British Humanist Association, operating as:



ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 December 2025

Company Number: 00228781

Charity Number: 285987

Humanists UK

Annual Report for the year ended 31 December 2025

The Board (the Directors of the Company and the Trustees of the Charity) presents its annual report along with the financial statements of the charity for the year ended 31 December 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 (FRS102).

Legal and Administrative Details

Status	The British Humanist Association (Humanists UK) originated as the Union of Ethical Societies in 1896, was incorporated as the Ethical Union in 1928 and became the British Humanist Association in 1967. Its working name became Humanists UK in 2017. It is a charitable company limited by guarantee, incorporated on 14 March 1928. Its governing instrument is its Articles of Association, adopted on 23 July 2011.			
	Company number:	00228781	Charity number:	285987
Registered office	3 Waterhouse Square, London, EC1N 2SW			
Honorary officers	Chair		Neil Hawkins (until 08/11/25) Kate West (since 07/02/25)	
	Vice Chairs		Amy Walden Neil McKain (until 23/07/25) Kate West (8/03/25 to 07/02/25) Satnam Lehal (since 07/02/25)	
	Treasurer		Roland Davis (since 15/06/25) Ann O'Connell (until 15/06/25)	
Other Board members	John Adentitire		Clive Coen (31/01/25 to 20/11/25)	
	Ginny Collins (since 15/06/25)		Sharda Dean (since 15/06/25)	
	Iain Deboys		Tamar Ghosh	

	Charley Jarrett	Kay Jones (since 15/06/25)
	Keiron McCabe (since 07/02/25)	Andrew Russell
	Nicole Saunders (since 15/06/25)	Emma Shepherd
	Simon Walker-Samuel	
President	Dr Adam Rutherford (until 31/12/25) Janet Ellis MBE (since 01/01/26)	
Principal staff	Chief Executive	Andrew Copson OBE
	Chief Operating Officer	Catriona McLellan
	Director of People & Culture	Ann-Michelle Burton
	Director of Community Service	Clare Elcombe Webber
	Director of Advocacy and Human RIghts	Richy Thompson
	Director of IT	Andrew West
	Director of Advancing Humanism	Liam Whitton
	Acting Director of Advocacy and Human Rights (September-October 2025 and February-September 2026)	Karen Wright
Auditors	Knox Cropper LLP, Chartered Accountants 65 Leadenhall Street, London, EC3A 2AD	
Bankers	The Co-Operative Bank plc 118-120 Colmore Row, Birmingham, B3 3BA	
Investment Managers	Barclays Wealth, 23 Lower Brook Street, Ipswich, IP14 1AQ BNY Mellon Fund Managers Ltd, PO Box 336, Darlington, DL1 9RF M & G, M&G Charity Department, PO Box 9038, Chelmsford, CM99 2XF	

Mission

By advancing the humanist approach to life, we inspire and support non-religious people to be happy, confident, and ethical, and we work with them for a better society.

Charitable objects

Humanists UK's Objects are: 'The advancement of Humanism, namely a non-religious ethical life stance, the essential elements of which are a commitment to human wellbeing and a reliance on reason, experience and a naturalistic view of the world; the advancement of education and in particular the study of and the dissemination of knowledge about Humanism and about the arts and science as they relate to Humanism; the promotion of equality and non-discrimination and the protection of human rights as defined in international instruments to which the United Kingdom is party, in each case in particular as relates to religion and belief; the promotion of understanding between people holding religious and non-religious beliefs so as to advance harmonious cooperation in society.'

Structure, governance and management

The Board meets regularly during the year and at the beginning of each meeting members are requested to declare any conflicts of interest. These are detailed in notes 18 and 23 of the financial statements.

The Board reviews its performance and skills annually and new members are recruited to meet any needs or gaps identified.

The day to day management of the Association is delegated to its key management personnel as detailed in note 8 to the financial statements. Remuneration of the Chief Executive is set by the Board. Remuneration of other key management personnel is delegated to the Chief Executive.

Method used to recruit and appoint new Board members

Board members are recruited by election or by appointment, as set out in the Byelaws. Co-options until the next election can be made to fill vacancies arising among the elected Board members.

Induction and training of new Board members

New Board members are provided with a Trustee Handbook which contains information about their role and responsibilities as recommended by the Charity Commission. This includes: the trustee role description and personal specification relevant to the role, the confidentiality policy and the eligibility requirements for becoming a trustee, and a Code of Conduct. They are also supplied with a copy of the Articles of Association, and other governance documents including past reports. Induction meetings covering the background to current matters take place with a Vice-Chair, the Chief Executive and key members of the staff team. Training

on matters relevant to the role and responsibilities of Board members is encouraged and the Board subscribes to literature pertinent to good governance.

Public benefit

The Board is confident that Humanists UK's work benefits the public in significant ways by promoting human rights and offering comprehensive support and services to humanists and the non-religious. Our activities are rigorously aligned with legal standards and Charity Commission guidelines on public benefit. The main areas where our work makes an impact include:

- We lead in educating the public about humanism, providing a moral framework for those without religious beliefs. Our efforts extend through various channels, including our website, public lectures, and educational materials designed for schools, ensuring that knowledge about humanist values and ethics is accessible to all.

- Our celebrants help meet the growing public demand for non-religious ceremonies—such as baby-namings, weddings, and funerals—that reflect personal beliefs. Our goal is for every individual desiring a humanist ceremony to have access to one, facilitated by our skilled network of highly trained humanist celebrants.

- We provide vital humanist pastoral support in environments traditionally served by religious chaplains, such as prisons and healthcare settings, ensuring that the non-religious receive the same level of suitable emotional support and care in times of need. Our trained specialists also provide expert assistance to vulnerable groups neglected by other services, namely 'apostates' and non-religious asylum seekers

- Our policy unit defends the rights of humanists and the non-religious by promoting compliance with the Human Rights Act 1998 and the Equality Act 2010, particularly against discrimination by public authorities on the grounds of religion or belief. Our advocacy efforts include engaging with government bodies and calling for legal reforms to develop these protections further for the benefit of all.

- We bolster local humanist groups and contribute to building a harmonious, pluralistic society, building bridges between non-religious people and those with other beliefs. Our work supports the positive contributions of humanists in various community settings.

The Board considers that these initiatives not only support humanists and the non-religious but also enrich the wider public, fostering an environment of non-discrimination and enhanced understanding of humanist perspectives.

Report on progress towards our five Outcomes

By advancing the humanist approach to life, we inspire and support non-religious people to be happy, confident, and ethical, and we work with them for a better society. Below, we report on our activity over the course of the year, against the five Outcomes set by the Board as our strategy. Many of our activities overlap and meet more than one Outcome.

More people knowing what humanism is and more non-religious people with humanist beliefs and values recognising themselves as humanists

Education resources (Understanding Humanism)

Our *Understanding Humanism* programme, which provides resources, school visitors, and support for teachers incorporating humanism into lessons, continued to flourish. The *Understanding Humanism* website saw 149,000 hits (146,000 in 2024) with resources downloaded over 35,000 times (39,000 in 2024) and videos viewed 16,000 times (12,000 in 2024). Our *Assemblies for All* website, which collates industry-best resources to assist teachers with putting on inclusive assemblies on a range of subjects, received 103,000 page views (163,000 in 2024), with 100 more assembly resources added over the course of the year. Meanwhile, our network of 225 trained and accredited school speakers (220 in 2024) spoke to 76,988 pupils through classroom visits (75,295 in 2024). We also provided direct training to 515 teachers (492 in 2024).

New resources added to the site included an articles section providing teachers with expert information on a range of topics, including the basics of how to teach humanism alongside topics like the Golden Rule, the importance of learning about scientific explanations of human origins, and deeper analyses of humanism, including frequently asked questions about the term itself. Our hope is that the blogs will also help more teachers to discover our downloadable resources and provision of school speakers. We also developed new GCSE-specific guides and training for secondary school teachers. In June, we relaunched our Massive Open Online Course (MOOC) as a self-hosted online course, starting with the highly popular 'Introducing humanism' course presented by our patron Sandi Toksvig. We also created a new animated film called 'What is secularism?' for release in 2026, whose development was supported by feedback from the National Association of Teachers of Religious Education executive.

We supported other providers to offer better resources for humanism. We consulted on or assisted with resource creation for local councils, individual schools, humanist groups, and commercial providers, including Oak Academy, for whom we advised a working group for new Key Stage 4 content; *BBC Bitesize*; the Faith & Belief Forum; researchers at Oxford Brookes University; WJEC (an exam board); and various local and national teachers groups and filmmakers.

We continued to support local authorities to include teaching about humanism in schools by endorsing humanist representatives to be part of Standing Advisory Councils on Religious Education in England and Standing Advisory Councils on Religion, Values, and Ethics in Wales (known as SACREs in England and SACs in Wales). We ended the year with humanists representatives on 160 councils (143 in 2024), including 151 where a humanist sat as a 'full member' (134 in 2024). In July, we celebrated the news that every SAC in Wales now had a humanist member.

Humanist Heritage

Our Humanist Heritage website continued to draw in thousands of new visitors, mainly from Google search queries, with 135,000 people visiting the site's biographies and articles about important humanists and humanist achievements in history (115,000 visits in 2024). We added 85 new articles to the site, including expanded coverage of playwrights and anticlerical writing in the Elizabethan period, and detailed coverage of the history of the Rationalist Press Association and its people following its merger with Humanists UK.

In July, we launched a brand new digital collection allowing visitors to explore archival materials showcasing the vibrant history of humanist thinking and activism dating back to the 19th century. In combination with the complete digitised archive of *New Humanist* going back to 1885, it is an unparalleled collection of searchable materials spanning 140 years of humanist and rationalist history This came as part of the conclusion of our two-year National Lottery Heritage Fund project *Humanist Heritage: Doers, Dreamers, Place Makers.*

Our Humanist Ceremonies Funeral Tribute Archive grew to 434 tributes (420 in 2024). The archive is of immense value for prospective Humanist Ceremonies clients as well as anthropologists and social historians; it offers an invaluable window into the lives of the non-religious people in the 20th and 21st centuries.

Events programme

Our Annual Lectures and Medals series got off to a strong start with our Darwin Day Lecture in February, commemorating the anniversary of Charles Darwin, where Professor Jim Al-Khalili spoke on 'The story of the human brain' to a combined online-and-in-person audience of over 1000 people (1300 in 2024), chaired by our patron Professor Anjali Goswami. For International Women's Day in March, Dr Emma Byrne gave the Rosalind Franklin Lecture on 'Swearing is good for you: The amazing science of bad language', attended by 500 (890 in 2024), chaired by Samira Ahmed. Our Voltaire Lecture medallist was philosopher and economist Professor Anil Seth, who spoke on 'What is consciousness? And could AI have it?, to an audience of over 800 (785 in 2024) in August. In November, anthropologist Professor Paul Howard-Jones lectured on 'Neuromyths: classrooms, culture, and climate change' for our online Blackham Lecture, attended by 400 (250 in 2024). Journalist James Bloodworth delivered the Holyoake Lecture in Manchester in December on 'Lost boys: A personal journey through

the manosphere', attended by 100 people (750, also including online, in 2024), chaired by our patron Felicity Hannah. We also announced that the Voltaire Lecture would in future years be known as the Rationalist Press Lecture, following on from our merger with the Rationalist Association.

Our largest event of the year was the Humanists UK Convention, held in Sheffield over three days in June and attended by over 500 people (550 in Cardiff in 2024). We were delighted to welcome investigative journalist Katherine Stewart as a keynote speaker, alongside a top-tier cast of entertainers, writers, academics, and campaigners. These included economist Lord Richard Layard, physicist Dr Helen Czerski (patron), journalist Ian Dunt, philosopher Professor Richard Norman (patron), author Will Storr, Professor Kate Devlin (patron), Professor Claudia Aradau, evolutionary anthropologist Harvey Whitehouse, historian Dr Charlotte Lydia Riley, folklorist Deborah Hyde (patron), and Dr Azeem Ibrahim, and comedians Olga Koch, Sean McLoughlin, and Hannah Platt, among many more.

Our wider programme of both online and in-person events and lectures on various topics relating to humanism continued throughout the year, as well as our online *In Conversation With…* series featuring thinkers and entertainers on a subject where they have deep insight or expertise. Other highlights included a special '*A Night of Humanism*' comedy night organised in Cardiff in May (attended by just over 100), which saw top local comedians gently exploring humanist themes through comedy interrogating the human condition and the foibles and frustrations of daily life.

Web and social media content

We continued to use our range of social media channels to reach non-religious people and the wider public with content (including articles, videos, and graphics) exploring the humanist approach to life. In all, across our 'Humanists UK' channels, we reached 37 million people through Facebook (12 million in 2024; some of this increase relates to changes in how Facebook reports reach), and 750,000 people on Instagram (up from 120,000 in 2024). On our newest channel, Bluesky, educational content and updates about our work received 83,000 engagements, including likes, reposts, and replies (no data is available for total 'reach'). Meanwhile, videos on TikTok received over 330,000 views and our YouTube videos were viewed over 300,000 times (487,000 in 2024). We intend to dedicate more time to producing 'vertical video' content for TikTok and Instagram in 2026 as this is a clear growth area for our social media work.

Visits to the Humanists UK website were up in spite of widely recognised global trends, such as the collapse in organic search traffic due to the advent of AI Search, with 96,000 visits to our 'How humanist are you?' quiz (64,000 in 2024). Increased visits to the quiz were driven by a mixture of successful digital ads and a summer social media campaign which highlighted aspects of humanism through a series of webcomic-style graphics. Following demand from teachers, these popular graphics were subsequently released via our *Understanding Humanism* website as downloadable posters for classrooms. Across our site, our highest performing content included blogs about

humanist ceremonies, major campaign news stories, and listicles and FAQ-style articles explaining aspects of humanism and our work to new readers.

New Humanist magazine

We merged with the Rationalist Association in January, with the first 2025 edition of the prestigious 140-year-old quarterly magazine *New Humanist* marking the first published by Humanists UK. To celebrate this historic merger, we gave out free subscriptions to the magazine to thousands of Humanists UK supporters across the country, helping to introduce a much-larger audience to the magazine's award-winning journalism, opinion, and cultural content.

Now part of Humanists UK, the magazine has a renewed editorial mandate to advance humanist and rationalist attitudes and perspectives on society. Over the course of the year, we pursued adding new pages and information about rationalism to the Humanists UK and Humanist Heritage websites, and undertook a significant process to integrate working practices, contracts, data, software, and personnel between the two organisations. A new Editorial Board for the magazine was inaugurated, with journalist Ian Dunt announced as its chair.

Books about humanism

We sold 2,500 additional copies of Andrew Copson and Professor Alice Roberts' *Little Book* trilogy *The Little Book of Humanism, The Little Book of Humanist Weddings,* and *The Little Book of Humanist Funerals,* which were originally published between 2020 and 2023. Alongside nearly 6,000 sales for the November 2024 release *What I Believe: Humanist ideas and philosophies to live by* edited by Andrew Copson (named for our hit podcast of the same name), we saw total sales to date for the four books rise to 69,000. Author royalties for all four books were donated to Humanists UK.

Podcasts

The final season of our podcast *What I Believe* drew in 36,400 listeners (up from 23,000 in 2024), with top-performing episodes featuring our patrons Stephen Fry and Alf Dubs, as well as All-Party Parliamentary Humanist Group chair Lizzie Collinge MP.

Work on a brand new podcast exploring humanist history with rotating expert guests advanced considerably, with the majority of the first season recorded and edited in advance of a scheduled release in 2026.

Dialogue

We continued to expand understanding of humanism among religious people through our dialogue programme. Our network of trained dialogue volunteers had an extremely productive year, with membership growing to 178 (158 in 2024). We saw a corresponding

increase in the number of dialogue activities organised with religious groups, with volunteers participating in 102 formal dialogue opportunities (92 in 2024).

More non-religious people living happier, more confident, and more ethical lives

Our network of trained and accredited humanist celebrants, *Humanist Ceremonies*, remained relatively stable at 556 members (559 in 2024) across England, Wales, Northern Ireland, Jersey, Guernsey, and the Isle of Man. We saw a slight dip in the number of recorded ceremonies we took (21,500 weddings, funerals, and namings, compared with 26,000 in 2024), which we attributed primarily to the impact of direct cremations, the growth of secular commercial provision, reduced mortality and marriage rates, and the cost of living crisis. Our weddings continued to be most popular in Northern Ireland, where they benefit from legal recognition as marriages.

Our Non-Religious Pastoral Support Network (NRPSN), whose members provide emotional support in hospitals, hospices, prisons, universities, and the armed forces, ended the year with 179 accredited members (157 in 2024). Within the network, the number of members in paid employment within their institutions grew, with 16 in healthcare (14 in 2024), five in prisons (four in 2024), one in higher education, and one in the Welsh Parliament. Following the Ministry of Defence's announcement that we would act as an endorsing authority for pastoral carers in the armed forces, Major Neil Weddell became our first official pastoral carer in the armed forces. Nationally, around a third of the network continued to report 'inclusivity challenges' of various kinds, which ranged from discriminatory and exclusionary language through to unlawful discrimination on the basis of their being non-religious. We continued to work to address these.

Our apostate support programme Faith to Faithless continued providing a schedule of socials and facilitated peer support sessions, policy research on apostasy issues, and assistance for humanist refugees seeking asylum who meet our criteria for letters of support. In total, we supported 260 service total users (192 in 2024), and delivered 101 peer support and social events (111 in 2024). Meanwhile, our dedicated Faith to Faithless helpline received calls from 805 unique phone numbers (597 in 2024). We received 83 new requests for asylum support (18 in 2024) from non-religious people in the UK fleeing persecution, including state persecution, assassination threats, and intrafamilial violence. The increased number of requests was partially attributable to an increase in claimants who do not fall into our support category due to mistaken referrals, leading us to reject 57 claimants (1 in 2024). A special Faith to Faithless conference in October brought together expert speakers Dr Darrel Ray, Dr Travis McKie-Voerste, Dr Heather Spooner, Dr Gillie Jenkinson, solicitor Kathleen Hallisey, and former Jesus Army member Phillipa Barnes to discuss systemic religious abuse and experiences of apostasy in different high-control religious contexts, attended by 100 policy-makers, service users, and stakeholders (up from 70 in 2024).

We continued to make significant investments in the help we offer local volunteers to coordinate local groups of our members and other activities. We did this by providing

training, resources, volunteer management and recruitment support, insurance, and marketing. We ended the year with 17 Humanists UK Local Groups (12 in 2024). To support the effectiveness of Local Groups, we developed our library of over 90 volunteer training manuals, how-to guides, and other resources covering everything from taking donations, running events, using Humanists UK web systems, and how to use social media. We also continued to support other 28 affiliated but independent 'partner groups', including through a revamped national training meeting.

We supported members to organise activities for different demographics and interests within our membership, including LGBT+ Humanists pride events, socials, lectures, and Trans Day of Remembrance; Defence Humanists' support for service families, local Remembrance Day activities, and participation in the National Service of Remembrance; Young Humanists' coordination of youth volunteering activities around the UK; and the London Humanist Choir's regular calendar of gigs and rehearsals, including its annual 'One Life' concert marking World Humanist Day on 21 June.

More people enjoying greater freedom of thought, of expression, and of choice over their own lives

We dedicate much of our time to advocacy work under this heading so what follows are only highlights of our wider work.

Freedom of thought

Freedom of thought is a foundational requirement of a free society. Advocacy of this fundamental right by humanists goes back many centuries in this country and in others. Our public policy platform endorses the concept of the secular state as the best means to achieve freedom, fairness, equal citizenship, and peace in a plural and cohesive society. We maintain that only by maintaining a fair separation between public institutions and institutions of religion or belief (including those of humanism) can the state fully respect and promote freedom of thought, conscience, and religion or belief for all citizens, up to the limits of the rights and freedoms of others in a fair society.

<u>Political institutions</u>

We worked closely with Baroness Harman to put forward an amendment to the House of Lords (Hereditary Peers) Bill that sought to end the automatic right of 26 Church of England bishops to sit as members of the House of Lords. We lined up cross-party support, and worked alongside the Bill's subsequent co-sponsors Lord Birt, Lord Scriven, and Baroness Meacher. Despite Labour's earlier policy of a thoroughgoing Lords reform, it remained committed to its post-election strategy of a very narrow Lords reform bill focused exclusively on hereditary peers. We also supported efforts in the Isle of Man parliament to abolish voting rights for the Church of England bishop in its parliament, which passed the House of Keys in November.

We welcomed MPs calling for an end to the House of Commons prayer card system through an Early Day Motion (EDM), following the new Labour intake's well-publicised shock at discovering the antiquated system that gives speaking advantages to religious backbenchers during busy debates. Later in the year, we expressed concerns when then-Leader of the House of Commons Lucy Powell MP justified excluding this issue from the remit of the Modernisation Committee she helmed on the basis that Parliament remains 'attached to the Church of England, and that's sort of important'.

We submitted evidence to the Office for Equality and Opportunity's consultation on equality law which asked for evidence on the compliance of non-public bodies with the Public Sector Equality Duty. We raised concern that the court narrowly interprets what constitutes a public body, especially when they outsource services to religious organisations. Under equality law, religious organisations are permitted to discriminate on grounds of sexual orientation if they are not recognised as serving a public function, and on grounds of religion or belief whether or not they serve a public function.

Religious state schools

We were pleased when a consultation on whether to scrap the 50% cap in free schools (initiated by the Sunak government) came back saying the cap should remain. However, the Labour government continued to resist our efforts to extend this cap to all schools in light of their decision to scrap the legal presumption that new schools be free schools.

Working closely with MPs and peers, we backed amendments to the Children's Wellbeing and Schools Bill which would have recreated the 50% rule (which limited faith-based selection of pupils to 50% of places) to apply to new schools created under Labour's changed rules. Unfortunately, despite the 50% rule originating with the Gordon Brown Labour government and remaining in operation across several Conservative Prime Ministers, the new Labour government was not willing to address the issue with legislation, and was dismissive of evidence of the cap's effectiveness in reducing racial segregation and discriminatory outcomes in state schools.

We also continued to support individual parents and communities with issues relating to the discriminatory impact of faith schools. In one successful bit of campaigning, we worked with parents in Bristol to resist a plan for the Church of England to take over the last remaining non-faith-based primary school in the local area. We were delighted when in November we received word that the campaign had been victorious, with the plan to close the school rejected. In a less cheery story however, a school we supported in Southwark in London was threatened with outright closure after resisting an earlier attempt to amalgamate with the local Anglican school, which would similarly have left local families with no local options besides faith schools.

In May, we criticised Welsh Government proposals to spend £100 million of taxpayer money on new schools that would then be entirely owned by the Catholic Church and instead of the community. In August, we further called on the Welsh Government to end

discriminatory funding for travel to faith schools given that no such funding is made available for travel to community schools. We told them that the subsidy likely breaches equality law.

In Northern Ireland, we continued to push for meaningful reform of the sectarian education system and for better support from the devolved government for integrated education, which it continues to neglect in spite of a law encouraging preference for integrated schools. We called for more ambitious action to deliver integrated schooling for children from across Northern Ireland.

In April, we told the Women and Equalities Committee about the negative impact of faith schools on community cohesion, sharing data that shows that faith schools segregate children along religious, economic, and racial lines, and impede opportunities for children from different backgrounds to come together.

Unregistered (illegal) schools

We continued to engage with the Department for Education in respect of the Children's Wellbeing and Schools Bill and its clauses intended to close the loopholes which allow thousands of children to attend unregistered schools with zero secular education. The new law is expected to create a new legal category of 'independent educational institutions' to regulate these settings for the first time in history. We provided ministers with data about the number of children at risk under the current system, including how the number of boys attending illegal Charedi schools had tripled in the last 15 years.

In March, we commended an announcement from the Welsh Government that it would pilot a Children Missing Education register. The lack of data about which children are not attending schools is one of the barriers preventing authorities from identifying and shutting down illegal schools.

Balanced approaches to religions and worldviews: curriculums

We engaged throughout the year with the UK Government's Curriculum and Assessment Review, with the goal of seeing Religious Education in England reformed to be inclusive of humanism and non-religious perspectives. The review issued its final report in December, which recommended that Religious Education be included in the National Curriculum, in line with our policy. Our Chief Executive subsequently joined the Task and Finish Group emerging from the review.

In November, we were elated following the landmark *JR87* Supreme Court ruling which held that the Northern Ireland RE curriculum and approach to collective worship amounted to 'indoctrination' and needed reform to be inclusive. We supported the humanist father and his daughter at the centre of the case. Following this, we wrote to the NI Minister of Education about what reforms would follow, and separately the Welsh Government in light of the same judgment's implications for the right to withdraw.

In December, we publicised polling which showed strong support across Northern Ireland for a reformed and more inclusive RE curriculum.

Balanced approaches to religions and worldviews: 'collective worship'

In the summer, we supported a House of Lords amendment to the Children and Wellbeing's Bill from Baroness Burt to replace the legal requirement in England for daily acts of collective worship in school of a 'broadly Christian character' with a new requirement for inclusive assemblies instead. The Labour government continued to oppose the proposed change.

Following the *JR87* Supreme Court ruling on RE and 'collective worship' in November, we worked with peers and MPs to table parliamentary questions for ministers about plans for reform. We also met with Department for Education ministers who confirmed to us they would withdraw the Circular 1/94 guidance for collective worship in England, originally issued in 1994, which is a frequent source of problems for parents requesting inclusive practices in schools, and which runs contrary to the Supreme Court's ruling.

Following the *JR87* judgment we also wrote to ministers in Wales to ask for an 'urgent review' of collective worship laws. Historically the Welsh Government has been resistant to reforming the law to comply with the UN Convention on the Rights of the Child. We also welcomed a report from the Senedd's own Cross-Party Group on Human Rights which called for the Welsh Government to take action on collective worship.

Separately, in Jersey, we supported a group of humanists campaigning to change the island's collective worship laws, which are similar to the laws found across the UK.

Relationships and Sex Education (RSE)

We also continued to advocate for every child to receive an age-appropriate factual education about relationships and, later, sex, which would help to keep them happy, healthy, and safe. Most work towards this continued under the auspices of the Government's ongoing Curriculum and Assessment Review. We also participated in a Department for Education roundtable on relationships and sex education with other key stakeholders.

Right to asylum

In February we welcomed the formal scrapping of the Rwanda deportation scheme and repeal of much of the Illegal Migration Act, which placed humanist asylum seekers at risk. However, we expressed our concerns about other measures in the new Bill, which introduces criminal laws while not providing any new safe and legal routes to asylum. Later in the year we wrote to the Home Secretary to raise our concerns about the impact of the Government's proposed asylum reform on the non-religious and wider concerns about integration and community cohesion.

Freedom of choice

Freedom of choice is a cross-cutting priority in our policy work, intersecting closely with our work for greater freedom of thought and expression. It frequently underpins our request for equitable treatment for humanism and humanists in law, as with our campaign for legal recognition of humanist marriages. Freedom of choice also underpins our longstanding demands for equality and universal access to justice, and our commitments to human rights as a paramount legal and social endeavour. It is also embodied by the continued presence of racial equality, women's rights, children's rights, and LGBT+ rights as prominent themes in our public advocacy.

Humanist marriage in England and Wales

We continued to work towards the UK Government granting the same recognition to humanist weddings in England and Wales as it does to religious weddings, as is already the case in Scotland and Northern Ireland, and met with ministers and special advisers at various points in the year to urge the relevant Secretary of State to lay an order under the Marriage Act 2013 to give this effect. In October, the UK Government eventually announced that it would be consulting on proposals drawn up by the Conservative government for a significant overhaul of marriage law, confirming that humanist marriages would be facilitated through that scheme, although this could take many years to bring about. We continued to urge the Government to lay the order, even as an interim for the sake of the thousands of humanist couples still waiting indefinitely on concrete action (and in recognition of the 2020 High Court judgment which found the lack of legal recognition to be discriminatory). To that end, we also continued supporting a number of couples in pre-action correspondence with the Government over possible legal action.

Earlier in the year, the Government was also pushed to act by a cross-party group of peers; by a large number of MPs who spoke of their personal support for humanist weddings in a moving Westminster Hall debate; by the Joint Committee on Human Rights; and again by us following a YouGov poll showing 70% of the adults were supportive of legal recognition, with only 15% opposed.

Assisted dying (England and Wales)

One of our most significant areas of work in 2025 was in support of the Assisted Dying Bill, including intense work on amendments, analysing vote outcomes, organising rallies and case studies in the media, countering misinformation, and highlighting tactics used by opponents of choice at the end of life. The Bill proposed to make assisted dying available for terminally ill adults with a prognosis of six months or less to live with extensive safeguards to be assured of their genuine need and sincere uncoerced choice. We were delighted when the Bill passed all three stages in the House of Commons, although we reported with dismay as over 1,200 amendments were put down by diehard opponents of the Bill – some blatantly ridiculous and clearly wrecking – in an

attempt to filibuster the Bill such that it would run out of time despite strong backing from the House of Commons and over 80% of the general public in polls.

As well as working with MPs, peers, and stakeholder groups in England, we also worked alongside Members of the Senedd ahead of a Legislative Consent Motion vote in Wales, which was ultimately delayed to early 2026.

Assisted dying (Scotland)

In Scotland, we worked with our sister organisation Humanist Society Scotland to support the passage of the Assisted Dying for Terminally Ill Adults (Scotland) Bill, which began its life similar to the UK Bill but with some differences, including a 12-month prognosis as criteria for eligibility rather than six.

Assisted dying (Isle of Man and Jersey)

We celebrated in March as the Isle of Man became the first jurisdiction in the British Isles to pass an Assisted Dying Bill. As of the end of 2025, the Bill had not yet been granted royal assent by the UK Government.

Separately in Jersey, a bill to legalise assisted dying made progress, with the Draft Law published in September, and due for a final vote in February 2026. We supported the law through earlier stages in the States Assembly where it passed a number of in-principle votes.

Abortion rights

In June, we backed a successful amendment to the Crime and Policing Bill to take abortion out of criminal law for women ending their own pregnancies. The amendment was put forward by Tonia Antoniazzi MP and co-sponsored by 180 cross-party MPs including many members APPHG. It was also backed by over 50 other organisations including abortion providers such as BPAS and MSI and professional bodies such as the Royal College of Obstetricians and Gynaecologists, the Royal College of Midwives, and the British Medical Association. The amendment will not change wider abortion law or existing time limits, so will not affect when abortions are available to women; it will only end women being investigated and prosecuted for ending their own pregnancy.

LGBT+ rights

We continued to work as part of the Ban Conversion Therapy Strategy Group and Ban Conversion Practices coalition, and expressed disappointment to UK ministers when a draft bill to ban the practice failed to materialise as promised. Separately, we amplified new research from Amnesty UK which identified that a surge of funding from Christian groups was being used to promote conversion practices in the UK.

Following the rise in far-right activism in the UK, we raised concern when an extreme religious group called the King's Army sent a mob to Soho, central London's LGBT+ district and neighbourhood, to chant homophobic and Christian Nationalist slogans. We wrote to Prevent to ask what the programme was doing to combat radicalisation and growing Christian Nationalist extremism.

Pastoral care and chaplaincy

We were delighted to announce in October that our celebrant Dr Neil Weddell had been appointed the UK Armed Forces' first-ever non-religious pastoral carer. He is officially designated a 'chaplain' in the army. This follows a long campaign with the Ministry of Defence to seek equal recognition of non-religious pastoral carers alongside religious chaplains so that the service could provide equal support to all service personnel.

Freedom of expression

Free expression is a frequent cross-cutting theme in our policy work, much of which can also be categorised as issues of freedom of thought or freedom of choice. Our policy work and campaigning here is increasingly focused on challenging the existence of both formal and *de facto* bans on blasphemy and 'causing offence' in law, which history shows to have a significantly corrosive effect on both the quality of public discourse and on individuals' and communities' ability to shape their own lives and stake out an equitable role in society. This is true in the UK but also abroad, where we advocate for greater diplomatic pressure from the UK on states where identifying publicly as a humanist can cost someone their life or their freedom.

Support for humanists at risk worldwide

We welcomed the Foreign, Commonwealth, and Development Office (FCDO)'s new freedom of religion or belief (FORB) for all strategy, which closely mirrors the approach we take to advocating for freedom of thought, belief, and expression. This new strategic framework is clear on the parity of treatment required between religious and non-religious people who are at risk of persecution overseas for their convictions. We also briefed members of the All-Party Parliamentary Humanist Group (APPHG) to speak supportively about the new strategy in a Westminster Hall debate. We continued to advocate for humanists at risk through our place on the UK Freedom of Religion or Belief Form steering committee and several working groups.

We helped to organise an APPHG meeting on blasphemy at home and abroad, where MPs and peers heard from former President of the Nigerian Humanist Association Mubarak Bala, in his first address to the UK Parliament since his release from prison. Speakers also included apostasy researcher Dr Lucy Potter, the PM's Special Envoy on Freedom of Religion or Belief David Smith MP, and Lord Walney who authored the previous Government's independent review on *Protecting our Democracy from Coercion*.

At the 58th session of the UN Human Rights Council, we delivered an intervention about coercive control of apostates by family members in high-control religious settings, along with separate interventions calling for the abolition of the death penalty for blasphemy and apostasy in Brunei and Qatar. We were pleased to have our submissions cited in the interim report of the UN's Special Rapporteur on Freedom of Religion or Belief, which raised widespread ignorance to the plight of the non-religious in asylum credibility assessments.

'Blasphemy'-related issues

We undertook a significant amount of media and parliamentary work in relation to the troubling case of Hamit Coskun, a Kurdish man who was initially charged with the non-existent crime of causing offence *'to the religious institution of Islam'* after a political protest that involved burning a Quran outside the Turkish embassy. While the Crown Prosecution Service (CPS) later changed the wording of Coskun's charge sheet, it was still clear this was an attempt to circumvent the Public Order Act's explicit exemptions for speech about religious topics by using another part of the Act, seemingly creating a new blasphemy law in England and Wales in defiance of the will of Parliament in both amending the Public Order Act and abolishing the crime of blasphemy in the late 2000s. We were dismayed when Coskun was initially convicted, in part due to a victim-blaming logic that said his actions were *'disorderly'* because a man who saw them was motivated to stab him.

We were pleased when the Crown Court overturned his decision on appeal, reasoning there was no blasphemy law in this country and that Coskun's actions in protesting the Turkish Government may well have offended some but did not constitute disorderly conduct in the terms of the Public Order Act. We were happy that this case helped to set a precedent for the future, although we were later concerned to learn that CPS was intending on appealing the case to the High Court, evidencing a determination that it should have the freedom to censure individuals accused of blasphemy.

Stimulated by the case, we worked with MPs on a potential amendment to the Crime and Policing Act which would make it impossible for CPS to use loopholes in the Public Order Act to pursue 'blasphemy' cases, and urged the Home Office to provide an update to the previous government's *Khan* and *Walney* reviews which both made important recommendations on dealing with blasphemy-related cases. We were concerned that it appeared that the Home Office had dismissed these recommendations from its programme of work following the last general election.

Separate from the above, we engaged with the Ministry for Housing, Communities, and Local Government over the Government's proposed attempt at creating a statutory working definition for 'Islamophobia' in government for the purposes of measuring and analysing it. We emphasised the significant problems with the previous All-Party Group on British Muslims' proposed definition of Islamophobia, including problems with the terminology, and in particularly how a poorly drafted definition of anti-Muslim hostility

could be used to classify 'blasphemous' materials or opinions as anti-Muslim hatred. We also provided written and oral evidence to the official Working Group.

Ethical issues and global challenges

Our policy continues to emphasise a number of areas where humanists, and humanist thinking, can make unique contributions to public debate.

Rise of Christian Nationalism

Our work to highlight the growth of extreme Christian Nationalism in the UK, including through financial influence from wealthy American groups like the Alliance Defending Freedom and UK-based donors, as well as direct interventions made by members of the Trump administration, proved timely and influential. Our piece on the topic published after the 'Unite the Kingdom' far-right-attended rally in London prompted widespread UK media coverage of the phenomenon, and was the primary source for an in-depth episode of *The Rest is Politics*, the UK's most-listened to politics podcast.

Environment

Humanist Climate Action attended the Climate Coalition's Mass Lobby in Westminster, calling for funding to communities hit hardest by climate change, to support transition to greener industries, and to restore nature.

Children's rights

We campaigned in favour of a proposed amendment to the Children's Wellbeing Bill that would have banned hitting children in England, as is already the case in Wales and Scotland. We worked with peers and children's groups such as the Children's Commissioner to raise this issue to the Labour government, which declined in favour of waiting on a report from the Welsh Government on the ban's effectiveness, due in 2026.

Human rights and equality frameworks

We reacted with dismay at announcements from both Reform UK and the Conservative Party that if elected to government in Westminster, these parties would seek to withdraw the UK from the European Convention on Human Rights. Reform also pledged to withdraw from the Refugee Convention, the UN Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishement, and the Council of Europe Convention on Action against Trafficking in Human Beings. We continued engaging with our partners from our earlier 'Save the Human Rights Act' civil society coalition on a new front in the campaign, as well as considering the potential likelihood of a future government attempting to repeal the Equality Act.

International human rights

We issued a fourth statement about the Israel-Gaza conflict, prompted by the World Health Organisation declaration that levels of hunger now constitute man-made mass starvation, calling for the UK Government to urgently use all diplomatic channels available to secure safe passage for food and aid to Gaza, and to stop providing Netanyahu's government with weapons and parts that can be used to kill civilians.

We also made a statement condemning the Iranian regime, and in particular its brutal ongoing crackdown on civil liberties and freedom of expression.

We continued to react with alarm to the ongoing attacks on the United States' democratic institutions, norms, and culture, including in selective application of the law, executive overreach, attacks on civil society groups, discriminatory treatment of the non-religious, and the US administration's recent unprecedented interventions on UK human rights matters. We reacted with shock at the US State Department's classification of NHS abortion services as a human rights breach. At our AGM, Humanists UK members voted to approve a message of solidarity to our American sister organisations and to condemn the ascendance of Christian Nationalism in US politics.

At the UN Human Rights Council, we made interventions concerning discriminatory treatment of non-religious asylum claimants; use of the death penalty in Brunei and Qatar; growing use of religion around the world as a justification to restrict women's abortion rights; and the non-recognition of non-religious citizens in Afghanistan and Pakistan.

Humanists UK is respected for our expertise and professionalism and recognised as the leading national voice for the non-religious

Throughout the year, we enjoyed high-level engagement with numerous government departments across the various nations of the UK and across the crown dependencies, which continued to show that we are taken seriously as the voice of a large constituency in the UK. We had an extremely busy agenda of meetings with MPs from all parties, new ministers, and special advisers, and were invited to participate in both a government working group and provide expert evidence to a parliamentary Select Committee.

We remained the go-to organisation for media inquiries about the non-religious, demographic data on religion or belief, humanism, and our key campaigns. A strong year of media coverage saw 309 pieces of coverage in 'major' titles (243 in 2024), particularly to do with the Supreme Court case in Northern Ireland and our work on the Assisted Dying Bill and abortion amendments in the UK Parliament. Our research and analysis of the 'Quiet Revival' report published by the Bible Society and credulously republished by many media outlets was widely praised, and was a source for the BBC Radio 4's *More or Less* episode on the topic, identifying that the figures published were implausible, at times impossible, and almost certainly incorrect.

We were very pleased when our Chief Executive, Andrew Copson, was awarded the first-ever OBE for 'Services to the Non-Religious' in June – a real testament to our work on behalf of the community we service. Andrew was once again invited to the National Service of Remembrance in London on behalf of non-religious veterans and their families, and on behalf of humanists and non-religious people at the ceremony for the Holocaust Memorial Day.

Our Head of Pastoral Support, Dr Lindsay de Wal, was awarded the first ever PhD in non-religious pastoral care, while our policy volunteer Dr Lucy Potter was awarded hers for a groundbreaking thesis on apostasy and support for apostates in the UK, which was researched while working alongside our Faith to Faithless service.

We also continued to engage at a high level with the subject of artificial intelligence safety, ethics, and alignment, in particular through the appointment of our patron Professor Kate Devlin as a Commissioner to the UK Faith and Civil Society Commission for AI. Our communications director was also the principal author of the Luxembourg Declaration on Artificial Intelligence and Human Values, which became global policy for the worldwide humanist movement following its adoption at the 2025 Humanists International General Assembly. Professor Devlin and another patron, Dr Emma Byrne, consulted on an early version of the draft.

Specific areas of work saw external commendation. The external evaluator for our National National Lottery Heritage Fund education project *Humanist Heritage: Doers, Dreamers, Place Makers* emphasised the high quality, and quantity, of the project's outputs, saying we *'consistently highlighted the richness of the heritage… achieved beyond [our] targets, and had a number of significant legacies for [our] partner organisations… the project offers a clear demonstration of the ways in which the stories in a collective history, told in a range of creative ways, can serve to engage wide audiences with this heritage.'*

Later in the year, the Women's Group of our Faith to Faithless service was honoured with an award by the London Dangoor Faith & Belief Awards for its efforts to empower vulnerable women from 'apostate' backgrounds. A short film produced by our communications team about our Faith to Faithless helpline service was nominated for 'Charity Film of the Year', whose winner was set to be announced in 2026. Our Faith to Faithless programme was additionally cited by the UN Special Rapporteur on Freedom of Religion or Belief as an example of best practice for other nations and groups to follow in respect of how to conduct thorough credibility assessments for asylum seekers.

As detailed in this report in relation to our first aim, we awarded medals to physicist Professor Jim Al-Khalili, science writer Dr Emma Byrne, neuroscientist Professor Anil Seth, journalist James Bloodworth, and neuroscientist Professor Paul Howard-Jones as part of our Annual Lectures and Medals Series.

We appointed eight new patrons of Humanists UK in the form of Dr Emma Byrne, Professor Anil Seth, human rights lawyer Geoffrey Robertson KC, medical expert Professor Edzard Ernst, folklorist Deborah Hyde, author AJ West, evolutionary biologist Professor Ben Garrod, and historian Professor Richard Whatmore. At the end of the year, we announced that our longstanding patron Janet Ellis would succeed Dr Adam Rutherford as President of Humanists UK in the new year, with Adam becoming a Vice President.

We remain committed to upholding compliance with our values and the highest possible quality standards across all our work. We investigated 30 complaints (also 30 in 2024) about matters ranging from actions during services we provide through to public comments made by our patrons about unrelated topics, all of which were low level and were resolved to satisfaction.

Humanists UK is an expanding, financially healthy, and sustainable movement

Our fundraising

Our member retention rate remained very strong, although ongoing monthly joining levels had not yet recovered to the levels seen prior to the start of the cost of living crisis. In common with other charities, we saw donations squeezed, particularly from households who give smaller donations on average. This was partially offset by increased generosity from our most affluent donors, including through offers of matched funding for important appeals.

People and systems

Our People team continued to develop processes and systems to better support our 38 staff, 62 consultants, and around 1000 currently active volunteers and celebrants across the UK. It also continued to drive forward our agenda to improve equality, diversity, and inclusion within our organisation and wider movement. Towards the end of the year, we worked with an agency to make changes to our organisational structure to enable us to better achieve our revised strategic aims. This resulted in a reduction in our overall staff headcount (previously 44 in 2024), although we are aiming to fill vacancies for three new roles in the revised structure early in 2026.

Volunteer activities remained exceptionally varied, reflecting the unique breadth of our work, ranging from school visitors and office volunteers supporting administration right through to specialist researchers supporting our policy unit, assisting with asylum casework, or organising dialogue events with religious groups. Training events for volunteers were numerous, with year-round inductions, training sessions, and team days, as well as our ‘Humanism in Action’ day conference in Sheffield (for all volunteer types, coinciding with our Annual Convention), Education Day (for school speakers and SACRE reps), and the Groups Representatives Annual Meeting (local groups).

Merger with the Rationalist Association, which took effect on 1 January, led to a transfer of significant funds to support our future work and taking on the publication and promotion of New Humanist magazine and ownership of the publishing body the Rationalist Press Association. Both these resources are valuable assets, contributing to our Objects which we will look to harness further in the years to come and the Board wishes to thank the members and Board of the Rationalist Association for their stewardship of the RA and their support in the merger.

Financial review

We ended the year with a deficit of £832k. While this was higher than the budgeted deficit of £740k, it reflects a year of significant, proactive investment, most notably in the integration and repositioning of *New Humanist* and several key projects designed to secure the charity's long-term future, such as our governance review.

Overall, income was 12% higher than budgeted at £3.34m. Expenditure was 14% higher than budgeted at £4.42m.

Legacy income provided a significant boost to our work. While we do not usually learn the personal reasons behind these gifts, 27 people chose to remember Humanists UK in their wills this year. We would like to express our deepest gratitude to every one of them; these gifts make an enormous difference to our capacity to deliver change.

Membership subscription income reached £978k, narrowly missing a challenging £1m target. We deferred a planned price increase to support our members through the ongoing UK financial crisis, and our retention remained strong as a result. Unrestricted donation and Gift Aid were on target at £885k, with some substantial gifts from Blackham Society members 'filling the gap' as they did in 2024.

We received critical grant income to continue our Faith to Faithless programme and our work in Northern Ireland. Restricted donations continued to fund our dedicated Assisted Dying Campaign and, to a lesser extent, our Campaign against Faith Schools.

Expenditure on charitable activity increased by 16%. While core areas like Humanist Care, Humanist Ceremonies and Activities for Members & Partner Groups saw increases in line with inflation, there was significant, deliberate investment in Public Affairs & Policy (15% increase) as the Assisted Dying Campaign intensified. The Education & Public Awareness area saw a 28% increase, primarily reflecting the integration and revitalisation of *New Humanist* magazine following our merger with the Rationalist Association.

This merger added substantial assets to the Humanists UK balance sheet. Consequently, the expenditure required to successfully embed the magazine into our operations was both anticipated and strategically planned for, ensuring we are well-positioned for the years ahead.

Through a year of significant change and integration, our focus has remained steadfast: ensuring that every pound spent translates into a more rational, kind, and secular world.

Reserves

Reserves are unrestricted funds that are freely available to spend on any of the charity's purposes. The trustees consider that the target for reserves held by Humanists UK should be equivalent to three months of expenditure.

This target means that, if the worst happens and the charity needs to be closed down, there will be sufficient funds to meet all of its obligations and liabilities as part of a managed closure, including staff redundancy and other closure costs.

When reserves are 50% or more above the target, we will review them to make sure our future plans make best use of these funds.

Close-down costs are reviewed annually. Should they rise above the reserves target, a reserves review will be conducted. This policy is reviewed at least every three years.

At the end of the year total funds held amounted to £3,447,797 of which £152,828 were held for restricted purposes and £2,336 were represented by the Association's tangible fixed assets which can only be realised on their disposal. The financial assets of the Association were £3,445,461 (unrestricted: £3,292,633), currently more than sufficient to meet the requirements of our reserves policy (three months budgeted expenditure being £912,000). For this reason we have adopted a deficit budget for 2026.

Fundraising policy

Our approach to fundraising reflects the fact that supporters are at the heart of what we do, and fundraising materials are designed to ensure that donors and potential donors understand that they can withdraw from fundraising communications, or any other communications, at any time, simply and without fuss. All of our fundraising and marketing activities adhere strictly to data protection laws and the terms of our organisational privacy policy.

We do not sell or licence data to (or buy data from) any external agencies or third parties. We send a weekly e-newsletter to subscribers (from which they can unsubscribe) sharing information about our charitable work and fundraising activities. All new marketing materials are checked to comply with the Fundraising Code of Practice as part of an internal publications sign-off procedure. On occasion we may work with or take advice from external fundraising consultants or contractors who may undertake fundraising activities on our behalf, when this is a cost effective way of increasing our capacity. We host a range of events throughout the year. Fundraising events are explicitly billed as such. Events are closely monitored at internal meetings before and after every event, and detailed profit and loss registers are kept for large events. We will never exert undue pressure on those invited to attend an event or to donate. All income and expenditure related to volunteer-led fundraising is reported to

the appropriate line manager within the staff team, and annual statements are approved by both the volunteer and the responsible manager.

We take very seriously our responsibility and make our best efforts not to approach or pressure vulnerable people to support our work. We take a robust approach to complaints about fundraising, whether in person, or online, or by another medium; these are promptly followed up by the responsible officers, their line managers, or by a member of the Board (as appropriate).

Investment policy and objectives

The charity is reliant on fundraising and donations for its activities, not on income from investments. The primary goal of our investment policy is to maintain the value of our assets during the course of the 5-year strategy. We have short and long-term investment policies, each with corresponding risk appetites and approaches which reflect our needs over different timeframes: balancing liquidity, maximising return on investment, preserving capital value and protecting against inflation.
Monitoring of the investment performance takes place through regular investment reports and investment performance results which are reported and discussed at Board and Finance and Audit Committee meetings and compared to industry benchmarks where applicable.

We entered the year with funds invested as cash deposits with Flagstone, which we retained through 2025. We also held a portfolio consisting of units held with Barclays (Charity Fund) and with BNY Mellon. This blend reflects the risk appetite necessary given the planned utilisation of funds over the course of our strategic plan (to the end of 2030). Investments acquired as part of the merger with Rationalist Association were divested as soon as practicable so as to be integrated in line with our investments policy.

Risk management

The Board remains committed to a robust, evidence-based approach to risk, ensuring that our systems and procedures are capable of identifying and managing the challenges inherent in our work. The Board is satisfied that appropriate systems and procedures have been established to identify and manage the major risks faced by the Association.

We have a comprehensive risk management policy to ensure that all important risks are evaluated and appropriate mitigating action taken where possible. Operational, financial, reputational, and strategic risks are reviewed annually by the Board and are subject to continuous monitoring by the Senior Leadership Team. Responsibility for implementing these safeguards is embedded across our leadership, with corrective actions prioritised based on an assessment of likelihood and impact

In 2025 significant risks included issues arising from having an inappropriate organisational structure, including disruption to critical roles and overextention leading

to decreased performance, external IT threats and the ongoing over-reliance on IT staff, personnel acting inappropriately, and inadequate procedural documentation in new areas of work. Actions taken to mitigate risks included an organisational restructure, an IT strategy which included appropriate use of AI, a process documentation programme for new and more established areas of work. Our new Strategic Plan (2026–2030) was developed in tandem with these changes, ensuring our future goals are built upon this more resilient foundation.

Looking ahead, we recognise that the rapidly evolving field of Artificial Intelligence presents both a challenge and an opportunity. A key risk is the potential to miss the strategic advantages AI offers, or to remain overly reliant on a small number of technical staff to deliver our digital goals. In response, we are relaunching our IT strategy to reflect our new structure and updated responsibilities. A major priority for the coming year is an organisation-wide training programme on data management and the alignment of our systems with the new Data Use and Access Act (DUAA). By closely monitoring the impact of our restructure, we will ensure it continues to deliver the effective, values-led environment necessary to achieve our charitable aims.

Future plans

As we embark on our ambitious new Strategic Plan (2026–2030), we do so with a clear-eyed understanding of the challenges ahead. We are operating in a demanding climate: a volatile fundraising environment and an increasingly complex regulatory landscape, all set against a political backdrop where both humanist values and human rights are under threat.

To meet these challenges, we have made the pragmatic decision to remain agile. By opting to rent office space rather than tying up vital charitable assets in purchased property, we have ensured that more of our resources, both financial and human, are directed where they matter most: toward our charitable outcomes.

We have restructured our operations with external-facing teams better reflecting our activity: Advancing Humanism, Community Services, and Human Rights & Advocacy. Supporting this, we have integrated our IT, People, and Finance functions into a unified Operations directorate, leveraging specialist expertise to underpin our activities and enable increasing efficiencies. This streamlined approach, supported by a leaner Senior Leadership Team and administrative staff embedded directly within these directorates, will ensure we remain a sustainable and focused force for good.

2026 also marks an exciting new chapter for our publishing work. Following our merger with the Rationalist Association at the end of 2024, and a successful transition throughout 2025, we are now implementing a new business plan to secure a sustainable, long-term future for the magazine as a part of our Advancing Humanism directorate.

Finally, as a movement rooted in science and ethics, we remain committed to our project on making best use of artificial intelligence. We continue to explore how these technologies can be harnessed in a safe, responsible way that remains strictly in line with humanist values, and we recognise the ongoing need to keep our AI Policy and staff training up to date as this technology progresses.

By focusing our expertise and resources in this way, we are confident we can make even greater progress toward our ultimate goal: a fairer, more rational society for everyone.

Statement of Directors' Responsibilities

Humanists UK's Board members are directors of the company for the purposes of company law and are responsible for preparing an annual report and financial statements in accordance with applicable company and charity law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the incoming resources and application of resources, including the income and expenditure, of the Association for that period. In preparing the financial statements, the Directors are required to:

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

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Association and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Directors confirm that, in the case of each of the persons who are Directors at the date of this report, the following applies:

- so far as each Director is aware, there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Company's auditors are unaware; and

- each Director has taken steps to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Auditors

In accordance with S485 of the Companies Act 2006, a resolution proposing the reappointment of Knox Cropper LLP as auditors will be put to the General Meeting.



On behalf of the Board: Kate West, Hon. Chair, 9 May 2026

Independent auditor's report to the members of the British Humanist Association for the year ended 31st December 2025

Opinion

We have audited the financial statements of the British Humanist Association (the 'charitable company', operating as Humanists UK) for the year ended 31 December 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties

relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or

- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.

- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through 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 auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

Richard Billinghurst (Senior Statutory Auditor)
For and on behalf of Knox Cropper LLP, Statutory Auditor
65 Leadenhall Street
London
EC3A 2AD

May 2026

Statement of Financial Activities including the Income and Expenditure Account for the year ended 31 December 2025

	Notes	Funds 2025 Restricted £	Funds 2025 Unrestricted £	Total 2025 £	Funds 2024 Restricted £	Funds 2024 Unrestricted £	Total 2024 £
INCOME FROM:							
- Legacies and donations	2	263,523	1,470,159	1,733,682	490,084	1,496,475	1,986,559
				-			-
- Other trading activities		-	-	-	-	-	-
- Investments	3	-	70,134	70,134	-	86,915	86,915
- Charitable activities	4	-	1,536,778	1,536,778	-	1,457,175	1,457,175
Total		263,523	3,077,071	3,340,594	490,084	3,040,565	3,530,649
EXPENDITURE ON:							
- Raising funds	5	-	(275,807)	(275,807)	-	(240,621)	(240,621)
- Charitable activities	6,7	(324,545)	(3,642,594)	(3,967,139)	(399,115)	(3,026,946)	(3,426,061)
Total		(324,545)	(3,918,401)	(4,242,946)	(399,115)	(3,267,567)	(3,666,682)
Net gains/(losses) on investments	11	-	70,407	70,407	-	66,140	66,140
Net income/(expenditure)		(61,022)	(770,923)	(831,945)	90,970	(160,862)	(69,893)
Exceptional items	9	-		-	-	1,185,328	1,185,328
Transfers between funds		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		(61,022)	(770,923)	(831,945)	90,970	1,024,466	1,115,435
Balances brought forward at 1 January		213,850	4,065,892	4,279,742	122,880	3,041,426	3,164,306
BALANCES CARRIED FORWARD AT 31 DECEMBER		152,828	3,294,969	3,447,797	213,850	4,065,892	4,279,741

All amounts relate to continuing activities.

Balance Sheet as at 31 December 2025

	Notes	2025 £	2025 £	2024 £	2024 £
FIXED ASSETS					
Office equipment	10		2,336		4,513
Investments	11		2,303,447		2,239,135
			2,305,783		2,243,648
CURRENT ASSETS					
Debtors	12	484,924		1,609,448	
Cash at bank and in hand		876,906		612,992	
		1,361,830		2,222,440	
LIABILITIES					
Creditors: Amounts falling due within one year	13	(219,816)		(186,347)	
NET CURRENT ASSETS			1,142,014		2,036,093
NET ASSETS			3,447,797		4,279,741
Represented by					
FUNDS :					
Unrestricted	14		3,294,969		4,065,891
Restricted	15		152,828		213,850
Total Funds			3,447,797		4,279,741

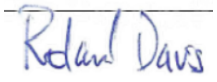
The accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and with the Financial Reporting Standard 102.

Approved by the Directors on 9 May 2026 and signed on their behalf by:

Kate West Hon. Chair



Roland Davis Hon. Treasurer



Company number: 00228781

Statement of Cash Flows for the year ending 31 December 2025

		2025 £	2024 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activites	24	189,440	(399,906)
Cash flows from investing activities:			
Dividends and interest from investments		70,134	86,915
Purchase of property, plant and equipment		(1,755)	(664)
Proceeds from sale of investments		1,163,613	-
Purchase of investments		(1,100,032)	-
Net cash provided by/(used in) investing activities		131,960	86,251
Change in cash and cash equivalents in the reporting period		321,400	(313,655)
Cash and cash equivalents at the beginning of the reporting period		2,022,398	2,336,054
Cash and cash equivalents at the end of the reporting period	25	2,343,798	2,022,398

Notes to the Financial Statements for the year ended 31 December 2025

1. Accounting policies

Basis of preparation

These Financial Statements are presented in pounds sterling and have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (the Charities SORP FRS 102), the Financial reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Humanists UK meets the definition of a public benefit entity under FRS 102.

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern. Although turbulence in the financial markets in early 2026 has negatively affected the value of our investments, it is not significant enough to affect our ability to operate as a going concern.

Short term debtors and creditors

Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received. Creditors are recognised when the Charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Judgements and key sources of estimation uncertainty

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies where applicable.

Prepayments and accruals

Prepayments and accruals less than £100 have not been taken into consideration.

Tangible fixed assets and depreciation

All tangible assets costing more than £500 were capitalised and all tangible assets are valued at historic cost. Provision is made for depreciation on tangible fixed assets, at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life.

Office Equipment:	20% p.a. straight line
Computer equipment:	33 1/3% p.a. straight line
Office fixtures & fittings:	10% p.a. straight line

Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on the revaluations and disposals throughout the year.

Realised gains and losses on investments are arrived at by comparing the net sale proceeds with the market value at the end of the previous financial year. Unrealised gains and losses represent the difference between the market value of investments still held at the end of the financial year with their value at the beginning of the year or with their cost if purchased subsequently.

Value Added Tax

The Charity is registered for VAT and where applicable amounts are included net of VAT.

Funds

Unrestricted funds are those funds which can be used at the trustees' discretion. Restricted Funds are those funds where application is restricted by conditions set by the donor. Designated Funds are those funds, which have been earmarked by the trustees for specific purposes.

Deferrals policy

Income is recognised when all the following criteria are met:

- Control over the rights or other access to the economic benefit exists
- It is more likely than not that the economic benefits will pass to the Association
- The monetary value of the income can be measured reliably.

Grants receivable

Revenue grants are credited to incoming resources on the earlier of the date they are received or the date they are receivable, unless they relate to a specific future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted incoming resources when they become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Donations and legacies

Donations and legacies are recognised as income when the Association becomes unconditionally entitled to receive them, and when the receipt is probable and its value can be predicted with reasonable accuracy.

Charitable activities

Costs of charitable activities include direct expenditure and an apportionment of overhead, governance and support costs as shown in note 7.

Allocation of overhead, governance and support costs

Overhead and support costs are incurred centrally across the range of our activities throughout the year. Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulation and good practice. These include costs related to statutory audit. All these costs have been apportioned between charitable activities on the basis of staff time or office space depending on the nature of the cost. The trustees consider this to be a reasonable reflection of the utilisation of resources.

Pensions

The Charity contributes to various defined contribution pension schemes on behalf of employees and, as the charity's liability is limited to paying amounts as they fall due, the pension charge reflected in the accounts represents the amount payable for the year.

2. Legacies, grants, and donations

	2025			2024
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Donations and Gift Aid	213,523	885,362	1,098,885	1,133,740
Grants	50,000	30,000	80,000	147,291
Legacies	-	554,797	554,797	705,528
	263,523	1,470,159	1,733,682	1,986,559

Grant income included £80,000 from AB Charitable Trust, partly in support of our Faith to Faithless programme. Other grants were in furtherance of our work in Northern Ireland (Community Foundation Northern Ireland) and the Faith to Faithless programme (Anamax Foundation). In the preceding year restricted Donations and Gift Aid included £242,693 restricted income, while £147,291 of grants were restricted. We remain grateful for the generous legacies left by so many members and supporters.

3. Investment income

	2025			2024
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Interest	-	70,134	70,134	86,915
Dividends	-	-	-	-
	-	70,134	70,134	86,915

4. Income from charitable activities

	2025			2024
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Subscriptions	-	977,591	977,591	984,854
New Humanist	-	107,922	107,922	-
Celebrants' training	-	188,727	188,727	195,386
Celebrants' accreditation fees	-	117,498	117,498	112,713
Marriage administration fees	-	22,433	22,433	27,471
Events & activities	-	104,428	104,428	112,875
Sales of literature & merchandise	-	9,449	9,449	19,123
Education	-	2,385	2,385	3,138
Humanist Care	-	5,569	5,569	872
Sundry income	-	776	776	743
	-	1,536,778	1,536,778	1,457,175

5. Cost of raising funds

	2025			2024
	Restricted	Unrestricted	Total	Total
	£	£	£	£
Fundraising costs	-	(270,747)	(270,747)	(225,241)
Investment manager's fees	-	(682)	(682)	(3,410)
Purchase of merchandise	-	(4,378)	(4,378)	(11,970)
	-	(275,807)	(275,807)	(240,621)

The reduction in investment managers fees reflects changes in how Flagstone Investments are managed (taking a share of interest rather than charging a separate fee).

6. Analysis of costs of charitable activities

	2025		
	Direct Costs	Support Costs	Total
	£	£	£
Education and Public Awareness	(838,908)	(522,427)	(1,361,335)
Humanist Ceremonies	(435,937)	(162,618)	(598,554)
Humanist Care	(243,340)	(126,168)	(369,508)
Public Affairs & Policy	(801,594)	(473,984)	(1,275,577)
Activities for Members and Partner Groups	(247,522)	(114,643)	(362,165)
	(2,567,301)	(1,399,839)	(3,967,139)

	2024		
	Direct Costs	Support	Total
	£	£	£
Education and Public Awareness	(618,008)	(442,479)	(1,060,486)
Humanist Ceremonies	(412,341)	(154,655)	(566,996)
Humanist Care	(231,126)	(109,116)	(340,242)
Public Affairs & Policy	(726,509)	(387,346)	(1,113,855)
Activities for Members and Partner Groups	(228,203)	(116,278)	(344,482)
	(2,216,187)	(1,209,874)	(3,426,061)

7. Analysis of support and governance costs

	2025	2024
	£	£
Staff costs	(842,311)	(786,581)
Rent and rates	(139,712)	(97,233)
Repairs, maintenance & utilities	(25,588)	(28,069)
Postage and stationery	(19,913)	(15,520)
ICT	(114,410)	(106,283)
Irrecoverable VAT	(80,422)	(43,456)
Subscriptions	(2,031)	(9,098)
Bank charges & interest	(58,039)	(56,547)
Depreciation	(3,932)	(2,920)
Other costs	(94,419)	(49,920)
Governance	(19,062)	(14,247)
	(1,399,839)	(1,209,874)

Support costs have been apportioned between categories of charitable activity according to whether they are overheads or centrally incurred expenditure on charitable activities. Overheads have been apportioned in relation to the office space occupied by each area of activity, and centrally incurred expenditure on charitable activities has been apportioned in relation to the staff time employed in each area of activity. The trustees consider this provides a reasonable approximation to the utilisation of resources. 'Other costs' includes one-off projects such as organisational restructure and office relocation.

Governance costs

	2025	2024
	£	£
Audit fee- current year	(7,150)	(6,523)
- previous year underprovision	-	-
Other professional expenses	(35)	(34)
Trustee meeting expenses	(11,877)	(7,690)
	(19,062)	(14,247)

8. Staff costs

	2025	2024
	£	£
Wages and salaries	1,749,325	1,750,673
Social security costs	212,326	185,084
Pension contributions	278,059	217,750
Redundancy payments	12,000	-
Total payroll costs	2,251,710	2,153,507
Staff recruitment	6,013	7,812
Temporary staff	-	-
	2,257,723	2,161,319
Average number of employees (FTE)	40	36
Average number of employees	43	39

	2025	2024
	£	£
Key Management Personnel remuneration:	834,148	768,182

Key management personnel (£834,148) (2024: £768,182) includes Chief Executive, Director of Ceremonies, Director of Communications & Development, Director of Humanist Care, Director of IT, Director of Organisational Operations, Director of People & Culture, Director of Public Affairs & Policy and Director of Understanding Humanism.

Seven employees had combined salary and employer National Insurance payments in excess of £60,000 (2024: 7). These payments fell in bands as follows:

Band	2025	2024
£140,000-£150,000	1	0
£120,000-£130,000	0	1
£70,000-£80,000	5	4
£60,000-£70,000	2	2

We are enormously grateful for the work of 241 (53 FTE) (2024: 214 (47 FTE)) volunteers working across the organisation, embedded with staff teams or leading teams of their own, without whom we would not have achieved our many successes. This includes the growing number of volunteers in our Local Groups across the UK. We are also grateful for the many hundreds of volunteers who form our School Speaker and Non-Religious Pastoral Support networks, often volunteering directly with other institutions but accredited and supported by Humanists UK.

9. Exceptional income (2024)

On 31 December 2024, The Rationalist Association net assests were transferred to Humanist UK

The net assets transferred were:

	£
Fixed assets	
Investments	1,100,034
Tangible assets	-
	1,100,034
Current assets	
Stock	2,000
Debtors	29,458
Cash at bank and in hand	82,503
	113,961
Creditors: amounts falling due within one year	-47,077
Net current assets	66,884
Net assets as per The Rationalist Association accounts as at 31 December 2024	**1,166,918**
Legacy debtor identified post year end	18,410
Net assets transferred	**1,185,328**

Legal title to the net assets of The Rationalist Association was transferred to Humanists UK during the current financial year.

10. Tangible assets

Office Fixtures, Fittings and Equipment	2025 £	2024 £
Cost at 1 January	118,925	118,261
Additions	1,755	664
Disposals	-	-
As at 31 December	120,680	118,925
Depreciation at 1 January	(114,412)	(111,492)
Charge for the year	(3,932)	(2,920)
Disposals	-	-
Depreciation at 31 December	(118,344)	(114,412)
Net book value at 31 December	2,336	4,513

11. Investments

	2025 £	2024 £
Market value at 1 January	829,729	763,589
Additions	1,100,032	-
Disposal proceeds	(1,163,613)	-
Realised gains/(losses)	-	-
Unrealised gains/(losses)	70,407	66,140
Market value at 31 December	836,555	829,729
Cash with brokers	1,466,892	1,409,406
Total investments at 31 December	2,303,447	2,239,135
Investments at cost 31 December	669,372	748,446

Investments with a market value in excess of 10% of the portfolio were:

	2025 £	2024 £
Barclays Charity Fund	334,738	377,995
Newton Sustainable Growth & Income Fund for Charities	501,817	451,734
Total	836,555	829,729

Additions in the year represent investments received from The Rationalist Association and subsequently disposed of. We continued to hold investments in *Barclays Charity Fund* and *Newton Sustainable Growth and Income Fund for Charities* and retained cash deposits with Flagstone.

12. Debtors

		2025	2024
		£	£
Prepayments		43,864	46,272
Legacies receivable		335,846	226,902
Gift Aid		91,014	99,590
Other accrued income		-	51,356
Rent deposit		14,200	-
Rationalist Association net assets	Note 9		1,185,328
		484,924	1,609,448

Prepayments are usually primarily event venue costs such as for our Annual Convention, plus rent. Accrued income (2024) included grant payments from Heritage Lottery.

13. Creditors: Amounts falling due within one year:

		2025	2024
		£	£
Accruals		54,761	55,818
Taxes:	Payroll taxes	50,810	48,758
	VAT	14,388	10,274
Deferred income		64,879	38,424
Rationalist creditor		10,532	
Holiday accrual		24,446	33,073
		219,816	186,347

Deferred income usually relates to event ticket sales. All deferred income is recognised in the following financial year.

14. a) General reserves

	2025		
	Revaluation Reserve	Accumulated Income	Total
	£	£	£
Balance at 1 January 2025	-	4,065,892	4,065,892
Surplus/(deficit) for the year	-	(841,331)	(841,331)
Realised gains/(losses) on investments	-	70,407	70,407
Exceptional item	-	-	
Transfer from designated funds	-	-	-
Balance at 31 December 2025	-	3,294,968	3,294,968

	2024		
	Revaluation Reserve	*Accumulated Income*	*Total*
	£	*£*	*£*
Balance at 1 January 2024	-	*3,041,426*	*3,041,426*
Surplus/(deficit) for the year	-	*(227,002)*	*(227,002)*
Realised gains/(losses) on investments	-	*66,140*	*66,140*
Transfer on realisation	-	*1,185,328*	*1,185,328*
Transfer to designated funds	-	-	-
Balance at 31 December 2024	-	*4,065,892*	*4,065,892*

b) Designated reserves

	Balance at 1 January 2025	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2025
	£	£	£	£	£
Local Groups		1,558	(1,558)	-	-
Music (London Humanist Choir)	-	380	(380)	-	-
	-	1,938	(1,938)	-	-

	Balance at 1 January 2024	*Incoming Resources*	*Resources Expended*	*Transfer*	*Balance at 31 December 2024*
	£	*£*	*£*	*£*	*£*
LGBT Humanists		*362*	*(362)*		
Local Groups		*566*	*(566)*		
Music (the Humanist choirs)	-	*448*	*(448)*	-	-
	-	*1,376*	*(1,376)*	-	-

15. Restricted funds

	Balance at 1 January 2025	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2025
	£	£	£	£	£
Assisted Dying	80,472	41,879	(122,351)	-	-
Campaign Against Faith Schools	34,528	72,533	(64,219)	-	42,843
Ceremonies	-	104	(104)	-	-
Defence Humanists	-	315	(315)	-	-
Education	-	9,487	(9,487)	-	-
Faith to Faithless	-	81,479	(81,479)	-	-
LGBT Humanists	81,445	12,380	(6,816)	-	87,009
Local groups	994	8,419	(4,552)	-	4,861
Music (the Humanist choirs)	16,410	7,792	(6,087)	-	18,115
New Humanist	-	3,368	(3,368)	-	-
Northern Ireland development	-	9,530	(9,530)	-	-
Pastoral Support	-	1,810	(1,810)	-	-
Public Affairs	-	14,427	(14,427)	-	-
	213,850	263,523	(324,545)	-	152,828

	Balance at 1 January 2024	Incoming Resources	Resources Expended	Transfer	Balance at 31 December 2024
	£	£	£	£	£
Assisted Dying	96,364	107,662	(123,554)	-	80,472
Campaign Against Faith Schools	7,202	75,933	(48,607)	-	34,528
Ceremonies	-	99	(99)	-	-
Defence Humanists	1,090	465	(1,555)	-	-
Education	-	109,823	(109,823)	-	-
Faith to Faithless	-	40,805	(40,805)	-	-
LGBT Humanists	3,877	101,193	(23,625)	-	81,445
Local groups	2,217	2,412	(3,634)	-	994
Music (the Humanist choirs)	12,130	11,104	(6,823)	-	16,410
Northern Ireland development	-	9,405	(9,405)	-	-
Pastoral Support	-	811	(811)	-	-
Public Affairs	-	30,373	(30,373)	-	-
	122,880	490,084	(399,115)	-	213,850

The tables above do not represent the entire income and expenditure related to these areas of work. They show only the restricted donations and subsequent expenditure of the restricted donations. Additional expenditure is made from unrestricted funds, especially so in the Campaign Against Faith Schools.

Assisted Dying

This fund was created in 2018 to manage donations to cover the payroll costs of one member of Humanists UK staff to work on the Assisted Dying campaign with the My Death, My Decision coalition. The fund also includes donations towards assisted dying legal cases.

Campaign against faith schools

Campaign against faith schools appeal funds are restricted to Humanists UK lobbying and campaigning work relating to 'faith' schools and related education campaigns. Funds raised by appeal in excess of the target sought are restricted to the public affairs fund, and are disclosed as a transfer above.

Ceremonies

This fund results from donations given to Humanists UK specifically for ceremonies work.

Defence Humanists

This fund was created in 2012 to manage income and expenditure by the Defence Humanists, which joined as a new section in 2011.

Education

This fund results from legacies and donations given to support Humanists UK's work in promoting the understanding of Humanism in the education sphere. This includes the Humanist Heritage project, which in 2024 was largely funded by a grant from the Heritage Lottery Fund.

Faith to Faithless

This fund was created in 2015 to manage income and expenditure in support of our Faith to Faithless programme, which helps people who are leaving religions. This is part of our Humanist Care work.

LGBT Humanists

This fund was created in 2012 to manage income and expenditure by GALHA (now LGBT Humanists) which joined Humanists UK as a section in 2012.

Local groups

This fund is for activities relating to the development of local humanist groups, including Partner Groups and Humanists UK Local Groups.

Music

This fund was initiated in 2010 by a donation from Alec Reed to fund a composer for two years and to establish the Humanists UK choirs on a secure footing. Current income derives directly from the activities of the London Humanist Choir.

New Humanist

This fund was initiated in 2025 following the merger with Rationalist Association. Income derives from donations in support of the New Humanist Magazine and associated activities.

Northern Ireland development

This fund was created in 2017 to support the development of Humanists UK's work in Northern Ireland.

Pastoral support

This fund was created in 2012 to collect donations supporting our new initiative directed towards providing pastoral support to non-religious people in prison or in hospital. This is part of our Humanist Care work.

Public Affairs

This fund results from donations given to support Humanists UK lobbying and campaigning work. In 2024 these included donations in support of attendance at Party Conferences.

16. Operating leases

At 31 December 2025 the Company had the following commitments under non-cancellable operating leases as follows:

	Land and buildings		Other	
	2025	2024	2025	2024
	£	£	£	£
Falling due within one year	78,764	97,608	641	8,353
Falling due between one and five years	67,800	10,845	801	19,551
Falling due later than five years	-	-	-	-
	146,564	108,453	1,442	27,904

The commitment in respect of land and buildings reflects the lease on the Association's premises which ended on 10 February 2026 plus the two-year service agreement on the new premises. We have set a £70k provision for any dilapidation costs associated with the end of the lease.

17. Taxation

Humanists UK is a registered charity and is potentially exempt from tax in respect of income and capital gains received within the categories covered by Part II of the Corporation Taxes Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are exclusively applied to charitable purposes.

18. Board members' remuneration and expenses

Amy Walden was paid £533 in fees & expenses as part of the Humanist Care training programme. Ewan Main, a Celebrant, was paid £213 in fees & expenses as part of the celebrants training programme. Aside from these, no remuneration, directly or indirectly, out of the funds of the charity was paid or is payable for the year to any Board member or to any person known to be connected with any of them.

Board members were reimbursed a total of £4,622 (2024: £3,000) for travel expenses to attend meetings in connection with their duties. Expenses not reported in Note 18 normally include travel to various events, including Annual Convention, public lectures and fundraising events.

19. Capital commitments

There were no capital commitments at 31 December 2025 (2024: nil).

20. Pension commitments

The charity offers contributions to individual defined contribution pension schemes to all employees and most take them up. The assets of the schemes are held separately from those of the charity in independently administered funds. Total employer's contributions paid in the year were £278,059 (2024: £217,750), the increase being partly due to the more employees and partly due to a benefit to long-serving employees of additional 2% employer contributions.

21. Net assets

	2025		
	Fixed Assets	**Net Current Assets**	**Total**
	£	**£**	**£**
Unrestricted funds	2,305,783	989,185	3,294,968
Restricted funds	-	152,828	152,828
	2,305,783	1,142,014	3,447,797

	2024		
	Fixed Assets	***Net Current Assets***	***Total***
	£	**£**	**£**
Unrestricted funds	*2,243,648*	*1,822,243*	*4,065,891*
Restricted funds	*-*	*213,850*	*213,850*
	2,243,648	*2,036,093*	*4,279,741*

22. Reversionary interest

Humanists UK has been bequeathed a reversionary interest in a trust established under the terms of the Will of Christine Cotton, who died on 24 January 2000. The trust assets comprise a property that was occupied by a Life Tenant, investments and bank accounts. The Life Tenant passed away in 2024 and the estate is now in administration. The value of the investments as at 31 May 2021 (last update available) was £44,911 (31 May 2021: £44,911). The trustees have indicated to Humanists UK that the property (bought in 2002 for £85,000) and investments combined have a value of £175,000.

Because we expect to receive the proceeds of this estate in 2026, this £175,000 accrued income has been reflected in the accounts (Note 12).

23. Related party transactions

Board members are not remunerated but are able to recover out of pocket expenses for attendance at Board meetings, the total amount reimbursed being disclosed in Note 18.

The Chief Executive of Humanists UK was also a Director and Trustee of Humanists International and their President until July 2025. The Association paid an annual subscription to Humanists International of £28,936 (2024: £28,328) and contributed £6,000 (2024: £3,500) to Humanist International projects.

The Chief Executive of Humanists UK was also a Director and Trustee of ACEVO of which Humanists UK is a member and paid £469 in membership fees (2024: £469).

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

	2025	2024
Net income/(expenditure) for the reporting period	(831,945)	1,115,435
Depreciation charges	3,932	2,920
(Gains)/losses on investments	(70,407)	(66,140)
Dividends and interest from investments	(70,134)	(86,915)
(Increase)/decrease in debtors	1,124,524	(1,378,286)
Increase/(decrease) in creditors	33,469	13,079
Net cash provided by/ (used in) operative activities	189,440	(399,907)

25. Cash and cash equivalents at the end of the year

	2025 £	2024 £
Cash at bank and in hand	876,906	612,992
Cash at brokers	1,466,892	1,409,406
Total cash and cash equivalents	2,343,798	2,022,398

26. Statutory information

The British Humanist Association, operating as Humanists UK, is a charitable company limited by guarantee, registered in England. The Association's registered number and registered office address can be found on the Legal and Administrative page of this Annual Report.

Humanists UK became the sole member of The Rationalist Press Association Limited (company number 00062288) on transfer of the net assets of The Rationalist Association at the end of the previous financial year. The Rationalist Press Association Limited is a dormant company and is not consolidated in these financial statements on

the basis that it is immaterial. It's net liabilities as at 31 December 2025 amounted to £1,028 (2024: £992).