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Charity number: 313014

CHARTERED INSTITUTE OF LIBRARY AND INFORMATION PROFESSIONALS

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

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CHARTERED INSTITUTE OF LIBRARY AND INFORMATION PROFESSIONALS

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CHARTERED INSTITUTE OF LIBRARY AND INFORMATION PROFESSIONALS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2025

Trustees

Kate Robinson BA (Hons) DipLib MA FCLIP FRSA, Chair from January 2024
Cornelia Andersson MBA MCLIP (resigned 1 January 2026)[1]
Surash Patel[1]
Jonathan Waterfield (resigned 1 January 2026)[1]
Andrew Preater MCLIP
Corin Peacock BA (Hons) MA (resigned 1 November 2025)
Binni Brynolf
Helen Workman
Simon Burton (resigned 1 November 2025)
Stephen Phillips BLib MCLIP, Treasurer from January 2024
Alison Brettle BA (Hons) MSc PhD
Liz Jolly BA (Hons) DipILS FCLIP FRSA PFHEA
Anthony Adeloye (appointed 1 April 2025)
Sue Williamson (appointed 1 January 2025)
Janet Peden (appointed 1 January 2025)
Steve Williams (appointed 9 April 2026)
Nicole Weber (appointed 20 February 2026)
David Smith (appointed 1 January 2026)

[1] Co-opted

Presidential Team (ex-officio Board observers)

President
Carryl Allardice OBE from January 2026
Sue Lacey Bryant BA (Hons) DipLib MSc FCLIP LFEDIP from January 2025

Vice-President
Anoja Fernando MBE January 2026
Carryl Allardice OBE from January 2025

Senior Leadership Team

Sam Harris, Interim Chief Executive Officer (from September 2026)
Louis Coiffait-Gunn BA (Hons) MPhil, Chief Executive Officer (from May 2024 to April 2026)
Duncan Anthony, Chief Operating Officer (to September 2025)
Tracey Taylor, Chief Digital Transformation and Growth Officer (from October 2025)
Jo Cornish FCLIP, Chief Development Officer (to July 2025)
Sonia Ramdhian BA (Hons) MA MCILIP Chief Development Officer (from July 2025)
Sonia Ramdhian BA (Hons) MA MCLIP, Director of Sector Development (to July 2025)
Laura Chisling ACMA Interim Finance Director (from February 2025)
Debbie Sharp CIPD Head of People and Operations (from 1 January 2025)
Rob Green BA (Hons), Editor, Information Professional
Sean McNamara BA (Hons) MCLIP, Head of CILIP in Scotland
Andrew James BA (Hons) MA, Director of Content and Publishing
Emma Watkins, Director of Business Development (to November 2025)
Rabeea Arif, Director of Research and Development

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

Charity registered number

313014

Company registered number

RC000780

Principal office

27 Old Gloucester Street, Holborn, London, WC1N 3AX

Independent auditors

PEM Audit Limited, Salisbury House, Station Road, Cambridge, CB1 2LA

Bankers

Bank of Scotland, Teviot House, 41 South Gyle Crescent, Edinburgh, EH12 9XD

Unity Trust Bank PLC, Nine Brindley Place, Birmingham, B1 2HB

CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Solicitors

Bates Wells, 10 Queen Street Place, London, EC4R 1BE

Defined benefit pension scheme

Isio, 3 Hardman Square, Manchester, M3 3EB

Group stakeholder pension scheme

Scottish Widows, 69 Morrison Street, Edinburgh, EH3 8YF

Investment advisors

Barnett Waddingham, 2 London Wall Place, London, EC2Y 5AU

Investment managers

M&G Investments, 10 Fenchurch Street, London, EC3M 5AG

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025

The Trustees present here their report along with the consolidated financial statements of the Chartered Institute of Library and Information Professionals (CILIP) and its subsidiary CILIP Pathways Limited for the Financial Year ended 31 December 2025.

CILIP is a charity operating under Royal Charter (incorporated in the UK under registration number RC000780) registered with the Charity Commission (number 313014). The financial statements have been prepared based on the accounting policies set out in note one to the financial statements and comply with the organisation's Royal Charter.

IMPACT:

As laid out in our 2021-25 strategy We Are CILIP, CILIP changes lives by improving education, literacy and prosperity for all. We achieve this by raising standards in libraries, information and knowledge management.

VISION:

A professional community, dedicated to changing lives through quality information, services, and expertise.

MISSION:

To be the leading professional membership association for people working in information, knowledge, libraries, and related disciplines.

VALUES:

We will stand for and actively champion the values that unite our profession:

- Social justice
- Intellectual freedom
- Evidence-based practice

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President's foreword

Commending this annual report to you, I encourage members, and all our partners, employers and suppliers alike, to take time to read it. You will see here the breadth of activity in which CILIP staff, volunteers and members have played a part through the past year and the progress that has been made.

Whatever part you play – whether you have taken a leading role, helped 'backstage', participated in discussions, consultations and events, been active in groups and networks, or are an attentive recipient of communications, Thank You. We may each take different roles as circumstances allow, but as a member of CILIP you are supporting our shared mission to put libraries and knowledge services, library and information skills, and our shared professional values at the heart of an equal, democratic and prosperous society.

As you review what has been another very busy year, I wish to highlight the following areas of activity by CILIP in particular:

- the strategic planning undertaken to guide our direction, strengthen the association's position and build lasting resilience going forward
- the broad portfolio of services, activities, communications and publications provided by CILIP staff in England, Northern Ireland, Scotland and Wales - together providing the backbone to all that CILIP delivers
- the extraordinary contribution that volunteers made to enrich the professional life and development of fellow members, not least through member networks and committees
- the range of training sessions, conferences and other events held, inspiring and nurturing our professional community
- our work to advocate for libraries and for all parts of the profession, including expert input to national consultations and inquiries, responding as the voice of the whole profession often with member networks and partners
- the launch of initiatives to improve and streamline our internal machinery and processes, ensuring we can sustain our positive impact on the profession for another 148 years.

Developing our new strategy and priorities for 2026 – 30 has been a critical mission this year led by Louis Coiffait-Gunn, our former CEO, and the senior team, with the active input, support and approval of Trustees. The high level of engagement by members, partners and the wider community in the strategy consultation was immensely encouraging. This enabled CILIP to gather views, insights and perspectives on how we, as a professional body, can best support members and the wider sector, while at the same time demonstrating the many positive impacts we have on individuals, communities and the economy. Again, huge thanks to everyone who contributed.

As ever, advocacy was high on the agenda, with a Westminster Hall debate in May on the future of public libraries as one example and regular parliamentary questions in both houses. Through sustained engagement across a series of events, the libraries minister and their successor were engaged and receptive, which hopefully leads to tangible outcomes for the sector. At the opening of the Green Libraries Conference in October, Baroness Twycross said "All libraries make a difference and should be celebrated".

Appreciating that professional associations and membership bodies, indeed most charities, are currently operating amidst a challenging climate on many fronts, this report demonstrates CILIP's ongoing commitment to responsible stewardship. This is embodied in the strategic planning and robust management of resources that has taken place, underpinned by a period of forensic review of our operations and governance, financial management and working practices through 2025. Particular thanks are due to the CILIP staff team and Trustees for their dedication to this work at this important stage of CILIP's evolution.

The new year holds exciting new opportunities, for example through the National Year of Reading and as we prepare for the World Library and Information Congress (WLIC) in 2027, as well as through high profile events which give us all a lift – The Carnegies and Green Libraries to name but two. Yet familiar challenges also lie ahead, perhaps amplified by today's volatile, uncertain, complex and ambiguous world. The announcement of

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

CILIP's Intellectual Freedom Committee in 2025 was timely, supporting our role as ethical information professionals to speak out against disinformation, and stand up for freedom of expression in the information sphere.

I encourage you to read the report thoughtfully, valuing that it is the input of members as funders and volunteers that makes all the difference and remembering that library, knowledge and information staff are trusted to shine a beacon of light in the communities they serve. Libraries Change Lives for the better.

Sue Lacey-Bryant

Sue Lacey Bryant BA Hons, Dip Lib, MSc, FCLIP
President January to December 2025

Date: 30 September 2026

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Chair's introduction

Much of 2025 was a year of planning for CILIP as our attention turned towards the final delivery of our We *Are* CILIP strategy and to working with our whole community to explore the drivers for our next five years. Against a backdrop of new governments and their priorities, both nationally and internationally, we held true to our values and engaged with our members to navigate this challenging landscape as we shaped our next steps to 2030.

At its best a new strategy should be a smooth transition from what has gone before, to build on our strengths and secure a sustainable future. With previous projects and ambitions embedded as business as usual we considered all that you had shared with us to guide our next steps and to take on our new challenges, including how best to focus our resources and energies to meet these. This involved consulting all our individual and organisational members, volunteers, staff team and partners. We should all feel proud of what we have achieved and excited about what is to come.

That said, while funding and finances remain challenging, it is critical to have a robust infrastructure on which to build. The rapid pace of technological change and AI bring new opportunities, and our initial focus will be to harness these to transform our digital capacity and structures to better serve our members.

As we move forward, we will also continue to empower colleagues across the sector to in turn empower their users, better demonstrating CILIP's impact to enable you to better demonstrate yours. We know we are stronger together and 2025 saw the launch of a new Libraries Alliance, with major players across our sector joining together to address challenges in areas such as the rise of censorship, funding and the recognition of our profession. Our new Intellectual Freedom Committee is another excellent example of how we are bringing experts and champions from across the profession and beyond it together to focus on a growing issue facing society.

There is much to do but also much to look forward to, with a real chance to celebrate together across the whole of our sector in 2027 as we welcome over 4,000 delegates from over 130 countries for IFLA's World Library and Information Congress (WLIC), 'coming home' to the UK to where the International Federation of Library Associations and Institutions (IFLA) began 100 years ago. While our experiences and our professional lives are often quite different, we are bonded by common goals and values, so it will be wonderful to celebrate the 150th anniversary of our founding as the Library Association in a truly world-wide setting.

On behalf of the CILIP Board of Trustees, I commend this Annual Report to you as an accurate account of the performance of the charity over the course of 2025. I look forward to the coming year and to working alongside each of you as we move forwards together.

Kate Robinson

Kate Robinson BA (Hons) DipLib MA FCLIP FRSA

Date: 30 September 2026

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We Are CILIP strategy and objectives
Guided by our Charter, CILIP's charitable objects are to work for the benefit of the public to promote education and knowledge.

Strategic priorities
We *Are* CILIP, our 2021-25 strategy and action plan set out four contexts for our professional future:

- Equity and social justice
- Digital transformation
- Sustainability
- Leadership

Our strategy is under-pinned by a business plan that aims to:

1. Deliver sustainable growth in membership and drive value for our members.
2. Maintain and where possible grow our diversified/non-membership revenue streams.

Drawing on the key priorities from We *Are* CILIP, the core activities within the 2023-2025 business plan were:

1. Continuing Professional Development (CPD): To deliver high-quality CPD events and training that enable our members to enhance their skills, knowledge, and expertise.
2. Membership Services: To provide excellent membership services that support our members and enable them to maximize the benefits of membership.
3. Professional Standards: To uphold and develop professional standards that promote excellence in libraries, information and knowledge management.
4. Content and publishing: To deliver high-quality books, journals, magazines and other content which enable our members to improve their skills and develop their expertise.
5. Advocacy: To advocate for the value of our profession and the important role of our members in organisations and society.
6. Research and Development: To work in collaboration to deliver R&D programmes which advance our strategic goals.

There will be a continued period of consolidation to build operational infrastructure and work towards digital improvement, which will support long-term growth ambitions in alignment with the strategy, as well as supporting the aims of CILIP’s business plan to diversify the organisation’s range of income sources:

- Membership
- Advertising
- Book publishing
- Events and awards
- Professional services
- Research and development
- Fundraising
- Training

Further work is needed to ensure all these activities generate a surplus.

Services and activities
Our work to deliver the We *Are* CILIP strategy was focused around four sets of services and activities on behalf of our membership:

1. Community - We will grow and nurture our membership as a professional Community of Practice, supporting knowledge exchange and unlocking the expertise, know-how and creativity of our members.

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2. Recognition - We will help our members succeed by offering market leading professional recognition and certification that is recognised and endorsed by employers in all sectors and worldwide, based on our Royal Charter.
3. Representation - We will increase the visibility and influence of our profession, representing the interests of our members with employers, decision-makers, the public and the media.
4. Expertise - We will celebrate the expertise of our members and support them in their skills development and CPD in order to maintain professional standards.

Values
CILIP's work is inspired by our values, which include a commitment to social justice, intellectual freedom and evidence-based practice.

Four Nations together
CILIP works to deliver public benefit across England, Scotland, Wales and Northern Ireland, and shares knowledge and best practice between them. In Wales and Northern Ireland, our work is led by National Committees, CILIP Cymru Wales and CILIP Ireland. In Scotland, it is led by our partner organisation, CILIP in Scotland, which is independently registered with the Office of the Scottish Charity Regulator (OSCR, number SC038532).

Public benefit statement
As a Charity, CILIP is established for purposes which further public benefit, and the Trustees operate the Charity in furtherance of these purposes. The Trustees have regard to the Charity Commission's public benefit guidance when developing the strategy and overseeing the activities of the Charity. Our Royal Charter commits us to 'promote education and knowledge through the establishment and development of libraries and information services and to advance information science.' We can deliver on this commitment through the following powers:

- Act as the professional body for information professionals
- Promote professional education and training
- Provide conferences and events
- Support professional skills, qualifications and certification
- Promote study and research in librarianship and information science
- Scrutinise legislation that affects our profession
- Encourage the adequate provision of library and information services
- Maintain a directory of Registered Practitioners
- Develop international links with other professional associations overseas
- Provide member services and support
- Undertake trading activity to sustain our operations

Membership information
CILIP is the only chartered body in the world dedicated to uniting, supporting, and advocating for library, knowledge and other information professionals in all sectors. CILIP is pleased to have welcomed hundreds of new members to CILIP during the past year.

Any member can undertake Professional Registration with CILIP, and all those who meet the required standard receive official recognition in the form of Certification, Chartership or Fellowship, with a Knowledge Management designation also available at Chartership and Fellowship level. These professional standards are recognised by a wide range of employers in the UK and internationally. All three levels have been certified by the Scottish Credit and Qualifications Framework (SCQF), and have been deemed to be equivalent to a Higher Certificate for Certification, a bachelor's degree for Chartership, and a Master's degree for Fellowship.

CILIP has a network of volunteer mentors and support officers who can support individuals going through the process of Professional Registration, and there are a range of resources specially tailored to such candidates.

CILIP's commitment to all those working across the library, information and knowledge management sector is a

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unique strength. It acts as a unifying body for the entire profession and helps to raise the profile of all those working in associated roles. It means that CILIP can advocate across sectors and geographies, build coalitions and partnerships, and develop new relationships to benefit all those who either work in or make use of information services. Members benefit from our core offer of community, advice, representation and access to expertise.

CILIP membership is not only an investment in people's skills and development, but also in the future of the profession by helping to ensure that libraries, information, and knowledge management services keep evolving, stay relevant and are valued in a world that is increasingly reliant on access to high-quality information.

Volunteers at CILIP
Volunteers are the lifeblood of CILIP's work, without whom we could not achieve most of the impact described in this report. We benefit from a network of circa 700 active volunteers who contribute countless person hours of time, effort, and expertise to support our strategic aims and increase the sector's positive impact on society. CILIP would like to gratefully acknowledge the work of all our volunteers including Mentors, Professional Registration Support Officers (PRSOs); Professional Registration Assessors and External Examiners; Member Network, Devolved Nation, and Diversity Networks committee officers and members; Trustees of the CILIP Board and members of its delegated committees; and countless others for their tremendous contribution to our shared successes.

Member Networks, Branches, and National Committees
Across the UK, CILIP's Member Networks (Regional Member Networks in England, Special Interest Groups), Diversity Networks, the Branches and sister charity in Scotland, and the Devolved Nation committees in Northern Ireland and Cymru Wales support a hugely impactful community of practice on behalf of all our members as well as the wider sector. Our Networks, Branches and Devolved Nation committees drive engagement, create new content and ideas, support professional development, and ensure that our strategic development is rooted in up-to-date specialist professional knowledge, evidence and expertise. They also allow CILIP to be more responsive, to develop thought-leadership and evidence-based practice, and to ensure that our support for our members is grounded in the contemporary realities for each of the many sectors in which we operate.

Our Diversity Networks are open to all those working in our sectors and professions, not only CILIP members, so allow our wider community to recognise and celebrate the contribution to our profession of people with lived experience of the protected characteristics under the 2010 Equality Act, while also providing a vital platform for career development and mutual support.

All CILIP members can choose to be a member of one or more Regional Member Networks, Branches, or Devolved Nation groups, and may join any Special Interest Groups that they wish, namely:

1. Academic and Research Libraries Group (ARLG)
2. Commercial, Legal and Scientific Information Group (CLSIG) - merged into K&IM in 2025
3. Community, Diversity and Equality Group (CDEG)
4. Digital Technology Group (DTG)
5. Government Information Group (GIG)
6. Health Libraries Group (HLG)
7. Information Literacy Group (ILG)
8. International Library and Information Group (ILIG)
9. Knowledge and Information Management Group (K&IM)
10. Library and Information History Group (LIHG)
11. Library and Information Research Group (LIRG)
12. Local Studies Group (LSG)
13. Marketing and Communication Group (MCG)
14. Metadata and Discovery Group (MDG)
15. Prison Libraries Group (PrLG)
16. Public and Mobile Libraries Group (PMLG)
17. Rare Books and Special Collections Group (RBSCG)

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18. RPG for those outside full-time work (formerly Retired Professionals Group)
19. School Libraries Group (SLG)
20. UK e-Information Group (UKeiG)
21. Youth Libraries Group (YLG)

CILIP Pathways Limited
CILIP Pathways is CILIP's wholly controlled trading subsidiary which exists to provide assessment services in support of apprenticeships in libraries, information, archives, knowledge management services and related professions.

CILIP Pathways supports CILIP's public mission by providing open and inclusive routes for a greater diversity of candidates to develop a career in libraries, information and knowledge – ensuring that their services are responsive to and reflective of the needs of the widest possible audience.

CILIP Pathways is accepted by the regulator, Ofqual, to assess the new Level 7 Archives and Record Manager apprenticeship, which launched in October 2023. This is a three-year apprenticeship, with assessment activity due to begin in 2026 and the associated income to be recognised in 2027.

Despite CILIP and partners' best joint advocacy efforts, 2025 saw the announcement of government funding being withdrawn from all Level 7 apprenticeships, for those aged 22 or older at the point of enrolment. A third and final cohort of 16 apprentices started work on the Level 7 Archivist and Records Management apprenticeship in October 2025.

There are currently 45 apprentices on programme for this apprenticeship expected to come through for assessment in between 2026 and 2029.

In June 2025 Skills England replaced Institute for Apprenticeships and Technical Education (IfATE) as the executive agency responsible for apprenticeships, sponsored by the Department for Work and Pensions.

CILIP is working with Skills England, apprenticeship learning providers and apprenticeship standard trailblazer groups to review the best options for higher level funded apprenticeships for the sector, including a career pathway to progress from the Level 3 Library, information and archive services assistant standard.

Level 7 apprenticeships will only be funded for those aged 21 or under after January 2026. The CILIP Pathways Directors believe there are continued opportunities for growth in the Level 3 apprenticeship and options for alternative apprenticeship levels to achieve long-term growth of the assessment service.

Growth of the assessment service
The Level 3 Library, information and archive services assistant apprenticeship is undergoing a review and there are new requirements stipulated for how end-point assessments are run. CILIP Pathways is working with the trailblazer group and Skills England to ensure that the apprenticeship remains fit for purpose so that it can continue to grow in 2026. There is a slight increase in numbers of apprentices assessed year-on-year for 2025.

CILIP Pathways has taken on new assessors in 2025 and has further recruitment planned in 2026 to ensure that there is continued capacity for the forecasted number of apprentices.

CILIP Pathways is forecast to continue to grow the number and range of assessments it undertakes whilst maintaining rigorous quality control.

CILIP's stakeholders
CILIP is committed to achieving impact through partnership. We therefore work with a wide range of stakeholders across industry, government, the third sector, and the media. The majority of these relationships are non-financial and depend on the mutual contribution of time and capacity towards shared aims. However, CILIP also maintains a financial relationship with a range of stakeholders including:

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Individual stakeholders

- Arts Council England
- Authors Licencing and Collecting Society
- Federation for Informatics Professionals in Health and Social Care (FEDIP)
- Google
- Health Education England (now NHS England's Workforce, Training and Education Directorate)
- National Lottery Community Fund
- Knowledge Rights 21
- Nielsen Book Services Ltd.
- OverDrive
- Scholastic Ltd
- Shared Intelligence Ltd
- Welsh Government
- Yoto

Stakeholder groups

- Organisational members of the CILIP Employer Partner scheme
- Organisational members of the CILIP Supplier Partner scheme
- Organisational members of the CILIP Learning Partners scheme, which are providers of higher education courses accredited by CILIP

Achievements and performance

2025 was another incredibly active year for the CILIP community, with a broad and varied work programme delivering significant positive impact for our members, the wider sector and society in line with our mission of changing lives by raising standards in libraries, information and knowledge.

Key achievements against our 2021-25 strategy include:

Community

- We successfully promoted the bi-annual elections for International Federation of Library Associations and Institutions (IFLA) vacancies to the UK sector, with CILIP nominating many members, including some who were successfully elected.
- Sustainability: The Green Libraries Campaign held its third annual conference with over 180 delegates from academic, school, public, legal, and other sectors coming together to share knowledge and best practices on sustainable and green initiatives, as well as ideas for the future. The conference featured speakers from the British Library, National Library of Scotland, Victoria and Albert Museum, and the Met Office amongst others, and was opened by Baroness Twycross, the minister responsible for public libraries. Green Libraries Week 2025 showcased 192 events and activities in public, school, national and health libraries across the UK under the theme of 'Planting seeds of change: from small beginnings to a mighty forest'. CILIP started a new £1.2m Green Library Hubs project, powering climate action across local communities.
- Digital access: CILIP, in partnership with Knowledge Right 21 delivered evidence-informed research and a case for support document on reforming eBook lending regulations in the UK. CILIP convened a parliamentary roundtable at the House of Lords to raise awareness of digital access, rights and regulatory issues followed by a suite of open-access resources for professionals to engage policy-makers on this issue.
- Leadership: CILIP, in partnership with Arts Council England launched the 'New Skills for the Future Library Leader' training, targeting 1,000 public library staff to gain skills in digital and futures literacy, equipping them to step into leadership roles and keep meeting the needs of their users in a changing world.
- International: CILIP successfully won the highly competitive bid to host the International Federation of Library Associations and Institutions (IFLA) World Library and Information Congress (WLIC) in August 2027, which will bring over four thousand colleagues from around the world to London and the UK.
- Ethical leadership: CILIP Annual Conference 2025 was held in Birmingham in July, bringing hundreds of

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people from across the sector together to discuss the latest developments, share ideas, and make new connections. The main theme was North Star: asserting our ethical principles and leading through change, with a varied programme on how our enduring ethical principles can guide the sector and its users through change.

- CILIP continued to implement the important work under its Community Strategy, including the Member Council and an extensive consultation for CILIP's new five-year strategy. The implementation of the Community Strategy continues with the development and adoption of Community Agreements with CILIP Member Networks.

Recognition

- CILIP Pathways Limited activities have continued for a fourth year through 2025. During the year ended 31 December 2025, it generated a profit of £63,455 before gift aid payments, compared to a profit of £75,229 in 2024. In 2025, the number of assessments being conducted by CILIP Pathways for the original Level 3 sector apprenticeship increased from 77 to 84.
- CILIP completed its review of the Accreditation Services model in 2024, and a new model was introduced for Accreditation services in 2025.
- 2025 saw 7 further apprentices continue their professional journey by enrolling on the conversion pathway to allow qualified Level 3 sector apprentices achieve CILIP Certification (ACLIP).
- In 2025 we enhanced the Learning Partner benefits scheme to include an extra CILIP membership. The first learning partner undertaking accreditation under the new model was Manchester Metropolitan University in December 2025.
- The 2025 Carnegie awards ceremony returned to the Cambridge Theatre, home of the RSC's *Matilda the Musical*, with more than 1,000 guests in attendance. Her Majesty the Queen sent CILIP a letter of support for the event: "I wanted to send my warmest congratulations and thanks to all those involved in this year's Carnegie Medals. Your work makes an enormous difference to children across our country, fostering a love of reading and celebrating the richness of children's literature and illustration in the United Kingdom." In June 2025, the previous year's Carnegies (2024) won the UK's Conference & Events Award for Best Development of an Existing Awards Event, with judges praising the event as "a vibrant, youth-powered reinvention that achieved a quadrupling of attendance." They described it as "massively scaled, emotionally resonant, and culturally important." The 2025 Carnegies also returned to the London Book Fair for the shortlist announcement event and saw the return of the Carnegies Book Town Takeover in Sedbergh, where over 500 young people were joined by longlisted and shortlisted authors and illustrators. CILIP secured several multi-year sponsorships for the Carnegies in 2025: Scholastic, the Carnegies' official book supplier, renewed their partnership through 2028; a new sponsorship was secured with OverDrive's Sora reading app for schools through 2027; and long-time Carnegies supporter ALCS (the Authors' Licensing and Collecting Society) renewed their partnership.

Representation

- As the government develops and starts to implement its policy proposals, CILIP continues monitoring opportunities and risks relevant to different groups of members and the wider sector.
- There continues to be greater collaborative work with member networks and partners, with a mix of reactive and proactive activities such as joint consultation responses, letters, parliamentary questions, briefings and other steps.
- We continue to proactively and reactively appear in the press on a wide range of issues.
- The second new June Libraries Week again focused on Libraries Change Lives, with a particular focus on economic growth.
- We completed a new funded project for Knowledge Rights 21 on eBooks.
- CILIP was instrumental in another debate in Parliament about libraries, this time in the House of Commons, and attended several roundtables with the – newly appointed – libraries minister, pushing for a new ambitious public library strategy. Our Public Libraries At Risk monitor continued in its more public phase, crowd-sourcing intelligence from across the country about changes to services and writing to relevant council

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leaders.

- The new cross-profession Library Alliance, that CILIP has been developing to help fight for a sustainable future for all libraries and librarians, was launched at an event marking the 175th anniversary of the Public Libraries Act, with Baroness Twycross the new public libraries minister giving a keynote.
- After evidence and a witness were put forward by CILIP, the Justice Committee's final report on reducing reoffending featured CILIP and prison libraries extensively and positively.
- CILIP and Health Libraries Group put in a response to the NHS 10 Year Workforce Plan call for evidence.
- Actions by the US administration to modify and delete data prompted a CILIP statement and survey, as well as a new global initiative by the Metadata and Discovery Group (MDG).
- CILIP signed a join open letter on AI literacy and launched the results of a new survey on AI use across the profession, with Dr Andrew Cox.
- We continued our advocacy work for school librarians through the Great School Libraries (GSL) campaign – an evidence-driven campaign led by CILIP, CILIP School Libraries Group (SLG), and the School Library Association (SLA). This included responding to the Curriculum and Assessment Review, encouraging questions in Parliament, supporting members, and commenting in the press – especially on increasingly worrying reports of censorship. GSL data underpinned the funding granted by the government to school libraries and CILIP has proactively supported the National Year of Reading, including attending the launch reception at Number 10 and jointly hosting a roundtable on reading at Labour Party Conference.
- We worked with public affairs consultancy Inflect to develop and deliver a strategy for CILIP, volunteers and members to gain influence with public affairs and advocacy. This includes developing simple messages on behalf of different groups of members that resonate with elected representatives at all levels of government and their officials. Inflect also provided training to a Response Team of key CILIP staff and volunteers and supported the development of a new advocacy toolkit for members, CILIP Connect.

Expertise

Facet Publishing achieved growth in 2025 by publishing 15 new publications, which is two more than last year. The bestselling frontlist title was *AI-Powered Cataloguing* by Hannes Lowagie and we published new books from previous bestselling authors, including *Roll for Adventure* by Lucas Maxwell, *PhD Thesis by Publication in Social Science Research* by Margaret Merga and *AI and Information Access* by Gobinda and Sudatta Chowdhury. Facet is no longer reliant on buying-in titles from the American Library Association (ALA/Neal Schulman) as it has a healthy publishing pipeline for the foreseeable future. *Introduction to Documentation Studies* by Niels Lund was awarded the prestigious 2025 ASIS&T Information Science Book Award and our Sales & Marketing Manager, Tara, was chosen as one of The Printing Charity's Rising Stars. Collective licensing through the Publishers' Licensing Services (PLS) grew significantly and exceeded budget. Partnerships with new international sales reps in the Middle East, China and Southeast Asia have been established and are proving fruitful.

- The new "Super Searchers" programme supported by Google and an advisory group of members began to train school and public librarians in evidence-based information literacy skills, using a train-the-trainer cascade model.
- Through the Anti-Racist Wales Action Plan's funding from the Welsh Government, training on four modules, covering understanding anti-racism, acquisitions, cataloguing and classification, and community, completed development and delivery to public libraries across Wales. CILIP would also welcome interest from other institutions. The goal of the training is to ensure public libraries use their spending power to embed anti-racist practice and to facilitate equality of access and outcomes.
- CILIP's new Intellectual Freedom Committee began to recruit for members, with Dr David McMenemy confirmed as inaugural Chair.

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Project grants and delivery

- A grant of £1,215,252 was secured from the National Lottery Community Fund (Climate Action Fund) to establish 10 Green Library Hubs over 3 years embedding climate action into library services and local communities.
- A grant of £43,500 was secured from Arts Council England to deliver a research report on “20 Years of Public Library Research”, mapping library impact directly to new UK Government missions.
- A grant of £26,000 was secured from Google to deliver the “Super Searchers” training to 1,000 public and school library staff across the UK. The training supports librarians to educate, support and empower their service users and strengthen their information and media literacy skills and their ability to critically evaluate online news and media.
- A grant of £115,000 was secured from Arts Council England to develop and deliver (between January 2025 - March 2026) a leadership-based training programme for the public library workforce in England to develop skills to address future challenges in areas of Digital Skills and Futures Literacy.
- The Green Libraries Conference generated £21,160 in ticket sales and exhibitor income, with over 180 delegates from across the sector joining the event.

Fundraising

CILIP raises funds in support of its charitable objectives through a variety of activities:

- Applying for grant-in-aid from arms-length bodies, grant-making trusts, foundations, and research funders:
- Soliciting individual donations via our main website, campaign sites, and other communications
- Soliciting lifetime giving, bequests, and donations from individuals
- Securing sponsorship from businesses, organisations, and related enterprises

All fundraising activity is carried out in-house and does not make use of third parties or volunteers. Complaints relating to fundraising activities are managed through CILIP’s published Complaints Procedure. The number of complaints is monitored as part of CILIP’s overall quality assurance by the Senior Leadership Team. There were no complaints in 2025 (2023 and 2024 also saw none).

All communications relating to fundraising are carried out in the context of CILIP’s Equalities, Diversity, and Inclusion (EDI) Policy, which also encompasses the safeguarding of vulnerable people. Communications are carried out in compliance with current Data Protection legislation and periodically reviewed. CILIP’s fundraising activities include both restricted and unrestricted (general purpose) funds.

Operations and governance

CILIP’s operational and governance activities focus on strengthening accountability, improving risk management, ensuring regulatory compliance, and maintaining effective leadership across all parts of the organisation. This work provides the foundation for delivering our charitable objectives and supporting our members.

Outcome	Activity	Impact
Effective Governance and Leadership	Continued strong leadership and governance across the CILIP Trustee Board, CILIP Cymru Wales, CILIP Ireland, and our affiliated partner CILIP in Scotland	CILIP has benefited from clear, accountable leadership at all levels of the organisation, ensuring that strategic objectives are advanced and member interests are well represented.
Accountability and Transparency	Regular review and publication of non-restricted governance papers on the CILIP website	Members and the wider public are able to scrutinise CILIP’s governance decisions and processes, reinforcing transparency and trust. The functionality to support this is being embedded in the development of CILIP’s new website, scheduled for launch in 2026.

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Financial Stewardship and Compliance	Completion of the 2024 audit and preparation of the 2025 financial statements	The 2024 statutory audit was successfully completed. The auditors confirmed the Trustees' assessment of CILIP as a going concern
Office Premises and Facilities	Maintenance of office premises in London and Glasgow	In 2025 CILIP and CILIP in Scotland have continued to provide accessible and well-maintained office spaces, supporting staff, members, and stakeholders across the UK. At the end of 2025 CILIP closed its London office and moved to a remote working model for 2026.
Risk Management and Control	Ongoing maintenance and review of the organisational Risk Registers	The Risk Register continues to be managed by the Senior Leadership Team and reviewed by the Finance, Audit and Risk Committee, with ultimate oversight by the Trustee Board. This ensures that strategic, financial, operational, and reputational risks are actively monitored and mitigated. In 2025, a comprehensive review of the Risk Register was undertaken to reflect progress on 2025 risks and to strengthen CILIP's risk management framework, with particular attention to financial risk.

Principal risks and uncertainties
The Board recognises its responsibility for ensuring a sound system of risk management and internal control is in place. The Finance, Audit and Risk Committee (FAR) provide assurance to the Board that this system is adequate and appropriate. The Executive Team is responsible for implementing the system of risk management and internal control and for identifying and evaluating risks, putting in place appropriate mitigating action and monitoring and reporting progress.

There has been considerable focus on improving the risk management governance and identifying appropriate risks to CILIP. This has resulted in an improved wider scope risk register, and a gap analysis of existing controls compared to controls identified as required. FAR have been tasked with assisting management to understand the current risk appetite, to evaluate the effectiveness of existing controls and identify areas for improvement.

The Trustees have undertaken a review of the principal risks facing the charity and have established systems and controls to mitigate those risks. The key risks and uncertainties, together with the mitigating actions, are set out below.

Key Principal Risks

Strategy
To mitigate the risk of insufficient strategic direction and to ensure alignment with an evolving operating environment, CILIP is developing a robust strategic planning framework. This is underpinned by a clearly defined vision and a set of strategic objectives informed by internal performance insights and external sector developments.

The strategic plan, together with the annual budget, is subject to rigorous review and approval by both the Finance and Risk Committee and the Board of Trustees, ensuring alignment with organisational priorities and effective oversight.

Financial Sustainability
The current strength of the balance sheet and cash reserves provides CILIP with resilience to withstand short-term fluctuations or downturns in financial performance.

Membership income has remained relatively stable between 2025 and 2026, indicating a degree of income consistency, albeit with a modest downward trend. In response, maximising investment returns based on advice from the appointed Investment Manager remains a key strategic priority. However, planned drawdowns of

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reserves to support short-term operational requirements and investment in digital transformation have reduced the level of investable funds and, consequently, associated investment income.

The defined benefit pension scheme no longer represents a material financial liability. The pension buy-out was completed in June 2026. Final arrangements are being made, and we are expecting funds to be released in 2026. In 2025, pension scheme administrative costs of £464k were recognised; these represent accounting entries rather than cash outflows. Upon completion of the scheme closure, these costs will cease. In addition, surplus funds currently held within the Escrow account are expected to protect against residual liabilities, with an anticipated return to CILIP in the range of £2m.

Longer-term financial sustainability has been a key focus for Trustees and the Executive team throughout late 2025 and continuing into 2026. The principal financial risks identified could, individually or collectively, impact CILIP's ability to sustain its current operating model. Should such risks materialise, this would necessitate a review of the operational plan and a potential reshaping of the organisation to prioritise core delivery, while safeguarding member value, charitable objectives, and obligations under the Royal Charter.

Governance
Maintaining an effective governance framework is central to mitigating risks associated with weak processes or unclear accountability. CILIP is continuing to strengthen its governance arrangements through the development of a clearly defined framework, supported by comprehensive Terms of Reference for the Board and its committees.

Ongoing evaluation of governance effectiveness ensures continuous improvement and alignment with charity sector best practice. A skills-based approach to Trustee recruitment and succession planning enables the Board to maintain an appropriate balance of expertise and diversity to support effective oversight. High-quality, transparent reporting further supports robust scrutiny and informed strategic decision-making.

Cyber Security
Data protection and cyber security remain key risks for all organisations, with the potential to result in significant financial, operational, and reputational impact. A material cyber incident could lead to direct financial losses, regulatory fines, remediation costs, business interruption, and loss of member income arising from reduced confidence or service disruption.

To mitigate these risks, CILIP has strengthened its cyber security controls, renewing its Cyber Essentials accreditation in 2026 and implementing enhanced phishing monitoring and reporting capabilities. These measures reduce the likelihood of successful cyber attacks and support early detection and response, thereby limiting potential financial exposure.

CILIP is committed to continuous improvement in this area and is working towards achieving Cyber Essentials Plus accreditation within an agreed timeframe. This will provide further independent assurance over the effectiveness of controls and strengthen the organisation's resilience to cyber threats, reducing the risk of financial loss and operational disruption.

Financial review
The financial statements were in the format required under the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP FRS 102), and the Statement of Financial Activities (SOFA) reflects the key activity areas of CILIP.

Overview of the 2025 financial position and performance of CILIP and CILIP Pathways Limited
CILIP's (group) income increased by £41,345 from £3,254,335 in 2024 to £3,295,680 in 2025. This 1.3% increase was mainly due to increases in donations and legacies.

CILIP's (group) expenditure increased by 34% from £4,128,477 in 2024 to £5,519,225 in 2025. This was in part due to increases in spending on projects and in particular the Digital improvement to the CRM system. In addition, other expenditure includes a £625,752 provision for the portion of the Escrow balance that will likely be used to cover defined benefit pension scheme administration expenditure.

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In 2024, following the sale of 7 Ridgmount Street in 2023, the proceeds were utilised to eliminate the deficit on the Defined Benefit Pension scheme. We expect the return of funds from any surplus by late 2026.

Reserves
The total of the group's reserves in 2025 was £9,737,824 (2024: £11,068,858) which consists of unrestricted funds £8,785,238 (2024: £10,517,582), including designated funds £886,047 (2024: £1,226,231).

Restricted funds stand at £952,586 (2024: £551,276). Free reserves £7,835,736 (2024: £9,291,351) are the sum of the central operations fund and Member networks.

The central operations fund at the end of the year includes the funds held in Escrow for the fulfilment of the pension scheme of £2,000,000 (2024: £2,833,555), and fixed asset investments of £5,341,039 (2024: £6,504,528). The balance on the central operations fund after taking these balances into account is negative £288,978 (2024: negative £833,704).

Further details about the funds are as stated below:

CILIP's reserves policy is designed to determine the level of reserves required to:

- cover periods of low income (resulting from adverse market conditions or a fall in membership income) while remedial action is taken
- to mitigate an unexpected loss which may have arisen either as a result of a one-off project or as a high rated financial risk as identified in the risk register
- to cover unforeseen expenditure
- to allow a managed adjustment of the operating model to reduce expenditure until costs and revenues can be brought back into line
- to support long-term growth, development and sustainability
- to ensure sufficient funds to underwrite the trading subsidiary's liabilities
- to generate income via investment

Central office reserves stood at £7,052,061 as of 31 December 2025 (2024: £8,504,379).

Under the policy in place in 2026, reserves required to fund central operations are a minimum of 25% of operational expenditure if operating in a surplus, and 50% if operating as a deficit; this equates to £1,213,339 (2024: £1,025,177) and £2,426,678 (2024: £2,050,354), respectively.

For Member Networks a minimum of one years budgeted costs are required per member network group. Member Networks' reserves stood at £783,675 in 2025 (2024: £786,972).

Unrestricted funds
1. CILIP's central operations activities
CILIP's central operational activities during the year had a net deficit of £1,710,431 coupled with a gain of £561,649 on investment assets (2024: £230,020 gain). The total reserve carried forward in 2026 for central office activities was £7,052,061; in 2024 it was £8,504,379 as per note 25 and discussed above.

2. Member Networks activities
Our Member Networks continue to provide a range of high-quality events, conferences and training opportunities. The total reserve carried forward to 2026 for Member Network activities was £783,675 (2024: £786,972) as per note 25.

3. Designated funds activities
Designated funds consist of the fixed asset reserve, intangible asset reserve and development fund reserve. The total tangible and intangible asset reserve carried forward to 2026 was £204,022 (2024: £22,838).

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Digital improvement plans are underway including the replacement of a legacy website, content management system, learning platform and membership management platform. This work will start to come on-line externally through 2026.

CILIP's transformation/development designated fund comprises the designations in the table below.

	2025 £	2024 £
Member Network development fund	15,980	17,579
My Library By Right campaign fund	-	1,942
Central office master plan building repairs fund	-	75,549
Member Network CPD Forum development fund	-	4,103
Infrastructure development fund	-	24,220
Digital transformation	666,045	1,080,000
TOTAL	**682,025**	**1,203,393**

4. Pension reserves
The movement on the pension reserve as described in note 30 means that in 2025 the pension scheme deficit was £NIL (2024: £Nil).

5. Restricted funds activities
Restricted funds are those used in accordance with specific restrictions imposed by the donors or raised by the charity for particular purposes. The costs of raising and administering such funds, where applicable, are charged against the specific fund. The movement on the restricted fund is analysed in note 25.

6. Subsidiaries
CILIP Pathways Limited was set up to conduct assessments including apprenticeship assessments, and assessment services for the library, information, knowledge, and data management and adjacent professions.

Pathways' customers are sector employers and organisations; the employers of apprentices; the apprentices; and apprenticeship-training providers. In 2025, CILIP Pathways Limited made profit of £63,455 (2024 profit of £75,229).

Investment powers and selection of investments
The Royal Charter gives powers to the Trustees to invest the monies of the Institute not immediately required for the furtherance of its objects in or upon such investments, securities or property as may be thought fit. The Byelaws allow the Trustee Board to delegate power to an investment manager to buy and sell investments on behalf of the Institute, within a prescribed investment policy.

Funds which are expected to be available for more than two years may be put into long-term investments to provide both income and capital growth. Funds available for investment on either short or long-term periods are invested with appropriate external fund managers, who will comply with our investment objectives. The Finance, Audit and Risk Committee make decisions on which fund managers are used.

CILIP's investment policy:
- to maximise the total return from short- and long-term investments, in terms of both income and capital growth, within agreed and acceptable levels of investment risk, and
- to obtain the best interest rates available on short-term cash surpluses, without risking the capital.

The Trustees will not invest directly in investments which conflict with CILIP's aims and objectives as set out in the Royal Charter. CILIP's investment fund became a significant contributor to CILIP's income following the sale of our premises at 7 Ridgmount Street. Barnett Waddingham, a professional services consultancy, were contracted to work with the CILIP Trustee Board to review the organisation's funding needs, appetite for risk, and to define a long-term investment strategy.

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CILIP maintains financial investments and reserves in accordance with our Reserves Policy. The CILIP Finance, Audit and Risk Committee maintains oversight and scrutiny of investment performance.

CILIP holds units in both M&G Charifund and in M&G Charity Multi Asset Fund. M&G Charifund had a net yield of 17.16% in 2025 (2024: 3.88%). Charifund has a strong long-term performance record over time. The value of the total investments increased to £655,023 (2024: £567,626) due to unrealised and realised gains.

M&G Charity Multi Asset Fund had a net yield of 9% in 2025 (3.4% in 2024). The value of the total investments is £4,686,015 (2024: £5,936,901)

These funds are the proceeds of the building sale, less costs and the money held in Escrow.

Going concern assessment
Building the foundations of CILIP's long-term financial sustainability requires proactive action in relation to the increasing deficit and challenging membership landscape. The board of trustees has the following list of proactive actions:

- Review the financial strategy to ensure alignment with the goal of long term sustainability
- Conduct a comprehensive review of the value of the membership offering
- Explore and expand alternative income streams
- Review the investment policy to optimise returns
- Undertake a cost effectiveness audit across all operations
- Invest in digital transformation.

Having reviewed the funding facilities available to CILIP together with the expected future cash flows, the Trustees have a reasonable expectation that CILIP has adequate resources to continue its activities for a period of at least twelve months from the approval of these financial statements and consider that there are no material uncertainties over CILIP's financial viability. Accordingly, the Trustees are of the view that CILIP is a going concern.

Future plans
CILIP faces a combination of pressures: membership numbers are declining, commercial income is reducing and costs continue to rise. The Board has therefore agreed to undertake a transformation programme during 2026/27. Its purpose is to ensure that CILIP offers relevant and innovative services that members value, that commercial income is placed on the strongest possible footing, and that the organisation operates sustainably within its means. The programme will take a structured approach and will review all areas of the organisation, including its services, cost base, commercial activity and governance, so that decisions are informed by evidence and made in a considered sequence. The Board's aim is to bring CILIP to a stable and sustainable position from which a permanent Chief Executive can be recruited to lead its future development.

The" We Are CILIP" strategy and associated business plan runs to the end of 2025, so is in year 5 of 5 in 2025. It defines our ambitions in four key areas:

- To continue to grow and empower the CILIP Community as a true community-of-practice, providing timely and authoritative support for all information professionals
- To achieve significant growth in CILIP's role as an advocate for librarians, information and knowledge management, with a particular focus on media, Government and employers in all four Nations
- To improve, streamline and open up our systems of professional development and recognition, with the aim of providing broader, more diverse and inclusive pathways into the profession
- To deliver expansion in the scope of our professional events, training and publishing activities with a particular focus on digital transformation

Planned investments in digital improvements in 2025-26 will significantly improve the organisation's services to

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members, as well as our potential ability to attract and retain membership.

Structure, governance and management
CILIP is a charity operating under Royal Charter registered with the Charity Commission (registered charity number 313014).

CILIP Trustee Board
Members of the Board are Trustees of CILIP for the purpose of charity legislation. The Board has twelve members elected directly by the membership, with a provision for up to three additional co-opted members to achieve a balance in the event of missing skills or jurisdictions. Should vacancies remain after an election, these also may be filled through the appointment process.

During 2025, 15 Trustee Board members were in place, all of whom were individual members of CILIP. There are 14 Trustees in 2026, with the latest list always published on CILIP's website under 'People'.

Reporting to the Board is the Finance, Audit and Risk Committee, which oversees CILIP's financial management and control, statutory accounts, investments and pension liabilities. It also provides reassurance that proportionate mechanisms exist to manage risk, strategy, compliance, and finance.

The Finance, Audit and Risk Committee
The purpose of the Finance, Audit and Risk Committee is to oversee CILIP's financial management and control; monitor and review the outcomes of external audit; scrutinise the risk management systems of CILIP; and monitor performance, governance, elections and information governance, reporting to the Board. The Committee contributes to audit planning, identifying areas of concern, receives and reviews the audit report, and monitors the management response. In 2025 there were 3 independent members, Kirsty Ellis, Nicole Weber and Zia Rezvi. In 2026 there are 2 independent members, Kirsty Ellis, and Zia Rezvi.

Trustee selection, induction, and training
Trustee selection methods are as detailed in the CILIP Byelaws and Regulations, which provide for a combination of election or nomination (Byelaws 30-34), and co-option (Byelaws 35-38) to the Trustee Board.

These details are on the CILIP website in the Governance section.

An induction and welcome pack is provided for new trustees. The focus is on the role of the Trustee Board and individual trustees, as well as on their financial and risk-management responsibilities, and collective decision-making.

Each new Trustee receives a welcome pack, which includes:
- A copy of the governing Charter, Bye-laws and Regulations of CILIP
- A Charity Commission publication explaining the role and responsibilities of trustees
- A code of practice for CILIP Trustees
- A copy of the conflict-of-interest policy
- A register of interest form
- The latest Trustee Annual Report and Accounts
- Briefings on key current issues for CILIP
- Changes to key legislation or other rules affecting CILIP

Chief Executive Officer and other key management personnel in 2025
Day-to-day management of the charity is delegated by the Trustees to the Chief Executive Officer, who is responsible for managing staff and resources to implement the decisions made by the Trustee Board. The Chief Executive Officer is also included as key management personnel, and their salary is reviewed and agreed by the Trustee Board. Key management personnel who are the Trustees and the senior leadership team are set out on page 1.

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On 3rd September 2026, the new interim CEO, Sam Harris, joined. An interim leader and organisational development specialist, Sam works with membership bodies and charities through periods of significant change, and comes to CILIP from two Interim CEO assignments driving the development of the new strategic plan. Before that she spent nearly ten years at NUS Charity, a UK-wide membership body serving more than 400 students' unions across the four nations, latterly as Deputy CEO with responsibility for strategy, membership engagement and development services.

Office of the President
The office of the President comprises the President and the Vice-President. They are directly elected by the membership and are independent of the Trustees of CILIP. Members of the Presidential Team represent CILIP at functions and events as well as being ex-officio (i.e. non-voting observers) on the Trustee Board.

The Annual General Meeting
The Annual General Meeting, normally held in the autumn of each year, approves the member subscription rate for the following year (if it's above the Consumer Price Index) and agrees the appointment of CILIP's auditors (if necessary that year). It also approves by resolution any proposed changes to CILIP's Royal Charter and Byelaws (subject to approval by the Privy Council in some cases). In other respects, its role is mainly advisory and the CILIP Trustee Board must give serious consideration to its recommendations**.**

Statement of Trustees' Responsibilities
The Trustees 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).

Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its net income for that year, and adequately distinguish any material special trust or other restricted fund of the charity. 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 FRS102 (2019).
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which 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, the Charity (Accounts & Reports) Regulations and the provisions of the Royal Charter.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

This Annual Report and Accounts complies with current statutory requirements, the requirements of CILIP's Royal Charter and the current Statement of Recommended Practice on Accounting and Reporting by Charities.

So far as each Trustees is aware at the time the report is approved:

- There is no relevant audit information of which CILIP's auditors are unaware;
- Each Trustee has taken all steps that they ought to have taken to be aware of any relevant audit information and to establish that the auditors are aware of that information.

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Approved by order of the members of the board of Trustees and signed on their behalf by:

Kate.Robinson

Kate Robinson BA (Hons) DipLib MA FCLIP FRSA
Honorary Chair

Date: 30 September 2026

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CHARTERED INSTITUTE OF LIBRARY AND INFORMATION PROFESSIONALS

OPINION

We have audited the financial statements of Chartered Institute of Library and Information Professionals (the 'parent charity') and its subsidiary (the 'Group') for the year ended 31 December 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, 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).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Group’s and of the parent charity's affairs as at 31 December 2025 and of its incoming resources and application of resources 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 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent 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.

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OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent 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

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements which 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 Group's and the parent 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 Group or the parent charity or to cease operations, or have no realistic alternative but to do so.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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

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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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group and the parent charity through discussions with trustees and other management, and from our knowledge and experience of charities;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group and parent charity, including the Charities Act 2011, tax legislation and pension legislation;
- in addition, we considered provisions of other laws and regulations which do not have a direct effect on the financial statements but compliance with which might be fundamental to the company's ability to operate or to avoid material penalties;
- we obtained an understanding of the legal and regulatory framework applicable to the charity and of the charity’s policies and procedures on compliance with laws and regulations, including documentation of any instances of non-compliance;
- we made enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- we obtained an understanding of the entity’s risk assessment process, including the risk of fraud;
- we assessed the susceptibility of the entity’s financial statements to material misstatement, including how fraud might occur; and
- laws and regulations identified were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

As a result of the above risk assessment procedures, we identified the greatest risk of material misstatement on the financial statements arising from irregularities and fraud to be within the potential for management to override controls together with the risk of fraudulent revenue recognition. We considered the risk of fraudulent revenue recognition to be most prevalent in the cut-off of membership, publications and apprenticeship level 3 revenue and the completeness and classification of grants. In response to these identified risks, we designed procedures which included, but were not limited to:

- performed analytical procedures to identify any unusual relationships;
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in note 3 were indicative of potential bias;

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- we used Audit Data Analytics to review the data for unusual anomalies;
- performed substantive testing for a sample of grants to supporting documentation and receipts to ensure that all income was appropriately recognised in the correct period and any restrictions appropriately recognised; and
- performed substantive testing for a sample of revenue transactions and assessed whether revenue was recognised in the correct financial period.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- we agreed the financial statement disclosures to underlying supporting documentation;
- we read the minutes of meetings of those charged with governance; and
- we discussed with management and those charged with governance actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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 Auditors' Report.

USE OF OUR REPORT

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 Auditors' 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 and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

PEM Audit Limited

PEM Audit Limited
Registered Auditors
Salisbury House
Station Road
Cambridge
CB1 2LA

Date: 30 September 2026

PEM Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

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CHARTERED INSTITUTE OF LIBRARY AND INFORMATION PROFESSIONALS

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
INCOME FROM:					
Donations and legacies	4	**9,383**	**557,533**	**566,916**	153,674
Charitable activities	5	**2,186,098**	**-**	**2,186,098**	2,418,692
Other trading activities	6	**105,335**	**-**	**105,335**	103,184
Investments	7	**402,843**	**34,488**	**437,331**	578,785
TOTAL INCOME		**2,703,659**	**592,021**	**3,295,680**	3,254,335
EXPENDITURE ON:					
Raising funds	8	**38,942**	**-**	**38,942**	27,955
Charitable activities	9	**4,561,233**	**292,123**	**4,853,356**	4,098,431
Other expenditure	10	**626,927**	**-**	**626,927**	2,091
TOTAL EXPENDITURE		**5,227,102**	**292,123**	**5,519,225**	4,128,477
NET (EXPENDITURE)/INCOME BEFORE NET GAINS ON INVESTMENTS		**(2,523,443)**	**299,898**	**(2,223,545)**	(874,142)
Net gains on investments		**561,649**	**84,862**	**646,511**	244,566
NET (EXPENDITURE)/INCOME		**(1,961,794)**	**384,760**	**(1,577,034)**	(629,576)
Transfers between funds	25	**(16,550)**	**16,550**	**-**	-
NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)		**(1,978,344)**	**401,310**	**(1,577,034)**	(629,576)
OTHER RECOGNISED GAINS/(LOSSES):					
Actuarial (losses)/gains on defined benefit pension schemes	30	**(92,000)**	**-**	**(92,000)**	43,000
Pension surplus not recognised	30	**338,000**	**-**	**338,000**	571,000
NET MOVEMENT IN FUNDS		**(1,732,344)**	**401,310**	**(1,331,034)**	(15,576)
RECONCILIATION OF FUNDS:					
Total funds brought forward	25	**10,517,582**	**551,276**	**11,068,858**	11,084,434
Net movement in funds		**(1,732,344)**	**401,310**	**(1,331,034)**	(15,576)
TOTAL FUNDS CARRIED FORWARD	25	**8,785,238**	**952,586**	**9,737,824**	11,068,858

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CHARITY STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
INCOME FROM:					
Donations and legacies	4	**9,383**	**557,533**	**566,916**	228,903
Charitable activities	5	**2,189,036**	**-**	**2,189,036**	2,418,692
Other trading activities	6	**-**	**-**	**-**	-
Investments	7	**402,843**	**34,488**	**437,331**	578,785
TOTAL INCOME		**2,601,262**	**592,021**	**3,193,283**	3,226,380
EXPENDITURE ON:					
Charitable activities	9	**4,561,233**	**292,123**	**4,853,356**	4,098,431
Other expenditure	10	**626,927**	**-**	**626,927**	2,091
TOTAL EXPENDITURE		**5,188,160**	**292,123**	**5,480,283**	4,100,522
NET (EXPENDITURE)/INCOME BEFORE NET GAINS ON INVESTMENTS		**(2,586,898)**	**299,898**	**(2,287,000)**	(874,142)
Net gains on investments		**561,649**	**84,862**	**646,511**	244,566
NET (EXPENDITURE)/INCOME		**(2,025,249)**	**384,760**	**(1,640,489)**	(629,576)
Transfers between funds	25	**(16,550)**	**16,550**	**-**	-
NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)		**(2,041,799)**	**401,310**	**(1,640,489)**	(629,576)
OTHER RECOGNISED GAINS/(LOSSES):					
Actuarial (losses)/gains on defined benefit pension schemes	30	**(92,000)**	**-**	**(92,000)**	43,000
Pension surplus not recognised	30	**338,000**	**-**	**338,000**	571,000
NET MOVEMENT IN FUNDS		**(1,795,799)**	**401,310**	**(1,394,489)**	(15,576)
RECONCILIATION OF FUNDS:					
Total funds brought forward	25	**10,517,582**	**551,276**	**11,068,858**	11,084,434
Net movements in funds		**(1,795,799)**	**401,310**	**(1,394,489)**	(15,576)
TOTAL FUNDS CARRIED FORWARD	25	**8,721,783**	**952,586**	**9,674,369**	11,068,858

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CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2025

	Note		2025 £		2024 £
FIXED ASSETS					
Intangible assets	16		**180,507**		130,492
Tangible assets	17		**23,515**		22,838
Investments	18		**5,341,039**		6,504,528
			5,545,061		6,657,858
CURRENT ASSETS					
Stocks	19	**94,317**		61,451	
Debtors	20	**684,602**		531,799	
Cash held in escrow account	21	**2,000,000**		2,833,555	
Cash at bank and in hand		**2,023,236**		1,553,267	
		4,802,155		4,980,072	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	22	**(601,514)**		(558,778)	
NET CURRENT ASSETS			**4,200,641**		4,421,294
TOTAL ASSETS LESS CURRENT LIABILITIES			**9,745,702**		11,079,152
Creditors: amounts falling due after more than one year	23		**(7,878)**		(10,294)
TOTAL NET ASSETS			**9,737,824**		11,068,858
GROUP FUNDS					
Restricted funds	25		**952,586**		551,276
Unrestricted funds	25		**8,785,238**		10,517,582
TOTAL FUNDS			**9,737,824**		11,068,858

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Kate.Robinson
.....
Kate Robinson BA (Hons) DipLib MA FCLIP FRSA
Honorary Chair
Date: 30 September 2026

The notes on pages 32 to 76 form part of these financial statements.

Docusign Envelope ID: B2602490-3173-8ECD-81C5-E150C9354167

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2025

	Note		2025 £		2024 £
FIXED ASSETS					
Intangible assets	16		**180,507**		130,492
Tangible assets	17		**23,515**		22,838
Investments	18		**5,341,039**		6,504,528
			5,545,061		6,657,858
CURRENT ASSETS					
Stocks	19	**94,317**		61,451	
Debtors	20	**773,883**		530,228	
Cash held in escrow	21	**2,000,000**		2,833,555	
Cash at bank and in hand		**1,827,153**		1,480,373	
		4,695,353		4,905,607	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	22	**(558,167)**		(484,313)	
NET CURRENT ASSETS			**4,137,186**		4,421,294
TOTAL ASSETS LESS CURRENT LIABILITIES			**9,682,247**		11,079,152
Creditors: amounts falling due after more than one year	23		**(7,878)**		(10,294)
TOTAL NET ASSETS			**9,674,369**		11,068,858
CHARITY FUNDS					
Restricted funds	25		**952,586**		551,276
Unrestricted funds	25		**8,721,783**		10,517,582
TOTAL FUNDS			**9,674,369**		11,068,858

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Kate.Robinson
.....
Kate Robinson BA (Hons) DipLib MA FCLIP FRSA
Honorary Chair
Date: 30 September 2026

The notes on pages 32 to 76 form part of these financial statements.

Docusign Envelope ID: B2602490-3173-8ECD-81C5-E150C9354167

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	2025 £	2024 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash used in operating activities	27	**(1,744,853)**	(1,193,513)
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interests and rents from investments		**460,499**	517,330
Purchase of intangible assets		**(50,015)**	(112,790)
Purchase of tangible fixed assets		**(13,465)**	(8,973)
Proceeds from sale of investments		**1,810,000**	812,000
Movement in Escrow account		**7,803**	(34,078)
NET CASH PROVIDED BY INVESTING ACTIVITIES		**2,214,822**	**1,173,489**
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayments of borrowing		**-**	(34,286)
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES		**-**	**(34,286)**
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		**469,969**	**(54,310)**
Cash and cash equivalents at the beginning of the year		**1,553,267**	1,607,577
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	28	**2,023,236**	1,553,267

The notes on pages 32 to 76 form part of these financial statements

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

1. GENERAL INFORMATION

The Chartered Institute of Library Information Professionals (CILIP) is a charity under Royal Charter (registered company number RC000780) registered with the Charity Commission of England and Wales (registered charity number 313014). Its registered office is disclosed on page 1. A description of the nature of the Group's operations and principal activities is provided in the Trustees' Report.

The functional and presentational currency of CILIP is pounds sterling. The financial statements are rounded to the nearest £.

2. ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005, which has since been withdrawn.

Chartered Institute of Library and Information Professionals 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.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

In accordance with the reduced disclosure exemptions permitted by paragraph 1.12 of FRS 102, the Group has taken advantage of the exemption from preparing its own individual Statement of Cash Flows as disclosures equivalent to those required by the FRS are already included in the consolidated Statement of Cash Flows.

2.2 GOING CONCERN

With reasonable cash reserves and a robust budget process/operational plan, the Trustees confirm that, after reviewing the Group’s forecasts and projections, they have a reasonable expectation that CILIP has adequate resources to continue its activities for twelve months from the date of approval of the financial statements and consider that there are no material uncertainties over CILIP’s financial viability. Accordingly, the Trustees are of the view that CILIP is a going concern.

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2. ACCOUNTING POLICIES (CONTINUED)

2.3 INCOME

All income is included in the Statement of Financial Activities (SOFA) when CILIP is legally entitled to it, ultimate receipt is reasonably certain and the amount to be recognised can be measured reliably.

Membership income is the subscription received from members to buy a right to services and other benefits and this is recognised as income from charitable activities.

Income from royalties, interest, dividend and other income is accounted for when receivable and can be measured reliably by CILIP.

Donation and grants (including government grants) income is recognised when there is evidence of entitlement to the gift, receipt is probable and the amount can be measured reliably.

Legacy income is recognised when it is probable that it will be received. Legacy receipt is probable when:

- there has been grant of probate;
- the executors have established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and
- any conditions attached to the legacy are either within the control of the Group or have been met.

2.4 EXPENDITURE

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party on an accruals basis, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure has been classified under headings that aggregate all costs related to each activity. Where costs cannot be directly attributed to a particular heading, they have been allocated to activities on a basis consistent with the use of the resource.

Support costs have been allocated to activities on the following basis:

Personnel costs: per capita basis
ICT and finance costs: estimated time spent
Governance costs: proportion of total charitable expenditure and cost of raising funds

Governance costs relate to the organisational administration in compliance with constitutional and statutory requirements.

Costs of raising funds are primarily those incurred in raising funds for CILIP's charitable activities and the activities of CILIP Pathways Limited.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

2.5 EMPLOYEE BENEFITS

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Termination benefits are accounted for on an accruals basis and in line with FRS 102.

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2. ACCOUNTING POLICIES (CONTINUED)

2.6 GOVERNMENT GRANTS

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated Statement of Financial Activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Consolidated Statement of Financial Activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

2.7 SOFTWARE DEVELOPMENT (UNDER CONSTRUCTION)

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Intangible assets that are under construction are classified as under construction and are transferred into the appropriate category on project completion, when amortisation then commences.

Amortisation is provided on the following basis:

Software	-	20 %	Straight line

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2. ACCOUNTING POLICIES (CONTINUED)

2.8 TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Fixtures, fittings and equipment	-	20% per annum on cost
Computer and programmes	-	25% per annum on cost

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated Statement of Financial Activities.

2.9 INVESTMENTS

Investments listed on a recognised stock exchange are stated at fair value at the Balance Sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

Unlisted investments, where there is no reliable fair value, are held at cost and reviewed annually for impairment.

Investments in subsidiaries are valued at cost less provision for impairment.

2.10 STOCKS

Stocks are valued at the lower of cost and net realisable value after making allowance for any obsolete or slow-moving items. In the case of work in progress and finished goods, costs consist of direct materials, direct labour and attributable overheads. Net realisable value means estimated selling price less all further costs to completion and all costs to be incurred in marketing, selling and distribution.

2.11 FINANCIAL INSTRUMENTS

The Group 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 measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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2. ACCOUNTING POLICIES (CONTINUED)

2.12 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered and net of any bad debt provision. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.13 CASH AT BANK AND IN HAND

Cash at bank and 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.

2.14 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

2.15 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

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2. ACCOUNTING POLICIES (CONTINUED)

2.16 PENSIONS

Defined contribution pension scheme
Payments made by CILIP into the group stakeholder salary sacrifice pension scheme on behalf of individual employees are charged to the Statement of Financial Activities as incurred.

Defined benefit pension scheme
The assets of the scheme are held separately from those of CILIP in an independently administered fund. The scheme is funded by contributions from the employer in accordance with the recommendations of independent qualified actuaries on the basis of triennial valuations. The Pensions Act 2004 sets out a statutory funding objective: that every pension scheme must have sufficient and appropriate assets to cover its funding target (referred to in legislation as Technical Provisions) and if there is a shortfall the pension scheme trustees and the employer are required to agree a Recovery Plan to make this good. The pension scheme was closed to new members on 1 April 2009 and was closed to existing members for further accruals from 31 March 2011.

For CILIP's defined benefit pension scheme the amounts charged in arriving at net income/ (expenditure) in the Statement of Financial Activities are the expenses and net interest costs & income, employer's contributions and benefits paid. Actuarial gains and losses are also recognised in the Statement of Financial Activities together with other recognised gains and losses. In December 2023, the scheme entered a buy-in policy, which matches the value of the scheme's liabilities with the scheme's assets, with the exception of cash balances, which are included in the scheme's assets in addition and represent the surplus position as at 31 December 2025.

2.17 TAXATION

In accordance with FRS 102 guidance, no tax charge is recognised on the surpluses generated by the wholly controlled subsidiary, as it is the intent of the subsidiary to gift aid any distributable profit to the parent charity within 9 months of the year end.

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3. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Defined benefit pension scheme
The valuation of the defined benefit pension scheme asset/liability is subject to many actuarial assumptions, such as future interest rates, inflation, pension increases and mortality rates. Small variations in the assumptions can cause material swings in the value of the defined benefit asset/liability disclosed on the Balance Sheet. The pension scheme asset/liability is also impacted by payments made to the scheme by the sponsoring employer. More detail is given in note 30. At the reporting date, reasonable possible changes to one of the relevant actuarial assumptions, with the other assumptions held constant, would have affected the defined benefit asset/liability by the amounts shown below:

	31 December 2025 Increase in defined benefit obligation £(000's)	Increase in defined benefit obligation (%)
Discount rate + 0.25%	(430)	-2.5%
Inflation (RPI and CPI) + 0.25%	430	2.5%
Life Expectancy + 1 year	560	3.3%

On the 31 December 2025, the defined benefit asset was capped at nil as the sponsoring employer may not be able to recover any overpayment directly on final closure of the scheme (2024: asset capped at nil).

Cash held in escrow
As described in note 21, £2.6m is held in an escrow account before provision. The Trustees currently believe that a balance in the range of £2m may be returned for the unrestricted use of CILIP, with the remainder paying for pension scheme costs. A provision has been made for £0.6m this year, to address the increased variance between the balance held and the expected return. The Charity receives a quarterly dividend from the moneys held which is added to the escrow account.

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4. INCOME FROM DONATIONS AND LEGACIES - GROUP

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Donations from individuals	861	-	**861**
Legacies	8,522	-	**8,522**
Grants	-	557,533	**557,533**
	9,383	557,533	**566,916**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations from individuals	1,193	-	1,193
Legacies	36,314	-	36,314
Grants	-	116,167	116,167
	37,507	116,167	153,674

Included in grants are government grants amounting to £173,000 (2024: £87,902), which comprise £147,000 (2024: £24,300) from Arts Council England; £26,000 (2024: £54,602) from the Welsh Government; and £Nil (2024: £9,000) from Health Education England.

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INCOME FROM DONATIONS AND LEGACIES - CHARITY

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total funds 2025 £**
Donations from individuals	861	-	**861**
Legacies	8,522	-	**8,522**
Grants	-	557,533	**557,533**
Donation from CILIP Pathways Ltd	-	-	**-**
	9,383	557,533	**566,916**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations from individuals	1,193	-	1,193
Legacies	36,314	-	36,314
Grants	-	116,167	116,167
Donation from CILIP Pathways Ltd	75,229	-	75,229
	112,736	116,167	228,903

5. INCOME FROM CHARITABLE ACTIVITIES - GROUP

	Unrestricted funds 2025 £	**Total funds 2025 £**
Training, events & conferences	439,552	**439,552**
Advertising & publications	585,634	**585,634**
Professional services	71,509	**71,509**
Membership	1,089,403	**1,089,403**
	2,186,098	**2,186,098**

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5. INCOME FROM CHARITABLE ACTIVITIES - GROUP (CONTINUED)

	Unrestricted funds 2024 £	Total funds 2024 £
Training, events & conferences	589,949	589,949
Advertising & publications	657,762	657,762
Professional services	32,012	32,012
Membership	1,138,969	1,138,969
	2,418,692	2,418,692

INCOME FROM CHARITABLE ACTIVITIES - CHARITY

	Unrestricted funds 2025 £	**Total funds 2025 £**
Training, events & conferences	442,490	**442,490**
Advertising & publications	585,634	**585,634**
Professional services	71,509	**71,509**
Membership	1,089,403	**1,089,403**
	2,189,036	**2,189,036**

	Unrestricted funds 2024 £	Total funds 2024 £
Training, events & conferences	589,949	589,949
Advertising & publications	657,762	657,762
Professional services	32,012	32,012
Membership	1,138,969	1,138,969
	2,418,692	2,418,692

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6. INCOME FROM OTHER TRADING ACTIVITIES - GROUP

Income from non charitable trading activities

	Unrestricted funds 2025 £	Total funds 2025 £
CILIP Pathways Ltd income	105,335	**105,335**

	Unrestricted funds 2024 £	Total funds 2024 £
CILIP Pathways Ltd income	103,184	103,184

7. INVESTMENT INCOME - GROUP AND CHARITY

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Income from investments	384,843	34,488	**419,331**
Net pension scheme interest	18,000	-	**18,000**
	402,843	34,488	**437,331**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Income from investments	510,878	34,907	545,785
Net pension scheme interest	33,000	-	33,000
	543,878	34,907	578,785

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8. EXPENDITURE ON RAISING FUNDS - GROUP

	Unrestricted funds 2025 £	Total funds 2025 £
CILIP Pathways Ltd	38,942	**38,942**

	Unrestricted funds 2024 £	Total funds 2024 £
CILIP Pathways Ltd	27,955	27,955

9. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES - GROUP AND CHARITY

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Training, events & conferences	968,779	36,176	**1,004,955**
Advertising & publications	1,083,234	-	**1,083,234**
Professional services	221,602	-	**221,602**
Membership	1,740,188	970	**1,741,158**
Projects	547,430	254,977	**802,407**
	4,561,233	292,123	**4,853,356**

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9. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES - GROUP AND CHARITY (CONTINUED)

Summary by fund type (continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Training, events & conferences	952,181	75,278	1,027,459
Advertising & publications	1,051,104	-	1,051,104
Professional services	128,220	82,171	210,391
Membership	1,553,700	774	1,554,474
Projects	170,804	84,199	255,003
	3,856,009	242,422	4,098,431

10. OTHER EXPENDITURE - GROUP AND CHARITY

	Unrestricted funds 2025 £	**Total funds 2025 £**
Loss on sale of fixed assets	1,175	**1,175**
Provision for pension costs	625,752	**625,752**
	626,927	**626,927**

	Unrestricted funds 2024 £	Total funds 2024 £
Loss on sale of fixed assets	2,091	2,091

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11. ANALYSIS OF EXPENDITURE BY ACTIVITIES - GROUP AND CHARITY

	Activities undertaken directly 2025 £	**Support costs 2025 £**	**Total funds 2025 £**
Training, events & conferences	600,533	404,422	**1,004,955**
Advertising & publications	585,412	497,822	**1,083,234**
Professional services	161,778	59,824	**221,602**
Membership	810,422	930,736	**1,741,158**
Projects	113,253	689,154	**802,407**
	2,271,398	2,581,958	**4,853,356**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Training, events & conferences	581,996	445,463	1,027,459
Advertising & publications	594,693	456,411	1,051,104
Professional services	187,670	22,721	210,391
Membership	763,207	791,267	1,554,474
Projects	103,702	151,301	255,003
	2,231,268	1,867,163	4,098,431

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11. ANALYSIS OF EXPENDITURE BY ACTIVITIES - GROUP AND CHARITY (CONTINUED)

ANALYSIS OF DIRECT COSTS

	Training, events & conferences 2025 £	Advertising & publications 2025 £	Professional services 2025 £	Membership 2025 £
Staff costs	204,951	366,310	154,197	738,504
Other direct costs	330,576	218,094	3,906	51,376
Professional costs	65,006	1,008	3,675	20,542
	600,533	585,412	161,778	810,422

	Projects 2025 £	Total funds 2025 £
Staff costs	-	**1,463,962**
Other direct costs	113,253	**717,205**
Professional costs	-	**90,231**
	113,253	**2,271,398**

	Training, events & conferences 2024 £	Advertising & publications 2024 £	Professional services 2024 £	Membership 2024 £
Staff costs	156,386	368,312	165,309	666,921
Business driver and other direct costs	359,535	226,381	9,671	49,325
Professional costs	66,075	-	12,690	46,961
	581,996	594,693	187,670	763,207

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11. ANALYSIS OF EXPENDITURE BY ACTIVITIES - GROUP AND CHARITY (CONTINUED)

ANALYSIS OF DIRECT COSTS (continued)

	Projects 2024 £	Total funds 2024 £
Staff costs	-	1,356,928
Business driver and other direct costs	103,702	748,614
Professional costs	-	125,726
	103,702	2,231,268

ANALYSIS OF SUPPORT COSTS

	Training, events & conferences 2025 £	Advertising & publications 2025 £	Professional services 2025 £	Membership 2025 £
Staff costs	123,079	163,983	20,023	305,043
Admin	4,244	9,435	815	19,991
Marketing	2,489	11,699	871	8,581
Finance	117,281	156,827	19,080	291,780
Personnel	11,283	15,032	1,836	27,964
Building	21,469	28,604	3,493	53,209
ICT	120,505	106,816	13,043	214,023
Governance	4,072	5,426	663	10,145
	404,422	497,822	59,824	930,736

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11. ANALYSIS OF EXPENDITURE BY ACTIVITIES - GROUP AND CHARITY (CONTINUED)

ANALYSIS OF SUPPORT COSTS (continued)

	Projects 2025 £	Total funds 2025 £
Staff costs	380,682	**992,810**
Admin	2,895	**37,380**
Marketing	3,417	**27,057**
Finance	151,264	**736,232**
Personnel	14,552	**70,667**
Building	27,690	**134,465**
ICT	103,402	**557,789**
Governance	5,252	**25,558**
	689,154	**2,581,958**

	Training, events & conferences 2024 £	Advertising & publications 2024 £	Professional services 2024 £	Membership 2024 £
Staff costs	186,360	207,782	10,112	359,791
Admin	7,021	13,519	938	26,735
Marketing	1,819	13,608	917	6,805
Finance	119,407	133,681	6,479	231,511
Personnel	16,214	18,078	880	31,304
Building	13,882	15,478	754	26,800
ICT	93,574	46,253	2,251	94,448
Governance	7,186	8,012	390	13,873
	445,463	456,411	22,721	791,267

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11. ANALYSIS OF EXPENDITURE BY ACTIVITIES - GROUP AND CHARITY (CONTINUED)

ANALYSIS OF SUPPORT COSTS (continued)

	Projects 2024 £	Total funds 2024 £
Staff costs	72,309	836,354
Admin	2,093	50,306
Marketing	7	23,156
Finance	46,331	537,409
Personnel	6,291	72,767
Building	5,386	62,300
ICT	16,096	252,622
Governance	2,788	32,249
	151,301	1,867,163

12. AUDITORS' REMUNERATION - GROUP

	2025 £	2024 £
Fees payable to the Charity's auditor in respect of:		
Audit of CILIP consolidated accounts	**38,850**	36,500
Preparation of CILIP and CILIP Pathways accounts	**5,450**	5,200
Tax services	**3,000**	1,315
Accounts assistance	**-**	15,198

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13. STAFF COSTS - GROUP

	2025 £	2024 £
Wages and salaries	**2,021,382**	1,844,769
Social security costs	**230,350**	181,852
Contribution to defined contribution pension scheme	**182,605**	166,660
	2,434,337	2,193,281

During the year, termination costs of £7,138 were incurred (2024: £NIL).

During 2025, CILIP incurred £22,436 on agency staff (2024: £NIL).

The average headcount during the year was 48 (2024: 47).

The Key Management Personel of CILIP comprise the Trustees, the Chief Executive Officer, The Chief Development Officer, Interim Finance Director, Interim Chief Digital Transformation Officer and Head of People and Operations. The total employee benefits for the key management personnel were £855,035 (2024: £811,195).

The number of employees whose emoluments exceeded £60,000 in the year was:

	2025 Number	2024 Number
£60,001 to £70,000	**4**	1
£70,001 to £80,000	**1**	2
£100,001 to £110,000	**1**	-

14. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 December 2025, expenses totalling £1,786 were reimbursed or paid directly to 6 Trustees (2024: £1,464 to 6 Trustees). The expenses related to travel, subsistence, amounts directly paid to third parties and other out-of-pocket costs incurred in attending meetings. During the year, CILIP paid £2,337 (2024: £2,269) in respect of Trustees' indemnity insurance on behalf of Trustees. 23 free places are made available for attendance at the Annual Conference, which are taken up by both staff and Trustees.

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15. INVESTMENT IN SUBSIDIARY COMPANIES

Name of company	Country of registration	Holding and operation	Proportion	Nature of business
CILIP Pathways Limited	England	Company limited by guarantee and not having a share capital	100%	Apprenticeship assessment

CILIP Pathways Limited (registered company no 12497166) incorporated on 4 March 2020 as a trading subsidiary of the parent charity, CILIP. CILIP Pathways Ltd was set up to conduct assessment of apprenticeships. The customers are the employers of apprentices, the apprentices and apprenticeship-training providers. The results of the company's trading activities during 2025 are set out below.

Profit and Loss Account

	2025 **£**	2024 £
Turnover	**105,335**	103,184
Cost of sales	**(30,730)**	(28,180)
Gross profit	**74,605**	75,004
Administration expenses	**(11,150)**	225
Profit	**63,455**	75,229
Gift aid donation in financial year	**-**	(75,229)
Profit to gift aid	**63,455**	-

Summarised Balance Sheet

	2025 **£**	2024 £
Debtors	**13,617**	15,030
Cash	**196,083**	72,894
Current assets	**209,700**	87,924
Creditors and accrued charges	**(146,245)**	(87,924)
Total net assets	**63,455**	-
Total reserves	**63,455**	-

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16. INTANGIBLE ASSETS

GROUP AND CHARITY

	Software development (under construction) £
COST	
At 1 January 2025	**130,492**
Additions	**50,015**
At 31 December 2025	**180,507**
NET BOOK VALUE	
At 31 December 2025	**180,507**
At 31 December 2024	130,492

As the software is an asset under construction, no amortisation is charged.

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17. TANGIBLE FIXED ASSETS

GROUP AND CHARITY

	Computer equipment £
COST	
At 1 January 2025	**50,070**
Additions	**13,465**
Disposals	**(15,051)**
At 31 December 2025	**48,484**
DEPRECIATION	
At 1 January 2025	**27,232**
Charge for the year	**11,616**
On disposals	**(13,879)**
At 31 December 2025	**24,969**
NET BOOK VALUE	
At 31 December 2025	**23,515**
At 31 December 2024	22,838

18. FIXED ASSET INVESTMENTS

GROUP AND CHARITY	Listed investments £	Unlisted investments £	Total £
COST OR VALUATION			
At 1 January 2025	**6,504,527**	**1**	**6,504,528**
Disposals (proceeds £1,810,000; realised gain £69,932)	**(1,740,068)**	**-**	**(1,740,068)**
Revaluations	**576,579**	**-**	**576,579**
AT 31 DECEMBER 2025	**5,341,038**	**1**	**5,341,039**

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18. FIXED ASSET INVESTMENTS (CONTINUED)

Unlisted investments: Library Services Limited
At 31 December 2025 and 31 December 2024, CILIP held one share out of 1,000 share issued in Library Services Limited, an unlisted company.

Listed investments comprised the following:

	2025	2024
	£	£
M&G Charity Multi Asset Fund Inc	**4,686,015**	5,936,901
M&G Equities Investment Fund for Charities (Charifund) GBP Inc	**655,023**	567,626
	5,341,038	6,504,527

19. STOCKS

	Group 2025	Group 2024	**Charity 2025**	Charity 2024
	£	£	**£**	£
Work in progress books	**13,304**	6,035	**13,304**	6,035
Finished books	**81,013**	55,416	**81,013**	55,416
	94,317	61,451	**94,317**	61,451

20. DEBTORS

	Group 2025	Group 2024	**Charity 2025**	Charity 2024
	£	£	**£**	£
DUE WITHIN ONE YEAR				
Trade debtors	**195,126**	212,833	**183,426**	199,633
Amounts owed by group undertakings	**-**	-	**102,898**	13,459
Other debtors	**40,150**	179,871	**39,092**	178,786
Prepayments and accrued income	**449,326**	139,095	**448,467**	138,350
	684,602	531,799	**773,883**	530,228

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21. CASH HELD IN ESCROW

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Cash held in Escrow	**2,625,752**	2,833,555	**2,625,752**	2,833,555
Provision	**(625,752)**	-	**(625,752)**	-
	2,000,000	2,833,555	**2,000,000**	2,833,555

CILIP is a sponsoring employer of a defined benefit pension scheme known as the Chartered Institute of Library and Information Professionals Pension and Assurance Scheme. To secure the scheme for its members, and to ensure CILIP's long-term viability, CILIP entered into a framework agreement with the scheme Trustees (Vidett). As part of that framework agreements, CILIP agreed to sell a commercial property and agreed that the proceeds of sale would be apportioned as follows:

1. A payment to the Scheme equal to the outstanding deficit repair contributions due under the existing schedule of contributions agreed as part of the valuation of the Scheme required under the statutory scheme funding regime.

2. Funds for CILIP to use at its discretion (with the caveat under the Framework Agreement that £1.5m of this payment shall not be used or applied by CILIP except for the purposes of maintaining or improving its long-term employer covenant).

3. Funds, equal to at least the section 75 deficit of the Scheme (calculated immediately prior to the sale of the Property) less the amount paid to the Scheme under paragraph (a) above, into an escrow account.

Under its Royal Charter, CILIP has the power to deal with its property and make payments to the scheme (as required by a responsible employer). The Escrow fund is held jointly by Vidett and CILIP and covers the on-going costs associated with pension scheme.

22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Trade creditors	**129,472**	105,689	**128,704**	102,256
Other taxation and social security	**50,708**	43,655	**50,708**	43,655
Other creditors	**27,293**	53,743	**27,293**	33,743
Accruals and deferred income	**394,041**	355,691	**351,462**	304,659
	601,514	558,778	**558,167**	484,313

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	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Deferred income at 1 January	**235,073**	351,096	**196,486**	331,856
Deferred income during the year	**271,774**	235,073	**235,005**	196,486
Amounts released from previous periods	**(235,073)**	(351,096)	**(196,486)**	(331,856)
	271,774	235,073	**235,005**	196,486

Deferred income comprises advance conference and membership income; plus contract income for CILIP Pathways Ltd.

23. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Other creditors	**7,878**	10,294	**7,878**	10,294

24. FINANCIAL INSTRUMENTS

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
FINANCIAL ASSETS				
Financial assets measured at fair value through income and expenditure	**5,341,039**	6,504,528	**5,341,039**	6,504,528
Financial assets measured at amortised cost	**604,121**	212,400	**694,261**	334,763
	5,945,160	6,716,928	**6,035,300**	6,839,291

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
FINANCIAL LIABILITIES				
Other financial liabilities measured at amortised cost	**337,618**	333,999	**331,040**	298,121

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24. FINANCIAL INSTRUMENTS (CONTINUED)

Financial assets measured at fair value include investments.

Financial assets measured at amortised cost include: trade debtors, accrued income and other debtors.

Financial liabilities measured at amortised cost include trade creditors, other taxes and social security costs, other creditors and accruals.

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25. STATEMENT OF FUNDS

GROUP STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2025 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2025 £
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Fixed asset reserve	**22,838**	**-**	**(11,616)**	**12,293**	**-**	**23,515**
Intangible asset reserve	**-**	**-**	**-**	**180,507**	**-**	**180,507**
Development fund	**1,203,393**	**-**	**(415,554)**	**(105,814)**	**-**	**682,025**
	1,226,231	**-**	**(427,170)**	**86,986**	**-**	**886,047**
GENERAL FUNDS						
Central operations fund	**8,504,379**	**2,402,699**	**(4,113,130)**	**(303,536)**	**561,649**	**7,052,061**
CILIP Pathways Ltd funds	**-**	**105,335**	**(41,880)**	**-**	**-**	**63,455**
Member networks	**786,972**	**177,625**	**(180,922)**	**-**	**-**	**783,675**
Pension reserve	**-**	**18,000**	**(464,000)**	**200,000**	**246,000**	**-**
	9,291,351	**2,703,659**	**(4,799,932)**	**(103,536)**	**807,649**	**7,899,191**
TOTAL UNRESTRICTED FUNDS	**10,517,582**	**2,703,659**	**(5,227,102)**	**(16,550)**	**807,649**	**8,785,238**

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25. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 January 2025 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2025 £
RESTRICTED FUNDS						
K Pierce - Legacy	**8,583**	**-**	**-**	**-**	**-**	**8,583**
F Robinson - Legacy	**10,583**	**-**	**-**	**-**	**-**	**10,583**
Colin Mears - Legacy	**346,152**	**22,223**	**(30,214)**	**-**	**56,873**	**395,034**
D Chilcot - Legacy	**15,826**	**612**	**-**	**-**	**-**	**16,438**
GA Cooks legacy - CILIP Cymru	**155,986**	**11,653**	**(6,932)**	**-**	**27,989**	**188,696**
Bob McKee - CILIP/IFLA Award	**97**	**-**	**-**	**-**	**-**	**97**
Mitchell Memorial Fund	**8,599**	**-**	**-**	**-**	**-**	**8,599**
Anthony Thompson Scholarship Fund	**7,142**	**-**	**-**	**-**	**-**	**7,142**
Arundell Esdaile Esdaile Memorial Prize	**2,094**	**-**	**-**	**-**	**-**	**2,094**
Catherine Hamilton Memorial Prize	**1,098**	**-**	**-**	**-**	**-**	**1,098**
Welsh government anti racist library collection	**(9,175)**	**26,000**	**(36,339)**	**19,514**	**-**	**-**
Great school libraries	**4,466**	**-**	**-**	**-**	**-**	**4,466**
ACE - future libraries	**-**	**103,500**	**(103,217)**	**-**	**-**	**283**
KR21 Knowledge Rights	**(175)**	**14,133**	**(13,892)**	**(66)**	**-**	**-**
ACE - Library Research	**-**	**43,500**	**(44,072)**	**572**	**-**	**-**
Google Super Searchers	**-**	**26,000**	**(22,530)**	**(3,470)**	**-**	**-**
Climate Action Fund Round 5 - Our Shared Future	**-**	**344,400**	**(34,927)**	**-**	**-**	**309,473**

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25. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - CURRENT YEAR (continued)

	Balance at 1 January 2025 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2025 £
TOTAL RESTRICTED FUNDS	551,276	592,021	(292,123)	16,550	84,862	952,586
TOTAL OF FUNDS	11,068,858	3,295,680	(5,519,225)	-	892,511	9,737,824

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25. STATEMENT OF FUNDS (CONTINUED)

GROUP STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Fixed asset reserve	25,662	-	(9,706)	6,882	-	22,838
Development fund	123,393	-	(49,182)	1,129,182	-	1,203,393
	149,055	-	(58,888)	1,136,064	-	1,226,231
GENERAL FUNDS						
Central operations fund	9,573,030	2,721,427	(2,880,224)	(1,139,874)	230,020	8,504,379
CILIP Pathways Ltd funds	-	103,184	(103,184)	-	-	-
Member networks	738,081	245,650	(196,759)	-	-	786,972
Pension reserve	-	33,000	(647,000)	-	614,000	-
	10,311,111	3,103,261	(3,827,167)	(1,139,874)	844,020	9,291,351
TOTAL UNRESTRICTED FUNDS	10,460,166	3,103,261	(3,886,055)	(3,810)	844,020	10,517,582

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25. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
RESTRICTED FUNDS						
K Pierce - Legacy	8,193	-	-	-	390	8,583
F Robinson - Legacy	10,102	-	-	-	481	10,583
Colin Mears - Legacy	359,991	24,166	(47,156)	-	9,151	346,152
D Chilcot - Legacy	14,996	830	-	-	-	15,826
GA Cooks legacy - CILIP Cymru	157,417	9,910	(15,445)	-	4,104	155,986
Bob McKee - CILIP/IFLA Award	97	-	-	-	-	97
Mitchell Memorial Fund	8,599	-	-	-	-	8,599
Anthony Thompson Scholarship Fund	6,817	-	-	-	325	7,142
Arundell Esdaile Esdaile Memorial Prize	1,999	-	-	-	95	2,094
Catherine Hamilton Memorial Prize	1,098	-	-	-	-	1,098
Designing Libraries	3,057	-	(3,057)	-	-	-
Welsh government anti racist library collection	23,836	36,552	(69,563)	-	-	(9,175)
Digital Leadership for Welsh Translation	-	13,000	(13,308)	308	-	-
Safe and inclusive Welsh translation income	-	5,050	(5,113)	63	-	-
Great school libraries	4,466	-	-	-	-	4,466
ACE - future libraries	8,191	-	(15,250)	7,059	-	-
ACE - green libraries phase 1b	15,409	24,300	(35,059)	(4,650)	-	-

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25. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR (CONTINUED)

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
Digital Health Literacy - Health Education England	-	9,000	(10,030)	1,030	-	-
KR21 Knowledge Rights	-	28,266	(28,441)	-	-	(175)
TOTAL RESTRICTED FUNDS	624,268	151,074	(242,422)	3,810	14,546	551,276
TOTAL OF FUNDS	11,084,434	3,254,335	(4,128,477)	-	858,566	11,068,858

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

CHARITY STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2025	Income	Expenditure	Transfers in/out	Gains/ (losses)	Balance at 31 December 2025
	£	£	£	£	£	£
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Fixed asset reserve	22,838	-	(11,616)	12,293	-	23,515
Intangible asset reserve	-	-	-	180,507	-	180,507
Development fund	1,203,393	-	(415,554)	(105,814)	-	682,025
	1,226,231	-	(427,170)	86,986	-	886,047
GENERAL FUNDS						
Central operations fund	8,504,379	2,405,637	(4,116,068)	(303,536)	561,649	7,052,061
Member networks	786,972	177,625	(180,922)	-	-	783,675
Pension reserve	-	18,000	(464,000)	200,000	246,000	-
	9,291,351	2,601,262	(4,760,990)	(103,536)	807,649	7,835,736
TOTAL UNRESTRICTED FUNDS	10,517,582	2,601,262	(5,188,160)	(16,550)	807,649	8,721,783
RESTRICTED FUNDS						
K Pierce - Legacy	8,583	-	-	-	-	8,583
F Robinson - Legacy	10,583	-	-	-	-	10,583
Colin Mears - Legacy	346,152	22,223	(30,214)	-	56,873	395,034
D Chilcot - Legacy	15,826	612	-	-	-	16,438
GA Cooks legacy - CILIP Cymru	155,986	11,653	(6,932)	-	27,989	188,696

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Bob McKee - CILIP/IFLA Award	97	-	-	-	-	97
Mitchell Memorial Fund	8,599	-	-	-	-	8,599
Anthony Thompson Scholarship Fund	7,142	-	-	-	-	7,142
Arundell Esdaile Esdaile Memorial Prize	2,094	-	-	-	-	2,094
Catherine Hamilton Memorial Prize	1,098	-	-	-	-	1,098
Welsh government anti racist library collection	(9,175)	26,000	(36,339)	19,514	-	-
Great school libraries	4,466	-	-	-	-	4,466
ACE - future libraries	-	103,500	(103,217)	-	-	283
KR21 Knowledge Rights	(175)	14,133	(13,892)	(66)	-	-
ACE - Library Research	-	43,500	(44,072)	572	-	-
Google Super Searchers	-	26,000	(22,530)	(3,470)	-	-
Climate Action Fund Round 5 - Our Shared Future	-	344,400	(34,927)	-	-	309,473
TOTAL RESTRICTED FUNDS	551,276	592,021	(292,123)	16,550	84,862	952,586
TOTAL OF FUNDS	11,068,858	3,193,283	(5,480,283)	-	892,511	9,674,369

Docusign Envelope ID: B2602490-3173-8ECD-81C5-E150C9354167

CHARITY STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 January 2024	Income	Expenditure	Transfers in/out	Gains/ (losses)	Balance at 31 December 2024
	£	£	£	£	£	£
UNRESTRICTED FUNDS						
Fixed asset reserve	25,662	-	(9,706)	6,882	-	22,838
Development fund	123,393	-	(49,182)	1,129,182	-	1,203,393
	149,055	-	(58,888)	1,136,064	-	1,226,231
GENERAL FUNDS						
Central operations fund	9,573,030	2,796,656	(2,955,453)	(1,139,874)	230,020	8,504,379
Member networks	738,081	245,650	(196,759)	-	-	786,972
Pension reserve	-	33,000	(647,000)	-	614,000	-
	10,311,111	3,075,306	(3,799,212)	(1,139,874)	844,020	9,291,351
TOTAL UNRESTRICTED FUNDS	10,460,166	3,075,306	(3,858,100)	(3,810)	844,020	10,517,582
RESTRICTED FUNDS						
K Pierce - Legacy	8,193	-	-	-	390	8,583
F Robinson - Legacy	10,102	-	-	-	481	10,583
Colin Mears - Legacy	359,991	24,166	(47,156)	-	9,151	346,152
D Chilcot - Legacy	14,996	830	-	-	-	15,826
GA Cooks legacy - CILIP Cymru	157,417	9,910	(15,445)	-	4,104	155,986
Bob McKee - CILIP/IFLA Award	97	-	-	-	-	97
Mitchell Memorial Fund	8,599	-	-	-	-	8,599

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Anthony Thompson Scholarship Fund	6,817	-	-	-	325	7,142
Arundell Esdaile Memorial Prize	1,999	-	-	-	95	2,094
Catherine Hamilton Memorial Prize	1,098	-	-	-	-	1,098
Designing Libraries	3,057	-	(3,057)	-	-	-
Welsh government anti racist library collection	23,836	36,552	(69,563)	-	-	(9,175)
Digital Leadership for Welsh Translation	-	13,000	(13,308)	308	-	-
Safe and inclusive Welsh translation income	-	5,050	(5,113)	63	-	-
Great school libraries	4,466	-	-	-	-	4,466
ACE - future libraries	8,191	-	(15,250)	7,059	-	-
ACE - green libraries phase 1b	15,409	24,300	(35,059)	(4,650)	-	-
Digital Health Literacy - Health Education England	-	9,000	(10,030)	1,030	-	-
KR21 Knowledge Rights	-	28,266	(28,441)	-	-	(175)
TOTAL RESTRICTED FUNDS	624,268	151,074	(242,422)	3,810	14,546	551,276
TOTAL OF FUNDS	11,084,434	3,226,380	(4,100,522)	-	858,566	11,068,858

Restricted funds
The Mitchell Memorial Fund provides loans to members to fund full or part-time study to further their careers. CILIP's Board of Trustees merged Henrik Jones Memorial Prize with the Mitchell Memorial fund in 2017 because postgraduate course no longer offered at the University of Brighton.

Anthony Thompson Scholarship Fund enables a qualified library and information professional from outside the UK to visit and study some aspects of UK library and information work for two to three weeks. The International Library and Information Group (CILIP special interest group) manage the award for CILIP.

Arundell Esdaile Memorial Fund was set up to endow a lecture given periodically on librarianship and bibliography. Only the interest from the fund may be used.

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Catherine Hamilton Memorial Prize awarded for the most outstanding Master's dissertation in the broad area of information retrieval or electronic text management.

K Pierce – legacy assists librarians to carry out engagements which would further the interests of librarianship in attending conferences overseas (not IFLA).

F Robinson – legacy was set up to reward innovation in library administration and particularly aimed at para professionals. Only the interest from the fund may be used.

The Colin Mears legacy provides funds for the Colin Mears Awards for the illustration of children's books.

The D Chilcot legacy provides funds to be utilised for information facilities at CILIP and education purposes.

Bob McKee-CILIP/IFLA Aspire award helps new professionals develop through networking at UK and international events. IFLA provides an international bursary to support new professionals.

Designing Libraries is a Community Interest Company that CILIP currently supports until they are able to operate independently.

Welsh Government – Anti-Racist Wales Action Plan – grant in support of a training plan for public libraries in Wales.

Great school libraries – grant in support of the Great School Libraries campaign to bring back libraries and access to librarians in every school in the UK.

ACE - future libraries is a project that will challenge and engage librarians and library leaders to reimagine libraries in a world of climate change, population shift and digital advancement.
.
ACE - Library Research: grant towards the cost of 'Leveraging 20 years of Public Library Research', a 4-month outcome-led research project synthesising the learnings from previous government-funded research into the public library sector and mapping it to the missions of the new government.

ACE - green libraries phase 1b funding to support the Green Libraries Campaign, a project helping libraries reduce their environmental impact and promote sustainability in their communities.

The GA Cooks legacy was donated for use by the Welsh Member Network of CILIP.

Digital leadership for Welsh translation - grant in support of Welsh translations.

Safe and inclusive Welsh translation income - grant in support of Welsh translations.

Health Education England (HEE) - grant to support the delivery of the Health Literacy Partnership project, the aim of which is to develop a sustainable platform of knowledge exchange and resources that integrate health literacy into business as usual across sectors.

KR21 Knowledge Rights - funding from the International Federation of Library Associations, the Stichting IFLA Foundation and Institutions to develop a framework of proposed amendments to regulation to create a more supportive environment for eBook buying and lending in public and academic libraries.

Google Super Searchers - funding from Google to deliver the Super Searcher training programme, which will help empower people to understand the tools and tactics that they can use to make sense of information online.

Climate Action Fund - funding from the National Lottery Community Fund to support the Green Library

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Hub project to support libraries and their users to take climate action in their communities.

Deficit balances are carried forward on funds where fund receipts are expected.~

Where restricted funds have residual balances at the end of a project or campaign, these have been transferred to general unrestricted funds.

Designated funds
The fixed asset reserve is established to represent the net book value of fixed assets, which is not attributable to other reserves. The transfer to this reserve represents the net impact of additions and disposals.

The intangible asset reserve is established to represent the net book value of intangible fixed assets, which are not attributable to other reserves. The transfer to this reserve represents additions during 2024 and 2025.

The transformation/development fund is designated for investment in CILIP's development and transformation work, and to support our plans for membership growth/retention and income diversification.

26. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	23,515	-	**23,515**
Intangible fixed assets	180,507	-	**180,507**
Fixed asset investments	4,770,893	570,146	**5,341,039**
Current assets	4,419,715	382,440	**4,802,155**
Creditors due within one year	(601,514)	-	**(601,514)**
Creditors due in more than one year	(7,878)	-	**(7,878)**
TOTAL	8,785,238	952,586	**9,737,824**

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26. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

GROUP ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	22,838	-	22,838
Intangible fixed assets	130,492	-	130,492
Fixed asset investments	6,009,244	495,284	6,504,528
Current assets	4,924,080	55,992	4,980,072
Creditors due within one year	(558,778)	-	(558,778)
Creditors due in more than one year	(10,294)	-	(10,294)
TOTAL	10,517,582	551,276	11,068,858

CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2025 £	**Restricted funds 2025 £**	**Total funds 2025 £**
Tangible fixed assets	23,515	-	**23,515**
Intangible fixed assets	180,507	-	**180,507**
Fixed asset investments	4,770,893	570,146	**5,341,039**
Current assets	4,312,913	382,440	**4,695,353**
Creditors due within one year	(558,167)	-	**(558,167)**
Creditors due in more than one year	(7,878)	-	**(7,878)**
TOTAL	8,721,783	952,586	**9,674,369**

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CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	22,838	-	**22,838**
Intangible fixed assets	130,492	-	**130,492**
Fixed asset investments	6,009,244	495,284	**6,504,528**
Current assets	4,849,615	55,992	**4,905,607**
Creditors due within one year	(484,313)	-	**(484,313)**
Creditors due in more than one year	(10,294)	-	**(10,294)**
TOTAL	10,517,582	551,276	**11,068,858**

27. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Group 2025 £	Group 2024 £
Net expenditure for the year (as per Statement of Financial Activities)	**(1,577,034)**	(629,576)
ADJUSTMENTS FOR:		
Depreciation charges	**11,616**	9,706
Gain on investments	**(646,511)**	(244,566)
Dividends, interest and rents from investments	**(437,331)**	(581,521)
Loss on sale of fixed assets	**1,172**	2,091
Increase in stock	**(32,866)**	(4,600)
(Increase)/decrease in debtors	**(175,971)**	83,996
Increase/(decrease) in creditors	**40,320**	(443,043)
Defined benefit pension scheme actuarial movements	**1,071,752**	614,000
NET CASH USED IN OPERATING ACTIVITIES	**(1,744,853)**	(1,193,513)

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28. ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2025 £	Group 2024 £
Cash in hand	**2,023,236**	1,553,267

The balance above excludes cash held in escrow (see note 2.17).

29. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2025 £	Cash flows £	At 31 December 2025 £
Cash at bank and in hand	**1,553,267**	**469,969**	**2,023,236**
	1,553,267	**469,969**	**2,023,236**

30. PENSION COMMITMENTS

CILIP's existing employees were entitled to join the Scottish Widows group stakeholder salary sacrifice pension scheme, which is funded by 5% of salary contribution from employees and 10% of salary contribution by the employer. New and existing employees who are not in the scheme may join at any time. Staff may opt-out of the scheme at any time. The amount paid into the scheme by CILIP in 2025 was £182,605 (2024: £166,660). The amount within other creditors in note 22 above was £27,293 (2024: £25,554).

The Group operates a defined benefit pension scheme.

This is a separate trustee administered fund, holding the pension scheme assets to meet long term pension liabilities. The results of the most recent triennial actuarial valuation as at 31 December 2022 revealed a funding shortfall of £11,755,000. In accordance with the updated schedule of contributions, CILIP paid £9.5m in March 2023 and £2.45m in December 2023 to repair the deficit. A further £3.05m was paid in December 2023 to cover future expenses and the cost of the insurance buy-in premium paid in December 2023. Following these contributions, CILIP became no longer liable for the payment of regular deficit repair contributions. Ongoing scheme costs are covered from funds held jointly in escrow. The amount held in escrow has been used during the period for contributions to the scheme, as shown below. The amount remaining in escrow at the year end was £2,000,000 (2024: £2,833,555).

The full actuarial valuation carried out at 31 December 2022 was updated to 31 December 2025 by a qualified actuary, independent of the scheme's sponsoring employer.

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30. PENSION COMMITMENTS (CONTINUED)

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 December 2025 %	At 31 December 2024 %
Discount rate	**5.40**	5.35
Allowance for pension in payment increases of RPI (p.a.)	**2.95**	3.30
Allowance for pension in payment increases of RPI or 2.5% p.a. if less	**1.90**	2.00
Allowance for pension in payment increases of CPI or 3% p.a. if less	**2.00**	2.15
Allowance for commutation of pension for cash at retirement	**20.00**	20.00
Inflation RPI	**2.85**	3.25
Inflation CPI	**2.45**	2.75

	At 31 December 2025 Years	At 31 December 2024 Years
MORTALITY RATES (IN YEARS)		
- for a male aged 40 now	**25.9**	25.6
- for a male aged 60 now	**24.4**	24.0
- for a female aged 40 now	**28.6**	28.5
- for a female aged 60 now	**27.1**	27.1

The Group's share of the assets in the scheme was:

	At 31 December 2025 £	At 31 December 2024 £
Insured annuities	**16,899,000**	17,793,000
Cash and other liquid assets	**129,000**	467,000
TOTAL FAIR VALUE OF ASSETS	**17,028,000**	18,260,000

The actual return on scheme assets was £240,000 gain (2024 - £402,000 loss).

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30. PENSION COMMITMENTS (CONTINUED)

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2025 £	2024 £
Interest income	**(938,000)**	(897,000)
Interest cost	**920,000**	864,000
Administrative expenses	**464,000**	647,000
TOTAL AMOUNT RECOGNISED IN THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES	**446,000**	614,000

Movements in the present value of the defined benefit obligation were as follows:

	2025 £	2024 £
Opening defined benefit obligation	**17,793,000**	19,284,000
Interest cost	**920,000**	864,000
Actuarial gains	**(606,000)**	(1,342,000)
Benefits paid	**(1,208,000)**	(1,013,000)
CLOSING DEFINED BENEFIT OBLIGATION	**16,899,000**	17,793,000

Movements in the fair value of the Group's share of scheme assets were as follows:

	2025 £	2024 £
Opening fair value of scheme assets	**18,260,000**	20,322,000
Interest income	**938,000**	897,000
Actuarial losses	**(698,000)**	(1,299,000)
Contributions by employer	**200,000**	-
Benefits paid	**(1,208,000)**	(1,013,000)
Expenses paid	**(464,000)**	(647,000)
CLOSING FAIR VALUE OF SCHEME ASSETS	**17,028,000**	18,260,000

None of the fair values of the assets shown above includes any direct investments in CILIP's own financial instruments or any property occupied by, or other assets used by CILIP.

At the year end, the defined benefit asset was £129,000. The pension scheme value in the financial statements is capped at £nil as the sponsoring employer may not be able to recover any overpayment directly.

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DEFINED BENEFIT COSTS RECOGNISED IN OTHER COMPREHENSIVE INCOME

	2025	2024
	£	£
Return on plan assets in excess of interest income	**(698,000)**	(1,299,000)
Actuarial gain	**606,000**	1,342,000
Pension surplus not recognised	**338,000**	571,000
TOTAL (GAIN)/LOSS	**246,000**	614,000

31. CORPORATION TAXATION

CILIP is a registered charity and as such is exempt from taxation of its income and gains to the extent that they fall within the exemptions available to charities under the Taxes Act and are applied to its charitable objectives.

32. OPERATING LEASE COMMITMENTS

At 31 December 2025 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Land and buildings		
Not later than 1 year	**-**	11,650

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2025	2024
	£	£
Operating lease rentals	**63,169**	43,517

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33. RELATED PARTY TRANSACTIONS

CILIP Pathways Ltd
At the year end, the balance due from CILIP Pathways was £102,898 (2024: £13,459 due from). During the year, no gift aid donations were received by CILIP from CILIP Pathways (2024: £75,229). During 2025, CILIP transferred £79,840 to CILIP Pathways to settle liabilities (2024: £Nil).

CILIP Benevolent Fund Registered Charity No. 237352
This trust exists for the relief of poverty of CILIP members, former members and their dependants (including former Library Association and Institute of Information Scientists members). CILIP Board appoints all trustees. CILIP provides £1,000 towards their running costs on a yearly basis. CILIP receives some donations on behalf of the Benevolent fund. £1,653 was paid over during the year to December 2025, £195 of which was included in creditors in the prior year (2024: £1,771). £27 (2024: £195) was outstanding.

The John Campbell Trust Registered Charity No. 802262
This trust exists to advance the education of the public in Information Science in particular by the awarding of grants, scholarships, research fellowships and prizes. CILIP Board appoints all trustees. There were no outstanding balances for 2025 and 2024.

Library Services Trust Registered Charity No. 287404
This trust exists to promote education in librarianship, bibliography and related subjects. CILIP Board appoints two of the six trustees. There were no outstanding balances for 2025 and 2024.

CILIP Board, Presidential Team and Committee Members with arm's length business relationship with CILIP
CB Resourcing recruitment agency, of which Simon Burton is a director, gave £700 (2024: £250) in respect of sponsorship for Employers Forum. Sales transactions with CB Resourcing during the year amounted to £2,825 (2024: £Nil).