



**ANNUAL REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

SOCIETY OF EVIDENCE BASED POLICING

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

A Murray
B Linton
L Linton
S Ruda
C Fiennes (appointed 23rd September 2025)

Charity Registered Number

1163505

Address

International House
101 King's Cross Road
London
WC1X 9LP

SOCIETY OF EVIDENCE BASED POLICING

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SOCIETY OF EVIDENCE BASED POLICING

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

Objectives and activities

The aims of The Society of Evidence Based Policing (The Society) are to use, produce and communicate the best available research evidence to improve policing and the service offered to communities.

Membership of The Society is open to anybody.

The Society now pursues these aims through five strands of activity:

1. **Adding value to members** – We provide meaningful professional development opportunities for members by curating evidence, tools, and learning resources. Our regional, national, and international conferences remain central platforms for dissemination of practical, applied knowledge through presentations, seminars, and panel discussions. These events also offer rich opportunities for networking between police practitioners, academics, and “pracademics,” and for showcasing innovation from across policing.
2. **Reaching and growing new communities** – We continue to expand beyond our traditional membership base, engaging not only police officers and staff but also researchers, policy professionals, third-sector organisations, and international partners. Regional representatives act as ambassadors, connecting local practice with national and global evidence, and supporting colleagues in evaluating and improving their work.
3. **Communicating evidence with impact** – Our newsletters, social media, website and webinars deliver evidence directly to practitioners and decision-makers. We amplify good practice and advocate for evidence-based approaches in policing debates, public forums, and through direct engagement with police forces and partner organisations.
4. **Collaborating for change** – We work in partnership with institutions such as the College of Policing, the Youth Endowment Fund, universities, and international SEBP chapters. These collaborations strengthen the production, communication, and uptake of evidence, while positioning SEBP as a trusted voice in discussions on crime reduction, prevention and policing reform.
5. **Sustaining ourselves through evidence-based practice** – As a charity, SEBP seeks to be evidence-based in its own governance and operations. We aim to grow as a sustainable organisation by diversifying income, investing in our Member Hub, and ensuring our structures, staffing and decision-making processes are guided by data and evidence of what works.

Policing has the opportunity to transform the lives of individuals and communities by pursuing justice, preventing crime, and promoting safety. The best way to achieve this, we argue, is to be evidence-based – where the impact of policing is understood, measured, and improved.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

Public Benefit

Our Trustees are aware of the Charity Commission's guidance on public benefit. As the work of the charity and the funds it raises are entirely dedicated to the advancement of evidence-based policing, the Trustees are of the view the charity meets the public benefit test criteria.

Achievements and performance

The year to March 2025 marked a turning point for The Society, with the appointment of our first paid Chief Operating Officer (COO) in August 2024 funded through a grant from the Youth Endowment Fund. This was the start of a new phase of professionalisation and delivery against our five-year strategy.

Key achievements in the period included:

1. **Membership growth** – SEBP membership increased significantly, reaching almost 7,000 members by March 2025. This demonstrates growing appetite among practitioners, academics and partners for evidence-based approaches in policing.
2. **National conference** – In September 2024, SEBP held a highly successful national conference in Cambridge, co-hosted with partners including the Youth Endowment Fund and CGI. More than 200 delegates attended, including international participants, with overwhelmingly positive feedback about its professional value.
3. **Local and regional engagement** – We supported and collaborated with local SEBP teams to deliver conferences in Devon, Sheffield, and Durham, engaging a wide variety of audiences including Police Constable Degree Apprentices and specialist policing units.
4. **'Easier Said Than Done' webinar series** – We launched this new webinar series focused on implementation of evidence-based practice. Sessions covered interventions such as deferred prosecution, Project Vigilant, focused deterrence, and hotspot policing. The series attracted strong audiences and generated new content for our digital platforms.
5. **Outreach and presentations** – SEBP contributed to multiple external events across the UK, raising awareness of evidence-based policing in policing, policy and academic settings.
6. **Communications and digital platforms** – We invested in upgrading our digital presence. A redesigned website was launched, and in March 2025 we created the SEBP Members' Hub, an online space providing curated resources, training materials, and recordings of events for members.
7. **Publications and newsletters** – Our monthly newsletter continued to grow in reach and influence, providing members with accessible summaries of new research and evidence-based practice.
8. **Five-year strategy and Theory of Change** – Working with the Youth Endowment Fund, The Society developed a theory of change and five-year strategy, which now guides our programmes of work and provides a framework for measuring impact.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Together these achievements reflect The Society's transition into a sustainable and evidence-based charity, while retaining the grassroots spirit of volunteerism that has characterised its growth to date.

Financial review

The Society secured funding from the Youth Endowment Foundation (YEF) under a grant agreement during the year, totalling £168,000 to support The Society's activities over an eighteen-month period to February 2026. This funding is primarily to enable The Society to appoint a COO to drive the development and delivery of a new five-year strategy of growth and expand its scope of activities and events offered to members.

The Society's annual conference held in September 2024 was in partnership with the University of Cambridge and raised income from tickets sales totalling £10,500 and £40,000 in partner sponsorship. The total cost of provision of the conference was £21,219, giving a surplus of £29,281 carried forward to allow funding of future events and other overheads.

In addition, YEF funding allowed The Society to hold two further free regional events costing £6,420.

The Society has one paid member of staff, its COO; the other committee members consist of unpaid volunteers.

Our expenditure for the year primarily consists of the staff costs associated with it the COO and the provision of its annual conference and other local events. Support costs incurred relate to provision of the mailing list and the website.

The Society's total income increased from £32,723 in 2024 to £237,896 in 2025, which has allowed the charity to significantly expand its scope of operations and move into a phase of growth which is expected to continue over the next five years. This is reflected in the increase in charitable expenditure from £24,935 in 2024 to £75,832 in 2025, primarily through the delivery of outreach events.

Fundraising Costs Policy

The Society currently does not spend any funds on fundraising.

Reserves Policy

The trustees believe that The Society should hold financial reserves as it does not receive any statutory funding and therefore is dependent on donations and grants and the success of its annual conference to continue in operation.

As at 31 March 2025, the level of unrestricted reserves are £78,518, which the trustees believe is sufficient for the charity to continue in operation at its current level of activity for at least the next 12 months.

Going Concern

The trustees have reviewed the charity's financial position, reserves, and future plans, and consider that there are no material uncertainties about the charity's ability to continue as a going concern.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The trustees are satisfied that the charity has adequate resources to continue in operational existence for the foreseeable future and therefore continue to adopt the going concern basis in preparing the financial statements.

Structure, governance and management

Governing Documents

The Society of Evidence Based Policing is a charity constituted under a Memorandum of Association, and is a registered charity numbered 1163505. The management of the charity is the responsibility of its trustees who are elected under the terms of the Memorandum and Articles of Association.

Appointment of Trustees

New trustees are nominated and appointed by the board of trustees and a minimum of three trustees is maintained at any one time. The Board regularly reviews its composition to ensure it has the appropriate balance of skills, experience, and diversity to meet the charity's needs. All prospective trustees are provided with information about the charity's aims, governance, and responsibilities, and are invited to meet with current trustees before appointment.

Management and Organisation

The Society is managed by its trustees, who delegate authority for day-to-day operations to its Operations Committee lead by the Chief Operating Officer, and supported by various regional representatives from across the UK.

Reference and administrative details

The trustees who served during the year and up to the date of signature of the financial statements were:

N Kerr (resigned 25th July 2024)
B Linton
L Linton
A Murray
S Ruda
C Fiennes (appointed 23rd September 2025)

The trustees' report was approved by the Board of Trustees on 18th November 2025.

Simon Ruda
.....

S Ruda

Chair

Jan 11, 2026
Dated:

SOCIETY OF EVIDENCE BASED POLICING

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2025



**Charlton
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Report to the trustees/ members of	Society of Evidence Based Policing		
On accounts for the year ended	31 st March 2025	Charity no.	1163505

I report to the trustees on my examination of the accounts of the above charity ("Society of Evidence Based Policing") for the year ended 31st March 2025.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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

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.

Signed: *A. Walters*

Date: 3rd December 2025

Name: Adam Walters BFP ACA

Company: Charlton Baker (Bath) Limited

Address: 1 North Parade Passage, Bath, BA1 1NX



Devizes | Pewsey | Trowbridge | Bath

Incorporated in England and Wales | Company Number: 07179787
Registered Office: 7-7c Snuff Street, Devizes, Wiltshire, SN10 1DU
Charlton Baker (Bath) Limited is part of the Charlton Baker Group and is a separate trading entity



Licensed by the Institute of Chartered Accountants in England and Wales to carry out the reserved legal activity of non-contentious probate in England and Wales.

SOCIETY OF EVIDENCE BASED POLICING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds	Restricted funds	Total 2025	Total 2024
<u>Income from:</u>					
Donations		341	3,000	3,341	20
Grants		-	168,000	168,000	-
Events		66,555	-	66,555	32,703
Total income		66,896	171,000	237,896	32,723
<u>Expenditure on:</u>					
Charitable activities	2	(19,452)	(73,083)	(92,535)	(25,735)
Operating surplus/(deficit)		47,444	97,917	145,361	6,988
Interest received		-	-	-	-
Net (outgoing) /incoming resources		47,444	97,917	145,361	6,988
Fund balance at 1 April 2024		31,074	5,000	36,074	29,086
Fund balances at 31 March 2025		78,518	102,917	181,435	36,074

SOCIETY OF EVIDENCE BASED POLICING

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	£	2025 £	£	2024 £
Fixed Assets	5			1,135	-
Current Assets					
Debtors	6		126,897		5,268
Cash at bank and in hand			53,878		32,170
			<hr/>		<hr/>
			180,775		37,438
Creditors: amounts falling due within one year	7		(475)		(1,364)
				180,300	36,074
				<hr/>	<hr/>
Net assets			181,435		36,074
			<hr/>		<hr/>
Income funds					
Restricted funds	8		102,917		5,000
Unrestricted funds			78,518		31,074
			<hr/>		<hr/>
			181,435		36,074
			<hr/>		<hr/>

The accounts were approved by the Trustees on 18th November 2025 and authorised for issue:

Simon Ruda

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S Ruda
Trustee

Dated: Jan 11, 2026
.....

Lewis Linton

.....

L Linton
Trustee (Treasurer)

Dated: Jan 11, 2026
.....

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

The Society of Evidence Based Policing is a charity registered in England and Wales. The contact address is International House, 101 King's Cross Road, London, WC1X 9LP.

1.1 Accounting convention

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies are set out below.

1.2 Going concern

As discussed in note 10, the charity was converted into a Charitable Incorporated Organisation (CIO) post year end. As the overall charitable objects and aims are unchanged the trustees consider this a continuation of the same organisation with a change to the underlying legal form only.

All the existing charity's assets and liabilities will be transferred into the new CIO and therefore at the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2025**

1.5 Incoming resources (cont.)

Grant income is recognised in the Statement of Financial Activities (SoFA) when the charity has entitlement to the funds, the amount can be measured reliably, and it is probable that the income will be received.

Where grants are received for specific purposes (restricted funds), income is recognised when the charity has entitlement under the terms of the grant agreement. Income is deferred only when the grant conditions specify that the funding must be used in a future accounting period or where the charity has not yet met the conditions for entitlement.

Grants that are given to fund specific projects or activities are accounted for as restricted income. Grants that are not subject to specific conditions are treated as unrestricted income.

1.6 Resources expended

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.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual value over their useful lives on the following bases:

Computer equipment	33% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in the statement of financial activities.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated to determine the extent of the impairment loss (if any).

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Expenditure on charitable activities

		Events	Member Support	Total 2025	Total 2024
		£	£	£	£
Staff costs		20,552	8,221	28,772	-
Charitable expenditure		42,848	4,212	47,060	24,935
		<u>63,400</u>	<u>12,433</u>	<u>75,832</u>	<u>24,935</u>
Support costs	3	14,775	1,452	16,228	504
Governance costs	3	432	43	475	296
		<u>78,607</u>	<u>13,928</u>	<u>92,535</u>	<u>25,735</u>
Analysis by funds					
Unrestricted funds		18,843	609	19,452	
Restricted funds		59,765	13,318	73,083	
		<u>78,607</u>	<u>13,928</u>	<u>92,535</u>	
For the year ended 31 March 2024					
Unrestricted funds		24,231	1,504		25,735
Restricted funds		-	-		-
		<u>24,231</u>	<u>1,504</u>		<u>25,735</u>

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

3 Support Costs

	Support costs	Governance costs	Total 2025	Total 2024
	£	£	£	£
Staff costs	12,331	-	12,331	-
Advertising & promotion	35	-	35	-
Audit & accountancy fees	224	475	699	453
Bank charges	9	-	9	23
Legal & professional	180	-	180	-
Compliance fees				70
Depreciation	378	-	378	-
Exchange losses	-	-	-	96
IT/website costs	2,480	-	2,480	158
Subscriptions	397	-	397	-
Travelling & subsistence	84	-	84	-
	16,228	475	16,703	800

4 Employees

The average monthly number of employees during the year was:

2025	2024
-	-

The charity had no members of staff directly employed by the organisation in the year (2024: nil).

During the year the charity indirectly employed 1 member of staff (2024: nil) as part of a grant funding agreement with Police Foundation, the costs for which totalled £41,103 and are included in staff costs reported in notes 2 and 3. Had this member of staff been directly employed by The Society the average number of employee would have been 1 (2024: nil).

No member of staff received total employee benefits exceeding £60,000 in the year (2024: nil).

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Tangible fixed assets

	Computer equipment
Cost	
At 1 April 2024	-
Additions	1,513
At 31 March 2025	<u>1,513</u>
Depreciation	
At 1 April 2024	-
Depreciation charged in the year	378
At 31 March 2025	<u>378</u>
Carrying amount	
At 1 April 2024	<u>-</u>
At 31 March 2025	<u>1,135</u>

6 Debtors

	2025	2024
Prepayments	-	5,268
Accrued income	126,897	-
	<u>126,897</u>	<u>5,268</u>

Accrued income represents amounts due under the YEF grant funding agreement to which the charity is entitled, but where funds have not yet been received.

7 Creditors: amounts falling due within one year

	2025	2024
Accruals	475	375
Other creditors	-	990
	<u>475</u>	<u>1,365</u>

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Funds

	Balance at 1 April 2024 £	Incoming Resources £	Expended Resources £	Transfers £	Balance at 31 March 2025 £
Restricted funds:					
Development Project	5,000	-	-	-	5,000
YEF Grant	-	168,000	(73,083)	-	97,917
Donation in kind	-	3,000	(3,000)	-	-
Total restricted funds	5,000	171,000	(73,083)	-	102,917
Designated funds:					
Development Project	10,000	-	-	-	10,000
Unrestricted funds	21,074	66,896	(19,452)	-	68,518
Total unrestricted funds	31,074	66,896	(19,452)	-	78,518
Total funds	36,074	237,896	(92,535)	-	181,435

Development Project

Funds have been received to support The Society in developing itself and the range of services offered in order to support its charitable aims. The trustees have designated additional funds to support this project.

YEF Grant

Grant funding was received in 2024 to support the Charity's long-term strategy through the recruitment of a Chief Operating Officer and to expand its range of activities in the provision of outreach events and member services.

SOCIETY OF EVIDENCE BASED POLICING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Related party transactions

Key management personnel consist of the Chief Operating Officer.

The remuneration of key management personnel is as follows:

	2025 £	2024 £
Aggregate compensation	41,103	-

The trustees did not receive any remuneration or benefits for their services in the year.
(2024: No trustees received any remuneration or benefits)

During the year a member of key management donated services valued at £3,000. This was recognised as a donation-in-kind and recorded at the market value of the services donation. No remuneration or benefits were provided in return.

The cost of attendance for three trustees to the annual conference in September 2024 was covered by the Charity, totalling £450. (2024: The cost of attendance for three trustees to the annual conference in November 2023 was covered by the Charity, totalling £660.)

There are no other transactions with related parties in the year. (2024: No other transactions with related parties.)

10 Events after the reporting period

In November 2025 the trustees approved the conversion of the charity's legal structure from unincorporated charity to a Charitable Incorporated Organisation (CIO). The new CIO replicates the existing charitable aims and objectives of the existing charity. Approval was received from the Charity Commission in December 2025. Following this all of the assets and liabilities of the unincorporated charity will be transferred into the new CIO.