

University of Suffolk Ltd

**Annual report and Consolidated financial statements
for the year end 31 July 2024**

Registered number: 05078498

University of Suffolk Ltd

Annual report for the year ended 31 July 2024

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University of Suffolk Ltd

Directors and advisors

Directors	Mr I S Ailles	(Chair - appointed 1 July 2023)
	Mr M Pendlington	(Chair - retired 11 August 2023)
	Dr J C Barnes	(retired 31 October 2024)
	Mr S C Clarke	
	Professor M Dastbaz	
	Dr P Essah	
	Dame L M Homer	(appointed 1 January 2024)
	Dr S J Hurley	
	Mr J M Jones	(appointed 27 November 2024)
	Mrs J L Krone	
	Professor J M Higham	(Vice-Chancellor and Chief Executive Officer – appointed 27 August 2024)
	Professor H E Langton	(Vice-Chancellor and Chief Executive Officer – retired 27 August 2024)
	Ms J L Leeder	
	Reverend T Mumford	(appointed 27 November 2024)
	Ms K Pickard	
Mr S R Preston	(retired 27 September 2024)	
Rt Revd M A Seeley	(retired 31 March 2024)	
Mr A B C Smith		
Dr T A H Wilkinson	(appointed 1 April 2024)	
Mr P Winter MBE	(retired 30 November 2023)	
Dr R Willis	(appointed 1 October 2024)	
Mr L Woolston		
Company Secretary	Mr J Kirk	(appointed 16 May 2024)
	Mr T Greenacre	(retired 31 July 2024)
Registered office	Waterfront Building Neptune Quay Ipswich Suffolk IP4 1QJ	
Independent auditors	Sumer Auditco Ltd 820 The Crescent Colchester Business Park Colchester Essex CO4 9YQ	
Bankers	Barclays Bank plc 1 Princes Street Ipswich Suffolk IP1 1PN	
Solicitors	Mills & Reeve LLP 1 St James Court Whitefriars Norwich Norfolk NR3 1RU	

University of Suffolk Ltd

Strategic report for the year ended 31 July 2024

The directors present their strategic report for the University of Suffolk Ltd for the year ended 31 July 2024.

Business review and principal activities

The principal activity of the company for the year under review was that of higher education, together with such activities as are relevant for its facilitation. Additional activities include the provision of consultancy, applied research services and dental services.

The Directors confirm they have discharged their duties under Section 172 of the Companies Act through the planning, long term vision and activities laid out in the strategic report.

The University's 'Transforming Lives and Our Region' publication lays out its strategy and vision for the period 2020-2030. The delivery of the University's vision is the focus of four lead strategies: Learning, Teaching and Assessment; Research and Scholarly Activity; Business Engagement, Careers and Employability; Internationalisation. These are supplemented by five resourcing strategies: People and Organisational Development; Digital; Financial; Estates; Marketing and Communications. The University's Board is committed to the delivery of its strategic plan, whilst also being mindful of the competitive challenges and risks that the sector's environment presents.

As the published strategy and vision states, the University's mission is to transform lives in its region and beyond through education, training, research, business and community engagement. By the end of the strategic plan period the institution will be recognised as an empowering force for individual and community growth and development. It will be recognised for the major contribution it makes to the health and wellbeing of the people in its region and acknowledged for lasting social and sustainable economic transformation. Its students will come from diverse backgrounds and, as part of a connected community, its staff and students will reflect the University's values: Transformative; Collaborative; Empowering; Professional; Creative; Inclusive.

The University continues to maintain its successful track record of delivering high quality courses in health and social care, working with its partners to support the workforce needs of the region. The strength of these partnerships is represented through the widespread support shown for the establishment of the Integrated Care Academy at the University as well as through the funding received to develop substantial new facilities in the Health and Wellbeing Building on campus.

In 2023/24 the University has set up a subsidiary, University of Suffolk Dental CIC. This delivers NHS dental care to the local population to help address a substantial shortfall in NHS dentists and has also enabled the University to launch degrees in dental hygiene and dental therapy to support the future dentistry workforce.

In accordance with its institutional strategy, the Group is actively seeking to diversify its income streams, particularly from research, enterprise and consultancy activities.

University of Suffolk Ltd

Strategic report for the year ended 31 July 2024

Financial highlights

In 2023/24, the Group reports a surplus of £27,716k (2023: surplus of £15,847k). Excluding the movement on the USS Recovery Provision of £19,659k (2023: £4,033k), the Group generated a surplus of £8,057k (2023: £11,814k).

The net cash inflow in the year from operating activities was £9,538k (2023: £18,915k) and the net cash outflow from capital expenditure was £9,789k (2023: (£478k)). The overall increase in cash and cash equivalents in the year was £631k (2023: £18,193k), resulting in a year-end balance of cash and cash equivalents of £62,721k (2023: £62,090k) and bank debt of £14,745k (2023: £15,426k).

The increase in total balance sheet funds to £85,226k (2023: £57,510k) arises from the surplus for the year and reversal of the USS pension deficit provision.

Key financial indicators

The group's key financial indicators during the year were as follows:

	2024	2023
	£'000	£'000
Total income	136,716	144,399
Surplus	27,716	15,847
Surplus as a proportion of total income	20.3%	11.0%

	2024	2023
Proportion of income generated from:		
• Office for Students Grants	5%	5%
• Education Contracts	1%	1%
• Tuition Fees	82%	83%
• Research Contracts	1%	1%
• Other Income	11%	10%

	2024	2023
	£'000	£'000
Total balance sheet funds	85,226	57,510

University of Suffolk Ltd

Strategic report for the year ended 31 July 2024

Financial outlook

Following an assessment of investment needs for the coming year and available cash reserves, the Board has approved a surplus revenue budget of £2,200k for 2024/25.

A key focus of the Group's strategic plan is to deliver sustainable growth, and the Executive Committee is committed to prioritising initiatives which enhance the experience of its students and other service users, thus increasing the appeal of the Group to local, national and international audiences.

For future growth, the Group must ensure that not only is its academic portfolio distinctive and attractive, but also that the wider student experience it offers is competitive and meets applicants' expectations. The Group will therefore prioritise investment in its campus and facilities to ensure it meets the expectations of the next generation of university applicants.

Growth in research activity and outputs will be an important factor in ensuring the Group develops and matures as an academic institution, and therefore it is working towards achieving Research Degree Awarding Powers (RDAP).

The Group has received approval of its Access and Participation Plan 2020/21 to 2024/25 from the Office for Students (OfS).

In 2023/24 the Group has spent £10.4m on student access and participation measures such as continuing to offer bursaries to re-enrolling students.

Trade Union Facility Time

The Group is required to report on Trade Union Facility Time under the Trade Union (Facility Time Publication Requirements) Regulations 2017. The annual reporting period for this data is 1 April 2023 to 31 March 2024.

Number of employees who were relevant union officials during the relevant period	9
Full time equivalent employee number	7.27
Percentage of time spent on facility time	Number of employees
0%	-
1%-50%	10
51%-99%	-
100%	-
Percentage of pay bill spend on facility time	
Total cost of facility time	£30k
Provide the total pay bill	£32,016k
Percentage of the total pay bill spent on facility time	0.09%
Paid trade union activities	
Hours spent on facility time	714
Hours spent on paid trade union activities	250
Time spent on trade union activities as a percentage of total paid facility time hours	35%

Principal risks and uncertainties and financial risk management

The Group has in place a risk register which is regularly reviewed by the Executive Committee and is overseen by the Audit and Risk Committee. Any changes to existing risks, including the impact, likelihood and mitigating actions taken, are reported to the Board. The key risks identified are informed by the Group's strategic plan and are also linked to the internal audit planning process. The risk register includes a system of scoring designed to assess the likelihood and impact of the risks identified. In this way the register identifies for each risk:

- the current risk (before any mitigating actions are undertaken);
- the mitigating actions identified and the senior manager responsible; and
- the target risk (assuming that such actions are undertaken and successful).

This method allows the Audit and Risk Committee and senior managers to monitor the mitigations required. Outlined below are the principal risks together with the mitigating actions identified.

Fail to recruit sufficient students

Robust digitally focused marketing is delivered to a diverse market and increasingly efficient recruitment processes are developed. Strategic plans for growth are progressed via a robust planning process including the assessment of individual subject areas and markets. Portfolio development is a priority. Improved national reputation, brand and visibility is carefully articulated through each successive marketing campaign. Capital investments to support the delivery of the Group's strategic growth plan are prioritised in the resource allocation process.

Fail to mitigate risks related to partnership activity

A strategic review of partnerships is undertaken including limiting the number of UK partners and introducing student number caps. Robust scrutiny of all partnership proposals includes due diligence checks, financial review and Board approval where required. Partnership approval processes are compliant with the QAA Quality Code. A Partnership Management Group is established for each partner to monitor the performance of each partner.

Fail to mitigate or respond to cyber security or other attacks on IT infrastructure and systems

Proactive threat reviews are undertaken and immediate patching initiated for risks identified. Regular cyber-focus communications are delivered to all systems users. Baselineing of the Group's cyber risk profile is undertaken through the sector agency JISC, along with penetration testing.

Fail to ensure financial sustainability

Robust procurement processes and regular review of major service contracts and other large expenditure are undertaken to deliver value for money. Prudent financial planning is ongoing with reference to banking covenants. Continued focus on protection of cash balances to support investment opportunities but also to provide contingency funds. The Board review and approve all externally submitted annual financial returns and forecasts to support financial sustainability for the next 5 years.

Fail to comply with regulatory or legal requirements.

The process of redesigning works and key business pathways is being undertaken to ensure a more robust flow of information and improve overall data quality. This ensures timely, accurate and complete data can be submitted to key regulators and partners.

Approved by the Board and signed by its order by



Mr J Kirk
Company Secretary

27 November 2024

University of Suffolk Ltd

Directors' report for the year ended 31 July 2024

Directors

The directors who held office during the year and up to the date of signing the financial statements are listed on page 1 of the annual report.

Financial risk management

The directors consider the key business risks and uncertainties affecting the Group. The current key risks are identified and discussed within the Strategic report.

Employee involvement and equal opportunities

The Group is fully committed to a policy that provides all employees with equality of opportunity for employment, career development and selection on the basis of ability, qualifications and suitability for the job. Senior management, managers and employees are required to promote equality of opportunity and to take full account of the policy in their day-to-day work.

The Group values the diversity of those studying and working at the institution and it is committed to developing policies, processes and teaching and learning practices to tackle inequality and exclusion. The Group has an established Equality, Diversity and Inclusion Committee and has put in place monitoring mechanisms to understand the impact of our policies and procedures on students and staff. This includes collecting data on all protected characteristics as defined by the Equality Act 2010. The Group publishes an annual Equality and Diversity Report on its website, alongside with annual Gender Pay Gap Reports.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned: the University is a "two ticks" employer. In the event of members of staff becoming disabled, all reasonable steps are taken to ensure that their employment with the Group continues and that appropriate training and/or reasonable adjustments to their employment conditions are arranged.

Consultation with employees takes place through a number of meetings throughout the year, with the aim of ensuring that their views are taken into account when decisions are made that are likely to affect their interests and that all employees are aware of the general progress of the company as a whole.

Consultative meetings include formal consultation with trade union representatives, periodic attendance by senior managers at local team meetings, all staff forums and project specific group work. The Group undertakes a biennial staff survey which seeks the views of staff about a wide range of issues affecting their employment; results and subsequent action plans are published widely.

Vice-Chancellor's Remuneration

The Group's Remuneration Committee determines and reports to the Board on the salary of the Vice-Chancellor and other members of the Executive. No individual is present for a discussion which involves the determination of their own salary. The Committee determines that the salary of the Vice-Chancellor is appropriate to the institutional context, size, and the responsibilities of the role. In addition, the Committee considers the public interest in all forms of payment made to senior staff. The agreed salary of the Vice Chancellor allows for cost of living rises in line with national agreement on increases for the sector. Performance of the Vice-Chancellor is monitored by objectives which are reviewed by the Remuneration Committee.

Directors' third-party indemnity provision

A qualifying third-party indemnity provision as defined in section 234 of the Companies Act 2006 is in force for the benefit of each of the directors in respect of liabilities incurred as a result of their office, to the extent permitted by law. In respect of those liabilities for which directors may not be indemnified, the company maintained a directors' and officers' liability insurance policy throughout the financial year, and at the date of approval of the financial statements.

University of Suffolk Ltd

Directors' report for the year ended 31 July 2024

Disclosure of information to auditors

Each of the directors in office confirm that, so far as they are aware, at the date of signing these financial statements there is no relevant audit information of which the company's auditors are unaware. They also confirm that they have taken all steps they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent auditors

On 28 March 2024 our auditor, SB Audit LLP, merged with Sumer Auditco Limited. Accordingly, SB Audit LLP formally resigned as the Company's auditors with the Directors duly appointing Sumer Auditco Limited to fill the vacancy arising. The auditor, Sumer Auditco Limited, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Other matters

The Directors have had regard to the need to foster the Group's business relationships with suppliers, customers and others as set out in the Strategic report and Statement for public benefit, which also includes performance in relation to energy usage and environmental sustainability.

Statement of the Board of Directors responsibilities in respect of the Annual report and the financial statements

The Board of Directors are responsible for preparing the Annual report and the financial statements in accordance with the requirements of the Office for Students' terms and conditions of funding for higher education institutions and Research England's terms and conditions of grant and applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law they have elected to prepare the Group financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*. The terms and conditions of funding further require the financial statements to be prepared in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education, in accordance with the requirements of the Accounts Direction issued by the Office for Students.

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the University and of their income and expenditure, gains and losses and changes in reserves for that period. In preparing the Group's financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- 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;
- assess the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the Group or to cease operations or have no realistic alternative but to do so.

The Board of Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Group's transactions and disclose with reasonable accuracy at any time the financial position of the Group and enable them to ensure that its financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group and to prevent and detect fraud and other irregularities.

University of Suffolk Ltd

Directors' report for the year ended 31 July 2024

The Board of Directors are also responsible for ensuring that:

- funds from whatever source administered by the Group for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by the Office for Students, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and the Department for Education have been applied in accordance with the terms and conditions attached to them;
- ensuring that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources; and
- securing the economical, efficient and effective management of the Group's resources and expenditure.

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

Availability of financial statements on the web site

The annual consolidated financial statements are available on the University of Suffolk website. The maintenance and integrity of the University website is the responsibility of the Board. The work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the consolidated financial statements since they were initially presented on the web site. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board and signed by its order by



Mr J Kirk
Company Secretary

27 November 2024

University of Suffolk Ltd

Statement of corporate governance and internal control

The University of Suffolk is a company limited by guarantee. The primary documents of governance are the company's Articles of Association, and the principal statutory body of the University is its Board of Directors ("the Board"). All members of the Board are directors of the company under the Companies Act 2006 and are also members of the company. The Articles of Association require that at least half of the Board shall be independent directors and provide for University staff and student representation on the Board.

Principles and ethos of the Group

The Group is committed to the highest standards of governance, which is vital to achieving the organisation's vision and strategic objectives. Throughout its governance and management, the institution subscribes to the Nolan principles which are the basis for the ethical standards expected in public life. The Group also wholeheartedly subscribes to the values and primary elements of the 'Higher Education Code of Governance' (the Code) which was published in September 2020.

Board structure

The Board normally meets four times a year and has three sub-committees: Nominations Committee; Remuneration Committee; and Audit and Risk Committee. The actual number of meetings of the board during the year under review was five.

The Nominations Committee makes recommendations for the appointment of directors and external, co-opted members of the Board's sub committees (who are not directors of the company). The committee met three times during the year.

The Remuneration Committee determines the annual remuneration and conditions of senior staff, including the Vice-Chancellor and Chief Executive Officer. The Remuneration Committee is also responsible for recommending general changes in pay and conditions to the Board. The committee met once during the year.

The Audit and Risk Committee met four times during the year. Its main duties include:

- To prepare an annual report for submission to the Board on the work of the Audit and Risk Committee, including an opinion on the effectiveness of internal control, the arrangements in place to promote economy, efficiency and effectiveness and value for money and assurances over the processes for risk management and data quality.
- To advise the Board on risk management through the review of the risk register and other activities.
- To advise the Board on its conclusions on whether adequate arrangements are in place to promote value for money initiatives.
- To review the effectiveness of financial and other internal control systems, including oversight of the institution's policy on fraud and irregularity and anti-bribery.
- To monitor the effectiveness of internal and external audit, and co-ordinate the activity of the internal and external auditors.
- To make recommendations to the Board on the appointment of the External Auditor and, if necessary, on their dismissal.
- To approve the External Auditor's report on the nature and scope of the audit and to receive and consider the External Auditor's management letter in connection with the audit of the Financial Statements and the management response.
- To advise on the appointment of the Internal Auditor and, if necessary, on their dismissal.
- To approve the internal audit programme with reference to the risk register, and to review the work of the Internal Auditor and receive an annual report prepared by the Internal Auditor.

Academic authority for the Group is overseen by the Senate. The Senate is responsible for the promotion of academic work both in teaching and research, for the regulation of educational arrangements and for the maintenance of academic discipline.

University of Suffolk Ltd

Statement of corporate governance and internal control

Statement of internal control

The Board is responsible for the company's system of internal control and for reviewing its effectiveness. Such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

As part of the process for identifying, evaluating and managing the Group's significant risks, a comprehensive review of the risk register is undertaken by the Audit and Risk Committee and the Executive Committee, and the outcomes reported to the Board for review and action where necessary.

The key elements of the University's system of internal control, which is designed to discharge the responsibilities in relation to business, operational, compliance and financial risks, include the following:

- clear definitions of the responsibilities of, and authority delegated to, heads of academic departments and professional services;
- a short and medium term planning process, supplemented by detailed annual income, expenditure and capital budgets;
- regular reviews of key performance indicators and reviews of financial performance involving variance reporting and updates of financial outturns;
- integration of risk management into normal business processes with alignment to the strategic objectives of the institution;
- defined and formalised requirements for the approval and control of expenditure, with investment decisions involving capital or revenue expenditure being subject to appraisal and review according to approval levels set by the Board;
- a professional internal audit team whose annual programme is approved by the Audit and Risk Committee;
- a risk register which is scored according to the likelihood and impact of the key risks, which are informed by the strategic plan and linked to the internal audit planning process.

As part of the review of the effectiveness of the system of internal controls, plans are put in place to address any weaknesses identified and ensure continuous improvement of the system of internal controls as necessary. The effectiveness of the system of internal controls is reviewed at least annually by the Audit and Risk Committee, informed by the work of the internal auditor.

Proper allocation of funds

The directors of the Board have taken reasonable steps to:

- ensure that funds originating from the Office for Students are used only for the purposes for which they have been given and in accordance with the terms and conditions of funding between the Office for Students and institutions and any other conditions that the OfS may prescribe from time to time;
- ensure that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources;
- safeguard the assets of the Group and to prevent and detect fraud and other irregularities; and
- secure the economic, efficient, and effective management of the Group's resources and expenditure.

University of Suffolk Ltd

Statement of corporate governance and internal control

Going concern

The directors have prepared projections in support of the Group's cash requirements in addition to its on-going compliance with the terms of its bank facilities. The directors have given this matter careful consideration and, cognisant of the above matters, the Board is satisfied that the Group has adequate resources to continue in operation for at least twelve months from the date of this report. For this reason, the going concern basis continues to be adopted in the preparation of the financial statements.

Approved by the Board and signed by its order by



Mr J Kirk
Company Secretary

27 November 2024

University of Suffolk Ltd

Statement of public benefit

The University of Suffolk is a company limited by guarantee and is an exempt charity under the terms of the Charities Act 2011.

In setting and reviewing the Group's objectives and activities, the Board has had due regard to the Charity Commission's guidance on the reporting of public benefit and particularly to its supplementary public benefit guidance on the advancement of education. This statement recognises the reporting requirements introduced by the Office for Students as the principal regulator of English higher education institutions under the Charities Act 2011.

Vision and Mission

The Group's strategy, vision and mission is laid out in its publication 'Transforming Lives and Our Region'. The Group's mission is to transform lives and its region through education, training, research, business and community engagement.

The Group's objects include the following:

- the advancement of education, learning and research for the public benefit;
- to collaborate with other institutions in advancing, providing and delivering education and to contribute to the growth and change of learning needs in Suffolk and beyond including, without limitation, by drawing together academic, technological, pedagogic and professional expertise;
- to promote academic and applied research and all other types of research, teaching, scholarship and knowledge transfer;
- to support, aid and assist in any way the activities of other charitable institutions concerned with the advancement of education, learning and research for the public benefit.

Of the 12 specific categories of charitable purposes set out in the Charities Act 2011, the University makes a significant contribution in the following areas:

- the advancement of education
- the advancement of health or the saving of lives
- the advancement of citizenship or community development
- the advancement of the arts, culture, heritage or science
- the advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity
- the advancement of environmental protection or improvement

Examples of the charitable nature of the University's activities are set out below.

- The University undertakes teaching and research under a wide range of academic subject areas.
- The University freely produces reports and publishes research findings in a range of different formats which are widely disseminated and accessible by the general public.
- Graduates of the University subsequently work in the NHS, government, charities and other not for profit organisations, continuing to the broad charitable aims supported by the University.
- The University, working with partners, has played a lead role in establishing the UK's first Integrated Care Academy (ICA) on its campus. Working with a range of NHS and local authority partners, the ICA is a centre of excellence for integrated health and social care practices, aiming to deliver positive benefits to its local communities across Suffolk and North East Essex.

The University actively pursues its charitable objectives by means of a variety of direct and indirect routes. The University's direct beneficiaries are undergraduate and postgraduate students and those who benefit from the research undertaken at the University.

University of Suffolk Ltd

Statement of public benefit

The Group is recognised for the significant contributions it makes to meeting the strategic goals of Ipswich and Suffolk.

By working to attract and retain talent and taking on a key role in bringing organisations together, the Group acts as a major driver of the economic development of the region. Through its work with partners, the Group has been directly involved in establishing and supporting a number of new centres of innovation and opportunities for development in traditional and emerging sectors in Ipswich and Suffolk.

The University of Suffolk is a civic university which continues to play a key role in the redevelopment of Ipswich and, through its work with local young people, encourages many from non-traditional backgrounds to engage with higher education, supporting them to positive destinations following their time at university.

Values

The values of the Group are set out below.

- **Transformational:** We believe in the power of education to deliver positive change for the individuals and communities we work with.
- **Inclusive:** We are a community built on respect, fairness and compassion. We debate our differences sensitively and celebrate the strength and creativity that a diverse community gives us.
- **Creative:** We dare to challenge established beliefs, generate new ideas and strive to change the communities we serve. We are innovative in finding new ways and solutions to advance the boundaries of knowledge and address real-life issues.
- **Empowering:** We inspire our students and staff to be the best they can be and support them to realise their potential and goals.
- **Collaborative:** We thrive through inclusive, trusting and supportive relationships which builds a sense of community and mutual responsibility and helps to achieve our shared goals.
- **Professionalism and service:** We strive to deliver the highest standards of service and scholarship, both internally between academics and professional services colleagues, and externally between all University staff.

Access and participation

The aims and activities of the Group are for the public benefit, such benefits must be for the general public, or at least a wide and appropriately defined section of the public. It is important that the opportunity to benefit is not unreasonably restricted. This is assessed by the Office for Students through its approval of each institutions' Access and Participation Plan (APP).

The Group is particularly aware of the need to ensure that people from all backgrounds can participate in, and benefit from its activities. For this reason, the Group has put in place a range of activities designed to widen participation to students that might not otherwise benefit.

Widening participation continues to be central to the mission of the Group, and the profile of its student population reflects this. The Group has a high proportion of under-represented students, and there is a broad mix of students across the undergraduate student body. The Group actively liaises with schools and colleges to give potential applicants an insight into university life and offers financial and non-financial support measures to support student access, success and progression.

University of Suffolk Ltd

Statement of public benefit

Value for money

The institution's Audit and Risk Committee is presented with an annual report on value for money by the Executive Committee to assist it in reaching its conclusions on the adequacy and effectiveness of the University's arrangements.

The Group seeks to deliver value for money across all its activities and to all its stakeholders. A particularly high level of focus is placed upon the services delivered to students and their overall experience whilst at the University. Ensuring value for money is received by students is a high priority for the Group. The quality of learning and teaching and student support is a key component of the drive to deliver high levels of student satisfaction and graduate employability. This is reflected in the key performance indicators monitored by the Board.

Remuneration Policy

In setting the remuneration policy of the institution the Board is cognisant of the guidance issued by the OfS relating to the consideration of the public interest in the reward and payment of staff.

Modern Slavery and Human Trafficking

In accordance with the Modern Slavery Act, we have published a statement on our website in relation to Modern Slavery and Human Trafficking to accompany our financial statements. The Group has a zero-tolerance approach to modern slavery and is committed to improving our practices to combat slavery and human trafficking.

Community engagement

The University has at the heart of its mission a responsibility to be a model for a new type of university – embedded, influential and a focus of societal and economic change in the communities it serves. Its network is reaching out to communities locally, nationally and across the globe, connecting with people and organisations to create relationships, collaborations and partnerships that can make a real difference.

In an innovative partnership with the NHS, the University has established the University of Suffolk Dental CIC; a social enterprise which is delivering NHS dental care to the local population to help address a substantial shortfall in NHS dentists.

Sustainability policy

The Academic Year 2023/24 has brought significant challenges to both the Higher Education sector and the Group, as we continued to navigate the impacts of inflation, rising living costs, geopolitical conflicts, climate change, and the rapid loss of nature. In response, our Vice Chancellor declared this the "Year of Sustainability," reaffirming our deep commitment to sustainability as a fundamental part of our mission and operations. Throughout the year, we have continued to identify and address sustainability-related risks and opportunities across our value chain to ensure the long-term resilience of our institution and the communities we serve.

Our efforts are closely aligned with the United Nations Sustainable Development Goals (SDGs), emphasizing our focus on decarbonization, enhancing campus biodiversity, and integrating sustainable practices into teaching, research, and knowledge exchange. The Group's Sustainability Vision, Policy, and Strategy demonstrate our commitment to achieving sustainable development outcomes, guided by these global goals. Our Sustainability Policy, available at <https://www.uos.ac.uk/sustainability>, outlines our objectives, targets, and Key Performance Indicators (KPIs), which include:

- Compliance with all relevant regulations and legislation.
- Embedding sustainability within all aspects of Group strategy, decision-making, and activities, ensuring awareness among staff, students, and stakeholders.
- Reducing carbon and greenhouse gas emissions in line with our KPIs and Climate Carbon Action Plan, aiming for Scope 1 and 2 decarbonization by 2030 and net-zero Scope 3 emissions by 2050.
- Applying the waste management hierarchy to improve recycling rates and achieve zero waste to landfill.

University of Suffolk Ltd

Statement of public benefit

- Setting minimum sustainability standards for campus development and maintenance, focusing on water and energy efficiency, and promoting the circular economy.
- Identifying and implementing biodiversity opportunities as outlined in the Biodiversity Plan, with a target of 30% by 2030.
- Supporting and facilitating sustainable travel and transport for staff and students as detailed in the Travel Plan.

For the academic year 2023/2024, the University achieved a total of 87.77 tCO₂^e for all currently measured scopes, inclusive of waste and water, of which 29.43 tCO₂^e were Scope 1 and 2 emissions. The following sections highlight our key performance metrics this year and more significant initiatives.

Utilities

Spend on utilities, including water was £1,016,324 in 2023/24, a 29.8% decrease from £1,448,686 the previous year. The mild winter led to lower heating requirements, while the cooler summer reduced the demand for air conditioning. These conditions, coupled with more favourable energy prices, and energy efficiency measures, contributed to an overall decrease in energy consumption and therefore cost.

The price inflation that dominated most of 2022/23 saw the beginning of the academic year experiencing a greater cost stability where we saw notably lower prices for gas and electricity, with a winter peak of electricity at 0.33p/kWh, and a summer variation of 0.31p/kWh. For gas, the year opened with the continuance of a price insulation of 4.1 p/kWh fixed under a 3-year contract. This contract expired mid 2024 with new price now set at 7.4 p/kWh. Once more the campus building portfolio has increased with the new dentistry facilities in the James Hehir building increasing campus footfall and energy demand.

Our water consumption over the academic year was 34,035 m³, costing £62,271 and resulting in a total carbon equivalent of 6,424 kg CO₂^e. There was a 38% increase in water consumption across campus, a proportion of this cost increase can be attributed to the opening of the Dentistry and the Mix bar in the James Hehir building and represents an expected uptick that correlates to water use prior to the previous James Hehir bar being closed.

Electricity and Gas Consumption

The overall combined contracted utilities consumption figures (less tenanted buildings and spaces) for gas and electricity 2023/24 was 4,459,021 kWh, an increase in energy consumption of 14.9% from last year's usage.

Of which:

- 2,685,443 kWh electricity was supplied from EDF off-site OFGEM certified renewable energy guarantee of origin (REGO).
- 1,668,876 kWh was gas.

And

- an additional 104,702 kWh of electricity was generated from on-site solar PV array renewables, a 50% increase in on site generation from 2022/23.

Electricity and Gas Emissions

For Scopes 1, 2 and 3 all emissions data has been calculated using the extant set of DEFRA Greenhouse Gas Conversion factors and renewable energy reporting discounted in accordance with advice laid out within the Streamlined Carbon and Energy Reporting under government regulations.

- The annual quantity of scope 1 emissions in tonnes of total carbon dioxide equivalent from the use of gas during the reporting period was 29.43 tCO₂^e
- The annual quantity of scope 2 emissions in tonnes of total carbon dioxide equivalent from the use of electricity during the reporting period was zero.
- The annual quantity of scope 3 emissions associated with transmission and distribution is 49.04 tCO₂^e

University of Suffolk Ltd

Statement of public benefit

The total for Scope 1 and 2 emissions amounted 29.43 tCO₂^e. A decrease of 82% on last year's emissions and a 99% reduction against our 2009/10 baseline of 2,704 tCO₂^e.

As part of our drive towards decarbonisation of scope 1 and 2 emissions by 2030, step change targets for the academic year 2023/24 sought to ensure:

- Target 1: Reduction in carbon emissions for scope 1 and 2 by 70% against the 2009/10 baseload. *The University has realised a 98% reduction against the baseline.*
- Target 2: Operational emission of GHG per m³ of gross internal area is no greater than 21 kgCO₂. The calculated operational emission is 2.79 kgCO₂e/m³ a 45.5% decrease on last year's performance.
- Target 3: Emissions per FTE Staff and Student Ipswich Campus no greater than 160 kgCO₂. The calculated emissions per head are 40.08 kgCO₂e.

Waste

Total waste mass for 2023/24 decreased from 148.20 tonnes of total waste to 119.76 tonnes, of which 93.42% was recycled and 4.8% sent to landfill. Total waste produced 3.78t CO₂e carbon emissions. An additional 3.37t of furniture was diverted fully from the waste stream, through our value retention programme saving 2.07 tCO₂^e

Sustainability Headlines

This year has marked significant progress in sustainability, highlighted by the investment and installation of the IQVision Building Management System (BMS). This upgrade will enhance management of space heating and cooling and supports broader sustainability goals. The year was also marked by a strong focus on space utilisation and campus master-planning, reinforcing the institution's commitment to sustainable and rational building usage. Other significant output included:

Energy Management

In addition to the BMS upgrade a further roll out of the LED lighting programme saw a full install to the remainder of the Arts building and the Atrium.

Switch Off Campaign: The "Switch Off Campaign," running from February 1st, 2024, to March 15th, 2024, led to an 18% reduction in energy use compared to the baseline period from November 13th, 2023, to January 4th, 2024.

Awards and Nominations

People and Planet - top ten in the University Sector for Waste and Recycling 2023/24
East Anglia Daily Times shortlisted for the Environmental and Sustainability Award 2024

Engagement Drive

A total of 412 participants—269 staff, 97 students, and 46 external guests—took part in 13 training events covering various topics like climate literacy and waste management. These sessions aimed to embed sustainability deeper into Institutional awareness, exchange knowledge and understanding and enhance campus operations and processes.

Procurement

Responsible procurement for sustainability and social value was embedded into both the soft and hard facilities management contract tender process. The requirements for carbon reduction commitments and evidence action planning are in line with the group key performance indicators.

All estates service providers are now required to work towards sustainability management through the NetPositive Supplier Engagement tool and complete and work towards Sustainability Action Plans as part of contract management.

University of Suffolk Ltd

Statement of public benefit

Waste

Prioritising existing assets and procuring assets with longer lifecycles to reduce waste, selecting products and equipment that are easily repairable and choosing materials and products with high recyclability to reduce landfill waste.

Reinvigoration of our Food Waste Campus Composting Initiative, with a refocus on the facilities management in partnership with our soft facilities management provider.

Biodiversity

Completion of the Wellbeing Garden has led to increased use by staff and hosted student-focused events, including mental health support and course leader one-on-one sessions. Additionally, the garden has provided extracurricular opportunities for learning about sustainable food systems, fostering campus cohesion and a sense of community belonging.

Four interpretive signs have been installed as part of a trail across key green spaces on campus, offering information on local species and the benefits of biodiversity. These signs will be integrated into a broader campus tour engagement initiative planned for 2024/25.

Approved by the Board and signed by its order by



Mr J Kirk
Company Secretary

27 November 2024

INDEPENDENT AUDITOR'S REPORT TO BOARD OF DIRECTORS

Opinion

We have audited the Group and University consolidated financial statements ("the consolidated financial statements") for the year ended 31 July 2024 which comprise the Group and University Statement of comprehensive income and expenditure, Group and University Statement of financial position, Consolidated Statement of cash flow and Group and University Statement of changes in reserves, and related notes, including the Statement of accounting policies.

In our opinion, in all material respects:

- the consolidated financial statements give a true and fair view of the state of the Group and University's affairs as at 31 July 2024, and of the Group and University's income and expenditure, gains and losses and changes in reserves, and of the Group Statement of cash flows, for the year then ended. They should also take into account relevant statutory and other mandatory disclosure and accounting requirements and the requirements of the OfS and of Research England and of other funders;
- the consolidated financial statements have been properly prepared in accordance with UK accounting standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland, and with the Statement of Recommended Practice – Accounting for Further and Higher Education;
- the consolidated financial statements have been prepared in accordance with the requirements of the Companies Act 2006;
- funds from whatever source administered by the Group for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by the Office for Students, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and the Department for Education have been applied in accordance with the terms and conditions attached to them;
- the requirements of the Accounts Direction issued by the Office for Students have been met.

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 consolidated financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated 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.

University of Suffolk Ltd

Independent Auditor's Report

Conclusions relating to going concern

In auditing the consolidated financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the consolidated 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 entity's ability to continue as a going concern for a period of at least twelve months from when the consolidated financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the Strategic report, Directors' report, Statement of corporate governance and internal control Statement of public benefit. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the consolidated financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Strategic report and the Directors' report for the financial year for which the consolidated financial statements are prepared is consistent with the consolidated financial statements; and
- the Strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

University of Suffolk Ltd

Independent Auditor's Report

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic report or Directors' report.

We have nothing to report in respect of the following matters in relation to which 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 consolidated financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We also have nothing to report in respect of the following matters in relation to which the Office for Students accounts direction requires us to report, where:

- the University's grant and fee income, as disclosed in the note to the accounts has been materially misstated; or
- the University's expenditure on access and participation activities for the year has been materially misstated.

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on pages 7 & 8 the directors are responsible for the preparation of the consolidated financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the directors are responsible for assessing the University'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 directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

University of Suffolk Ltd

Independent Auditor's Report

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements are as a whole 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 consolidated 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:

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the consolidated financial statements from our general commercial and sector experience, through discussion with the directors (as required by auditing standards), inspection of the company's regulatory and legal correspondence and discussed with the directors the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the consolidated financial statements varies considerably.

Firstly, the Group is subject to laws and regulations that directly affect the consolidated financial statements including financial reporting legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related consolidated financial statement items.

Secondly, the Group is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the consolidated financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: compliance with the requirements of the Office for Students, Ofsted, UK Border Agency requirements and UK Visas and Immigration rules, health and safety, building regulations, corporate governance including safeguarding and wellbeing, human rights and employment law, anti-bribery and corruption, and UK GDPR. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: enquiries of management and those charged with governance as to whether the Group complies with such regulations; enquiries of management and those charged with governance concerning any actual or potential litigation or claims, inspection of any relevant legal documentation, review of board minutes, testing the appropriateness of journal entries and the performance of analytical review to identify any unexpected movements in account balances which may be indicative of fraud.

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. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

University of Suffolk Ltd

Independent Auditor's Report

A further description of our responsibilities for the audit of the consolidated financial statements is located on the Financial Reporting Council's website at: <https://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 Group's directors, 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 group'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 Group and its Directors as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Timothy O'Connor (Senior Statutory Auditor)

For and on behalf of:

Sumer Auditco Ltd
Statutory Auditor
820 The Crescent
Colchester Business Park
Colchester
Essex
CO4 9YQ

Date: 28 November 2024

University of Suffolk Ltd
Consolidated and University Statement of Comprehensive Income and Expenditure
Year ended 31 July 2024

	Notes	Consolidated		University	
		2024	2023	2024	2023
		£'000	£'000	£'000	£'000
Income					
Tuition fees and education contracts	1	113,362	121,019	113,362	121,019
Funding body grants	2	6,992	6,840	6,992	6,840
Research grants and contracts	3	864	1,693	863	1,693
Other income	4	12,442	13,622	12,095	13,622
Investment income	5	3,009	1,188	3,009	1,188
Total income before endowments and donations		136,669	144,362	136,321	144,362
Donations and endowments	6	47	37	47	37
Total income		136,716	144,399	136,368	144,399
Expenditure					
Staff Costs - excluding movement on USS provision	7	32,207	29,741	31,967	29,741
Staff Costs - movement on USS provision	7	(20,167)	(4,822)	(20,167)	(4,822)
Other operating expenses	8	86,859	95,642	86,774	95,642
Depreciation and impairment	10	9,688	6,194	8,969	6,194
Loss on disposal of fixed assets	10	-	-	696	-
Interest and other finance costs	9	1,446	1,741	1,446	1,741
Total expenditure	8a	110,033	128,496	109,685	128,496
Surplus before other gains, losses and share of operating surplus / (deficit) of joint ventures		26,683	15,903	26,683	15,903
Gain/(loss) on investments	11b	1,033	(56)	1,033	(56)
Surplus for the year (a)		27,716	15,847	27,716	15,847
Actuarial gain / (loss) in respect of pension schemes	22b	-	(1,954)	-	(1,954)
Total comprehensive income for the year		27,716	13,893	27,716	13,893
Represented by:					
Endowment comprehensive (expenditure) for the year		(11)	(10)	(11)	(10)
Restricted income/(expenditure) for the year		13	(79)	13	(79)
Unrestricted comprehensive income for the year		27,714	13,982	27,714	13,982
		27,716	13,893	27,716	13,893
Isolated effect of USS Pension Provision Movement		£000s	£000s	£000s	£000s
(a) Surplus for the year		27,716	15,847	27,716	15,847
Movement on USS provision (inclusive of interest and other finance costs - see note 9)		(19,659)	(4,033)	(19,659)	(4,033)
Surplus for the year with USS provision movement excluded		8,057	11,814	8,057	11,814

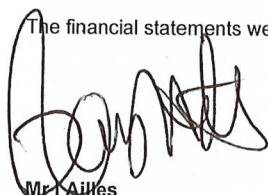
All items of income and expenditure relate to continuing activities.

The accompanying notes and policies on pages 27 to 44 form part of these financial statements.

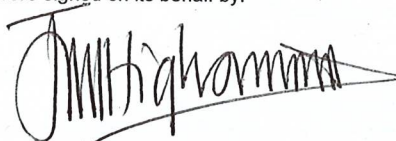
University of Suffolk Ltd
Consolidated and University Statement of Financial Position
As at 31 July 2024

	Notes	Consolidated		University	
		2024 £'000	2023 £'000	2024 £'000	2023 £'000
Non-current assets					
Tangible fixed assets	10	68,260	72,809	67,635	72,809
Investments	11	15,407	9,374	15,407	9,374
Investment in subsidiary	11	-	-	146	-
		<u>83,667</u>	<u>82,183</u>	<u>83,188</u>	<u>82,183</u>
Current assets					
Trade and other receivables	12	28,135	33,870	27,957	33,870
Dental CIC unsecured loan	12	-	-	411	-
Cash and cash equivalents	13	62,721	62,090	62,418	62,090
		<u>90,856</u>	<u>95,960</u>	<u>90,786</u>	<u>95,960</u>
Less: Creditors: amounts falling due within one year	14	<u>(41,076)</u>	<u>(47,995)</u>	<u>(40,527)</u>	<u>(47,995)</u>
Net current assets		<u>49,780</u>	<u>47,965</u>	<u>50,259</u>	<u>47,965</u>
Total assets less current liabilities		<u>133,447</u>	<u>130,148</u>	<u>133,447</u>	<u>130,148</u>
Creditors: amounts falling due after more than one year	15	(47,609)	(52,367)	(47,609)	(52,367)
Provisions					
Universities Superannuation Scheme provision	16	-	(19,659)	-	(19,659)
Enhanced Pension provision	16	(612)	(612)	(612)	(612)
Total net assets		<u>85,226</u>	<u>57,510</u>	<u>85,226</u>	<u>57,510</u>
Restricted Reserves					
Income and expenditure reserve - endowment reserve	17	38	49	38	49
Income and expenditure reserve - restricted reserve	17	27	14	27	14
Unrestricted Reserves					
Income and expenditure reserve - unrestricted		85,161	57,447	85,161	57,447
Total Reserves		<u>85,226</u>	<u>57,510</u>	<u>85,226</u>	<u>57,510</u>

The financial statements were approved by the Board of Directors and were signed on its behalf by:



Mr Ailes
Chair of Board of Directors



Professor J Higham
Vice-Chancellor and Chief Executive Officer

Date: 27 November 2024

The accompanying notes and policies on pages 27 to 44 form part of these financial statements.

University of Suffolk Ltd
Consolidated Cash Flow Statement
Year ended 31 July 2024

	Notes	2024 £'000	2023 £'000
Cash flow from operating activities			
Surplus for the year		27,716	15,847
Adjustments			
Depreciation and impairment	10	9,688	6,194
Decrease in debtors	12	5,735	10,007
(Decrease) in creditors	14/15	(6,693)	(5,766)
(Decrease) in other provisions	16	(19,659)	(4,169)
Adjustment for investing or financing activities			
Investment income	5	(3,009)	(1,188)
Interest payable	9	1,446	1,741
Capital grant income		(4,653)	(3,807)
Non-current investment fair value adjustments	11b	(1,033)	56
Net cash inflow from operating activities		9,538	18,915
Cash flows from investing activities			
Capital grant receipts		350	2,729
Non-current investment acquisitions		(5,000)	-
Payments made to acquire fixed assets	10	(5,139)	(2,251)
Net cash inflow/(outflow) from investing activities		(9,789)	478
Cash flows from financing activities			
Interest paid	9	(1,446)	(1,741)
Interest received	5	3,009	1,188
Repayments of amounts borrowed	15	(681)	(647)
Net cash inflow/(outflow) from financing activities		882	(1,200)
Increase in cash and cash equivalents in the year		631	18,193
Cash and cash equivalents at beginning of the year	13	62,090	43,897
Cash and cash equivalents at end of the year	13	62,721	62,090

The accompanying notes and policies on pages 27 to 44 form part of these financial statements.

University of Suffolk Ltd
Consolidated and University Statement of Changes in Reserves
Year ended 31 July 2024

Consolidated	Income and expenditure account			Total £'000
	Endowment £'000	Restricted £'000	Unrestricted £'000	
Balance at 1 August 2022	59	93	43,465	43,617
Surplus / (deficit) from the income and expenditure statement	(10)	(79)	15,936	15,847
Other comprehensive income	-	-	(1,954)	(1,954)
Total comprehensive income / (expenditure) for the year	(10)	(79)	13,982	13,893
Balance at 1 August 2023	49	14	57,447	57,510
Surplus / (deficit) from the income and expenditure statement	(11)	13	27,714	27,716
Other comprehensive income	-	-	-	-
Total comprehensive income / (expenditure) for the year	(11)	13	27,714	27,716
Balance at 31 July 2024	38	27	85,161	85,226

University	Income and expenditure account			Total £'000
	Endowment £'000	Restricted £'000	Unrestricted £'000	
Balance at 1 August 2022	59	93	43,465	43,617
Surplus / (deficit) from the income and expenditure statement	(10)	(79)	15,936	15,847
Other comprehensive income	-	-	(1,954)	(1,954)
Total comprehensive income / (expenditure) for the year	(10)	(79)	13,982	13,893
Balance at 1 August 2023	49	14	57,447	57,510
Surplus / (deficit) from the income and expenditure statement	(11)	13	27,714	27,716
Other comprehensive income	-	-	-	-
Total comprehensive income / (expenditure) for the year	(11)	13	27,714	27,716
Balance at 31 July 2024	38	27	85,161	85,226

The accompanying notes and policies on pages 27 to 44 form part of these financial statements.

University of Suffolk Ltd

Statement of Accounting Policies

Year ended 31 July 2024

Basis of preparation

These financial statements are prepared on a going concern basis, in accordance with the historical cost convention and in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019 and FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102). The University of Suffolk Ltd ("the University" or "the company") is a company domiciled in the UK. The currency used in the financial statements is pound sterling and the figures have been rounded to the nearest thousand, unless otherwise stated. The University is a public benefit entity and therefore has applied the relevant public benefit requirements of FRS102.

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements. On first time adoption of FRS102, the company has not retrospectively changed its accounting under old UK GAAP for accounting estimates.

Judgements made by the directors, in the application of these accounting policies that have a significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are discussed in note 24.

The Institution has taken the exemption under section 3.3 of the SORP (1.12(b) of FRS102) to not produce a cash flow statement for the Institution in its separate financial statements.

Basis of consolidation

The consolidated financial statements include the University of Suffolk Ltd and its subsidiary, University of Suffolk Dental CIC, for the financial year to 31 July 2024. All intra-group transactions are eliminated on consolidation.

The financial statements do not include those of the students' union, as it is a separate entity in which the company has no financial interest, no control or significant influence over policy decisions. The financial statements have been prepared to conform with the Companies Act 2006, the Office for Students (OFS) Accounts direction to higher education institutions, and also with the Statement of Recommended Accounting Practice (SORP): Accounting for Further and Higher Education 2019, the use of which has been mandated by the terms of the funding arrangements in place between the University of Suffolk and the Office for Students.

Going concern

The directors have prepared projections in support of the company's cash requirements in addition to its on-going compliance with the terms of its bank facilities. The financial position of the company is set out in the strategic report.

The directors have given this matter careful consideration and the Board is satisfied that the University has adequate resources to continue in operation for at least twelve months from the date of this report. For this reason the going concern basis continues to be adopted in the preparation of the financial statements.

Income recognition

Grant funding including funding council block grant, research grants from government sources, and grants (including research grants) from non-government sources are recognised as income when the University is entitled to the income and performance related conditions have been met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

Tuition fees and income from education contracts are stated gross and credited to the income and expenditure account over the period in which students are studying. Bursaries are accounted for gross as expenditure and not deducted from income.

Government capital grants are recognised in income over the expected useful life of the asset to which the grant relates. Other capital grants are recognised in income when the University is entitled to the funds subject to any performance related conditions being met.

Investment income is credited to the income and expenditure account on a receivable basis.

Non-exchange transactions without performance related conditions are donations and endowments. Donations and endowments with donor imposed restrictions are recognised in income when the University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer.

Donations with no restrictions are recognised in income when the University is entitled to the funds.

Investment income and appreciation of endowments is recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms and other restrictions applied to the individual endowment fund.

There are four main types of donations and endowments identified within reserves:

- 1 Restricted donations - the donor has specified that the donation must be used for a particular objective.
- 2 Unrestricted permanent endowments - the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the University.
- 3 Restricted expendable endowments - the donor has specified a particular objective other than the purchase or construction of tangible fixed assets, and the University has the power to use the capital.
- 4 Restricted permanent endowments - the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

University of Suffolk Ltd

Statement of Accounting Policies

Year ended 31 July 2024

Gifts in kind, including donated tangible fixed assets

Gifts in kind are reflected in 'other income' or 'deferred capital grants' as appropriate.

Agency arrangements

Funds that the University receives and disburses as a paying agent on behalf of a funding body are excluded from the income and expenditure of the University where it is exposed to minimal risk or enjoys minimal economic benefit related to the transaction. Disclosures in relation to these arrangements are included in note 21 to the financial statements.

Long-term loans

Loans are initially recognised at transaction price including transaction costs and subsequently measured at amortised cost using the effective interest method.

Taxation

The University is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the test set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the University is exempt from taxation in respect of income or capital gains received within categories covered by section 287 CTA 2009 and section 471, and 478-488 CTA 2010 or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of value added tax (VAT). Irrecoverable value added tax on inputs is included in the costs of such inputs. Any irrecoverable VAT allocated to tangible fixed assets is included in their cost.

Tangible fixed assets

Tangible fixed assets are stated at historic purchase cost less accumulated depreciation. The cost of tangible fixed assets is their purchase cost together with any incidental costs of acquisition. Donated tangible fixed assets are included at deemed cost based on a valuation at the date of donation.

Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the Accounting for Further and Higher Education 2019, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation. Under first-time adoption to FRS102, the University has elected to use this fair value as deemed cost.

Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual value, over the expected useful economic lives of the assets in equal annual instalments at the following principal rates:

Freehold buildings	2.0% - 2.5%
Building refurbishments	12.5% - 25%
Fixtures, fittings and equipment	12.5% - 25%
Computer equipment	25%

Freehold land, heritage assets, and assets in the course of construction are not depreciated.

Where parts of a fixed asset have different estimated useful lives, they are accounted for as separate items of fixed assets.

The depreciation of the Tangible Fixed Assets related to The Hold are being depreciated over 98 years. This is in line with the lease contracts under which they were created.

Inherited fixed assets

Assets inherited from Suffolk New College are stated in the balance sheet at their fair value on transfer based on depreciated replacement cost.

Acquisition with the aid of specific grants

Where assets are acquired with the aid of specific government grants, they are capitalised and depreciated. The related grants are credited to a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related assets.

Repairs and maintenance

Expenditure to ensure that a tangible fixed asset maintains its previous standard of performance is recognised in the income and expenditure account in the period it is incurred. The company has a planned maintenance programme, which is reviewed on an annual basis.

University of Suffolk Ltd

Statement of Accounting Policies

Year ended 31 July 2024

Provisions

Provisions are recognised in the financial statements when the company has a present obligation (legal or constructive) as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is discounted to present value where the time value of money is material. The discount rate used reflects current market assessments of the time value of money and reflects any risks specific to the liability.

Accounting for retirement benefits

The company contributes to the Universities Superannuation Scheme (USS) and the Local Government Pension Scheme (LGPS).

USS

With effect from 1 October 2016, the scheme changed from a defined benefit only pension scheme to a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme.

LGPS

The amounts charged to the income and expenditure account are as follows. The current and past service costs and gains and losses on settlements and curtailments are included as part of staff costs. The expected return on assets, net of the impact of the unwinding of the discount on the scheme's liabilities, is shown within interest payable or other finance income. Actuarial gains and losses, including differences between expected and actual return on assets, are recognised immediately in the Statement of Comprehensive Income.

Pension schemes' surpluses, to the extent that they are considered recoverable, or deficits, are recognised in full and presented on the face of the balance sheet.

Accounting for enhanced pension obligations

Liabilities in respect of enhanced pension obligations are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the University's liabilities. The actuarial valuations are updated at each balance sheet date. Movements in the liability are recognised in the income and expenditure account in the period in which they arise.

Employment benefits

Short term employment benefits such as salaries and compensated absences are recognised as an expense in the year in which the employees render service to the University. Any unused benefits are accrued and measured as the additional amount the University expects to pay as a result of the unused entitlement.

Cash and cash equivalents

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty.

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

Operating Leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives are spread over the lease term.

Investments

Investments in associates are carried at cost less impairment in the University's accounts.

Non-current asset investments are held at fair value where this can be readily determined, and cost where no market exists. The fair value movement in non-current investments is recognised in the Statement of Comprehensive Income and Expenditure.

Reserves

Reserves are classified as restricted or unrestricted. Restricted endowment reserves include balances which, through endowment to the University, are held as a permanently restricted fund which the University must hold in perpetuity.

Other restricted reserves include balances where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

Notes to the Accounts
For the year ended 31 July 2024

1 Tuition fees and education contracts

	Consolidated	
	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Tuition fees		
Full-time home and EU students	107,981	112,869
Full-time international students	1,911	2,847
Part-time students	2,227	3,139
Non-credit bearing courses	407	544
	<u>112,526</u>	<u>119,399</u>
Education contracts		
Health Education East of England	629	1,412
Health and Care Professions Council	80	80
Research Training Support Grant	72	56
Other contracts	55	72
	<u>836</u>	<u>1,620</u>
	<u>113,362</u>	<u>121,019</u>

2 Funding body grants

	Consolidated	
	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Recurrent grant		
Office for Students Teaching Grant	5,813	5,428
Office for Students Hardship Funding	-	244
Research England Higher Education Innovation Fund	5	296
Research England Research Grants	137	125
	<u>5,955</u>	<u>6,093</u>
Government agencies		
Department for Education	382	-
National College of Teaching and Learning	141	182
	<u>523</u>	<u>182</u>
Deferred capital grants released in the year		
Buildings	343	393
Equipment	171	172
	<u>514</u>	<u>565</u>
Total funding body grants	<u>6,992</u>	<u>6,840</u>

Notes to the Accounts

For the year ended 31 July 2024

3 Research grants and contracts

	Consolidated	
	Year Ended	Year Ended
	31 July 2024	31 July 2023
	£'000	£'000
Other grants and contracts	864	1,693

Note: Details of grant and fee income

The source of grant and fee income, included in notes 1 to 3 is as follows:

	Consolidated	
	Year Ended	Year Ended
	31 July 2024	31 July 2023
	£'000	£'000
Grant income from the OfS - recurrent	5,813	5,428
Office for Students Teaching Grant	-	244
Grant income from the OfS - deferred capital grant release	514	565
Grant income from other bodies	1,529	2,296
Fee income for taught awards (exclusive of VAT)	112,819	120,323
Fee income from non-qualifying courses (exclusive of VAT)	543	696
Total grant and fee income	121,218	129,552

4 Other income

	Consolidated	
	Year Ended	Year Ended
	31 July 2024	31 July 2023
	£'000	£'000
Deferred capital grants released in the year	4,139	3,242
Project income	-	888
Rent and car park income	426	300
Other income	7,877	9,192
	12,442	13,622

5 Investment income

	Consolidated	
	Year Ended	Year Ended
	31 July 2024	31 July 2023
	£'000	£'000
Income from deposits	3,009	1,188

6 Donations and endowments

	Consolidated	
	Year Ended	Year Ended
	31 July 2024	31 July 2023
	£'000	£'000
Unrestricted donations	17	29
Restricted donations	30	8
	47	37

Notes to the Accounts

For the year ended 31 July 2024

7 Staff costs

	Consolidated	
	Year Ended 31 July 2024	Year Ended 31 July 2023
	£'000	£'000
Staff Costs:		
Salaries	25,741	23,053
Social security costs	2,458	2,171
	<u>28,199</u>	<u>25,224</u>
Movement on USS provision	(20,167)	(4,822)
Other pension	4,008	4,517
Total	<u>12,040</u>	<u>24,919</u>

Emoluments of the Vice-Chancellor:

	Year Ended	Year Ended
	31 July 2024	31 July 2023
	£'000	£'000
Salary		
Performance-related pay	250	248
Total before payments in lieu of pension contributions	2	1
Payments in lieu of pension contributions	252	249
Total	<u>40</u>	<u>40</u>
	<u>292</u>	<u>289</u>

The University's Remuneration Committee determines and reports to the Board on the salary of the Vice-Chancellor and other members of the Executive. No individual is present for a discussion which involves the determination of their own salary. The Committee determines that the salary of the Vice-Chancellor is appropriate to the institutional context, size, and the responsibilities of the role. In addition, the Committee considers the public interest in all forms of payment made to senior staff. The agreed salary of the Vice Chancellor allows for cost of living rises in line with national agreement on increases for the sector. Performance of the Vice-Chancellor is monitored by objectives which are reviewed by the Remuneration Committee on a regular basis.

The University Vice-Chancellor's basic salary is 6.36 times the median pay of staff (2023: 6.72), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the University to its staff.

The Vice-Chancellor's total remuneration is 7.39 times the median total remuneration of staff (2023: 7.72), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the University of its staff.

Remuneration of higher paid staff, excluding employer's pension contributions and redundancy payments:

	Year Ended	Year Ended
	31 July 2024	31 July 2023
	No.	No.
£105,000 to £109,999	1	1
£110,000 to £114,999	-	2
£115,000 to £119,999	1	-
£140,000 to £144,999	1	1
£145,000 to £149,999	1	1
£285,000 to £289,999	-	1
£290,000 to £294,999	1	-

Retirement benefits are accruing to 2 directors (2023: 2) under the Universities Superannuation Scheme (USS). No remuneration was paid to any of the University's Board members for their services as a Board member. A total of £12,426 was paid to or on behalf of 4 Board members for expenses in relation to travel for attendance at meetings (2023: £7,212 for 4 Board members)

	Year Ended	Year Ended	Year Ended	Year Ended
	31 July 2024	31 July 2023	31 July 2024	31 July 2023
	No.	No.	No.	No.
Average staff numbers by major category :	Headcount	Headcount	FTE	FTE
Academic departments	351.1	351.0	300.1	303.7
Academic services	165.0	140.0	135.8	121.2
Administration and central services	156.8	116.0	139.0	108.2
Premises	19.8	18.0	18.8	17.3
	<u>692.7</u>	<u>625.0</u>	<u>593.7</u>	<u>550.4</u>

In addition to the above employee numbers, the University employed an average of 282 casual staff during the year (2023: 125). Included within the above are an average of 14 staff employed by the Dental CIC.

Notes to the Accounts

For the year ended 31 July 2024

7 Staff costs (continued)

Severance payments

During the year the University paid £54k in compensation for loss of office. This was paid to 8 employees. (2023: £75k to 8 employees).

During the year the University conducted a staffing review which has resulted in a provision of £374k for compensation for loss of office for an equivalent FTE of 13.5.

All severance payments including compensation for loss of office in respect of higher paid staff are approved by the Institution's Remuneration Committee. Amounts for compensation for loss of office and redundancy for all other staff are approved by Institution management in accordance with delegated authority.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. Key management personnel at the University of Suffolk are members of the Executive Committee and remunerated members of the Board. Compensation consists of salary and any benefits if applicable, excluding any employer's pension contribution; the amount disclosed below is included within staff costs.

	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Key management personnel compensation	<u>953</u>	<u>965</u>

Access and Participation

Included in staff costs are the following costs related to Access and Participation Plan activities:

	Consolidated		University	
	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Access Investment	636	328	636	328
Disability Support	215	218	215	218
Research and Evaluation	370	326	370	326
	<u>1,221</u>	<u>872</u>	<u>1,221</u>	<u>872</u>

Notes to the Accounts

For the year ended 31 July 2024

8 Analysis of total expenditure

a) Activity	Staff Costs £'000	Depreciation, disposals and impairments £'000	Other operating expenses £'000	Interest and other finance costs £'000	University Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Academic departments	17,296	-	69,194	-	86,490	94,176
Academic services	6,520	-	3,596	-	10,116	10,617
Admin. and central services	7,352	2,192	9,950	-	19,494	13,422
Premises	799	7,473	4,034	938	13,244	11,498
USS provision	(20,167)	-	-	508	(19,659)	(4,033)
Other	-	-	-	-	-	2,816
Year ended 31 July 2024	11,800	9,665	86,774	1,446	109,685	128,496

	Staff Costs £'000	Depreciation, disposals and impairments £'000	Other operating expenses £'000	Interest and other finance costs £'000	Consolidated Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Other	240	23	85	-	348	-
Year ended 31 July 2024	12,040	9,688	86,859	1,446	110,033	128,496

Year ended 31 July 2023	24,919	6,194	95,642	1,741	128,496	
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	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Other operating expenses include:		
External Auditors Fees		
External auditors remuneration in respect of audit services	47	58
External auditors remuneration in respect of subsidiary	13	-
Operating lease rentals		
Other	-	49

b) Access and Participation

	Consolidated		University	
	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Access Investment (i)	8,155	6,238	8,155	6,238
Financial Support	1,433	2,251	1,433	2,251
Disability Support (i)	491	529	491	529
Research and Evaluation (i)	370	326	370	326
	10,449	9,344	10,449	9,344

(i) £1,221k of these costs are already included in the overall staff costs figures included in the financial statements, see note 7.

The access and participation plans can be found on the University website at the following address:

<https://www.uos.ac.uk/content/widening-participation>

9 Interest and other finance costs

	Consolidated Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Loan interest	938	952
Net charge on pension schemes	508	789
	1,446	1,741

Notes to the Accounts
For the year ended 31 July 2024

10 Fixed Assets

	Freehold Land and Buildings £'000	Fixtures, Fittings and Equipment £'000	Assets in the Course of Construction £'000	Heritage assets £'000	Total £'000
Consolidated					
Cost					
At 1 August 2023	88,474	23,995	1,048	239	113,756
Additions	304	874	3,961	-	5,139
Transfers	3,968	987	(4,955)	-	-
At 31 July 2024	92,746	25,856	54	239	118,895
Depreciation					
At 1 August 2023	24,212	16,735	-	-	40,947
Charge for the year	4,804	2,214	-	-	7,018
Impairment	2,670	-	-	-	2,670
At 31 July 2024	31,686	18,949	-	-	50,635
Net book value					
At 31 July 2024	61,060	6,907	54	239	68,260
At 31 July 2023	64,262	7,260	1,048	239	72,809
University					
Cost					
At 1 August 2023	88,474	23,995	1,048	239	113,756
Additions	304	226	3,961	-	4,491
Disposals	(696)	-	-	-	(696)
Transfers	3,968	987	(4,955)	-	-
At 31 July 2024	92,050	25,208	54	239	117,551
Depreciation					
At 1 August 2023	24,212	16,735	-	-	40,947
Charge for the year	4,805	2,191	-	-	6,996
Impairment	1,973	-	-	-	1,973
At 31 July 2024	30,990	18,926	-	-	49,916
Net book value					
At 31 July 2024	61,060	6,282	54	239	67,635
At 31 July 2023	64,262	7,260	1,048	239	72,809

At 31 July 2024, freehold land and buildings included £13.6m (2023 £13.6m) in respect of freehold land that is not depreciated.

The Hold

Included within freehold land and buildings is land upon which The Hold has been constructed. The land has been leased to Suffolk County Council for a period to 2117 at a peppercorn rental, in exchange for a sub-lease for the same period of part of the building back to the University, also at a peppercorn rental. There is a right to renew these leases at the end of the lease term.

Heritage assets

The heritage asset relates to an art installation commissioned and installed by the University in 2011/12. The total cost of £239k has been capitalised and funded by £90k of grant funding. The asset is not depreciated.

Notes to the Accounts

For the year ended 31 July 2024

11 Non current Investments

a) Investment in associate

The University holds 49 £1 shares in Eastern HE Cost Sharing Limited ("EHCS"), a subsidiary of University of Essex. The University has a contract with EHCS to provide internal audit services and has been doing so with effect from the 2015/16 financial year.

Additionally, the University of Suffolk has a 100% owned subsidiary, University of Suffolk Dental Community Interest Company, which has an investment of £146k from the University.

b) Other Investments

	Consolidated		University	
	Year Ended 31 July 2024	Year Ended 31 July 2023	Year Ended 31 July 2024	Year Ended 31 July 2023
	£'000	£'000	£'000	£'000
At 1 August 2023	9,374	9,430	9,374	9,430
Additions	5,000	-	5,146	-
Fair value adjustments - unrealised gains	1,033	(56)	1,033	(56)
At 31 July 2024	<u>15,407</u>	<u>9,374</u>	<u>15,553</u>	<u>9,374</u>
Other investments consist of:				
At fair value:				
Market securities	15,407	9,374	15,553	9,374
	<u>15,407</u>	<u>9,374</u>	<u>15,553</u>	<u>9,374</u>

12 Trade and other receivables

	Consolidated		University	
	Year Ended 31 July 2024	Year Ended 31 July 2023	Year Ended 31 July 2024	Year Ended 31 July 2023
	£'000	£'000	£'000	£'000
Trade receivables	24,786	27,886	24,787	27,886
Prepayments and accrued income	3,349	5,984	3,170	5,984
Dental CIC unsecured loan	-	-	411	-
	<u>28,135</u>	<u>33,870</u>	<u>28,368</u>	<u>33,870</u>

Amounts due from related parties are unsecured, interest free and are repayable on demand (see note 23 to the financial statements for further details).

13 Cash and cash equivalents

Consolidated	At 1 August 2023	Cash Flows	Year Ended
	£'000		31 July 2024
	£'000	£'000	£'000
Cash and cash equivalents	62,090	631	<u>62,721</u>

University	At 1 August 2023	Cash Flows	Year Ended
	£'000		31 July 2024
	£'000	£'000	£'000
Cash and cash equivalents	62,090	328	<u>62,418</u>

Notes to the Accounts

For the year ended 31 July 2024

14 Creditors : amounts falling due within one year	Consolidated		University	
	Year Ended	Year Ended	Year Ended	Year Ended
	31 July 2024	31 July 2023	31 July 2024	31 July 2023
	£'000	£'000	£'000	£'000
Secured loans (note 15)	720	681	720	681
Trade payables	4,141	1,847	3,680	1,847
Capital creditors	133	340	133	340
Amounts due to related parties	30	7	30	7
Social security and other taxation payable	620	607	604	607
Accruals and deferred income	31,249	39,966	31,196	39,966
Other payables	455	554	436	554
Deferred capital grants	3,728	3,993	3,728	3,993
	<u>41,076</u>	<u>47,995</u>	<u>40,527</u>	<u>47,995</u>

15 Creditors : amounts falling due after more than one year	Consolidated		University	
	Year Ended	Year Ended	Year Ended	Year Ended
	31 July 2024	31 July 2023	31 July 2024	31 July 2023
	£'000	£'000	£'000	£'000
Deferred capital grant	33,584	37,622	33,584	37,622
Secured loans (see below)	14,025	14,745	14,025	14,745
	<u>47,609</u>	<u>52,367</u>	<u>47,609</u>	<u>52,367</u>

Analysis of secured and unsecured loans:

	720	681	720	681
Due within one year or on demand (Note 14)				
Due between one and two years	760	720	760	720
Due between two and five years	2,545	2,407	2,545	2,407
Due in five years or more	10,720	11,618	10,720	11,618
Due after more than one year	14,025	14,745	14,025	14,745
Total secured loans	<u>14,745</u>	<u>15,426</u>	<u>14,745</u>	<u>15,426</u>
Secured loans repayable by 2038	14,745	15,426	14,745	15,426

Included in loans are the following:

Lender	Amount borrowed £'000	Term	Amount Outstanding £'000	Term Remaining	Interest rate %	Borrower
Barclays	12,500	30 years	8,686	14 years	5.99	University
Barclays	8,000	28 years	6,059	14 years	6.12	University
Total	<u>20,500</u>		<u>14,745</u>			

Notes to the Accounts

For the year ended 31 July 2024

16 Provisions for liabilities

Consolidated	Obligation to fund deficit on USS Pension £'000	Pension enhancement on termination £'000	Total Provisions £'000
At 1 August 2023	19,659	612	20,271
Deductions in 2023/2024	(19,659)	-	(19,659)
At 31 July 2024	-	612	612

University	Obligation to fund deficit on USS Pension £'000	Pension enhancement on termination £'000	Total Provisions £'000
At 1 August 2023	19,659	612	20,271
Deductions in 2023/2024	(19,659)	-	(19,659)
At 31 July 2024	-	612	612

USS deficit

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the pension scheme for total payments relating to benefits arising from past performance. Management have assessed future employees within the USS scheme and salary payment over the period of the contracted obligation in assessing the value of this provision.

Following the completion of the 2023 actuarial valuation, there is no longer a deficit and more detail is given in note 22.

Pension enhancement

The liability figures have been produced using the following assumptions:

	Year Ended 31 July 2024 %	Year Ended 31 July 2023 %
Discount rate	5.5	5.5
Inflation	3.0	3.0

17 Restricted reserves

Reserves with restrictions are as follows:

	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Balances at 1 August	63	152
Donations received	30	8
Adjustment to move to unrestricted income	-	(54)
Expenditure	(28)	(43)
Total restricted comprehensive income / (expenditure) for the year	2	(89)
At 31 July	65	63

	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Analysis of restricted funds/donations by type of purpose:		
Legacies	38	49
Restricted donations	27	14
	65	63

Notes to the Accounts

For the year ended 31 July 2024

	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
18 Reconciliation of net debt		
Net funds 1 August	46,664	27,824
Movement in cash and cash equivalents	631	18,193
Secured Loans repayments	681	647
Net funds 31 July	47,976	46,664
 Change in net funds	 1,312	 18,840
	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Analysis of net debt:		
Cash and cash equivalents	62,721	62,090
Borrowings: amounts falling due within one year		
Secured loans	720	681
Borrowings: amounts falling due after more than one year		
Secured loans	14,025	14,745
 Net funds	 47,976	 46,664

19 Capital and reserves

The company has no share capital as it is limited by guarantee. All members of the company undertake to contribute such a sum as is required, not exceeding £1, to the assets of the company should it be wound up whilst they are a member or within one year after they cease to be a member.

20 Lease obligations

Total rentals payable under operating leases:

	Land & Buildings £'000	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Expensed in year	196	196	245
Future minimum lease payments due:			
Not later than 1 year	179	179	176
Later than 1 year and not later than 5 years	540	540	584
Later than 5 years	828	828	956
Total lease payments due	1,547	1,547	1,716

Total rentals receivable under operating leases:

	Land & Buildings £'000	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
Future minimum lease payments due:			
Not later than 1 year	39	39	13
Later than 1 year and not later than 5 years	102	102	5
Later than 5 years	13	13	13
Total lease payments due	154	154	31

The University holds certain building space that it has leased out to third parties to provide facilities to students and staff.

	Research Funding £'000	Year Ended 31 July 2024 £'000	Year Ended 31 July 2023 £'000
21 Amounts disbursed as agents			
Funding received	125	125	603
Brought forward from previous year	-	-	1
Amount disbursed	(125)	(125)	(603)
Excess of income over expenditure	-	-	1

Notes to the Accounts

For the year ended 31 July 2024

22 Pension Schemes

University of Suffolk employees belong to two principal pension schemes: the Universities Superannuation Scheme (USS) and the Local Government Pension Scheme (LGPS), which is administered by Suffolk County Council. Both are defined-benefit schemes.

	Year Ended 31 July 2024	Year Ended 31 July 2023
	£'000	£'000
Total employer pension contributions for the year		
USS contributions paid	3,718	4,114
Local Government Pension Scheme contributions paid	151	403
Local Government Pension Scheme Funding Strategy	125	-
	<u>3,994</u>	<u>4,517</u>

a) The Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme.

The total cost charged to the Statement of Comprehensive Income and Expenditure, for employer contributions, is £3,718k (2023: £4,114k). There was neither a prepayment nor an accrual at the end of the financial year in respect of these contributions. In addition to these costs, provision movements of £(19,659k) (2023: £(4,033k)) were also posted to the Statement of Comprehensive Income and Expenditure following the latest complete available actuarial valuation. The disclosures below represent the position from the scheme's financial statements.

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2023 (the valuation date), which was carried out using the projected unit method. The latest valuation is based on 31 March 2023 data. More information can be found on the USS website uss.co.uk/about-us/valuation-and-funding.

Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles (www.uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles).

Pension increases (CPI)	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves, less: 1% p.a. to 2030, reducing to 0.1% p.a. from 2030
Pension increases (subject to a floor of 0%)	CPI assumption plus 3bps
Discount rate (forward rates)	Fixed interest gilt yield curve plus: Pre-retirement: 2.5% p.a. Post retirement: 0.90% p.a.

Notes to the Accounts

For the year ended 31 July 2024

22 Pension Schemes (continued)

The main demographic assumptions used relate to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2023 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2024
Mortality base tables	101% of S2PMA "light" for males and 95% of S3PFA for females.
Future improvements to mortality	CMI 2019 with a smoothing parameter of 7.5, an initial addition of 0.4% p.a. and a long-term improvement rate of 1.8% pa for males and 1.6% pa for females

The current life expectancies on retirement at age 65 are:

	2024	2023
	Years	Years
Males current aged 65	24.00	24.00
Females current aged 65	25.60	25.60
Males current aged 45	26.00	26.00
Females current aged 45	27.40	27.40

	2024	2023
Discount rate	5.52%	5.52%
Pensionable salary growth	4.00%	4.00%

b) Local Government Pension Scheme (LGPS)

The LGPS is valued every three years by professionally qualified independent actuaries using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuaries. The latest available audited triennial actuarial valuation of the scheme was at 31 March 2023 and updated to 31 July 2024 by a qualified independent actuary.

Under the definitions set out in FRS 102, the LGPS is a multi-employer defined benefit pension scheme. In the case of the LGPS, the actuary of the scheme has identified the company's share of its assets and liabilities as at 31 July 2023. The contribution payable by the employer was set at 19.5% of pensionable salaries from August 2007. This was increased with effect from April 2013 to 22.5%.

The pension scheme assets are held in a separate trustee-administered fund to meet long-term pension liabilities to past and present employees. The trustees of the fund are required to act in the best interests of the fund's beneficiaries. The appointment of trustees to the fund is determined by the scheme's trust documentation. The trustees are responsible for setting the investment strategy for the scheme after consultation with professional advisers.

The material assumptions used by the actuary for the purposes of FRS 102 at 31 July 2024 and 31 July 2023 were:

	2024	2023
	%	%
Pension Increase Rate (CPI)	2.8	3.0
Salary Increase Rate	3.8	4.0
Discount Rate	5.0	5.1

The assumed life expectations on retirement aged 65, based on standard mortality tables, are:

	2024	2023
	Years	Years
<i>Retiring today</i>		
Males	20.6	20.7
Females	24.2	24.3
<i>Retiring in 20 years</i>		
Males	21.6	21.7
Females	25.8	25.8

Notes to the Accounts

For the year ended 31 July 2024

22 Pension Schemes (continued)

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below

Change in assumptions at 31 July 2024	Approximate % increase to Defined Benefit Obligation	Approximate monetary amount (£'000)
0.1% decrease in Real Discount Rate	2%	261
1 year increase in member life expectancy	4%	499
0.1% increase in the Salary Increase Rate	0%	22
0.1% increase in the Pension Increase Rate	2%	244

The value of assets in the LGPS scheme and percentage of the total plan assets

	31 July 2024		31 July 2023	
	% of total	Fund value £'000	% of total	Fund value £'000
Equities*	65	11,727	66	10,641
Bonds	27	4,871	25	4,031
Properties	7	1,263	8	1,290
Cash	1	180	1	161
	100	18,041	100	16,123

* Equities also include other alternative investments including Money Market Funds, Absolute return, Infrastructure, Timber and Illiquid debt investments.

Analysis of the movement in the present value of scheme liabilities

	2024 £'000	2023 £'000
At the beginning of the year	12,126	14,015
Current service cost	191	326
Interest cost	611	492
Contributions by scheme participants	70	74
Changes in demographic assumptions	(25)	(601)
Changes in financial assumptions	(498)	(3,267)
Other experience	306	1,398
Benefits paid	(317)	(311)
At the end of the year	12,464	12,126

Analysis of the movement in the fair value of scheme assets

	2024 £'000	2023 £'000
At the beginning of the year	16,123	15,828
Interest income on plan assets	815	556
Contributions by scheme participants	70	74
Contributions by the employer	276	403
Benefits paid	(317)	(311)
Return on assets excluding amounts included in net interest	1,074	(427)
At the end of the year	18,041	16,123

Notes to the Accounts For the year ended 31 July 2024

Pension Schemes (continued)

Changes in the fair value of plan assets, defined benefit obligation and net liability is:	2024 £'000	2023 £'000
Opening position	-	1,813
Current service cost	(191)	(326)
Interest income on plan assets	815	556
Interest cost on defined benefit obligation	(611)	(492)
Total defined benefit cost recognised in income (or expenditure)	13	(262)
Employer contributions	276	403
	289	1,954
Changes in demographic assumptions	25	601
Changes in financial assumptions	498	3,267
Other experience	(306)	(1,398)
Return on assets excluding amounts included in net interest	1,074	(427)
Actuarial assumptions not recognised in financial statements	(1,580)	(3,997)
Total remeasurements recognised in Other Comprehensive Income (OCI)	-	(1,954)
Fair value of plan assets	18,041	16,123
Present value of funded liabilities	(12,464)	(12,126)
Actuarial assumptions not recognised in the financial statements	(5,577)	(3,997)
Closing position	-	-

Defined benefit scheme assets do not include any of the University's own financial instruments or any property controlled by the University. The estimation of the employer contribution for the defined benefit scheme for the year to 31 July 2024 is £289k.

23 Related parties

Due to the nature of the company's operations and the composition of the Board of Directors being from senior employees of various organisations and local authorities, it is inevitable that transactions will take place with organisations in which a Director may have an interest. All transactions involving organisations in which a Director may have an interest, including those identified below, are carried out at arms-length and in accordance with the company's usual procurement procedures. No balances with related parties are secured or provided for.

As per note 12 there is an unsecured loan with Dental CIC for £411k.

	Sales transactions £'000	Receivables balance outstanding £'000	Purchase transactions £'000	Payables balance outstanding £'000
Year ending 31 July 2024				
<u>Board members - in a position of influence in other organisations</u>				
Birketts LLP	1	-	11	-
Locus Management Solutions	-	-	1	-
Advance HE	-	-	69	-
Venture Simulations	-	-	4	-
<u>Joint investor in Eastern HE CSG Ltd</u>				
University of Essex	-	-	57	30
	1	-	142	30
Year ending 31 July 2023				
<u>Board members - in a position of influence in other organisations</u>				
Eastern HE Cost Sharing Group Ltd	-	-	34	7
Locus Management Solutions	1	-	1	-
Venture Simulations	-	-	3	-
	1	-	38	7

Notes to the Accounts

For the year ended 31 July 2024

24 Accounting estimates and judgements

Universities Superannuation Scheme (USS)

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with the resulting expense charged through the profit or loss account in accordance with section 28 of FRS 102. The directors are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements.

In addition, because the USS scheme valuation had indicated a deficit and a funding plan had been agreed, section 28 of FRS 102 also required individual employers to recognise a liability for the contributions payable that arose from the agreement to fund the scheme (to the extent that they relate to the deficit) and the resulting expense in profit and loss. A deficit modeller was utilised to produce the provision estimate with a discount rate at the end of 31 July 2023 of 5.52%. No deficit recovery plan was required under the most recent valuation because the scheme was in surplus on a technical provisions basis. The University was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the profit and loss account during the year to 31 July 2024. No significant estimates were therefore required in this regard during the year ended 31 July 2024.

Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit asset/liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost / (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension asset/liability. Furthermore a roll forward approach which projects results from the latest published full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 July 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuations would impact on the carrying amount of the pension asset/liability.

Bed debt provision

The University regularly reviews debt levels in order to assess its bed debt provision. The nature and value of historic debt is the primary determinant in setting the bad debt provision.