

Financial Statements 2023/24



Contents

- 04 [Introduction: Highlights of the year from the Vice-Chancellor](#)
- 06 [Financial highlights](#)
- 07 [Committee members](#)

Strategic report

- 10 [Strategy 2035](#)
- 12 [Achieving our strategic commitments: Education and student experience](#)
- 14 [Achieving our strategic commitments: Research and knowledge exchange](#)
- 15 [Achieving our strategic commitments: Infrastructure and services](#)
- 17 [Achieving our strategic commitments: External](#)
- 18 [Our staff](#)
- 20 [Our students](#)
- 22 [Financial results](#)
- 24 [Financial outlook](#)
- 33 [Public benefit](#)
- 35 [Corporate governance and internal control](#)
- 41 [Independent auditors' report](#)

Financial statements for the year ended 31 July 2024

- 44 [Consolidated and University statement of comprehensive income and expenditure](#)
- 45 [Consolidated and University statement of change in reserves](#)
- 46 [Consolidated and University balance sheets](#)
- 47 [Consolidated cash flow statement](#)
- 48 [Statement of accounting policies](#)
- 52 [Notes to the financial statements](#)

Introduction:

Highlights of the year from the Vice-Chancellor



During a period of challenge for the higher education sector, I am proud that Oxford Brookes University has made excellent strides in its teaching and learning, research, sustainability, and community engagement activities over the past year. This has been guided by the Strategy 2035 developed in collaboration with our students, staff, and local community. This strategy continues to direct our focus on preparing students for a complex world, while making significant contributions to public benefit through education, knowledge exchange, and community support.

Our research efforts have reached new heights, with an impressive £70 million in funding bids, resulting in over £10 million in grants. We're also proud to rank among the UK's top 10 universities for our successful work in commercialising our intellectual property (IP), predominantly through IP licensing, but also through the setting up of spin-out companies.

In the Complete University Guide 2025, Oxford Brookes continues to be ranked among the UK's top 50 universities, and 87% of our full-time undergraduate students are in work or further study 15 months after graduation.

Sustainability remains an important priority at Oxford Brookes. As the first UK university to implement an operational geothermal heating system, we have secured further funding to expand this system, enabling it to serve additional buildings and strengthen our commitment to reducing emissions. The University's first Sustainability Expo further showcased our commitment to sustainable practices, bringing together groups from across the University and external partners to celebrate and showcase the amazing work happening in this area.

Additionally, significant progress was made this year on the redevelopment of Clive Booth Student Village, providing an additional 348 high-quality rooms and shared social spaces close to Headington Campus, helping to reduce the number of students living in the private rental sector.

On the Headington Hill site, construction continued on the inspirational new teaching and workshop buildings which will benefit our students and staff during the 2024/25 academic year.

Our community partnerships continue to play a vital role in our work. Oxford Brookes has strengthened collaborations with local authorities, the University of Oxford, and organisations like Headington Action. Our support for NightSafe Oxford, focused on the safety of women and girls, and local initiatives like Connected Communities, has enhanced our ties to the community. Community events also enrich these connections; we have proudly supported local celebrations like the Cowley Road Carnival and Oxford Pride.

As we look to the year ahead, our accomplishments over the last twelve months underscore Oxford Brookes' dedication to delivering an exceptional educational experience, pioneering research, and social responsibility. I remain proud of our staff and students in delivering these achievements within the context of the significant uncertainties being experienced by universities including Oxford Brookes.

This year I announced the launch of a strategic transformation programme. In doing so, we are taking decisive action to address the challenges being faced across the Higher Education sector and put the University on a firm footing for the future.

We look forward to the coming year's achievements and in overcoming challenges facing the sector, proud of our role as one of the UK's leading modern universities with a reputation for excellence locally, nationally, and internationally.

PROFESSOR ALISTAIR FITT
VICE-CHANCELLOR

Financial highlights

During the year to 31 July 2024 (2023 figures in brackets) the University group*:

- Generated a surplus of £16.2m (£4.7m)
- Excluding actuarial pension adjustments, an increase in the holiday pay accrual and deferred capital grant write-offs relating to the sale of Wheatley Campus a deficit of £3.7m (£2.2m surplus)
- Generated income of £273.9m (£238.0m).

Financial strength

At the balance sheet date the University Group had:

- Generated a net inflow of cash from operating activities of £15.6m (£24.3m)
- Cash and short-term deposits of £36.8m (£97.7m)
- Tangible assets of £495.6m (£418.8m)
- Total net assets of £304.1m (£302.2m)
- Pension scheme deficits of nil (£4.0m).

Investments and borrowings

During the year the University Group:

- Invested in fixed assets, including intangibles £96.4m (£65.6m).

*These financial statements represent the University Group, which consists of Oxford Brookes University and Oxford Brookes Enterprises Limited.



Committee members

Board of Governors (Trustees)

The membership of the Board of Governors, who are also Trustees, up to the date of signing the financial statements, were as follows:

Independent Members

Peter Vicary-Smith (Chair until 31.06.24)	Chair of BMJ Publishing Group, Independent Non-Executive Director, Northumbrian Water Ltd, Non-Executive Director, BMA (until 01.07.24)
John Zealley (Chair from 01.07.24)	Chartered Management Institute, Chartered Management Consulting Oversight Board, Worshipful Company of Marketors, Paddington Waterways & Maida Vale Society, Little Venice Garden Amenity Ltd
Paul Feldman	Independent Member of Governing Body of Pearson College, Independent Board Member of HEANet (Republic of Ireland), Board Member of GEANT (Netherlands), Independent Member of Audit Committee of Science Museum Group
Julia Harrington	CEO and Director of BrainCanDo, registered charity number: 1170784, Member of Council Chartered College of Teaching (Co-Opted Governor from 31.12.23 until 31.07.24)
Karen Hayzen-Smith	Chief Financial Officer, James Fisher & Sons Plc
Simon Jones	Member of Audit Committee, Jisc
Simon Mumford	Consultant for Pinsent Masons LLP and Cabinet Office/Infrastructure Projects Authority
Anup Mysoor	Oxfam: Independent Member, Pensions and Investment Sub-Committee Governor at Rye St Antony School
Ankush Nandra	Non-Executive Director and Chair of the Audit and Risk Assurance Committee for Bankers Investment Trust Plc, Senior Vice-President – Head of Group Planning & Finance Business Partnering, AstraZeneca Plc
Osama Rahman	Director of the Data Science Campus, Office for National Statistics, Advisory Board Member, CEPEO (UCL) & MiSOC, University of Essex
Sarah Stevens	Director of Policy at the Russell Group
Lyn Williams	Trustee of New Life Nyambene, Oxford Community Work Agency, Aylesbury Festival Choir
Katherine Ryan	Deputy Chair of the Board / Co-opted Governor (until 31.12.23)
Jonathan Norburn	Foreign, Commonwealth and Development Office
Rex Knight	Associate, Advance HE, Independent Consultant (services in HE)
Jill Duffy	Group Managing Director, UK Education, Cambridge University Press & Assessment (includes being Chief Executive at OCR Exam Board)

Student and Staff Governors

Jacob Callicott	President of the Students' Union, Oxford Brookes University (to 10.06.24)
Kofi Owusu-Aidoo	President of the Students' Union, Oxford Brookes University (from 11.06.24)
Aleida Gomez De Caso Villar	Student Governor (co-opted member) from 01.06.24
Maritza Miranda-Pachon	Deputy Director of ASA – Strategic Change and Planning (Non-Teaching Staff Governor) (from 13.12.22)
Mariama Sheriff	Lecturer (Teaching Staff Governor), Online Teaching MTS Global (from 13.12.22)

Co-opted Committee Members

Mike McEnaney	Co-optee of the Audit and Risk Committee (from 30.09.22) Non-Executive Director, South Central Ambulance Service Non-Executive Director, Royal Berkshire Hospital
William Donger	Co-optee of the Finance & Resources Committee, CEO, Thomas White, Oxford
Sarah Stevens	Co-optee of the People Committee Director of Policy at the Russell Group (from 31.12.23)
Andrew Garwood-Watkins	Co-optee of the Finance and Resources Committee, RFMC Ltd, Officestrong Group Ltd, Director/Trustee/Governor for a range of charitable Trusts and Schools (until 31.12.23)

Ex-Officio Member

Professor Alistair Fitt	Vice-Chancellor, Oxford Brookes University Director, The Office of the Independent Adjudicator for Higher Education Director and Chair, Oxfordshire Local Enterprise Partnership Ltd Chair, Finance & Audit Committee, Oxfordshire Local Enterprise Partnership Director and Trustee, The Oxford Trust Director, Oxford Expression Technologies Ltd Director, University Alliance Director, Supercluster Board
-------------------------	---

Finance and Resources Committee

John Zealley (Chair)	Independent Governor
Julia Harrington	Independent Governor (until 31.12.23)
Simon Mumford	Independent Governor
Anup Mysoor	Independent Governor
Ankush Nandra	Independent Governor
Peter Vicary-Smith	Ex-Officio (until 31.06.24)

Audit and Risk Committee

Karen Hayzen-Smith	Independent Governor (Chair)
Lyn Williams	Independent Governor
Simon Jones	Independent Governor
Paul Feldman	Independent Governor
Mike McEnaney	Co-opted member (from 30.09.22)

People Committee

The Remuneration Committee was subsumed within the People Committee. It has a specialist function (part of its ToR) and holds a Remuneration Meeting once per year

Anup Mysoor	(Acting Chair) Independent Governor
Julia Harrington	Independent Governor (until 31.12.23)
Simon Jones	Independent Governor
Osama Rahman	Independent Governor
Sarah Stevens	Independent Governor (until 31.12.23) Co-opted member (from 01.01.24)
Maritza Miranda-Pachon	Staff Governor
Peter Vicary-Smith	Ex-Officio (until 01.07.24)
Sarah Thonemann	Ex-Officio

Nominations Committee

Peter Vicary-Smith (Chair) Independent Governor (until 01.07.24)

Simon Mumford Independent Governor

Ankush Nandra Independent Governor

Simon Jones Independent Governor

Anup Mysoor Independent Governor

Katherine Ryan Co-opted Governor (Board) (until 31.12.23)

Sarah Stevens Independent Governor (until 31.12.23)

President of the Students' Union when considering the appointment of a Chancellor

Vice-Chancellor's Group

Professor Alistair Fitt Vice-Chancellor

Cathy Burleigh Chief Financial Officer

Brendan Casey Registrar and Chief Operating Officer

John Kirk Academic Registrar and Director of ASA,

Sarah Thonemann Chief People Officer

Professor Linda King Pro Vice-Chancellor, Research and Global Partnerships

Gina Dalton Pro Vice-Chancellor, Education

Professor Astrid Schloerscheidt Pro Vice-Chancellor and Dean of Faculty of Health and Life Sciences

Professor Joe Tah Pro Vice-Chancellor and Dean of Faculty of Technology, Design and Environment

Professor Lucy Mazdon Pro Vice-Chancellor and Dean of Faculty of Humanities and Social Sciences

Professor Tim Vorley Pro Vice-Chancellor and Dean of Oxford Brookes Business School

Advisors

Bankers

Barclays Bank plc
Public Sector Team
Level 27
1 Churchill Place
London, E14 5HP

External Auditors

Forvis Mazars LLP
90 Victoria Street
Bristol
BS1 6DP

Internal Auditors

PricewaterhouseCoopers LLP
Cornwall Court
19 Cornwall Street Snow Hill
Birmingham
B3 2DT

Legal Structure

Oxford Brookes University is a higher education corporation established under the Education Reform Act 1988 ("ERA"). The University's powers are defined in section 124 of the ERA, as amended by the Further and Higher Education Act 1992 and subject to any relevant regulations, orders or directions made by the Secretary of State or Privy Council, and are principally to provide further and higher education, carry out research and to publish the results connected with that research.

The corporation has exempt charitable status as defined in the Charities Act 2011. The charitable

purpose of the University is the advancement of education for the public benefit. As an exempt charity the University is regulated by the Office for Students. The Board of Governors, both collectively and individually as trustees, have complied with the duty to have due regard to the guidance on public benefit published by the Charity Commission and in particular its supplementary public benefit guidance on the advancement of education. Further information on the delivery of the University's charitable objectives for the public benefit can be found in the Operating and Financial Review.

Strategic report: Strategy 2035

The Board of Governors of Oxford Brookes University presents its results, including those of its subsidiaries, for the year ended 31 July 2024. The University is operating within a Strategy developed during the academic session 2020/21. We have worked closely with our students, staff, local community and other stakeholders to create this strategy which sets out our focus and priorities until 2035.

Oxford Brookes University's charitable purpose is the advancement of education. The key beneficiaries are our students. Through our students, as well as through knowledge exchange and other community engagement, wider society also benefits. We deliver this charitable purpose for the public benefit by delivering the University's Strategy 2035, set out below, and through specific public benefit initiatives set out later in this document.

Vision

Oxford Brookes University is distinctive in nature. It is a modern, forward-thinking institution rooted in and connected to a city with a rich history of culture and learning. Through our excellence in teaching, research and knowledge exchange we make the world a better and fairer place.

Mission

We are internationally respected for our bold leadership and innovation in education; for helping organisations to develop sustainably; and for impactful research that is changing the world.

We equip people with the skills, knowledge, mind-set, and attributes required to face new challenges and thrive in a complex, uncertain world. We inspire and drive collective progress through individual endeavour. Our inclusive and friendly community is our greatest asset. We embrace supportive challenge as a catalyst for change. Through the open exchange of knowledge and ideas, by prioritising the progression of equality, diversity and inclusion and seeking out the new, we shape tomorrow.

Values

In the development and nurturing of intellectual and enterprising creativity we make our highest contribution to society. Social responsibility demands that all aspects of our activity should be sustainable. Equality, inclusivity and the celebration of diversity must be the foundation for all we do. We will never be content with anything other than a wholehearted commitment to the quality of the student experience. We will continue to enhance the value – and the perception of value – of our social as well as educational mission.

Strategic goals

The core pillars of the University are Education and Enterprise, Research and Innovation, Partnerships and Place and People and Culture. For each pillar we have an overarching vision statement and a five-year strategic plan.

Education and Enterprise

Oxford Brookes is a student-centred University. Our overarching aim is to deliver an outstanding educational experience which enables each of our graduates to be skilled, confident and successful. This will be achieved within a collaborative and inclusive community of scholars and practitioners, working together to make an impact on society..

Research and Innovation

Our portfolio of research excellence builds on our distinctive disciplinary base, fosters interdisciplinary and collaborative working, and delivers transformational social, cultural and economic benefits for our communities both locally and globally. We will strengthen our inclusive and connected research community, increase our collaborations with regional and global partners and enhance our capacity to drive forward sustainable innovation, knowledge exchange and enterprise. We will advance opportunities to lead and contribute to local, national and international initiatives using our expertise and facilities.

People and Culture

Our ambition is to create a vibrant, inclusive and supportive community distinguished by strong collaboration and communication between academic and professional practitioners, between academics from different disciplines and between academics and students. This in turn will foster a place where students, educators, researchers, innovators and entrepreneurs can flourish and excel. We are committed to continuously developing and supporting diversity, inclusivity and openness to foster a trust-based culture.

Partnerships and Place

In 2035, our place within the vibrant and globally-recognised innovation ecosystem that is Oxford, will be a source of distinction, attracting an inclusive and diverse community of students and staff from across the UK and the world. Our location and the opportunities it offers will underpin our position as one of the country's leading modern, forward-thinking and supportive universities.

Our Guiding Principles

Inclusivity

We take positive steps to create an environment in which we celebrate, value, and provide equal opportunity to all. This new Guiding Principle sits alongside our established Guiding Principles and was launched as part of our new Strategy 2035.

Generosity of spirit

We believe people flourish in a culture of respect and support, where we celebrate difference and thrive on each other's success. Our students manifest a generosity of spirit as they progress in the world.

Confidence

We have confidence in our staff and students, and we know that we prepare our graduates well for a fulfilling and valuable life. Through their success, we continue to earn our outstanding reputation.

Enterprising creativity

We're adaptable and flexible, and consider a fresh approach in everything we do – because we know our sustainability depends on a pioneering spirit.

Connectedness

Our academic excellence is underpinned by a history of learning by doing. Our connections and our Oxford roots are fundamental to our students' experiences and our successful future.

Achieving our strategic commitments: Education and student experience

During the last academic year, after improvements in the NSS and BSS surveys and an overall 'good' rating by OFSTED for the degree apprenticeship provision, Oxford Brookes continued to build on improvements in developing a more holistic support system for students, alongside strengthening the student learning experience,

In September 2023, the university relaunched its Academic Advising offer. It aims to achieve a high-quality and inclusive academic support system that engages all students to participate proactively in their self-development so they have every opportunity to benefit from their time at university. Students have a minimum of two hours of academic advising spread across the year. The work to introduce the new scheme involved the creation and implementation of mandatory training for all Academic Advisors, the automatic timetabling of advising sessions into students' calendars/timetables, attendance monitoring and escalation protocols, and the creation of a Senior Academic Advisor role in each of the Faculties.

The academic committees regularly monitor the implementation of the new advising process. By September 2024, impact monitoring showed the following progress:

- Over half (55%) of Academic Advisors had completed the new training (against a target of 90% by 2026)
- Brookes had just exceeded the sector benchmark in the 2024 NSS for Academic Support (85%)
- The optional NSS question 'I am satisfied with the contact I have had with my Academic Advisor' was 72% NSS 2024, 71% BSS 2024 and 79% PTES 2024.

These results provide a base from which to improve as the policy is embedded further.

Post TEF 2023 work

The university achieved a Silver award in the Teaching Excellence Framework (TEF) 2023. The TEF Panel judged that "the student experience and outcomes are typically very high quality, and there may be some outstanding features".

TEF 2023 differed from previous cycles in that it included an optional student submission. Brookes Union submitted a student TEF response on behalf of our students. This had a very positive impact, as it supported many of the points we had made about the student experience at Oxford Brookes.

Overall our Silver award recognised:

- "a clear innovation in ideas and approaches for employability"
- "access to a range of very high-quality academic support, particularly those with disabilities"
- "very high-quality learning resources"
- "strong partnerships between the University and its students, with recognition of student contributions and co-development of schemes with the Students' Union"
- "high-quality approaches to supporting student success with outstanding elements, including the tailoring of support for specific student demographics and the reduction in academic failure rates"
- "high-quality rates of continuation and completion with mentor schemes on offer throughout a student's time at the University."

Post-TEF work has included an analysis of the feedback for the university and the sector in general, including those institutions that improved to Gold. Several workstreams were put in place based on this. These are:

- Improving our monitoring and evaluation of student enhancement work has been a priority. The initial phase of that work has been the optimising of existing BSS, NSS and PTES surveys to include feedback questions on our university-wide enhancement projects, such as IDEAS, Academic Advising and GenAI advice and guidance;
- Developing our Educational Gains approach – the approach articulated in the university’s TEF 2023 submission combined two types of educational gain – beginning and end point considerations (educational gains as distance travelled in terms of entry tariff and exit attainment) and who we are and what we do (educational gains aligned to mission and values, expressed in terms of graduate attributes). This work is being developed further to include career readiness.

Student feedback

Students’ insights on their learning experience were gathered through the National Student Survey (published in July 2024), our own internal Brookes Student Survey (which involves the same question set as the NSS with some additional bespoke questions reflecting

our institutional priorities), as well as the Postgraduate Taught Experience Survey (PTES).

As the new NSS format, introduced in 2023, did not retain the key Overall Satisfaction question, comparisons are made across all questions to the sector benchmarks of the 27 NSS questions; the University scored above the benchmark on 24 questions. The above benchmark performance is a significant improvement and in particular, the Organisation and Management and the Academic Support questions were materially above benchmark. The BSS and the PTES showed similar improvements across the themes of questions. The two years of above sector NSS results were reflected in the rise of Brookes up Times Higher Education and The Guardian university rankings, which use NSS performance as a key metric.



Achieving our strategic commitments: Research and knowledge exchange

In 2023/24, the Directorate of Research, Innovation and Enterprise processed £70m worth of research bids, which represents a 19% increase from the previous year (£59m). The increase in the volume and value of bidding activities has led to a total grant capture in 2023-24 of just over £10m compared to £6.18m in the previous year. It is important to note that the amount of grant capture in 2023-24 was exceptionally high and it may not be replicated in 2024-25. In addition, we earned £915,277 from consultancy and CPD (both closed and open non-credit bearing) and £6.4m from intellectual property (IP).

At faculty level, combined income for research, consultancy, CPD and IP amounted to:

£6.2m for Oxford Brookes Business School (OBBS), £792,880 for the Faculty of Humanities and Social Sciences (HSS), £8.8m for the Faculty of Health and Life Sciences (HLS), which includes the whole of the IP income and just over £1m for the Faculty of Technology, Design and Environment (TDE).

The total income received for quality-related research was £5.63m. In addition, we received £150,000 for Enhancing Research Culture, £50,000 Policy Support Funding, £20,747 Participatory Research and £57,025 International Partnership Fund.

We received a 12% increase in the Higher Education Innovation Fund and were awarded £1.9m compared to £1.7m in 2022/23. This reflects an overall continuing strong performance in the University annual HE-Business Community Interaction return to the Higher Education Statistics Agency, as well as an effective use of the HEIF against the eligibility purposes set out by Research England. In addition, we received £120,481 as Business and Commercialisation Supplement and £98,171 Regional Innovation Fund.

The University's Enterprise Centre, established in collaboration with OxLEP met and, in some instances exceeded the 2023/24 OxLEP key performance indicators:

- Start-ups created: projected 5, delivered 5
- Jobs at startup: projected 5, delivered 8
- Jobs created (growth of companies): projected 20, delivered 23

The Enterprise Centre and Bioinnovation Hub generated a combined income of £465,000 at full occupancy. This includes rental of office and lab space and occasional rental of communal spaces to external organisations on an hourly/daily basis.



Achieving our strategic commitments: Infrastructure and services

The estate and halls of residence

Significant progress was made this year on both the redevelopment of Clive Booth Student Village (CBSV) and the building of two new facilities on our Headington Hill site.

The Elm Building was the first new residential building completed at CBSV with students moving in from January 2024. Fir and Damson opened their doors to international language school residents over the summer, ahead of the first Oxford Brookes students making the buildings their new home for the start of the new academic year.

This new accommodation provision is providing 348 rooms and shared social spaces close to Headington Campus. They will also help to reduce the number of students living in the private rental sector, reducing local housing demand.

On the Headington Hill site, construction continued on the inspirational new teaching and workshop buildings which will be handed over to the University during the 2024/25 academic year. Both facilities will be the new home for faculty staff and students previously based at the Wheatley Campus.

The Wheatley Campus was sold to a housing developer in 2023 and the University continued to move all remaining activity from the site over the last year. Final teaching and research activity took place during the 2023/24 academic year, with the University's lease for the site ending on 31 October 2024.

This forms a key part of our Oxford Campus Vision, in which the University has committed to moving all of its Oxford-based activity onto Headington Campus.

In the past year we confirmed our intention to move all teaching from Harcourt Hill to our Headington Campus for the start of the 2025/26 academic year. As with any large estate project timescales can shift, so further updates will be made on any changes to this plan.

As part of its Oxford Campus Vision, Oxford Brookes is committed to building an environment which supports our students, staff and partners to excel. Importantly, our campus spaces need to respond to the evolving needs of the University's community and the rapidly changing world of education. We believe our future Oxford environment will inspire a vibrant, connected and diverse student community to achieve their potential.

IT infrastructure and services

Significant progress was made this year in delivering the Digital Strategy's Horizon One priorities: getting the basics right and keeping it fresh; how best to equip our students and staff with the digital skills they need to be successful; and transforming the way the systems are integrated. Highlights include:

- The start of the rollout of the new network and next generation wi-fi service. The Buckley building is now live.
- Good progress with the digital skills working group, including stakeholders from across the University, which is focusing on bringing all current activities and training together into one place for easy access by staff and students.
- Cloud adoption remains strong with more business processes and workloads migrating to the cloud for scalability, flexibility and cost-effectiveness. The new enterprise application integration platform (IPaaS) has been selected.
- Artificial Intelligence (AI) is being integrated into various IT infrastructure components. The University also supported various education and training initiatives for staff and students on the subject Gen AI.
- Cybersecurity threat, detection and response services continue to mature and protect the University digital assets.

Environmental sustainability

Oxford Brookes takes a holistic approach to environmental sustainability. We recognise the complexity of our organisation, the social, economic, and environmental impact of our operations, as well as our key role in research and as educators. We therefore continually strive to improve our performance, using an accredited environmental management system (EMS) and relevant policies and strategies covering all aspects of sustainability. These policies, strategies, and action plans are reviewed at least annually by the Vice-Chancellor's Group and are externally available on our dedicated website.

Highlights for the last academic year include:

- Securing £1m in Salix funding to expand the existing Geo-Exchange heating system in the John Henry Brookes Building and to serve further buildings with completion due before March 2026.
- Delivery of £440k worth of cost avoidance as a result of our utility reduction plan.
- Committing £359k of capital spend on energy saving activities, including new photovoltaic arrays to the Centre for Sport, Clive Booth Student Village, Paul Kent Hall and the Clerici building.

- Completion of the first Scope 3 emissions assessment of our procurement emissions in partnership with Finance and Legal Services, allowing us to continue the development of our net-zero strategy.
- The launch of the new electric BROOKESbuses fleet in November 2023, which is estimated to prevent up to 850 tonnes of CO2 emissions being released per year.
- Delivering the engagement action plan by hosting the University's largest sustainability event, while proactively integrating sustainable practices into other departmental initiatives.
- Renewal of our Fairtrade University accreditation and achieving the highest available Three Star Food Made Good Sustainability Award rating from the Sustainable Restaurant Association.
- Development of the Education for Sustainability plan and the publishing of a new Sustainable Travel Strategy.

We continue to deliver forward-thinking sustainable building design criteria, ethical finance policy and sustainability engagement strategy, running parallel with our continual improvement programmes for waste, transport, water, procurement, sustainable catering, research, education and communication strategies.



Achieving our strategic commitments:

External

Oxford Brookes is committed to leading the intellectual, social and economic development of the communities it serves through teaching, research and creativity, achieving the highest standards in Oxfordshire and across all our communities.

Sharing knowledge

As an institution dedicated to learning, sharing our knowledge is core to our mission. We continue to engage and share knowledge through:

- the Public Engagement Network (PEN), established to share our research with our communities
- events and campaigns including Black History Month, our Science Bazaar, LGBTQ+ History Month and the Oxford Human Rights Festival.

Inspiring young and old, Oxford Brookes aims to support individuals in achieving their aspirations. Activities this year have included sustained programmes such as Brookes Engage and the HE programme Study Higher, which encourage young people from disadvantaged areas to consider higher education and make a successful transition to university ([see Public Benefit, page 33](#))

External partnerships

At Oxford Brookes, we value our strong partnerships with local agencies.

We continue to strengthen our partnership with local authorities, businesses and the University of Oxford on the Safer Streets initiative, NightSafe Oxford, a network that supports the safety of women and girls at night. We run regular events for students, staff and the local community to raise awareness of the network and the various interventions to help keep people safe in Oxford.

We work in collaboration with Headington Action to support local projects that benefit the local area, such as their Connected Communities project which aims to help people feel less isolated, and their Greening project which aims to protect and enhance green space and biodiversity in Headington.

Brookes in the community

At the University, we strive to enhance relationships with our neighbours and are proud of the contribution that we make to the local community.

We support local events such as the Headington Festival, Cowley Road Carnival and Oxford Fireworks, as well as campaigns including the Oxford Pride festival, celebrating the LGBT+ community, and the British Heart Foundation Pack for Good, encouraging students to donate their unwanted items to campus or temporary street collection banks.

We also take part in local initiatives such as OxClean and Friends of South Park through activities such as litter picking during the Oxford Spring Clean campaign.

We launched our first annual public Sustainability Expo event in March bringing together groups from across the University and external partners to celebrate and showcase the amazing work happening in sustainability.

Sharing our facilities and activities

We provide an open campus and welcome public use of our facilities, including the Brookes Centre for Sport, dental practice, library, Co-op store, exhibition space, venue hire and eateries. We also continue with activities such as our yearly series of free, open lectures and our annual Science Bazaar for families which takes place on campus.

These are just a few examples of how the University has continued to contribute to society – across all our communities.

Our staff

The overall staff full-time equivalent (FTE) decreased from 2,006 to 1,981 (excluding hourly paid staff) in the last year, with academic and senior staff making up 44% of the workforce.

Supporting Equality, Diversity and Inclusion (EDI)

Following trends seen in previous years, the diversity of the staff body continued to increase. At 31 July 2023, 60.3% of staff and 48.8% of professors were women, compared to national averages of 54.6% and 29.7% respectively. The proportion of Black, Asian and minority ethnic (BAME) staff was 16.3%, in line with the sector average. There remained differences by Faculty and Directorate, and by grade, however, which will continue to be addressed. The University provides a full analysis of its diversity data and monitors progress in its annual **Equality Report**.

There was also a continued general downward trend in the University's gender, ethnicity, disability and sexual orientation pay gaps. Progress is attributed to recent pay awards, which have been weighted towards staff on the lowest pay scales, and to implementation of the Oxford Living Wage in 2022, which has further reinforced this trend. Further information is available in the annual **Pay Gap Report**.

Reflecting the strong institutional commitment to inclusivity expressed in our guiding principles, the Equality, Diversity and Inclusion Advisory Group (EDIAG) is chaired by the Vice-Chancellor and operates as the central forum for coordination and oversight of the University's responsibilities and activities in this area. The Access and Participation Group (APG) reports directly to the Vice-Chancellor's Group on our Access and Participation Plan, with representation on the EDIAG to ensure cohesion and linkage of relevant work supporting students and staff.

The University's EDI Strategy 2024-29 was published in May 2024. Building on a wide range of existing initiatives and good practice, it provides an overarching framework to guide Brookes' work on EDI.

The University continued to engage with external charter marks, which provide a framework for analysis and action planning. Oxford Brookes currently holds an Athena Swan institutional Bronze award, which recognises our commitment to gender equality, and is an accredited Disability Confident Employer employer. The Stonewall Workplace Equality Index, which recognises work to promote LGBTQ+ equality, was suspended but we continued to consider where policy and practice in support of our LGBTQ+ staff and students could be strengthened. The Race Equality Steering Group began a thorough self-assessment process in preparation for an application to the Advance HE Race Equality Charter in March 2025.



Trade Union Facility Time Report

The Trade Union (Facility Time Publication Requirements) Regulations came into force on 1 April 2017. These regulations require relevant public sector employers to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation.

Table 1 – Relevant Union Officials

What was the total number of your employees who were relevant union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
28	23.86

Table 2 – Percentage of time spent on facility time

How many of your employees who were relevant trade union officials employed during the relevant time spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

Percentage time	Number of employees
0%	0
1-50%	27
51-99%	1
100%	0

Table 3 – Percentage of pay bill spent on facility time

	cost
Total cost of facility time	£163,430
Total pay bill	£122,018,231
Percentage of the total pay bill spent on facility time	0.13%

Table 4 – Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

Time spent on paid trade union activities as a percentage of the total paid facility time hours	19.58%
--	--------

Our students

The latest HESA data for Oxford Brookes indicates a significant rise in total student numbers (headcount) for 2023/24, with an increase of nearly 24%, reaching 23,351 students (compared to 18,885 in 2022/23). This growth is primarily attributed to the inclusion of students from the Global Banking School (GBS) in the HESA return. Through this partnership, nearly 7,000 students enrolled in Health and Business degree courses during 2023/24.

Figure 1 highlights recent trends in total student numbers and breaks them down by mode of study. The chart shows a substantial 30% increase in full-time students, while part-time student numbers have decreased by 7% in 2023/24. The surge in full-time headcount is again driven by the inclusion of GBS students. Excluding these students, full-time numbers would have actually declined by 2%.

When examining the data by level of study (Figure 2), there is a notable 37% growth in undergraduate enrolments. However, the influx of GBS students conceals an underlying trend of stability in non-GBS undergraduate numbers. Postgraduate numbers, on the other hand, have decreased by approximately 10% in 2023/24, reflecting lower intakes from both

UK and international markets. This continues a downward trend in UK postgraduate enrolments and also marks the first decline in international postgraduate numbers after three consecutive years of growth.

Figure 3 tracks full-time equivalent (FTE) numbers for UK, international, and EU-domiciled students over time. This shows that the University's overall student FTE increased by over 25% in 2023/24, consistent with the growth in total student numbers.

The FTE data reveals a 35% increase in UK students, which again reflects the impact of GBS enrolments. When excluding GBS students, this growth reduces to around 1%. EU student numbers continue to decline, showing a 6% drop. Conversely, international student FTE increased by 10%, continuing the positive trend that began in 2019/20.

The data presented here are sourced directly from the University's Higher Education Statistics Agency (HESA) returns. The 2023/24 academic year data are provisional, based on the early figures as of 23 September 2024. This year's data follows the processes and definitions introduced under the Data Futures framework, which was implemented in the previous academic year.



Figure 1 Graph
Total student numbers (headcount)

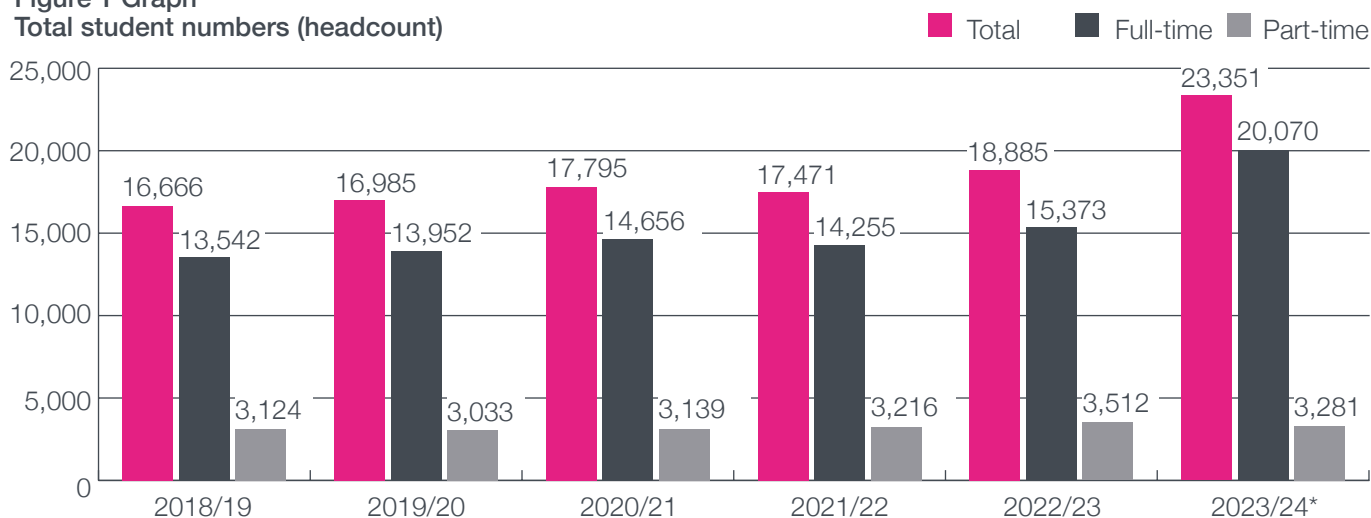


Figure 2 Graph
Undergraduate and postgraduate students (headcount)

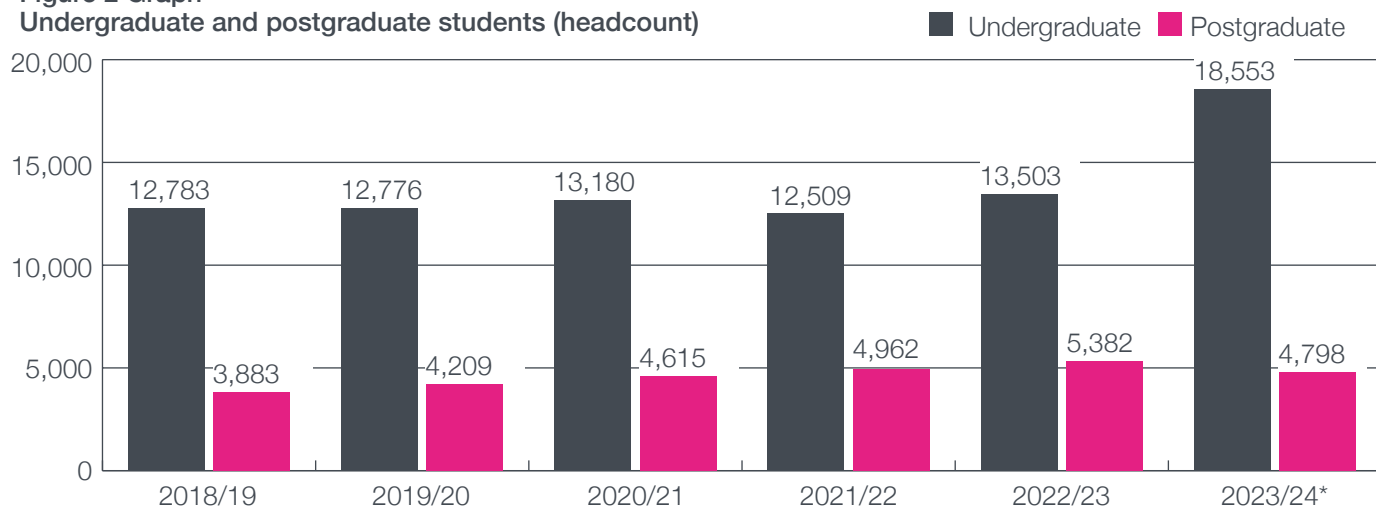
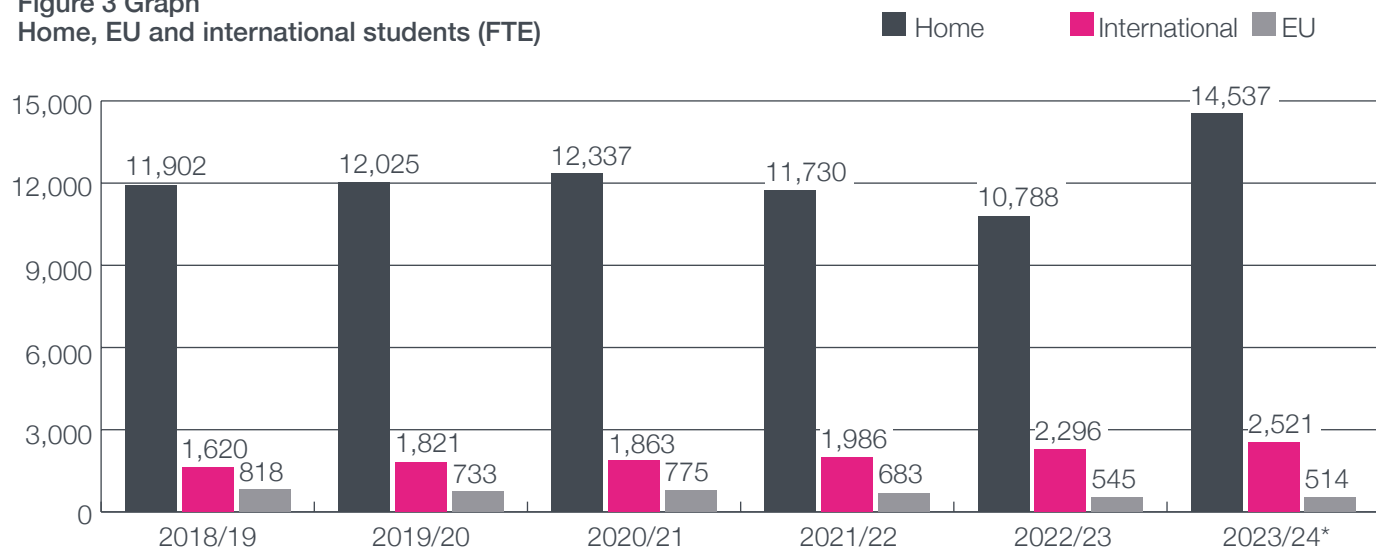


Figure 3 Graph
Home, EU and international students (FTE)



Source: HESA data. *provisional data

Financial results

The Financial KPI targets in relation to financial sustainability are:

- to achieve a level of operating surplus that generates sufficient cash to resource agreed strategic investment (i.e. achieve surpluses approved in the financial plans) – Achieved
- to contain staff costs to below 55% of turnover and aim for 50% – Achieved 48.3% (excluding holiday pay and actuarial movement)
- to maintain net current assets, ratio of 1:1, and aim for a ratio of current liabilities to current assets of 1:1.25 – Achieved 1:1.05
- to achieve all loan covenant ratios – Achieved.

All financial KPI targets were met. The current ratio was lower than in the prior year as £95.2m of cash was spent investing in non-current assets.

The surplus for the year was £16.2m, which includes LGPS and USS pension actuarial gains of £17.6m, pension interest receivable of £0.6m and staff holiday accrual reductions of £1.7m.

Risk management at both strategic and operational level is fully embedded, and Governors actively participate in the process. The University constantly strives to improve its environmental sustainability in the areas of travel, building energy use, ethical procurement, conservation and carbon reduction.



STRATEGIC REPORT FOR THE YEAR ENDED 31 JULY 2024

The University five-year financial forecasts show continued sustainable surpluses that reflect the latest student number forecasts, the Estates Investment Plan and IT Capital plan, and agreed efficiency targets across Faculties and Directorates. Key performance indicators between 2023 and 2024 are shown in the table below:

Key Performance Indicator	2024	2023
Surplus / (Deficit)	£16.2m	£4.7m
Surplus / (Deficit) excluding one off items	£14.5m	(£1.9m)
Surplus / (Deficit) excluding one off items and pension actuarial adjustments	(£3.7m)	£2.2m
Total Income	£273.9m	£238.0m
EBITDA (Earnings Before Interest, Tax, Depreciation and Amortisation)	£40.3m	£24.1m
EBITDA%	14.7%	10.1%
Total comprehensive income / (deficit) for the year	£1.9m	£11.0m
Surplus / (Deficit) as a % of income	5.9%	2.0%
Unrestricted income and expenditure reserve excluding pension reserve as a % of income	85.4%	97.6%
External borrowings as % of income	70.1%	81.4%
Gearing: borrowing as % of reserves	63.1%	64.1%
Operating cash generation as a % of borrowing	8.1%	12.6%
Net cash flow from operating activities as a % of income	5.7%	10.2%
Staff number average headcount*	3,742	3,593
Staff numbers average FTE**	2,023	1,969
Staff costs as a % of income	41.3%	53.1%
Staff costs as a % of income excluding holiday pay increase and actuarial movement	48.3%	50.2%

Undergraduate student satisfaction:

NSS number of questions above or in line with benchmark	89%	89%
NSS teaching positivity measure	84%	84%
Postgraduate student satisfaction with course overall	86%	83%
Research projects awarded in year	£8.3m	£8m

* Staff number headcount includes Associate Lecturers

** Staff number FTE excludes Associate Lecturers

Financial outlook

2023-24 Performance

The University has focussed on managing the challenges faced by HEIs arising primarily from; the continuing impact of flat fees for Home Undergraduates, a shortfall in overseas recruitment largely due to government imposed visa restrictions, pay and pension increases, and other non-pay pressures including those arising on energy costs.

The end of year position is a deficit of £3.7m, before end of year adjustments. After adjustments the position is a surplus of £16.2m, this includes actuarial pension adjustments and a decrease in the holiday pay accrual. Whilst, it is disappointing to end the year in deficit, it should be noted that the £3.7m deficit includes £2.4m in restructuring costs, which reduces the deficit to £1.3m before these one-off costs.

Actions taken in year included:

- measuring Staff Student Ratios compared with sector benchmark and making adjustments to staffing levels to bring these back into line
- the closure of the Music department and Maths department
- a measured and focused voluntary severance scheme
- phase 1 delivery of a Strategic Transformation Programme which started in May 2024 and was implemented by 1 October 2024

These activities lowered the base budget going into 2024/25 by c£9m.

Phase 2 of the Strategic Transformation Programme, which will deliver efficiencies in professional services alongside portfolio transformation, started in October 2024. This is due to deliver the next wave of efficiency savings from August 2025.

A cost control group was created in March 2024 to deliver a non-pay recurrent savings target of £5.8m within 3 years.

Income

Overall income increased by £35.8m (15.1%), of which £37.5m (26.1%) related to tuition fees. This was mainly achieved through the continued strategic focus on diversifying income, with significant growth from a UK partnership. International student fee income exceeded previous year by £4.5m (10.6%) partly offset



by shortfalls in Home Undergraduate and Home Postgraduate fee income. Other Income increased by £3.6m (5.9%) which mainly came from residences, catering and conferences income, from an increase in occupancy rates alongside refurbished and new rooms coming into use. Donation income was £1.0m lower and a one off release of deferred capital grants in the previous year related to the Wheatley campus disposal increased income in that year by £4.8m.

Staff Costs

Staff costs were higher than previous year by £11.1m (9.3%), excluding pension provision movements (but including employer pension contributions). Approximately £4.7m of the total increase in staff costs related to the 5% pay award. In addition from April 2024 the TPS employer contribution rate increased from 23.68% to 28.68% which increased staff costs by £1.2m. The total annual cost of paying pensions before the end of year adjustments is £20m. This continues to be a challenge.

Other Expenditure

Pressures in the year came mainly from the continued pressure on energy and other estate running costs.

Capital

Total capital investment in the year was £95m. Major infrastructure projects were £89m. These related to the Clive Booth Student Village (CBSV) £47m, the New Headington Hill Buildings (NHHB) £42m and other capital additions £6m. These included Information Technology investments, faculties equipment requirements and carbon reduction projects. Depreciation was £19m for the year.

End of year cash position

The closing cash position including accrued income was £36.8m which was £61m lower than in the previous year. This was mainly due to the large infrastructure payments on the NHHB academic building and the Clive Booth Student Village.

2024-25 outlook

The financial outlook for 2024/25 remains challenging in line with the sector:

- Continuing fall in International PG students due to Visa changes;
- Competition from the Russell Group for Home Undergraduates as they seek to offset the drop in international student numbers;
- Continued fall in Home Postgraduate students;
- The funding for the examination of competency for overseas nurses (OSCEs) has stalled since the change in Government with a clear decision to release this funding awaited;
- Change in Government giving economic uncertainty and an October budget which increased employer National Insurance Contributions by 1.2% and lowered the threshold for payment;
- Bank of England base rate likely to fall from current 5% reducing investment returns;

More positively:

- CPI fell in September 2024. The 12 month rate fell to 1.7% from 6.7% twelve months prior. This should support in-contract price control and for other general supplies.
- The Government announced an increase in the UG Home Fee cap to £9,535 from £9,250, from September 2025.

The way forward

The Vice-Chancellor announced some further measures to all University staff to ensure non-pay and staff savings continue in 2024/25 by avoiding non-urgent purchases and delaying staff recruitment where the impact can be successfully managed and is not detrimental to student and staff experience.

The future surpluses planned for the period from 2024/25 to 2027/28 will be revisited in the next iteration of the 5-Year Financial Plan, to reflect the latest student recruitment projections and new potential opportunities.

The projected shortfall in students in 2024/25 will be more accurately quantified following the

December census, and following review of the period 4 management accounts in January. There will also be a clearer indication of the likely January intake at this time.

The Strategic Transformation Programme phase 2 is being implemented, from August 2025, and as part of this the Portfolio Transformation will set out the strategy for the programmes the University wishes to grow, develop and invest in.

Investment

The University's current 5-Year Financial Plan includes investments of £1.4m in 2024/25, which is only being released if urgent and necessary or in support of delivering financial sustainability.

Income growth opportunities

The University continues to focus on its successful Diversification of Income Strategy. Income is expected to grow over the next 5 years as the new University Strategy 2035 is implemented and succeeds.

The income growth opportunities include: International partnership growth and progression agreements; UK partnership growth; increased CPD, consultancy, Higher Education Innovation Fund (HEIF) and Knowledge Exchange; lifelong learning networks (pending confirmation from government on the lifelong learning entitlement (LLE) start date); Intellectual Property income growth in 2023/24 and 2024/25 driven by continued growth in sales; potential spin out and licensing opportunities; capital grants; increasing rooms in the Clive Booth Student Village; new opportunities arising from the Artificial Intelligence Institute and the Centre for Defence and Security established on site; expansion of the Enterprise Centre and the Bio Innovation Hub; and commercial opportunities to ensure the University spaces are fully utilised.

Capital Investment

The University Estates Investment Plan will invest £30.5m over the period of the 5-Year Financial Plan and a further £34.1m will be invested from the Halls Investment Plan. The planned investment includes the completion of the New Headington Hill Building and Purpose

Built Workshop which will open in December 2024 and renovation of existing student accommodation.

Cost control and VFM

The University has planned carefully to ensure its costs are fully reflected in its plans. Inflation has lowered to 1.7% in the 12 months to September 2024 compared with 6.7% in September 2023. The Cost Control Group set up in 2023/24 had a savings target of £2.9m of which it has delivered £2.5m with the remainder to be delivered in 2024/25 and a further £2.9m over the period up to the end of 2026/27. All directorate and faculty expenditure is being scrutinised, including all lower level non contractual spend. Strong financial management and cost control throughout the forecast period is as important as ever; prioritising our resources to ensure that efficiencies can be achieved whilst continuing to prioritise activity to successfully deliver the University Strategy and key priorities for the years ahead. Procurement continues to work closely with Finance and the budget holders providing advice and support on tenders, contractual negotiation and management of contracts.

A new contract system is now in place using ServiceNow which will prepare the University for the introduction of the new Procurement Act 2023, now delayed and intended to go live in February 2025, and maximise efficient renewal of contracts. Training has been delivered.

Cost of living

The University recognises the cost of living pressures on staff and students. It is already providing a range of price points across student accommodation to offer affordable options for students. The Financial Plan includes:

- Continuous Improvement in the volume and quality of student accommodation available. Parade Green (885 new rooms) opened in September 2019 and Paul Kent refurbishment was completed in April 2021. Clive Booth blocks C, L and M were lightly refurbished and made 138 affordable rooms available to students starting in September 2023. The Clive Booth Student Village project provided 350 new rooms from June 2024.

- Continued wide range of options and price points across a portfolio of owned, partnership and nominated halls of residence, alongside a growing number of houses available on our head lease scheme. Rents remain marginally below the sector average (when averaged across the portfolio).

The updated Access and Participation Plan seeks to support students financially with changes to the University bursary scheme such that a greater number of students will receive financial support (with a view to reducing the pressure to work alongside study).

A new Staff Assistance Fund has been established and the provision of financial advice for staff made available by the University.

Risk management

The University assesses its financial risks and presents this alongside the 5-Year Financial Plan in order to stress test and demonstrate the deliverability of the plans. This is an integral part of the approval process. It also identifies and implements risk action plans to manage strategic and operational risks which are monitored and reported in the year. In 2023/24 further progress has been made on implementing Internal Audit recommendations on risk management and a Gap Analysis carried out by the University to meet the ISO

standard 3100:2018. As a result, a new Risk Management Policy, Risk Management Guide and a Corporate Risk Register has been implemented. The Corporate Risk Register encompasses the Strategic Risks alongside the University Operational Risks which are recorded and monitored in the faculties and directorates. The scoring methodology has been updated. The new documentation, risk policy and risk appetite statement were approved by the Audit Committee in November 2023 and the Board of Governors in December 2023.

The strategic risks for 2024/25 were discussed and updated by two separate groups, of Directors, PVC Deans, and members of VCG during September 2024 and these were subsequently considered by the Risk Management Group (RMWG) at its November meeting, for onward approval by VCG and submission to the November Audit and Risk Committee.

The 2024/25 final strategic risks included 9 red and 1 amber raw risks.

Those identified as red are:

- Failure to set accurate student recruitment targets and achieve these;
- Failure to ensure Financial Sustainability for the University – due to Fees remaining fixed



at £9250 alongside shortfalls in student recruitment particularly International students, whilst costs are rising;

- Inadequate data security systems and processes on an individual and organisational basis, such that a successful cyber attack could occur and/or a serious breach of data takes place;
- Failure to meet the regulatory guidelines for private UK educational partnerships results in risk to the reputation of Oxford Brookes;
- Failure to ensure completion, retention and progression of students;
- Failure to prevent and address harassment and sexual misconduct as determined by the OfS E6 regulation and the University's Zero Tolerance statement;
- Failure to recruit international students due to increases in international fees and/or changes to student visas;
- Failure to realise the benefits of the Strategic Transformation Project (STP) and consequences of undertaking the transformation;
- Failure to achieve the goals of our environmental sustainability plan to work towards reaching Net Zero by 2040.

Mitigation plans have been drawn up by the risk owners who will then reassess their scores after allowing for existing controls and mitigations.

The risk register is monitored by the VCG and reported to the Audit and Risk Committee and the Board of Governors at regular intervals during the year.

In May, the annual financial risk and contingency planning workshop was held to identify the key risks to the University's finances in 2024/25 to 2028/29. It was attended by senior and operational managers and a member of the governing body. The risks focused on:

- Future pay award;
- Teachers' pension increase (now included in the 2023/34 budget from April 2024);
- Home, and International recruitment;
- Student residences' void rates; improved retention and continuation rates for students;
- Failure to meet the other income target;
- Failure to achieve the staff and non-pay savings targets;
- Failure to achieve staff turnover vacancy factor;
- The rate of inflation on utilities;



- Deliverability of the large new UK partnership target.

The workshop output identified a total financial exposure of £11m in 2024/25 which when assessed for likelihood reduced to £7.9m. This was updated to reflect the decline in the Objective Structured Clinical Examination bookings, due to visa changes regarding dependents and reduced government funding to train international nurses. Mitigating actions were identified.

The 2023/24 year end position of £4.7m deficit against a plan of £2.8m surplus is £7.5m below plan. This compares with the prior year financial risk assessment of £1.8m.

Treasury management

The University policy is to provide adequate liquidity and security in order to meet cash flow requirements and then seek the best available low-risk returns on its remaining cash. Average cash and investment balances held in the year 2023/24 were £49.4m and the return on investments for the period was £2.9m compared with £3.6m in 2022/23, with an average interest rate of 4.77% compared to 3.62% in the previous year. The average remaining private placement (PP) funds were £23.8m with £1.5m of interest attributable to these funds. The interest rate achieved on cash balances was higher than the prior year due to the higher Bank of England (BoE) base rate and careful management of the cash in order to maximise returns at the higher rates.

The Treasury Management Policy is reviewed annually and was updated in September 2024 and approved by the Board of Governors in October 2024. It stipulates that the University aims to maintain a minimum cash balance of £15m for working capital, ensuring sufficient liquidity to support day-to-day operations and financial stability. However, recognising the uneven nature of cash inflows from the Student Loans Company, there may be short periods when the cash balance falls below this threshold. During such periods, the University may utilise temporary borrowing arrangements, overdraft or standby facilities to address temporary shortfalls.

This temporary borrowing will not exceed the permitted financial indebtedness outlined in any of the current lender agreements, will be for no more than 90 days, and will not cause the University to breach any of its banking covenants at year end.

This approach allows the University to effectively manage cash flow fluctuations without the need to hold excessive cash balances for extended periods. An overdraft facility of £20m was put in place during 2023/24. A monthly treasury management meeting is held to review investments and cash flow, for which the results are included in the quarterly Management Accounts reported to the Finance and Resources Committee and onwards to the Board of Governors.

Internal control environment

The University operates a strong internal control environment. The internal audit contract was tendered in June 2022 and awarded to PwC for a period of 3 years up to June 2025. The Board of Governors approved the appointment of the external auditors Mazars (now Forvis Mazars) at their meeting of 11 May 2021, from June 2021 for 4 years.

The annual internal audit programme is agreed through discussion with governors and senior staff. This annual plan which includes the draft forward plan for 2023/24 is agreed with and reported to the Audit and Risk Committee. The Audit and Risk Committee meets four times a year, and receives the latest audit reports as well as follow up reporting on previous report recommendations. PwC findings in 2023/24 included 2 high, 11 medium, 18 low and 4 advisory rated recommendations. The University ensures that the actions arising from these reports are implemented and reports on progress to the Audit and Risk Committee.

The Audit and Risk Committee Annual Report is produced and scrutinised alongside the Internal Audit Annual Report and the External Auditor Annual Results report to ensure that the members are fully informed of the status of key controls, internal procedures and governance arrangements. The results have been positive this

year; the University was rated by Internal Audit as 'Reasonable/Moderate Assurance' which is the expected rating for the majority of universities.

Going concern

The 5-Year Financial Plan for 2024/25 to 2028/29 was approved at the Board of Governors on 9 July 2024, this included a financial risk assessment and evaluation of contingency options.

The Plan demonstrate the surplus levels, cash generation and assessment of covenant compliance:

- The Surplus grows from £5.5m to £19.6m (2% to 5%) driven by Tuition Fee income growth
- Operating cash generation is healthy at between £31.8m and £50.5m (9% – 13% of income) throughout the planning period
- Recognising the uneven nature of cash inflows from the Student Loans Company, there may be short periods when the cash balance falls below the Treasury Management Policy threshold. During such periods, the University may utilise temporary borrowing arrangements, overdraft or standby facilities to address temporary shortfalls. This temporary borrowing will not exceed the permitted financial indebtedness outlined in any of the current lender agreements, will be for no more than 90 days and will not cause the University to breach any of its banking covenants at year end
- A £20m overdraft facility is in place.

The key assumptions underpinning the 5-Year Financial Plan were approved by the VCG on 15 January 2024 and presented to the Finance and



Resources Committee on 25 January 2024. These are included in the 5-Year Financial Plan.

At year end 31 July 2024 the closing cash and deposit balance was £36.8m which was £12.0m higher than the £24.8m in the 5 Year Financial Plan for 2024/25 opening balance. This variance mostly related to delayed expenditure for one of the major capital projects, the New Headington Hill Building.

There has been appropriate scrutiny of financial forecasts and the going concern assessment (and any related disclosures) by the VCG, by the Finance and Resources Committee, by the Audit and Risk Committee and by the Board of Governors.

The financial position in 2024/25 will be assessed in detail for the Period 4 Forecast at the end of November 2024, with a high-level Period 3 Forecast provided for the Finance & Resources Committee at their November meeting. Based on early indicators the University will fall short on recruitment targets for 2024/25 with UG Home having future year impacts, but PG recruitment less so. There are reasons to anticipate that International recruitment will stabilise or improve rather than decline into future years, including government policy changes in competitor markets and this will be subject to scrutiny through the 2025 planning round.

Other items of note that support the future financial position are:

- The opening of the £90m New Headington Hill Building and Purpose Built Workshop providing a new state of the art environment for Engineering, Computing, Built environment and the Arts.
- The UK partnership is expected to continue its growth trajectory. By 2026/27 four cohorts will be studying concurrently in comparison to first year students only that were studying in 2022/23.
- The continued success of the International Student Early Acceptance Scholarship which has helped to drive conversion for international students.

- Investment into widening access and student success including a significant expansion of our school outreach work across new geographic areas, an updated financial support scheme to ensure the bursary reaches a larger number of students coming from households with up to £45,000 income.
- Continuous Improvement in the volume and quality of student accommodation available. The Clive Booth Student Village project has completed 348 rooms across 3 new buildings in a location opposite the Headington campus. The Halls investment plan ensures owned accommodation will be refurbished over the next 5 years.
- Continued wide range of options and price points across a portfolio of owned, partnership and nominated halls of residence, alongside a growing number of houses available on our head lease scheme. Rents remain marginally below the sector average (when averaged across the portfolio).
- The demographic modelling for the number of UK 18-year-olds shows an increasing supply from 2021 to 2026, a small decline to 2027, and growth again from 2027 to 2030.

The planned surplus in 2024/25 is £17.0m when including one off additional income from the sale of Wheatley Campus; there is an expectation that there will be an adverse variance based on early monitoring and reporting. An action plan to address this shortfall is in place, with the VCG responsible for the successful implementation of this plan. Progress against this plan will be closely monitored throughout the financial year.

In making these statements, the Board of Governors has considered the Going Concern Report from the Chief Financial Officer and they consider that the University is a 'going concern' from the date of approval of the Financial Statements on the 10th December 2024 for the following 12 months.

Conclusion

Along with the Higher Education Sector, the University is facing a financially challenging environment. Financial sustainability in support of the University Strategy remains a core focus. It will review and update student numbers in its 5-Year Financial Plan after the December census and following the annual student number planning round. A number of efficiency plans are being implemented and Portfolio Transformation will ensure that the University has a strategy to invest in and grow its most attractive courses while introducing new ones. The Strategic Transformation Programme phase 2 looking at professional services will increase productivity and efficiency for future years. Open days at the University are attracting record numbers of students. The investment in the campus and the completion of the New Headington Hill Building in December 2025, alongside the new student accommodation at Clive Booth Student Village, will have a significant impact on attracting students to live and study at the University.

The University maintains a wide focus on the opportunities offered by growing research, global and UK partnerships, its global strategy and other diverse options for the delivery of education. The growth and success of the University is grounded on its financial sustainability.



Public benefit

In their decision-making, the University's Governors have adhered to the Charity Commission's guidance on public benefit while fulfilling their duties. As an exempt charity focused on higher education and research, Oxford Brookes University's primary purpose is the advancement of education, with students as the key beneficiaries. This also extends to broader societal benefits through knowledge exchange and community engagement.

Many examples of how the University meets its charitable goals are outlined in previous sections of this report related to Strategy 2035. For research that demonstrates public benefit, refer to *Research and Knowledge Exchange* on page 14, and for community partnerships, see *External* on page 17.

Encouraging progression to university for under-represented groups

Oxford Brookes continues to implement a wide-ranging programme aimed at raising awareness of higher education and supporting students from under-represented groups with the academic ability and potential to succeed. Working with students as young as 10, the University guides them through key educational transitions and also supports adults returning to study.

Our flagship initiative, Brookes Engage, is an 18-month programme that helps students in Years 12 and 13 transition to university. Now in its 10th year, it is open to students across the UK. Oxford Brookes also leads the *Study Higher* partnership, which is part of the Uni Connect programme and funded by the Office for Students. *Study Higher* focuses on increasing higher education access for disadvantaged young people, and since 2017 has engaged nearly 30,000 students across Berkshire, Buckinghamshire, Oxfordshire, and Swindon.

Providing alternative ways to access Higher Education

Oxford Brookes works with other organisations to deliver our degrees within local communities across the UK. Our partners include further education colleges through our Associate College Partnerships (ACPs) and large national providers. These partnerships enable the University to provide an alternative route into higher education and offer opportunities to attain qualifications closer to home.

These partnerships offer alternative routes to higher education, allowing students to earn qualifications closer to home. The University also provides higher and degree



apprenticeships, both through partners and on-campus programmes, helping individuals gain qualifications while working, particularly for those who might not have traditional access to higher education.

Financial support

Oxford Brookes offers financial support to students as outlined in its Access & Participation Plan, approved by the Office for Students.

During the 2023/24 financial year, support from Oxford Brookes included:

- £3.9m in bursaries and scholarships to 2,620 students
- Additional financial aid:
 - Home student hardship fund (undergraduate) – £432k
 - International student fund – £62k
 - Home student hardship fund (postgraduate) – £18k
 - Disability financial aid – £59k
 - Springhill – £60k

Corporate Governance and Internal Control

Introduction

The University is committed to best practice in all aspects of its corporate governance and has regard to the voluntary Governance Code of Practice contained in the Committee of University Chairs 'Higher Education Code of Governance' published in 2014. The latest revision was in September 2020.

The code identifies six core values of Higher Education governance that together with the 'Nolan Principles of public life' provide an ethical framework for the personal behaviour of governors and boards as corporate entities. Six primary elements embody these core values. The University is confident that it has in place all of these primary elements.

The summary below describes the manner in which the University has applied the principles set out in the UK Corporate Governance Code issued by the Financial Reporting Council in 2018 in so far as they relate to universities. Its purpose is to help the reader of the financial statements to understand how the principles have been applied.

The Board of Governors

The Board of Governors, which meets formally five times a year, is responsible for the University's long-term objectives and for strategies in relation to the educational character and mission of the University and for providing overall financial and organisational control. The Board comprises 13 (independent) Governors, 2 co-opted members, the Chief Executive (the Vice-Chancellor), two Governors representing university staff teaching and non-teaching, and the President of the Students' Union. There is a clear separation of the role of the non-executive Chair from that of the Vice-Chancellor.

The Vice-Chancellor is the accountable officer responsible for satisfying the Board that all conditions of receiving and using grant aid from the Office for Students (OfS) have been met. The University's constitution places responsibility

for the University's operations with the Vice-Chancellor who as the accountable officer, supported by the Vice-Chancellor's Group, implements the Board's policies and develops and manages the University's business.

A majority of the Board must, by law, be independent of the University, and they bring with them a wealth of expertise from their respective fields of business and professional activity. Board members are appointed in accordance with the requirements of the Education Reform Act 1988 and appointment processes and terms of office are laid out in the procedures for the appointment of Governors adopted by the Board. A new term of appointment model (2/3/3) for Governors was approved by the Board in 2020 subject to mutual agreement.

No board member may serve more than two consecutive terms of four years, other than the Vice-Chancellor and the student Governor, who may remain members as long as they hold the position of Vice-Chancellor and President of the Students' Union respectively. The Standing Orders of the Board make provision, by resolution, for the extension of the member's term of office beyond the normal limit of eight years where that is necessary to allow the member to serve a maximum term of four years as either Chair or Deputy Chair.

An external company supported the University in carrying out an effectiveness review of its governance, including the Board of Governors, during 2023. The final report was presented to the Board of Governors in October 2023. Their overall assessment of governance effectiveness was Good.

Vice-Chancellor's Group

The Vice-Chancellor's Group comprises the Vice-Chancellor, two Pro Vice-Chancellors with specific responsibility for Education and for Research and Global Partnerships, respectively, the Registrar and Chief Operating Officer, the four Pro Vice-Chancellor Deans of Faculty, the

Chief Financial Officer, the Chief People Officer and the Academic Registrar and Director of ASA. The group meets formally on a weekly basis.

It is constituted to advise the Vice-Chancellor and support decision-making and also serves as a body which can be used by the Vice-Chancellor for briefing, consultation and communication with senior managers and/or University staff as a group.

Finance and Resources Committee

The Finance and Resources Committee meets at least five times a year. Membership consists of five independent Governors, one co-opted member and one ex-officio member (the Chair of the Board of Governors). The Committee is responsible to the Board of Governors for:

- Advising the Vice-Chancellor, on a recommendation to the Board of Governors, for the coming year's recurrent and capital budgets, and on the cash flow forecast and draft balance sheet arising
- Considering for approval by the Board of Governors, a rolling five-year strategic plan, including financial plans (both revenue and capital) projected ten-year cash flow and balance sheets, taking account of the requirements of the Bank Lenders and of the Funding Council
- Recommending the Estates Strategy to the Board of Governors, and monitoring and reviewing its application and implementation
- Recommending the IT Strategy to the Board of Governors, and monitoring and reviewing its implementation
- Reviewing changes to and the implementation of other key University strategies from time to time, as necessary
- Reviewing and recommending to the Board of Governors borrowing or other financial vehicles necessary to fund the strategy, and the release of funds for specific projects
- Recommending to the Board of Governors, the acquisition or disposal of lands and buildings.

These are the key areas but are not the full terms of reference.

Audit and Risk Committee

The Audit and Risk Committee meets at least four times a year. Membership consists of four Governors and one co-opted member (up to three co-optees may be appointed). The Committee's summary of purpose is:

- To provide advice to the Board of Governors on the fulfilment of the Board's responsibility for sound internal control, stewardship and the achievement of value for money
- To advise the Board on the appointment, remuneration, terms of reference, scope and results of internal and external audit
- To oversee the implementation of the Board's policy in the event of fraud or irregularity
- To advise the Board on the adequacy and effectiveness of the University's strategic risk management arrangements.

People Committee

The People Committee assists the Board of Governors and the University in its oversight of those functions that ensure delivery of the University's strategic objectives as defined within the University People and Culture Strategy. The Committee also ensures that regulatory requirements related to people, culture and remuneration are met.

Additionally, it oversees policy and best practice in the determination of remuneration. The Committee must also ensure that the legal and compliance requirements are being met, as and when these relate to people, culture and remuneration. Membership consists of five independent Governors, one staff Governor, one co-opted member and the Chief People Officer.

The People Committee also has a remuneration function, which is undertaken annually to review the remuneration of the Vice-Chancellor and the Registrar and Chief Operating Officer. The Staff Governor does not attend for this function. The remuneration decisions are subsequently notified to the Board of Governors.

The Vice-Chancellor attends the People Committee at the request of the committee for specific matters. The Vice-Chancellor is excluded from matters concerning his own remuneration.

The People and Culture Strategy is approved by the Vice-Chancellors Group, and endorsed by the People Committee and the Board of Governors.

Nominations Committee

The Nominations Committee comprises six Governors, including the Vice-Chancellor and the President of the Students Union when considering appointment of a Chancellor. It is responsible for advising the Board on the appointment of new Governors and co-opted Governors.

Academic Board

The Academic Board of the University is chaired by the Vice-Chancellor and comprises representatives of both the academic and related areas of the University, a proportion of whom are elected representatives. The Academic Board is responsible for:

- General issues relating to the research, scholarship, teaching and courses at the University, including criteria for the admission of students; the appointment and removal of internal and external examiners; policies and

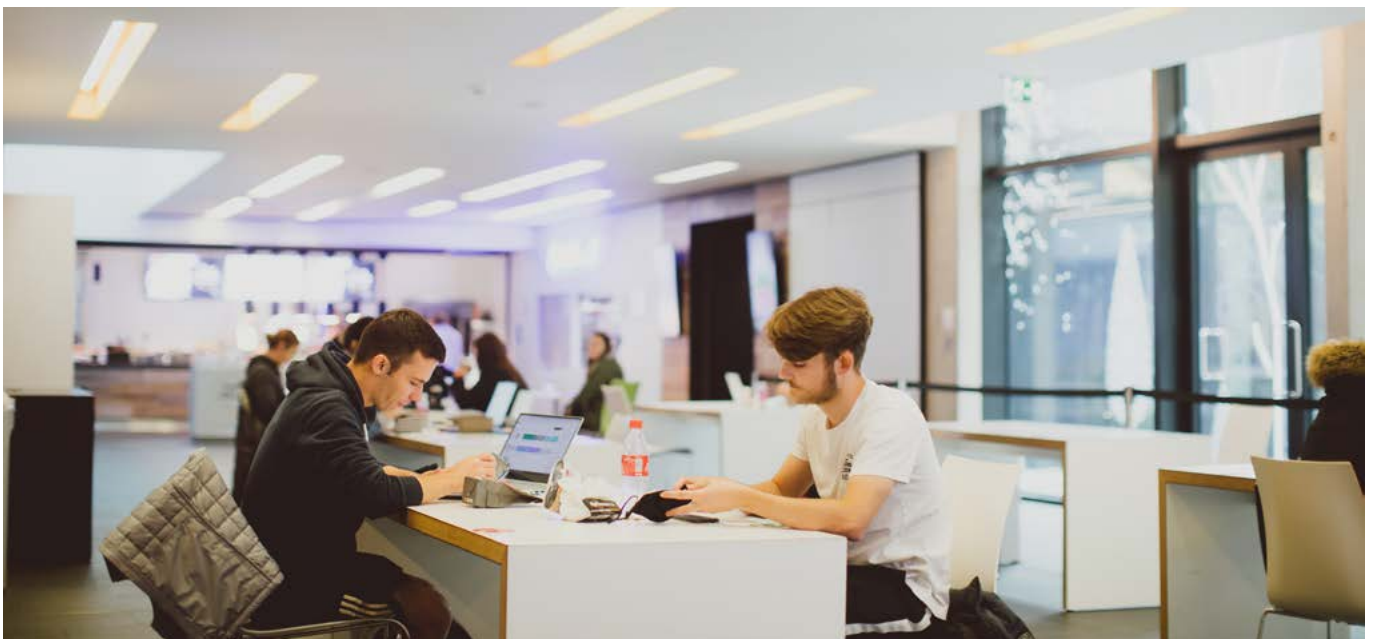
procedures for assessment and examination of the academic performance of students; the content of the curriculum; academic standards and the validation and review of courses; the procedures for the award of qualifications and honorary academic titles; and the procedures for the exclusion of students for academic reasons

- Considering the development of the academic activities of the University and the resources needed to support them and for advising the Vice-Chancellor and the Board of Governors thereon
- Advising on such other matters as the Board of Governors or the Vice-Chancellor may refer to the Academic Board.

Internal control

The key elements of the University's systems of internal financial control, which are designed to discharge the responsibilities of the Board of Governors, include the following:

- Clear definitions of the responsibilities of, and the authority delegated to, heads of academic and administrative departments
- A comprehensive five year planning process, supplemented by detailed annual income, expenditure, capital and cash-flow plans
- Regular reviews of academic performance



and monthly reviews of financial results involving variance reporting and quarterly updates of the forecast outturn

- Clearly defined and formalised requirements for approval and control of expenditure, with investment decisions involving capital or revenue expenditure being subject to formal detailed business case appraisal and review
- Comprehensive and regularly updated financial regulations, detailing financial controls and procedures, approved by the Finance and Resources Committee and the Board of Governors
- A professionally qualified and appropriately resourced Finance and Legal Services Directorate
- A professional internal audit team whose annual programme is approved by the Audit and Risk Committee.

Any systems of internal financial control can, however, only provide reasonable, but not absolute, assurance against material misstatement or loss.

Charitable status

The University is an Exempt Charity as defined by the Charities Act 2011. Consequently, the University has no charity registration number and is regulated principally by the Office for Students (OfS) which, under the Higher Education and Research Act 2017, operates a registration system to regulate and authorise UK higher education providers (known as Learning Providers). **Oxford Brookes University is registered with the OfS under UKPRN 10004930.**

University financial statements are prepared in accordance with the provisions of the OfS. Where activities undertaken by the University may fall outside the terms of its charitable status, these are undertaken through Oxford Brookes Enterprises Limited. The majority of the profits of that company are gift-aided annually to the University. All the activities operated directly by the University are of a charitable nature and as such not liable to corporation tax.

In accordance with the Education Reform Act 1988, the Board of Governors of Oxford Brookes University ('the Board') is responsible for the

administration and management of the affairs of the University and is required to present audited financial statements for each financial year.

The Board is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the University and which enable it to ensure that the financial statements are prepared in accordance with the powers and duties of previous legislation. These are the Education Reform Act 1988, Further and Higher Education Act 1992 and the Higher Education Act 2004. They must also comply with the Regulatory Framework issued by the OfS in April 2018 and amended from time to time, the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019, and applicable United Kingdom Law and Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

The Board, through its designated office-holder, is required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the University and of the institutional surplus or deficit and cash flows for that year.

In causing the financial statements to be prepared, the Board has to ensure that:

- suitable accounting policies are selected and applied consistently
- judgements and estimates are made that are reasonable and prudent
- applicable UK law and accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- financial statements are prepared on the going-concern basis unless it is inappropriate to presume that Oxford Brookes University will continue in operation. The Board is satisfied that the University has adequate resources to continue in operation for the foreseeable future; for this reason the going-concern basis continues to be adopted in the preparation of the financial statements.

The Board has taken reasonable steps to ensure the University:

- has a robust and comprehensive system of risk management, control and corporate governance. This includes arrangements for the prevention and detection of corruption, fraud, bribery and irregularities
- has regular, reliable, timely and adequate information to monitor performance and track the use of public funds
- plans and manages its activities to remain sustainable and financially viable
- informs the Office for Students of any material change in its circumstances, including any significant developments that could impact on the mutual interests of the University and the Office for Students
- uses public funds for proper purposes and seeks to achieve value for money from public funds
- complies with the mandatory requirements relating to audit and financial reporting, set out in the Office for Students Audit Code of Practice and in the Office for Students annual accounts direction.

The Board of Governors is responsible for the maintenance and integrity of the corporate and financial information included on the University's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. 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 financial statements since they were initially presented on the website.

Disclosure of information to auditors

The members who held office at the date of approval of the financial statements confirm that, so far as they are aware, there is no relevant audit information of which the University's auditors are unaware; and each member has taken all the steps that he or she ought to have taken to be aware of any relevant audit information and to establish that the University's auditors are aware of that information.

Risk management

The University's strategic risk management process has been updated in 2023/24 to

include new documentation, including; a risk management policy and statement of risk appetite; a risk management guide and scoring mechanism to reflect the University risk appetite; and a Corporate Risk Register which includes strategic and all operational risks recorded in faculties and directorates. The 2023/24 process provided an effective system for the identification of the major strategic and financial risks facing the University. During 2023/24 the VCG, Audit and Risk Committee and Board of Governors monitored the highest level strategic risks whilst lower rated strategic risks and operational risks continued to be managed as part of the established management arrangements which includes monitoring and approval by the Risk Management Working Group and the Operations Group. The key elements of the University's approach during the year, designed to discharge the responsibilities of the Board of Governors were:

- a review of the University's approach and attitude to risk. This included active participation from senior management and the Board of Governors
- two workshops to identify evaluate and categorise by severity, risks which impacted on the achievement of strategic objectives
- the production of a new risk register
- the development of risk mitigation / improvement plans to address the highest categories of risk and the confirmation of the delegation of responsibility to manage the less significant risks
- regular monitoring by the VCG of the risk register and of the implementation of improvement plans for the ten highest severity risks
- regular meetings of the Risk Management Working Group, a small group of senior managers, chaired by the Registrar and Chief Operating Officer, to review the output of the risk management process and to consider improvements and developments to the process itself and the development of additional risk management procedures at an operational level. The Group has no delegated authority itself but provides

an effective forum to allow the Registrar and the Chief Financial Officer to fulfil their responsibilities

- regular reports both to the Board and the Audit and Risk Committee on the development of the process, the most severe risks and progress with the mitigation/improvement plans
- high level involvement and support by the VCG which considered the risk register and improvement plans and other reports on key aspects of the University's performance. Several members of the VCG and most Directors took an active part in at least one of the various workshops
- that the Internal Audit team based their plan of work on the University's risk analysis, modified by their assessment. In addition, the Internal Audit Team reviewed the University's system of risk management
- support for each directorate and faculty to produce new risk registers and improvement plans.



John Zealley
Chair of Governors

Review of the effectiveness of internal control and risk management

At its meeting in December 2024 the Board of Governors considered the effectiveness of the arrangements for internal control and risk management that have been in place for the financial year to 31 July 2024 and up to the date of signing the annual financial statements. The Board of Governors came to a conclusion, based upon the Annual Report of the Audit and Risk Committee and other internal audit and management assurances, regarding whether the arrangements in place were satisfactory to provide effective internal control and risk management throughout this time. The conclusion reached at the meeting was one of adequate assurance.

Going concern

After making appropriate enquiries, the Board of Governors has a reasonable expectation that the University has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.



Professor Alistair Fitt
Vice-Chancellor

Independent Auditors' Report

Opinion

We have audited the financial statements of Oxford Brookes University ('the University') and its subsidiary ('the Group') for the year ended 31 July 2024 which comprise the Consolidated and University Statement of Comprehensive Income, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Statement of Financial Position, the Consolidated Statement of Cash Flows and notes to the financial statements.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard Applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and University's affairs as at 31 July 2024 and of the Group's and University's income and expenditure, gains and losses, changes in reserves and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Statement of Recommended Practice – Accounting for Further and Higher Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and University in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with

these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's and University's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Board of Governors is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we

conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Board of Governors

As explained more fully in the Statement of Responsibilities of the Board of Governors set out on [page 35](#), the Board of Governors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Governors are responsible for assessing the Group and 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 Board of Governors either intend to liquidate all or part of the University Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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.

Based on our understanding of the University Group and its operations, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: OfS requirements, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud and money laundering.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the University Group is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the University Group which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as pensions legislation and the OfS Accounts Direction.

In addition, we evaluated the Board of Governors' and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to defined benefit pension obligations, revenue recognition (which we pinpointed to the cut-off assertion), and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Board of Governors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the **[Financial Reporting Council's website](#)**. This description forms part of our auditor's report.

Other Required Reporting

Opinion on other matters prescribed in the OfS Audit Code of Practice issued under the Further and Higher Education Act 1992

In our opinion, in all material respects:

- funds from whatever source administered by the provider for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by OfS, 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 relevant terms and conditions; and
- the requirements of the OfS's accounts direction have been met.

We have nothing to report in respect of the following matters in relation to which the OfS

Audit Code of Practice requires us to report to you if, in our opinion:

- the provider's grant and fee income, as disclosed in the notes to the accounts, is materially misstated; or
- the provider's expenditure on access and participation activities, as disclosed in the accounts, has been materially misstated.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and University and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the Board of Governors' Report.

We have nothing to report in respect of the following matters in relation to which the OfS Audit Code of Practice requires us to report to you if, in our opinion:

- the provider's grant and fee income, as disclosed in the notes to the accounts, is materially misstated; or
- the provider's expenditure on access and participation activities, as disclosed in the accounts, has been materially misstated.

Use of the audit report

This report is made solely to the Governing Body as a body in accordance with University's Supplemental Royal Charter and its Schedule of Bye-Laws and the Governing Body's Statement of Primary Responsibilities. Our audit work has been undertaken so that we might state to the Governing Body 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 Academy and the Governing Body, as a body, for our audit work, for this report, or for the opinions we have formed.

Forvis Mazars

Richard Bott (Senior Statutory Auditor)
Forvis Mazars LLP
Chartered Accountants and Statutory Auditor
Address: 90 Victoria Street, Bristol, BS1 6DP
Date: 10 December 2024

Financial statements

Consolidated and University statement of comprehensive income and expenditure for the year ended 31 July 2024

	Note	Year ended 31 July 2024		Year ended 31 July 2023	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Income					
Tuition fees and education contracts	1	181,266	181,266	143,721	143,721
Funding body grants	2	17,537	17,537	21,822	21,822
Research grants and contracts	3	8,267	8,267	8,011	8,011
Other income	4	64,676	63,554	61,065	60,161
Investment income	5	1,514	1,489	1,781	1,767
Donations and endowments	6	599	599	1,630	1,630
Total income		273,859	272,712	238,030	237,111
Expenditure					
Staff costs	7	113,034	112,581	126,322	125,762
Other operating expenses	10	120,517	120,513	87,618	87,272
Depreciation and amortisation	11,12	19,250	19,234	18,510	18,493
Interest and other finance costs	8	4,859	4,859	5,674	5,674
Total expenditure	9	257,659	257,186	238,124	237,201
Surplus / (Deficit) before other gains and losses		16,200	15,526	(94)	(90)
Gain / (Loss) on disposal of fixed assets	12	(32)	(32)	4,794	4,794
Gain on investments		30	30	6	6
Surplus before tax		16,198	15,524	4,706	4,710
Taxation		-	-	-	-
Surplus for the year		16,198	15,524	4,706	4,710
Actuarial (loss) / gain in respect of pension schemes	29	(14,290)	(14,290)	6,299	6,299
Total comprehensive income for the year		1,908	1,234	11,005	11,009
Represented by:					
Endowment comprehensive (expense) for the year		(194)	(194)	(47)	(68)
Restricted comprehensive (expense) / income		(277)	(277)	755	775
Unrestricted comprehensive income for the year		5,691	5,017	37,984	37,988
Revaluation reserve comprehensive income for the year		(3,312)	(3,312)	(27,687)	(27,687)
Attributable to the University		1,908	1,234	11,005	11,009
Attributable to the non-controlling interest		-	-	-	-
		1,908	1,234	11,005	11,009

Consolidated and University statement of change in reserves for the year ended 31 July 2024

Consolidated	Income and expenditure account			Revaluation reserve	Total
	<i>Endowment</i>	<i>Restricted</i>	<i>Unrestricted</i>		
	£'000	£'000	£'000	£'000	£'000
Balance at 1 August 2022	1,187	807	190,257	98,925	291,176
(Deficit) / Surplus from the income and expenditure account	(47)	755	3,998	-	4,706
Other comprehensive income	-	-	6,299	-	6,299
Transfers between revaluation and income and expenditure reserve	-	-	27,687	(27,687)	-
Transfers between reserves	(21)	21	-	-	-
Release of endowment and restricted capital funds spent in year	-	-	-	-	-
Total comprehensive expense for the year	(68)	776	37,984	(27,687)	11,005
Balance at 1 August 2023	1,118	1,582	228,240	71,238	302,181
(Deficit) / Surplus from the income and expenditure account	(101)	(270)	16,569	-	16,198
Other comprehensive income	-	-	(14,290)	-	(14,290)
Transfers between revaluation and income and expenditure reserve	-	-	3,312	(3,312)	-
Transfers between reserves	(93)	(7)	100	-	-
Release of endowment and restricted capital funds spent in year	-	-	-	-	-
Total comprehensive income for the year	(194)	(277)	5,691	(3,312)	1,908
Balance at 31 July 2024	924	1,305	233,931	67,926	304,086
University				Revaluation reserve	Total
	<i>Endowment</i>	<i>Restricted</i>	<i>Unrestricted</i>		
	£'000	£'000	£'000	£'000	£'000
Balance at 1 August 2022	1,187	807	190,165	98,925	291,084
(Deficit) / Surplus from the income and expenditure account	(47)	755	4,002	-	4,710
Other comprehensive income	-	-	6,299	-	6,299
Transfers between revaluation and income and expenditure reserve	-	-	27,687	(27,687)	-
Transfers between reserves	(21)	21	-	-	-
Release of endowment and restricted capital funds spent in year	-	-	-	-	-
Total comprehensive expense for the year	(68)	775	37,988	(27,687)	11,008
Balance at 1 August 2023	1,118	1,582	228,153	71,238	302,090
(Deficit) / Surplus from the income and expenditure account	(101)	(270)	15,895	-	15,524
Other comprehensive income	-	-	(14,290)	-	(14,290)
Transfers between revaluation and income and expenditure reserve	-	-	3,312	(3,312)	-
Transfers between reserves	(93)	(7)	100	-	-
Release of endowment and restricted capital funds spent in year	-	-	-	-	-
Total comprehensive income for the year	(194)	(277)	5,017	(3,312)	1,234
Balance at 31 July 2024	924	1,305	233,170	67,926	303,325

Consolidated and University Statement of Financial Position as at 31 July 2024

	Note	As at 31 July 2024		As restated at 31 July 2023	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Non-current assets					
Intangible assets	11	11,177	11,177	11,335	11,335
Tangible assets	12	495,597	495,176	418,833	414,345
Service Concession Asset	13	4,130	4,130	3,853	3,853
Investments	14	244	694	244	694
		<u>511,148</u>	<u>511,177</u>	<u>434,265</u>	<u>430,227</u>
Current assets					
Stock	15	34	14	28	11
Trade and other receivables	16	45,940	47,463	68,765	75,607
Investments	17	12,632	12,632	82,766	82,766
Cash and cash equivalents	24	24,211	22,470	14,948	8,790
		<u>82,816</u>	<u>82,579</u>	<u>166,507</u>	<u>167,174</u>
Less: Creditors: amounts falling due within one year	18	(78,969)	(79,522)	(80,704)	(77,420)
Net current assets		3,846	3,056	85,803	89,753
Total assets less current liabilities		514,995	514,234	520,068	519,980
Creditors: amounts falling due after more than one year	19	(210,371)	(210,371)	(213,921)	(213,921)
Provisions					
Pension provisions	21	-	-	(3,966)	(3,966)
Other provisions	21	(538)	(538)	-	-
Total net assets		304,086	303,325	302,181	302,093
Restricted Reserves					
Income and expenditure reserve – endowment reserve	22	924	924	1,119	1,118
Income and expenditure reserve – restricted reserve	23	1,305	1,305	1,583	1,583
Unrestricted Reserves					
Income and expenditure reserve – unrestricted		233,931	233,170	228,241	228,154
Revaluation reserve		67,926	67,926	71,238	71,238
Total Reserves		304,086	303,325	302,181	302,093

The financial statements on pages 44 to 77 were approved by the Board of Governors on 10 December 2024 and signed on its behalf by:


John Zealley
Chair of Governors


Professor Alistair Fitt
Vice-Chancellor

Consolidated cash flow statement for the year ended 31 July 2024

	Note	Year ended 31 July 2024 £'000	Year ended 31 July 2023 £'000
Cash flow from operating activities			
Surplus for the year before tax		16,198	4,706
Adjustment for non-cash items			
Depreciation	12	17,568	16,844
Amortisation of intangibles	11	1,683	1,588
Loss / (Gain) on disposal of fixed assets	12	32	(4,794)
(Gain) on endowments		(30)	(6)
Service concession lease premium	13	(125)	(125)
(Increase) / decrease in stock	15	(6)	7
(Increase) in debtors		(5,181)	(14,905)
Increase in creditors		2,699	16,731
(Decrease) / increase in holiday pay		(1,693)	2,986
Pension provision		(18,257)	4,146
(Decrease) / increase in general provision	21	538	-
Adjustment for investing or financing activities			
Investment income	5	(1,514)	(1,781)
Interest payable	8	5,475	5,493
Endowment income	22	(55)	(36)
Capital grant income	2	(1,723)	(6,525)
Net cash inflow from operating activities		15,609	24,330
Cash flows from investing activities			
Capital grants receipts		447	615
Investment income		1,308	1,264
Withdrawal of deposits		82,766	80,277
New deposits		(12,632)	(82,766)
Payments made to acquire tangible assets		(93,324)	(49,910)
Payments made to acquire intangible assets		(1,899)	(1,559)
Proceeds from sale of tangible assets		28,006	6,940
Net cash inflow / (outflow) used in investing activities		4,671	(45,139)
Cash flows from financing activities			
Interest paid		(5,262)	(5,317)
Interest element of finance lease and service concession payments		(202)	(181)
New endowments		55	36
New unsecured loans		-	-
Repayments of amounts borrowed		(1,766)	(1,711)
Capital element of finance lease and service concession payments		(3,844)	(3,450)
Net cash outflow used in financing activities		(11,019)	(10,623)
Increase / (decrease) in cash and cash equivalents in the year		9,261	(31,432)
Cash and cash equivalents at beginning of the year	24	14,948	46,380
Cash and cash equivalents at end of the year	24	24,211	14,948

Basis of Preparation

These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019 and in accordance with Financial Reporting Standards (FRS102). The University is a public benefit entity and therefore has applied the relevant public benefit requirement of FRS102. The financial statements are prepared in accordance with the historical cost convention (modified by the revaluation of fixed assets and derivative financial instruments).

The consolidated financial statements include the University and all its subsidiaries for the financial year to 31 July 2024. The results of subsidiaries acquired or disposed of during the period are included in the consolidated statement of income and expenditure from the date of acquisition or up to the date of disposal. Intra-group transactions are eliminated on consolidation.

The consolidated financial statements do not include the income and expenditure of the Students' Union as the University does not exert control or dominant influence over policy decisions.

Associated companies and joint ventures are accounted for using the equity method.

Income from the sale of goods or services is credited to the Consolidated Statement of Comprehensive Income and Expenditure when the goods or services are supplied to the external customers or the terms of the contract have been satisfied.

Fee income is stated gross of any expenditure which is not a discount and credited to the Consolidated Statement of Comprehensive Income and Expenditure over the period in which students are studying. Where the amount of the tuition fee is reduced, by a discount for prompt payment, income receivable is shown net of the discount. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

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

Funds the University receives and disburses as paying agent on behalf of a funding body are excluded from the income and expenditure of the University where the University is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Going Concern

The 5-Year Financial Plan for 2024/25 to 2028/29 was approved at the Board of Governors on 9 July 2024, this included a financial risk assessment and evaluation of contingency options.

The Plan demonstrate the surplus levels, cash generation and assessment of covenant compliance:

- The Surplus grows from £5.5m to £19.6m (2% to 5%) driven by Tuition Fee income growth
- Operating cash generation is healthy at between £31.8m and £50.5m (9% – 13% of income) throughout the planning period
- Recognising the uneven nature of cash inflows from the Student Loans Company, there may be short periods when the cash balance falls below the Treasury Management Policy threshold. During such periods, the University may utilise temporary borrowing arrangements, overdraft or standby facilities to address temporary shortfalls. This temporary borrowing will not exceed the permitted financial indebtedness outlined in any of the current lender agreements, will be for no more than 90 days and will not cause the University to breach any of its banking covenants at year end

- A £20m overdraft facility is in place.

The key assumptions underpinning the 5-Year Financial Plan were approved by the VCG on 15 January 2024 and presented to the Finance and Resources Committee on 25 January 2024. These are included in the 5-Year Financial Plan.

At year end 31 July 2024 the closing cash and deposit balance was £36.8m which was £12.0m higher than the £24.8m in the 5 Year Financial Plan for 2024/25 opening balance. This variance mostly related to delayed expenditure for one of the major capital projects, the New Headington Hill Building.

There has been appropriate scrutiny of financial forecasts and the going concern assessment (and any related disclosures) by the VCG, by the Finance and Resources Committee, by the Audit and Risk Committee and by the Board of Governors.

The financial position in 2024/25 will be assessed in detail for the Period 4 Forecast at the end of November 2024, with a high-level Period 3 Forecast provided for the Finance & Resources Committee at their November meeting. Based on early indicators the University will fall short on recruitment targets for 2024/25 with UG Home having future year impacts, but PG recruitment less so. There are reasons to anticipate that International recruitment will stabilise or improve rather than decline into future years, including government policy changes in competitor markets and this will be subject to scrutiny through the 2025 planning round.

Other items of note that support the future financial position are:

- The opening of the £90m New Headington Hill Building and Purpose Built Workshop providing a new state of the art environment for Engineering, Computing, Built environment and the Arts.
- The UK partnership is expected to continue its growth trajectory. By 2026/27 four cohorts will be studying concurrently in comparison to first year students only that were studying in 2022/23.
- The continued success of the International Student Early Acceptance Scholarship which has helped to drive conversion for international students.
- Investment into widening access and student success including a significant expansion of our school outreach work across new geographic areas, an updated financial support scheme to ensure the bursary reaches a larger number of students coming from households with up to £45,000 income.
- Continuous Improvement in the volume and quality of student accommodation available. The Clive Booth Student Village project has completed 348 rooms across 3 new buildings in a location opposite the Headington campus. The Halls investment plan ensures owned accommodation will be refurbished over the next 5 years.
- Continued wide range of options and price points across a portfolio of owned, partnership and nominated halls of residence, alongside a growing number of houses available on our head lease scheme. Rents remain marginally below the sector average (when averaged across the portfolio).
- The demographic modelling for the number of UK 18-year-olds shows an increasing supply from 2021 to 2026, a small decline to 2027, and growth again from 2027 to 2030.

The planned surplus in 2024/25 is £17.0m when including one off additional income from the sale of Wheatley Campus; there is an expectation that there will be an adverse variance based on early monitoring and reporting. An action plan to address this shortfall is in place, with the VCG responsible for the successful

implementation of this plan. Progress against this plan will be closely monitored throughout the financial year.

In making these statements, the Board of Governors has considered the Going Concern Report from the Chief Financial Officer and they consider that the University is a 'going concern' from the date of approval of the Financial Statements on the 10 December 2024 for the following 12 months.

Grant funding

Government revenue grants including funding council block grant and research grants are recognised in income over the periods in which the University recognises the related costs for which the grant is intended to compensate. Where part of a government grant is deferred it is recognised as deferred income within creditors and allocated between creditors due within one year and due after more than one year as appropriate.

Grants (including research grants) from non-government sources are recognised in 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.

Donations and endowments

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 other restriction 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.

Capital grants

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

Accounting for retirement benefits

Retirement benefits to employees of the University are provided by defined benefit schemes that are funded by contributions from the University and employees. Payments are made to the Teachers' Pension Scheme (TPS), the Universities' Superannuation Scheme (USS) and the Local Government Pension Scheme (LGPS) administered by Oxfordshire County Council. These are all independently administered schemes.

Pension costs are assessed on the latest actuarial valuations of the scheme and are accounted for on the basis of charging the cost of providing pensions over the year during which the University benefits from the employees' services.

The TPS is a multi-employer pension scheme and the University is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as defined contribution schemes and the contributions are recognised as they are paid each year.

The assets of the LGPS are measured using closing market values. LGPS liabilities are measured using the projected unit method and discounted at the current rate of return on high quality corporate bond of equivalent term and currency to the liability. The increase in the present value of the liabilities of the scheme expected to arise from the employee service in the year is charged to staff costs and the interest on the liabilities is charged to interest and other finance costs to the operating surplus in The Consolidated Statement of Comprehensive Income and Expenditure. Actuarial gains and losses are also recognised in The Consolidated Statement of Comprehensive Income and Expenditure.

Defined Benefit Plan

Defined benefit plans are post-employment benefit plans other than defined contribution plans. Under defined benefit plans, the University's obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne, in substance, by the University. The Group should recognise a liability for its obligations under defined benefit plans net of plan assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of plan assets. The calculation is performed by a qualified actuary using the projected unit credit method. Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the University is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

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.

Finance leases

Leases in which the University assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

Service Concession Arrangements

Fixed assets held under service concession arrangements are recognised on the Statement of Financial Position at the present value of the minimum lease payments when the assets are brought into use with a corresponding financial liability.

Payments under the service concession arrangement are allocated between service costs, finance charges and financial liability repayments to reduce the financial liability to nil over the life of the arrangement.

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 minimum lease term.

Foreign currency

Transactions in foreign currencies are translated to the respective functional currencies of Group entities at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in Surplus or Deficit.

Fixed assets

Fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses with the following exceptions:

1. Freehold land had been revalued to fair value on the date of transition to the 2015 FE HE SORP. Going forward the land is measured on the basis of deemed cost, being the revalued amount at the date (31 July 2014) of the revaluation.
2. Freehold and leasehold properties vested in the University under the Education Reform Act 1988, at valuation. The valuation as at 1 April 1991 was carried out by an independent firm of chartered surveyors and rating consultants on the basis of depreciated replacement cost in the case of buildings, except where a market value was more appropriate, and current use market value in the case of land. Going forward the valuation on conversion is treated as deemed cost in the financial statements.

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

All assets are regularly reviewed for indications of impairment. Where there is impairment the difference between the assessed recoverable value of the building and its written down cost is charged to the Consolidated Statement of Comprehensive Income and Expenditure.

Land and buildings

Costs incurred in relation to land and buildings after initial purchase or construction, and prior to valuation, are capitalised to the extent that they increase the expected future benefits to the University.

Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a straight line basis over their expected useful lives as follows:

Freehold buildings including refurbishments	10 to 50 years
Long Leasehold property	The lower of the length of the lease, the life of the building, or 50 years

No depreciation is charged on assets in the course of construction.

Equipment

Equipment, including computers and software, costing less than £10,000 is recognised as expenditure. All other equipment is capitalised.

Capitalised equipment is stated at cost and depreciated over its expected useful life as follows:

Equipment	3 to 10 years
-----------	---------------

Depreciation methods, useful lives and residual values are reviewed at the date of preparation of each Balance Sheet.

Borrowing costs

Borrowing costs which are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised.

Intangible assets

Intangible assets are amortised over 3-20 years representing the remaining estimated economic life of the assets.

Impairment

A review for impairment of a tangible fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of the tangible fixed asset may not be recoverable.

Financial instruments

The University has chosen to apply the provisions of sections 11 and 12 of FRS102 in full. Financial assets and financial liabilities are recognised in the University's balance sheet when the University becomes a party to the contractual provisions of the instrument. A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a new basis, or to realise the asset and settle the liability simultaneously.

The University's financial assets and liabilities all meet the criteria for basic financial instruments prescribed within FRS102 Section 11.8. All financial assets and liabilities are initially recognised at the transaction price plus any additional directly attributable transaction costs. They are subsequently measured as follows:

- *Investments*
Investments are measured at cost less impairment. Non-current asset investments are held on the Balance Sheet at amortised cost less impairment. Current asset investments are held at fair value with movements recognised in the Surplus or Deficit.
- *Short-term debtors and creditors*
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of comprehensive income in other operating expenses.
- *Loans*
Loans which are basic financial instruments are initially recorded at transaction price, net of transaction costs. Subsequently, they are measured at amortised cost using the effective interest method.

Investment in subsidiary

Investments in subsidiaries are carried at cost in the University's Financial Statements.

Stock

Goods held for resale are included at the lower of cost and net realisable value. Library books and other consumable stocks held by academic departments are excluded.

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 (maturity being less than three months from the placement date), highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

- (a) the University has a present obligation (legal or constructive) as a result of a past event;
- (b) it is probable that an outflow of economic benefits will be required to settle the obligation; and
- (c) a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is determined by discounting the expected future cash flows at a pre-tax rate that reflects risks specific to the liability.

A contingent liability arises from a past event that gives the University a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

A contingent asset arises where an event has taken place that gives the University a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University.

Contingent assets and liabilities are not recognised in the Balance Sheet but are disclosed in the notes.

Taxation

The University is an exempt charity within the meaning of Part 3 of the Charities Act 2011. It is therefore a charity within the meaning of Paragraph 1 of schedule 6 to the Finance Act 2010. Accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by section 478-488 of the Corporation Tax Act 2010 (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.

All subsidiary companies are liable to Corporation Tax and Value Added Tax in the same way as any other commercial organisation. The University's principal activities are exempt from Value Added Tax, but certain ancillary supplies and services are liable to Value Added Tax at various rates. Expenditure includes irrecoverable Value Added tax charged by suppliers to the University.

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.

Unrestricted reserves are balances where there is no restriction on the use of funds.

Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Defined benefit pension schemes (note 29)

The University has obligations to pay pension benefits to certain employees. The cost of these benefits and the present value of the obligations depend on a number of factors, including life expectancy, salary increases, asset valuations and the discount rate on corporate bonds. Management estimates these factors, in liaison with the actuarial valuer, in determining the net pension obligation in the balance sheet. The assumptions reflect historical experience and current trends.

FRS102 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) and the resulting expense in profit or loss in accordance with section 28 of FRS102. The management 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 obligations under the recovery plan in existence at the date of approving the financial statements.

As the present value of the LGPS defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management does not consider that the University will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102.

Service Concession (note 13)

The University has two service concession arrangements; judgement has been used in determining when the infrastructure and related liability should be recognised. The first contract is until 2050, but Oxford Brookes is able to nominate rooms yearly, with the option of nominating 0-100%, there is the following clause in the agreement.

If Oxford Brookes University does not reserve 100% of the 750 rooms, then Oxford Brookes University cannot provide accommodation for more than 46% of the student population in each academic year, over the term of the contract.

The University has made the decision to include a one-year asset and associated liability rather than an asset and liability over the life of the contract as it nominates rooms one year at a time and could provide accommodation for the students via third parties if necessary.

The second contract is until 2030, and the infrastructure asset created has been capitalised and will be depreciated on a straight line basis over the 10-year life of the contract. An associated liability has been created which will be released at the same rate as the depreciation.

Revaluation of Land

In the 2016/17 financial statements the University performed a one off revaluation of its land on transition to FRS 102. The District Valuation office carried out the revaluation on the basis of Fair Value which is defined as:

The amount for which an asset could be exchanged, a liability settled, or equity instrument granted, between knowledgeable, willing parties in an arm's length transaction.

The valuations were prepared on an appropriate basis in accordance with the RICS valuation – Professional Standards 2014 and are suitable for financial statements purposes.

Where land is associated with a building the valuer has apportioned the land on a basis of overall value of the property. The valuer has described that the apportionment between land value and buildings value should be 40%:60%. For campus assets the valuer applied depreciated cost methodology. For student residences assets, the valuer applied fair value methodology by reference to market value.

Notes to the financial statements

1 Tuition fees and education contracts

	Year ended 31 July 2024		Year ended 31 July 2023*	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Full-time home undergraduate students	119,112	119,112	86,938	86,938
Part-time home undergraduate students	1,224	1,224	1,465	1,465
Full-time home postgraduate students	3,894	3,894	4,650	4,650
Part-time home postgraduate students	5,151	5,151	5,449	5,449
International students	46,910	46,910	41,916	41,916
Health Authorities	1,619	1,619	195	195
Other course fees	1,836	1,835	1,700	1,700
Research student tuition fees	1,468	1,468	1,369	1,369
Further Education	53	53	39	39
	181,266	181,266	143,721	143,721

*Please note a change in prior year breakdown between categories. The total for prior year remains unchanged.

2 Funding body grants

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Recurrent grant				
Office for Students	5,829	5,829	5,373	5,373
Research England	5,952	5,952	6,463	6,463
Education and Skills Funding Agency	406	406	361	361
Specific grants				
Office for Students	722	722	863	863
Research England	2,442	2,442	1,809	1,809
Release of Capital grant	1,723	1,723	6,525	6,525
Other	463	463	428	428
	17,537	17,537	21,822	21,822

3 Research grants and contracts

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Research Councils	3,248	3,248	3,816	3,816
UK-based charities	1,533	1,533	1,012	1,012
UK Central Government, Local Authorities	1,924	1,924	1,680	1,680
UK Industry, commerce, Public Corporations	98	98	305	305
UK other	10	10	0	0
European Commission	875	875	893	893
EU other	195	195	171	171
Other overseas	383	383	135	135
	8,267	8,267	8,011	8,011

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

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Grant and Fee income				
Grant income from the OfS	8,274	8,274	8,064	8,064
Grant income from other bodies	17,530	17,530	16,911	16,911
Fee income for research awards (exclusive of VAT)	1,468	1,468	847	847
Fee income from non-qualifying courses (exclusive of VAT)	1,889	1,888	1,220	1,182
Fee income for taught awards (exclusive of VAT)	177,910	177,910	134,892	134,892
	207,071	207,070	161,934	161,896

4 Other income

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Residences, catering and conferences	30,708	30,412	28,205	27,842
Other income	33,968	33,142	32,861	32,319
	64,676	63,554	61,065	60,161

5 Investment income

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Investment income on endowments	42	42	43	43
Other investment income	1,472	1,447	1,738	1,724
	1,514	1,489	1,781	1,767

6 Donations and endowments

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
New endowments	55	55	36	36
Donations with restrictions	491	491	1,495	1,495
Unrestricted donations	53	53	99	99
	599	599	1,630	1,630

7 Staff costs

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Staff Costs :				
Salaries	97,411	96,970	94,089	93,536
Social security costs	10,656	10,647	10,376	10,370
Severance payments	1,936	1,936	135	135
Movement on USS provision	(4,050)	(4,050)	(1,296)	(1,296)
Movement on LGPS provision	(13,509)	(13,511)	5,261	5,261
Other pension costs	20,590	20,590	17,757	17,755
Total	113,034	112,581	126,322	125,762

In 2024 106 (2023: 19) members of staff received severance payments

	Year ended 31 July 2024	Year ended 31 July 2023
	£	£
Emoluments of the Vice-Chancellor:		
Salary		
Professor Alistair Fitt	262,263	246,343
Pension contributions to USS		
Professor Alistair Fitt	6,884	15,520
	269,147	261,863

In addition the Vice Chancellor received £3.8k (2023: £3.6k) athenaeum subscription

Justification of Vice-Chancellor's salary

The salary of the Vice-Chancellor is set by the remuneration function of the People Committee (formerly the Remuneration Committee) and notified to the Board of Governors.

The salary is set according to the terms of reference of the People Committee as follows:

1. Proportionate pay and the general level of pay rises in the university sector.
2. Comparability with staff in other universities based on comparative information (such as CUC and UCEA).
3. The performance in post of the Vice-Chancellor as reported by the Chair of Governors based on a performance review against the year's objectives, and the report of the Vice-Chancellor on the performance of other posts.
4. The need to recruit and retain well qualified staff.
5. The University's charitable purposes.
6. If considering severance arrangements for senior staff, the committee must represent the public interest and avoid any inappropriate use of funds.
7. To report to the Board of Governors the written decision of the committee concerning senior staff pay and provide sufficient detail of the broad criteria, policies and performance against which decisions have been made.
8. To report to the Board of Governors the recommendations of the VCG Remuneration Committee on the pay of PVCs, PVC/ Deans and Directors, together with the criteria used in making these decisions noting that committee members may wish to comment.

Median Pay Ratios

1. The head of the provider's basic salary is 7.0 times the median pay of staff (2023 6.8), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the provider to its staff.
2. The head of the provider's total remuneration is 5.9 times the median total remuneration of staff (2023 6.1), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the provider of its staff.

7 Staff costs continued

Remuneration of other higher paid staff, excluding employer's pension contributions:

	Year ended 31 July 2024	Year ended 31 July 2023
	No.	No.
£100,000 to £109,999	3	2
£110,000 to £119,999	1	3
£120,000 to £129,999	1	1
£130,000 to £139,999	5	4
£140,000 to £149,999	-	5
£150,000 to £159,999	6	-
£160,000 to £169,999	-	-
£170,000 to £179,999	-	1
£180,000 to £189,999	1	-
£190,000 to £239,999	-	-
£240,000 to £259,999	-	1
£260,000 to £269,999	1	-
	<u>18</u>	<u>17</u>
Average staff numbers by major category :	No.	No.
Teaching and research including management	1,038	1,030
Associate lecturers	1,188	1,096
Support	1,516	1,467
	<u>3,742</u>	<u>3,593</u>

Employees can have more than one contract of employment and, if these contracts are in different categories, the employee will be counted more than once.

£356k compensation paid (2023:nil) for loss of office payable to a senior post-holder.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. Staff costs includes compensation paid to key management personnel. Key management personnel at Oxford Brookes University are members of the Vice Chancellor's Group.

	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Key management personnel compensation	1,788	1,629
	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Access and Participation		
Access Investment	1,109	1,084
Financial Support	200	119
Disability Support (excluding expenditure included in the two categories above)	586	527
Research and Evaluation	248	163
	<u>2,143</u>	<u>1,893</u>

7 Staff costs continued

The University Governors are the trustees for charitable law purposes. Due to the nature of the University's operations and the compositions of the Board of Governors, being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a Governor may have an interest. All transactions involving organisations in which a member of The Board of Governors may have an interest, including those identified below, are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures.

Related party	Nature of relationship	Income £'000				Expenditure £'000			
		2024		2023		2024		2023	
		In Year Transactions	Outstanding at YE	In Year Transactions	Outstanding at YE	In Year Transactions	Outstanding at YE	In Year Transactions	Outstanding at YE
Office of the Independence Adjudicator for Higher Education	Vice-Chancellor is a Director	-	-	-	-	78.1	-	71.7	-
University Alliance	Vice-Chancellor is a Director	0.3	-	-	-	48.4	-	48.4	48.4
Oxfordshire Local Enterprise Partnership Ltd	Vice-Chancellor is a Director	0.1	0.1	0.5	-	0.6	-	12.0	-
Oxford Expressions Technologies Ltd	Vice-Chancellor is a Director and Governor is a Director	157.8	-	197.8	-	45.1	-	0.6	-
The Oxford Trust	Vice-Chancellor is a Director	0.1	-	23.5	0.6	-	-	231.9	42.5
University College London	Governor is an Advisory Board Member	193.0	5.3	80.0	11.9	5.2	3.8	-	-
Pinsent Masons LLP	Governor is a Consultant	-	-	-	-	20.8	0.7	-	-
Abingdon and Witney College	Governor is a Governing Board Member	83.8	-	77.7	-	475.2	-	693.6	-
JISC	Governor is a Member of the Audit Committee	17.8	-	10.4	-	829.5	0.6	688.6	167.7
British Medical Association	Governor is a Non-Executive Director	-	-	-	-	-	-	2.2	-
Chartered Management Institute	Governor is Trustee and Chair	-	-	-	-	9.1	-	5.6	-
Rye St Antony School	Governor is a Governing Board member	0.5	-	0.3	-	-	-	-	-
St Johns College, Oxford University	Governor is Inspire Steering Committee Member	237.9	5.4	23.5	0.6	172.6	26.9	231.9	42.5
Cambridge University Press	Governor is Group Managing Director	-	-	-	-	1.4	-	1.3	0.7
Experience Oxfordshire	Governor is a Director	-	-	0.9	-	3.0	-	7.8	-
South Central Ambulance	Governor is a Non-Executive Director	26.0	-	5.8	-	-	-	-	-
Royal Berkshire Hospital	Governor is a Non-Executive Director	100.5	-	152.0	9.5	-	-	152.0	-

8 Interest and other finance costs

Notes	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Loan interest	5,264	5,264	5,309	5,309
Finance lease interest (service concession finance charge)	13 211	211	185	185
Net charge on pension scheme	29 (616)	(616)	180	180
	4,859	4,859	5,674	5,674

9 Analysis of total expenditure by activity

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Academic and related expenditure	130,660	129,450	97,474	96,082
Administration and central services	55,603	55,729	79,038	79,076
Premises (including service concession cost)	41,883	42,562	36,083	36,565
Residences, catering and conferences	19,071	19,001	15,706	15,643
Research grants and contracts	7,273	7,273	7,143	7,155
Other expenses	3,170	3,170	2,680	2,680
	257,659	257,186	238,124	237,201

Access and Participation

Access Investment	1,504	1,504	1,322	1,322
Financial Support	4,672	4,672	4,811	4,811
Disability Support	413	413	376	376
Research and Evaluation (i)	100	100	167	167
	6,689	6,689	6,676	6,676

(i) 2,143k of these costs are already included in the overall staff costs figures included in the financial statements, see note 7

[Link to Access and Participation Plan](#)

10 Other operating expenses

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Premises related:				
Maintenance	11,374	11,372	10,638	10,629
Rent	6,367	6,530	6,239	6,358
Utilities	7,416	7,416	4,780	4,780
Books, publications and periodicals	1,939	1,935	1,914	1,914
Information technology related equipment; supplies and consumables	7,389	7,290	6,713	6,632
Other equipment supplies and consumables	2,158	2,139	2,130	2,103
Food and catering supplies and services	5,002	4,997	3,175	3,161
Stationery, photocopying and printing	993	834	877	759
Temporary staff, professional services and consultants	8,378	8,377	8,271	8,030
Other hired and contracted services	40,667	40,667	14,836	14,836
Examiners' fees	35	35	34	34
Communications and marketing	5,987	5,985	6,259	6,251
Placements, teaching practice and educational visits	462	462	261	258
Conferences, training and tuition fees	619	617	619	601
Subscriptions and copyright fees	5,510	5,510	4,649	4,644
Transport and travel related	3,824	3,855	3,551	3,588
Student Union grant	1,112	1,112	1,084	1,084
External auditors' remuneration in respect of audit services	142	134	145	133
External auditors' remuneration in respect of other services	-	-	-	-
Internal auditors' remuneration	152	152	175	175
Insurance	610	610	597	597
Bursaries, scholarships and other financial support to student	10,791	10,791	9,934	9,934
Other costs	(410)	(306)	735	771
	120,517	120,513	87,618	87,272

11 Intangible assets: Software

	Intangible assets £'000	Intangible assets in the course of construction £'000	Total £'000
Consolidated			
Cost or valuation			
At 1 August 2023	22,476	847	23,322
Additions	138	1,380	1,518
Transfers	-	402	402
Disposals	(647)	(386)	(1,033)
At 31 July 2024	21,967	2,242	24,209
Accumulated amortisation			
At 1 August 2023	11,987	-	11,987
Charge for the year	1,683	-	1,683
Disposals	(637)	-	(637)
At 31 July 2024	13,032	-	13,032
Net book value			
At 31 July 2024	8,935	2,242	11,177
At 31 July 2023	10,489	847	11,336
University			
Cost or valuation			
At 1 August 2023	22,476	847	23,322
Additions	138	1,380	1,518
Transfers	-	402	402
Disposals	(647)	(386)	(1,033)
At 31 July 2024	21,967	2,242	24,209
Accumulated amortisation			
At 1 August 2023	11,987	-	11,987
Charge for the year	1,683	-	1,683
Disposals	(637)	-	(637)
At 31 July 2024	13,032	-	13,032
Net book value			
At 31 July 2024	8,935	2,242	11,177
At 31 July 2023	10,489	847	11,336

12 Tangible assets

	Freehold Land and Buildings	Long Leasehold Property	Service Concession Arrangement	Fixtures, Fittings and Equipment	Assets in the Course of Construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Consolidated						
Cost or valuation						
At 1 August 2023	403,710	42,453	3,853	42,805	80,697	573,518
Additions	17,493	-	4,130	6,221	67,057	94,901
Transfers	47,646	-	-	971	(49,019)	(402)
Disposals	-	-	(3,853)	(407)	(26)	(4,286)
At 31 July 2024	468,849	42,453	4,130	49,590	98,709	663,732
Consisting of valuation as at:						
31 July 2014	45,801	-	-	-	-	45,801
Cost	423,048	42,453	4,130	49,590	98,709	617,931
	468,849	42,453	4,130	49,590	98,709	663,732
Depreciation						
At 1 August 2023	105,753	20,651	-	24,429	-	150,833
Charge for the year	8,368	1,018	4,013	4,169	-	17,568
Disposals	-	-	(4,013)	(384)	-	(4,397)
At 31 July 2024	114,121	21,669	-	28,214	-	164,005
Net book value						
At 31 July 2024	354,728	20,784	4,130	21,376	98,709	499,727
At 31 July 2023	297,957	21,802	3,853	18,376	80,697	422,685
University						
Cost and valuation						
At 1 August 2023	402,892	42,453	3,853	42,719	76,649	568,566
Additions	17,493	-	4,130	6,221	67,057	94,901
Transfers	47,646	-	-	971	(44,971)	3,646
Disposals	-	-	(3,853)	(407)	(26)	(4,286)
At 31 July 2024	468,031	42,453	4,130	49,505	98,709	662,827
Consisting of valuation as at:						
31 July 2014	45,801	-	-	-	-	45,801
Cost	422,230	42,453	4,130	49,505	98,709	617,026
	468,031	42,453	4,130	49,505	98,709	662,827
Depreciation						
At 1 August 2023	105,373	20,651	-	24,343	-	150,367
Charge for the year	8,351	1,018	4,013	4,169	-	17,551
Disposals	-	-	(4,013)	(384)	-	(4,397)
At 31 July 2024	113,724	21,669	-	28,129	-	163,521
Net book value						
At 31 July 2024	354,307	20,784	4,130	21,376	98,709	499,306
At 31 July 2023	297,519	21,802	3,853	18,376	76,649	418,199

Consolidated fixtures, fittings and equipment include assets held under finance leases as follows:

	Year ended 2024	Year ended 2023
	£'000	£'000
Cost	576	497
Accumulated depreciation	(174)	(123)
Charge for year	(63)	(50)
Net book value	339	324

12 Tangible assets continued

Revaluations

- As a result of the Education Reform Act 1988, freehold and leasehold properties occupied by the University together with the equipment contained therein were vested in the University with effect from 1 April 1989. A professional valuation was carried out in 1991 on the inherited buildings. The valuation, which was 1 April 1991, was on the basis of depreciated replacement costs in the case of buildings except where a market value was more appropriate, and current use market value in the case of land. The total valuation amounted to £64,380k.
- On transition to the FE HE SORP the University has performed a one-off revaluation of its freehold land to fair value as at 31 July 2014. Following the disposal of Wheatley Campus, the remainder of this revaluation is £51,270k less an impairment of £5,469k.

The following land areas were revalued.

	£'000
Student accommodation	38,586
Headington, Gipsy Lane site	7,215
Total	45,801

Depreciation, amortisation and impairments

	£'000
Fixed assets accumulated depreciation charge for the year	17,568
Intangible assets (software) accumulated amortisation charge for the year	1,683
Impairments	-
Total depreciation, amortisation and impairments	19,251

13 Service Concession Arrangements

The University has one on Balance Sheet arrangement where service delivery has commenced.

In 2001 the University entered into a 32 year contract with a third party provider for the provision and maintenance of Cheney Hall of residence, providing accommodation to 750 students. On 31 July 2009 the lease was extended by 17 years to 31 July 2050.

The University received a lease premium of £5.2m, which is amortised over the remaining life of the lease.

The University nominates the number of rooms it requires on a yearly basis, it has the option to reserve all or none of the rooms.

The assets and liabilities relating to one year of this scheme are recognised on the University's Statement of Financial Position.

Movement in Service concession arrangement assets

The asset value of the service concession included in the Statement of Financial Position as at 31/07/2024 is £4,130k (2023:£3,853k).

Movement in Service concession arrangement liabilities

The total liabilities relating to the service concession included in the Statement of Financial Position as at 31/07/2024 were £4,130k (2023: £3,853k). The sum of £4,013k was repaid during the year.

Future commitments

The following table analyses the University's future commitments in relation to service concession arrangements.

	Payable in 1 year £'000
Liability repayments	4,130
Finance Charge	217
Service Charge	1,954
Total	6,301

The notes below give more information on the University's current service concession arrangements:

a) Service concession arrangements included in the Statement of Financial Position

Lease Premium

The value of the remaining unamortised lease premium in long term liabilities as at 31 July 2024 was £3,125k (2023: £3,250k). £125k was released in the year to 31 July 2024 (2023:£125k)

14 Non-Current Investments

	Subsidiary companies	Other fixed assets investments	Total
	£'000	£'000	£'000
Consolidated			
At 1 August 2023	-	244	244
At 31 July 2024	-	244	244
University	£'000	£'000	£'000
At 1 August 2023	450	244	694
At 31 July 2024	450	244	694
Other non-current investments consist of :			Consolidated and University
Oxford Expression Technologies			70
CVCP Properties plc			34
MetaGuideX LTD			90
Oxford Target Therapeutics Ltd			50
			<u>244</u>

15 Stock

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Goods held for resale	34	14	28	11
	34	14	28	11

16 Trade and other receivables

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Research grants receivables	802	801	1,388	1,388
Other trade receivables	19,647	19,612	17,022	16,655
Other receivables	15,629	15,576	44,007	43,901
Prepayments and accrued income	9,862	9,849	6,347	6,347
Amounts due from subsidiary companies	-	1,625	-	7,317
	45,940	47,463	68,765	75,607

17 Current investments

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Short term deposits	12,632	12,632	82,766	82,766
	12,632	12,632	82,766	82,766

Deposits are held with banks and building societies operating in the London market and licensed by the Financial Services Authority. These short term deposits do not meet the definition of cash equivalent. The interest rates for these deposits are fixed for the duration of the deposit at time of placement.

At 31 July 2024 the weighted average interest rate of these fixed rate deposits was 5.30% per annum and the remaining weighted average period for which the interest rate is fixed on these deposits was 176 days. The fair value of these deposits was not materially different from the book value.

18 Creditors: amounts falling due within one year

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Unsecured loans	1,824	1,824	1,765	1,765
Obligations under finance leases	63	63	50	50
Service concession arrangements (note 13)	4,130	4,130	3,853	3,853
Trade payables	9,265	9,194	12,032	6,178
Social security and other taxation payable	1,419	2,650	197	2,608
Accruals and deferred income	56,258	55,652	57,726	57,885
Other creditors	6,010	6,010	5,082	5,082
	78,969	79,522	80,704	77,420

19 Creditors: amounts falling due after more than one year

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Deferred income	16,843	16,843	18,124	18,124
Lease premium	3,125	3,125	3,250	3,250
Unsecured loans	190,127	190,127	191,950	191,950
Concessionary loans	-	-	325	325
Finance lease	277	277	272	272
	210,371	210,371	213,921	213,921

Analysis of unsecured loans:

Due within one year or on demand (Note 18)	1,824	1,824	1,765	1,765
Due between one and two years	1,895	1,895	1,824	1,824
Due between two and five years	6,092	6,092	5,879	5,879
Due in five years or more	182,139	182,139	184,247	184,247
Due after more than one year	190,126	190,126	191,950	191,950
Total unsecured loans	191,950	191,950	193,715	193,715

The University's long-term loans are currently held with Barclays, Lloyds, Santander and private placements with MassMutual, PRICOA, Great-West, Allianz, Hermit, Pensionkasse, Pruco and C.M. Life Insurance.

The loans are unsecured. Of the bank loans outstanding £6,000k is fixed at a rate of 5.3% until 1 August 2027, when it reverts back to 4.99%, £6,100k is fixed at 5.97%, £6,100k is fixed at 5.91%, £6,100k at 5.8%, £12,500k is fixed at 5.66% until 1 August 2027 when it reverts back to 5.34%, £6,300k is a SONIA + Margin linked loan, £9,000k is fixed at 3.97%, £11,000k is fixed at 4.04% and £12,500k is fixed at 5.0%.

The private placement outstanding £75,000k is fixed for 25 years at 3.08%, £10,000k is fixed at 3.53% for 15 years, £15,000k is fixed at 3.76% for 20 years, £25,000k is fixed at 3.91% for 25 years and £10,000k is fixed at 3.94% for 30 years. This loan is being used to fund the construction of the student accommodation at Clive Booth Student Village.

20 Financial instruments

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Financial assets				
<i>Financial assets that are equity instruments measured at cost less impairment</i>				
Other investments	244	244	244	244
<i>Financial assets that are debt instruments measured at amortised cost</i>				
Trade and other receivables	39,261	40,798	64,473	71,315
	39,505	41,042	64,717	71,559
Financial liabilities measured at amortised cost				
Loans	191,950	191,950	193,715	193,715
Trade and other payables	22,185	22,150	26,609	27,085
	214,135	214,100	220,324	220,800

21 Pension and other provisions

	Obligation to fund deficit on USS Pension £'000	Pension scheme provision under FRS102 (note 29b) £'000	Total Pensions Provisions £'000	Total Other Provisions £'000
Consolidated				
At 1 August 2023	3,966	-	3,966	-
Notional (surplus) not recognised at 1 August 2023	-	(14,073)	(14,073)	-
Utilised in year	(134)	(8,935)	(9,069)	-
Interest charge	83	(699)	(616)	-
Additions in 2023/24	(3,916)	9,416	5,500	538
Actuarial (gain)/loss	-	(20,150)	(20,150)	-
Notional surplus not recognised at 31 July 2024	-	34,441	34,441	-
At 31 July 2024	-	-	-	538

LGPS notional surplus

As the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the University will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102.

22 Endowment Reserves

Restricted net assets relating to endowments are as follows:

	Expendable endowments	
	Year ended 31 July 2024 £'000	Year ended 31 July 2023 £'000
Balance at 1 August 2023	1,118	1,187
New endowments	55	36
Investment income	42	43
Expenditure	(198)	(125)
Total endowment comprehensive income for the year	(101)	(47)
Transfers to restricted reserves	(93)	(21)
At 31 July 2024	924	1,118
Analysis by asset		
Cash & cash equivalents	924	1,118
	924	1,118

23 Restricted Reserves

Reserves with restrictions are as follows:

	Endowments	
	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Balance at 1 August 2023	1,582	807
New donations	491	1,495
Expenditure	(761)	(740)
Total endowment comprehensive income for the year	(270)	755
Transfers from endowment reserves	(7)	21
At 31 July 2024	1,305	1,582

24 Cash and cash equivalents

	At 1 August 2023	Cash Flows	At 31 July 2024
	£'000	£'000	£'000
Consolidated			
Cash and cash equivalents	14,948	9,263	24,211
	14,948	9,263	24,211

25 Consolidated reconciliation of net debt

	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Net debt 1 August 2023	(100,177)	(72,797)
Movement in cash and cash equivalents	9,263	(31,432)
Movement in current investments	(70,134)	2,488
Other non-cash changes	1,471	1,564
Net debt 31 July 2024	(159,577)	(100,177)
Change in net debt	(59,401)	(27,379)

	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Analysis of net debt:		
Cash and cash equivalents	24,211	14,948
Current Investments	12,632	82,766
Borrowings: amounts falling due within one year		
Unsecured loans	(1,824)	(1,765)
Obligations under finance leases	(63)	(50)
Service concession arrangements (note 13)	(4,130)	(3,853)
	30,826	92,046
Borrowings: amounts falling due after more than one year		
Unsecured loans	(190,126)	(191,950)
Obligations under finance leases	(277)	(272)
Net debt	(159,577)	(100,176)

26 Capital and other commitments

Provision has not been made for the following capital commitments at 31 July 2024:

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Authorised and contracted	14,950	14,950	61,829	56,998
Authorised but not contracted	2,622	1,350	43,582	15,161
	17,572	16,300	105,411	72,159

The University has given written undertakings to support the subsidiary companies at twelve months from the date of approval of these financial statements.

27 Lease obligations

Total rentals payable under operating leases:

	Year ended 31 July 2024				Year ended
	Land and Buildings	Plant and Machinery	Other leases	Total	31 July 2023
	£'000	£'000	£'000	£'000	£'000
Payable during the year	4,992	-	1,699	6,691	6,595
Future minimum lease payments due:					
Not later than 1 year	5,355	-	1,272	6,627	6,931
Later than 1 year and not later than 5 years	4,304	-	378	4,682	4,358
Later than 5 years	54,918	-	-	54,918	56,225
Total lease payments due	64,577	-	1,650	66,227	67,513

28 Subsidiary undertakings

The subsidiary companies (all of which are registered in England & Wales), wholly-owned or effectively controlled by the University, are as follows:

Company	Principal Activity	Status	Note
Oxford Brookes Enterprises Ltd	Consultancy and Management of conference and related commercial facilities	100% owned	14
Oxford Brookes Services Ltd	Dormant	100% owned	

29 Pension Schemes

Different categories of staff were eligible to join one of three different schemes:

- Teachers' Pension Scheme England and Wales (TPS), for academic and related staff
- Local Government Pension Scheme (LGPS), for non-teaching staff
- Universities' Superannuation Scheme (USS), for staff who are already in the USS scheme when they join Oxford Brookes University

All schemes are defined-benefit schemes, the assets of which are held in separate trustee administered funds.

	Year Ended 31 July 24	Year Ended 31 July 23
	£'000	£'000
TPS: contributions paid	10,469	9,232
LGPS:		
– contributions paid	17,581	6,968
– FRS102 Charge	(13,509)	5,261
USS		
– contributions paid	7,230	1,025
– FRS102	(4,050)	(1,296)
	<u>17,721</u>	<u>21,190</u>

29a Teachers' Pension Scheme (TPS)

A formal actuarial review of the TPS is undertaken by the Government Actuary not less than every four years. The primary purpose is to set the employer contribution rate. The actuarial valuation of the TPS was carried out as at 31 March 2020 and in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023 (the Directions). The valuation determines the rate of employer contributions payable and the initial employer cost cap (both of which are set out in the TPS regulations). The Directions also require results relating to scheme liabilities, notional assets and contribution rates to be reported.

As a result of the latest scheme valuation as at 31 March 2020 employer contributions were increased from a rate of 23.6% to 28.6% taking effect in April 2024.

Pension payments were reviewed in accordance with the Scheme regulations and were increased to 6.7% from 1 April 2024 (2023: 10.1% increase).

Under the definitions set out in Section 28 of FRS 102, the TPS is a multi-employer defined benefit pension scheme, the assets of which are held separately from those of the University in independently administered funds. As the University is unable to identify its share of the assets and liabilities of the group scheme, it accounts for contributions as if they were to a defined contribution pension scheme. Contributions are charged to the statement of consolidated income in the year to which they relate. The University has set out below the information available on the deficit in the scheme and the contribution rates.

The assumptions and other data that have the most significant effect on the determination of the contribution levels are as follows:

Latest Actuarial Valuation	31 March 2020
Expected return on assets	n/a
Long term salary growth	3.55% pa
Nominal discount rate	5.10% pa
Aggregated scheme assets	£222.2bn
Aggregated scheme liabilities	(£262.0bn)
Scheme deficit	(39.8bn)

During the year all employers paid the same contribution rate to 31 March 2023 23.6%

During the year all employers paid the same contribution rate after 1 April 2024 28.6%

During the year all employee's' contribution varied dependent on time equivalent salary between 7.4% and 11.7% members full

The value of pension payments made in year to the Teachers' Pension Scheme was £10,469k (2023: £9,232k)

29b Local Government Pension Scheme (Retirement Benefits) Disclosure for the accounting year ending 31 July 2024 Local Government Pension Scheme

Non-academic employees of the University can participate in the LGPS, a defined benefit scheme, with the assets held in separate trustee-administered funds.

The employee rate was between 5.5 and 12.5% of pensionable salaries.

The following information is based upon a triennial valuation of the fund at 31 March 2022 carried out by a fund actuary.

Assumptions

The financial assumptions used to calculate scheme liabilities under FRS102 are:

	At 31 July 2024	At 31 July 2023
	%pa	%pa
Price Inflation (RPI)	3.05	3.15
Price Inflation (CPI)	2.75	3.00
Rate of increase in salaries	2.75	3.00
Rate of increase of pensions in payment for LGPS members	10.1	3.00
Discount rate	5.00	5.05

The most significant non-financial assumption is the assumed level of longevity. The table below shows the life expectancy assumptions used in the accounting assessments based on the life expectancy of male and female members at age 65.

	Pensioner Male	Non-pensioner Male (currently aged 45)	Pensioner Female	Non- pensioner Female (currently aged 45)
At 31 July 2024	22.0	22.5	24.7	25.8
At 31 July 2023	22.1	22.7	24.7	25.9

29b Local Government Pension Scheme continued

Scheme assets and expected rate of return for LGPS

For accounting years beginning on or after 1 January 2015, the expected return and the interest cost have been replaced with a single net interest cost, which effectively sets the expected return equal to the discount rate.

The assets in the scheme were:

	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Equities	72%	72%
Bonds	18%	16%
Property	9%	10%
Cash	1%	2%
Total	363,091	328,897
	31 July 2024	31 July 2023
	% pa	% pa
Expected return	5.00%	5.05%
Total return on fund assets	33,683	(5,133)

	Year ended 31 July 2024	Year ended 31 July 2023
	£'000	£'000
Analysis of the amount shown in the balance sheet for LGPS:		
Scheme assets	363,091	328,897
Scheme liabilities	(328,650)	(314,824)
Notional surplus not recognised	(34,441)	(14,073)
Deficit in the scheme – net pension liability recorded within pension provisions (Note 21)	-	-
Current service cost	9,020	12,294
Past service cost	396	-
Total operating charge:	9,416	12,294
Analysis of the amount charged to interest payable/credited to other finance income for LGPS		
Interest cost	15,923	11,804
Expected return on assets	(16,622)	(11,680)
Net charge to other finance income	(699)	124
Total profit and loss charge before deduction for tax	8,717	12,418

Cumulative actuarial loss recognised as other comprehensive income for LGPS

	At 31 July 2024	At 31 July 2023
	£'000	£'000
Cumulative actuarial losses recognised at the start of the year	-	914
Cumulative actuarial losses recognised at the end of the year	-	-

29b Local Government Pension Scheme continued

Analysis of movement in the present value of LGPS liabilities

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Present value of LGPS liabilities at the start of the year	314,824	334,799
Current service cost (net of member contributions)	9,020	12,294
Past service cost	396	-
Interest cost	15,923	11,804
Actual member contributions (including notional contributions)	3,174	3,001
Actuarial loss/(gain)	(12,899)	(76,208)
Change in demographic assumptions	(659)	(3,958)
Actual benefit payments	(11,598)	(9,889)
Experience (gain)/loss on defined benefit obligation	10,469	42,981
Present value of LGPS liabilities at the end of the year	328,650	314,824

Analysis of movement in the fair value of scheme assets

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Fair value of assets at the start of the year	328,897	333,885
Return on assets less interest	17,061	(14,934)
Interest on assets	16,622	11,680
Actual contributions paid by University	8,932	7,030
Actual member contributions (including notional contributions)	3,174	3,001
Actual benefit payments	(11,595)	(9,886)
Experience gain/(loss) on fair value of plan assets	-	(1,879)
Fair value of scheme assets at the end of the year	363,091	328,897

LGPS assets do not include any of the University's own financial instruments, or any property occupied by the University.

Remeasurements in other comprehensive income

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Return on fund assets in excess of interest	17,061	(14,934)
Change in financial assumptions	12,899	76,208
Change in demographic assumptions	659	3,958
Experience gain/(loss)	(10,469)	(44,860)
Remeasurement of the defined liability	20,150	20,372

29c The Universities Superannuation Scheme

The institution participates in the Universities Superannuation Scheme (USS). The USS is a multi-employer scheme for which it is not possible to identify the assets and liabilities to the University and members due to the mutual nature of the scheme and therefore this scheme is accounted for as a defined contribution retirement benefit scheme. Throughout the current and preceding years, the scheme was a defined benefit only pension scheme until 31 March 2016 which was contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated 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 and therefore, as required by Section 28 of FRS102 "Employee benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme and the deficit recovery

contributions payable under the scheme's Recovery Plan. Since the institution has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the institution recognises a liability for the contributions payable that arise from the agreement to the extent that they relate to the deficit and the resulting expense in the Statement of consolidated Income.

At 31 July 2023, the institution's balance sheet included a liability of £3,966k for future contributions payable under the deficit recovery agreement which was concluded on 30 September 2021, following the 2020 valuation when the scheme was in deficit. No deficit recovery plan was required from the 2023 valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the institution was no longer required to make deficit recovery contributions. The remaining liability of £3,966k was released to the income and expenditure account. Further disclosures relating to the deficit recovery liability can be found in note 21.

Pension costs

The total credited to the Statement of Consolidated Income was £3,263k (2023: £215k charge), which was made up of the following entries:

	Year Ended 31 July 2024	Year Ended 31 July 2023
	£'000	£'000
Employer contributions paid	7,230	1,025
Interest Payable - Unwinding of discount	83	56
Element of employer contributions allocated against the deficit	(134)	(288)
Difference between actual contributions and past expectations	(3,916)	(1,008)
Total amount charged to Statement of Comprehensive Income	3,263	(215)
Brought Forward Pension Provision	3,966	5,206
Movement	(3,832)	(952)
Cash payments made to USS	(134)	(288)
Carried forward Pension Provision (Note 21)	-	3,966

The latest available completed actuarial valuation of the Retirement Income Builder is at 31 March 2020 (the valuation date), which was carried out using the projected unit method.

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 (the statutory funding objective). 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 and a funding ratio of 111%.

29c The Universities Superannuation Scheme continued

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles.

Principal Actuarial Assumptions	31 March 2023 valuation – technical provisions
Price inflation – Consumer Prices Index (CPI)	3.0% pa (based on a long-term average expected level of CPI, broadly consistent with long-term market expectations)
RPI/CPI gap	1.0% pa to 2030, reducing to 0.1% pa from 2030
Pension increases (subject to a floor of 0%)	Benefits with no cap: CPI assumption plus 3bps Benefits subject to a “soft cap” of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%): CPI assumption minus 3bps
Discount Rate	Fixed interest gilt yield curve plus: Pre-retirement: 2.5% pa Post retirement: 0.9% pa

The main demographic assumption used relates 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:

	2020 valuation
Mortality base table	101% of S2PMA “light” for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2021 with a smoothing parameter of 7.5, an initial addition of 0.4% pa, 10% w2020 and w2021 parameters, 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
Males currently aged 65 (years)	23.7	24.0
Females currently aged 65 (years)	25.6	25.6
Males currently aged 45 (years)	25.4	26.0
Females currently aged 45 (years)	27.2	27.4

A deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate will increase to 6.3%. The 2023 deficit recovery liability reflects this plan. The liability figures have been produced using the following assumptions:

	2023	2022
Discount rate	5.05%	1.08%
Pensionable salary growth	3.0%	2.6%

A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. As set out in Note 21, no deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution 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.

29d Pensions

In June 2023 the High Court ruled in the case of Virgin Media Limited v NTL Pension Trustees. The ruling was that certain pension scheme rule amendments were invalid if they were not accompanied by the correct actuarial confirmation.

This High Court ruling was appealed. In a judgment delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court.

At the date of approval of these financial statements, while it is known there is potential for additional pension liabilities to be recognised as a result of this ruling, the impact in monetary terms is not known and it is reasonable to form the view that it is not reasonably estimable. Accordingly, no adjustments to reflect the impact of the ruling have been made in these financial statements.

The University will continue to monitor the developments and consider the impact on the LGPS liabilities recognised.

30 US Department of Education required disclosure

The following table is provided solely in satisfaction of the university's obligations to facilitate access to US federal financial aid as required by the US Department of Education, and has been prepared and presented in-line with their specific requirements. All figures presented are based upon FRS 102 recognition and measurement principles, in line with the statement of accounting policies, and are presented in GBP. It is not advised that it be used for any other purpose and all values within it can be found elsewhere within these financial statements. The schedules set out how each amount disclosed has been extracted from the financial statements. As set out above, the accounting policies used in determining the amounts disclosed are not intended to and do not comply with the requirements of accounting principles generally accepted in the United States of America.

During the year the University had an irrevocable standby letter of credit in place in the amount of \$784,073 in relation to Federal Student Aid.

Note	Source	£'000		
		Year Ended 31 July 2024	Year Ended 31 July 2023	
Primary Reserve Ratio				
	Statement of Financial Position – Unrestricted reserves	Net assets without donor restrictions	301,857	299,479
	Statement of Financial Position – Restricted reserves	Net assets with donor restrictions	2,229	2,702
		Net assets with donor restrictions: restricted in perpetuity	-	-
		Annuities, term endowments and life income funds with donor restrictions	-	-
11	Statement of Financial Position – Intangible assets	Intangible assets	(11,177)	(11,335)
		Property, plant and equipment – pre- implementation	-	-
12	Notes to the Financial Statements – Tangible Assets Continued	Property, plant and equipment – post- implementation with outstanding debt	(339)	(324)
12	Notes to the Financial Statements – Tangible Assets	Property, plant and equipment – post- implementation without outstanding debt	(400,679)	(341,664)
12	Notes to the Financial Statements – Tangible Assets in the course of construction	Construction in progress	<u>(98,709)</u>	<u>(80,697)</u>
12	Statement of Financial Position – Tangible Assets	Net Property, Plant and Equipment	(495,597)	(418,833)
21	Statement of Financial Position – Pension provisions	Post-employment and defined benefit pension liabilities	-	3,966
19	Notes to the Financial Statements – Creditors Finance Lease	Long-term debt – for long term purposes pre-implementation	135,000	135,000
19	Notes to the Financial Statements – Creditors Finance Lease	Long-term debt – for long term purposes post-implementation	<u>277</u>	<u>272</u>
		Long-term debt – for long term purposes	135,277	135,272
13	Notes to the Financial Statements – Service Concession Arrangements	Lease right-of-use liabilities	4,130	3,853
7	Notes to the Financial Statements – Related Party Transactions	Unsecured related party receivable	(11)	(65)
		Expendable Net Assets	<u>(63,293)</u>	<u>15,039</u>

30 US Department of Education required disclosure continued

Note	Source		£'000	
			Year Ended 31 July 2024	Year Ended 31 July 2023
		Primary Reserve Ratio		
		Statement of Comprehensive Income and Expenditure – Total expenditure + Other Losses		
		Total Expenses and Losses	271,981	238,124
22 & 23	Notes to the Financial Statements – Endowments expenditure and Restricted reserves expenditure	Total Expenses with donor restrictions	(959)	(865)
		All Expenses and Losses without donor restrictions	271,022	237,259
	Statement of Comprehensive Income and Expenditure – Loss on investments	Investment Losses without donor restrictions	-	-
	Statement of Comprehensive Income and Expenditure – Actuarial gain/(loss) in respect of pension schemes	Post-employment, defined benefit pension plan and annuities losses	(14,290)	-
		Total Expenses and Losses Without Donor Restrictions	256,732	237,259
29	Notes to the Financial Statements – LGPS FRS 102 Charge + USS FRS 102	Non-operating expenses (Defined benefit pension)	(17,559)	3,966

Note	Source		£'000	
			Year Ended 31 July 2024	Year Ended 31 July 2023
		Equity Ratio		
		Statement of Financial Position – Unrestricted reserves		
		Net assets without donor restrictions	301,857	299,479
		Statement of Financial Position – Restricted reserves		
		Net assets with donor restrictions	2,229	2,702
11	Statement of Financial Position – Intangible assets	Intangible assets	(11,177)	(11,335)
7	Notes to the Financial Statements – Related Party Transactions	Unsecured related party receivable	(11)	(65)
		Modified Net Assets	292,898	290,781
		Statement of Financial Position – Non-current + Current assets		
		Total assets	593,964	600,772
11	Statement of Financial Position – Intangible assets	Intangible assets	(11,177)	(11,335)
7	Notes to the Financial Statements – Related Party Transactions	Unsecured related party receivable	(11)	(65)
		Modified Assets	582,776	589,372

30 US Department of Education required disclosure continued

Note	Source	£'000	
		Year Ended 31 July 2024	Year Ended 31 July 2023
		Net Income Ratio	
	Statement of Comprehensive Income and Expenditure – Unrestricted + Revaluation reserve comprehensive income for the year	Change in Net Assets without donor restrictions	
		<u>2,379</u>	<u>10,297</u>
	Statement of Comprehensive Income and Expenditure – Total income + Other gains	Total Revenues and Gains	
		273,889	249,129
22 & 23	Notes to the Financial Statements – Endowment Reserves Income and Restricted Reserves Income	Revenues and Gains with donor restrictions	
		(588)	(1,574)
		Total Revenues and Gains without donor restrictions	
		<u>273,301</u>	<u>247,555</u>
		Year Ended 31 July 2024	
		Ratio	Strength Factor
	Composite Score Calculation		Weight
	Primary Reserve Ratio	-0.247	-2.465
	Equity Ratio	0.503	3.000
	Net Income Ratio	0.009	1.435
			<u>0.29</u>
			0.5
		Year Ended 31 July 2023	
		Ratio	Strength Factor
	Composite Score Calculation		Weight
	Primary Reserve Ratio	0.063	0.063
	Equity Ratio	0.493	2.960
	Net Income Ratio	0.042	3.000
			<u>0.60</u>
			1.8

If the strength factor for any ratio is greater than or equal to 3, the strength factor for the ratio is 3.
If the strength factor for any ratio is less than or equal to -1, the strength factor is -1.