to Requests for Assistance (https://ukrio.org/wp-content/uploads/UKRIO-Protocol-for-responding-to-requests-for-assistance-revised-May-2017.pdf). It includes declaring actual or perceived competing interests, with procedures for addressing actual or perceived competing interests set out in the charity's internal protocols (e.g., Code of Conduct for members of the Register of Advisers and the Protocol for Responding to Requests for Assistance).

- All public statements made by UKRIO, including responses to media enquiries etc., are issued from the charity's office rather than on an ad hoc basis by individual members of staff or volunteers.

- UKRIO applies the following confidentiality provisions to those seeking its advice. This is explained to anyone seeking advice from the charity; for example, via emails acknowledging requests for assistance and the enquiry submission form on UKRIO's website (http://www.ukrio.org/get-advice-from-ukrio/).
  "UKRIO will keep a confidential record of any requests for assistance and all subsequent discussions. No other parties will be informed without your consent, unless clear evidence of criminal activity has been presented, there is an immediate need to involve others to prevent further risk or harm to people, animals or the environment, or we are otherwise under a legal obligation to do so. We also reserve the right to disclose details of our advice and correspondence if that advice is later misrepresented by you."

- The charity's Privacy Policy can be viewed at http://ukrio.org/privacy-and-cookies/ (with a PDF version also available) and its Confidentiality Policy at http://ukrio.org/confidentiality-policy/ (PDF version also available).

- Wider criticism regarding research integrity in the UK, the UK research community or research integrity on a global scale:

The risk is graded as medium; however, UKRIO takes ongoing action to mitigate against it, for example:

- UKRIO has publicly stated, since its inception, that it does not believe there is any room for complacency or a 'job done' attitude regarding the integrity and ethical standards of research, whether in the UK or internationally. This is inherent in our vision and values, our programme of work, and our many public statements on research integrity. Accordingly, the charity is well-placed to respond to wider criticism regarding research integrity in the UK, the UK research community or research integrity on a global scale.

- **Loss of subscription income:** UKRIO regularly reviews subscription income to ensure it is providing value for subscribers, that subscriptions are in line with expectations of research organisations and that any changes ensure broadly the same income year on year. This policy is carried out by the Chief Executive working with the Chair and the other Trustees.

STRUCTURE, GOVERNANCE AND MANAGEMENT

- **Loss of data:** data relating to UKRIO's business and financial affairs, and to its programme of work are retained at the UKRIO office in the form of hard copy documents and computer files, and on a secure cloud data storage system. The UKRIO office is lockable, has an alarm system, and is located in an office building (No. 1 Croydon) with good security (lockable, alarm systems, access via key card, staffed reception desk during business hours and security patrols outside of business hours). Human resources and financial records are held off-site in the Sussex Innovation Centre (SINC) with good security (lockable, alarm systems, access via key card, staffed reception desk during business hours and external security patrols outside of business hours).

  Hard copy documents are kept in locked cabinets.

  Computer files: all UKRIO-owned desktop computers, laptop computers and portable memory devices are encrypted and require a password to decrypt the contents. UKRIO-owned computers are further password-protected, with each user given a unique password. Users are allowed access to folders and files which are relevant to their work and are given 'administrator' rights only when required by their duties. Files which contain information deemed to be particularly sensitive are password-protected; those relating to UKRIO's Advisory Service are anonymised wherever possible.

  Cloud storage systems are provided by reputable providers, meeting industry standards for security, encryption and backing up of data. Access to the cloud storage is password-protected, with each user given a unique password. Backed-up data is held securely off-site and in encrypted form.

  Human resources, payroll and accounts payable information: these functions are carried out on behalf of UKRIO by staff of SINC. Information relating to these functions is held in the SINC office in the form of hard copy documents and computer files, and to a similar standard as above.

  Accordingly, the risk of loss of irrecoverable data is regarded as low-to-medium.

- **Health and safety:** UKRIO has established policies and processes to ensure sufficient control of the health and safety risks arising from the charity's work. UKRIO is a small, office-based organisation. Staff activities relate to office work and do not include manual work, handling of hazardous substances or operation of plant/ equipment. Health and safety policies and processes are reviewed periodically and appropriate instruction given to staff and any others who may work in the office. Accordingly, risk relating to health and safety is regarded as low.

- **Data protection:** UKRIO offers confidential advice on potentially contentious issues. Accordingly, it has a clear policy on data protection and confidentiality, and it reviews its record-keeping processes regularly. UKRIO explains to service users through a variety of means - such as the contact forms on our website - how it handles personal data and other confidential information. Service users are also provided with information on our role and remit. UKRIO revised its data protection processes and policies in light of the introduction of the General Data Protection Regulation in May 2018. The charity's Privacy Policy can be viewed at http://ukrio.org/privacy-and-cookies/ (with a PDF version also available) and its Confidentiality Policy at http://ukrio.org/confidentiality-policy/ (PDF version also available). UKRIO is registered with the Information Commissioner's Office in accordance with the Data Protection Act and complies with the requirements of GDPR.

- **Physical assets:** UKRIO has no significant physical assets.

- **Funding policy:** UKRIO developed a funding policy, available on our website at https://ukrio.org/about-us/our-funding/ , to ensure that external funding cannot divert UKRIO from its agreed aims and values. Donations to UKRIO do not entitle any individual or organisation to decision-making authority. No individual funding source should be of a magnitude that would allow the donor to exercise control or compromise in any significant way the independence of UKRIO.

  Accordingly, UKRIO's funders do not determine who we help or how we help them. UKRIO does not share confidential information on its work - for example, who has sought our advice, what their concerns were or how we assisted them - with the organisations that support us.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Given that whether organisations should accept funding from the pharmaceutical industry has been the subject of public debate, UKRIO also published a statement setting out its position on this matter: https://ukrio.org/about-us/our-funding/pharmaceutical-funding/

RESPONSE TO CORONAVIRUS/ COVID-19

The COVID-19 pandemic is an extremely challenging situation, posing significant risks to human health and wellbeing, and causing considerable disruption to society.

During the period under review, UKRIO followed advice from the UK Government, Public Health England and related bodies when responding to the pandemic and related issues. At all times, the charity was mindful of the health and wellbeing of our staff, volunteers and service users; as well as the legal and ethical responsibilities of the charity.

Oversight/ decision-making: key strategic decisions were made by Trustees in consultation with the Chief Executive, while key operational decisions were made by the Chief Executive in consultation with the Chair on behalf of the Trustees. Other operational decisions were made by the Chief Executive, with the Trustees given regular updates and opportunities to review such decisions.

The Chair and Chief Executive discussed the implications of coronavirus/COVID19 on UKRIO on a regular basis, with regular updates to the Trustees. The Chief Executive updated staff on the impact of coronavirus/COVID19 on UKRIO on a regular basis, with a strong focus on staff health/ wellbeing and an 'open door' policy allowing staff to raise any problems or concerns either openly or privately, as they prefer.

Premises/ hybrid working: UKRIO's premises were closed from March to September 2020. In September 2020, in line with public health advice, the premises were reopened and appropriate hygiene and social distancing measures put in place. Staff were then given the option to undertake a hybrid model of home- and office-based working if they desired. During subsequent periods where working from home was recommended or mandated by public health advice/ the Government, UKRIO's premises were closed and all staff worked from home. UKRIO volunteers do not normally work from the charity's premises; however, the premises have also been closed to them. UKRIO's landlords (Sussex Innovation Croydon) and the building's owners (No.1 Croydon) maintained security and essential maintenance/ facilities support during all periods of our premises being closed.

Finances: the charity's payroll, accounts payable and related functions were carried out by the Accounts team of the Sussex Innovation Centre. The Accounts team had full access to all necessary software, records, etc.

Work programme: UKRIO has operated its business effectively and adapted its activities in response to the pandemic situation and the changing needs of service users (see below for further details).

Conference and events: all UKRIO events were conducted virtually, including the 2021 annual conference, and the charity continued its series of free, monthly research integrity webinars (see below for further details).

Communications: regular updates have been given via UKRIO's website, social media, emails to subscriber institutions and other service users, and to partner organisations.

Approved by order of the board of trustees on **31 March 2022** and signed on its behalf by:



.....
Professor I L Boyd - Trustee

Independent Examiner's Report to the Trustees of UK Research Integrity Office Ltd

Independent examiner's report to the trustees of UK Research Integrity Office Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2021.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



Mr C Morey
FCA
Plus Accounting
Chartered Accountants
Preston Park House
South Road
Brighton
East Sussex
BN1 6SB

Date: 12 April 2022

UK RESEARCH INTEGRITY OFFICE LTD

Statement of Financial Activities
for the year ended 31 July 2021

	Notes	**2021 Unrestricted fund £**	2020 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitiable activities			
		245,626	241,207
Other trading activities	2	**1,451**	28,593
Investment income	3	**2**	5
Total		**247,079**	269,805
EXPENDITURE ON			
Charitable activities			
Charitiable activities			
		232,066	134,917
Other		**32,693**	-
Total		**264,759**	134,917
NET INCOME/(EXPENDITURE)		**(17,680)**	134,888
RECONCILIATION OF FUNDS			
Total funds brought forward		**406,239**	271,351
TOTAL FUNDS CARRIED FORWARD		**388,559**	406,239

The notes form part of these financial statements

Balance Sheet
31 July 2021

	Notes	2021 Unrestricted fund £	2020 Total funds £
FIXED ASSETS			
Tangible assets	8	**3,466**	5,445
CURRENT ASSETS			
Debtors	9	**15,782**	72,420
Cash at bank		**395,921**	340,329
		411,703	412,749
CREDITORS			
Amounts falling due within one year	10	**(26,610)**	(11,955)
NET CURRENT ASSETS		**385,093**	400,794
TOTAL ASSETS LESS CURRENT LIABILITIES		**388,559**	406,239
NET ASSETS		**388,559**	406,239
FUNDS	11		
Unrestricted funds		**388,559**	406,239
TOTAL FUNDS		**388,559**	406,239

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on **31 March 2022** and were signed on its behalf by:



.....
I L Boyd - Trustee

The notes form part of these financial statements

Notes to the Financial Statements
for the year ended 31 July 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements have been prepared under the historical cost convention and in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Company status
The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

Income
All incoming resources are included in the Statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Expenditure
All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment - 3 years straight line

Fund accounting
General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

2. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Consultancy	**-**	13,411
Training and development workshops	**1,451**	1,199
Grants	**-**	13,983
	1,451	28,593

continued...

3. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	2	5

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation - owned assets	1,979	495

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2021 nor for the year ended 31 July 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 July 2021 nor for the year ended 31 July 2020.

6. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2021	2020
Operations	6	3

No employees received emoluments in excess of £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund
	£
INCOME AND ENDOWMENTS FROM	
Charitable activities	
Charitiable activities	241,207
Other trading activities	28,593
Investment income	5
Total	269,805
EXPENDITURE ON	
Charitable activities	
Charitiable activities	134,917
NET INCOME	134,888

continued...

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
RECONCILIATION OF FUNDS	
Total funds brought forward	271,351
TOTAL FUNDS CARRIED FORWARD	406,239

8. TANGIBLE FIXED ASSETS

	Office equipment £
COST	
At 1 August 2020 and 31 July 2021	**8,367**
DEPRECIATION	
At 1 August 2020	**2,922**
Charge for year	**1,979**
At 31 July 2021	**4,901**
NET BOOK VALUE	
At 31 July 2021	**3,466**
At 31 July 2020	5,445

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	**-**	57,727
Prepayments and accrued income	**15,782**	14,693
	15,782	72,420

continued...

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	**6,650**	3,104
Social security and other taxes	**3,830**	1,567
Other creditors	**124**	644
Pension creditor	**16**	-
Accruals and deferred income	**14,250**	5,200
Accrued expenses	**1,740**	1,440
	26,610	11,955

11. MOVEMENT IN FUNDS

	At 1.8.20	Net movement in funds	At 31.7.21
	£	£	£
Unrestricted funds			
General fund	**406,239**	**(17,680)**	**388,559**
TOTAL FUNDS	**406,239**	**(17,680)**	**388,559**

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	**247,079**	**(264,759)**	**(17,680)**
TOTAL FUNDS	**247,079**	**(264,759)**	**(17,680)**

Comparatives for movement in funds

	At 1.8.19	Net movement in funds	At 31.7.20
	£	£	£
Unrestricted funds			
General fund	271,351	134,888	406,239
TOTAL FUNDS	271,351	134,888	406,239

continued...

11. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	269,805	(134,917)	134,888
TOTAL FUNDS	269,805	(134,917)	134,888

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.19 £	Net movement in funds £	At 31.7.21 £
Unrestricted funds			
General fund	271,351	117,208	388,559
TOTAL FUNDS	271,351	117,208	388,559

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	516,884	(399,676)	117,208
TOTAL FUNDS	516,884	(399,676)	117,208

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2021.

Detailed Statement of Financial Activities
for the year ended 31 July 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Other trading activities		
Consultancy	**-**	13,411
Training and development workshops	**1,451**	1,199
Grants	**-**	13,983
	1,451	28,593
Investment income		
Deposit account interest	**2**	5
Charitable activities		
Subscriptions	**245,626**	241,207
Total incoming resources	**247,079**	269,805
EXPENDITURE		
Charitable activities		
Wages	**130,138**	73,841
Social security	**8,801**	2,700
Pensions	**8,723**	5,560
Insurance	**3,712**	4,106
Telephone	**324**	386
Postage and stationery	**104**	367
Advertising	**2,516**	2,301
Sundries	**12**	36
Computer & internet expenses	**9,190**	5,089
Subscriptions	**815**	9,799
Rent	**21,994**	19,337
Bank charges	**101**	83
Travel & subsistence	**-**	1,866
Conference and speaker fees	**3,962**	1,299
Meeting expenses	**-**	2,000
Training	**8,505**	19,124
Bad debts	**20,413**	(40,993)
Legal & professional fees	**10,834**	5,994
Cleaning	**82**	-
Entertaining	**58**	-
Depreciation of tangible fixed assets	**1,782**	445
	232,066	113,340
Support costs		
Governance costs		
Other governance costs	**25,784**	12,589
Carried forward	**25,784**	12,589

Detailed Statement of Financial Activities
for the year ended 31 July 2021

	2021	2020
	£	£
Governance costs		
Brought forward	**25,784**	12,589
Accountancy and bookkeeping	**6,909**	8,988
	32,693	21,577
Total resources expended	**264,759**	134,917
Net (expenditure)/income	**(17,680)**	134,888