



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day	Month	Year		Day	Month	Year
	1	12	2024		30	11	2025

Section A Reference and administration details

Charity name	The Soulsby Foundation for One Health
Other names charity is known by	previously The Soulsby Foundation
Registered charity number (if any)	1174783
Charity's principal address	12 Aynsley Court
	Sandwich
	Postcode CT13 9DU

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Dr Judy MacArthur Clark	Chair	Whole period	
2	Mr Babulal Sethia	Hon Treasurer	Whole period	Royal Society of Medicine
3	Professor David Heymann		Whole period	Royal Society for Tropical Medicine & Hygiene
4	Professor Kris Murray		Whole period	
5	Dr Gabrielle Laing		Whole period	
6	Prof John Amuasi		Whole period	
7	Dr Lian Thomas		Whole period	
8	Professor James Wood		Whole period	Royal College of Veterinary Surgeons
9	Professor Stuart Reid		Whole period	
10	Professor Vivek Kapur		Whole period	

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Legal Adviser	Martyn Robinson	Hewitson's, 42 Newmarket Rd, Cambridge, CB5 8EP
Website adviser	Millie Green	Millie Green Creative, Brighton, Sussex

Name of chief executive or names of senior staff members (Optional information)

None

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	CIO
Trustee selection methods (eg. appointed by, elected by)	Open advertisement and/or recommendations by Board members and others. Final selection by the full Board. In addition, one trustee may be nominated by each of the Royal College of Veterinary Surgeons (RCVS), the Royal Society of Medicine (RSM) and the Royal Society for Tropical Medicine & Hygiene (RSTMH) in accordance with the Constitution. Each nomination requires approval of the Board.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees.
- the charity's organisational structure and any wider network with which the charity works.
- relationship with any related parties.
- trustees' consideration of major risks and the system and procedures to manage them.

The Soulsby Foundation for One Health (SFOH) awards prestigious fellowships to early-career researchers with exceptional potential to become future leaders in One Health. Each fellowship (£5,000-£15,000) supports an impactful international project addressing challenges at the human-animal-environment interface. Fellows receive mentorship from Board members and join a Community of Soulsby Fellows providing peer support throughout their careers.

Eligibility for consideration for a Fellowship has been expanded geographically to include affiliation to a relevant academic institution anywhere in the world. Fellows must hold a qualification in a relevant discipline which may include, but is not limited to, veterinary and human medicine as well as ecology and environmental sciences, social sciences, and economics.

A total of 29 Fellows have now been supported since 2018. Alumni are progressing to significant leadership positions: advising governments in East Africa on emerging infectious diseases, leading WHO initiatives, and shaping One Health policy in multiple countries – see Annex C. Total fellowship funding since programme inception now exceeds £275K.

The Foundation is formally connected with the RCVS, the RSM and the RSTMH with each organisation having a nominee on the Board.

The fellowship programme continues to achieve its objectives. However, evidence gathered over seven years - particularly from our September 2025 alumni survey where 89% identified leadership development for implementation as their greatest need - has prompted a strategic review.

SFOH has paused recruitment of new Fellows in 2026 while we evaluate how best to address the critical gap our Fellows have identified: they

possess technical knowledge but lack skills for cross-sector coordination. We will continue to support all 29 existing Fellows through mentorship and the Community of Soulsby Fellows as their careers develop.

The daughter of Lord Soulsby continues to be a Patron of the charity and Lord Trees of the Ross, one of the founding trustees, has been our second Patron since December 2021.

A formal system to identify any Conflict of Interest in relation to any of the Foundation's work, including awarding Fellowships, has been put in place and is described on the website.

The Finance sub-committee is chaired by the Hon. Treasurer with two other Trustees and terms of reference have been agreed. An anti-bribery policy has been developed and a system for internal reporting of suspicions has been agreed.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

The objects of the CIO are, for the public benefit, the advancement of science and public health, in particular by promoting research, education, healthcare delivery and advocacy around the connections between animal and human health and the environment.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Soulsby Fellowships:

Soulsby Fellows are required to produce a report of their Fellowship project, and encouraged to make this a public report, either as an oral presentation or a poster at a relevant conference, or as an openly published scientific paper or report.

The Trustees have regard to the guidance issued by the Charity Commission on public benefit in selecting Soulsby Fellows.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

The Board has published the following on its website to ensure its policy on grant making is transparent:

- The definition of One Health applied by the Trustees in considering applications for Fellowships.
- Criteria for Fellowships and the process for applying.

Both these documents have been updated during 2023-24 and the revised versions were published on the website in Summer 2024.

- The process followed by the Trustees in selecting Fellows from applications received - this was reviewed and amended during 2023 to minimise the potential for bias.
- The Foundation's Conflict of Interest Policy; and
- A full list of the Trustees with brief bios - all serve in a voluntary capacity.

The Board has agreed that expenses of Board members will be reimbursed only exceptionally in order to maximise our impact in the field of One Health through the donations and grants we receive.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

- **Soulsby Fellowships:**

In 2025, SFOH awarded three fellowships from a record 85 applications (up from 78 in 2024), demonstrating continued growth in programme reach and reputation. All three 2025 Fellows have commenced their projects and joined the Community of Soulsby Fellows. Applications came from 28 countries, including strong representation from sub-Saharan Africa and South America.

All previous Fellows have either completed their projects or are actively pursuing their projects and providing regular reports to the Trustees.

- **Strategic Review:**

The 2025-26 strategic review is exploring a potential pivot toward executive leadership training for exceptional mid-career individuals who need to acquire skills in cross-sectoral effective working in One Health. This would represent an evolution from developing individual researchers to building system-wide leadership capacity.

Section E

Financial review

Brief statement of the charity's policy on reserves

The Foundation's policy is to hold all its funds in its regular bank accounts with HSBC. At any time, the current and savings accounts will hold sufficient funds to cover anticipated expenses over a 3-to-6-month period. The remainder of our capital funds are deposited into Money Market Accounts to benefit from good interest rates. Generally, MMA accounts guaranteeing a rate for four months have been the most attractive.

Details of any funds materially in deficit

The Foundation does not have any funds materially in deficit.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The Foundation's initial funding in July 2016 was through a £100K legacy donated by Lord Soulsby. Since achieving charitable status in September 2017, the Trustees have sought additional donations, mainly from friends and colleagues of Lord Soulsby. This has added about £85K to the total.

In 2019, we were awarded a grant from the Alborada Trust of £125K over five years (2020-24). During 2024, based on the number of high-quality applications we have received and the robust selection process we have in place, the Alborada grant was renewed to provide £25K per year (£125K total) over the next five years (2025-29).

Section F

Other optional information

None.

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Judy MacArthur Clark

Position (eg Secretary, Chair, etc)

Chair

Date

04/05/2026



CHARITY COMMISSION
FOR ENGLAND AND WALES

THE SOULSBY FOUNDATION

No (if any)

CC16a


Receipts and payments accounts

For the period from	Period start date	To	Period end date
	12.01.2024		11.30.2025

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
CONTRIBUTIONS TO CAPITAL(SMALL DONATIONS)	-	-	-	-	200
CONTRIBUTIONS TO CAPITAL(RECURRING DONATIONS)	28,000	-	-	28,000	28,000
TRANSFER FROM INVESTMENT ACCOUNT	-	-	-	-	-
INTEREST EARNED	4,925	-	-	4,925	3,084
RETURN OF UNSPENT FELLOWSHIP GRANTS	-	-	-	-	-
AUTHORS LICENCE FEE (ACLS)	151	-	-	151	152
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	33,076	-	-	33,076	31,436
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	33,076	-	-	33,076	31,436
A3 Payments					
FELLOWSHIP GRANTS AWARDED	34,493	-	-	34,493	23,685
EXPENSES-WEBSITE LICENCE	276	-	-	276	261
EXPENSES-DESIGN COST	65	-	-	65	81
EXPENSES-FOREIGN EXCHANGE	124	-	-	124	98
EXPENSES-TRUSTEES	-	-	-	-	-
EXPENSES-ADMINISTRATION COSTS	1,000	-	-	1,000	1,200
EXPENSES-BANK FEES	79	-	-	79	61
SUBSCRIPTIONS ETC	30	-	-	30	-
	-	-	-	-	-
Sub total	36,067	-	-	36,067	25,386
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	36,067	-	-	36,067	25,386
Net of receipts/(payments)	- 2,991	-	-	- 2,991	6,050
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	130,928	-	-	130,928	124,878
Cash funds this year end	127,937	-	-	127,937	130,928

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	HSBC Checking account balance	244	-	-
	HSBC savings/investment account balance	27,693	-	-
	HSBC Money Market Account balance	100,000	-	-
	Total cash funds	127,937	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	GRANT PAYMENTS OUTSTANDING 2020&21	Grant Awards	13,383	
	GRANT PAYMENTS OUTSTANDING 2022	Grant Awards	4,163	
	GRANT PAYMENTS OUTSTANDING 2024	Grant Awards	19,297	
	GRANT PAYMENTS OUTSTANDING 2025	Grant Awards	20,550	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		J A MacArthur Clark	04/05/2026	



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

THE SOULSBY FOUNDATION

**On accounts for the year
ended**

30 NOVEMBER 2025

**Charity no
(if any)**

1174783

Set out on pages

1-2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **30 / 11 / 2025**.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, 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 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:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

Date:

05/01/2026

Name:

David Mountford

**Relevant professional
qualification(s) or body
(if any):**

Address:

Old Rectory

Fakenham Magna

Thetford IP24 2QX

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.