



University of
Staffordshire



2024/25

FINANCIAL STATEMENTS

Our
place of
possibility



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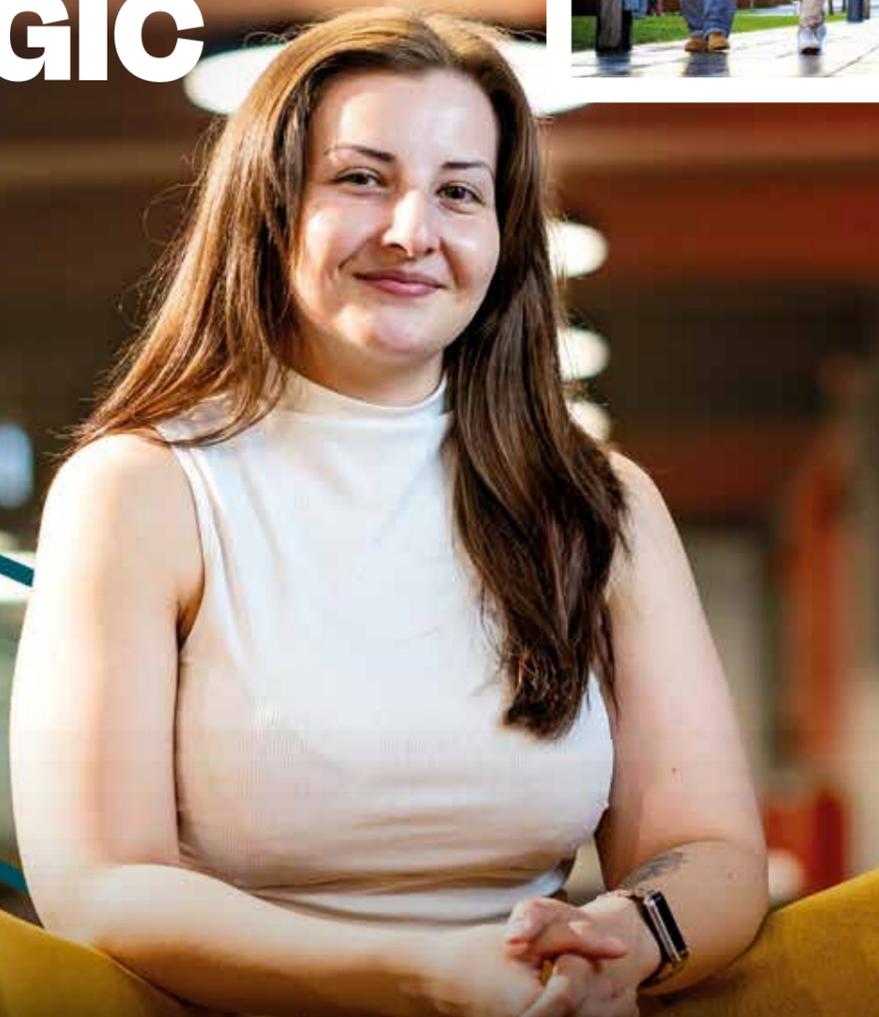
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(2022 - 2027)

UNIVERSITY STRATEGIC PLAN



The 'Catalyst for Change' Strategic Plan, approved by the Board of Governors in April 2022, continues to guide our direction and ambition. It is represented as a dynamic flywheel that captures our momentum and drive.

We are a catalyst for change, a force for social good, and here to transform the lives of people who in turn transform our society and the places in which we live. This mission has been at the heart of our institution for more than 100 years and is more important than ever in today's turbulent times where inequalities persist.

Our work is driven by four interdependent priorities: next generation education, next generation experience, next generation engagement and next generation environment.

The emphasis on 'next generation' reflects our determination to do things differently — to stand apart from what has gone before and from our competitors, and to lead the way in embracing technology in how we live, work and study. As a university that has pioneered digital education for more than 60 years, we remain committed to shaping the future of higher education and the opportunities it creates.

Next Generation Education

We will create and deliver next generation education. Our portfolio of awards will reflect the ever-changing needs of business and society, recognising the global shift in demand for new skills and knowledge. Our awards will not only be shaped by the impact of digital innovations, but they will be delivered with digital innovation at their core. Entrepreneurism, developing entrepreneurs and a focus on enterprise will equip our graduates with skills to transcend traditional career boundaries. And our increasing global attraction of staff and students will expand our global mindsets. In short, our graduates will be 'world-ready', for the roles of the future.

Next Generation Engagement

Next generation engagement increasingly matters. We have strong civic roots and are committed to playing our role in transforming the regions in which we are based – Staffordshire and London. We will continue to work with civic institutions, businesses and industries to regenerate our region and provide better opportunities for all. We will focus our innovative research, increasing its quality and quantity, so that it is applied to real-world issues and delivers an impact for broader society. Our research, enterprise, innovative ecosystem will matter. We will work in partnership with the region's established businesses and industries, and support and nurture the growth of the new and emerging, so that all can flourish. No region is an island. As we do this, we must always face outwards, beyond our regions, which is why our focus on internationalisation is pivotal. We will attract staff and students from across the world, to work and study with us, shape our thinking and our culture. Our focus is regional, but globally informed.

Next Generation Experience

We will deliver this all through our next generation experience. We will tailor the delivery of our courses so that students can learn in a way that meets their needs, and develops both their subject knowledge and hones their life skills. Our learning will be through phenomena - building subject expertise and developing an academic mindset, through focusing on real world issues. We will deliver beyond the traditional confines of a subject, as we recognise that boundaries are historical and the future will be blurred and transdisciplinary. And with our digital credentials, it is unsurprising that the future of learning is immersive, using technology to enter environments that were previously unobtainable.

Next Generation Environment

Our people will work and study in next generation environments. We will transform our campus, building by building, to reflect the learning and teaching and working environments of tomorrow. We will be more sustainable and work actively to reduce our carbon footprint. We will harness all that digital developments have to offer, using new smart technologies. We will deliver together a strong, customer-centric approach that places our students at the heart of all that we do. We will continue to promote diversity in all its forms, respecting and celebrating differences, and ensuring we are inclusive to all. We will promote and safeguard academic freedom of speech. We will be known as one of the most innovative, vibrant and exciting places to work and study in the UK.

Delivery and Impact

The only way we can achieve all of this is through our people, attracting the most talented to work and study with us. This is why our values are so important. Our values shape who we are and how we act. So we want all of our staff and our students to be fair and inclusive, curious and daring, innovative and enterprising and ambitious and inspirational, every day. If we focus on these priority areas, giving our best, living our values, we will achieve our central purpose of transforming people, transforming society and transforming places. And what will the University look like by the end of this strategic plan? We will have achieved sustained growth in our undergraduate student numbers, reflecting gains in regional, national and international numbers. Our apprenticeship numbers will continue to be an important part of our provision. We will also increase our postgraduate student numbers. Our finances will be stronger still, boosted by our growth trajectory in our student numbers, together with increased revenues from our growing research profile and growing enterprise activities.

Our reputation within and beyond the sector will be cemented as the consistently best modern university in the UK, with strong academic, research and enterprise credentials, pivotal in leading the development of regions in which we are based.

This is who we are. This is what drives us. Together, we'll make change happen – for our people, our places and our future.

(2022 - 2027)

UNIVERSITY STRATEGIC PLAN



To be achieved by 2027

Key Performance Indicators

Grow full-time undergraduate on-campus students to **0.7% of market share.**

Grow full-time postgraduate on-campus students to **0.7% market share** with increases reflected in domestic and international student numbers.

75% of graduates in graduate level roles, classified in accordance with Graduate Outcomes Survey.

Delivery of **Carbon Net Zero** (Scope 1 & 2) by 2030.

Student Demographic Profile that mirrors the **post-92 sector** norms.

Staff Demographic Profile that mirrors the **regional profile.**

£5m income from externally-funded research per annum.

55% of our research outputs will be internationally co-authored as measured by Scopus.

20% graduate retention in graduate roles within Staffordshire as proportion of all graduates.

Secure entry into the **QS World University Rankings** by 2024/25 and progress to **'Top 1,000'**.

5% of Staffordshire young people progressing into HE at University of Staffordshire.

20% of all impactable spend will be spent in the Staffordshire postcode area.

Teaching Excellence Framework - **Gold Rating.**

Reduction in all awarding gaps to **less than 10%.**

DELIVERY OF PUBLIC BENEFIT

University of Staffordshire is an exempt charity under the terms of the Charities Act 2011 and therefore is a public benefit entity. In setting and reviewing the University's objectives and activities, the Board of Governors has had due regard to the Charity Commission's guidance on the reporting of public benefit and particularly to its supplementary public benefit guidance on the advancement of education.



In 2024/25, we have implemented activities and interventions across four key strands:

- **Transforming access:** Helping disadvantaged young people access HE and foster a sense of belonging. This has included building on the success of our Children's University, which works with 21 schools to raise pupils' aspirations and offer extra-curricular activities.
- **Transforming transitions:** Supporting students in their journey through education to employment. Programmes have included our Step Up to Higher Education short course, which helps adults gain the skills and confidence to progress onto degree-level work.
- **Transforming our curriculum:** Improving teaching practices, involving students in co-creation and providing support for placements. Initiatives have included developing more inclusive approaches to help neurodiverse students succeed.
- **Transforming student support:** Redesigning wellbeing services, tailoring academic mentoring and providing practical support for student needs. Examples have included the Student Success Fund, which supports students facing hardship, and an assessment and equipment fund to help dyslexic students.

Teaching

University of Staffordshire's mission is to provide next-level teaching and experiences, so students are ready for the future challenges of the workplace.

They develop their skills using immersive and simulated environments which mirror the real world. Following a £2.2m investment at our Stoke-on-Trent campus, we now have 12 new simulation suites which are used for a range of subjects. Students could be presenting cases in court, interviewing crime scene witnesses and gathering forensic evidence, supporting clients in community living areas, or helping patients after a fall at home.

Digital innovation and personalised learning are also at the heart of our approach. Academics are now exploring the potential of generative AI, including the use of ChatGPT personas to help students practise their skills.

In 2024/25, we have begun work on a new Curriculum Framework, which will capture the key attributes of Staffordshire graduates. It means the following components will be integral to every taught course from 2027: accessibility and inclusivity; simulation-based education; professional practice,

enterprise and employability; sustainability; and academic, digital and research skills.

Research and Innovation

Our research is having a tangible impact on improving the quality of people's lives locally, nationally and globally.

Academics are involved in a diverse range of projects, including transforming healthcare technology, addressing microplastic pollution and pursuing advances in forensic techniques. Our researchers collaborate with businesses as well, helping them to innovate and develop new products and services.

We have ambitious plans to grow our research profile. It builds on our achievements in the 2021 Research Excellence Framework, where 68% of the University's research was deemed to be "internationally excellent" or "world-leading".

Access and Participation

We are determined to provide the right opportunities for people to improve their life chances. Our approach is outlined in the University's Access and Participation Plan.





DELIVERY OF PUBLIC BENEFIT



Bursaries and Scholarships

The University offers a range of financial help to eligible students. This includes support for specific groups such as estranged students and care leavers, along with bursaries and scholarships. Through our High Performance Academy, talented athletes also have access to extra opportunities.

In 2024/25, we have continued to offer an Adult Nursing Bursary to help address the national shortage of nurses. Students enrolling on our Nursing Practice (Adult) undergraduate course receive £500-a-year. Other schemes include the Horizon Fund, which receives donations from alumni, staff, students and other supporters. Some of this funding goes towards opportunity awards that enhance the student experience.

Employability

University of Staffordshire places a strong focus on employability skills throughout a student's journey. Every student has a guaranteed offer of work experience and some choose to undertake year-long placements.

Students also gain industry exposure through completing live briefs set by companies, exhibiting their projects at high-profile shows and entering national industry competitions.

To help them achieve their professional ambitions, careers support includes: one-to-one career mentoring and coaching, exclusive job fairs and employer events, and access to a careers portal advertising 4,000 job opportunities annually.

Recent graduates can get involved in knowledge transfer partnerships (KTPs), which are collaborations between the University and businesses. These partnerships support innovation and the development of new products, processes and services. We also offer graduate internship schemes, both internally and through an eight-week paid placement with a local employer.

Student Wellbeing

We are determined to provide a supportive, empowering community for students that removes barriers and unlocks potential. Staff recognise students' unique needs and design services around them.

The student inclusion team works with applicants to help plan any additional support before they arrive on campus. All students also have access to an academic mentor, and our academic skills team works with individual students on research and study skills. For those facing mental health challenges, there are a variety of options including counselling.

Student safety is paramount as well. They can get round-the-clock assistance via a SafeZone app. There are also regular security patrols and a campus-based police officer who works with students on crime prevention.

Equality, Diversity and Inclusion

University of Staffordshire is committed to promoting a positive culture where staff and students are confident to be their authentic selves. We focus on inclusion to ensure equality of opportunity and to demonstrate our commitment to diversity and human rights.

Members of the University of Staffordshire Inclusion Group provide open and honest challenge to help drive improvements. Our priorities range from ensuring we have inclusive practices for staff recruitment and progression through to enhancing the student experience.

Student activities have included a weekly 'Wellness Wednesday' programme, an autism transition event so students can get to know the University, and visits by the ResLife accommodation team to students with additional needs.



SUSTAINABILITY

The University continues to make steady progress toward achieving Carbon Net Zero for Scopes 1 and 2, through the ongoing shift from carbon-based energy sources to renewable energy sources.

In recent years, we have made significant strides with initiatives like The Catalyst building, which opened in 2022 and derives much of its energy from photovoltaic (PV) panels. The Woodlands Nursery and Forest School, which became fully operational in 2023, marked a major milestone as our first carbon-neutral building. The Woodlands Nursery and Forest School recently won RIBA Regional Awards (West Midlands 2025) for both Sustainability and Client of the Year.

The long-term partnership agreement, signed in July 2024, for the design, build, financing, and operation of a new Student Village, in collaboration with Staffordshire Campus Living LLP (SCL) continues. This consortium, which was formed by Hochtief PPP Solutions UK and Ireland, Willmott Dixon, Plenary, Pinnacle Group and University of Staffordshire, is creating state-of-the-art student accommodation in a woodland setting. A large proportion of the Student Village's energy needs will be met by PV panels, reducing our reliance on grid electricity. We are particularly proud of the planned Student Hub, which will showcase sustainable design by using timber as the

primary building material. Progress on the Hub and Village are on schedule and the Village is due to be open to its first intake of student residents in September 2026.

In 2024/25, scope 1 and 2 carbon emissions totalled 3,800 tCO₂e compared to 4,185 tCO₂e in 2023/24, against a strategic KPI target of 3,559 tCO₂e. Whilst this is an improvement year on year, the reduction is not as planned. University of Staffordshire continues to work on the District Heat Network programme with Stoke-on-Trent City Council which will eventually allow the University to remove all of its gas boilers.



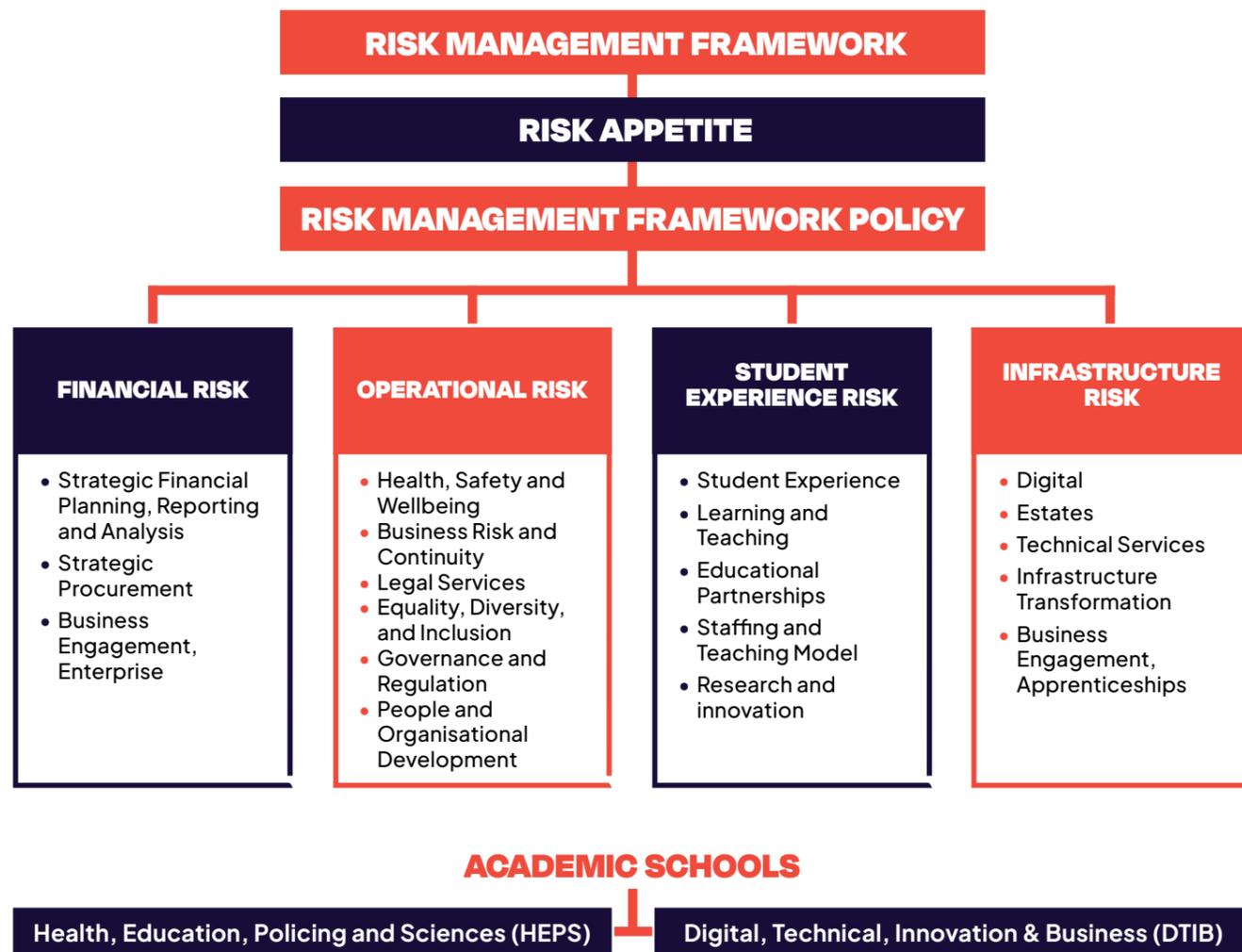
RISK MANAGEMENT FRAMEWORK

The University has in place a robust risk management framework, which has been growing in maturity over a number of years.

The overall risk appetite of the University is open. However there are a number of risk appetites below this related to specific areas of the University's operations which range in the level of risk appetite or aversion.

What does 'open' as a risk appetite mean?

Our approach to achieving our aims and objectives is creative; and we are prepared for elevated levels of risk exposure. Our expectation around potential rewards and benefits from risk-taking is high. Our organisational culture is one of empowering all managers, supervisors and selected staff. We expect to retain control over core activities, but are able to allow considerable latitude around other activities.



Within the University, the Board of Governors is provided with assurance that the key risk areas of the University are being appropriately managed, in line with our risk appetites. This information is shared through a number of University-level risk registers.

The University has identified the following potential high-level risks which it is actively managing.

The opportunity to improve and sustain our undergraduate market share is not realised impacting the delivery of the strategic plan.

The opportunity to improve and sustain our postgraduate market share is not realised impacting on the delivery of the strategic plan.

The University does not gain and maintain TEF Gold, due to below par student metrics and wider student experience.

Research capability and capacity is not realised, impacting upon delivery of our Research Strategy and future REF performance.

Work-based learning is not developed and grown, to take advantage of the opportunities of an evolving sector.

Enterprise activity is not developed into a coherent, mainstream activity, of the University.

Vulnerabilities in IT infrastructure may result in a potentially successful attack on our critical IT assets compromising our business continuity and reputation of the University.

The evolving demands of regulators, often introduced at pace, are not foreseen or responded to effectively for our academic provision.

Changes in government policy that impacts upon the delivery of the Strategic Plan, are not foreseen or responded to effectively.

Measures to enhance the University's reputation, and those to protect the reputation in challenging times, are ineffective.

Legislative compliance is breached and/or identified positive actions have minimal impact.

Financial sustainability, through income growth and cost reduction, creating annual surpluses to invest in our future, becomes unachievable and the Strategic Plan is not delivered.

University fails to address non-financial risks including climate change, environmental, societal and governance risks.

The benefits of digital enhancement are not harnessed by the University in a timely manner and safeguards are insufficient to mitigate against its misapplication or misuse.

In addition to these University-level risk registers, each School and Service has a risk register containing information specific to its strategic and operational delivery of the Strategic Plan, School/Service Business Plans and the achievement of our key performance indicators.

CORPORATE GOVERNANCE

This statement* outlines for readers of the financial statements the corporate governance procedures adopted by the Board of Governors, covering the period from 1 August 2024 to 31 July 2025, and the subsequent period up until the date of approval of the financial statements.

*This statement is also available on the University's website.

Charitable Status

The University is a 'Higher Education Corporation', as defined under the Education Reform Act 1988. The powers of Higher Education Corporations are defined in Section 124 of the Act. They include the power to provide higher and further education and to carry out research and publish the results of that research. The University was incorporated in November 1988. On 1 April 1989 all properties, rights and liabilities which had been used or held by Staffordshire County Council for the purposes of the University were transferred to the Higher Education Corporation. The University also enjoys exempt charitable status under the Act. On 16 June 1992, the Privy Council confirmed its formal approval of a change of name from Staffordshire Polytechnic to Staffordshire University under the terms of the Further and Higher Education Act 1992. Subsequently, the University's name changed to University of Staffordshire on 23 September 2024 following approval from the Office for Students.

Governance Structure

University of Staffordshire is committed to best practice in all aspects of corporate governance, as outlined by the Higher Education Code of Governance published by the Committee of University Chairs (CUC) (revised September 2020).

Statement of Primary Responsibilities of the Board Of Governors

Section 3(i) of the University's Instrument of Government states that the Board of Governors shall be responsible for:

- The determination of the educational character and mission of the University and for oversight of its activities.
- The effective and efficient use of resources, the solvency of the institution and the Corporation and for safeguarding their assets.
- Approving annual estimates of income and expenditure.
- The appointment, grading, assignment, appraisal, suspension, dismissal and determination of the pay and conditions of service of holders of senior posts.
- Setting a framework for the pay and conditions of service of all other staff.

In particular, the Board will:

- Approve the mission and strategic vision of the institution, long-term business plans, KPIs and annual budgets, and ensure that these meet the interests of stakeholders.
- Appoint the head of the institution, as Chief Executive and put in place suitable arrangements for monitoring their performance.
- Ensure the establishment and monitoring systems of control and accountability, including financial and operational controls and risk assessment, clear procedures for handling internal grievances and for managing conflicts of interest.

- Monitor institutional performance against plans and approved KPIs which, where possible and appropriate, will be benchmarked against other institutions.

Summary of the Corporate Governance Structure

The University's Board of Governors comprises independent, staff and student members, appointed under the University's Instrument of Government.

The roles of the Chair and the Deputy Chair of the Board of Governors are separated from the role of the University's Chief Executive – the Vice-Chancellor. All matters specially reserved for the Board of Governors to decide on are set out in the Articles of Government.

Under the regulatory framework for the Office for Students (OfS), the Board of Governors is responsible for the ongoing strategic direction of the University, the approval of major developments and the receipt of regular reports from executive officers on the day-to-day operations of its business and its subsidiary companies.

The Board of Governors meets four times a year and has five committees:

1. Sustainability and Resources

2. Nominations and Governance

3. Audit and Risk

4. Remuneration

5. Strategy and Performance

These committees are formally constituted with annually reviewed terms of reference. In addition, the University convenes one strategic event each year with the Board of Governors and the University's Executive Board. The role and responsibilities of each committee is outlined here.

Strategy and Performance Committee

The Strategy and Performance Committee develops and reviews the direction and implementation of the University's Strategic Plan and supporting strategies. The Committee monitors performance through the review of key performance indicators.

Sustainability and Resources Committee

This committee recommends the University's annual revenue and capital budgets to the Board of Governors and monitors performance in relation to those budgets once they are approved. It also reviews the University's annual financial statements and its accounting policies. The committee is responsible for advising the Board of Governors on its estates' strategy and monitoring estates and infrastructure-related projects, information technology/digital developments, sustainability and organisational development and human resource matters.

Nominations and Governance Committee

The Nominations and Governance Committee considers nominations and expressions of interest for vacancies on the Board of Governors, reappoints members, determines the composition of committees and advises the Board on general governance. It also leads the governance effectiveness review and oversees the implementation of any subsequent recommendations.

Audit and Risk Committee

The Audit and Risk Committee meets with the external auditors and internal auditors of the University to review their work. The committee approves the annual internal audit plan and considers detailed internal audit reports arising from the plan, as well as overseeing the implementation of any subsequent recommendations.

It is responsible for overseeing the implementation of recommendations arising from the external auditors' management report, following their

audit of the financial statements. The committee is also responsible for reviewing the University's risk management infrastructure and is responsible for overseeing the response to any public interest disclosures received by the University, and the implementation of recommendations arising from any investigation.

Remuneration Committee

The Remuneration Committee is chaired by the Deputy Chair of the Board. The Vice-Chancellor is in attendance at Remuneration Committee in relation to Executive remuneration only but is not present for items relating to his own remuneration. The Chief Operating Officer/Clerk to the Board is in attendance at the Remuneration Committee but is also absent for discussions relating to their own pay. No member of staff is present for the discussion of their own remuneration. The Remuneration Committee sets the performance objectives for the Vice-Chancellor and approves the performance objectives for all other members of Executive. At the end of each academic year the Remuneration Committee evaluates the performance of the Vice-Chancellor against his objectives and will have oversight of the Vice-Chancellor's evaluation of Executive performance against objectives.

At the end of the year, the Committee reviews the base salaries of senior postholders, taking account of market intelligence and affordability. Following the publication of the CUC Senior Staff Remuneration Code in June 2018, and later updated November 2021, the committee annually reviews its operating protocols and, approves new Terms of Reference for the Committee and the re-approves the Remuneration of Senior Postholders Policy. The Remuneration Committee approves the Annual Statement of Senior Postholder Remuneration, which is received by the Board and is available on the University's website.

CORPORATE GOVERNANCE

During summer/autumn 2019, the University carried out a Governance Effectiveness Review in the form of a self-assessment against the CUC Higher Education Code of Governance. The resulting output was reviewed by the University's internal auditors, RSM (Internal Auditors at the time), and their report, which was rated as "substantial assurance", was presented to the Audit and Risk Committee and Nominations and Governance Committee and subsequently to the Board of Governors.

A more focused and in-depth Board Effectiveness Review, in conjunction with an external partner started in Spring/Summer 2020 and the findings from the review were presented to the Nominations and Governance committee and Board of Governors in Autumn 2020. These recommendations were then implemented. A new governance effective review was undertaken in 2023 and was highly positive with actions identified to further strengthen the onboarding of new governors and to continue improving the diversity of the Board. The recommendations from the review has informed the decision making for the appointment of the new members of the Board of Governors.

The University maintains a Register of Interests of members of the Board of Governors, which is available

to view on the University's public website. The Chief Operating Officer has been designated Clerk to the Board and in that capacity, provides independent advice on matters of governance to all Board members.

Statement of Internal Control

The Board of Governors is responsible for maintaining a robust system of internal control that supports the achievement of our objectives. The internal control system also needs to safeguard the public and other funds and assets for which the University is responsible, in accordance with the responsibilities assigned in the University's Instrument and Articles of Government and the Office for Students regulatory framework.

The system of internal control is designed to manage, rather than eliminate, the risk of failure to achieve our objectives. Its effectiveness can therefore only be reasonably, not absolutely, assured.

Our internal control system is based on an ongoing process to identify risks, evaluate the nature and extent of those risks, and manage them efficiently and effectively. This process was in place for the year ended 31 July 2025 and up to the date of approval of the Financial Statements.

As part of its responsibilities for reviewing the effectiveness of our internal controls, the Board has established the following processes:

- It meets four times a year to consider the plans and strategic direction of the University.
- It receives regular reports from the Audit and Risk Committee concerning internal control, and it requires regular reports from managers on the steps they are taking to manage risks in their areas of responsibility, including progress reports on key projects.
- Risk management is a regular item on the agenda of both the full Board and the Audit and Risk Committee.
- The Audit and Risk Committee provides oversight of the risk management process within the University as a key aspect of its terms of reference.
- The Audit and Risk Committee receives regular reports from the University's appointed internal auditors. The reports include their independent opinion on the adequacy and effectiveness of the University's system of internal control, together with recommendations for improvement.
- The Audit and Risk Committee receives reports from the University's appointed external auditors including the management letter.

In addition, the University employs the Head of Risk and Resilience to embed risk management within the University.

RESPONSIBILITIES OF THE BOARD OF GOVERNORS

The Board of Governors is responsible for preparing the Financial Statements in accordance with the requirements of the Office for Students' Terms and Conditions of Funding for Higher Education Institutions and Research England's Terms and Conditions of Research England Grant and applicable law and regulations.

It is required to prepare the group and parent University financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. The terms and conditions of funding further require the financial statements to be prepared in accordance with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education, in accordance with the requirements of the Accounts Direction issued by the Office for Students.

The Board of Governors is required to prepare financial statements which give a true and fair view of the state of affairs of the group and parent University and of their income and expenditure, gains and losses and changes in reserves for that period.

In preparing each of the group and parent University financial statements, the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Assess the group and parent University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- Use the going concern basis of accounting unless they either intend to liquidate the group or the parent University or to cease operations or have no realistic alternative but to do so.

The Board of Governors is responsible for keeping adequate accounting records that are sufficient to show and explain the parent University's transactions and disclose with reasonable accuracy at any time the financial position of the parent University. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to

prevent and detect fraud and other irregularities.

The Board of Governors are also responsible for ensuring that:

- Funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- Funds provided by the Office for Students, DfE, ESFA (now part of DfE) and Research England have been applied in accordance with the terms and conditions attached to them.
- Ensuring that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources; and
- Securing the economical, efficient, and effective management of the University's resources and expenditure.

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 UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Chair of the Board of Governors

GOVERNORS, EXECUTIVES AND ADVISORS

Board of Governors

Colin Hughes, former Chair (left 31.03.25)
Gemma Brierley (to 12.08.25)
Jonathan Chapman
(appointed Acting Chair 21.01.26)
Mohit Dhingra
Kevin Gould (to 31.07.25)
Professor Chris Headleand
Josie Morris MBE
Professor Martin Jones
Joseph Knight (to 31.07.25)
Baljinder Kuller
Kim Newell Chebator
Jo Nixon (from 25.03.25)
Precious Ogbein (from 01.08.24)
Dean Clegg (from 25.06.25)
Alison Tonge (from 25.06.25)
Will Spinks (from 01.10.25)
Tayyeb Shah (from 01.10.25)
Leah Thompson (from 01.08.25)
Juliet Oosthuysen
Dr Martin Pugh (previously Independent
Governor, appointed as Chair
(01.04.25 to 21.01.26)
Marta Vizcaya Echano (to 19.01.25)

Co-opted Committee Members

Ian Jenkinson
Andrew McManus (from 25.06.25)

Chancellor

Major Levison Wood

Executive Team

Professor Martin Jones
Vice-Chancellor and Chief Executive
Ian Blachford
Chief Operating Officer
Professor Annabel Kiernan
Pro Vice-Chancellor (Academic)
(to 03.01.25)
Sally McGill
Chief Financial Officer and
Deputy Chief Executive (to 23.01.26)
Professor Raheel Nawaz
Pro Vice-Chancellor (Education & Research)

Professional Advisors

External Auditors
BDO LLP
Two Snowhill, Birmingham, B4 6GA

Internal Auditors
KPMG LLP
One Snowhill, Snowhill, Queensway,
Birmingham, B4 6GH

Bank
Lloyds Bank Plc
5 Market Square, Stafford, ST16 2JL

Solicitors
Shakespeare Martineau,
No 1 Colmore Square, Birmingham, B4 6AA

FINANCIAL REVIEW

Scope of the Financial Statements

The Financial Statements comprise the consolidated results for University of Staffordshire and its wholly owned subsidiary undertakings, University of Staffordshire Services Limited, University of Staffordshire Student Services Limited, University of Staffordshire Unitemps Limited and SU Residential Services Ltd, and are prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (FE HE SORP 2019). The taxable profits of the wholly owned subsidiary undertakings are gifted back to the University under a covenant arrangement.

Results for the year

The inclusion of non-cash adjustments within the surplus for the year, which has been required since the introduction of FRS102 in 2015, presents a challenge in terms of comparing the University's underlying operating performance year on year. The non-cash adjustments relate to revaluations of fixed assets; adjustments arising from the accounting treatment of the University's new Student Village as a service concession; and adjustments relating to the University's various pension arrangements.

For the year ended 31 July 2025, this includes the accounting treatment for the exit from the Staffordshire LGPS on 30 April 2025. The University's Statement of Comprehensive Income for the year to 31 July 2025, as presented in the accounting statements, should be considered with reference to the following summary statement that isolates the relevant non-cash adjustments identified above within the overall performance for this financial year:

	2024/25				2023/24			
	Operating Activities	Pensions Adjustment	Capital revaluations/ Student Village		Operating Activities	Pensions Adjustment	Capital revaluations	
	£'000	£'000	£'000	Total	£'000	£'000	£'000	Total
Total Income	149,390	0	0	149,390	166,880	0	0	166,880
Total Expenditure	143,384	88,305	236	231,925	161,544	(2,005)	0	159,539
Operating surplus for the year	6,006	(88,305)	(236)	(82,535)	5,336	2,005	0	7,341
Loss on disposals of fixed assets	(3)	0	(0)	(3)	(1)	0	(0)	(1)
Unrealised (loss) on revaluation of investment properties	0	0	(150)	(150)	0	0	(205)	(205)
Actuarial (loss)/gain in respect of pension schemes	0	89,110	0	89,110	0	(1,640)	0	(1,640)
Total comprehensive income and expenditure for the year	6,003	805	(386)	6,422	5,335	365	(205)	5,495

Overall performance

Excluding the adjustments for non-cash items, the operating performance for the year shows a surplus of £6.0m, representing 4.0% of total income (with the comparable figures for 2023/24 being £5.3m and 3.2%)

Income

The University's total income has reduced by £17.5m to £149.4m (2023/24 £166.9m), a decrease of 10.5%. The University has seen a reduction in all major income streams.

There has been a reduction in all tuition fee income streams, with the exception of part-time student fees. The challenges of recruiting all cohorts of students, including those participating in degree apprenticeship schemes with employers and through partnerships with other providers, have become more evident in 2024/25.

Income from tuition fees and education contracts has decreased by 10.7% to £121.3m from £135.8m in 2023/24, representing 81.2% of total income. Full-time UK taught income has decreased by £4.3m.

There was a decrease in income from overseas students of £2.0m, a decrease of 22.4% compared to 2023/24 reflecting the difficulties in recruiting overseas students experienced more widely across the Higher Education sector in 2024/25.

The University's apprenticeship education provision has seen a decrease of £2.6m in income to £14.7m (2023/24 £17.3m), a decrease of 15.0% following some changes in a number of major contracts with employers.

The University's partnership activity has seen a decrease of £4.9m in income to £28.3m (2023/24 £33.2m), a decrease of 14.8% due to reduced recruitment of students, especially with the University's largest UK partner.

Other education contract income has decreased in the year by £0.9m, compared to 2023/24, to £4.9m, reflecting a reduction in income from, mainly, short courses.

Funding body grants reduced to £13.7m in 2024/25, compared to £14.3m in 2023/24, a decrease of £0.6m. Within that total, teaching grants reduced by £0.3m.

Research income and grant income has reduced £0.2m to £1.5m, with increased income from the Research Councils and UK industry and commence of £0.3m offset by a reduction of £0.5m in all other research areas.

The University received income of £12.9m (8.6% of total income) from all other income sources, including donations and endowment and investment income, compared to £15.1m in 2023/24 (9.0% of total income). Donations and endowments remained at a similar level to 2023/24. Investment income reduced by £1.3m to £1.7m owing to lower balances held as cash and short-term deposits during 2024/25 compared to 2023/24. Residences, catering and conferencing income remained static between the two years. Consultancy income reduced by 0.3m and income from rents and lettings, mostly relating to business units let out to third parties, decreased by £0.2m. There was a further reduction of £0.2m in 2024/25 made up of miscellaneous items.

Expenditure

Excluding non-cash pension adjustments, salary costs decreased by £10.4m between 2023/24 and 2024/25. Significant savings were achieved through the implementation of the University's new Target Operating Model and other changes in staffing, as well as through a reduction in the in-year Employer's Pension Contributions made to the Local Government Pension Scheme (LGPS) as part of the University's exit from that scheme on 30 April 2025. The effect of the LGPS settlement of £87,302,000

has been charged to the Statement of Comprehensive Income and Expenditure as an exceptional staff cost. These were partly off-set by the implementation of the national pay award and an increase in Employer's National Insurance Contributions from 1 April 2025.

Academic and Technician staff numbers (expressed as Full-time Equivalents or FTEs) decreased from 610 in 2023/24 to 553 in 2024/25. Management, Administration, Professional and Clerical staff numbers decreased to 719 in 2024/25 from 836 in 2023/24. Overall FTEs decreased from 1,446 to 1,272 (12.0%) over the same period.

Other operating expenses have decreased by £8.9m to £55.6m. This cost decrease includes £5.2m relating to associated costs linked to the reduced income from the University's partnership provision.

A number of significant savings were made in the year including premises costs (£2.3m) predominately utility costs, lease costs and insurance premiums. There was a further decrease in operating expenses over most expenditure categories of £2.8m, resulting from a targeted program to reduce non-pay expenditure in the University. There was an increase in the doubtful debt provision of £0.8m and student bursary and hardship payments £0.6m in the year.

Depreciation of fixed and intangible assets increased by £1.5m to £13.3m in 2024/25 which equates to 9.2% of total expenditure (2023/24 7.4%). The increase relates to the depreciation of the service concession asset relating to the new Student Village (Note 11a).



Cash flow

The University continues to generate positive cash inflows from operating activities which are required to service existing debts and to continue to invest in the University infrastructure and student experience, as well as providing working capital. The University generated cash inflows from operating activities of £13.7m (2023/24 £13.0m, excluding the Student Village contribution), which was 9.2% of income in 2024/25 (compared to 8.0% in 2023/24).

Liquidity and long-term financing

The University had net liquidity of £22.2m at 31 July 2025 (2023/24 £16.3m). Cash and cash equivalents and cash deposits (short-term investments) were £51.5m (2023/24 £47.7m).

The University has two term loans totaling £50m, of which £29.4m remained repayable at 31 July 2025. These facilities were arranged with Lloyds TSB, and their purpose was to provide funding for the University's capital programme. The University originally took £16m as a term loan in 2007, repayable over 27 years and interest payable on this loan is fixed at 5.38% for its duration. The remaining £34m was drawn down in September 2013 over a 25-year term, at a fixed interest rate of 3.19%. The University was within its banking covenants for the purposes of these borrowings at the year end.

The University has subjected its finances to stress-testing as part of its review of its going concern status. Sensitivity analysis showed that the University's likelihood of failing the OfS liquidity test is extremely remote within the going concern assessment period to 31 July 2027. Likewise, the University's likelihood of failing the bank covenants is also extremely

remote within the going concern assessment period. Further details of the going concern assessment can be found in the Statement of Accounting Policies.

Treasury and financing

Cash deposits are invested in accordance with the University's Treasury Management Policy. The prime requirement of the Policy is to ensure that the capital sum is not at risk, whilst achieving a rate of return commensurate with deposit rates achievable on the London Money Market. The risk to the University is spread by investing funds with a variety of different banking and money market institutions.

Interest payable consists of a FRS102 adjustment of £0.3m relating to a net interest gain arising from an external pension scheme and loan interest payments of £1.2m on the University's borrowings.

Capital investment

The University continues to invest in its digital and physical infrastructure, developing teaching facilities and investing in the student experience, as well as improving University systems. During 2024/25 the University invested £8.2m in total in capital projects for both tangible and intangible assets.

Defined benefit pension scheme

Under UK Financial Reporting Standards, the financial results of the University must include a disclosure of liabilities relating to the pension funds to which past and present employees belong.

On 30 April 2025, following a period of consultation, the University exited to the Staffordshire Fund of the Local Government Pension Scheme (LGPS), with all remaining

employees who were members of the LGPS on that date having their employment transferred to University of Staffordshire Services Limited and being enrolled in the Staffordshire University Pension Scheme (SUPS). The University no longer has any members within the LGPS scheme.

The Staffordshire University Pension Scheme (SUPS) is a defined contribution scheme which is provided for all new staff and for all staff employed by University of Staffordshire Services Limited.

The University continues to employ staff who are members of the Teachers' Pension Scheme (TPS). The TPS is deemed a multi-employer scheme, and the University's share of its assets and liabilities cannot be separately identified. As such the University has taken advantage of the exemption in FRS102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme.

In addition, the University has a continuing commitment to a group of former employees for unfunded pension liabilities (i.e., not covered by independent pension arrangements outside of the University). FRS102 requires an annual revaluation for these historic liabilities. As at 31 July 2025, the liability was £6.8m compared to £7.6m as reported at 31 July 2024.

Nest is a defined contribution scheme open to all individuals employed by University of Staffordshire Unitemps Limited.

INDEPENDENT AUDITOR'S REPORT

To the Board of Governors of the University of Staffordshire

Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2025 and of the Group's and the University's income and expenditure, gains and losses, changes in reserves and of the Group's cash flows for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of University of Staffordshire ("the University") and its subsidiaries ("the Group") for the year ended 31 July 2025 which comprise Consolidated and University Statement of Comprehensive Income and Expenditure, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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

Independence

We are independent of the Group and the 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.

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 and the 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 we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

INDEPENDENT AUDITOR'S REPORT

To the Board of Governors of the University of Staffordshire

Opinion on other matters required by the Office for Students ("OfS") and UK Research and Innovation (including Research England), the Education and Skills Funding Agency (now part of the Department for Education) and the Department for Education

In our opinion, in all material respects:

- Funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- Funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency (now part of the Department for Education) and the Department for Education have been applied in accordance with the relevant terms and conditions
- The requirements of the OfS's Accounts Direction (OfS 2019.41) have been met.

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

- The University's grant and fee income, as disclosed in note 3 to the accounts, has been materially misstated.
- The University's expenditure on access and participation activities for the financial year, as has been disclosed in note 9a to the accounts, has been materially misstated.

Responsibilities of the Board of Governors

As explained more fully in the Responsibilities of the Board of Governors' statement, 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 the Board of Governors 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 the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Governors either intends to liquidate the Group or the University 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.

Extent to which the audit was capable of detecting irregularities, including fraud

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

Non-compliance with laws and regulations

Based on:

- Our understanding of the Group and the sector in which it operates;
- Discussion with management and those charged with governance and the Audit and Risk Committee;
- Obtaining an understanding of the Group's policies and procedures regarding compliance with laws and regulations; and
- Direct representation from the Accountable Officer

we considered the significant laws and regulations to be the Financial Reporting Standard 102, the Statement of Recommended

Practice: Accounting for Further Education and Higher Education (FEHE SORP 2019), the OfS' Accounts Direction (OfS2019.41) and UK tax legislation.

The Group is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be registration with Office for Students and their ongoing conditions of registration.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance and the Audit and Risk Committee regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Group's policies and procedures relating to:
 - o Detecting and responding to the risks of fraud; and
 - o Internal controls established to mitigate risks related to fraud.
- Review of minutes of meetings of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and

where fraud might occur in the financial statements; and

- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be management override including the posting of inappropriate journals to manipulate financial results and management bias in accounting estimates. In addition, we considered revenue recognition an area to be susceptible to fraud, particularly in relation to the recognition of tuition fee revenue in line with course dates and the posting of journals to other income.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met defined risk criteria, by agreeing to supporting documentation;
- A review of estimates and judgements applied by management in the financial statements to assess their appropriateness and the existence of systematic bias; and
- Comparing the level of deferred tuition fee income to expectations and testing a sample of deferrals to ensure correct treatment at the balance sheet date.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members who were all deemed to have appropriate competence and capabilities and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

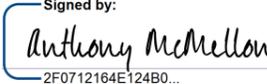
Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations

or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Board of Governors, as a body, in accordance with Section 75 of the Higher Education Research Act 2017 and the charters and statutes of the University. Our audit work has been undertaken so that we might state to the University's Board of Governors 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 University and the Board of Governors as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

Signed: **Anthony McMellon**
(Senior Statutory Auditor)
For and on behalf of BDO LLP,
Statutory Auditor
Birmingham, UK

Date: **17 February 2026**

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Consolidated and University Statement of Comprehensive Income and Expenditure
Year ended 31 July 2025

	Notes	Year ended 31 July 2025		Year ended 31 July 2024	
		Consolidated	University	Consolidated	University
		£'000	£'000	£'000	£'000
Income					
Tuition fees and education contracts	1	121,311	121,311	135,785	135,785
Funding body grants	2	13,658	13,658	14,311	14,311
Research grants and contracts	3	1,536	1,536	1,721	1,721
Other income	4	10,980	10,529	11,783	11,401
Investment income	5	1,699	1,661	3,046	3,014
Donations and endowments	6	206	206	234	234
Total income		149,390	148,901	166,880	166,466
Expenditure					
Staff costs excluding Effect of LGPS Pension Settlement	7/9a	73,946	35,932	82,019	45,211
Effect of LGPS Pension Settlement	7/9a/27	87,302	87,302	0	0
Total Staff Costs		161,248	123,234	82,019	45,211
Other operating expenses	9/9a	55,565	93,259	64,494	100,885
Depreciation, amortisation and impairment	11a/11b	13,300	13,300	11,829	11,829
Interest and other finance costs	8	1,812	1,812	1,197	1,197
Total expenditure	9	231,925	231,605	159,539	159,122
(Deficit)/Surplus before other gains/(losses) and share of operating surplus of joint ventures and associates.		(82,535)	(82,704)	7,341	7,344
Loss on disposal of fixed/heritage assets		(3)	(3)	(1)	(1)
Unrealised loss on revaluation of investment properties	11a	(150)	(150)	(205)	(205)
(Deficit)/Surplus before tax		(82,688)	(82,857)	7,135	7,138
Taxation	10	0	0	0	0
(Deficit)/Surplus after tax		(82,688)	(82,857)	7,135	7,138
Actuarial gain/(loss) in respect of pension schemes		89,110	89,110	(1,640)	(1,640)
Total comprehensive income and expenditure for the year		6,422	6,253	5,495	5,498
Represented by:					
Unrestricted comprehensive income for the year		6,422	6,253	5,495	5,498
		6,422	6,253	5,495	5,498

All items of income and expenditure relate to continuing activities.

Consolidated and University Statement of Changes in Reserves
Year ended 31 July 2025

Consolidated	Income and expenditure account			Total
	Endowment	Restricted	Unrestricted	
	£'000	£'000	£'000	£'000
Balance at 1 August 2023	26	4,588	172,690	177,304
Surplus from the income and expenditure statement	0	0	7,135	7,135
Other comprehensive loss	0	0	(1,640)	(1,640)
Total comprehensive income for the year	0	0	5,495	5,495
Balance at 1 August 2024	26	4,588	178,185	182,799
Deficit from the income and expenditure statement	0	0	(82,688)	(82,688)
Other comprehensive gain	0	0	89,110	89,110
Total comprehensive income for the year	0	0	6,422	6,422
Balance at 31 July 2025	26	4,588	184,608	189,222
University	Income and expenditure account			Total
	Endowment	Restricted	Unrestricted	
	£'000	£'000	£'000	£'000
Balance at 1 August 2023	26	4,588	172,773	177,387
Surplus from the income and expenditure statement	0	0	7,138	7,138
Other comprehensive loss	0	0	(1,640)	(1,640)
Total comprehensive income for the year	0	0	5,498	5,498
Balance at 1 August 2024	26	4,588	178,271	182,885
Deficit from the income and expenditure statement	0	0	(82,857)	(82,857)
Other comprehensive gain	0	0	89,110	89,110
Total comprehensive income for the year	0	0	6,253	6,253
Balance at 31 July 2025	26	4,588	184,524	189,138

Consolidated and University Balance Sheet
Year ended 31 July 2025

	Notes	As at 31 July 2025		As at 31 July 2024	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Non-current assets					
Intangible assets	11b	1,449	1,449	1,480	1,480
Fixed assets	11a	159,229	159,229	164,478	164,478
Heritage assets	12	1,300	1,300	1,300	1,300
Investments	13	2,589	2,774	2,589	2,774
		164,567	164,752	169,847	170,032
Current assets					
Trade and other receivables due after more than one year	14	39,742	39,742	39,867	39,867
Trade and other receivables due within one year	15	23,433	24,257	24,159	25,327
Investments	23	21,952	21,952	37,848	37,848
Cash and cash equivalents	16	29,594	27,601	9,811	8,063
		114,721	113,552	111,685	111,105
Less: Creditors: amounts falling due within one year	18	(32,633)	(31,733)	(35,354)	(34,873)
Net current assets		82,088	81,819	76,331	76,232
Total assets less current liabilities		246,655	246,571	246,178	246,264
Creditors: amounts falling after more than one year	19	(50,193)	(50,193)	(54,942)	(54,942)
Provisions					
Pension provisions	27	(6,793)	(6,793)	(7,599)	(7,599)
Other provisions	20	(447)	(447)	(838)	(838)
Total net assets		189,222	189,138	182,799	182,885
Restricted Reserves					
Income and expenditure reserve - endowment reserve	21	26	26	26	26
Income and expenditure reserve - restricted reserve	22	4,588	4,588	4,588	4,588
Unrestricted Reserves					
Income and expenditure reserve - unrestricted including		184,608	184,524	178,185	178,271
Total Reserves		189,222	189,138	182,799	182,885

The financial statements were approved by the Board of Governors on 16 February 2026 and were signed on its behalf on that date by:



Jonathan Chapman, Acting Chair of the Board of Governors



Professor Martin Jones, Vice-Chancellor

Consolidated Cash Flow Statement
Year ended 31 July 2025

	Notes	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Cash flow from operating activities			
(Deficit)/Surplus for the year		(82,688)	7,135
Adjustment for non-cash items			
Depreciation	11a	12,719	10,629
Amortisation of intangibles	11b	581	1,200
Decrease/(Increase) in debtors		804	(3,223)
(Decrease) in creditors		(3,792)	(6,343)
Difference between net pension expense and cash contribution	7/8	88,305	(2,005)
(Decrease) in other provisions	20	(391)	(191)
Adjustment for investing or financing activities			
Capital grant income		(1,459)	(1,685)
Investment income	5	(1,699)	(3,046)
Interest payable	8	1,167	1,246
Unrealised loss on revaluation of investment properties		150	205
Loss on the sale of tangible and intangible assets		18	6,581
Net cash inflow from operating activities		13,715	10,503
Cash flows from investing activities			
Capital grants receipts		74	662
Investment income		1,141	2,073
Payments made to acquire fixed assets		(8,033)	(10,222)
Payments made to acquire intangible assets		(473)	(45)
Payments made to acquire non-current investments		0	(2,515)
Payment made for the Student Village capital contribution		0	(33,400)
Withdrawal of investment to cash		16,500	0
Net cash inflow/(outflow) from investing activities		9,209	(43,447)
Cash flows from financing activities			
Interest paid		(1,176)	(1,258)
Repayments of amounts borrowed		(1,965)	(1,884)
Net cash outflow from financing activities		(3,141)	(3,142)
(Decrease)/Increase in cash and cash equivalents in the year		19,783	(36,086)
Cash and cash equivalents at beginning of the year		9,811	45,897
Cash and cash equivalents at end of the year	16	29,594	9,811

Statement of Accounting Policies

Year ended 31 July 2025

The following accounting policies have been applied consistently in detailing items which are considered material in relation to the financial statements.

BASIS OF PREPARATION

The University financial statements have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education (2019 edition). They have also been prepared in accordance with the Accounts Direction issued by the Office for Students (OfS), the Terms and conditions of funding for higher education institutions issued by the Office for Students and the Terms and conditions of Research England Grant.

The University is a public benefit entity and therefore has applied the relevant public benefit requirement of the applicable UK laws and accounting standards.

BASIS OF ACCOUNTING

The financial statements are prepared in accordance with the historical cost convention (modified by the revaluation of fixed assets). Presentational and functional currency of the financial statements are GBP.

GOING CONCERN

The financial statements have been prepared on a going concern basis which the Board of Governors consider to be appropriate for the following reasons. The Group and parent University has modelled a number of going concern scenarios and has prepared a 2025/26 Budget and Five Year Strategic Financial Plan which have both been approved by the Board of Governors.

After reviewing these forecasts the Board of Governors is of the opinion that, taking account of severe but plausible downsides, the Group and parent University will have sufficient funds to meet their liabilities as and when they fall due over the going concern assessment period to 31 July 2027.

The Group and parent University is budgeting to achieve an operating surplus and a net cash inflow from operating activities in 2025/26 and subsequent years.

The budget for 2025/26 and the plans for the subsequent years have been assessed against the Group and parent University's financial tests which are the University's own strategic goals, bank covenant tests and the OfS liquidity test. The University ensures there is more than sufficient headroom within the Five Year Strategic Financial Plan to meet the bank covenant tests and the OfS liquidity test.

Sensitivity analysis has shown that the University's likelihood of failing the OfS liquidity test is extremely remote. Likewise, the University's likelihood of failing the bank covenants is also extremely remote. If required, the University could reduce its capital programme in order to protect its cash position and take other operating steps as required.

There have been no post balance sheet changes to liquidity, specifically there have been no new lending facilities taken out, no extensions of existing facilities or renegotiation or waiving of bank covenants. Consequently, the Board of Governors is confident that the University will have sufficient funds to continue to meet their liabilities as they fall due for at least 12 months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

BASIS OF CONSOLIDATION

The consolidated financial statements include the University and all its subsidiaries for the financial year to 31 July 2025. The results of subsidiaries acquired or disposed of during the period are included in the Consolidated Statement of Comprehensive 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 those of Staffordshire University Union of Students, as the University does not exert control or dominant influence over policy decisions.

INCOME RECOGNITION

Income recognition is determined by the nature of the transaction, income source and whether or not the transaction has commercial substance.

Statement of Accounting Policies

Year ended 31 July 2025

Transactions with commercial substance

Where a transaction has commercial substance, it is accounted for as a revenue transaction or service and referenced to the terms of the contract or service.

Tuition fees and educational contracts

Fee income and UK partnerships are stated gross of any expenditure which is not a discount and credited to the 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 of expenditure and not deducted from income.

Overseas partnerships are recognised in line with the terms of the partnership agreement. UK and overseas partnerships are disclosed as partnerships in note 1.

Sale of goods and services

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

Agency Income

Funds the University receives and disburses as a paying agent on behalf of a funding body, are excluded from the income and expenditure of the University where the University is exposed to minimal risk.

Transactions without commercial substance

Where the University receives income on a basis that is without commercial substance it accounts for this on the Non-Exchange Transaction basis. A Non-Exchange Transaction is defined as when an entity receives value from another entity without directly giving approximately equal value in exchange.

Government Grant Funding

Government grants are either classified as a grant relating to revenue or a capital grant relating to assets. Both revenue and capital government grants are accounted for under the Accrual Model.

Grants relating to revenue are recognised in income on a systematic basis over the periods in which the University recognises the related costs for which the grant is intended to compensate. A grant that becomes receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the University with no future related costs, shall be recognised as income in the period in which it becomes receivable.

Capital grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset.

Funding Body Grants

For funding grants relating to a single academic year, income is recognised in full in the period to which the grant relates. Grants relating to more than a single year are recognised pro-rata across the term of the grant.

Non-Government Grants, Donations and Endowments

Grant and donation income, received from a non-governmental source, is accounted for under the Performance Model. Income is recognised as Donation and Endowment income, with the exception of funding for the purposes of research which is recognised as 'Research Grants and Contracts'.

Non-government grants and donation income is split into four classes:

- (i) Non-government grants and donated income with performance conditions.
- (ii) Donations with restrictions.

A donation is considered to have a restriction when the gift agreement contains; 'A requirement that limits or directs the purposes for which a resource may be used that does not meet the definition of a performance-related condition'.

Income with restrictions, but no performance conditions, is recognised within the Statement of Comprehensive Income and Expenditure when the grant is receivable (legal/contractual commitment) and recorded within restricted reserves. As the funding is expended against the restriction it is transferred to unrestricted reserves by way of a reserves transfer.

(iii) Donations without restrictions
Income with neither restrictions nor performance conditions is recognised within the Statement of Comprehensive Income and Expenditure when the grant is receivable (legal/contractual commitment) and recorded within unrestricted reserves.

Statement of Accounting Policies

Year ended 31 July 2025

NON-GOVERNMENT GRANTS, DONATIONS AND ENDOWMENTS (CONTINUED)

(iv) Endowments

Refer to Endowment policy for income recognition on endowments.

Capital Grants

Government Grants for the purchasing or construction of specific assets are recognised across the useful life of the asset.

RESEARCH INCOME

Income recognition for research funding is dependent upon the source of the funding and the nature of the transaction. Income is classified as 'Research Grants and Contracts' regardless of source when it meets the Frascati definition of research.

The following specific research income recognition criteria has been applied:

Where funding is from a government body, expenditure on the grant purpose is presumed to be the performance condition unless specifically disallowed under the funding agreement.

Funding from charities and industry is accounted for as non-government grant income unless it is demonstrable that a revenue transaction has taken place with near equal value being exchanged.

ENDOWMENTS

Endowments are a class of donation where the donor requires the original gift to be invested, with the return to be spent against the donor's charitable aims. The donor can specify that the capital can be spent (expendable endowment) or maintained in perpetuity (permanent endowments).

Endowments are Non-Exchange transactions without performance-related conditions. Endowments with donor imposed restrictions are recognised within the Statement of Comprehensive Income and Expenditure when the University is entitled to the income. 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.

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.

POST RETIREMENT BENEFITS

Retirement benefits to employees of the University are provided by the Teachers' Pension Scheme (TPS), the Local Government Pension Scheme (LGPS), Staffordshire University Pension Scheme (SUPS) and Nest. The TPS is a defined benefit scheme but is accounted for as a defined contribution scheme and LGPS is a defined benefit scheme. SUPS and Nest are both defined contribution schemes.

Contributions to the TPS scheme are charged to the income and expenditure account so as to spread the cost of pensions over employees' working lives with the University in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of quinquennial valuations using a prospective benefit method.

The assets of the LGPS are measured using closing market values. LGPS liabilities are measured using projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability.

The increase in the present value of the liabilities of the scheme which are expected to arise from employee service in the period is charged to the operating surplus. The expected return of the scheme's assets and the increase during the period in the present value of the scheme's liabilities, arising from the passage of time, are included in pension finance costs. Actuarial gains and losses are recognised in the Statement of Changes in Reserves.

On 30 April 2025, following a period of consultation, the University exited the Staffordshire Fund of the Local Government Pension Scheme (LGPS), with all remaining employees who were members of the LGPS on that date having their employment transferred to University of Staffordshire Services Limited and being enrolled in the Staffordshire University Pension Scheme (SUPS). The University no longer has any members within the LGPS scheme.

The University will remain a participant within the LGPS Unfunded Pension Scheme and the Teacher Unfunded Pension Scheme.

The effect of the LGPS settlement will be charged to the Statement of Comprehensive Income and Expenditure as an exceptional staff cost.

Further details of the pension schemes are given in note 27.

Statement of Accounting Policies

Year ended 31 July 2025

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. A liability is recognised at each balance sheet date to the extent that employee holiday allowances have been accrued but not taken, the expense being recognised as staff costs in the Statement of Comprehensive Income and Expenditure.

OPERATING LEASES

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Future commitments under operating leases are disclosed in note 25.

FOREIGN CURRENCY

Transactions in foreign currencies are recorded at the rate of exchange on the transaction date. Monetary assets and liabilities denominated in foreign currencies are reported at the rates of exchange prevailing at the balance sheet date. Non-monetary assets and liabilities measured at historical cost in a foreign currency are translated using the exchange rate at the date of the transaction.

Foreign exchange differences arising on translation are recognised in the Statement of Comprehensive income and Expenditure.

FIXED ASSETS -PROPERTY, PLANT & EQUIPMENT, FIXTURES & FITTINGS, AND INTANGIBLE ASSETS

Fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses as disclosed in note 11a and 11b.

Where parts of a fixed asset have different economic lives, they are accounted for as separate items with the appropriate depreciation rate.

Land and Buildings

Buildings under construction are accounted for at cost. They are not depreciated until they are brought into use.

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

Land and buildings inherited from Staffordshire County Council are stated in the Balance Sheet at valuation on the basis of depreciated replacement cost as the open market value for existing use is not readily obtainable.

Certain items of fixed assets that had been re-valued to fair value on the date of transition to FRS102, are measured on the basis of deemed cost being the re-valued amount at the date of that revaluation.

Equipment

Equipment (including computers and software) costing less than £10,000 per item is charged to the Statement of Income and Expenditure in the year of acquisition. All other equipment is capitalised at cost and depreciated according to the periods listed below.

DEPRECIATION AND AMORTISATION

Depreciation is not provided on freehold land. Freehold buildings have been depreciated over the estimated remaining useful life of each building with a base date of 1 August 2014. All other tangible and intangible fixed assets are depreciation/amortised on a straight line basis over their expected useful lives as follows:-

New Buildings	50 years
Building Refurbishments	10 -15 years
Computer Equipment	3 -10 years
Fixtures and Fittings	5 -10 years
Plant and Machinery	5 -10 years
Vehicles	3 years
Software	3 -10 years

Expenditure which extends the useful life of an asset has been depreciated over the assessed extended life of the asset.

Assets held under finance leases are depreciated over the life of the lease if this is a shorter period.

SERVICE CONCESSION ARRANGEMENTS

Fixed assets held under service concession arrangements are recognised in the Balance Sheet at the present value of the minimum lease payments when the assets are bought into use with a corresponding financial liability.

BORROWING COSTS

Borrowing costs are recognised as an expense in the Statement of Comprehensive Income and Expenditure in the period in which they are incurred.

Statement of Accounting Policies

Year ended 31 July 2025

HERITAGE ASSETS

Works of art and other valuable artefacts valued at over £25,000 are capitalised and recognised at their cost or value where reasonably obtainable. Assets initially received as donations are initially recognised at fair value.

Heritage assets are not depreciated as their long economic life residual value mean that any depreciation would not be material.

INVESTMENT PROPERTIES

Investment property is land and building held for rental income or capital appreciation rather than for use in delivering services.

Investment properties are measured initially at cost and subsequently at fair value with movements recognised in the Statement of Comprehensive Income and Expenditure. Properties are not depreciated but are revalued or reviewed annually according to market conditions as at the 31 July each year.

INVESTMENTS

Non current investments relate to investment in subsidiary companies, spinout companies and other fixed asset investments and are held on the Balance Sheet at amortised cost less impairment.

Investments in listed shares and venture capital vehicles (where shares are publicly traded or their fair value can be reliably measurable) are measured at market value.

CASH AND CASH EQUIVALENTS

Cash includes cash in hand, cash at bank, 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, high liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. These include term deposits and other instruments with less than three months maturity held as part of the University's treasury management activities.

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 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 STATUS

The University is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and as such is a charity within the meaning of Para 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 Sections 478 to 488 of the Corporation Tax Act 2010 (formerly enacted in Section 505 of the Income and Corporation Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. The University receives no similar exemption in respect of Value Added Tax. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature. The University's subsidiary companies are subject to corporation tax.

Statement of Accounting Policies

Year ended 31 July 2025

DEFERRED TAXATION

Deferred taxation is recognised on all timing differences at the balance sheet date where transactions or events that gives the company an obligation to pay more tax in the future, or right to pay less tax in the future, have occurred.

Deferred tax assets are recognised when it is more likely than not that they will be recovered. Deferred tax is measured using rates of tax that have enacted or substantively enacted by the Balance Sheet date.

FINANCIAL INSTRUMENTS

All loans, investments and short term deposits held by the Group are classified as basic financial instruments in accordance with FRS102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost, however the University has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the Balance Sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

ACCOUNTING ESTIMATES AND JUDGEMENTS

The Preparation of financial statements requires the use of accounting estimates and assumptions. It also requires management to exercise its judgement in the process of applying accounting policies. Estimates, assumptions and judgements are continually evaluated based on available information and experience. Estimates based on assumptions and judgements could differ significantly from actual results. The areas most affected by the use of estimates and judgements are described below:

(I) Tangible fixed assets

Tangible Fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. Investment properties are not depreciated but are revalued or reviewed annually according to market conditions as at the 31 July each year.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account.

Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

(II) Local Government Pension Scheme

On 30 April 2025, following a period of consultation, the University exited the Staffordshire Fund of the Local Government Pension Scheme (LGPS), with all remaining employees who were members of the LGPS on that date having their employment transferred to University of Staffordshire Services Limited and being enrolled in the Staffordshire University Pension Scheme (SUPS). The University no longer has any members within the LGPS scheme.

The University has not recognised any of the surplus from the scheme on exit within the financial statements.

The present value of the unfunded defined benefit pension scheme liabilities depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate.

(III) Debtor recoverability

The recoverability of aged trade receivables based on the knowledge of the individuals or market. Where conditions suggest the full recoverability is doubtful, a provision will be recognised.

(IV) Student Village

The finance charge associated within the Service Concession Arrangement is calculated using the effective interest method in line with FRS 102. In order to derive this value the University has engaged with its financial advisors are assisting with determining an appropriate discount rate to go into the calculation.

Included within prepayments is a capital contribution to the Student Village project and a finance asset on derecognition of the Clarice Cliff property. This prepayment will be amortised over the useful life of the new student accommodation on completion of the Student Village, with amortisation of the Clarice Cliff amount starting once the property is back in use. The useful life will be 50–53 years based on duration of the Project Agreement.

Notes to the Accounts
for the year ended 31 July 2025

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
1 Tuition fees and education contracts				
Full time Students - UK/EU	63,592	63,592	67,867	67,867
Full time Students - Overseas	6,863	6,863	8,849	8,849
Part-time Fees	3,049	3,049	2,825	2,825
Apprenticeships	14,655	14,655	17,276	17,276
Partnerships	28,265	28,265	33,226	33,226
Other Education Contracts	4,887	4,887	5,742	5,742
	121,311	121,311	135,785	135,785

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
2 Funding body grants				
Office for Students - Teaching	9,194	9,194	9,495	9,495
Research England - Research	2,135	2,135	2,130	2,130
Higher Education Innovation Fund	1,278	1,278	1,424	1,424
Office for Students Capital grants - other release	1,051	1,051	1,262	1,262
	13,658	13,658	14,311	14,311

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
3 Research grants and contracts				
Research Councils	671	671	447	447
UK Based Charities	303	303	444	444
UK Industry & Commerce	209	209	111	111
UK Central Government/Health Authorities	338	338	459	459
European Community Programmes	15	15	52	52
Other Research Grants & Contracts	0	0	208	208
	1,536	1,536	1,721	1,721

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

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Grant and Fee income				
Grant income from the OfS	10,245	10,245	10,757	10,757
Grant income from other bodies	4,949	4,949	5,276	5,276
Fee income from taught awards (excl of VAT)	118,436	118,436	134,102	134,102
Fee income for research awards (excl of VAT)	1,655	1,655	523	523
Fee income from non-qualifying courses (excl of VAT)	1,220	1,220	1,159	1,159
	136,505	136,505	151,817	151,817

Notes to the Accounts
for the year ended 31 July 2025

Notes	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
4 Other income				
Residences, catering and conferences	5,502	5,502	5,556	5,556
Consultancy	1,122	1,122	1,456	1,456
Other Rents/lettings	773	773	950	950
Other Income	3,175	2,724	3,397	3,015
Release from deferred capital grants (non-funding council)	408	408	424	424
	10,980	10,529	11,783	11,401

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
5 Investment income				
Other investment income	1,699	1,661	3,046	3,014
	1,699	1,661	3,046	3,014

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
6 Donations and endowments				
Restricted donations	194	194	185	185
Unrestricted donations	12	12	49	49
	206	206	234	234

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
7 Staff costs				
Salaries	57,101	25,225	63,107	31,922
Social security costs	6,603	3,095	6,766	3,686
Other pension costs	8,937	6,313	12,467	9,924
LGPS pension provision movement	358	358	(1,956)	(1,956)
Redundancy/Managed Severance Scheme	947	941	1,635	1,635
	73,946	35,932	82,019	45,211
Effect of LGPS Pension Settlement	87,302	87,302	0	0
Total	161,248	123,234	82,019	45,211

Redundancy/managed severance scheme payments were made to 83 people (2023/24 - 93 people).

Notes to the Accounts for the year ended 31 July 2025

7 Staff costs (continued)

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Emoluments of the Vice-Chancellor				
Professor Martin Jones				
Salary	251	251	244	244
Taxable benefits - Health Care Insurance	3	3	3	3
	254	254	247	247
Pension contributions to Teachers Pensions' Fund	72	72	62	62
	326	326	309	309

The Vice Chancellor and Chief Executive's basic salary is 6.0 times the median pay of staff (2023/24 - 5.7), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the provider to its staff. The ratio reflects the full year basic salary equivalent for the Vice Chancellor and Chief Executive.

The head of the provider's total remuneration is 7.1 times the median total remuneration of staff (2023/24 - 5.7), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the provider of its staff. The ratio reflects the full year basic salary equivalent for the Vice Chancellor and Chief Executive.

The Remuneration Committee also considers the performance of the institution when reviewing the remuneration of the Vice Chancellor and Chief Executive. During the academic year 2024/2025 the focus has been upon the delivering in the following areas:

- Delivered a robust financial performance, with the Financial Statements for the year ended 31 July 2025, subject to final approval by the Board of Governors and external audit. The University experienced a reduction in income from £166.9m in 2023/24 to £149.4m in 2024/25 (a reduction of 10.5%) and consequently had to rebalance the expenditure of the University in order to deliver the approved operating surplus. The Financial Statements show an operating surplus of 4.0%.
- Delivered a programme of targeted reductions in academic staffing expenditure, management and professional support services in order to deliver the financial performance, whilst retaining service delivery, in year, most notably through the introduction of the 'Target Operating Model'
- Strengthening local, regional and national connections and partnerships to support the delivery of the 'Catalyst for Change' Strategic Plan.

During the 2024/2025 academic year, the University has secured the following achievements:

- League tables: We are proud to be ranked in the Top Five for First Generation Students in The Mail University Guide 2025, and in the Top Five for Social Inclusion in The Times and Sunday Times Good University Guide 2025. In June 2025, we were ranked equal first in the UK in the Times Higher Education Impact Rankings 2025 for our contribution to access to quality education for all recognising, in particular, our support of students who are the first in their family to experience university. We were especially proud to be recognised third in the UK for Career Prospects in the 2025 WhatUni Student Choice Awards - based entirely on student feedback.
- The University's Games Institute won the 'Excellence in University/College - Industry Collaboration' category at the TIGA Games Education Awards 2024, in recognition the introduction of industry-led mock interviews to help prepare final year students for their future careers.
- University of Staffordshire picked up the Gold Award for 'Innovative Use of Technology' at the Heist Awards 2025 for StaffsVerse - the UK's first university campus recreated in computer game Fortnite.
- The University's flagship Student Village development was named 'Best Social Infrastructure Project' at the Partnership Awards 2025, alongside partners Hochtief and Plenary.
- The University's Woodlands Day Nursery took home the 'Sustainability Award' and the University was named 'Client of the Year' at the RIBA West Midlands Regional Awards 2025..

Notes to the Accounts for the year ended 31 July 2025

7 Staff costs (continued)

- Associate Professor of Biomedical Science Practice Ian Davies was recognised in his Majesty the King's Birthday Honours for his outstanding contribution to the NHS and biomedical science education.
- The University hosted its third TEDxUniversityofStaffordshire in May 2025, with the theme "Adventures into the Unknown." The event brought nine inspiring speakers - including explorer (and University Chancellor) Major Levison Wood and Commander Nathan Gray - to share powerful ideas and experiences with a global audience.
- Two University of Staffordshire graduates triumphed at the Domeble Symetri Student Awards 2024, which recognises 3D, CGI, VR, and Photography students from around the world.

Overall, the University has seen small raises in the main UK league tables which have been released in 2025, With the University ranked 94th in the Complete University Guide, up 3 places and ranked 56th in the Daily Mail University guide. The Guardian University Guide and The Times/Sunday Times Good University Guide were released in September 2025, with the University ranked 82 and 87 respectively.

The University has had mixed fortunes in international rankings, with the University dropping from 1001-1200th to 1201-1500th in the Times Higher world rankings (noting that an additional 188 institutions were ranked this year), while the University saw a significant improvement our ranking in the Times Higher Impact Ranking and are now ranked 301-400, up from 601-800 last year. The University is still not ranked in the QS World rankings.

Remuneration of higher paid staff (excluding the Vice Chancellor and Chief Executive) earning over £100,000, excluding employer's pension contributions are shown before any salary sacrifice:

	Year Ended 31 July	Year Ended 31 July
	2025	2024
	No.	No.
£100,000 to £104,999	1	1
£105,000 to £109,999	1	2
£110,000 to £114,999	1	0
£115,000 to £119,999	0	1
£135,000 to £139,999	0	1
£140,000 to £144,999	1	1
£160,000 to £164,999	0	1
£165,000 to £169,999	1	0
£170,000 to £174,999	0	1
£175,000 to £179,999	1	0
	6	8

Notes to the Accounts
for the year ended 31 July 2025

7 Staff costs (continued)

	Year Ended 31 July	Year Ended 31 July
	2025	2024
Average staff numbers (FTE) by major category :	No.	No.
Academic	496	560
Academic Technicians	57	50
Administrative, Professional & Clerical Staff	674	781
Management (Academic)	18	20
Management (Non Academic)	27	35
	1,272	1,446

Key management personnel (KMP) are the Executive, University Executive Board (UEB) and Senior Leadership Team (SLT) who have authority and responsibility for planning, directing and controlling the activities of the University. As a result of the Target Operating Model, on the 1 February 2025 the University structure was amended and authority and responsibility for planning, directing and controlling the activities of the University was designated to the Executive and UEB.

	Year Ended 31 July	Year Ended 31 July
	2025	2024
	£'000	£'000
Key management personnel	2,366	3,006

Board of Governors

The University's Board of Governors are the trustees for charitable law purposes. Due to the nature of the University's operations and the compositions of the Board, being drawn from local public and private sector organisations, some of which have operate in the same localities as the University, it is inevitable that transactions will take place with organisations in which a member of the Board may have an interest.

One external Board member received £17k remuneration from the group for the period August 2024 to March 2025 (2023/24 - £25k). One external Board member received £8k remuneration from the group for the period April to July 2025 (2023/24 - £nil)

The total expenses paid to or on behalf of eight Board members was £8k (2023/24 - £7k to seven Board members). This represents travel and subsistence expenses incurred in attending Board meetings, Committee meetings and Charity events in their official capacity.

Notes to the Accounts
for the year ended 31 July 2025

	Notes	Year Ended 31 July 2025		Year Ended 31 July 2024	
		Consolidated	University	Consolidated	University
		£'000	£'000	£'000	£'000
8 Interest and other finance costs					
Loan interest		1,167	1,167	1,246	1,246
Net credit/(charge) on pension scheme	27	645	645	(49)	(49)
		1,812	1,812	1,197	1,197

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
9 Analysis of total expenditure by activity				
Academic and Related Expenditure	71,869	59,175	81,441	68,422
Administration and Central Services	46,939	63,668	53,426	71,035
Premises	12,183	9,566	14,438	11,701
Research Grants and Contracts	1,541	1,056	1,516	1,080
Residences, Catering and Conferences	5,966	4,908	4,238	2,977
Effect of LGPS Pension Settlement	87,302	87,302	0	0
Other Expenditure	6,125	5,930	4,480	3,907
	231,925	231,605	159,539	159,122

Other Operating Expenses include fees paid to the External Auditors for audit services of £195k (2023/24 - £202k), and fees for non-audit services were £22k (2023/24 - £15k).

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
9a Access and Participation				
Access Investment	1,412	1,412	1,486	1,486
Financial Support	1,357	1,357	752	752
Disability Support	883	883	1,071	1,071
Research and Evaluation	535	535	499	499
	4,187	4,187	3,808	3,808

£2,035k (2023/24 - £2,159k) of these costs are already included in the overall staff cost figures included in Note 7 of the financial statements.

The approved Access and Participation plan for the university can be found within the following link:
<https://www.staffs.ac.uk/about/corporate-information/access-agreements>

10 Taxation

The taxation charge for the University and Group in the year was £nil (2023/24 : £nil).

Notes to the Accounts for the year ended 31 July 2025

11a Fixed Assets

Consolidated & University

	Freehold Land and Buildings	Assets in the Course of Construction	Service Concession Arrangements	Investment Properties	Computer Equipment	Other Equipment & Fittings	Motor Vehicles	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation								
At 1 August 2024	223,180	1,413	3,121	1,545	10,901	24,466	49	264,675
Additions	685	5,769	0	0	395	866	0	7,715
Reclassification	10	(221)	0	0	0	211	0	0
Transfer	0	(77)	0	0	0	0	0	(77)
Revaluation	0	0	0	(150)	0	0	0	(150)
Disposals	(2,611)	0	0	0	(359)	(1,470)	0	(4,440)
At 31 July 2025	221,264	6,884	3,121	1,395	10,937	24,073	49	267,723
Depreciation and impairment								
At 1 August 2024	78,474	0	0	0	6,001	15,687	35	100,197
Charge for the year	6,800	0	1,561	0	1,893	2,457	8	12,719
Disposals	(2,611)	0	0	0	(359)	(1,452)	0	(4,422)
At 31 July 2025	82,663	0	1,561	0	7,535	16,692	43	108,494
Net book value								
At 31 July 2025	138,601	6,884	1,560	1,395	3,402	7,381	6	159,229
At 31 July 2024	144,706	1,413	3,121	1,545	4,900	8,779	14	164,478

Freehold Buildings at the University's Stoke Campus and Blackheath Lane sites were revalued on a depreciated replacement cost basis by GVA Bilfinger, an Independent Chartered Surveyor, as at 1 August 2014. Freehold land was revalued on an open market, existing use basis at the same date. At 31 July 2025, Freehold land and buildings included £18.1 million (31 July 2024: £18.1million) in respect of Freehold land which is not depreciated. The University has used those fair values as its deemed cost at 1 August 2014 in accordance with FRS102 Paragraph 35.10(c).

Investment Properties at Stafford and Lichfield were revalued by Avison Young (UK) Limited, an Independent Chartered Surveyor, as at 31 July 2025. These properties are not depreciated but are revalued or reviewed annually according to market conditions. The Board of Governors have determined that the revaluation as at the 31 July 2025 should be reflected in these Financial Statements.

Service Concession Arrangements

The University has one service concession arrangement where service delivery has commenced which is recognised in the Consolidated and University Balance Sheet.

On 4 July 2024 the University entered into a 53-year contract with a third party provider for the provision and maintenance of Clarice Cliff Court providing accommodation to 297 students. The assets and liabilities relating to this scheme are recognised in the University's Consolidated and University Balance Sheet. Service commenced on 4 July 2024 and the contract will finish on 31 July 2077. The University has an annual occupancy guarantee amounting to committed annual payments for 2024/25 and 2025/26 of £3,434k recorded within other operating expenses.

Movement in Service concession arrangement assets

The asset value of the service concession included in the Consolidated and University Balance Sheet as at 31 July 2025 is £1.6m (2023/24 - £3.1m).

Movement in Service concession arrangement liabilities

The total liabilities relating to the service concession included in the Consolidated and University Balance Sheet as at 31 July 2025 is £1.7m (2023/24 - £3.1m).

Notes to the Accounts for the year ended 31 July 2025

11a Fixed Assets (continued)

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

	Payable in year	Payable in 2-5 years	Payable later than 5 years	Total
	£'000	£'000	£'000	£'000
Liability repayments	1,781	0	0	1,781
Finance Charge	(108)	0	0	(108)
	1,673	0	0	1,673

11b Intangible Assets

Consolidated & University

	Software	Total
	£'000	£'000
Cost		
At 1 August 2024	10,638	10,638
Additions in the year	473	473
Transfer	77	77
Disposals	(453)	(453)
At 31 July 2025	10,735	10,735
Amortisation		
At 1 August 2024	9,158	9,158
Amortisation charge for the year	581	581
Disposals	(453)	(453)
At 31 July 2025	9,286	9,286
At 31 July 2025	1,449	1,449
At 31 July 2024	1,480	1,480

12 Heritage assets

The Thornhill Bequest, a collection of medieval Chinese pottery is owned by the University. The value is based on a valuation made for insurance purposes as at November 2013. The valuation was undertaken by professional advisors expert in this field.

	Year Ended 31 July 2025	Year Ended 31 July 2024
	£'000	£'000
Cost	1,300	1,300
	1,300	1,300

Notes to the Accounts
for the year ended 31 July 2025

13 Non-Current Investments

	Other non-current investments	Subsidiary companies	Subsidiary investment in spinouts	Total
	£'000	£'000	£'000	£'000
Consolidated				
At 1 August 2024	2,589	0	0	2,589
At 31 July 2025	2,589	0	0	2,589
University				
At 1 August 2024	74	2,700	0	2,774
At 31 July 2025	74	2,700	0	2,774

Other non-current investments consist of:

	Consolidated	University
	£'000	£'000
CVCP Properties PLC	33	33
Mercia Asset Management PLC	41	41
Staffordshire Campus Living LLP	2,515	2,700
	2,589	2,774

Non-Current investments represent £33k investment (0.78% of the issued share capital) in CVCP Properties PLC, which is a Company registered in Great Britain and incorporated in England and Wales, £41k investment (0.0003% of the issued share capital) in Mercia Asset Management PLC previously known as Mercia Technologies PLC and £2,515k (15% stake) investment in Staffordshire Campus Living LLP.

The group holds shares in four wholly owned subsidiaries and a spin out company.

The group shareholding are as follows:

	Holding	Value
Subsidiary Companies		
University of Staffordshire Unitemps Limited	100%	£1
University of Staffordshire Services Limited	100%	£1
University of Staffordshire Student Services Limited	100%	£1
SU Residential Services Limited	100%	£2,700,000
Spinout Companies		
Grand Independent Limited	30%	£0

University of Staffordshire Unitemps Limited, a company incorporated in and operating in Great Britain and registered in England and Wales, was established to act as an employment agency primarily employing students and providing services both internally and externally to the University.

University of Staffordshire Services Limited is a company incorporated in and operating in Great Britain and registered in England and Wales, whose primary activity is the provision of staff to the University.

University of Staffordshire Student Services Limited, a company incorporated in and operating in Great Britain and registered in England and Wales, was established to act as an employment agency primarily employing students and providing services externally to the University.

Notes to the Accounts
for the year ended 31 July 2025

13 Non-Current Investments (continued)

SU Residential Services Limited, a company incorporated in and operating in Great Britain and registered in England and Wales, was established to provide residential services to students in University accommodation.

The Group has chosen not to attribute any value to the shares in Grand Independent Limited within the financial statements.

14 Trade and other receivables

Amounts falling due after more than one year

Prepayments and accrued income

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Prepayments and accrued income	39,742	39,742	39,867	39,867
	39,742	39,742	39,867	39,867

This balance represents pre-paid rent relating to the new Student Village which will be completed in September 2026. This prepayment will be amortised over the useful life of the new student accommodation on completion of the Student Village.

15 Trade and other receivables

Amounts falling due within one year

Other trade receivables

Other receivables

Prepayments and accrued income

Amounts due from subsidiary companies

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Other trade receivables	14,880	14,740	14,387	14,200
Other receivables	271	246	249	227
Prepayments and accrued income	8,282	8,242	9,523	9,458
Amounts due from subsidiary companies	0	1,029	0	1,442
	23,433	24,257	24,159	25,327

16 Cash and Cash Equivalents

Cash and Cash equivalents

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Cash and Cash equivalents	29,594	27,601	9,811	8,063
	29,594	27,601	9,811	8,063

Deposits are held with banks and building societies operating in the London market and licensed by the Financial Services Authority with less than three months maturity from the acquisition date. The interest rates for these deposits are fixed for the duration of the deposit at time of placement.

17 Consolidated reconciliation of net funds

At 1 August 2024

Movement in cash and cash equivalents

Repayment of unsecured loans

Non-cash movement

At 31 July 2025

Increase in net funds

£'000

(21,555)

19,783

1,965

15

208

21,763

Notes to the Accounts
for the year ended 31 July 2025

17 Consolidated reconciliation of net funds (continued)

	Year Ended 31 July 2025	Year Ended 31 July 2024
	£'000	£'000
Analysis of net funds		
Cash and Cash Equivalents	29,594	9,811
Borrowings: amounts falling due within one year		
Unsecured loans	(2,056)	(1,980)
Borrowings: amounts falling due after more than one year		
Unsecured loans	(27,330)	(29,386)
Net funds	208	(21,555)

18 Creditors

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Amounts falling due within one year				
Unsecured loans	2,056	2,056	1,980	1,980
Trade payables	3,953	3,953	4,883	4,883
Social security and other taxation payable	2,782	1,777	2,788	2,116
Accruals and deferred income	20,807	20,089	22,674	22,052
Service Concession arrangements	1,672	1,672	1,652	1,652
Other Creditors	1,363	1,368	1,377	1,378
Amounts owed to subsidiary companies	0	818	0	812
	32,633	31,733	35,354	34,873

19 Creditors

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Amounts falling due after more than one year				
Deferred income	22,863	22,863	24,087	24,087
Unsecured loans	27,330	27,330	29,386	29,386
Service Concession arrangements	0	0	1,469	1,469
	50,193	50,193	54,942	54,942

Analysis unsecured loans:

	Year Ended 31 July 2025	Year Ended 31 July 2024
	Consolidated £'000	University £'000
Due within one year or on demand (Note 18)	2,056	1,980
Due between one and two years	2,136	2,056
Due between two and five years	6,929	6,659
Due in five years or more	18,265	20,671
Due after more than one year	27,330	29,386
Total unsecured loans	29,386	31,366

Deferred income represents deferred capital government grants which are required under FRS102 to be reported as a long term creditor based on the timing of the amounts due to be released to the Statement of Comprehensive Income and Expenditure.

The University has two term loans, the first was drawn down in 2007 for £16m at 5.38% fixed for 27 years and the second of £34m was drawn down in 2013 at 3.19% fixed for 25 years.

Notes to the Accounts
for the year ended 31 July 2025

20 Provisions for liabilities

Consolidated	Pension enhancements on termination £'000	Onerous Lease/ Dilapidations £'000	Deferred Taxation £'000	Total £'000
At 1 August 2024	172	666	0	838
Utilised in year	(172)	(219)	0	(391)
At 31 July 2025	0	447	0	447
University	Pension enhancements on termination £'000	Onerous Lease/ Dilapidations £'000	Deferred Taxation £'000	Total £'000
At 1 August 2024	172	666	0	838
Utilised in year	(172)	(219)	0	(391)
At 31 July 2025	0	447	0	447

21 Endowment Reserves – Consolidated & University

Restricted net assets relating to endowments are as follows:

	Restricted Permanent endowments £'000	Year Ended 2025 Total £'000	Year Ended 2024 Total £'000
Balances at 1 August			
Capital	26	26	26
	26	26	26
Total endowment comprehensive income for the year	0	0	0
At 31 July	26	26	26
Represented by:			
Capital	26	26	26
	26	26	26
Analysis by type of purpose:			
Prize funds	26	26	26
	26	26	26

Notes to the Accounts
for the year ended 31 July 2025

22 Restricted Reserves - Consolidated & University

Reserves with restrictions are as follows:

	Year Ended	Year Ended
	2025	2024
	Total	Total
	£'000	£'000
Balances at 1 August	4,588	4,588
Total restricted comprehensive income for the year	0	0
At 31 July	4,588	4,588
	2025	2024
	Total	Total
	£'000	£'000
Analysis of other restricted funds /donations by type of purpose:		
General	4,588	4,588
At 31 July	4,588	4,588

23 Investments

	At 31st July	Cash	At 1st August
	2025	Flows	2024
	£'000	£'000	£'000
Consolidated and University	21,952	(15,896)	37,848
Short-term investments	21,952	(15,896)	37,848

Short-term investments are held with banks and building societies operating in the London market and licensed by the Financial Services Authority with more than three months maturity at the acquisition date.

24 Capital and other commitments

Provision has not been made for the following capital commitments

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Commitments contracted for	3,319	3,319	8,634	8,634
	3,319	3,319	8,634	8,634

Notes to the Accounts
for the year ended 31 July 2025

25 Lease obligations

Total rentals payable under operating leases:

Consolidated & University	Year ended 31 July 2025			31 July 2024
	Land and Buildings	Other leases	Total	
	£'000	£'000	£'000	£'000
Payable during the year	2,890	229	3,119	3,143
Future minimum lease payments due:				
Not later than 1 year	2,272	113	2,385	2,723
Later than 1 year and not later than 5 years	6,687	22	6,709	8,305
Later than 5 years	11,264	0	11,264	15,518
Total lease payments due	20,223	135	20,358	26,546

Due to service charges varying due to inflation there is no direct correlation between the amounts due not later than 1 year and payments made the following year.

26 Contingent Liabilities

The University is a member of U.M. Association Limited (UMAL), a company limited by guarantee, formed to provide a mutual association for insuring risk. Under the terms of its membership, each member acts as insurer and insured. If the association as a whole suffers a shortfall in any underwriting year, the members are liable for their pro-rated share, spread using a bank facility over seven years. The University is a guarantor, on a joint and several basis, with a bank facility. No liability has yet arisen under this guarantee.

27 Pensions Cost

Retirement benefits for employees of the University are provided by defined benefit and defined contribution schemes, which are funded by contributions from the University and employees. Payments are made to the Teachers' Pension Scheme for academic staff, the Staffordshire County Council Superannuation Scheme (LGPS) for non-academic staff until 30 April 2025, Staffordshire University Pension Scheme for University of Staffordshire Services Ltd staff, and Nest. These are independently administered schemes.

Total employees and employers contributions to the Teachers' Pension Scheme for 2024/25 were £7,146k (2023/24 £7,559k), Staffordshire University Services Pension Scheme £4,195k (2023/24 Pension Costs £3,619k) and Nest £56k (2023/24 £64k).

The commitment at 31 July 2025 to the Teachers' Pension Scheme was £591k (2023/24 £610k), Staffordshire University Services Pension Scheme was £0k (2023/24 £1k) and Nest £7k (2023/24 £7k). These commitments are disclosed in social security and other taxation payable.

University of Staffordshire Services Limited

The pension scheme for University of Staffordshire Services Ltd with Aviva is a defined contribution plan, a post employment benefit plan under which University of Staffordshire Services Limited pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an expense in the income statement in the year during which services are rendered by employees.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer.

Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2024.

The key elements of the valuation were:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This was an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation were implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

A copy of the valuation report and other supporting information can be obtained from the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer scheme. The University is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the University has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution scheme. The University has set out above, the information available on the scheme.

27 Pensions Cost (continued)

Staffordshire County Council Superannuation Scheme (LGPS)

On 30 April 2025, following a period of consultation, the University exited the Staffordshire Fund of the Local Government Pension Scheme (LGPS), with all remaining employees who were members of the LGPS on that date having their employment transferred to University of Staffordshire Services Limited and being enrolled in the Staffordshire University Pension Scheme (SUPS). The University no longer has any members within the LGPS scheme.

The University will remain a participant within the LGPS Unfunded Pension Scheme and the Teacher Unfunded Pension Scheme.

The LGPS is a defined benefit statutory scheme, administered in accordance with the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007, the Local Government Pension Scheme (Administration) Regulations 2008 and the Local Government Pension Scheme (Transitional Provisions) Regulations 2008. It is contracted out of the State Second Pension.

The latest formal valuation of the Fund for the purpose of setting employers' actual contributions was as at 31 March 2022, with the next formal valuation due as at 31 March 2025.

A valuation of the Fund's liabilities as at 31 July 2025 has been undertaken by the Fund's actuary for the purpose of FRS 102 "Retirement Benefits", taking into consideration the fact that the University exited the LGPS on 30 April 2025 and therefore a valuation was completed to this date. The following valuation data has been used for the purposes of this disclosure:

- The membership data is as at the most recent funding valuation date of 30 April 2025.
- The individual pensioner data in respect of LGPS unfunded pensions and teachers' pensions where appropriate;
- The latest numbers of employees, deferred pensioners and pensioners;
- Actual payroll data information up to the latest available date;
- Employer and employee contributions up to the latest available date (in order to estimate contribution income and pensionable payroll for the accounting period this year);
- The actual split of the fund assets as at the latest available date;
- The actual Fund returns provided up to the latest available date.

Local Government Pension Scheme

Any new early retirements from 1 August 2019 to the latest available date on unreduced pensions which are not anticipated in the normal employer service cost (e.g. non ill-health retirements before the member's benefits can be taken unreduced), as set out in Section 1 of the Results Schedule.

Changes to the Local Government Pension Scheme (LGPS) under regulation 3 of the LGPS (Amendment) Regulations 2006 (statutory Instrument 2006/966) permits employees retiring on or after 6 April 2006 to take an extra increase in their lump sum payment on retirement in exchange for a reduction in their future annual pension.

Commutation

An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for the pre-April 2008 service and 75% of the maximum tax-free cash for post-April 2008 service.

The financial assumptions used in the valuation of the Fund's liabilities as at 31 July 2025 are summarised below:

	Funded at 30 April 2025	Unfunded at 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.20%	3.25%	3.25%
Rate of increase for pension	2.70%	2.65%	2.75%
Discount rate for liabilities	5.70%	5.60%	5.00%

Notes to the Accounts
for the year ended 31 July 2025

27 Pension Costs (continued)

We are aware of the potential implications of the Virgin Media ruling in June 2023 alongside the further uncertainties in this area (which may be addressed in upcoming cases this year and beyond) which makes it difficult to reach a full conclusion on this issue at this time. We are currently assessing the possible implications, which remains in progress as at the end of the current accounting period. There are no fundamental doubts at this stage, as such there is insufficient evidence that any adjustment would need to be recognised within the year end liabilities at this stage and therefore no allowance has been made.

Unfunded Mortality Assumptions

Year Ended	Prospective Pensioners	Pensioners
31 July 2025	CMI_2024 underlying rates i.e. without the "overlay" applied, a long-term rate of improvement of 1.25% p.a., an initial addition parameter (A) of 0%, and other parameters as core, i.e. a half-life parameter (H) of 1 year, a smoothing parameter (s-kappa) of 7.0 and a mortality data weighting of 100% for all years.	Males: 110% of S4PMA Females: 105% of S4PFA_M

Funded Mortality Assumptions

Life expectancy is based on the Fund's VitaCurves with improvements in line with the CMI 2023 model, with a 15% weighting of 2023 (and 2022) data, a 0% weighting of 2021 (and 2020) data, standard smoothing (Sk7), initial adjustment of 0.25% and a long term rate of improvement of 1.5% p.a. for both males and females.

	Males	Females
Current Pensioners	20.9 years	24.3 years
Future Pensioners*	22.5 years	25.6 years

* Figures assume member aged 45 as at the last formal valuation date.

Historic Mortality

Life expectancy for the prior year end is based on the Fund's VitaCurves. The allowance for the future life expectancies are shown below:

Year Ended	Prospective Pensioners	Pensioners
30 April 2025	CMI 2023 model, with a 15% weighting of 2023 (and 2022) data, a 0% weighting of 2021 (and 2020) data, standard smoothing (Sk7), initial adjustment of 0.25% and a long term rate of improvement of 1.5% p.a.	CMI 2023 model, with a 15% weighting of 2023 (and 2022) data, a 0% weighting of 2021 (and 2020) data, standard smoothing (Sk7), initial adjustment of 0.25% and a long term rate of improvement of 1.5% p.a.

Notes to the Accounts
for the year ended 31 July 2025

27 Pensions Cost (continued)

The assets in the scheme and the expected rates of return were:

	Proportion of each asset type at 31 July 2025	Value at 31 July 2025 £'000	Proportion of each asset type at 31 July 2024	Value at 31 July 2024 £'000
Equities	0%	0	64%	166,402
Bonds	0%	0	27%	70,201
Property	0%	0	7%	18,200
Cash	0%	0	2%	5,200
Total Market Value of Assets		0		260,003
		Year ended 31 July 2025		Year ended 31 July 2024
		£'000		£'000
Group's estimated asset share		0		260,003
Present value of funded scheme liabilities		0		(192,273)
Present value of unfunded scheme liabilities		(6,793)		(7,599)
(Deficit)/Surplus in the scheme		(6,793)		60,131
Effect of the asset ceiling on pension surplus		0		(67,730)
Pension liability recognised in the Consolidated and University Balance Sheet		(6,793)		(7,599)

An entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. Until the 30 April 2025 when the University exited the pension scheme, the Board of Governors applied the asset ceiling calculation within the financial statements. On 30 April 2025, the University settled the scheme for an amount of £87,302,000, which is the net loss on scheme assets of £259,682,000 and gain on defined obligations of £171,481,000. No asset has been recognised for this surplus within the financial statements.

Notes to the Accounts
for the year ended 31 July 2025

27 Pension Costs (continued)

Analysis of the amount charged to the Statement of Comprehensive Income and Expenditure

	Year Ended 31 July 2025 £'000	Year Ended 31 July 2024 £'000
Employer service cost (net of employee contributions)	831	1,502
Past service cost	68	676
Effect of settlement	87,302	0
Total operating cost	88,201	2,178

Analysis of pension finance (costs)/income

	Year Ended 31 July 2025 £'000	Year Ended 31 July 2024 £'000
Expected return on pension scheme assets	9,545	11,891
Interest on pension scheme liabilities	(7,684)	(9,781)
Interest on the effect of the asset ceiling	(2,506)	(2,061)
Pension finance (costs)/income	(645)	49

Amounts recognised in the Statement of Comprehensive Income & Expenditure (SOCl)

Actuarial gain recognised in SOCl	89,110	15,256
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Reconciliation of defined benefit obligation

	Year Ended 31 July 2025 £'000	Year Ended 31 July 2024 £'000
Opening Defined Benefit Obligation	199,872	196,087
Current service cost	831	1,502
Interest Cost	7,684	9,781
Contributions by Members	398	618
Actuarial Gains	(23,809)	(1,132)
Past Service Costs (including Curtailments)	68	676
Unfunded Benefits Paid	(790)	(743)
Benefits Paid	(5,081)	(6,917)
Effects of settlement	(172,380)	0
Closing Defined Benefit Obligation	6,793	199,872

Reconciliation of fair value of employer assets

	Year Ended 31 July 2025 £'000	Year Ended 31 July 2024 £'000
Opening Fair Value of Employer Assets	260,003	236,896
Expected Return on Assets	9,545	11,891
Contribution by Members	398	618
Contributions by the Employer	541	3,391
Contributions in respected of Unfunded Benefits	790	743
Actuarial (Losses)/Gains	(5,724)	14,124
Unfunded Benefits paid	(790)	(743)
Benefits Paid	(5,081)	(6,917)
Effects of settlement	(259,682)	0
Closing Fair Value of Employer Assets	0	260,003

Notes to the Accounts
for the year ended 31 July 2025

27 Pension Costs (continued)

Movement in deficit during the year

	Year Ended 31 July 2025 £'000	Year Ended 31 July 2024 £'000
Deficit in scheme as 1 August	(7,599)	(7,964)
Movement in year:		
Current service charge	(831)	(1,502)
Contributions	541	3,391
Contributions in respected of Unfunded Benefits	790	743
Past service costs	(68)	(676)
Net interest on assets	(645)	49
Effect of asset ceiling on pension surplus	70,236	(16,896)
Effects of settlement	(87,302)	0
Actuarial gain	18,085	15,256
Deficit in scheme as 31 July	(6,793)	(7,599)
Pension liability recognised in the Consolidated and University Balance Sheet	(6,793)	(7,599)

28 Department for Education (DfE)

	Year Ended 31 July 2025 £'000	Year Ended 31 July 2024 £'000
Student Bursaries		
Opening fund balance	1	41
Net DfE grants received in year	730	306
Disbursed to students	(646)	(346)
Reclaim/ adjustment	0	0
Balance at 31 July	85	1

29 Related Party Transactions

Due to the nature of the University's operations and the composition 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 member of the Board of Governors may have an interest.

Included with the accounts for the period are transactions between:

University of Staffordshire and Staffordshire University Students Union. The University provided a grant of £832k to the Student's Union (2023/24: £832k), and purchases from the Student's Union amounted to £123k (2023/24: £99k), and Sales £0k (2023/24: £1k). The balance outstanding payable to the Students Union amounted to £21k (2023/24: payable to the Students Union: £7k).

Staffordshire University Academies Trust and University of Staffordshire, where a number of University of Staffordshire governors/employees are on the board of the Trust. Purchases by the University amounted to £22k (2023/24: £19k) and sales £6k (2023/24: £17k). The balance outstanding payable/receivable to/from the Trust amounted to £0k (2023/24: £0k).

