

2024-2025

IMPACT REPORT



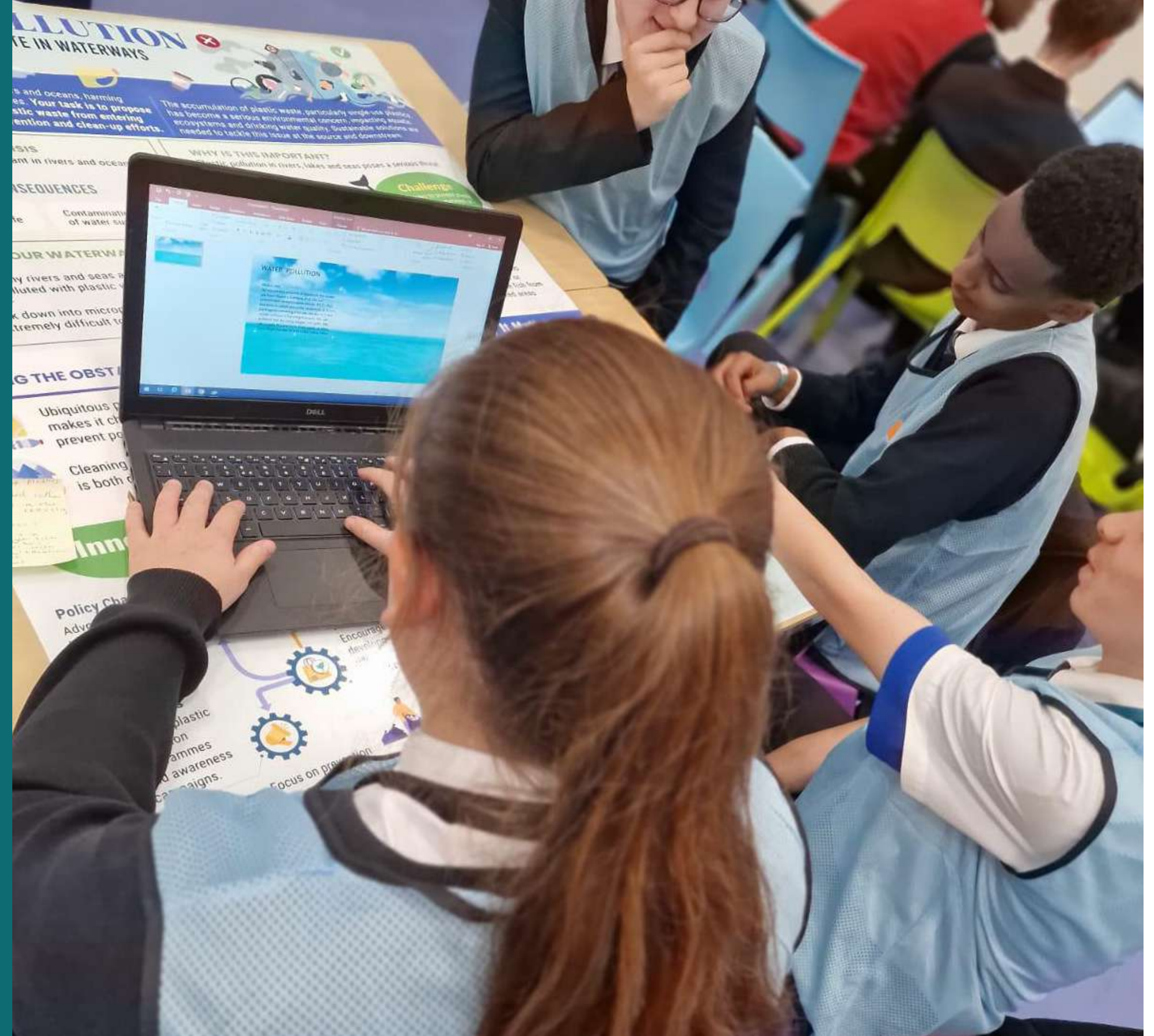
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Executive Summary

The year 2025 was a pivotal time for BeScience, successfully transforming our founding ideas into real, scalable programs that directly benefit young people. Despite our reliance on volunteer power, we delivered a substantial number of projects, proving the effectiveness of our model.

Key achievements include:

- The Successful delivery of three regional Hackathons
- The Formal establishment of essential data protection rules and
- The Setup of proper financial tracking systems



Our main challenges involved securing the necessary infrastructure to accept and execute large grants. The 2026 Plan focuses on building stronger financial foundations, getting critical compliance certifications, and scaling our educational impact with proven infrastructure.

Letter from Leadership

Message from the CEO

This year has been one of meaningful progress and collective achievement for BeScience STEM. Together, we delivered three impactful hackathons, strengthened relationships with funding partners, developed our research team, finalised our new website, and successfully launched our Virtual Talks programme, delivering several virtual sessions. We also introduced our volunteer newsletter as part of our wider belonging programme, reinforcing connection, communication, and shared purpose across our community.

None of this would have been possible without the dedication of our volunteers. I want to extend my deepest thanks to the 48+ individuals who actively gave their time, skills, and energy this year. Your commitment has been the driving force behind our success and the impact we continue to have within the community. Every event, talk, and initiative is a direct result of your generosity and belief in our mission.

I am incredibly proud of what we have achieved together and grateful for the passion that each of you brings to BeScience STEM. As we move further into 2025, we do so with confidence and momentum, knowing that together we are not only advancing our #1MillionToSTEM goal, but actively transforming futures.

Jessica Okoro
CEO & Founder



Review of 2025 Operational Pillars

Programs, Delivery, and Direct Impact

Our mission is to make STEM accessible. In 2025, we achieved this by using diverse methods for engagement.



"One of the most encouraging developments this year has been the substantial increase in sign-ups for our STEM Virtual Careers Talks. The increase in participation reflects a strong interest in STEM careers, and it has been incredibly rewarding to witness the impact we're having on the community."

Odette
STEM Virtual Project Manager

Hackathons: Innovative Impact

The Hackathon series is the most important way we engage with young participants, promoting collaborative problem-solving and critical thinking.



COMPLETION STATUS

We successfully delivered three Hackathons this year in Enfield, Essex, and Leicester.



FUTURE PIPLINE

We have confirmed a sponsorship with SEB for a fourth Hackathon scheduled for early 2026 at a school in Hackney, showing strong corporate support for our program model



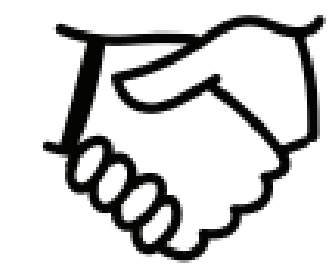
Career Talks & Workshops

We expanded our career-focused initiatives to help bridge the gap between academic STEM learning and professional life.



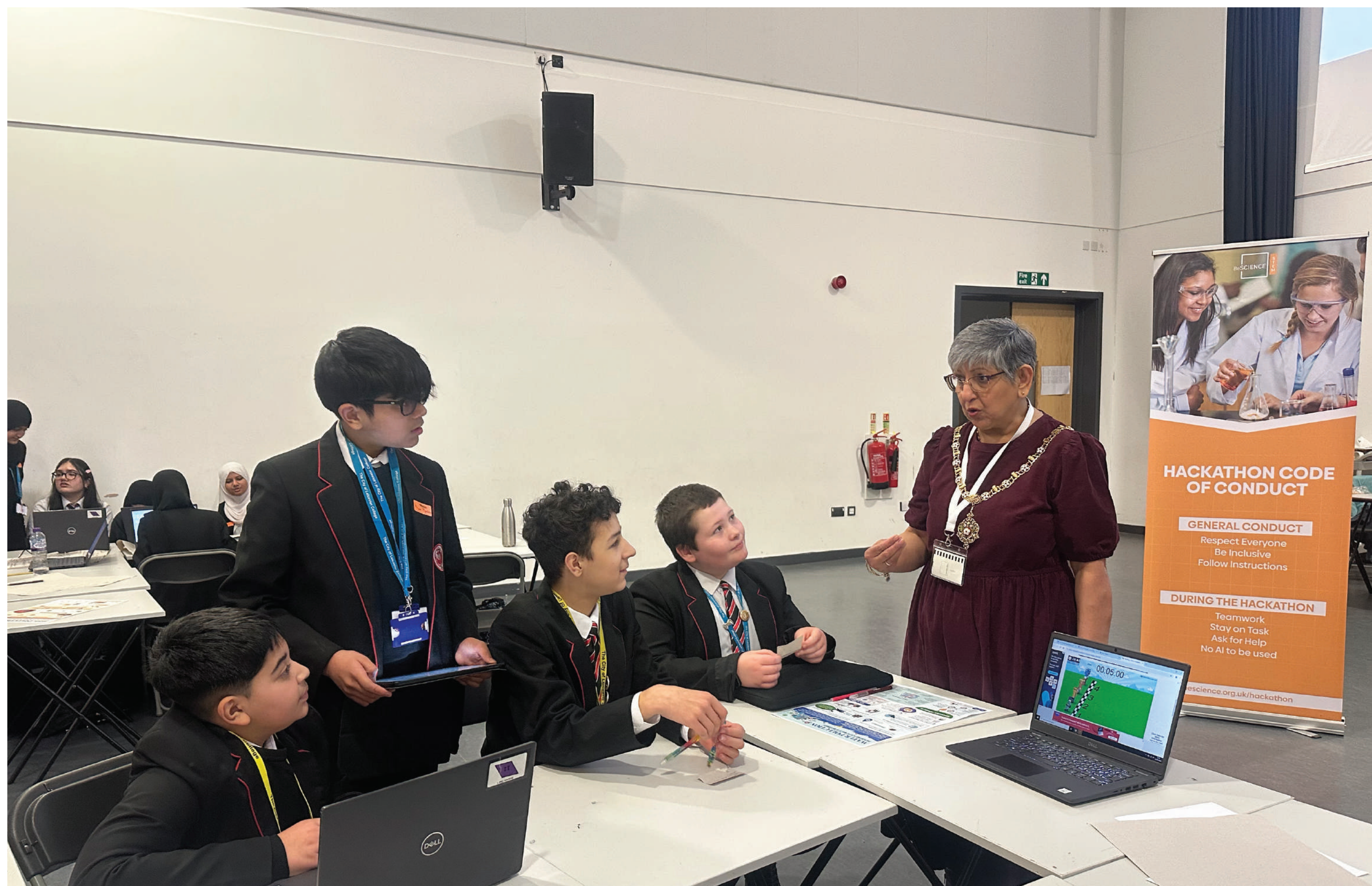
STEM VIRTUAL CAREER TALKS

We completed four virtual talks, featuring industry professionals who shared valuable insights into diverse career pathways. This modality was highly effective in overcoming geographical barriers.



CV AND LINKEDIN WORKSHOP

We formed a major partnership with Bentley to deliver a dedicated career readiness workshop for 120 students in Enfield, set for Q1 2026. This move shows our commitment to moving beyond inspiration to tangible career preparation.



Governance, Cybersecurity, and Compliance

In 2025, we prioritised building a secure and compliant structure to protect our participants and operations. Data and Asset Management: We achieved full compliance with GDPR for Children’s Data, establishing a secure protocol for minor participant data. We also successfully created the BeScience Asset Database to centralise and manage all our organisational resources and intellectual property.

Compliance and Accreditation (Next Steps): Important accreditations—the ICO Certification and the Cyber Security Essentials Checklist are currently on hold. This pause is due to the lack of specialist volunteer time needed to complete the complex application processes. Achieving these certifications is critical for securing future high-value funding, so we are actively looking for expert volunteer support and targeted funding to restart this work in Q1 2026.



Review of 2025 Operational Pillars

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"Stepping Into STEM" Podcast: The podcast is a success, effectively reaching a wider audience. We completed four episodes this year, and we have a robust pipeline of four additional episodes lined up on popular topics like Robotics and Motorsports.

Content and Design: The recruitment of a dedicated Graphics Designer has raised the quality and consistency of our posts across LinkedIn, X, Facebook, and Instagram.



Communications, Digital Presence, and Outreach



We significantly improved our external presence, ensuring our brand is consistent and our content is accessible.

Digital Platform: The BeScience website is fully developed and acts as the central hub for all program registration and resources.

"This year at BeScience has highlighted the power of accessible science communication. The work being done not only sparks curiosity but also helps create pathways for more diverse voices to feel seen, represented, and empowered within STEM."

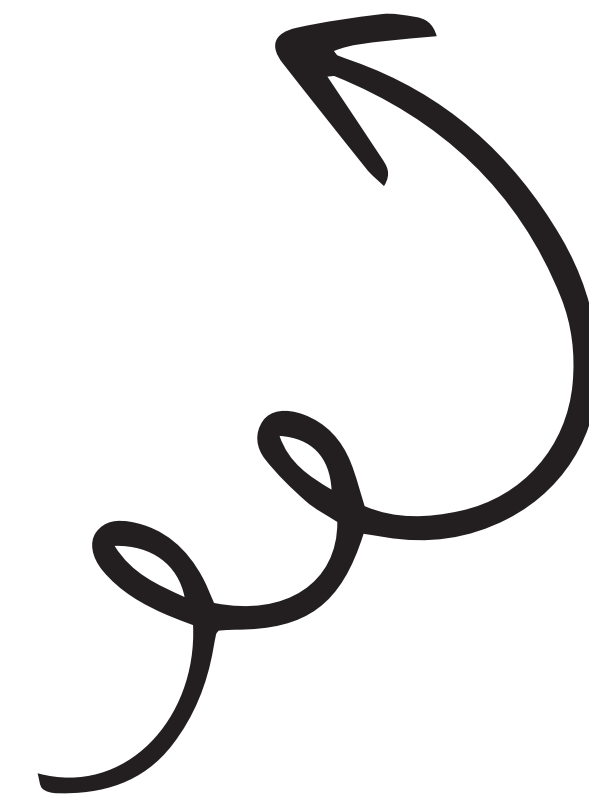


Romana
Social Media Manager

Review of 2025 Operational Pillars

Research, Policy, and Thought Leadership

To fulfill our mission of changing mindsets and informing the STEM education sector, formalising our research department is a strategic must.



- **RESEARCH STATUS**

We made initial progress in securing necessary Research Paper Access and starting the comprehensive Literature Review. However, this work slowed down due to limited availability from our core volunteer team.

- **POLICY OBJECTIVE**

Our main goal is to complete and publish the BeScience STEM Report. This signature publication is designed to stimulate high-level discussion and inform policy decisions in STEM education

- **RECRUITMENT DRIVE**

We are actively recruiting specialists, including an Academic Partner or education specialist, to accelerate the completion and ensure the high quality and validity of this key report.

Grants and Strategic Funding

The 2025 grants process provided clear lessons on the operational needs required to scale up funded projects



Grant Outcomes Analysis

We secured two major grants of £10,000 each from Innovate UK and Awards for All. We had to decline both awards because: The Innovate UK grant required upfront capacity (staffing/infrastructure) we did not yet possess to cover initial project costs. The Awards for All grant required a guaranteed high number of student participants that we could not definitively commit to at the time.



Grant Support

We have engaged a Funding Consultant to help us secure smaller, more manageable grants and improve our strategy for large-scale grant applications in 2026.



Future Pipeline

We are in positive negotiations with a US company for a significant sponsorship to fund three Hackathons next year



"This year has been a valuable experience, allowing me to contribute to meaningful STEM initiatives while developing my own skills. BeScience STEM's commitment to education and impact has made the work both purposeful and rewarding"

Victor
Grants Program Manager

Financial Health and Sustainability

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Finance and Reporting

We formalised our internal financial processes to ensure transparency and accountability as we grow.



ACHIEVEMENTS

The Finance team successfully submitted the 2023-2024 accounts to Companies House. The team successfully configured Xero for robust project and funder tracking



GOVERNANCE AND BUDGETING

We are currently focused on detailed finalising the 2024-2025 budgets, including P&L, Balance Sheet, and Cashflow projections. Comprehensive Finance Policies and Procedures are also being drafted to formalise our financial best practices.



DECENTRALISATION PLAN

A key focus is training all Project Managers on the new financial policies. This will empower them to manage project finances with more autonomy, reducing the reliance on the Founder's personal financial input which was needed in 2025.



Financial Health and Sustainability

People and Volunteer Engagement

Our success is directly linked to the strength of our volunteer community, making engagement and retention a critical focus.

Professionalising Coordination: The appointment of a HR and Volunteer Coordinator has professionalised our volunteer management. We've introduced new structures, including weekly meetings and a Quarterly Volunteer Newsletter, to build a stronger community.

Recruitment Challenges: A recurring challenge was the difficulty in recruiting sufficient local and specialist volunteers. Moving forward, we must diversify our recruitment channels to target specific regional support.



"In 2025 it's been a privilege to be part of the Bescience team delivering established programmes like the STEM Hackathons and podcasts, as well as developing new programmes like the STEM Virtual Career Talks, that are very economical to run and have a lot of potential to scale up. As well as the fantastic programme delivery, the organisational development of the website and volunteer engagement over the past year means BeScience punches well above its weight, able to have substantial impact delivering world-class programmes with very limited resources. It's exciting to be part of the Bescience journey and I'm looking forward to the year ahead."



Susan
Board Advisor

Strategic Mandate: Priorities for 2026

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Operational Area	Challenge Identified	2026 Strategic Mandate
Grants & Funding	Lacking capacity and match funding to deliver on secured grants.	Financial Resilience: Secure match funding and corporate sponsorships. Reapply for major grants with delivery infrastructure accounted for.
People & Volunteers	Gaps in specialist recruitment and need for enhanced engagement / retention.	Community Cultivation: Use alternative recruitment platforms (e.g., regional STEM ambassador platforms) and initiate 1-to-1 volunteer reviews to improve satisfaction and retention.
Cybersecurity & Compliance	Accreditations (ICO, Cyber Security Essentials) are paused due to resource gaps.	Operational Credibility: Find and integrate expert volunteer support (e.g., a pro-bono compliance officer) to guide applications and secure funding for certification fees.
Research & Policy	Progress stalled: need for academic validation and publication.	Thought Leadership: Publish the BeScience STEM Report and recruit an Academic Partner to drive research quality and policy engagement..
Finance	Reliance on personal funding; Need for Project Manager financial autonomy.	Decentralised Finance: Finalise and implement Finance Policies, and execute mandatory financial training for all Project Managers to improve project-level financial compliance.

The 2026 plan is focused on building organisational resilience and scaling our impact by strengthening our infrastructure.

Message from The Chairperson



Message from the Chairperson

The past year has demonstrated the immense potential of BeScience. Our success in student engagement and the crucial development of our internal systems confirm we are on the right track. While declining two major grants was a tough but necessary lesson, it has provided us with a clear focus on strengthening our financial planning for 2026. I want to extend my sincere thanks to everyone who made this year possible:

The Board of Directors and Advisors: Thank you for your leadership and guidance. Your strategic input has been invaluable as we navigate the challenges of scaling up.

Our Corporate Sponsors and Funder Partners: We are grateful to the Enfield Council, SEB, and Bentley for your vital support. Your investment allows us to turn our mission into real impact for young people.

Our Founder: A special, heartfelt thank you for your unwavering passion and the considerable personal financial commitment you made to fill key funding gaps this year. Your dedication is the true driving force of BeScience.

The BeScience Volunteers: To the entire team—from the Project Managers running the Hackathons, to the podcast producers, and the specialists handling finance and compliance, you are the lifeblood of this organisation. Your selfless commitment of time and expertise ensures that we break down barriers, reframe mindsets, and foster a lifelong passion for STEM.

We look forward to 2026 with confidence, knowing our strengthened foundation will allow us to scale our ambition and continue to inspire the next generation of scientists and innovators.

Thank you.

Lilian Ahaiwe (Chairperson, BeScience)



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For more information, please contact us at:

Email: hello@bescience.org.uk

Website: <https://bescience.org.uk/>

Compliance and Transparency BeScience STEM is committed to transparency and ethical practices. Our financial statements and impact reports are available upon request. We adhere to all regulations and standards for educational and Community interest companies.