Company registration number: 07706662
Charity registration number: 1164821

IN2SCIENCEUK.ORG

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 November 2025

Tahas & Co Ltd
Suite 3, Second Floor
760 Eastern Avenue
Newbury Park
London
IG2 7HU

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Contents

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Reference and Administrative Details

Chair	Jonathan Flowers
Vice Chair	Professor Victoria Pope
Chief Executive Officer	Stephen Hancock
Trustees	Nick Clarke (appointed September 2025) Robert Dickinson (appointed September 2025) Shirlayne Dunwoodie (appointed September 2025) Kathy New (appointed September 2025) Jamie Ounan (appointed September 2025) Shannon Quinney (appointed September 2025) Olivia Reeve (appointed September 2025) Jonathan Flowers Nicholas Marsden Professor Victoria Pope Clare Ray Paul Topping Phoebe Reynolds Professor John Mitchell (resigned May 2025) Kate Grant (resigned May 2025) James Russell (resigned May 2025) Prof Bryan Williams (resigned May 2025) Marzia Farooqui (resigned September 2025)
Treasurer	Robert Dickinson (appointed September 2025)
Registered Office	C/O Sedulo Office 605 Albert House 256-260 Old Street London EC1V 9DD The charity is incorporated in England and Wales.

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Reference and Administrative Details

Company Registration Number	07706662
Charity Registration Number	1164821
Bankers	HSBC 39 Tottenham Court Road London W1T 2AR
Auditors	Tahas & Co Ltd Suite 3, Second Floor 760 Eastern Avenue Newbury Park London IG2 7HU

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Trustees' Report

The Trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 30 November 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 2 of the financial statements and comply with the Charity's governing document (Memorandum and articles of association, incorporated 15/7/2011 and amended by special resolution 1/4/2015 and 3/7/2015 as amended on 2/6/2019).

Objectives and Activities

In2scienceUK believes every young person deserves the chance to reach their full potential, regardless of background. We inspire and empower students from low socioeconomic backgrounds with the knowledge, skills and confidence to access STEM degrees and careers. In doing so, we open doors to opportunity, drive social mobility, and help build a more diverse and innovative future for science, technology, engineering and maths in the UK.

<u>The challenge</u>

In2scienceUK's programmes empower young people from low socioeconomic backgrounds to overcome persistent barriers to STEM degrees and careers, unlocking their potential and enabling upward social mobility.

Recent studies from the Department of Education showed that only 28.9% of young people on free school meals (FSM) progressed to higher education by the age 19, contrasting to 45.8% of their non-FSM peers attending state maintained schools. When accounting for progression rates to high-tariff universities this drops to just 4.9% of FSM students.

Recent workforce studies have also shown that just 9% of tech professionals, 9% of life scientists, 6% of doctors, and 21% of all engineers come from low socioeconomic backgrounds, this contrasts to 29% representation across the general workforce. These statistics demonstrate the impact of systemic inequalities in access to STEM degrees and careers and the barriers that young people face in progressing in their STEM journey, including;

● Increased barriers to attending higher tariff universities or securing employment due to a lack of relevant STEM experience.
● Reduced access to a network that can open doors to meaningful STEM experiences and guidance.
● Insufficient support and advice to navigate the different pathways into STEM degrees.
● Insufficient support to gain application and interview skills, or skills to progress career development.
● Reduced access to a network of STEM professionals either through school, family or professionally that can provide guidance and support.
● A lack of role models for young people from low-socioeconomic backgrounds to aspire to in the STEM sector, negatively impacting their confidence and belief that 'people like them belong in STEM'. A view often mimicked by and from parents' perceptions.

Despite these barriers, with the right support and interventions young people can not only access these opportunities but benefit from the significant advantages that a career in STEM can provide, supporting tangible upward social mobility. These benefits include:

● Higher salaries and greater long-term earning potential (20% higher on average)
● Greater job stability and economic resilience.
● Increased opportunities for career progression.
● Opportunities to be at the forefront of innovation, research and policy.

In addition to these benefits, supporting young people from low socioeconomic backgrounds into STEM also enables the UK to address a critical skills shortage. The UK faces a shortfall of around 173,000 STEM professionals annually, costing the economy an estimated £1.5 billion per year in lost productivity and innovation. By widening participation and increasing diversity in STEM, we can ensure a broader range of perspectives and ideas, driving greater innovation across the industry and fostering a workforce that is more representative of society.

Department for Education (2025) Widening participation in higher education: Academic year 2023/24. London: HM Government. Available at https://explore-education-statistics.service.gov.uk/find-statistics/widening-participation-in-higher-education/2023-24 (Accessed: 18 February 2026).

Sutton Trust (2022) Bridging the Gap: Socio-economic diversity in the life sciences and engineering. London: Sutton Trust. Available at: https://www.suttontrust.com/our-research/ (Accessed: 18 February 2026).

BCS, The Chartered Institute for IT (2023) Diversity Report 2023: Socio-economic background in the tech workforce. London: BCS. Available at https://www.bcs.org/policy-and-influence/diversity-and-inclusion/bcs-diversity-report-2023/ (Accessed: 18 February 2026).

Institution of Engineering and Technology (IET) (2023) Addressing the STEM skills shortage: Engineering a digital future. Stevenage: IET. Available at: https://www.theiet.org/impact-society/fact-files/ (Accessed: 18 February 2026).

Royal Academy of Engineering (2022) Social Mobility and the Engineering Profession. London: Royal Academy of Engineering. [Source for 21% representation and salary premium data].

Social Mobility Commission (2023) State of the Nation 2023: People and Places. London: HM Government. Available at: https://www.gov.uk/government/publications/state-of-the-nation-2023 (Accessed: 18 February 2026).

POST (Parliamentary Office of Science and Technology) (2025) The STEM skills pipeline in the UK. POSTnote 746. London: UK Parliament. Available at https://post.parliament.uk/research-briefings/post-pn-0746/ (Accessed: 18 February 2026).

Our beneficiaries

In2scienceUK aims to bridge the gap in equitable access to STEM degrees and careers by supporting those most in need across England, Scotland and Wales. The participants we serve come from some of the communities least likely to partake in STEM undergraduate and postgraduate degrees, particularly at higher tariff universities, and progress to a STEM career. Metrics are adjusted according to each of our programmes but key indicators of low-socioeconomic status are derived from external research, including the social mobility commission to ensure we are reaching those most in need. An example of these include:

- Attending a non-selective state funded school.
- Current or prior recipient of Free School Meals (FSM)
- Current or prior recipient of Pupil Premium (PP), Education Maintenance Allowance (EMA), or the 16-19 bursary.
- Have been or currently in care, or have caring responsibilities.
- Parents or Guardian have not attended a Higher Education Institution.
- Occupation of the main household earner when the student was 14.

Our programmes

Trustees' Report

Our programmes in 2025 provided a continuum of support to address the barriers young people from low socioeconomic backgrounds face at critical transition points in a young person's STEM journey. By focusing on key transition stages, we aim to address the barriers that contribute to the STEM 'leaky pipeline' and ensure that young people are supported to access STEM degrees and careers. These form the basis of In2scienceUK's key impact outcomes and performance indicators. In the planning of each of these activities we have carefully considered the guidance notes provided by the Charity Commission to ensure that each provides a clear public benefit.

In2STEM

The In2STEM programme supports current year 12 and S5/S6 students providing them with the opportunity to build their knowledge, skills and confidence to progress to STEM undergraduate degrees. This is achieved through a combination of interventions delivered throughout the summer:

●**1-2 week work experience placements -** developing skills, confidence and STEM capital through hands-on work experience placements with cutting edge research in both academia and industry.
●**University and admission workshops -** supporting students with the guidance and support needed to apply for and succeed in STEM courses at higher tariff universities.
●**Careers and skills workshops -** providing critical knowledge into careers pathways and developing the necessary skills to build young peoples' confidence as they progress to university. This includes apprenticeship support workshops.
●**Public engagement -** students participate in public engagement competitions and submit projects to achieve CREST awards, to develop their STEM communication skills.
●**Access to ongoing support and opportunities** (through In2careers) **-** supporting students into STEM opportunities during their undergraduate degree, providing job and internship opportunities, interview and CV support, careers panels, networking opportunities and public engagement with STEM opportunities.

To date the In2STEM programme has supported **5,350 students** to develop the tools they need to progress on their STEM journey to higher education. In 2025 we received 3,430 eligible applicants and supported 622 students, collectively completing 19,499 hours of in-person placement experience, and delivering 38 workshops.

In2research

In2research is a year-long programme, supporting current undergraduate (2nd year and above), masters level students and recent graduates from low-socioeconomic backgrounds to access postgraduate research degrees and careers. The programme involves a full time eight-week placement supported by a tax-free stipend and subject specific mentoring, skills-building workshops, in-person away days and continued support via an alumni network.

The programme interventions are designed to directly address the three core barriers for young people from low socioeconomic backgrounds and underrepresented groups to be able to pursue postgraduate research degrees and careers.

1. Lack of knowledge and information about postgraduate research opportunities, careers, funding and application processes:
a. Skills-building workshops from expert facilitators on the application process and skills required to secure a PhD.
b. Professional development away days to build transferable skills and a research community
c. 5 month mentoring programme with a subject-specific academic
d. Mock interviews and guidance
e. Bespoke academic CV, personal statement and research proposal support

2. Lack of relevant research experience to have the necessary skills, knowledge and confidence to successfully progress to postgraduate research opportunities.

a. 8-week in-person research placement during the summer in their subject of interest at a research-intensive university.
b. Stipend to cover food, travel and accommodation costs over the 8 weeks to address the financial barrier to taking part in such opportunities, including a loss of potential earnings.

3. The existing conscious and unconscious biases in the research sector that prevent young people from underrepresented groups from progressing onto, and staying in, postgraduate research opportunities.
a. Race and cultural literacy training is delivered to all our mentors and placement hosts with the aim to address systemic institutional bias and provide a more equitable environment for students from minority ethnic backgrounds to access postgraduate opportunities.

Since its inception in 2020/21, the programme has supported a total of 426 participants. With 125 students supported on the In2research programme taking part in 32,340 hours of work experience in a variety of cutting edge research projects in London, Cambridge, Glasgow and Manchester, with additional support to expand the project to Edinburgh, Dundee, St Andrews, Newcastle and Liverpool in 2025/26. Students also benefited from workshops, away days and a total of 461 hours of mentoring with highly experienced researchers.

The programme in 2025 was delivered as a consortium of delivery partners, with In2scienceUK and UCL being the main delivery partners of the programme. UCL Students Union manage In2research alumni and Leading Routes and UPSIGN manage our institutional change interventions.

In2careers

The In2careers programme aimed to provide resources, employability workshops and expert guidance to help participants take the first step into a STEM career. Since its launch in May 2023, has grown as an initial pilot, to have 2,776 users via its online platform, with 630 participants engaging in a workshop or event in the 2025 year. In addition to this the programme ran a University peer mentoring programme supporting.

In2careers also creates a virtuous circle in which students who have benefited from our other programmes are able to give back and support younger participants. This is most notable through our 1st year undergraduate peer mentoring initiative, in which In2scienceUK alumni are able to provide peer support and signposting to 59 students who were navigating their first year of university, via funding from the Charity of Sir Richard Whittington.

“In2careers events and competitions opened doors I wouldn’t have accessed otherwise, including a conference I couldn’t afford on my own. I also wanted a way to build leadership, so mentoring on the University Peer Mentoring scheme helped me to do exactly that. These experiences broadened my perspective and boosted my confidence.” - Palak, In2STEM alumni and In2careers mentor.

Volunteer contribution

In 2025 In2scienceUK was supported by a total of 512 volunteers, who collectively hosted 51,839 hours of in-person-placements as well as an additional 403 volunteers providing hundreds of hours of mentoring, workshops, in-person skills development opportunities. The value of this in-kind contribution of this voluntary support is estimated to be £809,474.

Impact Overview

For additional insights into our achievements and outcomes, refer to the 2025 Impact Report. https://in2scienceuk.org/impact/

In2STEM

Since In2scienceUK was founded in 2011, over 5,350 young people have participated in our In2STEM programme. Data from UCAS shows that In2STEM alumni progressed to achieve the following. Data from 2021-2023 cohort.
● 88% applied to universities one year after completing In2STEM.
● 97% of applicants were successfully offered a place.
● 84% accepted university offers for the following year.
● 93% of applicants applied to study a STEM subject.
● 91% of applicants applied to at least one higher-tariff university.
● 77 % of those with offers received one from at least one higher-tariff university.

In 2025, the number of eligible applicants significantly increased with a total of 3,430 eligible applications from students across the UK, representing a 68% increase in applications. Through the summer In2scienceUK supported 622 students, with all participants from low-socioeconomic backgrounds with limited access to STEM careers and higher education guidance, support and work experience. With 84% of students being from ethnic minority backgrounds and 70% of participants being female.

Key data from our evaluation showed the significant impact of the programme:

● 98% of participants said they had gained practical or professional skills that support them in the future.
● 95% of participants said they were motivated to study a STEM subject at University or STEM apprenticeship following the programme.
● 94% of participants said that the programme made them feel they belong in a career in STEM.
● 91% of participants said through the programme that they had learnt about different routes into careers in STEM.
● 80% of participants said that they were confident to write a high quality UCAS personal statement or application. 40% agreed with this statement prior to the programme.

In2research

In 2024/25, our programme received 491 eligible applications from undergraduates, master's students, and recent graduates, highlighting strong demand for high-quality research opportunities. We supported 125 participants through immersive research placements, alongside mentoring, skills workshops, and residential away days designed to build confidence, capability, and aspiration.

Our programme delivered meaningful outcomes for students at every stage of their journey:

● 97% said the programme helped them decide whether a research career was right for them
● 85% aspire to become a researcher or professional in their chosen field
● 90% developed practical research skills through hands-on placement experiences
● 88% feel confident preparing a postgraduate research application (up from 12% before the programme)
● 81% understand how to apply for postgraduate research funding (up from 8% prior to taking part)
● 80% built a professional network through their placement
● 42% secured additional opportunities, including master's study, co-authoring academic papers, attending research conferences, further placements, and doctoral opportunities

A follow-up survey of the 2024/25 cohort shows strong progression in the 2025/26 academic year:

● 23% are completing their undergraduate degree
● 27% are studying for a master's degree
● 10% are starting a PhD
● 20% are in full-time employment

In addition, 70% of participants plan to apply for a PhD, demonstrating the programme's lasting influence on ambition and progression into research careers.

Together, these outcomes show how targeted support, access to research environments, and high-quality mentoring can open pathways into STEM research-particularly for students who might otherwise face barriers to progression.

In addition to the impact on participants, In2scienceUK's evaluation demonstrates that In2research is driving meaningful change in research culture across academia.

- 86% of placement hosts and 71% of mentors reported a greater understanding of the barriers faced by Black, Asian, and minority ethnic postgraduate research students
- 67% of placement hosts and 72% of mentors said they are now more likely to advocate for cultural change within their institutions
- 89% of placement hosts and 94% of mentors found the programme personally valuable

These results show that In2research not only supports students but also empowers academics and research professionals to challenge barriers, champion inclusivity, and contribute to lasting cultural change in higher education.

In2careers

To measure In2careers' impact in 2024/25, we analysed 221 participant survey responses.

- 81% - know more about different STEM careers available to them and how to access them
- 81% of respondents felt they have access to more opportunities to get involved with STEM opportunities.
- 71% felt more confident to apply for a STEM job
- 71% agreed that they gained new skills and knowledge to help them progress with their career. E.g. CV writing.
- 60% of respondents said they made new connections with STEM professionals

Financial performance

In this accounting period we received a total of £1,585,459 from a variety of funding sources including universities, trusts and foundations, professional STEM societies, corporations, and private donations. This is a sustained level of funding from the financial year 2024, with a total income of £1,560,369.

The organisation's financial performance in FY25 demonstrates a strong, sustainable position and disciplined resource management. Building on the experience of FY24, when strategic investments led to a deficit of £334,643 and reserves fell below target, FY25 reflects a successful recalibration of income and expenditure. Sustained income of £1,585,459, slightly above FY24's £1,560,369, combined with prudent expenditure management, resulted in an underspend of £105,852. This enabled reserves to be rebuilt to £389,512, exceeding the target of £371,709 and representing a 37% increase from FY24 reserves of £283,660. The trustees aim to maintain free reserves in unrestricted funds at a level equating to approximately three months of charitable expenditure.

FY24 provided valuable lessons that informed a focused FY25 strategy. Resources were allocated strategically, including targeted investment in income generation, while programme delivery remained fully protected. This approach strengthened operational sustainability, ensured efficient use of funds, and positioned the organisation to continue delivering meaningful impact.

Looking ahead to FY26, we recognise the broader downturn in the fundraising landscape across the voluntary sector. While this presents challenges, our strengthened reserves, disciplined financial management, and targeted investment in income generation provide a solid foundation to navigate these conditions. The organisation remains well-positioned to maintain programme delivery, attract new support, and continue delivering measurable impact, demonstrating resilience and strategic adaptability in a changing environment.

Safeguarding

Mitigations for this risk include:

1. The charity has a designated trustee with responsibility for safeguarding and internal safeguarding leads.
2. The charity has robust safeguarding policies in place for under 18's and adults at risk. This includes an updated safeguarding policy and procedures to ensure we are compliant with regulations for England, Wales and Scotland. These are publicly available.
3. Staff undertake mandatory safeguarding training on joining the organisation appropriate to their role and take part in additional internal safeguarding training every year. Volunteers are provided with safeguarding training where appropriate as part of our mandatory induction sessions.
4. All Trustees complete safeguarding training when joining.
5. The charity has robust safeguarding procedures in place as part of our recruitment policy.
6. All safeguarding incidents are reported at each trustee board meeting and included in the CEO report.

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales and meet its obligations of charitable purposes and public benefit.

Structure, governance and management

Governance is managed according to the policies and procedures outlined in the articles of association. These include the charity's organisational structure and policies regarding relationships with related parties. The trustees' consideration of major risks, as well as systems and procedures for their management, are also contained in the articles of association. Trustees also sit on one of four committees; Operational Assurance Group (covering financial and operational support), Growth and Income, People and Programme E Impact. Committees meet several times a year and the lead trustee feeds back at trustee board meetings.

As In2scienceUK has key aims in promoting social inclusion and equal access, we are committed to maintaining the utmost integrity in all aspects of our governance in order to promote our values at all levels of the organisation.

Key management personnel

Stephen Hancock served as Interim CEO till February 2026, at which point Rachel Hillman then took up the role on a permanent basis.

The trustees consider the board of trustees and the chief executive as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

Trustees are required to disclose all relevant interests and register them with the chief executive and in accordance with the charity's policy withdraw from decisions where a conflict of interest arises.

The day to day administration is delegated to the CEO. Before Trustee meetings the CEO prepares overviews of the accounts and budget with the Treasurer. Additionally, updates on fundraising, student and researcher/STEM professional recruitment and expansion strategies as well as recommendations to the trustees concerning these activities are prepared. The trustees seek to follow the good practice 'Charity Trustees Guide' issued by ICSA.

Plans for the future

There is a critical need for programmes that empower students from low socioeconomic backgrounds to achieve their full potential, and we are committed to addressing this challenge strategically. By partnering with key stakeholders, we help students pursue STEM degrees and careers, tackling the ‘leaky pipeline’ that limits progression and contributes to the growing skills gap in the UK STEM workforce. Our initiatives not only foster social mobility but also create measurable, lasting impact for individuals and communities.

Looking ahead, we are ensuring our programmes continue to meet the challenges of tomorrow. This includes equipping students with the skills required for the STEM careers of the future, supporting alternative pathways into the sector, and reaching communities with the least access to opportunities, providing targeted support that maximises progression into STEM education and careers. Through this approach, we are enabling every young person, regardless of background, to realise their potential and contribute to a more diverse, skilled, and resilient STEM workforce.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on .18/06/2026... and signed on its behalf by:

VPope
Victoria Pope (Jun 30, 2026 09:28:32 GMT+1)
....
Professor Victoria Pope
Trustee

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Statement of Trustees' Responsibilities

The trustees (who are also the directors of IN2SCIENCEUK.ORG for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 18/06/2026 and signed on its behalf by:

VPope
Victoria Pope (Jun 30, 2026 09:28:32 GMT+1)
....
Professor Victoria Pope
Trustee

IN2SCIENCEUK.ORG

Independent Auditor's Report to the Members of IN2SCIENCEUK.ORG

Opinion

We have audited the financial statements of IN2SCIENCEUK.ORG (the 'charity') for the year ended 30 November 2025, which comprise the Statement of Financial Activities, Balance Sheet, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 November 2025 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

Basis for opinion

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 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 original financial statements were 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 annual report, other than the financial statements and our auditor's report thereon. 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 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.

Independent Auditor's Report to the Members of IN2SCIENCEUK.ORG

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 11), 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 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Independent Auditor's Report to the Members of IN2SCIENCEUK.ORG

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:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We inquired from management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations. We designed our audit procedures to identify instances of non-compliance throughout the audit and remained alert to instances of non-compliance throughout the audit.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

Due to 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. However, the primary responsibility for prevention and detection of fraud rests with both management and those charged with governance of the charity.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. we also:

• Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
• Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
• Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
• Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
• Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent Auditor's Report to the Members of IN2SCIENCEUK.ORG

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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 charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Mustafa
....
Mr M Poonawala (Senior Statutory Auditor)
For and on behalf of Tahas & Co Ltd, Statutory Auditor

Suite 3, Second Floor
760 Eastern Avenue
Newbury Park
London
IG2 7HU

Date: 02/07/2026

Statement of Financial Activities for the Year Ended 30 November 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	944,906	640,553	1,585,459	1,560,369
Total income		944,906	640,553	1,585,459	1,560,369
Expenditure on:					
Charitable activities	4	(842,591)	(637,016)	(1,479,607)	(1,895,012)
Total expenditure		(842,591)	(637,016)	(1,479,607)	(1,895,012)
Net income/(expenditure)		102,315	3,537	105,852	(334,643)
Transfers between funds		3,537	(3,537)	-	-
Net movement in funds		105,852	-	105,852	(334,643)
Reconciliation of funds					
Total funds brought forward		283,660	-	283,660	618,303
Total funds carried forward	14	389,512	-	389,512	283,660

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 14.

IN2SCIENCEUK.ORG

(Registration number: 07706662)
Balance Sheet as at 30 November 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	10	9,254	12,338
Current assets			
Debtors	11	59,790	165,243
Cash at bank and in hand	12	423,923	428,806
		483,713	594,049
Creditors: Amounts falling due within one year	13	(103,455)	(322,727)
Net current assets		380,258	271,322
Net assets		389,512	283,660
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		389,512	283,660
Total funds	14	389,512	283,660

The financial statements on pages 16 to 25 were approved by the trustees, and authorised for issue on 18/06/2026..... and signed on their behalf by:

VPope
Victoria Pope (Jun 30, 2026 09:28:32 GMT+1)
....
Professor Victoria Pope
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:
C/O Sedulo Office
605 Albert House
256-260 Old Street
London
EC1V 9DD

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
IN2SCIENCEUK.ORG meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement
The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs
These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3 Income from donations and legacies

	Unrestricted			
	General	**Restricted**	**Total 2025**	**Total 2024**
	£	**£**	**£**	**£**
Grants				
Grants	-	640,553	640,553	593,587
Regular donations and fees	944,906	-	944,906	966,782
	944,906	640,553	1,585,459	1,560,369

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
CEO & Director remuneration		65,566	-	65,566	79,814
Employers NIC		67,483	-	67,483	100,877
Workplace pension		74,400	-	74,400	67,371
Allocated support costs	5	628,927	637,016	1,265,943	1,640,705
Governance costs	5	6,215	-	6,215	6,245
		842,591	637,016	1,479,607	1,895,012

5 Analysis of governance and support costs

Charitable activities expenditure

	Unrestricted			
	General £	Restricted £	Total 2025 £	Total 2024 £
Staff salaries	444,423	151,961	596,384	977,938
Volunteer expenses & student Bursaries	34,481	472,884	507,365	440,849
Telephone and fax	661	-	661	2,377
Computer expenses	53,047	-	53,047	99,206
Printing postage and stationery	777	-	777	4,218
Trade and professional fees	55,676	9,471	65,147	33,226
Sundry expenses	7,131	-	7,131	9,251
Advertising & marketing	4,458	2,700	7,158	31,993
Depreciation of office equipment	3,084	-	3,084	4,112
Bank charges	71	-	71	136
Travel and subsistence	21,477	-	21,477	33,002
Insurance	3,641	-	3,641	4,397
	628,927	637,016	1,265,943	1,640,705

Governance costs

	Unrestricted		
	General £	Total 2025 £	Total 2024 £
Audit fees			
Audit of the financial statements	5,400	5,400	5,400
Other fees paid to accountants	815	815	845
	6,215	6,215	6,245

6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

7 Staff costs

The aggregate payroll costs were as follows:

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Management	4	4
Support staff	15	27
	19	31

No employee received emoluments of more than £60,000 during the year.

8 Auditors' remuneration

	2025 £	2024 £
Audit of the financial statements	5,400	5,400

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 December 2024	22,661	22,661
At 30 November 2025	22,661	22,661
Depreciation		
At 1 December 2024	10,323	10,323
Charge for the year	3,084	3,084
At 30 November 2025	13,407	13,407
Net book value		
At 30 November 2025	9,254	9,254
At 30 November 2024	12,338	12,338

11 Debtors

	2025 £	2024 £
Trade debtors	59,790	165,243

12 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	423,923	428,806

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	-	2,772
Other taxation and social security	16,803	33,888
Other creditors	81,250	280,667
Accruals	5,402	5,400
	103,455	322,727

14 Funds

	Balance at 1 December 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 November 2025 £
Unrestricted					
General	283,660	944,906	(842,591)	3,537	389,512
Restricted	-	640,553	(637,016)	(3,537)	-
Total funds	283,660	1,585,459	(1,479,607)	-	389,512

	Balance at 1 December 2023 £	Incoming resources £	Resources expended £	Balance at 30 November 2024 £
Unrestricted				
General	618,303	966,782	(1,301,425)	283,660
Restricted	-	593,587	(593,587)	-
Total funds	618,303	1,560,369	(1,895,012)	283,660

15 Analysis of net assets between funds

	Unrestricted General £	Total funds 30 Nov 2025 £
Tangible fixed assets	9,254	9,254
Current assets	483,713	483,713
Current liabilities	(103,455)	(103,455)
Total net assets	389,512	389,512

	Unrestricted General £	Total funds 30 Nov 2024 £
Tangible fixed assets	12,338	12,338
Current assets	594,049	594,049
Current liabilities	(322,727)	(322,727)
Total net assets	283,660	283,660