

RSB Trustees Report

Financial year 2024-2025



THE ROYAL SOCIETY OF BIOLOGY

TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

Charity registered number: 277981

THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025
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**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2025**

The Council of the Society, being the Trustees of the charity, present their report and audited financial statements for the year ended 30 September 2025.

Reference and Administrative information

Charity Name: The Royal Society of Biology
Charity registration number: 277981
Address: 10 Queen Street Place, London EC4R 1AG

Members of Council during the period 1 October 2024 to 30 September 2025

Officers of Council

Professor Sir Ian Boyd	President
Dr Louise Leong	Honorary Treasurer
Professor Claire Wates	Honorary Secretary (to May 2025)
Mr Paul Gemmill	Honorary Secretary (from May 2025)

College of Individual Members

Professor Louise Cosby	Chair of the College
Dr Jacqui Piner	
Mr Alastair Land	
Mrs Lucy Hudson	Re-elected for a second term May 2025

College of Organisational Members

Professor Patricia Kuwabara	Chair of the College
Dr Suzy Moody	(to May 2025)
Dr Helen Watson	
Professor Tim Coulson	(from May 2025)
Professor Kalai Mathee	(from May 2025)

Appointed by Council

Professor Dame Melanie Welham	
Professor Hilary MacQueen	(to May 2025)
Professor Stefan Przyborski	
Professor Jeremy Pritchard	(from May 2025)
Mr Neil Burton	

**THE ROYAL SOCIETY OF BIOLOGY
OFFICERS AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2025**

Senior Staff

Dr Doug Brown

Chief Executive (from 1 September 2025)

Dr Mark Downs

Chief Executive (to 31 August 2025 and supported handover until 30 September 2025)

Mr Mark Leach

Director, Membership Services & Events

Mr Paul Trimmer

Director, Accreditation & Professional Affairs

Ms Susie Rabin

Director, Communications & Public Affairs

Dr Arianne Matlin

Director, Policy & Publications

External Auditor

HaysMac LLP

10 Queen Street Place

Statutory Auditors

London

EC4R 1AG

Bankers

HSBC Bank plc

95 Gloucester Road

South Kensington

London

SW7 4SS

CAF Bank

Kings Hill

West Malling

Kent

ME19 4TA

Solicitor

Payne Hicks Beach

10 New Square

Lincolns Inn

London

WC2A 3QG

Year in numbers

2024-2025

Royal Society of
Biology

Income

£3,191k

Expenditure

£3,533k

Total Funds

£1,799k

Membership

26,455

Individual members

78

Member Organisations

Client Services

12

Societies serviced

15,000

Individual members collectively

Professional Registers

1,297

Chartered Biologists

253

Chartered Scientists

669

UK Registered
Toxicologists

Training

15

Training courses

Accreditation

27

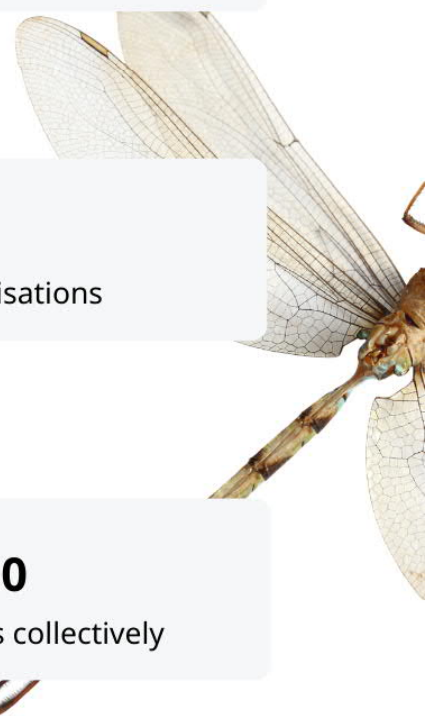
Accreditation
applications this year

17

Re-accreditations

10

New or different
programmes



Year in numbers

2024-2025

Biology week

43

Biology Week
events worldwide

250

STEM club talk
viewers



Launch of new
brand

Launch of new
website



Outreach & Engagement

866

Entries to the BioArtAttack2D
competition

1072

Entries to the photography
competition

18

new videos have been added
to series 3 of the A-Z series



Year in numbers

2024-2025

Royal Society of
Biology

Education & Science Policy

19,303

Science Policy Newsletter subscribers

4,128

5-19 Education Newsletter subscribers



Publications



70+

The Biologist articles, from interviews, analysis and features to profiles of members and grant reports

240,000+

visits to The Biologist microsite

26

titles published in the Oxford Primers series of textbooks

9

new issues of the *Journal Emerging Topics in Life Science*

187,967

downloads of the *Journal of Biological Education*

INTRODUCTION

Our vision: a world that values biology's contribution to understanding and improving life for all.

Our mission is to advance the science and practice of biology, to advance education therein and to co-ordinate and encourage the study of biology and its application.

The Society is incorporated by Royal Charter (1979, updated 2009) and was granted a Royal title by Her Majesty the Queen, on the advice of ministers in 2015.

The financial year was 1 October 2024 to 30 September 2025.

The Society ended financial year 2024-25 in a strong position with significant policy engagement and impact alongside an overall growth in membership, client services and international accreditation. Financially the Statement of Financial Accounts (SOFA) records a planned operational deficit of £342k. This deficit enabled the Society to continue high impact projects whilst also delivering major change programmes. These change programmes included: ending the lease for the Naoroji Street office and transitioning to a fully remote-working organisation; launch of a new brand and; launch of a new website. Work also commenced on a multi-year income growth plan which will bring the Society into surplus budget position in the coming years and enable the Society to deliver even more impact for the biology community. The Society also launched a new 5 year strategy detailing priorities through to 2030.

STRUCTURE, GOVERNANCE & MANAGEMENT

Governance

The members of Council are the Charity Trustees. They have a legal responsibility for the overall management of the Society. They met four times during the year as a formal Board of Trustees (Council).

The Council of up to 15 Trustees is appointed in accordance with the Charity's Bylaws as agreed by the Privy Council on 15 July 2009 under the terms of the Society's Royal Charter. Four are elected from the College of Individual Members, four from the College of Organisational Members and four are appointed by Council to fill skills gaps as are the three Honorary Officers– President, Treasurer and Secretary.

All Trustees complete a standard induction process upon appointment including access to past minutes and decisions, structured introductions with senior staff and dedicated meetings with both the Chief Executive and President. An online bespoke training course is also provided. Board effectiveness is reviewed at least once during the four-

year tenure of each President and ongoing support provided to ensure skills are maintained and knowledge updated.

The other three key advisory committees are Finance, Audit and Risk Committee – FARC (formed in spring 2025 from the separate Audit and Finance committees as part of streamlining governance), chaired by the Honorary Treasurer (Dr Louise Leong FRSB); the Education & Science Policy Committee (chaired by Professor Jeremy Pritchard FRSB) and the Membership & Professional Affairs Committee chaired by the Honorary Secretary (Mr Paul Gemmill FRSB). Advisory committees typically meet four times per annum.

The Remuneration & HR Committee (RemCom) meets at least twice per annum and has delegated authority from Council to set the remuneration of staff, including key management personnel, within a Council agreed overall budget (chair: Professor Richard Reece FRSB). It has additional responsibility for reviewing HR issues, conditions of employment and related matters. RemCom consists of the three honorary officers and two external members, one of whom is the chair. The CEO and a professional HR advisor attend as ex-officio members with no voting rights.

The salary and terms of employment of the Chief Executive are set by the Remuneration & HR Committee (CEO) with the same membership as RemCom save for the fact the CEO does not attend.

Dr Mark Downs retired as CEO on 30 September 2025. Council asked RemCom to undertake the recruitment process and Dr Doug Brown was appointed as CEO from 1 September 2025.

Both RemCom groups use regular benchmarking as part of the decision process from publicly available information on similar organisations and from external body surveys of wider charity sector trends and specially commissioned surveys on occasion.

The Accreditation Committee, chaired by Professor Richard Reece FRSB, met six times.

The Chief Executive has delegated authority to manage the staff team in delivering the Trustees' plans. Staff numbers were 39.4 FTE on 30 September 2025 (2024: 40). The total number employed was 41 (on average for the year).

Impact of the Society's work

Policy & Publications

- Completed two children's books on biology, in partnership with publisher Franklin, Watts & Wayland and co-authored by members of RSB's Curriculum Committee. Published November 2025 and January 2026.
- Published a well-received special themed issue of The Biologist with a focus on AI, examining the potential benefits and challenges of harnessing this emerging technology in biology research and applications.
- Worked with STEM partners to secure a national inquiry on teacher recruitment and retention in Wales, and gave oral evidence to the Senedd Children, Young People and Education Committee as part of the inquiry.
- Engaged closely with governments, review panels and qualifications oversight bodies throughout the UK nations, to ensure that the RSB's Evolving 5-19 Biology curriculum framework is embedded in ongoing curriculum and assessment reforms.
- Delivered a successful knowledge exchange and horizon-scanning event for expert stakeholders from the research, funding and policy sectors, with support from BBSRC: "Driving Innovation Responsibly: A New Frontier in Biosecurity".

Membership Services & Events (incorporating governance)

- Attained record membership total of 26,400, and significantly grew undergraduate student membership.
- Created closer links with Member Organisations via stewardship and engagement opportunities, while delivering a range of 'value-added' administration services to support MOs and others.
- Launched new Regional Events Grant, empowering members to put on a range of engaging events across the world.
- Launched a new series of member exclusive webinar events, providing access to high level biologists.
- Commenced 'top down' governance review to ensure that RSB structures are fit to take RSB through its five-year business plan – and beyond.

Communications & Public Affairs

- Launch of new RSB brand and 2025-2030 strategy.
- Launch of new RSB website.
- Support of new Citizen Science projects, including Signs of Spring and Beyond Boring Beans.
- Delivering the annual Biology Week.
- Parliamentary Links Day was held in the House of Commons as a drop in event.

Accreditation & Professional Affairs

- Completion of quinquennial review of accreditation criteria
- Expansion of International Accreditation to 16 institutions across the globe
- Expansion of our practical skills training programme.
- Creation of a careers roadmap to pave the way for a step change in our careers provision over the next five years.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and Public Benefit".

The Royal Society of Biology brings together life scientists through individual and organisational membership, creating a strong voice for biology in public policy development and the public understanding of science. Outreach activities, for example Biology Week, and other publicly accessible events, listed in detail in this report, provided the opportunity for members and the public to celebrate and promote biology.

Biology is relevant to very many aspects of daily life from food supply to health care and the environment. Solutions to many of the global challenges we face will undoubtedly come from biology-based research and public policy. The Society's professional membership and development programme, along with its work to stimulate public interest, and policy advice, have an important role to play.

Future Plans

FY25-26 will see the Society focus on the new five year plan through three pillars of work: delivery of all the Society's work through the lens of membership; professional development and standards and acting as a unifying voice for policy whilst continuing to promote the wonder of biology. Equality and diversity aims will be threaded across all areas of work.

Key deliverables will be to:

- Continue to positively influence the UK policy agenda across education and science policy, as well as engaging with parliamentarians in biological and wider STEM priority matters.
- Build on the Society's career support package for members, including piloting virtual one-to-one career sessions.
- Launch and progress the Biologist of Tomorrow project aimed at developing a blueprint for future skills needs in the biology sector.

- Continue enhancing our outreach activities including delivery of Biology Week and outreach grants and awards.
- Progress work on a new Customer Relations Management (CRM) database.
- Begin to deliver a new income growth plan to increase income and the impact that the Society delivers for biology.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS & PERFORMANCE

MEMBERSHIP AND ENGAGEMENT

April 2025 marked a new milestone for the RSB, with membership reaching 26,455, the highest in the Society's history. Retention continued to improve, increasing from 81% in October to 84% in April, while Fellowship retention remained high at 94%. Overall recruitment targets were surpassed once again, reflecting the Society's growing reach and the value of belonging to the RSB biosciences community. The free membership offer for students on RSB accredited degree programmes, introduced in January 2024, continued to boost early-career engagement and support long term growth.

By 30 September 2025, taking inwards and outwards movement of members into account, net total membership stood at 25,000 (2024: 22,130; 2023: 18,300). Member Organisation (MO) numbers decreased slightly to 78 (2024: 82; 2023: 83), reflecting the departure of smaller organisations, while overall income from MOs remained strong. Engagement continues to be high, with an attractive array of benefits for organisations (details can be found [here](#)) as well as supported by the enhanced communications and a dedicated staff lead, ensuring that the Society maintains a financially sustainable network of organisational members.

The RSB continues to run a vibrant programme of in-person and online events. Highlights included Parliamentary Links Day in Westminster, Bioscience Careers Day online for students, the Accreditation Conference and Awards for higher education institutions, the Annual General Meeting for all members and MOs, and a series of plant health themed events funded by Defra. A new series of member-exclusive webinars featuring high-profile speakers and exploring emerging bioscience topics launched this year with 150 registrations per event and content available on demand.

Following the conclusion of the volunteer-led branch network at the end of 2024, the Society launched its new Regional Events Grant scheme to support local and regional engagement. Through this scheme, 17 members across the UK and internationally received funding to run approximately 85 events or activities, plus the development of educational materials. These initiatives aimed to reach broad audiences, including school and university students, academics, industry professionals, and the public. They also demonstrated strong international impact and a commitment to inclusive, locally relevant engagement with the biosciences. The Regional Events Grants complement the Society's popular Travel Grants, which provide early-career members the opportunity to travel in the UK or overseas to develop new skills, gain professional experience, and network with peers and academics.

Client Services

The membership services team completed its tenth servicing twelve individual societies during this period (Genetics Society, British Society of Toxicological Pathology, British Society for Neuroendocrinology, British Lichen Society, British Society for Genetic Medicine, the Anatomical Society, the International Society for Affective Disorders, International Society for Applied Ethology, the Fisheries Society of the British Isles, the Freshwater Biological Association, the British Society for Animal Science and the British Association for Lung Research) at year-end totalling over 10,000 individual members collectively.

The Society also makes available its wholly owned, and developed, in-house software to external clients under contract allowing two other learned societies, with 15,000 members collectively, to benefit from this RSB innovation.

In addition, client services provide secretariat support for the Heads of University Biosciences (HUBS), a special interest group of the RSB.

PROFESSIONAL REGISTERS & TRAINING

Register numbers

Professional registers remain a core area of Society business.

The Society offers its own bespoke, specialist registers as well as those under licence from the Science Council. The registers offered and numbers of registrants (as of August 2025) can be viewed in the table below.

Chartered Biologist (CBiol)	1297
Chartered Scientist (CSci)	253
Chartered Science Teacher (CSciTeach)	37
Registered Scientist (RSci)	176
Registered Science Technician (RSciTech)	86
UK Register of Toxicologists (UKRT)	669
Qualified Persons (QP)	212
Plant Health Professionals (PHP)	100
Biorisk Professionals Registration Scheme (BPRS)	11

As in recent years, with the introduction of a CPD requirement to retain CBiol, the focus has been on promoting CBiol as a gold-standard register for biologists and supporting new applicants through the submission process. Following the success of

the CBiol workshops in 2023, the team have been adapting these into an on-demand video resource to be launched on the Society myLearning platform towards the end of 2025. To further the growth of CBiol, the Society launched a company accreditation pilot with AstraZeneca in March 2025. Using learnings from this pilot, company accreditation to award CBiol internally will be rolled out to more employers in the biosciences. This is expected to remove a major barrier to CBiol application: the ability to effectively evidence the CBiol competencies while considering confidentiality of company projects. These initiatives, alongside clearer, more readily available guidance (including model CBiol applications available on the RSB website) have led to an increase in CBiol applications over the last year.

The BPRS launched in summer 2024, and since then four applications have been completed with two applicants being successfully elected to the register (excluding the advisory committee). A further 11 applications are in progress – by design, the application process takes some time to allow gap analysis and for applicants to build their knowledge and skills in line with the register competencies. The first training course approved to satisfy the knowledge requirements of the register – the Pirbright Biorisk Advisor training – launched in July 2025. The course was fully booked and successful, and will run again in November. The RSB team are working with other institutions to host similar courses elsewhere. These courses feed directly into the BPRS and will increase the pool of potential applicants.

The Society has been awarded a further four-year Defra grant to continue and expand work on plant health professional development. The grant has three activity areas, all managed by the RSB Professional Affairs team: professional register, events and Plant Health Undergraduate Studentships (PHUGS). Defra funding allows the Society to develop further PHP register application guidance, launch a mentoring scheme and offer subsidised memberships. From 2026, the number of Defra-funded PHUGS will double from six to twelve.

Training

From October 2024 to September 2025, the Society delivered 15 training courses, comprising:

In-person courses: 3

Live, online courses: 11

Teacher CPD delivered in house or online: 1

The technical skills training at University of York (two courses) ran again in June, with positive feedback from attendees. The Society additionally offered two further dates for the University of York training, and two courses hosted by Brunel University. Due to low bookings, these events were cancelled. The team have developed partnerships with at least three further accredited universities with diverse specialist facilities, to expand the current course offering with the aim to launch new courses in 2025/26.

DEGREE ACCREDITATION

Accredited Higher Education Institutes (HEIs) and Programmes as of 30 September 2025

Type:	HEIs		Programmes	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
Accreditation	66	65	653	657
Advanced Accreditation	22	21	333	307
International Accreditation	16	14	63	60
Master's Accreditation	5	5	30	30
Foundation Degree Accreditation	2	2	4	5
Doctoral Training Accreditation	4	4	5	5
Apprenticeship Accreditation	3	0	3	0
Totals	118	113	1,091	1,064

Over the last financial year, a total of 27 accreditation applications were received. Of these, 17 were re-accreditations, while 10 were from either new institutions or institutions seeking accreditation for a different programme level.

International Accreditation continues to grow, with programmes at two new institutions awarded accreditation in the past year: the Hashemite University in Jordan and the University of Porto in Portugal. In July, a joint webinar was delivered in collaboration with the Royal Society of Chemistry to raise awareness of accreditation among international institutions. There is continued interest from a number of international institutions, with more new applications expected in the next financial year.

This year marked a milestone, with the first apprenticeships receiving accreditation at the University of Kent, Keele University, and Manchester Metropolitan University. There is interest from a number of other providers and it is expected that the demand for this type of accreditation will continue to grow.

Over the past year, the accreditation team has been undertaking the quinquennial review of the accreditation criteria. Major changes include the introduction of a new set of criteria on assessments, the merger of bachelor's and advanced accreditation criteria, the streamlining of master's accreditation, and overall refinement of the criteria and updating of wording. Two new sets of subject-specific learning outcomes have been developed in collaboration with the British Neuroscience Association (for

programmes with “Neuroscience” in the title) and the Horticulture Group of the SCI (for programmes with “Plant Science”, “Plant Biology”, or “Botany” in the title). In addition to the core accreditation criteria, programmes in these areas must also meet these subject-specific learning outcomes which focus on specific skills and knowledge appropriate to the specialism.

In April 2025, the RSB hosted its annual Accreditation Conference and Awards Ceremony. The conference, held at One Great George Street, brought together 78 attendees. The programme featured presentations on best practice from accredited institutions, a talk on digital literacy, and an afternoon session gathering feedback on the updated accreditation criteria. The Awards Ceremony, hosted at the Houses of Parliament, celebrated 84 top project award winners and 20 newly accredited institutions, with 196 guests in attendance.

Artificial intelligence (AI) remains a significant focus in higher education. As part of an accreditation application, institutions are now required to provide an up-to-date Teaching, Learning and Assessment strategy, including reference to AI. Prior to the full criteria review, minor amendments were made to some criteria to state that graduates will have the basic skills in applications of AI. The newly updated criteria now include more detailed expectations around AI, particularly in relation to assessments.

PUBLIC ENGAGEMENT

School Biology Teacher of the Year Award

The 2025 School Biology Teacher of the Year Award's was announced in July 2025. This year's winner was Sarah Girasoli from St Luke's High School in Barrhead, Glasgow

Photography Competition

The RSB photo competition theme for 2024 was Transforming Life and the competition's winners were announced on RSB's website and at RSB's Networking and Awards Ceremony in London on 8 October.

1072 entries were received with 249 entries in the Young Photographer of the Year category and 823 in the Photographer of the Year (18 and over) age category. The competition reopened in March 2025.

BioArtAttack 2D (incorporating the Nancy Rothwell Prize)

The BioArtAttack 2D winners were announced on our RSB's website page and at RSB's Networking and Awards Ceremony in London on 8 October. 866 entries were received this year making this one of the most successful years for the competition.

RSB Outreach and Engagement Grants

The RSB Outreach and Engagement Grant Scheme 2024's successful applicants have now been awarded their grants to run outreach and engagement events, activities or resources between October 2024 and 30 May 2025.

Grants were awarded to the following projects:

- National Spelling Bee 2024 held in schools in the UK and Channel Islands
- World Anatomy Day 2024 event held in Sunderland
- Shetland Science Fair Biology Workshop
- Biology in a Basket, hands on science activities in schools across the Glasgow City Council region
- How biology can lead to a sustainable world, hands on science family activity days at University of Westminster
- The Somerscience Festival 2025 in Somerset

RSB Gopher Science Lab – small grants to run lab days

Following our successful delivery of grants to schools to provide Gopher Science lab day grants, we were delighted to receive further funding from Horner's Charity Funds in January 2025. This enabled us to offer small grants to another 20 schools at an enhanced rate of £600 per school. The new funding will also enable RSB to offer honoraria of £200 each to five GSL teacher mentors (who have successfully run their own lab day previously) and to provide enhanced online and email support and guidance to help new schools to run their lab days this year.

The Signs of Spring Survey 2025, run in partnership by the Royal Society of Biology and the Field Studies Council (FSC), entered its second year this year with a simple mission: get people outdoors, spotting the first signs of the new season, and sharing what they see. Together, the RSB and FSC are not only celebrating the magic of spring but are building an important long-term record to help scientists track how climate change is shifting seasonal patterns. Following on from last year, 10 key signs of spring were tracked and the public was asked to log their sightings on an interactive map, including location, demographic information, and basic environmental data such as weather and temperature. This year, just under 2,000 observations were submitted between 1 January and 18 June from across the UK. Nearly half of all records were submitted between 16 February and 18 March. Media coverage this year

included mentions on national television, live radio interviews, radio programmes, a podcast, and online news outlets.

Biology Week 2024

Biology Week took place from 7–11 October 2024.

Key highlights included:

- The RSB's Biology Week calendar listed 43 activities open to public audiences this year. This was in addition to many more invitation only Biology Week events taking place in schools and additional science or educational venues. Many of RSB's Member Organisations and some of its branches supported Biology Week with support and reposts on social media, via activities, events or resources aimed at participants of Biology Week many of which were listed on our online calendar.
- [BioCraft Competition](#) – running from 4 October - 4 November. Competition entrants were invited to create and enter photographs of a biology-inspired art sculpture from recycled, or other, materials.
- [Memory Game](#) – RSB's new Memory Game activity featuring 16 bioscientists can be downloaded from the RSB website.
- Nearly 250 RSB members attended an online talk from Dr George McGavin Hon FRSB, sharing his personal journey to discover the world of wildlife - big and especially small It's a Wild Life - Tales from Television.
- This year's Biology Week Networking and Awards Ceremony included a canapé reception as well as a celebration of RSB awards and competitions.
- The launch of further A-Z of the Bioscience short videos
- Our online STEM club talk for schools on Molecular modelling, coral reef research, and studying wildlife from space talk was attended by 250 schools
- The Plant Health Group held a Visit to Kew Gardens
- The Department of Biology at Oxford University contributed three online lectures to Biology Week.
- National Spelling Bee 2024
After a tremendous inaugural year, the National Spelling Bee returned in the autumn term of 2024, funded as an RSB outreach and engagement grant. This year was even more successful with nearly 250 schools taking part.

- Our media campaign with Content with Purpose – Biology for a Better Tomorrow launched in Biology Week. The Comms team worked with CWP to develop a number of short films and an Instagram campaign.

Parliamentary

- A Parliamentary Steering Group Seasonal Reception was held in the House of Commons on 5 December.
- Voice of the Future took place (on Zoom webinar this year), on Monday 17 March.
- Parliamentary Links Day took place in the Atlee Suite in Portcullis House on 18 June 2025 as a drop in reception this year.

RSB rebrand and new website

- We launched the new RSB brand in January 2025 with the new 5 year RSB strategy.
- We launched the new RSB website in June 2025

POLICY & PUBLISHING

Joint work across policy teams

To provide policy training and support to early career researchers across the biosciences, two interns joined the team again this year to receive policy training, and gain experience, as part of the ongoing UKRI Policy Internships Programme.

Science Policy

RSB's science policy work provides independent, evidence-based advice to policy, representative of the breadth of the biosciences, and strategically guided by our [science policy priorities](#). The current set of priorities run from 2022 – 2027 and include detailed intended impact, outcomes, outputs and activities within each area, as agreed by the Education and Science Policy Committee and Council. The headline priority areas are:

- Knowledge exchange, information sharing and building trust in the biosciences
- Research culture (including RSB's equality, diversity and inclusion portfolio)
- Research landscape
- Science 'pillar' priorities:
 - o ethical biological innovation
 - o biological security
 - o nature and climate

Delivering on this framework, in January 2025 we published our [annual impact review for 2024](#), via our website and regular policy newsletters. In summary, through 2024, we synthesised our members' evidence and expertise and delivered it direct to policymakers and advisors across Parliament, Government, research funding bodies and wider sectors via 24 briefings, letters, [consultation responses](#), campaigns and reports. We hosted and collaboratively delivered 57, and attended 43, knowledge exchange meetings and events to engage these audiences with the bioscience community. Some highlights in the year ended September 2025 included:

- Facilitating RSB as signatory to the Campaign for Science and Engineering's (CaSE) [letter](#) to the Chancellor [and a letter to The Times](#), co-ordinated by CaSE and the Science Media Centre, ahead of the 2024 Autumn Budget. This was followed by submission of RSB's representation to the HMT Spending Review in February 2025.
- Concluding 2024's Plant Health Undergraduate Studentships Scheme (PHUGS) having initiated the project and grown the number of studentships offered, before planned handover to the RSB professional development team for delivery in entirety from 2025, enabling science policy team to focus resource on developing future spin-outs.
- RSB cited in a debate in the House of Lords on the Consumer Products (Control of Biocides) Bill in January 2025, having provided an evidence briefing to the Viscount Stansgate.
- Continued collaborative organisation and delivery of the Wellcome Connecting Science 'Science Policy: improving the uptake of research into UK policy' residential course series, with the sixth edition for early career researchers.
- Delivery of the knowledge exchange and horizon-scanning in-person event 'Driving Innovation Responsibly: A New Frontier in Biosecurity' for attendees from research, funding and policy sectors (developed from RSB's annual Animal Science Meeting and supported through funding and event collaboration from the BBSRC).
- Submission of the RSB's response to the Department for Environment, Food and Rural Affairs (Defra) Land Use Consultation.

To fund further proactive delivery, we pitched for and were granted over £50k of external funding in the financial year ended September 2025. Funded outputs include:

- Ongoing provision of secretariat and host to the [UK Bioscience Sector Coalition \(UKBSC\)](#) (ethical biological innovation).
- Launch in September 2025 of the new Biologist of Tomorrow task and finish group to deliver a skills analysis project including projections for the biosciences and recommendations to policymakers (research landscape).
- Launch in August 2025 of the new Equality, Diversity, Inclusion and Culture (EDIC) Grant to finance competitively selected external initiatives and networks that support diverse communities in the biosciences (research culture).

To further reconfigure resource focus towards proactive evidence gathering, impactful policy products and spin-outs, and ensure that our work remains at the cutting edge of evolution in the biosciences and policy landscape, we embarked on a stakeholder engagement and review programme focusing solely on the science policy 'pillar' priorities. Two pathways in the review seek to firstly optimise our Member Organisation (MO) engagement structures and secondly identify a subset of policy questions or issues, where RSB is in a unique position to gather networks and solutions. We aim to focus our resource towards answering these questions, via deep evidence gathering, dialogue, policy products and recommendations. As part of this review, the MO Animal Science Group (ASG) and Plant Science Group (PSG) have been suspended in operations, pending review conclusions. This has enabled secretariat resource to pivot instead to a series of individual stakeholder engagement meetings (across these and wider MOs and external organisations, including Government departments and Parliamentary advice mechanisms) to compare priorities, horizon scan and identify the key questions. These meetings are ongoing and will conclude by end 2025. Review conclusions will be reported for agreement on implementation in early 2026.

RSB sustains engagement and knowledge sharing with a wide range of individuals and organisations across the sector, through our membership and external networks, including: the Royal Society of Chemistry, the Institute of Physics, the UKRI External Affairs Advisory Group; the UK One Health Coordination Group; SEN in STEM; the Science Council Policy Forum; the Global Plant Council (GPC), and several others.

Education Policy

The education policy team has grown in 2024-25, with reappointment of a curriculum and qualifications policy officer role, establishment of a senior policy officer position, and a new policy officer role supporting the Science Education Policy Alliance to replace an assistant post. In 2024-25 we recommitted to our partnerships with other science organisations in Scotland and England, extending the Science Education Policy Alliance funding agreement for a further year, and a new three year agreement for the Learned Societies Group on STEM education in Scotland. RSB's education policy priorities for 2023-28 continue to inform proactive and reactive policy work, alongside the Evolving 5-19 Biology suite of documents and input from our groups and committees.

Curriculum and qualifications reform is now taking place concurrently in England, Northern Ireland, Scotland and Wales. This is a significant area of work for the Society addressing our strategic aim to embed Evolving 5-19 Biology across the 4 UK nations, with the team engaging in formal and informal policy discussions, curriculum and qualification review and design for biology, and cross-subject discussions with partner organisations, teachers, government departments, exam boards and regulatory bodies

that oversee qualifications. Over this period RSB has responded to the Department for Education (England's) Curriculum and Assessment Review, WJEC (Welsh awarding organisation) consultation on qualifications, has been appointed as a member of the core, collaboration and senior stakeholder groups to inform the Curriculum Improvement Cycle in Scotland, and informed the Northern Ireland Curriculum Review through focus groups. RSB has also contributed to several cross-subject reports on climate change and sustainability education over this period.

Alongside the bi-monthly 5-19 education newsletter with over 4000 subscribers, RSB now publishes an invite-only curriculum and qualifications policy update for engaged committee members and trusted individuals at other organisations, to inform and engage between committee meetings and calls for comment. New watching brief positions have also been established to support committee engagement with curriculum and qualifications in England, Scotland and Wales. We have worked with the communications team to host discussions with teachers on social media via Chat Biology, provide quick response on policy announcements and to inform individual members and non-members responding to curriculum reform consultations. As part of RSB's strategy to strengthen its national voice, and advise policymakers on teacher training, retention, recruitment and CPD, RSB has submitted written evidence to the Public Accounts Committee inquiry into increasing teacher numbers in England, and was invited to provide oral evidence to the Senedd inquiry into teacher recruitment and retention in Wales following meetings with the Minister, select committee chair, and a successful call from the science organisations for the inquiry to be carried out. Utilising STEM Learning's Community platform, we have established an online forum to form the basis of a Teaching Policy Network to sit alongside the Teaching Policy Advisory Group. Over 2024-25 the team have worked with colleagues in the Membership and Professional Affairs team to begin bringing together the ways teachers may interact with the RSB, including as individual members, Schools and Colleges Affiliation Scheme, Chartered Science Teacher register and CPD provision.

Publishing

The Biologist

In the three print issues published over the period of this report, The Biologist has published over 25 main [feature articles](#), with a further five comment, opinion or policy columns, [14 profiles of members, Fellows, or research groups](#), and over [thirty book reviews](#). Dozens more smaller articles, news items, reports from the recipients of RSB grants, and other updates were published over the three print issues.

December 2024 saw a special AI-themed issue published, with much of the content exploring the powerful possibilities and potential pitfalls of using AI in bioscience. In October [two specially-commissioned articles were published as part of Black History](#)

[Month](#); and since the start of 2025 an article in each print issue has focused on [bioscience careers](#), in line with the focus of the RSB's latest strategy. As ever, The Biologist's content has been hugely varied, covering everything from [antimicrobial peptides](#) to [zombie parasitism](#).

Online, The Biologist microsite has reached 164,00 new users (to date) over the period, and received over 237,000 page views. The figures were boosted by a large spike in readers accessing our feature on [cellular vaults](#) in December 2024. This year's article on '[taxonomic trolling](#)' was also very popular on social media, attracting almost 400 reactions and over 325 shares in one week in July 2025.

A new Young and Career Advisory Board was established in early 2025 to will help provide feedback on how the Society's younger members want to read and access the magazine (given that respondents to member surveys are often older). In September 2025 applications opened for vacancies on The Biologist's editorial board, with many current members due to step down from the board in 2026.

Reproduction Biology, published in April 2025, is the latest title in the Oxford Biology Primers series, produced in partnership with Oxford University Press. There are currently 21 published titles in the series, with a further 29 in production or being commissioned or written. The Foundation strand, aimed at readers aged 16-19, remains available in print on demand, whilst titles aimed at bioscience undergraduates are now part of OUP's digital Science Trove collection.

Professor Mark Winterbottom (University of Cambridge) has continued his term as Editor in Chief of the Journal of Biological Education, leading the international Editorial Board and overseeing the publication of five issues during the financial year. The journal has seen its Impact Factor grow to an impressive 1.4, with increases in submissions, downloads and citations. This year's annual RSB Editorial was contributed by RSB Trustee and Curriculum Committee member Dr Helen Watson, on the theme of "Evolving UK Biology Education".

Emerging Topics in Life Sciences, published by Portland Press on behalf of the Biochemical Society and the Royal Society of Biology, will be ceasing publication. Volume 9 (2025) will be the final volume of the journal.

The journal has provided short reviews on diverse subjects across the life sciences – from archaeal biology and climate change to regenerative medicine and sustainable agriculture – and achieved an Impact Factor of 3.8. All published content will remain accessible as an archive for future reference.

The decision to close the journal reflects challenges in securing content amid an evolving publishing landscape and competing demands on researchers' time.

Continued publication of the journal was not financially viable, but the closure carries no financial cost to RSB. The owner societies have extended sincere thanks to all authors, reviewers, Guest Editors and Editorial Board members for their contributions to the journal's success. RSB and the Biochemical Society/Portland Press will focus on their other publications and activities to ensure ongoing support for their communities.

The RSB has partnered with publisher Franklin, Watts and Wayland to produce two children's biology books, aimed at readers aged 8 plus, for publication in 2025-26. Your Expert Guide: The Human Body For Young Scientists and Your Expert Guide: Biology For Young Scientists form part of a series that also includes two titles each in physics and chemistry. Exploring key topics through clear, engaging text and thoughtfully-designed illustrations, the books introduce foundational concepts aligned with the RSB's 5–19 curriculum goals and are suitable for both classroom use and independent reading.

WORK OF COMMITTEES, SPECIAL INTEREST GROUPS (SIGs) & PARTNERSHIPS

Diversity & Inclusion Working Group (DIWG)

The DIWG continues to provide a forum for representatives from MOs to share best practice and resources, and to engage in dialogue on specific EDI barriers and opportunities. Meetings this year included: a Clear Company facilitated workshop on evidence-based, best-practice EDI solutions and strategies relevant to RSB's MOs, held at a hybrid meeting hosted by the Zoological Society of London (ZSL); a discussion showcasing international perspectives on EDI, with speakers representing the USA, South Africa and Europe sharing their experiences and different approaches to advocating for EDI internationally; and a discussion on diverse people and careers in STEM, with RSB and external careers-focused projects showcased.

UK Bioscience Sector Coalition (UKBSC)

The Society provides secretariat and host organisation function to the UK Bioscience Sector Coalition (UKBSC), which represents the collective views of the bioscience sector with an interest in the use of animals in research, recognising that good science and good animal welfare go hand-in-hand. UKBSC comprises an organisational membership that reflects the perspective of academia, industry, small and medium enterprises, animal welfare specialists, research charities and research funders involved in animal research. UKBSC fosters a two-way communication between relevant Government agencies and the animal science community, to achieve the generation and implementation of legislation that is fit for purpose. The group meets regularly with the Home Office through the year, alongside meetings and communications with other Government departments and related bodies, as relevant and necessary, including the Department for Science, Innovation and Technology (DSIT) and the Office for Life Sciences (OLS) this year. UKBSC Co-Chairs also meet with the Animals in Science Committee (ASC) chair annually, and maintain communications through the year, including formal responses to relevant commissioned calls for evidence.

Biology Education Research Group (BERG)

Dr Caroline Smith FRSB and Fran Gale MRSB, BERG co-chairs, hosted an annual day of talks at the Association for Science Education Conference. This provides an opportunities for BERG members to present their research at a national conference, and for RSB to promote the education policy activities of the Society. BERG has created a more structured approach of working groups on plant science, secondary education, higher education and initial teacher education.

Curriculum Committee

Led by a new Chair, Professor Dudley Shallcross OBE FRSB, the curriculum committee have been called upon to comment on curriculum and qualification reform in England, Northern Ireland, Scotland and Wales. The advice of the committee draws on Evolving 5-19 Biology and seeks to consider the recommendations within that in the context of each of the nations.

Education Policy Advisory Group (EPAG)

Previously chaired by the Head of Education Policy, EPAG is now chaired by Dr Andrew Shore FRSB. Member organisations continue to welcome the opportunity to share their current and upcoming education related activity, keep up to date with the education policy landscape and input into policy development at RSB.

Teaching Policy Advisory Group (TPAG)

The Teaching Policy Advisory Group, new in 2024, is now a well-established committee of RSB, providing advice on teacher recruitment, retention, initial training and CPD. Dr Liz Lakin FRSB chairs the group, and has supported plans to bring together the work of MPA colleagues on the ways teachers interact with RSB and seeking to signpost teacher resources from RSB Member Organisations.

Heads of University Biosciences (HUBS)

The 2025 HUBS Annual Meeting took place at Coventry University. Speakers included Ian Dunn, Quintin McKellar, David Kernohan and Sherif El-Khamisy . At the meeting the 2024/25 HE Bioscience Teacher of the Year Award was presented to Dr Sobia Kauser. The meeting was well attended, with around 70 delegates joining in-person over the course of the two days.

HUBS continued to sponsor workshops over the course of the previous year, including:

- Mastering Systematic Review Projects in Biosciences and Beyond
- Bridging the skills gap: how to best prepare students for the employment market
- Diversifying the Curriculum in the Biosciences
- AI for all

There are three HUBS advisory groups - Early Career Lecturers in Biosciences (ECLBio), Bioscience Awarding Gap Network (BAG) and the Biosciences Educators' Network (BEN), who continue to meet, offer workshops and report into the HUBS executive.

The Natural Capital Initiative (NCI)

NCI is a partnership project with the Centre for Ecology and Hydrology, and the James Hutton Institute, with RSB providing secretariat and host organisation. NCI webinars this year featured speakers and discussion on embedding natural capital in the built environment; and exploring how science can play a pivotal role in combating biodiversity loss in agriculture and shaping policy recommendations. The latter event ran in collaboration with the H2020 FRAMEwork project, and was attended by representatives of a variety of different sectors. All event recordings are available on the [RSB YouTube channel](#). The current initiative MOU concludes end 2025, with next strategic steps in discussion.

Unpaid Volunteers

The Society continued to benefit from the work of many volunteers during the year. More than 350 members served on committees and judging panels across the UK. Council records its sincere thanks.

FINANCIAL REVIEW

Total income was £3,191k (2024: £3,438k) which is less than last year due to receiving a generous legacy in 2024. Professional service income increased as expected with membership income holding steady. Individual membership grew to record levels with retention remaining high across all grades, especially Fellows at 94%. Expenditure was carefully controlled and on budget at £3,533K (2024: £3,252k). The budgeted operating deficit was £342k (2024: surplus of £186k).

The trustees continue to invest primarily in equities through the CCLA ethical fund. It was a challenging year for investment which delivered a £67k unrealised loss at the 30 September 2025 valuation point.

The total deficit for the year is therefore recorded as £409k (2023: surplus of £343k)

No deficit recovery plan was required for the closed defined benefit pension scheme which remained in surplus.

Total funds stood at £1,759k (2024: £2,168k) on 30 September 2025 being made up of £138k restricted funds (2024: £121k) and £1,621k of unrestricted funds (2024: £2,047k).

INVESTMENT POLICY AND RETURNS AND RESERVES POLICY

Following detailed financial planning the trustee set a reserve policy of three months unrestricted operating costs (+/- 20%) as a designated reserve fund that can be liquidated within 30 days. It is set at £500k for 2024/25 with the unrestricted reserves held at year-end further exceeding this amount. During the year £250k was retained in a COIF Charities Deposit Fund, (withdrawals on demand). All other funds were held in cash or investments which could be accessed within seven days or less. Cash flow forecasting and monitoring was used to ensure compliance with the reserves policy. The lowest level of cash available within seven days during the year was £1,767k.

Council agreed a medium to low risk approach to investment with a range of cash funds as described above and a medium term investment vehicle with CCLA using its actively managed balanced ethical fund primarily consisting of global equities. At 30 September 2025 this was valued at £1,330k. This included £67k of unrealised investment losses during the year.

Defined Benefit Pension Scheme

The Society has adopted the full requirements of the financial Reporting Standard 102, Retirement Benefits Plan, by recognising actuarial gains / losses in the statement of financial activities. In addition, the charity recognises any deficit on the pension scheme as a liability on the Balance Sheet. At 30 September 2025 the Society had a pension scheme surplus of £511k (2024: £507k) calculated in accordance with FRS102. This surplus is not recognised on the Balance Sheet and thus recorded as £nil (2024: £nil).

Risk Management

The trustees maintain a full risk register which is reviewed annually by Council, biannually by the Finance, Audit and Risk Committee and at least quarterly by the senior management team. Separate registers are held for events, accreditation, branches, office relocation and IT. One key risk remains a reliance on 13 partner organisations for £235k of income but this continues to be mitigated through income diversification in professional services in particular. Another key risk is ensuring long term financial stability which is being mitigated through launching a new income growth programme aimed at generating surplus budget positions within five years. Trustees have noted the risk of outdated CRM provision as technology evolves and have set aside £250k in a designated fund to cover future development costs. A planned change from hybrid to remote working presents another risk, but is being carefully managed through clear

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2025

policies and a strong internal engagement programme ensuring all staff are engaged with the Societies priorities as well as with each other.

STAFF & OFFICE

The Trustees record their appreciation of the efforts of the staff, who have again made an enormous contribution to the success of the Society during the year. The Society operates a four-day working week whilst remaining open for five days and the Society vacated its office space on 10 August 2025 to become fully remote, with hot-desk space available at Impact Hub, Euston.

INFORMATION AVAILABLE TO THE AUDITORS

In the case of each person who was a Trustee of the charity at the date when this report was approved:

- So far as each Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware.
- Each of the Trustees has taken all the steps that he/she ought to have taken to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

AUDITOR - HaysMac LLP continued to serve as the Society's auditors for an eighth year, having been reappointed at the May 2024 AGM.

THE ROYAL SOCIETY OF BIOLOGY
TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

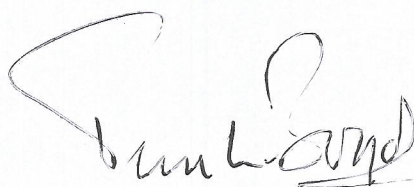
Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

On behalf of the Trustees:



Professor Sir Ian Boyd FRSB
President
18 March 2026

THE ROYAL SOCIETY OF BIOLOGY
INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025

Opinion

We have audited the financial statements of The Royal Society of Biology for the year ended 30 September 2025, which comprise Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2025 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work

THE ROYAL SOCIETY OF BIOLOGY
INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025

we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement (set out on page 28), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to regulations related to regulatory requirements for GDPR, the Charities Act 2011 and the charity's Royal Charter, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011, payroll and sales taxes and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimate and application of controls around authorisation of expenditure and payments. Audit procedures performed by the engagement team included:

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INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY OF BIOLOGY
FOR THE YEAR ENDED 30 SEPTEMBER 2025

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted by management with unusual descriptions and those around the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.



HaysMac LLP
10 Queen Street Place
Statutory Auditors
London
EC4R 1AG

Date: 24th March 2026

HaysMac LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2025 £'000	Total Funds 2024 £'000
INCOME FROM:					
Donations and legacies	3	89	142	231	475
Charitable activities:	4				
Membership and subscription services		1,973	-	1,973	1,973
Accreditation & examination fees		771	-	771	732
Journals		42	-	42	34
Education		-	-	-	4
Courses & events		53	-	53	40
Total charitable activities		2,839	-	2,839	2,783
Other trading activities	5	62	-	62	123
Investment income	6	59	-	59	57
Total income		3,049	142	3,191	3,438
EXPENDITURE ON:					
	7				
Raising funds		54	-	54	48
Charitable activities:					
Membership subscriptions & services		1,499	-	1,499	1,457
Accreditation & exams		494	61	555	481
Journals		364	-	364	345
Education		541	64	605	533
Courses & Events		456	-	456	388
Total charitable activities		3,354	125	3,479	3,204
Total expenditure		3,408	125	3,533	3,252
Net (expenditure)/income before net gains on investments		(359)	17	(342)	186
Gains/(losses) on investments	13	(67)	-	(67)	157
Net (expenditure)/income for the year		(426)	17	(409)	343
Transfers between funds		-	-	-	-
Net (expenditure)/income before other recognised gains and losses		(426)	17	(409)	343
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-	-
Net movement in funds		(426)	17	(409)	343
Funds brought forward at 1 October 2024		2,047	121	2,168	1,825
Funds carried forward at 30 September 2025		1,621	138	1,759	2,168

All amounts relate to continuing operations. Full comparatives are included in note 2.

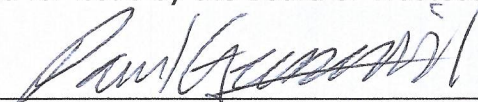
The Society has no gains or losses other than the result for the period.
The notes on pages 35-49 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
BALANCE SHEET
AS AT 30 SEPTEMBER 2025

	Notes	2025 £000	2024 £000
FIXED ASSETS			
Tangible fixed assets	12	34	65
Investments	13	1,330	1,398
		<u>1,364</u>	<u>1,463</u>
CURRENT ASSETS			
Debtors	14	358	695
Cash at bank and in hand		587	458
		<u>945</u>	<u>1,153</u>
Current Liabilities			
Creditors: amounts falling due within one Year	15	(487)	(397)
		<u>458</u>	<u>756</u>
Net Current Assets			
		<u>1,822</u>	<u>2,219</u>
Total Assets less Current Liabilities			
		<u>1,822</u>	<u>2,219</u>
Creditors:			
Amounts falling due after more than one year	16	(63)	(51)
		<u>1,759</u>	<u>2,168</u>
Net Assets excluding pension liability			
		<u>1,759</u>	<u>2,168</u>
Pension (deficit) on defined benefit scheme	10	-	-
		<u>1,759</u>	<u>2,168</u>
Net Assets			
		<u>1,759</u>	<u>2,168</u>
Funds:			
Restricted Funds	19	138	121
		<u>138</u>	<u>121</u>
Unrestricted Funds			
General Fund		802	1,331
Designated Funds:			
Pension Reserve Funds	18	-	-
Revenue Reserve Funds	18	819	716
		<u>1,621</u>	<u>2,047</u>
Total unrestricted funds			
		<u>1,621</u>	<u>2,047</u>
Total Funds		<u>1,759</u>	<u>2,168</u>

The financial statements were approved and authorised for issue by the Board of Trustees on 18 March 2026 and were signed on its behalf by:


Dr L Leong
Honorary Treasurer


Mr Paul Gemmill
Honorary Secretary

The notes on pages 35--49 form part of these financial statements.

THE ROYAL SOCIETY OF BIOLOGY
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	2025 £000	2024 £000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	A	83	(269)
Cash flows from investing activities:			
Interest and dividends from investments		59	51
Proceeds from fixed assets		-	7
(Purchase) of fixed assets		(13)	(6)
Proceeds from sales of investments		-	200
Cash from/(used in) investing activities		46	252
Change in cash and cash equivalents in the year		129	(17)
Cash and cash equivalents at the beginning of the year		458	475
Cash and cash equivalents at the end of the year	B	587	458

A. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2025 £'000	2024 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(409)	343
Depreciation	25	47
Interest and dividends from investments	(59)	(51)
(Gain)/Losses on investments	67	(157)
Loss on sale of tangible fixed assets	21	15
(Increase)/decrease in debtors	336	(329)
(Decrease)/Increase in creditors	102	(137)
Net cash provided by/(used in) operating activities	83	(269)

B. Analysis of cash and cash equivalents

	1 October 2024 £'000	Cash Flow £'000	30 September 2025 £'000
Cash in bank and in hand	458	129	587
	458	129	587

THE ROYAL SOCIETY OF BIOLOGY
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

1. ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with 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) (second edition effective 1 January 2019) - (Charities SORP (FRS102)).

The charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

The financial statements reflect the requirements of the Charities Act 2011 and the Royal Charter.

Basis of Consolidation

These financial statements give information on the Society as a single entity. The Society is exempt from preparing group accounts, as the subsidiary Biology Ltd has remained dormant throughout the year.

b) Going Concern

Based on the level of reserves, the trustees consider that there are no material uncertainties about the charity's availability to continue as a going concern. The trustees do not consider that there are any sources of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

The trustees have reviewed the future budgets and cash flows of the Society in reaching their conclusion. As this includes membership fees and accreditation fees, which represent the majority of the Society's income they remain confident that cash flow will remain strong for the next 12 months and beyond.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met. It is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until criteria for income recognition are met.

d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity, which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations, which the donor has specified, are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount

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FOR THE YEAR ENDED 30 SEPTEMBER 2025

of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity including third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- f) Expenditure and irrecoverable VAT (continued)
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs.
 - Other expenditure represents those items not falling into any other heading. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.
- g) Allocation of support costs
 Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. Support costs have been allocated to activities on the basis of employment costs.
- h) Tangible fixed assets
 Items of equipment are depreciated to write off assets over their expected useful lives. These are estimated to be:
- Leasehold improvements – over the life of the lease (7 years)
 Fixtures and fittings – 5 years
 Computer equipment and software – 3 years
- The works of art capitalised in the balance sheet are shown at replacement value based on the valuation for insurance purposes.
- i) Investments
 Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measure at their fair value as at the balance sheet date. Any change in their value will be recognised in the statement of financial activities.
- Investments are made, as required by the Royal Charter, in accordance with the provisions of the Trustee Act 2000.
- j) Debtors
 Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- k) Cash at bank and in hand
 Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.
- l) Creditors and provisions
 Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- m) Branch Funds
 The funds of the Society's branches are included in the accounts on a line-by-line basis.

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FOR THE YEAR ENDED 30 SEPTEMBER 2025

1. ACCOUNTING POLICIES (continued)

n) Reserves

The retention of surpluses as general reserves is necessary to provide working capital, and provide for items of expenditure that do not occur annually. The required non-recurring expenditure level is calculated at three month's expenditure (+/- 20%) and the required non-recurring expenditure reserve level is calculated by estimates of future expenditure requirements.

o) Pension Costs

The Society operates a defined benefit pension scheme, which was closed to current members on 31 March 2006. Contributions payable to this scheme are charged in the statement of financial activities so as to spread the cost of the pension over the employees working life. The pension is calculated on the basis of actuarial advice. These contributions are invested separately from the society's assets, with an insurance company.

Contributions payable to the Society's defined contribution schemes are charged to the Statement of Financial Activities during the year incurred.

p) Operating Leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the statement of financial activities as incurred.

q) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measure at their settlement value.

r) Estimates and judgements

In preparing these financial statements, the trustees have made judgements, estimates and assumptions that affect the application of the charities accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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FOR THE YEAR ENDED 30 SEPTEMBER 2025

2. DETAILED PRIOR YEAR COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds 2024 £'000
INCOME FROM:				
Donations and legacies	3	388	87	475
Charitable activities:	4			
Membership and subscription services		1,973	-	1,973
Accreditation & examination fees		732	-	732
Journals		34	-	34
Education		4	-	4
Courses & events		40	-	40
Total charitable activities		2,783	87	2,783
Other trading activities	5	123	-	123
Investment income	6	57	-	57
Total income		3,351	87	3,438
EXPENDITURE ON:				
	7			
Raising funds		48	-	48
Charitable activities:				
Membership subscriptions & services		1,457	-	1,457
Accreditation & exams		481	-	481
Journals		345	-	345
Education		382	151	533
Courses & Events		388	-	388
Total charitable activities		3,053	151	3,204
Total expenditure		3,101	151	3,252
Net (expenditure)/income before net gains on investments		250	(64)	186
Realised gains/(losses) on fixed assets		-	-	-
Unrealised gains/(losses) on investments	13	157	-	157
Net (expenditure)/income for the year		407	(64)	343
Transfers between funds		-	-	-
Net (expenditure)/income before other recognised gains and losses		407	(64)	343
Actuarial (losses)/gains on defined benefit schemes	10	-	-	-
Net movement in funds		407	(64)	343
Funds brought forward at 1 October 2023		1,640	185	1,825
Funds carried forward at 30 September 2024		2,047	121	2,168

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3. INCOME FROM DONATIONS AND LEGACIES

	2025 £'000	2024 £'000
Grants	209	176
Donations & legacies	1	274
Sponsorship	21	25
	<u>231</u>	<u>475</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2025 £'000	2024 £'000
Members subscriptions & services		
Subscriptions	1,973	1,973
Total	<u>1,973</u>	<u>1,973</u>
Accreditation & exams		
Fees	771	732
Total	<u>771</u>	<u>732</u>
Journals		
Subscriptions	42	34
Total	<u>42</u>	<u>34</u>
Education		
Invoiced sales	-	4
Total	<u>-</u>	<u>4</u>
Courses & events		
Event income	-	1
Course fees	53	39
Total	<u>53</u>	<u>40</u>
Total income from charitable activities	<u>2,839</u>	<u>2,783</u>

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5 INCOME FROM OTHER TRADING ACTIVITIES

	2025 £'000	2024 £'000
Facilities hire	9	29
Other income	53	94
	<u>62</u>	<u>123</u>

6. INCOME FROM INVESTMENTS

	2025 £'000	2024 £'000
Bank interest	-	-
Investment income	59	57
	<u>59</u>	<u>57</u>

7. ANALYSIS OF EXPENDITURE

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2025 Total £'000
Staff costs	54	1,007	197	175	493	263	54	2,242
Direct costs	-	175	196	135	50	111	-	668
Travel	-	-	-	-	-	-	15	15
Premises	-	-	-	-	-	-	305	305
Office costs	-	-	-	-	-	-	45	45
IT	-	-	-	-	-	-	162	162
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	44	44
Governance costs	-	-	-	-	-	-	52	52
	<u>54</u>	<u>1,182</u>	<u>393</u>	<u>310</u>	<u>543</u>	<u>374</u>	<u>677</u>	<u>3,533</u>
Support costs	-	317	162	54	62	82	(677)	-
Total expenditure 2025	<u>54</u>	<u>1,499</u>	<u>555</u>	<u>364</u>	<u>605</u>	<u>456</u>	<u>-</u>	<u>3,533</u>

	Cost of Raising Funds £'000	Membership Subscriptions & Services £'000	Accreditation and Examination fees £'000	Journals £'000	Education £'000	Courses & Events £'000	Support Costs £'000	2024 Total £'000
Staff costs	48	920	180	160	452	240	48	2,048
Direct costs	-	222	141	131	21	68	-	583
Travel	-	-	-	-	-	-	20	20
Premises	-	-	-	-	-	-	280	280
Office costs	-	-	-	-	-	-	37	37
IT	-	-	-	-	-	-	184	184
Depreciation/ Irrecoverable VAT	-	-	-	-	-	-	69	69
Governance costs	-	-	-	-	-	-	31	31
	<u>48</u>	<u>1,142</u>	<u>321</u>	<u>291</u>	<u>473</u>	<u>308</u>	<u>669</u>	<u>3,252</u>
Support costs	-	315	160	54	60	80	(669)	-
Total expenditure 2024	<u>48</u>	<u>1,457</u>	<u>481</u>	<u>345</u>	<u>533</u>	<u>388</u>	<u>-</u>	<u>3,252</u>

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8. NET (EXPENDITURE) / INCOME FOR THE YEAR

	2025 £'000	2024 £'000
Net (expenditure)/income is stated after charging for:		
Depreciation	25	47
Auditor's remuneration:		
Audit fees	16	15
Other services	3	2
Irrecoverable VAT	19	22
Operating lease rentals – land and buildings	155	172
Trustees Expenses	-	5

9. STAFF COSTS

	2025 £'000	2024 £'000
Salaries and wages	1,766	1,661
Social security costs	193	160
Employer's contribution to defined contribution pension schemes	154	150
Defined benefit pension schemes costs	54	44
Training	26	21
Recruitment	42	4
Other staff costs	7	6
	2,242	2,046

Within salaries and wages there are termination payments of £Nil (2024: £Nil).

The following number of employees received employee benefits (excluding employer pension) during the year between:

	2025 £'000	2024 £'000
£180,000 to £190,000	1	
£160,000 to £170,000	-	1
£70,000 to £80,000	4	2
£60,000 to £70,000	-	2

The total employee benefits including pension contributions and national insurance contributions of the key management personnel were £657,493 (2024: £382,926). The increase is due to two additional management personnel being included in the current year.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2024: £nil). 16 trustees were reimbursed travel expenses of £9,829 during the year (2024: 19 trustees were reimbursed travel expenses of £5.3k) with no trustees receiving an honoraria (2024: no trustee received £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

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FOR THE YEAR ENDED 30 SEPTEMBER 2025

9. STAFF COSTS (Continued)

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 £'000	2024 £'000
Raising funds	1	1
Charitable activities	36	35
Support	3	3
Governance	1	1
	<u>41</u>	<u>40</u>

10. PENSION SCHEMES

The Society operates a defined contribution scheme, which is open to all members of staff. The Society's contributions in the year amounted to £154k. There were no outstanding or prepaid contributions.

The Society operated a defined benefit scheme, which was closed to new members with effect from 2 September 2002 and was closed to further accrual of benefits with effect from 31 March 2006.

The actuarial valuation of the scheme showed that the market value of the scheme's assets was £4,447,000 at 1 April 2023 and that the actuarial value of those assets represents 104% of the benefits that had accrued to members. The actuarial valuations were made using the attained age method.

The accounting standard for retirement benefits, FRS 102, has been fully implemented in these accounts. The Society instructed a qualified and independent actuary to make valuation of pension scheme liabilities using the projected unit method.

Employee Benefit Obligations

The amounts recognised in the balance sheet are as follows:

	2025 £'000	2024 £'000
Fair value of scheme assets	1,784	1,939
Present value of scheme liabilities	1,273	(1,432)
Irrecoverable surplus on pension scheme	(511)	(507)
	<u>-</u>	<u>-</u>
(Deficit)/Surplus	<u>-</u>	<u>-</u>

Following advice from the scheme actuary, the pension scheme asset has not been recognised in the Society's accounts on the basis that it is irrecoverable.

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10. PENSION SCHEMES (Continued)

Changes in the present value of the defined benefit obligations are as follows:

	2025 £'000	2024 £'000
Opening defined benefit obligation	1,432	1,354
Movement in the year		
Interest cost	71	72
Benefits paid and death in-service premiums paid	(75)	(23)
Expenses	-	-
Actuarial (gains)/losses	(155)	29
	<u>1,273</u>	<u>1,432</u>
Closing defined benefit obligation		

Changes in the fair value of plan assets are as follows:

Opening fair value of plan assets	1,939	1,776
Interest income	97	94
Actuarial gains/(losses)	(177)	109
Contributions by the Society	-	-
Expenses paid	-	(17)
Benefits paid	(75)	(23)
	<u>1,784</u>	<u>1,939</u>

The major category of plan assets is

Equities/diversified	15	14%
Bonds & gilts	83%	84%
Cash	2%	2%

The principal actuarial assumptions at the balance sheet date were

Allowance for commutation of pension	20%	20%
Discount rate	5.95%	5.1%
Inflation assumption	2.8%	3.0%

Amount charged within expenditure	£'000	£'000
Current service cost		
Expenses	-	17
Net interest cost	-	-
	<u>-</u>	<u>17</u>

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10. PENSION SCHEMES (Continued)

The mortality assumptions adopted at 30 September 2025 imply the following life expectancies:

Amount charged within resources expended	Life expectancy at age 60 (Years)	
	2025	2024
Male retiring in 2023	27.7	27.5
Female retiring 2023	30.2	30.3
Male retiring in 2039	26.1	25.9
Female retiring in 2039	28.7	28.8
	2025	2024
	£'000	£'000
Analysis of amount recognised in other recognised gains & losses		
Difference between expected and annual return on scheme assets		
Amount: Gain/(Loss)	(177)	109
Experience gains and losses arising on the scheme liabilities		
Amount: Gain/(Loss)	3	(18)
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities:		
Amount: Gain/(Loss)	152	(11)
Total actuarial gains and losses before restriction due to some of the surplus not being recognisable	22	(63)
Amount: Gain/(Loss)	-	17
Effect of limit on amount of surplus recognised		
Due to some of the surplus not being recognisable	-	(17)
Total amount recognised in other recognised gains and losses	-	-

The best estimate of contributions be paid by the Charity for the year beginning after 30th September 2025 is £Nil (2024: £Nil).

11. BRANCH FUNDS

Reports have been received from the four branches who operate their finances independently. The other branches use centralised facilities. The total cash at bank and in-hand held by the four reporting branches at the balance sheet date was £nil (2024: £4,491), this is due to RSB Council decision to dissolve the branch structure which was completed in this financial year.

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12. TANGIBLE FIXED ASSETS

	Leasehold Improvements £'000	Fixtures & Fittings £'000	Computer Equipment £'000	Works of Art £'000	Total £'000
Cost or valuation					
At 1 October 2024	198	33	112	18	361
Additions	-	-	13	-	13
Disposals	(198)	(33)	(58)	-	(289)
At 30 September 2025	-	-	67	18	85
Depreciation					
At 1 October 2024	166	30	100	-	296
Charge for the year	15	1	9	-	25
Disposals	(181)	(31)	(58)	-	(268)
At 30 September 2025	-	-	51	-	53
Net Book Value					
At 30 September 2025	-	-	16	18	34
At 30 September 2024	32	3	12	18	65

All tangible fixed assets are for direct charitable use.

Works of Art:

The Society holds works of Art, which were valued by Coram James Limited (Art & Antique Valuers) on 2 April 2019 at replacement value for insurance purposes. The Trustees have not identified any material change in the valuation since this date.

13. INVESTMENTS

	2025 £'000	2024 £'000
Market value at 1 October 2023	1,398	1,441
Additions in the year	-	-
Disposals	-	(200)
Gain/(loss) in the year	(67)	157
Market value at 30 September 2024	1,330	1,398
Investments at market value comprised:		
Equities	1,330	1,398
	1,330	1,398

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14. DEBTORS

	2025	2024
	£'000	£'000
Due within one year		
Trade Debtors	108	101
Other debtors	5	94
VAT	13	3
Prepayments and accrued income	232	497
	<u>358</u>	<u>695</u>

15. CREDITORS: amounts falling due within one year

	2025	2024
	£'000	£'000
Due within one year		
Subscriptions and fees in advance	228	205
Accruals	106	57
Trade creditors	81	62
Taxation and social security costs	62	43
Other creditors	10	30
	<u>487</u>	<u>397</u>

	2025	2024
	£'000	£'000
Deferred income		
Balance at the beginning of the year	205	188
Amount released to income in the year	(205)	(188)
Amount deferred in the year	228	205
	<u>228</u>	<u>205</u>
Balance at the end of the year	<u>228</u>	<u>205</u>

Membership fees are collected on 1 October, 1 January, 1 April and 1 July. Only fees paid on 1 October coincide with the financial year - others are partly accrued. For example, a fee paid on 1 April is applied 50% to the current financial year and 50% to the next. Similarly, some plant health grant income and accreditation fees cover work completed in the following financial year and are also partly accrued.

16. CREDITORS: amounts falling due after more than one year

	2025	2024
	£'000	£'000
Due after more than one year		
Life membership fund	<u>63</u>	<u>51</u>
	<u>63</u>	<u>51</u>
Deferred income		
Balance at the beginning of the year	51	47
Amount released to income in the year	(5)	(4)
Amount deferred in the year	17	8
	<u>63</u>	<u>51</u>
Balance at the end of the year	<u>63</u>	<u>51</u>

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17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2025

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2025 £'000
Fixed Assets	1,364	-	1,364
Net current assets	320	138	458
Long term liabilities	(63)	-	(63)
	<u>1,621</u>	<u>138</u>	<u>1,759</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2024

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000
Fixed Assets	1,463	-	1,463
Net current assets	635	121	756
Long term liabilities	(51)	-	(51)
	<u>2,047</u>	<u>121</u>	<u>2,168</u>

18. DESIGNATED FUNDS - 2025

	At 1 October 2023 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2025 £'000
Working Capital	500	-	-	-	500
HUBS	66	30	(25)	-	69
IT & CRM Development	150	-	-	100	250
Pension Reserve	-	-	-	-	-
	<u>716</u>	<u>30</u>	<u>(25)</u>	<u>100</u>	<u>819</u>

DESIGNATED FUNDS – 2024

	At 1 October 2023 £'000	Income/ Gains £'000	Expenditure /Losses £'000	Transfers in/(out) £'000	At 30 September 2024 £'000
Working Capital	500	-	-	-	500
HUBS	70	33	(37)	-	66
IT & CRM Development	-	-	-	150	150
Pension Reserve	-	-	-	-	-
	<u>570</u>	<u>33</u>	<u>(37)</u>	<u>150</u>	<u>716</u>

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18. DESIGNATED FUNDS – 2025 (continued)

Working capital

The Council of the Society use three months' expenditure as an appropriate minimum level of cash for working capital. This covers expenditure on staff and core overheads such as space and equipment rental, travel and office costs. The trustees have maintained this at a £500k level for FY 2024-25.

HUBS

Heads of University Biosciences (HUBS) is a Special Interest Group of the Royal Society of Biology and aims to address the particular challenges of managing biological and life science departments and units in UK higher education (HE). HUBS acts as a forum for discussing relevant national issues and as a source of informed comment. HUBS runs an annual meeting for members, the Bioscience Teacher of the Year Award, and supports the Early Career Lecturers Forum.

IT & CRM Development

The Society operates a bespoke Customer Relationship Management (CRM) system developed under contract, based on open source tools and standards. It has been operating since 2012, evolving every year. Technology changes mean the system must be replaced over the course of the new five year strategy to 2030, ideally within three years. Council have agreed that a designated fund, initially of £250k, should be made available for this work. As a minimum, initial scoping will commence during FY25-26.

19. RESTRICTED FUNDS - 2025

	At 1 October 2023 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2025 £'000
Natural Capital Initiative	41	-	(10)	-	31
The John Barker Educational fund	80	-	(54)	-	26
Plant Health grant	-	117	(61)	-	56
Biology Tomorrow	-	25	-	-	25
	<u>121</u>	<u>142</u>	<u>(125)</u>	<u>-</u>	<u>138</u>

John Barker, an editor of the RSB's JBE journal for almost 25 years, generously provided a legacy of £228k in 2023. This is being used to further biology education in all forms from curriculum improvement to UK-wide policy development. The trustees aim to spend the remainder of the fund over the next two financial years to Sept 2027. This year £54k (2024: £62k) supported 80% of the cost of two education policy roles at the Society and 10% of the Head of Education's cost for supervision.

The plant health grant is funding provided by DEFRA (Department for Environment, Food and Rural Affairs) and managed by FERA Science. It promotes an understanding of, and action in, Plant Health through networks, Summer studentships and professional registration. A new grant covering a four year period commencing in FY 24-25 was awarded at a total value of £610k.

The Biologist of Tomorrow is a project co-funded between the RSB and six other organisations. It will identify the future skills requirement of those working in the biology sector and will inform the RSB's future work on supporting skills development.

Natural Capital Initiative (NCI) develops a series of workshops and policy positions on the use and value of natural capital.

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No new funds were received to be spent this FY. The secretariat group agreed the remaining fund will be put towards delivery of a series of workshops, with reassessment of the fund and delivery annually.

19. RESTRICTED FUNDS - 2024

	At 1 October 2023 £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	At 30 September 2024 £'000
Natural Capital Initiative	43	-	(2)	-	41
The John Barker Educational fund	142	-	(62)	-	80
Plant Health grant	-	87	(87)	-	-
	<u>185</u>	<u>87</u>	<u>(151)</u>	<u>-</u>	<u>121</u>

20. LEGAL STATUS OF THE CHARITY

The Society is incorporated under Royal Charter and a charity registered with the Charity Commission in England and Wales.

21. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for 2025 (2024: nil).

There are no donations from related parties, which are outside the normal course of business, and no restricted donations from related parties.

22. OPERATING LEASE COMMITMENTS

The Society had the following future commitments under non-cancellable operating leases in respect of land and buildings at 30 September 2025:

	2025 £'000	2024 £'000
Within one year	-	229
Between two and five years	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>229</u>