

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

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# 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 Nāthke  
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 Hedgethorpe Limited  
Preston Park House, South  
Road, Brighton, East Sussex,  
BN1 6SB

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# Introduction from our Chair

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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,

A handwritten signature in black ink that reads "Ian Boyd".

Sir Ian Boyd  
Board Chair



# Introduction from our CEO

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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,

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

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.

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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

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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.

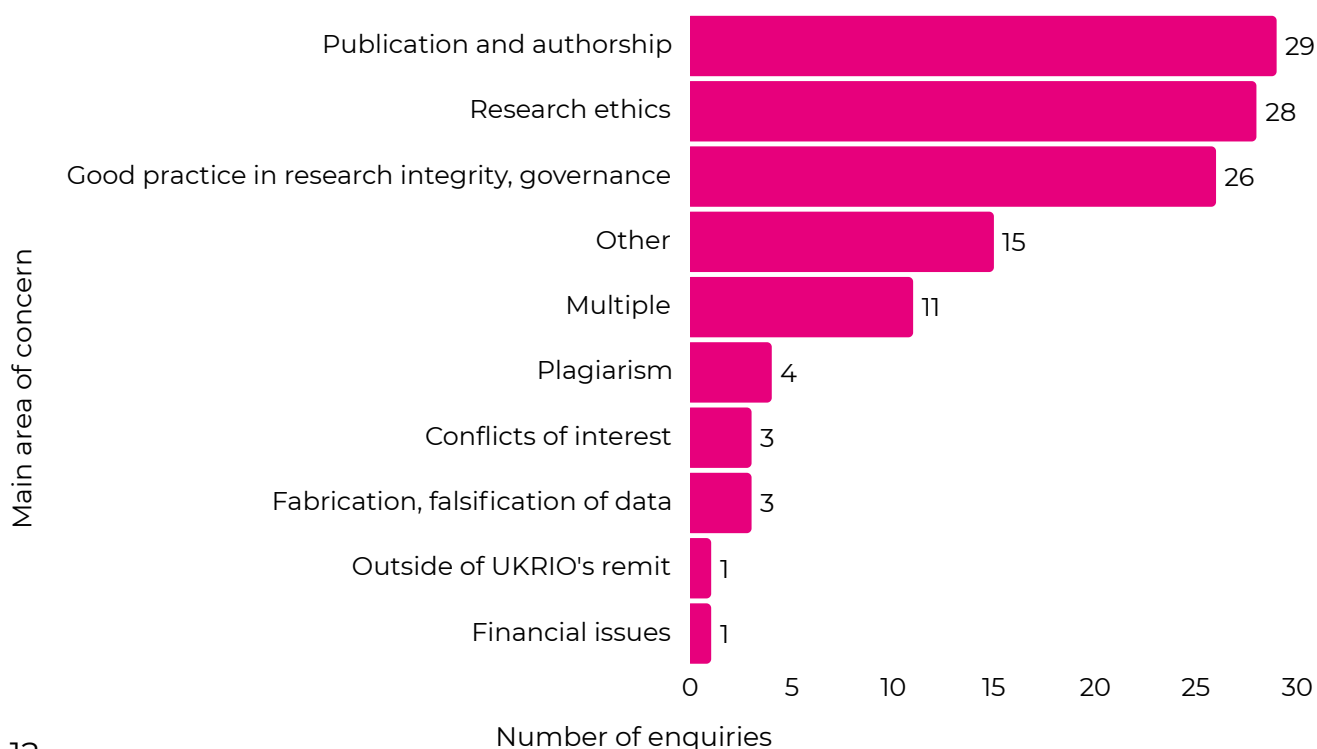
Every year, the charity fields enquiries from every sector of UK research, as well as from other countries, on topics ranging from fabrication and falsification of data to research ethics, publication and authorship issues and matters of research governance.

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.

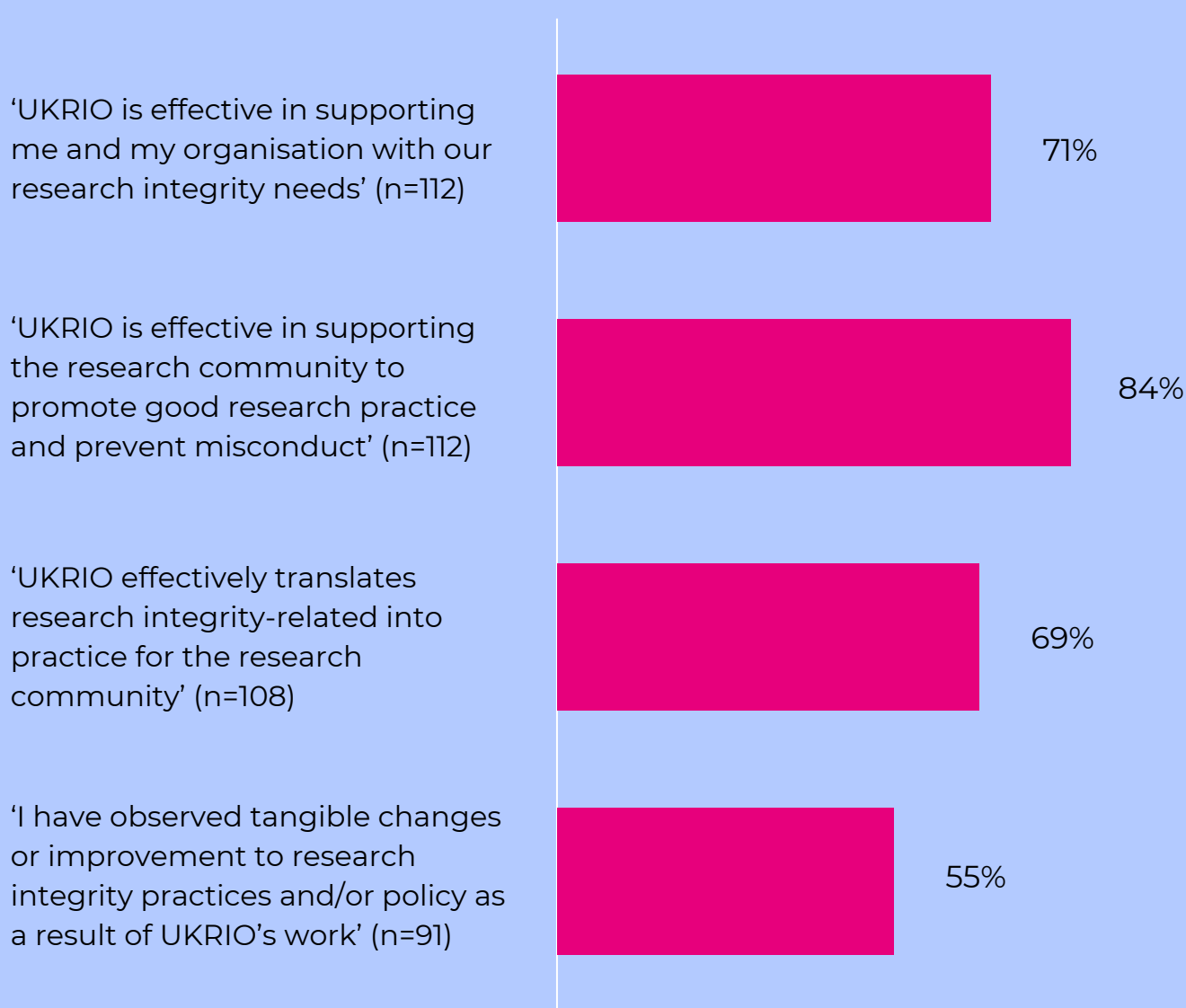
The report states that without changes to how research and researchers are evaluated, it will be hard to make substantive progress on issues such as Questionable Research Practices (QRPs), falsification, fabrication and plagiarism. It notes that care must be taken with improvement measures to ensure 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



■ % strongly agreeing or agreeing  
(Excludes 'I don't know' responses)

# 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

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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	<ul style="list-style-type: none"> <li>Advocate and provide guidance on shifting to systems and language that destigmatise and normalise raising concerns about research misconduct</li> <li>Clarify data protection considerations involved in sharing data during investigations</li> <li>Revise Procedure for the Investigation of Misconduct in Research to be a universal template</li> </ul>	<ul style="list-style-type: none"> <li>Organisations are better equipped to navigate the complexities of research misconduct investigations</li> <li>Researchers feel empowered to raise concerns early and with a lower risk of stigmatisation</li> <li>Involved parties have a greater confidence in organisational processes to report and address research misconduct</li> </ul>
Artificial intelligence	<ul style="list-style-type: none"> <li>Convene a roundtable to discuss the integrity opportunities and challenges arising from the use of AI in research</li> <li>Create a toolkit providing practical guidance for researchers to utilise AI with integrity</li> <li>Publish practical guidance on AI and research integrity, informed by engagement with key stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Organisations and researchers have a better understanding of current and emerging challenges and opportunities relating to AI in research</li> <li>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</li> <li>Researchers understand how to apply principles of research integrity to projects which involve AI</li> </ul>
Authorship disputes	<ul style="list-style-type: none"> <li>Hold stakeholder workshops to collaboratively develop strategies to foster good authorship practice</li> <li>Provide guidance and model procedures to support research organisations anticipate, mitigate and resolve authorship challenges</li> <li>Develop and share template authorship agreement to act as a preventative measure</li> </ul>	<ul style="list-style-type: none"> <li>Research organisations and researchers have greater understanding of good practice in authorship and are equipped with practical tools to prevent and resolve disputes</li> <li>Improved organisational systems for supporting good authorship practices</li> <li>Greater synergies between organisational, publisher and funder systems relating to good authorship practices</li> </ul>
Research culture	<ul style="list-style-type: none"> <li>Produce practical tools to support researchers at every level to embody the values of a positive research culture</li> <li>Publish guidance for senior leaders to improve research culture</li> <li>Advise organisations on how to embed best practice in research policies, systems, environment and culture</li> </ul>	<ul style="list-style-type: none"> <li>Researchers have a greater understanding of research culture and have practical tools to help improve their research environment</li> <li>Senior leaders are equipped to implement constructive measures to safeguard and enhance research culture</li> <li>Organisations feel more confident that their research systems, policies, environment and culture promote high quality and ethical research</li> </ul>

# Financial statements

Statement of Financial Activities for the year ended 31 July 2024

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

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

## Balance sheet

### 31 July 2024

	Notes	2024 Unrestricted fund £	2023 Total funds £
<b>FIXED ASSETS:</b>			
Intangible assets	10	7,821	-
Tangible assets	11	1,582	2,390
<b>TOTAL</b>		<b>9,403</b>	2,390
<b>CURRENT ASSETS:</b>			
Debtors	12	393,679	230,548
Cash at bank		485,821	597,384
<b>TOTAL</b>		<b>879,500</b>	827,932
<b>CREDITORS:</b> 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 Hedgethorpe 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 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(102,134)	187,185
Net cash (used in)/provided by operating activities		(102,134)	187,185
<b>Cash flows from investing activities</b>			
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)

<b>Change in cash and cash equivalents in the reporting period</b>	<b>(111,563)</b>	186,132
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>597,384</b>	411,252
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>485,821</b>	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 £
<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	<b>24,688</b>	(70,331)
<b>Adjustments for:</b>		
Depreciation charges	<b>1,601</b>	3,063
Loss on disposal of fixed assets	<b>815</b>	-
(Increase)/decrease in debtors	<b>(163,131)</b>	78,309
Increase in creditors	<b>33,893</b>	176,144
<b>Net cash (used in)/provided by operations</b>	<b>(102,134)</b>	187,185

## 2. ANALYSIS OF CHANGES IN NET FUNDS

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

## 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	-
<b>Total</b>	<b>33,156</b>	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
<b>Total</b>	<b>60,646</b>

## 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
<b>Total</b>	<b>281,638</b>	<b>215,624</b>

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 £
<b>INCOME AND ENDOWMENTS FROM</b>	
<b>Charitable activities</b>	
Charitable activities	317,479
Other trading activities	27,352
<b>Total</b>	<b>344,831</b>

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

10. INTANGIBLE FIXED ASSETS	
	Development costs £
<b>COST</b>	
Additions	<b>7,821</b>
<b>NET BOOK VALUE</b>	
At 31 July 2024	<b>7,821</b>
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
<b>Total</b>	<b>393,679</b>	<b>230,548</b>

## 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
<b>Total</b>	<b>526,379</b>	<b>492,486</b>

## 14. MOVEMENT IN FUNDS

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

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

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

## Comparatives for movement in funds

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

<b>TOTAL FUNDS</b>	<b>408,167</b>	<b>(70,331)</b>	<b>337,836</b>
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Comparative net movement in funds, included in the above are as follows:

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

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 £
<b>Unrestricted funds</b>			
General fund	<b>408,167</b>	<b>(45,643)</b>	<b>362,524</b>
<b>TOTAL FUNDS</b>	<b>408,167</b>	<b>(45,643)</b>	<b>362,524</b>

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 £
-------------------------	-------------------------	------------------------

<b>Unrestricted funds</b>			
General fund	855,242	(900,885)	(45,643)
<b>TOTAL FUNDS</b>	<b>855,242</b>	<b>(900,885)</b>	<b>(45,643)</b>

## 15. RELATED PARTY DISCLOSURES

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

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.



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## Contact us

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