

# Strategic Report and Financial Statements

2023–  
2024

Hertz.

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# Membership of the Board of Governors

Name	Category	Appointed	Term completed	Committee membership
<b>Professor Quintin McKellar</b>	Vice-Chancellor	01/01/2011		People and Culture Committee Finance Committee
<b>Dr Lynn Drummond</b> (Chair until 31/08/2024)	Independent member	01/09/2018	31/08/2024	Finance Committee People and Culture Committee Vice-Chancellor's Remuneration Committee
<b>Mr David Sproul</b> (Chair from 01/09/2024)	Independent member	01/09/2023		Audit and Risk Committee (appointed 21/11/2023; resigned 31/08/2024) Finance Committee People and Culture Committee Vice-Chancellor's Remuneration Committee
<b>Dr Dipti Amin</b>	Independent member	01/09/2018	31/08/2024	Finance Committee People and Culture Committee Vice-Chancellor's Remuneration Committee
<b>Mr James Blake</b>	Independent member	01/09/2017	31/08/2023	Audit and Risk Committee
<b>Dr Sam Bakri</b>	Independent member	01/09/2024		Vice-Chancellor's Remuneration Committee
<b>Dr Janet Bohrer</b>	Independent member	05/02/2021		Audit and Risk Committee
<b>Mr Robert Macnaughton</b>	Independent member	30/01/2020		Audit and Risk Committee (Chair from 01/09/2024) People and Culture Committee Vice-Chancellor's Remuneration Committee
<b>Ms Claire Sanders</b>	Independent member	01/09/2024		Finance Committee
<b>Mr Raj Singh</b>	Independent member	01/09/2021		Audit and Risk Committee People and Culture Committee Vice-Chancellor's Remuneration Committee
<b>Mrs Karen Trew</b>	Independent member	01/09/2022		People and Culture Committee Audit and Risk Committee
<b>Ms Lesley Titcomb</b>	Independent member	30/01/2020		People and Culture Committee (Chair) Vice-Chancellor's Remuneration Committee (Chair)
<b>Dr Nermeen Varawalla</b>	Independent member	01/09/2024		People and Culture Committee
<b>Dr Lionel Wallace</b>	Independent member	01/09/2022		People and Culture Committee
<b>Dr Jon Walmsley</b>	Independent member	01/09/2022		Finance Committee People and Culture Committee (appointed 01/09/2023) Vice-Chancellor's Remuneration Committee (appointed 01/09/2023)
<b>Mrs Claire Ward</b>	Independent member	01/09/2018	17/10/2023	People and Culture Committee Vice-Chancellor's Remuneration Committee
<b>Mr David Williams</b>	Independent member	30/01/2020		Finance Committee (Chair) People and Culture Committee (ex officio) Vice-Chancellor's Remuneration Committee
<b>Mr Nick Willott</b>	Independent member	01/09/2018	31/08/2024	Audit and Risk Committee (Chair until 31/08/2024)
<b>Dr Joel Carlton</b>	Member nominated by the Academic Board	01/09/2022		Board of Governors
<b>Ms Helen Goddard</b>	Member nominated by the Professional Staff	24/06/2024		Audit and Risk Committee
<b>Mr Rohit Mahadevu</b>	Students' Union	30/06/2024		Board of Governors
<b>Mr Manoj Kumar Nagireddy</b>	Students' Union	09/07/2023	30/06/2024	Board of Governors
<b>Ms Tamia Crowl</b>	Co-opted member	01/02/2024		Board of Governors
<b>Dr Justin Daniels</b>	Co-opted member	01/02/2024		Board of Governors
<b>Mr Omatolani Fatilewa</b>	Co-opted member	01/09/2022	31/08/2023	Board of Governors
<b>Mr Alex Hall</b>	Co-opted member	01/09/2022	15/04/2024	Audit and Risk Committee (appointed 21/11/2023; resigned 15/04/2024)
<b>Mr Anthony Kypreos</b>	Co-opted member	01/03/2021		Finance Committee
<b>Professor Paul Layzell</b>	Co-opted member	01/09/2022		Audit and Risk Committee

## Advisers

**Bankers** Barclays Bank plc, Leicester, LE87 2BB

**Auditors** Buzzacott LLP, 130 Wood Street, London, EC2V 6DL



# Officers appointed by the Board

The officers play a vital role at Herts, focusing on corporate policy and strategy, and the day-to-day running of the institution.

## **Professor Quintin McKellar CBE**

Vice-Chancellor and Chief Executive  
BVMS PhD DVM DipECVPT FSB FRSA FRAGS FRCVS  
FRSE

Professor McKellar has been the Vice-Chancellor and Chief Executive of the University of Hertfordshire since 2011. His responsibilities include the day-to-day running of the University, the delivery of strategic and operational plans, performance, its internal structure and organisation, and its interface with external bodies and agencies.

He graduated from Glasgow University Veterinary School in 1981 and went on to gain a PhD in Veterinary Parasitology in 1984. In 1997 Professor McKellar took up the post of Scientific Director of the Moredun Research Institute, an animal disease institute near Edinburgh. In 2004, he was appointed Principal of The Royal Veterinary College of the University of London, the largest and oldest veterinary school in the UK.

In 2015 he was elected as a Board member of Universities UK (UUK) and in 2020 was elected as UUK Vice-President (England and Northern Ireland).

Quintin was made a Commander of the Order of the British Empire (CBE) in 2011 for services to science.

## **Professor Mairi Watson**

Deputy Vice-Chancellor

Mairi was appointed Deputy Vice-Chancellor in January 2024 and is engaged in all strategic and operational decisions that underpin the success of the University. She was previously the University's Pro Vice-Chancellor for Education and Student Experience.

Mairi has overall responsibility for developing all academic areas, working with our Deans and Pro Vice-Chancellors, including education, student experience and outcomes, research and enterprise, and international and regional partnerships.

Mairi started her academic career at De Montfort University, and then was Dean of the Faculty of Business and Law at the University of Northampton. As a student, she graduated from the University of Edinburgh with an LLB (Hons); from Kings College, London, with an LLM in Criminology and Criminal Justice; from the Open University with an MBA; and from De Montfort University with her PhD in Organisational Behaviour.

She is Principal Fellow of the Higher Education Academy. Prior to working in universities, Mairi worked in prisons, latterly as a prison governor.

## **Sharon Harrison-Barker**

Secretary and Registrar

Sharon was appointed in January 2020. She was previously the Academic Registrar, Head of the Student Centre and Faculty Registrar for the Business School and has worked in various further and higher education institutions. She achieved an MBA in Higher Education Management from the University of London in 2010.

Sharon is responsible for the management and operation of the Board of Governors and the Academic Board, compliance with policies, regulations and procedures, legal matters of the University and its wholly owned subsidiaries, health and safety, internal audit, equality, registry, human resources, library and computing services, the Office of the Dean of Students and professional staffing.

## **Alistair Moffat**

Group Finance Director  
BA FCMA CGMA

Alistair Moffat was appointed Group Finance Director in 2009. He has responsibility for all aspects of financial management within the University Group, including financial control, statutory reporting, treasury, tax, insurance, procurement and commercial financial support for the academic community. His role incorporates Board responsibility for the management of the University's estate and sport. He is a Director of UH Holdings Limited, which oversees the commercial subsidiaries in the Group, and is also a director of each of our wholly-owned subsidiary companies chairing Polyfield Property Limited, Exemplas Limited and UH Ventures Limited.

He was joint chair of the London and South-East British Universities Finance Directors' Group (BUFDG) from 2016-2021 and sat on the national BUFDG executive which influences national policy within the higher education sector. He is a Fellow of the Chartered Institute of Management Accountants and joined Herts from Monarch Airlines, where he was Chief Financial Officer.

His other previous roles include Finance Director Scotland at First Group plc and at Alstom Signalling Limited. Alistair was also Finance Director at Mainline Freight Limited, playing an important role during the rail privatisation process.



## Introduction by the Pro-Chancellor and Chair of the Board of Governors

I'm delighted to be appointed as the new Chair of the Board of Governors and excited at the opportunity to shape the future of Herts. Herts is a dynamic and innovative institution, offering so many people – staff, students, businesses and partners in the UK and around the world – the opportunity to grow and succeed.

I graduated from Herts in 1979 after studying accountancy, and I was honoured to have been recognised with an Honorary Doctorate in 2012. As a Herts alumnus, I'm amazed at the huge changes to the campus, and I'm excited to have the opportunity to return, to meet the Herts community and be part of its success.

Since my time here as a student, I have seen many changes. Notably, Nexus – the specialist science building; the Institute of Sport and the Enterprise Hub. The newest and largest development, which opened in September 2024, is our new School of Physics, Engineering and Computer Science, Spectra. The state-of-the-art building provides a modern, high-tech learning, teaching and research experience, aimed at inspiring the next generation of leaders in science, technology, engineering and mathematics.

Herts continues to grow. Its new 2035 Estates Vision demonstrates the University's commitment to students, staff and the wider community by consolidating new developments with bold, ambitious and sustainable improvements to increase the connectivity, identity and flexibility of the campuses. This exciting new phase will further enhance the teaching and working experience for all.

Higher education is experiencing many challenges, but I believe that Herts is in a strong position to navigate these difficulties and will focus on the future to safeguard what they accomplished so far, in preparation for the future. Next year will see the launch of Herts'

2025-2030 Strategic Plan. The new plan will enable Herts to continue to drive change and empower people, continuing in its success to deliver high quality teaching, research that has real-world impact, enhancing global reach, and influencing through innovation and enterprise.

I am sad to report that after 14 years at Herts, the Vice-Chancellor Quintin McKellar has made the decision to retire. It has been a tough decision for him to make and the success of Herts since he joined has been tremendous. The community has seen huge campus investment, transforming teaching and learning; immense improvements in the Research Excellence Framework, league tables and the National Student Survey and the Postgraduate Teaching Experience survey results – which covers just a fraction of so much he has achieved at Herts since joining in 2011. And who could forget Quintin's "Go Herts" mantra at every celebratory and community event. He will be missed by so many at Herts, but I know our staff and students will join me in thanking him for his remarkable leadership and dedication to Herts and wish him all the best on the next adventure.

Finally, I would like to thank my predecessor Dr Lynn Drummond for her dedication during the past five years. Herts has achieved so much during Lynn's term as Chair of the Board of Governors. I know people at Herts appreciate everything she has done during her time here.

### Mr David Sproul

Pro-Chancellor and Chair of the Board of Governors





## Introduction by the Vice-Chancellor and Chief Executive

The very positive approach to Higher Education articulated by the Prime Minister, Sir Keir Starmer, and the Secretary of State for Education, the Rt Hon Bridget Phillipson, has been greatly welcomed. It has also been very encouraging to hear the Secretary of State welcome international students to the UK, recognising their contribution to our universities, our communities and our country. It is vital that the University of Hertfordshire puts itself in a strong position financially and strategically, to support the message from government. January 2025 will see the launch of our 2025-2030 Strategic Plan; our new five-year strategy designed to provide a roadmap for achieving our ambitions while ensuring resilience and adaptability to emerging opportunities and challenges.

We have so much to be proud of at Herts. In May 2024, we held our first in-person Festival of Ideas event, welcoming more than 4,500 people from our local community onto campus to celebrate a weekend of art, science and intellectual discussions. This exceptional event brought the best of the University's research, enterprise and culture to the public for free, through over 70 exhibitions, performances, talks and workshops. It was such a success; we're delivering another Festival of Ideas in 2025.

Also in May, we celebrated receiving the King's Award for Enterprise for Outstanding Continuous Growth in overseas sales over the last six years. The fact that our education is held in such high esteem around the world, that we can export it to such great effect, and that we are one of the most popular places to study is something to celebrate. As the only university to be awarded a King's Award this year, it makes the Herts community immensely proud. Herts also celebrated 30 years of our overseas university partnership with INTI Malaysia.

Herts secured its largest ever research infrastructure grant from UK Research and

Innovation (UKRI), £13.5 million to build the infrastructure for biodetection technologies against harmful, airborne pathogens.

The results of the 2024 National Student Survey (NSS) further confirmed Herts strong performance, with the University being ranked 1st in the East of England for overall student satisfaction for the second year running. We also achieved a silver overall rating in the Teaching Excellence Framework (TEF) 2023, signifying 'very high quality' in student experience and student outcomes, and were ranked in the top five overall for the second year running in the 2024 Postgraduate Taught Experience Survey (PTES).

The celebrations continued after we were voted Top 100 Employer in Stonewall's UK Workplace Equality Index, reflecting our continued work to champion inclusivity.

We became the official higher education partner of Watford Football Club for the 2024-2025 season. Building on existing relationships between the University and Watford FC, the partnership will mutually benefit students and the club.

I am delighted to welcome our new Chair of the Board of Governors, David Sproul who will succeed our former Chair Lynn Drummond. A former Deloitte CEO and a Herts alumnus, David is also a champion of talent development, who ensured Deloitte provided student placements, graduate and undergraduate schemes and programmes through Herts' Careers and Employment and Enterprise Service. He has a track record of championing inclusive and diverse culture, and increasing representation of women in senior ranks. Herts is looking forward to the next five years with David.

Lastly, I made the very difficult decision to announce my retirement after more than 14 years at the University of Hertfordshire. Since joining Herts in 2011, the higher education landscape has changed immensely. I'm proud to have overseen significant successes, leaving Herts in a strong position and prepared for the opportunities and challenges that lie ahead. It has been an absolute privilege to work at the University. The students and staff are remarkable, and I've been proud to lead and be a part of such a vibrant, diverse, innovative and inspirational community. It is an honour to be part of such a committed team of people – all working for the benefit of our students and wider society. I want to say one final time GO HERTS!

**Professor Quintin McKellar CBE**  
Vice-Chancellor and Chief Executive

# Highlights of the year

Read about some of our many achievements from the last 12 months



## 1 We were awarded a £13.5 million research infrastructure grant to expand pioneering research against biological threats

Our largest research infrastructure grant to date will allow Herts to expand our knowledge and progress the research-led development of biodetection technologies against harmful, airborne pathogens.



## 2 We celebrated our students' success in the Royal Television Society student award

A Herts student documentary following a team of wheelchair basketball players won best factual film at the Royal Television Society East Student Awards. This *Able Man* follows the Coventry Wheelchair Basketball Academy in the runup to their match against their main rivals and explores the impact of the sport in their everyday lives.



## 3 We saw thousands of people flock to Herts as we hosted our largest ever public event

We welcomed more than 4,500 visitors to our Festival of Ideas. The diverse event included more than 70 free exhibitions, performances, talks and workshops, including headline talks from CEO of UK Sport, Dame Liz Nicholl, and broadcast journalists Jon Sopel and Tom Hughes.



## 4 Our international work was praised by The King

We received the King's Award for Enterprise for Outstanding Continuous Growth in overseas sales over the last six years. Considered the UK's highest business honours, we were one of just 252 organisations – and the only university – to have achieved the accolade this year and are very proud.



## 6 We announced our new film studio to support the booming film and TV industry

We announced Propeller Stage One – a commercial film studio delivering top-tier training in creative and technical skills for the film and TV industry. The project, which will be officially launched in January 2025, supports students from production design to visual effects, ensuring they're job-ready. It also supports students from disadvantaged or under-represented backgrounds, equipping them with the tools and opportunities to succeed in the competitive industry.



## 5 We're in partnership with Watford Football Club

We became the official higher education partner of Watford FC for the 2024-2025 season. The partnership provides our students with exclusive access to educational and employment opportunities at the championship club, including work experience, placements, paid work opportunities, and industry days at the stadium sharing insight into running a professional football club.



## 7 We opened our newest building – Spectra

We opened our £100 million plus building Spectra; a home for our School of Physics, Engineering and Computer Science. Designed with our net zero carbon target in mind, the five-storey building provides a learning, teaching and research experience, inspiring the next generation of leaders in science, technology, engineering and mathematics.

# Top rankings and awards

**1<sup>st</sup>**

**in the East of England  
for overall student  
satisfaction in the  
National Student  
Survey 2024**

**5<sup>th</sup>**

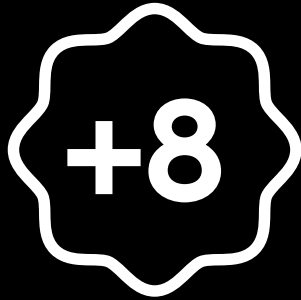
**overall in the  
Postgraduate Taught  
Experience Survey  
2024**

**+12**

**places in the 2025  
Guardian University  
Guide**

**+21**

**places in the Research  
Excellence Framework  
2021 rankings to 62nd  
position**



**places in The Mail  
University Guide 2025**



**King's Award for  
Enterprise achieved  
for Outstanding  
Continuous Growth**



**Employer in  
Stonewall's UK  
Workplace Equality  
Index**



**Teaching  
Excellence  
Framework**

**achieved in the  
Teaching Excellence  
Framework 2023**



**Athena  
Swan**  
Silver Award

**in recognition of  
our commitment  
to inclusivity and  
gender equality**



# Powering impact

**We transform  
lives with  
career-focused,  
high-quality  
education and  
research**

**Defined by the spirit  
of innovation and  
enterprise, the University  
of Hertfordshire has been  
an innovative, vocation-  
first educational force for  
more than 70 years.**

Founded in 1952 as the Hatfield Technical College, on land donated by Alan Butler – the then Chairman of the de Havilland Aircraft Company – most of our earliest courses were focused on subjects related to the aeronautical industry. We grew rapidly as a leading educator for Britain's pioneering aeronautical sector. We became Hatfield Polytechnic in 1969 and then achieved university status in 1992 as the University of Hertfordshire. We have two campuses in Hatfield plus our Bayfordbury hub, with its observatory, field station, learning centre and pinetum, all 20 miles north of London.







For our thriving community of more than 34,000 students from over 120 countries, that means high-quality teaching from experts engaged in ground-breaking research with real-world impact and access to more than 550 career-focused degree options. Our students have the opportunity to study at more than 170 universities worldwide, due to our strong international partnerships and franchise arrangements. Access to outstanding, true to life facilities as well as industry connections here and abroad offer professional networking opportunities to take talents even further.

We're an anchor institution for the regional economy and community, contributing £330 million to Hertfordshire's economy every year alone. We're also one of Hertfordshire's largest employers, employing more than 3,700 people across the Group. We work with many key organisations across the county, including Hertfordshire County Council and the NHS, and provide hundreds of businesses with the support and facilities they need to learn and grow each year.

In the latest Research Excellence Framework (REF 2021), we are ranked in the top 25% of all universities in the UK for research impact, and our own students have ranked Herts as the top university in the East of England for overall student positivity (National Student Survey, 2024) for the second year running. Also, for the second year running, we are ranked in the top five overall in the Postgraduate Taught Experience Survey for 2024, with an overall student satisfaction score of 92%.

Our commitment to maintaining high standards of teaching and learning resulted in us achieving a silver overall rating in the Teaching Excellence Framework (TEF) 2023, signifying 'very high quality' in student experience and student outcomes. In July 2024, we received the King's Award for Enterprise for Outstanding Continuous Growth in overseas sales over the last six years. Considered the UK's highest business honours, we were one of just 252 organisations – and the only university – to have achieved the accolade this year and are very proud.

We are a university that never stands still. We champion social mobility and the drive to create personal and societal change. We celebrate those who break barriers. We nurture entrepreneurs and develop tomorrow's leaders, innovators and trailblazers in healthcare, education, business, science, humanities, law, sport, and creative arts.

We partner with key employers, professional bodies, and government to ensure we are directly responding to real-world needs. We are a catalyst for change: empowering our community to make a radical impact in the region, across the UK and around the world.

To solidify the county of Hertfordshire's reputation as the UK's "Hollywood", we are also launching Propeller Stage One. A cutting-edge film studio delivering top-tier training in creative and technical skills for the booming film and TV industry. The project, which will begin in January 2025, is part of a movement to support the county's flourishing TV and film industry, by offering a commercial film studio for independent productions, with reduced rates for those providing student opportunities. It will then support students in various disciplines, from production design to visual effects, ensuring they are job-ready. The project also supports students from disadvantaged or under-represented backgrounds, equipping them with the tools and opportunities to succeed in the competitive industry.



We are committed to ensuring everyone has access to higher education whatever their background and celebrate our highly diverse community. Currently, over 50% of our students are Black, Asian and Minority Ethnic, and 47.9% of our students are female. We champion inclusivity, social mobility and the drive to create personal and societal change and celebrate those who break barriers. This is evident in our latest achievement of the Top 100 Employer in Stonewall's UK Workplace Equality Index. We also hold charter marks, awards and affiliations across a range of protected characteristics, including a silver award in Institutional Athena Swan and bronze for the Race Equality Charter and Disability Confident Employer Level 2, demonstrating our ongoing commitment to progress and improve equality at Herts.

Our strong track record of investing in our campus is visible across our sites. Our latest and most ambitious building project to date saw the opening of Spectra.

Since the announcement in 2023 of our plans to open a Medical School/MBBS programme, we have completed the second of the eight-stage approval process with the General Medical Council. The first cohort of medical students will be enrolled in 2026.







## 2025–2030 Strategic Plan

In 2020, we launched our five-year strategic plan, providing clarity on our direction and a clear vision: that whatever your background or wherever you are from, we believe everyone deserves the chance to transform bold ambition into life-changing reality.

As we approach the end of our current 2020-2025 Strategic Plan, we will launch our new University strategy for the next five years in January 2025. Our 2025-2030 Strategic Plan will provide a roadmap for achieving our ambitions while ensuring resilience and adaptability to emerging opportunities and challenges.

Our values – friendly, ambitious, collaborative, enterprising and student-success – underpin everything we do and are an integral part of our student plan.

Three areas of activity are central to our purpose and a fundamental element in our continued success:

- **Education and Student Experience:** delivering sector-leading outcomes in education and student experience
- **Research and Enterprise:** increasing the impact of and income from research and enterprise activity
- **Global Engagement:** expanding our global reach and impact, and enhancing our reputation

Underpinning this, we have three areas of priority to support delivering on our ambitions and transforming the way we work: people, estate and sustainability, and our approach to digital transformation.

# Education and student experience



## We help students of every background achieve successful outcomes

Our teaching and learning are informed by research and business to ensure authentic, relevant learning experiences for our students. As well as traditional full-time programmes of study, we also offer flexible study routes, including online courses and workplace learning opportunities through our degree apprenticeships.

Our commitment to inclusivity and eliminating degree awarding gaps is central to our practice, and our personalised approach to pastoral

support aligns with our mission to transform lives. We are committed to providing a culturally enriched and research-informed educational experience, to equip our students with graduate attributes for life in a complex and rapidly changing world, and to develop a true sense of belonging to Herts from the outset.

We pride ourselves on the strength and quality of our relationship with our students, delivered through our Student Ambassador and Student Mentor Schemes, Student Representatives, Students' Union, and our Student Communications Strategy. Respecting and responding to the student voice is key to our student experience, as well as putting the welfare of our students and their success at the heart of what we do.





## Widening access and student success impact

At Herts, we firmly believe that everyone with the potential to benefit should have the opportunity to access higher education, regardless of their background. We are committed to empowering students from under-represented and under-recognised groups across local primary and secondary schools and colleges. By breaking down barriers to higher education, we strive to foster an inclusive environment and champion educational equity for all. We delivered 127 activities in 2023-2024 to over 7,000 young people. More than £200,000 in bursary payments were made to student success priority groups, including care leavers, independent estranged, young adult carers and displaced refugee learners. Our Student Opportunity Fund of over £33,000 supported 25 students.

## Enhancing student employability and student experience through co-curricular programmes

As well as leaving Herts with a degree that opens doors for our students, we provide them with the opportunity to increase their skills and gain vital work experience through our co-curricular programmes. The programmes have been designed to improve students' research expertise, build confidence and gain vital networking skills, preparing them for real-world careers.

## National Student Survey

The annual National Student Survey (NSS) results were published in August 2024 by the Office for Students, our regulator for higher education in England. The NSS is a key element of quality assurance in higher education in the UK and invites 500,000 final year undergraduate students to share honest feedback about their study experience.

For the second year, we ranked 1st in the East of England for overall student satisfaction and maintained or improved on our performance in almost every theme compared to last year's results. The sector saw an overall response rate of 72.0%. 78.8% of Herts students responded to the survey. The survey includes a series of questions within the following themes: Teaching on my Course, Learning Opportunities, Assessment and Feedback, Organisation and Management, Learning Resources and Student Voice.

We scored above the sector average across almost all of the survey themes, performing particularly well compared to the sector for organisation and management (79.3% positive vs 75.3% across the sector), student voice (77.1% positive vs 74.0% across the sector) and assessment and feedback (80.7% positive vs 78.3% across the sector). This is a remarkable achievement, and we are proud that our results demonstrate our ongoing commitment to the student experience at Herts.

## Postgraduate Taught Experience Survey

We ranked in the top five overall for the second year running in the 2024 Postgraduate Taught Experience Survey (PTES) with an overall student satisfaction score of 92.0%, compared to the sector average of 84.0%.

PTES is delivered by Advance HE to promote excellence and improve higher education for staff, students and society. Taught postgraduate students are invited to respond anonymously on their experience of learning and teaching, providing Herts with valuable insight to measure and make changes to the learning and teaching experience.

The survey includes the following questions on the full study cycle of taught postgraduate students: Overall Satisfaction, Skills Development, Assessment, Support, Engagement, Organisation, Teaching, Resources, and Community.

108 institutions took part in the survey this year, with an overall sector response rate of 24.7%. 37.1% of Herts students completed the survey, putting us 12.4 percentage points above the sector for responses. Our overall rankings include Support (1st), Community, and Skills Development (2nd), Resources (3rd), Assessment (4th), Overall Satisfaction (5th), Engagement, and Organisation (6th), Teaching (7th).

We received positive feedback from students across the board, scoring particularly strongly on questions about access to online and physical resources (95%), encouragement to contribute in taught sessions (95%), and staff enthusiasm for their subject areas (94%).



## Teaching Excellence Framework

We achieved a Silver overall rating in the Teaching Excellence Framework (TEF) 2023, signifying 'very high quality' in student experience and student outcomes. The award demonstrates Herts' commitment to maintaining high standards for students across teaching and learning, personal and professional development, and career potential. We were also recognised for a number of 'outstanding' features within student experience and student outcomes. These include student engagement in improvement; research, innovation, scholarship and professional practice; staff professional development and academic practice; and approaches to supporting educational gains.

The TEF is a national scheme run by our regulator, the Office for Students (OfS), encouraging higher education providers to deliver excellence in the areas that students care about the most: teaching, learning and achieving positive outcomes.

## Watford FC partnership

In July 2024, we became the official higher education partner of Watford FC for the 2024-2025 season. The collaboration supports Herts' commitment to provide exceptional opportunities to our students, creating a positive impact on our community. The partnership provides Herts students with exclusive access to educational and employment opportunities at the Championship club, including work experience, placements, paid work opportunities, and industry days at the stadium sharing insight into running a professional football club.

## Our scholarships are transforming lives



### The Pendleton Scholarship has allowed me to recover from major surgery and avoid becoming overwhelmed and burnt out.

When I started this course, I was only six months post kidney transplant. I was unable to start the course previously because I had struggled with my health for the last few years, attending dialysis three times a week.

I'm so grateful for this scholarship. It has taken some of the financial pressure off, allowing me to concentrate on my health and studies while not becoming overwhelmed with the pressure of having to study and work to support myself.

In two short years I will be receiving my degree and Qualified Teacher Status (QTS), where I can embark on my teaching career. This is something I am passionate about and have hoped for, for a very long time.

I am so very grateful for this scholarship. It has made my time at university so much easier. Without it, I would have found it harder to not be able to give it my all! And in teaching you have to give it your all!

#### **Nicola Gosling**

BEd (Hons) Primary with Qualified Teacher Status (QTS)  
Pendleton Scholarship

## Celebrating the achievements of our alumni

We have a global network of more than 270,000 graduates and we are proud of every single one of them.

In May 2024, several of our graduates were recognised at Herts' first Alumni Awards, celebrating those who have made a significant impact across industry and society.

Among the winners is Tik Tok sensation Kit Brown. Kit rose to fame by sharing his experiences as a primary school teacher on the social media platform, amassing close to two million followers on the popular video-sharing app. Kit is also a former BBC Bitesize presenter and an author. His debut children's book, *How to Shine at Primary School*, helps readers get the best out of primary school, tackling subjects like anxiety and friendship.

Kit, who currently works at Peartree Spring Primary School in Stevenage, Hertfordshire graduated with a BEd (Hons) Primary Education degree in 2020 and returned to Herts to receive the Rising Star award, presented to him on the night by Herts' Vice-Chancellor, Professor Quintin McKellar CBE.

Other winners included:

Emma Cutting, who won the Outstanding Achievement award. After graduating in 2014 with a BSc (Hons) Physiology degree, Emma has gone on to manage the neuroscience clinical trials team at the University of Cambridge, who work with world-leading neurologists running trials aiming to combat diseases such as dementia and Parkinson's.

John Twitchen won the STEM Spotlight award given to innovators in science, technology, engineering, and mathematics. With a fellow alum, John founded award winning company Stuff4Life, which develops new ways to make and recycle polyester clothing to prevent the materials ending up in landfill. John graduated in 1996 with a BSc (Hons) Environmental Studies degree.

James Lindsay won the Alumni Ambassador of the Year award for his volunteering work at Herts. James is an Expert by Experience at the University, directly supporting students in the School of Health and Social Work. He has also published a book titled *Befriending My Brain: A Psychosis Story*, in which he documents his experience with and recovery from psychosis. James graduated in 2012 with a MSc Marketing degree.



# Research



## Our research and knowledge exchange activities are closely aligned to meet the key future demands of business and society

We actively support the next generation of researchers through extensive researcher development and leadership programmes. These equip both research students and early career researchers with the transferable skills most sought after by employers, together with the confidence and ability to be successful in a wide range of leadership roles. We provide 15 professional doctorate programmes and have more than 900 research degree students studying PhDs and professional doctorate programmes, enabling graduates to further their career at senior levels of practice.

## Growth in research funding

Research awards in 2023-2024 amounted to £14.3 million, a significant increase from the previous year when awards amounted to £12.7 million.

The funding included 17 large grants of more than £300,000. Herts also received £13.5 million from Research England for our biodetection research – our largest research grant to date.

## £13.5 million research infrastructure grant to expand pioneering research against biological threats

We were thrilled to be awarded our largest ever research infrastructure grant of £13.5 million in January 2024. The grant was awarded to Herts in collaboration with the universities of Cranfield, Leeds and Manchester. The project starts in August 2024 and income will start to be recognised during 2024-2025, with £8.2 million of the grant attributable to Herts. The funding will allow Herts to expand our knowledge and progress the research-led development of biodetection technologies against harmful, airborne pathogens.

Our successful bid was one of 18 research bids to have successfully secured investment from Research England's Expanding Excellence in England Fund. Called E3, the significant investment from Research England will allow Herts to expand our knowledge and support our pioneering academics, students and partners to lead on innovation that will address the technological leaps required to build safer, healthier, more resilient environments against bioaerosols – airborne particles of a biological origin including bacteria, viruses, fungi, pollen and toxins.





## Herts to support delivery of £1.1 million project to provide digital innovations for vulnerable residents

A team of researchers from Herts successfully secured £1.1 million funding to develop digital innovations supporting vulnerable adults including people living with dementia. About 50% of people living with dementia have undetected and untreated pain, leading to huge amounts of distress. The funding will allow researchers to shed more light on how advanced digital technologies can be used to tackle issues that really affect people's quality of life.

The successful joint application with Bedfordshire, Luton and Milton Keynes Integrated Care System's (BLMK ICS) Digitising Social Care (DiSC) programme and Health Innovation England will enable Herts researchers to evaluate the impact of introducing new pain assessment technologies and robotic companions in different adult social care settings. Supported by the Applied Research Collaboration East of England and the Office of Health Economics, one of the innovations PainChek is an electronic device that identifies and manages pain for those who are unable to communicate it verbally. It uses artificial intelligence (AI) to spot small changes in facial expressions and voice to quantify a pain score and guide carers to provide the right support. The funding will enable around 1,000 residents in a variety of settings to be assessed by their care provider.

Additionally, as part of the initiative, around 1,300 care home residents will be provided with a robotic companion to provide comfort and decrease loneliness. Robopets are intended to provide a calming influence, give people greater independence and confidence, and improve mental health and wellbeing.

## Herts highlighted as bucking the “leaky pipeline” trend with high number of female professors

Herts works hard to tackle issues including the gender pay gap and wider systemic barriers to career progression of female colleagues who are working at Herts. In March 2024, the Times Higher Education recognised our impressive number of professorships and senior academic positions held by women. Half of Herts professors are women and in the last five years, female staff applications for Associate Professorships have increased by 43.8%. Other universities are still showing a historical lag in decreasing gender gaps, while Herts is ranked third in the country for having the smallest gap.

Our success has been achieved through a range of different initiatives. They include specialist coaching and workshops to support the promotion of women in higher education to inspire women to apply; implementing more transparency around promotion processes; excellent flexible and hybrid working policies and an increase in dedicated networks and groups providing targeted support across a range of subjects such as parenting, caring responsibilities, living with disability and menopause.

We recognise there is more work to do – especially in ensuring we are reaching groups who continue to be underrepresented in promotion to senior levels, and further diversifying female promotions across disciplines and areas of university activity.

## HR Excellence in Research Award

We have held the HR Excellence in Research Award since 2010 and retained the award following an assessment in 2022. This achievement recognises our long-term commitment to the professional and career development of our researchers in a healthy and supportive environment.



# Enterprise



## **Delivering business and consultancy knowledge to support start-ups and boost the local economy**

Our research, knowledge exchange and commercial activities closely align to meet the current and future demands of business and society. Herts plays a vital role in the Hertfordshire economy, and cultivating the next generation of entrepreneurial talent is central to our strategy.

In addition to the highest quality teaching and learning, we tailor our programmes to the demands of employers. Our Schools work with employers in the industries that employ our graduates to shape our teaching programmes. Our Enterprise Hub provides an anchor for a wide range of business services allowing local business to grow.

We have developed a successful record of encouraging our students to take on a wide range of student placements to enhance their learning opportunities and adaptability to the future jobs market. We have long-standing links with business, industry, public sector, and professional organisations.



## Knowledge Exchange Framework

We performed well in the latest Knowledge Exchange Framework (KEF), outscoring our peer institutions in four out of the seven framework categories. We have also been recognised for our excellent research partnerships and strong impact on local growth. KEF is Research England's national assessment on how universities work with partners for the benefit of the economy and society. The framework scores universities against a range of metrics, including how effectively they work with businesses, engagement with the public and community, their contribution to continuing professional development and graduate start-ups, and income achieved through means, including collaborative research, co-authorship, consultancy, and facility use.

## Healthcare Technologies Capabilities Connector

Designed to support researchers and entrepreneurs in driving healthcare technologies innovation, the Healthcare Technologies Capability Connector (HTCC), provides expertise to those wanting to bring new products, services and technologies to the healthcare technologies sector. Supported by Research England under the Connecting Capability Fund, the programme brings together the joint expertise, infrastructure and networks of Herts, Imperial College London and Cranfield University, to deliver sustainable impact and meet key industry needs.

## Expanding and enhancing degree apprenticeships

We provide apprenticeships in levels five to seven in a range of fields. Our "Good" Ofsted rating in June 2024 demonstrates our passion to offer alternative routes to higher education, and we are proud of the education and training we provide for our apprentices. Quality of education, behaviour and attitudes, personal development, leadership and management at Herts were all rated Good. We provide 15 higher and degree apprenticeship programmes, delivered by our team of experts who work with employers across a wide variety of sectors to create apprenticeship programmes that drive value to both the employer and the learner. Our courses include apprenticeships in healthcare, digital, engineering and leadership and management.

We are committed to learning and improving our provision, serving an important role in widening participation in higher education and filling gaps in the local workforce by upskilling staff.



## Funding to expand our apprenticeship provision

After securing additional funding from the OfS in August 2024, we have launched eight new apprenticeships in therapeutic radiography, diagnostic radiography, social work, dietetics, data science and civil engineering, speech and language therapy and accounting and finance. The new apprenticeships will boost equality of opportunity for apprentices in these areas, especially those living in or around Hertfordshire, where current provision is limited, and allow Herts to continue to scale up its internal apprenticeship operation with 500 new apprentices.

## Herts funds flagship apprenticeship programme to boost diversity and inclusion

Inclusion and diversity within learning and apprenticeships are fundamental to us at Herts, reflecting our position as the East of England's top-ranked university for social mobility. We provide transformative apprenticeship programmes that help employers embrace diversity and social mobility. Investment from our regulator the Office for Students (OfS) has allowed Herts to partner with Amazing Apprenticeships and match-fund three organisations which will allow us to develop apprenticeships with a focus on increasing equality of opportunity. A new initiative – the Genie Programme – examines how complex social mobility, diversity and inclusion issues could be affecting the take-up and completion of apprenticeships, tailored specifically to their own organisation. The three organisations are Heathrow Airport, the Met Office and the Woodland Trust all of whom began their 12-month programmes in June 2024.

The new apprenticeships only further strengthen our portfolio, with Herts currently working with 250 employer partners, to support nearly 900 apprentices to upskill across 17 different areas.





## Supporting and enhancing pioneering businesses to reach their potential

We support businesses of all shapes and sizes to achieve growth and success, including the commercialisation of research originated at Herts.

## Herts spin-out raises £2 million for first-of-its-kind, '3D human lung' to replace pharmaceutical animal testing

Herts is committed to the effective translation of its excellent research and world-class innovation into real-world impact. Biotech company ImmuONE was founded by Herts PhD student – now alumna – Dr Abigail Martin, and Herts Professor of In Vitro Toxicology, Victoria Hutter. The two scientists are behind a revolutionary research alternative to animal testing for new drugs and chemical compounds. It's an impressive scaling up for the Herts spin out, which started from humble beginnings less than five years ago when the idea of the '3D human lung' was first developed. Initially based at Herts, they are now expanding to scale up to larger headquarters, opening new labs in Stevenage, Hertfordshire and recruiting six employees.

ImmuONE works with 20 clients globally, including blue-chip chemical and consumer products companies, with that number expected to rise dramatically once the expansion has been completed.

## New Herts spin-out company OSIRT Limited is transforming digital investigation to tackle rising cyber-crime

Dr Joseph Williams, Chief Technology Officer and founder of OSIRT Limited, transformed his research-informed software solution into a commercially viable venture with support from Herts. OSIRT specialises in developing cutting-edge software solutions for some of today's biggest cyber-crime challenges.



# Global engagement



## Building globally engaged opportunities

We're a globally engaged university, transforming lives by providing international opportunities for staff and students, building a diverse community on our campus, and increasing flexible programme delivery for the overseas market. Our international students add significantly to the social, educational and cultural life on campus.

Our strategy supports an international approach to education, and we have forged strong relationships with partners across the globe. This benefits our students by giving them diverse international experiences that prepare them for global careers, and it has helped Herts build a vibrant global community and outlook, which also benefits our staff and the wider community.

Our high-quality, career-focused education attracts students from all around the world, equipping students with the skills and experience they need for a fast-changing, globally connected world, as well as a fantastic student experience. Our students are part of a truly diverse community and hugely benefit from learning and socialising with people from all different backgrounds. This diversity enriches the learning experience for students and staff alike.

The pride we feel for our strong international community has been reflected by the latest published higher education statistics agency (HESA) figures, revealing that 17,095 non-UK students enrolled at Herts in the 2022-2023 academic year, which made us the fourth most popular university in the country for international students. For 2023-2024, 18,850 non-UK students enrolled at Herts. The results reflect decades of meticulous work developing a global network of high-quality education agents, representatives and academic partners.



This has been done to ensure strong strategic partnerships, impactful research collaborations, once-in-a-lifetime global teaching and exchange opportunities for our staff and students and the flourishing, vibrant and diverse campus community that we have today.

In July 2024, our international work was royally honoured when we achieved the King's Award for Enterprise for Outstanding Continuous Growth in overseas sales over the last six years. The UK's highest business honour, endorsed by the Prime Minister and The King themselves, we are one of just 252 organisations to achieve the award, and the only university to receive it in 2024. As part of the celebrations, Pro Vice-Chancellor for International and Marketing Communications, Jo Stuart, met the King at a distinguished ceremony for the winners held at Windsor Castle, while His Majesty's Lord Lieutenant of Hertfordshire Robert Voss, King Charles' personal representative, formally presented the University's International team with a Grant of Appointment scroll and crystal at the University.

### 30th anniversary celebration with INTI International

In 2024, the University celebrated 30 years of Transnational Education Partnership (TNE) with INTI International University and Colleges, based in Malaysia.

The partnership was one of the first large-scale UK and Malaysia TNE collaborations and from the very beginning, had the aim to power the potential of the next generation through education.

Thanks to the dedication of faculty members in both the UK and Malaysia, our students have thrived in an inspiring and supportive environment. Incredibly, we have seen around 20,000 students graduate through the partnership over the past 30 years.

There are also many opportunities for global exchange, with many of our students having the fantastic opportunity to transfer from Malaysia to study here at our UK campus. A lot of our students have also been lucky to experience virtual projects, working in an international collaboration for the very first time!

### Partnership with Skilled Education

In 2023, Herts and Skilled Education launched the largest suite of online master's degrees from a British University. Both organisations worked collaboratively to design, market and launch 24 postgraduate degrees within six months, and already have 200 students.

Students are taught by Herts' dedicated and inspiring academic staff, providing the same quality courses as our on-campus options. Courses are designed and delivered by the same lecturers and taught and assessed in a way that's specifically designed for web-based learning and for students who need to study flexibly. We have input from forward-thinking employers, ensuring students graduate with the skills needed for a successful career.

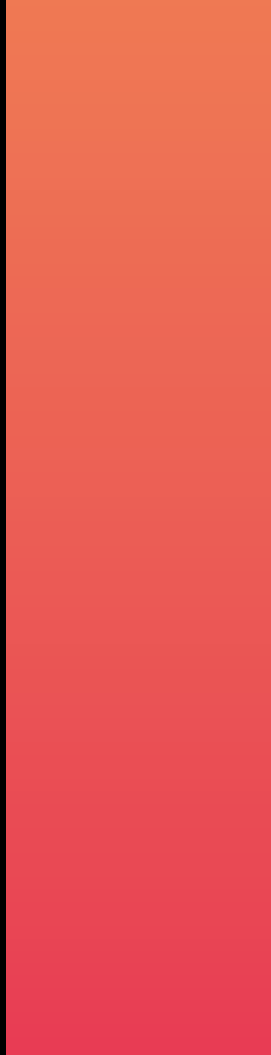
The collaboration has been hugely successful in several aspects, and we have an exceptional student body from over 40 countries. This partnership has allowed Herts to provide its high-quality education with a greater flexibility, opening opportunities for even more students to study with us.

### International student community

We are proud to have such a diverse student community here at Herts. We have more than 34,000 students from over 120 countries, and 170 partner Universities worldwide. Students worldwide can study with Herts via a broad range of opportunities, such as on a franchise course overseas; coming to the Hatfield campus via a progression partner; studying with us for a semester from one of our exchange partners; or taking part in a virtual project with us during their studies with an international partner.

We have also seen growth in our TNE student numbers, increasing to over 7,000 at our existing TNE partnerships in 2023-2024.

We believe these global experiences enrich our student population internationally and here on our home campus.



# People and values



## **Our people are the foundation of our Herts community**

We hugely value our students and staff and want them to feel proud to study or work at Herts. We will always celebrate diversity, champion inclusivity, and strive to maintain a safe and positive environment where differences are accepted, achievements are celebrated, and everyone feels welcome.

We also want our community to feel empowered to develop and grow at Herts. Listening to our staff is vital to this and our success, and we were pleased that as a result of us listening, staff survey results for 2023 showed improvements in almost all areas. We were pleased to note that we are now above the sector average for the safe to speak up question.

We believe it's crucial all our colleagues are enabled to support our plans and be successful in their role. We believe this means delivering an experience that makes people want to join, develop and grow with us. It's why we have been running several working groups over the last six months to draft our People priorities for the next five years, as part of the wider strategic plan development.

## **Championing inclusivity and diversity and rewarding academic excellence**

Everyone deserves to be their authentic self in the workplace. We address inequalities to create inclusivity for all, championing diversity and celebrating the identities of our people. We are proud of our place in the Top 100 of the Workplace Equality Index (WEI) which reflects the progress we have made to embed LGBTQ+ inclusion for our people.

We are committed to equipping staff with the right skills, resources and expertise, and removing barriers to equity and equality. One of our equality, diversity and inclusion targets is to increase the number of senior academic women on a salary management grade. We support women in their personal and professional development through conferences and programmes, including our Women Rise Conference and the Aurora programme, run by Advance HE to encourage women in academic, professional or research roles to think about themselves as leaders, to develop leadership skills, and help to maximise their potential.



In August 2024, 26 of our staff achieved academic excellence, demonstrating their impact through their professional endeavours in research, enterprise or learning and teaching. They join a community of 165 Professors, Readers and Associate Professors representing Herts through their nationally and internationally important work.

We continue to make solid progress in advancing equality of opportunity, embracing and proactively celebrating diversity of our community and fostering an inclusive culture. Our key achievements include:

- becoming a member of the Hidden Disabilities Sunflower to support staff and students living with a non-visible disability
- joining the Business Disability Forum to advance disability equality at Herts and provide staff with helpful advice and guidance on disability related matters
- continuing to run the successful Black Lives Matter: Activism and Race Equity short course. The course provides staff and students with the opportunity to enhance their knowledge of Black culture and history
- our LGBTQ+ Staff Network continuing to run the LGBTQ+ Mentoring programme. Open to staff and students who identify as LGBTQ+ to provide a safe space for people to explore and discuss challenges
- a co-ordinated calendar of diversity events including, but not limited to, LGBT+ History Month, Pride, Black History Month, Disability History Month, South Asian Heritage Month and Deaf Awareness Week.

## Supporting wellbeing through our range of initiatives

We value our people, and we care about their wellbeing. Over 63% of staff engaged in wellbeing activities in 2022-2023, a 5% increase from the previous year and well above Herts' target of 50%.

We run activities, initiatives and campaigns to highlight the importance of wellbeing in the workplace. Campaigns such as Stress Awareness Month and Mental Health Awareness Month are successful, as is Leafyard, an evidence-backed, web-based tool to improve mental resilience. More than 100 staff signed up and the evaluation report demonstrated encouraging results in how it assisted staff in supporting their mental health.

We also provide Forest Bathing sessions at our own Bayfordbury Campus, offering a new and

different approach to how staff can explore ways to support their mental health. Our Wellbeing Champions support colleagues at a local level and provide valuable insight to shape the programme going forward.

Active Staff attracted an impressive 881 unique users to our varied programmes, an increase of 59% compared to the previous year. Active Staff encourages staff to try new ways of looking after their physical health, while benefitting from all the associated positive health outcomes of being physically active and connecting with colleagues across our community.

## Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. These regulations place a legislative requirement on relevant public sector employers to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation. Data for the period 1 April 2023 to 31 March 2024 is published on the University's website at: [go.herts.ac.uk/TradeUnionFacilityTime](http://go.herts.ac.uk/TradeUnionFacilityTime). This has been updated to cover the accounting reporting period 1 August 2023 to 31 July 2024 (comparatives are not required to be presented under the regulations) and is as follows:

	<b>2024</b>
	Number
Number of trade union representatives	29
Full-time equivalent number of trade union representatives	27.3
<b>Percentage of working hours spent on trade union facility time</b>	
0% of working hours	-
1 to 50% of working hours	29
51 to 99% of working hours	-
100% of working hours	-
<b>Percentage of staff costs spent on facility time</b>	
	£'000
Total staff costs for the University	167,964
Total cost of facility time	140
Percentage of staff costs spent on facility time	0.08%
<b>Paid trade union activities</b>	
Percentage of total paid facility time spent on paid trade union activities	7.58%

# Sustainability



## **Empowering a new generation of sustainability-driven citizens and leaders**

In 2023, we published our Environment and Sustainability Framework, setting out our approach and commitments to reduce our impact on the environment and our plans to embed sustainability across our campuses. The framework is based on four key impact areas: climate change, biodiversity, waste and resources, and sustainable communities.

Herts is one of the founding members of the Nature Positive Universities Alliance. This brings higher education institutions together to use their unique power and influence as drivers of positive change and invites member universities to make individual pledges to address their impacts on nature. We are also signatories of Race to Zero Universities.

## Our performance so far

We believe that sustainability isn't just a goal, it requires continuous effort, innovation, and accountability. Since launching our new framework, we have focused on reducing our environmental impact and fostering a culture around positive action and responsibility. Here are a few of our achievements (based on our published environmental sustainability statistics for 2022-2023):

- only 1.37% of waste is sent to landfill
- scope 1 & 2 emission reductions of 27% against 2018-2019 baseline
- emissions from procurement decreased by 29% per FTE since 2019-2020
- 19% decrease in total waste output against 2018-2019 baseline
- waste reduction of 45% against 2018-2019 baseline.

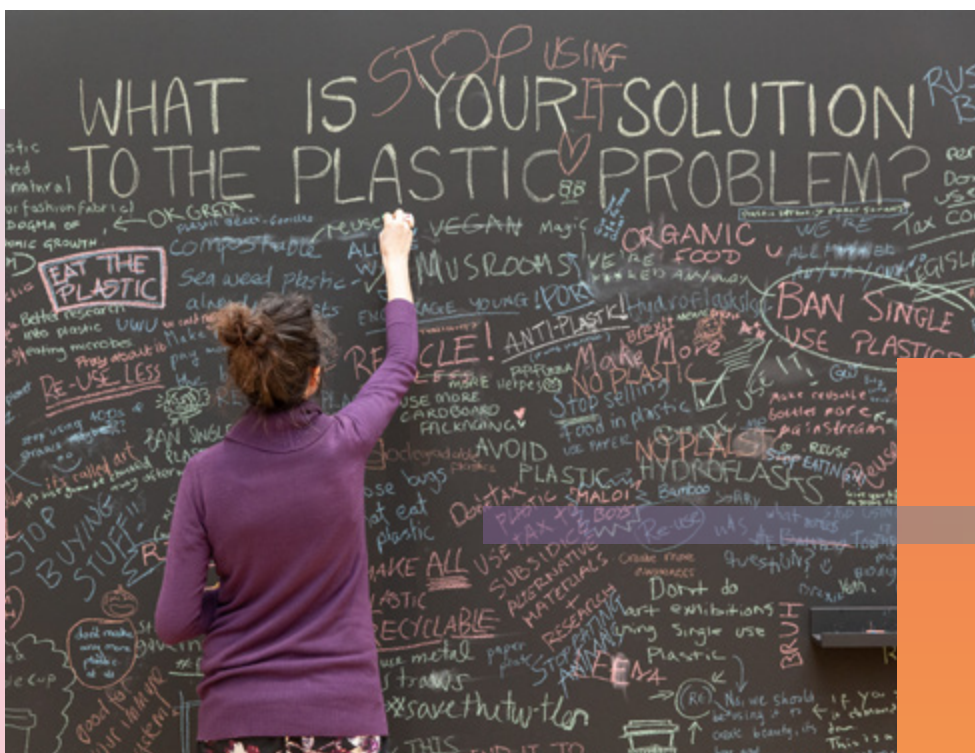
It's important to note that we saw an increase in staff and student numbers (measured as full-time equivalent FTE) which grew in 2022-2023 by 17% to 29,822. This represents an increase of 49% on baseline figures. Our campus gross internal area (GIA) remained largely unchanged at 192,641 m<sup>2</sup>.

## Reducing emissions

Our very own bus company Uno carried 2.8 million passengers across 2.3 million kilometres of roads in 2022-2023. We reduced our emissions by 36% against the 2018-2019 baseline, due to more electric buses in our fleet, logistical efficiencies and fewer internal combustion engines. As part of our commitment to reduce emissions from our operations over the coming years, and with the development of our Uno decarbonisation roadmap, we aim to purchase 27 electric buses over the next three years.

Our Net Zero Action Plan addresses our main sources of emissions and we will continue to reduce emissions from energy. These include:

- installing air source heat pump technology in the Learning Resources Centre, and our theatre and entertainment venue, the Weston Auditorium
- adding solar technology to our sports venue, Hertfordshire Sports Village
- using 500m<sup>2</sup> of solar technology on our newest building – Spectra
- degasification of Mercer Building by installing electric heating, cooling and hot water, and made the building more efficient through roof insulation.





## Our sustainability community

With a community of more than 40,000 staff and students, we have a significant opportunity to drive positive change at Herts and beyond. And with three campuses spanning 97 hectares (the equivalent to 136 football pitches), Herts plays a key role in protecting and enhancing biodiversity – a core component of our Sustainability Action Plan and Estates Vision.

Our people dedicate their time supporting our Sustainability Action Plan. Our Sustainability Staff Network has more than 80 members. Our Student Advocate Programme launched in 2022, consists of 106 volunteers completing 1,425 hours of volunteering. They were so inspired by Herts' sustainability plans, they set up their own Students' Union Environmental Society: Green Herts.

Sustainability engagement activities include planting 70 Hazel Whip trees, community outreach, energy audits, wildlife surveys, conservation days and sustainability workshops. We have collaborated with community groups and won awards, including:

- litter picks – winning the national Big Hog Friendly Litter Pick Challenge 2023
- achieving Unblocktober newcomer of the year award for our work raising awareness about protecting our waterways
- collaborating with a number of local charities and community groups.

At the Festival of Ideas event in May 2024, our sustainability volunteers hosted a sustainability hub in which hundreds of school children, businesses and members of the public were able to learn about sustainability at Herts through games, talks, simulations, nature walks and craft activities. We also launched the Green Teams challenge in 2023 – an internal competition that engages the staff community with sustainable actions.



## Campus investment

Some of our buildings date back to the 1950s and are inefficient and no longer sustainable. As Herts' population continues to grow we will use existing space more efficiently, reducing the need for new buildings where possible, resulting in cost and carbon savings.

Our 2035 Estates Vision will see £242 million invested over the next 10 years to improve our campus buildings and surrounding spaces, facilities and equipment. Our bold vision will improve building efficiency and enhance green and biodiverse spaces to reduce our carbon footprint and improve the health and wellbeing of our people. Our newest building – Spectra – has been designed with Herts' net zero carbon target in mind. Our next project will see the creation of a new, highly sustainable building for teaching health, medicine and life sciences. The building will provide sector-leading facilities, integrate modern teaching practices and built to the highest sustainable standards. The Estates Vision will also see the refurbishment of an existing building to provide a space to teach our new medicine programme.

## Education for sustainable development

We have embedded Education for Sustainable Development into our curriculum, taking an interdisciplinary approach to learning that covers the integrated social, economic and environmental dimensions of our formal and informal curriculum. The aim is to empower learners with the knowledge, skills, values and attitudes to address the interconnected global challenges presented today, such as climate change, environmental degradation, loss of biodiversity, poverty and inequality. Through our formal and informal curriculum, we will foster sustainability literate learners, nurture critical thinkers to make informed decisions and take individual and collective action to change our societies and care for the planet.

## Looking ahead

We have seen progress in many areas of our environmental sustainability aims, and we have put in place the structures and mechanisms required to achieve our objectives and targets. With these now firmly embedded in strategic and operational decision-making across the University, we will continue to work closely with staff, students and the wider community to inspire a culture around sustainability, where everyone feels empowered to contribute to the lived experience of our sustainability agenda.



# Strategic risks to the University's business

The University maintains a corporate risk register to record and monitor the key strategic risks to its business. Risks are assessed according to the likelihood and impact of an event occurring. The residual risk score considers the mitigations in place and risks are rated, in descending order of severity, as either significant, high, medium or low. There are currently three significant, or red-rated, risks on the University's corporate risk register, as follows:

## 1. Cyber security

This continues to be a significant risk to the University and the sector as a whole because the external threat to institutions remains high and is ever-evolving. The University has numerous strong mitigations in place to help minimise the likelihood and react effectively in the event of this risk materialising, including:

- the rollout of multi-factor authentication (MFA) to all staff and students and the migration of all passwords to more complex passphrases
- encryption of all new devices
- continual monitoring of data traffic for anomalies
- engagement with sector and professional networks to ensure awareness of emerging threats
- awareness raising of all staff via GDPR training and communications plan
- effective patch management processes publicised to all IT staff
- a documented cyber incident response plan with forensic readiness and dedicated cyber security team for rapid incident response.

## 2. Student record system

The University is embarking on a major project to replace its current student record system. The student record system is key to ensuring our ability to record and process student data, produce the required data returns for the designated data body, and generate meaningful student data for the University's own strategic and financial planning requirements.

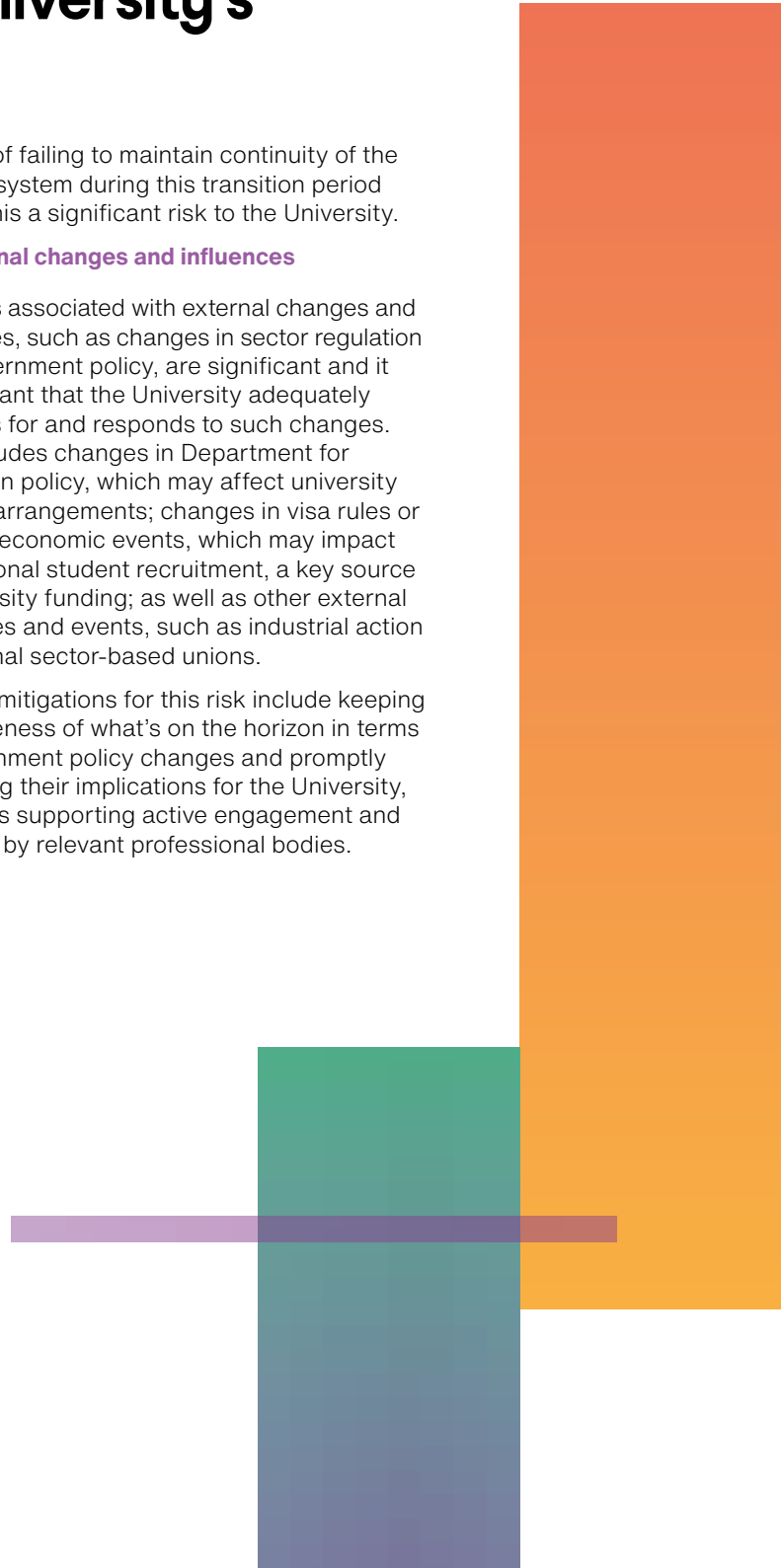
Whilst strong controls have been put in place to manage the replacement project, including the recruitment of a dedicated programme director and robust project governance arrangements,

the risk of failing to maintain continuity of the existing system during this transition period makes this a significant risk to the University.

## 3. External changes and influences

The risks associated with external changes and influences, such as changes in sector regulation and government policy, are significant and it is important that the University adequately prepares for and responds to such changes. This includes changes in Department for Education policy, which may affect university funding arrangements; changes in visa rules or regional economic events, which may impact international student recruitment, a key source of university funding; as well as other external influences and events, such as industrial action by national sector-based unions.

The key mitigations for this risk include keeping an awareness of what's on the horizon in terms of government policy changes and promptly assessing their implications for the University, as well as supporting active engagement and lobbying by relevant professional bodies.







# Student numbers

The following tables show an analysis of our student profile for 2023-2024.

## Mode and level of study

<b>Full-time and sandwich</b>	Postgraduate research	430
	Postgraduate taught	15,680
	First degree	11,560
	Other undergraduate	250
<b>Total</b>		<b>27,910</b>
<b>Part-time</b>	Postgraduate research	340
	Postgraduate taught	3,860
	First degree	1,150
	Other undergraduate	990
<b>Total</b>		<b>6,340</b>
<b>Total students studying within the UK</b>		<b>34,250</b>

## Gender

Female	16,390	47.9%
Male	17,580	51.3%
Other	60	0.2%
Information refused	220	0.6%
<b>Total</b>	<b>34,250</b>	<b>100.0%</b>

## Geographic region

England	15,160	44.2%
Wales	120	0.3%
Scotland	40	0.1%
Northern Ireland	40	0.1%
Guernsey, Jersey and the Isle of Man	10	0.0%
European Union	330	1.0%
Non-EU	18,560	54.2%
<b>Total</b>	<b>34,250</b>	<b>100.0%</b>

Student numbers represent head count not FTE (full-time equivalent). All student number figures are rounded to the nearest 10. Total figures are also rounded to the nearest 10. The sum of numbers in a table may not match the total shown.

## Subject area

Medicine and dentistry	930	2.7%
Subjects allied to medicine	6,510	19.0%
Biological and sport sciences	600	1.7%
Psychology	720	2.1%
Agriculture, food and related studies	10	0.0%
Physical sciences	140	0.4%
Mathematical sciences	530	1.6%
Engineering and technology	2,290	6.7%
Computing	4,890	14.3%
Architecture, building and planning	320	0.9%
Social sciences	1,400	4.1%
Law	1,330	3.9%
Business and management	10,310	30.1%
Language and area studies	100	0.3%
Historical, philosophical and religious studies	110	0.3%
Education and teaching	1,840	5.4%
Combined and general studies	70	0.2%
Media, journalism and communications	220	0.7%
Design, and creative and performing arts	1,320	3.9%
Geography, earth and environmental studies	620	1.8%
<b>Total</b>	<b>34,250</b>	<b>100.0%</b>

## Students from outside the UK – Top 10 countries

India	8,520	24.9%
Pakistan	4,050	11.8%
Nigeria	2,900	8.5%
Bangladesh	970	2.8%
Sri Lanka	400	1.2%
China	210	0.6%
Hong Kong	150	0.4%
Nepal	120	0.3%
Malaysia	120	0.3%
Kenya	100	0.3%
<b>Total</b>	<b>17,530</b>	<b>51.2%</b>

## Students studying wholly outside the UK

### Students on overseas franchise programmes

Egypt	2,840
Malaysia	2,280
Sri Lanka	130
Singapore	110
United Arab Emirates	20
<b>Total students on overseas franchise programmes</b>	<b>5,380</b>

Students on distance learning programmes outside of the UK (across 107 countries) 2,710

**Total students studying wholly outside the UK 8,090**

**Total student numbers 42,340**





**Study  
Abroad**

University of Hertfordshire **UH**

# Financial review

The Group consists of the University of Hertfordshire, its subsidiary undertakings and joint ventures as shown in notes 16 and 17 of the financial statements.

Financial surplus and liquidity are critical to addressing the requirements and objectives of the strategic plan by delivering sustainability and providing investment opportunities to benefit students.

As has been identified by the Office for Students (OfS), many institutions are currently in financial deficit, mainly caused by static UK undergraduate fees and reduced international recruitment following government restrictions on dependents visiting the UK.

Despite this difficult and competitive trading environment, that's included a period of recent high inflation, the Group made a surplus for the year and remains well placed to deal with changes in the external environment, including future changes which may be introduced by government.

The financial statements include a prior year adjustment relating to the classification and valuation of a non-current asset from tangible fixed assets to investment property. Details are disclosed in note 36. As a result, the 2023 figures are restated where noted.

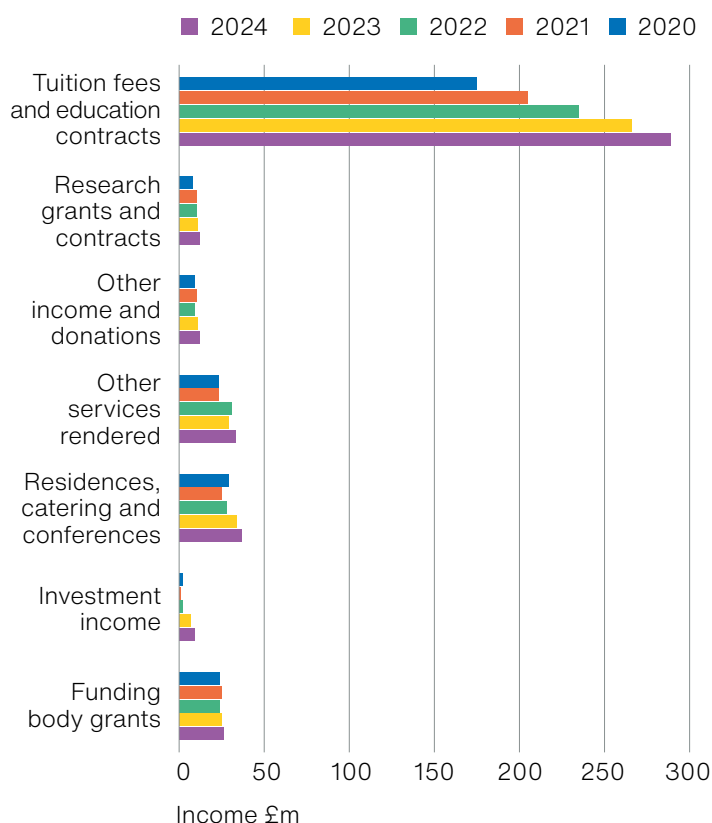
## Financial results for 2023-2024

The Group made a surplus for the year of £17.3 million (2023 restated: £21.1m) and recorded total comprehensive income of £12.6 million (2023 restated: £26.6m). The surplus was adversely impacted by a valuation impairment of an investment property of £4.5 million, reflecting the local market for office accommodation.

	2024 £m	2023 as previously reported £m	2023 restated £m
Surplus for the year before pension cost adjustments	14.7	23.3	24.5
LGPS service cost and interest credit/ (charge)	0.8	(4.0)	(4.0)
USS recovery plan provision decrease	1.8	0.6	0.6
<b>Surplus for the year</b>	<b>17.3</b>	19.9	21.1
LGPS actuarial (loss)/gain	(4.7)	6.0	6.0
Change in fair value on hedging financial instruments	0.0	(0.5)	(0.5)
<b>Total comprehensive income</b>	<b>12.6</b>	25.4	26.6

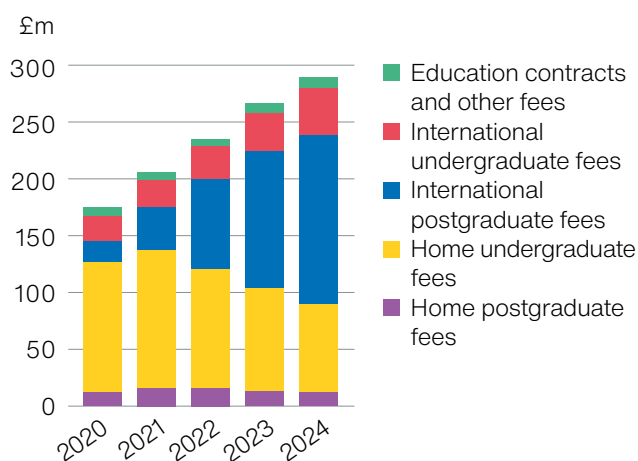
Total income increased by 9% to its highest ever level of £419.1 million (2023: £383.9m). This is largely due to the recruitment of more international postgraduate students as part of our Global Engagement Strategy.

## Income analysis



The graph below illustrates the growth in tuition fee income over the last five years and the changing profile of our student body. A full analysis of our student profile for 2023-2024 is shown on page 36.

### Tuition fees

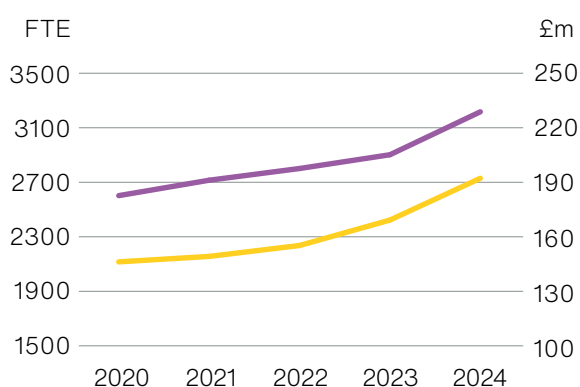


Examples of research activity are referred to on pages 20-21 of the strategic report. The strategy for the Group includes increasing research income by 45% from a 2019-2020 baseline and this target has been exceeded in the year.

To support this expansion, the average number of full-time equivalent staff increased to 3,217 in the year, a rise of 10.8% as shown on the graph below. Staff costs (excluding the impact of the pension provision movement) increased by £18 million in 2023-2024 including £1.2 million in relation to the increase in contributions to the Teachers Pension Scheme from April 2024. These staff costs increase annually with the general pay award and annual increments where applicable.

### Staff costs and staff FTE

- Staff FTE
- Staff cost (excluding movement on pension provision) £m



Staffing is now the highest on record and will need to continue to be managed in conjunction with student recruitment and income levels generally. Recruiting and retaining quality staff is critical in supporting and delivering our strategy, as the University looks to innovate the delivery of teaching and learning. The Group has made several steps forward in the quality of provision as referred to on pages 16-19.

Control over costs is important as part of the Group's overall value-for-money requirement. About 48% of total expenditure of the University Group is spent on staff costs. Other expenditure is incurred to provide state-of-the-art facilities, buildings, equipment, accommodation, and accessible learning resources. Procurement of goods and services adheres to UK law and much use is made of regional and national purchasing consortia with circa 40% of purchases made through these organisations in 2023-2024. While cost inflation is an ongoing hazard, significant effort is invested in attaining best value for students, and this has resulted in very low inflation being experienced by the Group (as measured by the Procurement Value Survey conducted by Higher Education Procurement Association).

### Monitoring financial performance

The key performance indicators, as set by the Board of Governors, include three which are measured financially:

	2024 Actual	2024 Target	2023 Actual	2023 Target
EBITDA	<b>£36.6m</b>	<b>£40.7m</b>	£40.9m	£40.2m
Research income	<b>£12.5m</b>	<b>£12.0m</b>	£11.4m	£11.4m
Other operating income	<b>£82.1m</b>	<b>£82.1m</b>	£73.7m	£69.4m

Earnings before interest, tax, depreciation and amortisation (EBITDA) was below target due to lower growth than anticipated, although the measures for research and other income were achieved.



Financial metric	2024	2023 as previously reported	2023 restated
Surplus as % of total income	<b>4.1%</b>	5.2%	5.5%
Cash flow as % of total income	<b>4.6%</b>	13.4%	13.4%
External borrowing as % of total income	<b>12.1%</b>	13.9%	13.9%
Unrestricted reserves as % of total income	<b>90.0%</b>	99.2%	95.0%
Net liquidity (total expenditure less depreciation) in days	<b>134 days</b>	178 days	178 days
Total assets/total liabilities	<b>2.5</b>	2.4	2.4

### Capital investment

By far the largest investment in 2023-2024 was the ongoing construction of a new Physics, Engineering and Computing facility named Spectra amounting to £36.2 million. Opened in September 2024, the total project cost including equipment as at 31 July 2024 is £91.4 million and the final cost is estimated to be £101.6 million. Funding towards construction and equipment, totalling £9 million has been secured, most notably from the Office for Students, the Wolfson Foundation, the Garfield Weston Foundation and the Royal Academy of Engineering. Further information can be seen on page 9 of this report. Enhancements to the original college building, dating from the early 1950s, are also planned along with the replacement of the Wright Building which houses several health-related facilities.

Investment has been made in teaching and research equipment, IT infrastructure, carbon reduction schemes, new high-capacity buses and in supporting the University’s research themes. In total, a record £57.7 million was spent on capital projects during the year (2023: £41.6m).

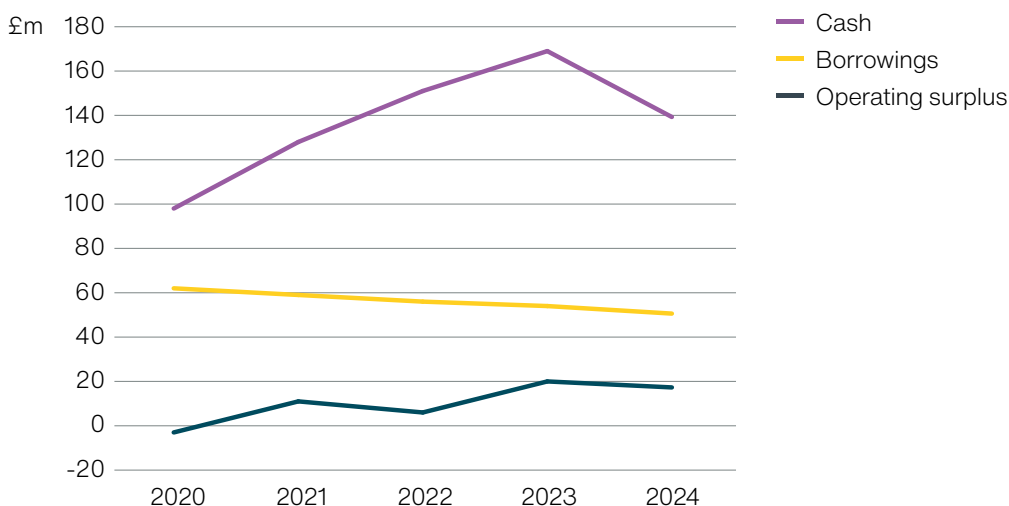
### Cash flow and treasury management

Cash, including short-term deposits, decreased to £139.4 million (2023: £168.5m), mostly due to the expenditure on Spectra, which was funded without any additional borrowing, and remains healthy and adequate to fund future investment. Operating activities generated £19.1 million of cash (2023: £51.5m).

Investment income increased to £9.3 million (2023: £7.1m) as market returns improved materially during the year. The increase in base rates has however impacted on interest payable for those loans with variable interest rates. Around 58% of the external debt is at a fixed rate and this portion is unaffected by rate rises.

External debt, including finance leases, of £3.1 million (2023: £3.1m) was repaid in the year reducing to £50.4 million (2023: £53.5m). It is not envisaged that further external borrowing will be needed in the foreseeable future, but the Board considers that there is substantial headroom if the need arose. Cash generation is imperative to support investment in all aspects of the Group’s strategy. All loan covenants were met during the year.

### Group surplus, cash and borrowings (£m)



### Subsidiary companies

The subsidiary companies provide many links with business communities and the local population more generally as part of the Enterprise Strategy.

- Universitybus Limited – branded as Uno – increased turnover to £18.4 million though making a loss of £0.4 million as it expanded. New buses costing £1.4 million were acquired principally to enhance capacity on the busy routes to Luton which is heavily patronised by students
- Exemplas Limited turned over £11.6 million and recorded a £0.1 million profit, principally working with Innovate UK in enhancing small and medium sized enterprises
- UH Ventures Limited, which provides conferencing facilities and other commercial services, had income of £4.7 million and profit of £0.7 million
- Polyfield Property Limited, which operates Hertfordshire Sports Village, had turnover of £6.9 million and a loss, after the PFI unitary charge, of £1.6 million. It is anticipated that this operating loss will reduce as utility costs fall. The PFI contract runs until 2033.

### Going concern

With only a single reported financial deficit since 2008-2009 (which occurred in 2019-2020 due to the impact of Covid-19 on student accommodation income) and its effective cost control, investment management and high cash and short-term investment balances, the Board considers that the Group remains in good financial health for the period up to at least December 2025, and in a secure position to face the uncertainties ahead. The Group is well-placed to consider and make decisions in the interests of its stakeholders, particularly the value it offers to its students.

# Statement of corporate governance

The following statement covers the year to 31 July 2024 and the period up to the date of approval of these financial statements. It is provided to enable readers of the financial statements to gain a better understanding of the governance and legal structure of the institution.

## Legal status

The University of Hertfordshire is an independent corporation, established as a Higher Education Corporation in England under the provisions of the Education Reform Act 1988 and the Further and Higher Education Act 1992. It is an exempt charity under the Charities Act 2011. The University is regulated by the Office for Students (OfS) established as the regulator for English higher education under the provisions of the Higher Education and Research Act 2017 (HERA).

The University conducts its business in accordance with the seven principles identified by the Nolan Committee on Standards in Public Life; the guidance provided to higher education institutions by the Committee of University Chairs (CUC); and the requirements of the Office for Students (OfS) Regulatory Framework. The Board has adopted The Higher Education Code of Governance (CUC 2020) and is satisfied that it operates in compliance with the Code.

The University's objectives, powers and the institutional governance framework are set by the Articles of Government. Any amendments to the Articles must be approved by the OfS (previously the Privy Council).

## Governance structure

The Articles of Government require the University to establish a Board of Governors and an Academic Board, each with clearly defined functions and responsibilities.

## Board of Governors

The Board of Governors is the University's governing body and is collectively accountable for the determination of the strategic direction and mission of the University and for oversight of its activities. It is responsible for the finance, property and staffing of the University and Group.

The Board has a majority of independent members, selected in line with criteria contained in legislation. The Chair of the Board is elected from the independent members. The Board also comprises the Vice-Chancellor, a teacher of the University nominated by the Academic Board following election by the academic staff as a whole, and a student nominated by the Trustees of the University's Students' Union.

There is also provision for the appointment of co-opted members. Mandatory co-opted members include a person having experience of the provision of education and a member of the professional staff (appointed via an election process involving all professional staff). Under an initiative to develop the Board's diversity, a Black Graduate Alumni member has been co-opted to the Board.

Members of the Board do not receive remuneration for their work, although they are able to claim expenses incurred in the course of undertaking their duties. In 2023–2024 the Board met on 10 occasions and the average attendance was 84% (compared to 89% the previous year).

Members of the Board of Governors are drawn from a wide variety of sectors and industries and include senior figures with backgrounds in local government, the civil service, accountancy, business, health, pharmaceuticals, finance, politics, banking, regulation and higher education.



The Board has established a 'fit and proper' persons' framework for members of the governing body and those with senior management responsibilities.

Board meetings are held on a hybrid basis (ie, attendance in person is encouraged but where this is not possible then a member can attend remotely via MS Teams).

Members of the Board of Governors are listed on page 4. The University maintains a Register of Interests of members of the Board of Governors, the Boards of Directors of the subsidiary companies and designated officers of the Board, which may be consulted by arrangement with the Secretary and Registrar.

### Academic Board

Subject to the overall responsibility of the Board of Governors, the Academic Board has oversight of the academic affairs of the University and draws its membership entirely from the staff and students of the University. It is particularly concerned with issues relating to the teaching and research work of the University. The Academic Board is chaired by the Vice-Chancellor.

### Chief Executive

The Vice-Chancellor is the head of the University and is responsible to the Board of Governors for the organisation, direction and management of the University. Under the requirements of the OfS Regulatory Framework, the Vice-Chancellor is the designated accountable officer of the University and in that capacity can be summoned to appear before the Public Accounts Committee of the House of Commons.

As Chief Executive, the Vice-Chancellor exercises considerable influence upon the development of the University strategy, the identification and planning of new developments and the shaping of the University ethos.

Members of the Vice-Chancellor's Executive Group (the Deputy Vice-Chancellor, the Group Finance Director, the Secretary and Registrar, the Pro Vice-Chancellor (International and Marketing Communications), the Pro Vice-Chancellor (Education and Student Experience), the Pro Vice-Chancellor (Research and Enterprise) all contribute to this aspect of work.

However, the Vice-Chancellor remains ultimately responsible to the Board in this

regard. In accordance with the Articles of Government, the University's Secretary and Registrar has been designated Secretary to the Board and in that capacity provides independent advice on matters of governance to all Board members.

### Committees

Certain matters, such as the approval of the strategic plan, the annual budget, major investments and the sale and purchase of land, are reserved matters for the Board. However, much of its detailed work is delegated to four standing committees:

- Finance Committee
- People and Culture Committee
- Vice-Chancellor's Remuneration Committee
- Audit and Risk Committee

Other than the Audit and Risk Committee, whose constitution provides for a staff governor nominated by the Board of Governors, these committees are composed of independent and external co-opted members of the Board. The decisions of these committees are reported formally to the Board.

The Board of Governors conducts regular effectiveness reviews of itself and its committees in accordance with regulatory body guidance.

### Finance Committee

The Finance Committee is responsible for the financial management and regulation of the University and Group. It also has oversight of financial policy and management and the progress of significant capital projects. The committee normally meets five times per year.

### People and Culture Committee

This committee is responsible to the Board for the University's overarching human resources policy framework, its component policies and changes or additions to these, and determines and reviews the remuneration and conditions of staff appointed by the Board itself, except the Vice-Chancellor. It also sets the framework of pay and conditions of those employees designated as senior managers and considers and oversees all matters relating to the good governance of the Board. On 26 September 2023, the Board approved a change of title of the committee from the Employment, Remuneration, Governance and Nominations Committee to the People and Culture Committee.

The committee is established by the Board to act as the Nominations Committee in respect of all appointments made by the Board of Governors, except that final responsibility for the appointment of the Vice-Chancellor rests with the Board itself. The committee normally meets three times per year. This committee is chaired by an independent member of the Board (who is not the Chair of the Board).

#### **Vice-Chancellor's Remuneration Committee**

All aspects of the terms and conditions of employment, including the remuneration of the Vice-Chancellor, are determined by the Vice-Chancellor's Remuneration Committee. This committee is chaired by an independent member of the Board (who is not the Chair of the Board). The Vice-Chancellor is not a member of and does not attend this committee.

#### **Audit and Risk Committee**

The University continues to work within the remit of the CUC Higher Education Audit Committees Code of Practice. The Audit and Risk Committee normally meets five times per year, including a meeting with the external auditors to discuss findings in relation to the audit of the financial statements. It reviews the annual financial statements prior to their consideration and approval by the Board, together with the accounting policies. The Chair of the Audit and Risk Committee also hosts an annual Thematic Enquiry related to specific risks facing the sector. The 2023 Thematic Enquiry was postponed until February 2024 which focused on the cost-of-living crisis.

The Head of Internal Audit provides an annual report for consideration by the Audit and Risk Committee, and thereafter by the governing body, setting out their opinion on the adequacy and effectiveness of the University's arrangements for risk management, internal control and governance, and its processes for ensuring economy, efficiency and effectiveness (value for money). This report also sets out Internal Audit's approach to the review of data quality. The opinion is based on the work of the Internal Audit service, the detailed findings from which are presented to the committee during the year.

The committee ensures that the systems and processes for the preparation of statutory returns to OfS and the Higher Education Statistics Agency are reviewed and that returns have received the required approval prior to submission. Internal Audit's planned work also considers the risk of non-compliance with OfS Conditions of Registration, where relevant.

The committee also reviews the University's corporate risk register at each meeting.

The University's Assurance Group, chaired by the Deputy Secretary and Registrar, is a sub-committee of the Chief Executives Group. Its principal role is to monitor ongoing compliance with the OfS conditions of registration, including the submission of key data returns. It provides a clear process for escalation to the Chief Executives Group with any matters of concern and assurance to the Board.

Standard templates for committee reports have been updated to include the requirement for the report's author to indicate which of the OfS Conditions of Registration the report provides assurance on.

#### **Going concern**

The Board of Governors is satisfied that the University has adequate resources to continue in operation for the foreseeable future, and for this reason, the Board considers that the financial statements of the University and the Group should be prepared on a going-concern basis. The Group has made financial surpluses for the last 13 years (other than 2019-2020 which was primarily caused by the need to release students from accommodation contracts and because of the actuarial adjustment in the LGPS) and has cash reserves at a high level.

Each of the subsidiary companies, and the University itself, has produced trading budgets and cash flow forecasts for future periods. In addition, the Group has also modelled a number of scenarios to demonstrate the impacts on future cash flows from different financial surpluses and capital projects.

The University Group finished the 2023-2024 financial year with cash deposits and investments of £139 million. Based on the budget for 2024-2025, being the most likely scenario, cash and investments at the end of the coming year would be £105 million. External debt would be paid down to £48 million, ensuring that gearing remains low relative to both the historic position and to the sector more widely.

Each subsidiary company has demonstrated that its cash reserves will be sufficient to continue trading for the foreseeable future (at least to 31 December 2025). Borrowing facilities are in place should any of them require financial assistance for working capital on a short-term basis.

The capital expenditure programme has been reviewed by a senior panel to ascertain key priorities and has been budgeted as such. In the 2024-2025 financial year, there are a number of capital projects totalling £44 million. This includes the completion of Spectra, the building for the School of Physics, Engineering and Computer Science. There are options for delaying some projects should the need arise.

The budget for 2024-2025 was approved on the basis of achieving a surplus after any LGPS adjustment and the medium- and long-term cash forecasts demonstrate financial sustainability. Investments in fixed assets are carefully reviewed prior to approval. The Board only undertakes such investments with the knowledge that the Group will remain solvent and that value is likely to be added as a result of the investment. Although no new external borrowing is likely to be required in the near term, the Board is confident that funding would be available from its lenders should the need arise.

### Responsibilities of the Board of Governors

In accordance with the University's Instrument and Articles of Government, the Board of Governors is responsible for the administration and management of the affairs of the University and is required to present audited financial statements for each financial year.

The Board of Governors is responsible for preparing the strategic report and the financial statements in accordance with applicable law and regulations.

The Board of Governors is required to prepare financial statements for each financial year in accordance with UK Generally Accepted Accounting Practice (UK Accounting Standards and applicable law) including FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland. In addition, the Board of Governors is required to prepare the financial statements in accordance with the OfS Regulatory Framework, through its accountable officer. At the University of Hertfordshire, the designated accountable officer is the Vice-Chancellor. The Board of Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the University and the Group and of the surplus or deficit, gains and losses and changes in reserves of the University and the Group for that year and the cash flows for the Group for the year. In preparing the financial statements, the Board of Governors is required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the University and Group will continue in business.

The Board of Governors is responsible for keeping adequate accounting records that are sufficient to show and explain the University's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the University and the Group. It also ensures that the financial statements comply with the Instrument and Articles of Government, the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (SORP) and any subsequent amendments, OfS Accounts Direction and other applicable regulations. It is also responsible for safeguarding the assets of the University and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### The Board of Governors has taken reasonable steps to:

- Ensure that funds from the OfS, UK Research and Innovation (including Research England), the Department for Education and the Education and Skills Funding Agency are used only for the purposes for which they have been given and in accordance with any terms and conditions of that funding. This includes the operation of a sound system of internal financial control, as described in the Statement of Internal Control on page 48 and the conduct of regular internal audits on compliance with legislation, for example, in 2023-2024, compliance with Competition and Markets Authority regulations and Education and Skills Funding Agency requirements.
- Ensure that there are appropriate financial management controls in place to safeguard public funds and funds from other sources
- Ensure that the University and Group has a robust and comprehensive system of risk management, control and corporate governance, which includes the prevention and detection of corruption, fraud, bribery and irregularities
- Secure the economic, efficient and effective management of the University's and the Group'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.

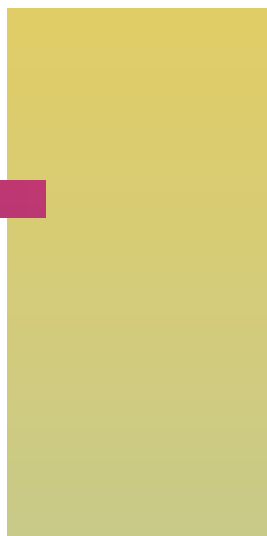
**The Board of Governors confirms that:**

- So far as each governor is aware, there is no relevant audit information of which the University’s auditor is unaware
- The governors have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the University’s auditor is aware of that information.

Approved on behalf of the Board of Governors on 26 November 2024 and signed on its behalf by:

Professor Q McKellar CBE  
Vice-Chancellor and Chief Executive

Mr D Sproul  
Pro-Chancellor and Chair of the Board of Governors





# Statement of internal control

The following statement covers the year to 31 July 2024 and the period up to the date of approval of these financial statements.

The Board of Governors acknowledges its responsibility for ensuring that an effective system of internal financial control is maintained and operated by the University of Hertfordshire Group.

The system can provide only reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or fraud and other irregularities are either prevented or would be detected within a timely period. The system of internal financial control is based on a framework of regular management information, administrative procedures – including the segregation of duties – and a system of delegation and accountability. In particular, it includes:

- Comprehensive budgeting systems with an annual budget, which is reviewed and agreed by the board
- Regular reviews by the board of periodic and annual financial reports, which monitor financial performance against budgets and forecasts
- Setting targets to measure financial and other performance using key performance indicators as appropriate
- Clearly defined capital investment control guidelines
- The adoption of formal project management disciplines where appropriate.

The Board has established processes for the identification, evaluation and management of risks (business, operational, compliance and financial) the University and Group faces.

The Board has responsibility for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives, while safeguarding the public and other funds and assets for which it is responsible. This is in accordance with the responsibilities assigned to the governing body in Instrument and Articles of Government, Terms and Conditions of Funding, and the OfS Regulatory Notices 2, 5 and 9. The system of internal control is designed to

ensure that spending is in line with funding body requirements; to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; and to prevent and detect fraud and other irregularities. It can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively, and economically.

The Board has responsibility for reviewing the effectiveness of the system of internal control. The following processes have been established:

- The Board meets at regular intervals to consider performance reports, operational plans and the strategic direction of the University and Group
- The Board receives periodic reports from the chair of the Audit and Risk Committee concerning internal control. 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
- A robust risk management process that has been embedded across the University and Group and covers the identification and evaluation of both strategic and operational risks, including compliance and financial risks. Risks are linked to the University's strategic themes and the risk management process assesses the likelihood and impact of risks arising and identifies mitigating controls and actions to manage these risks
- Risk management is integrated into key activities, such as the annual planning process and major projects
- The risk management approach is risk based resulting in a prioritised corporate risk register. This organisation-wide risk register is maintained and reported to and discussed regularly by the University's senior management team and at each meeting of the Audit and Risk Committee. The results of this process are then presented to and considered regularly by the Board of Governors



- A University-wide Fraud Risk Register is maintained and reviewed annually by senior management and the Audit and Risk Committee
- Risk registers are also maintained at Strategic Business Unit (SBU) level and by the wholly owned subsidiary companies, which are reviewed regularly by the University's Business Risk Manager who meets with Heads of SBU and the subsidiary companies' management twice a year to discuss their risks. Risks of strategic importance are then fed into the corporate risk register
- The Business Risk Manager acts as a central point of contact for risk management coordination and review, working closely with senior management to promote University-wide understanding and application of the risk management process
- Reviews of the adequacy and effectiveness of the University's risk management process are undertaken regularly by Internal Audit. The effective implementation of risk management arrangements is considered as part of the work undertaken on each audit, where appropriate
- The role of Internal Audit is to provide assurance on the University's internal control environment as well as its arrangements for risk management, governance, and value for money. It does this through the completion of a risk-based audit plan, which identifies how each audit contributes to the overall audit opinion, including each of these four elements as well as the arrangements for ensuring data quality. In completing their work, Internal Audit not only advises on internal controls but looks to add value to the overall operation of the University, considering both the present situation and the future impact on the areas reviewed
- The University's external auditors review the operating effectiveness of internal control over the key systems and income streams to the University. They consider Internal Audit reports to understand the scope of their work, any significant findings and their view on and contribution to the overall control environment
- A system of key performance and risk indicators is in place
- Procurement procedures are monitored to promote economy and efficiency and ensure value for money
- The Audit and Risk Committee receives and provides challenge to the individual audit reports from Internal Audit. This includes Internal Audit's independent opinion on the adequacy and effectiveness of the institution's system of internal control and

its arrangements for risk management and governance and for ensuring value for money and data quality. There were three areas where Internal Audit has made high priority recommendations to address significant issues or weaknesses in internal control identified during the course of their work.

These are summarised below:

- **Third party risk management:**
  - To conduct an access control review for all University of Hertfordshire academic partners and revoke or adjust this access as necessary.
- **Data Futures – lessons learned and forward plans:**
  - Formalise the governance structures for providing assurance to the Board of Governors on Data Futures compliance
  - Fully determining and implementing the mitigations for the immediate significant project risks affecting the new student record system project and the implementation of Data Futures.

Actions to address these issues are being put in place and implementation of all Internal Audit recommendations is regularly monitored by the Audit and Risk Committee.

The Audit and Risk Committee also receives an annual report from the Head of Internal Audit on any fraud or whistleblowing activity during the year. No fraud investigations were undertaken during 2023-2024. The Head of Internal Audit also maintains a watching brief over sector fraud risks and reports on these to the committee.

# Independent auditor’s report to the Board of Governors of the University of Hertfordshire Higher Education Corporation

## Opinion

We have audited the financial statements of the University of Hertfordshire Higher Education Corporation (the ‘University’) and its wholly owned subsidiaries (the ‘Group’) for the year ended 31 July 2024 which comprise the consolidated statements of comprehensive income, the consolidated and University statement of changes in reserves, the consolidated and University statement of financial position, the consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland’ (United Kingdom Generally Accepted Accounting Practice).

In our opinion:

- The financial statements give a true and fair view of the state of the group’s and University’s affairs as at 31 July 2024 and of the Group’s and University’s surplus, comprehensive income and expenditure and changes in reserves and of the Group’s cash flows for the year then ended
- The financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and the Statement of Recommended Practice: Accounting for Further and Higher Education.

## Basis for opinion

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

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

## Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group’s or University’s ability to continue as a going concern for a period of at least 12 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 other information comprises the information included in the annual report other than the financial statements and our auditor’s report thereon. The Board of Governors are responsible for the other information contained within the strategic report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

### Opinion on other matters prescribed by the Office for Students

In our opinion, in all material aspects:

- Funds from whatever source administered by the University for specific purposes have been properly applied only for those purposes for which they were received, 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 and the Department for Education have been applied in accordance with the relevant terms and conditions; and
- The requirements of OfS's Accounts Direction have been met.

### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Office for Students requires us to report to you where:

- The Group and University's grant and fee income, as disclosed in notes 1, 2 and 5 to these financial statements, has been materially misstated; or
- The Group and University's expenditure on access and participation activities for the financial year has been materially misstated.

### Responsibilities of the Board of Governors

As explained more fully in the statement of responsibilities of members of the Board of Governors, the members of 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 members of 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 members of the Board of Governors are responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members of the Board of Governors either intend to liquidate 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.

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations
- We identified the laws and regulations applicable to the University through discussions with management, and from our knowledge and experience of the sector
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the University, including the Further and Higher Education Act 1992, funding agreements with the OfS and associated funding rules, OfS regulations, data protection legislation, anti-bribery, safeguarding, employment, health and safety legislation
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the University's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions; and
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation
- Reading the minutes of Board of Governors meetings
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing any available correspondence with HMRC and the University's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the members of the Board of Governors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://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 University's Board of Governors, as a body, in accordance with the University's Articles of Governance. Our audit work has been undertaken so that we might state to the University's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the University's members as a body, for our audit work, for this report, or for the opinions we have formed.

Buzzacott LLP  
Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

27 November 2024



# Financial Statements



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

	Notes	2024		2023	
		Group £'000	University £'000	Group restated £'000	University restated £'000
<b>Income</b>					
Tuition fees and education contracts	1	<b>289,369</b>	<b>289,330</b>	266,343	266,413
Funding body grants	2	<b>25,705</b>	<b>25,705</b>	25,260	25,260
Research grants and contracts	3	<b>12,492</b>	<b>11,704</b>	11,353	10,324
Other income	4	<b>82,059</b>	<b>52,653</b>	73,748	49,363
Investment income	6	<b>9,299</b>	<b>8,780</b>	7,115	6,782
Donations and endowments	7	<b>172</b>	<b>197</b>	179	203
<b>Total income</b>		<b>419,096</b>	<b>388,369</b>	383,998	358,345
<b>Expenditure</b>					
Staff costs	8	<b>190,374</b>	<b>167,964</b>	172,600	155,178
Other operating expenses		<b>187,588</b>	<b>180,267</b>	170,300	166,350
Depreciation	13	<b>18,371</b>	<b>16,612</b>	18,226	16,565
Interest and other finance costs	9	<b>2,960</b>	<b>2,532</b>	2,938	2,479
<b>Total expenditure</b>	10	<b>399,293</b>	<b>367,375</b>	364,064	340,572
<b>Surplus before other gains and losses and share of operating surplus of joint ventures</b>					
		<b>19,803</b>	<b>20,994</b>	19,934	17,773
Gain on disposal of fixed assets		<b>82</b>	-	-	-
(Loss)/gain on investments	15	<b>(2,583)</b>	<b>(5,205)</b>	1,136	1,173
Share of operating surplus in joint ventures	17	-	-	13	-
<b>Surplus before tax</b>		<b>17,302</b>	<b>15,789</b>	21,083	18,946
Taxation	11	-	-	-	-
<b>Surplus for the year</b>		<b>17,302</b>	<b>15,789</b>	21,083	18,946
Actuarial (loss)/gain in respect of pension schemes	31	<b>(4,680)</b>	<b>(4,680)</b>	5,993	5,993
Change in fair value of hedging financial instruments	25	<b>3</b>	-	(473)	-
<b>Total comprehensive income for the year</b>		<b>12,625</b>	<b>11,109</b>	26,603	24,939
<b>Represented by:</b>					
Endowment comprehensive income for the year		<b>235</b>	<b>54</b>	32	25
Restricted comprehensive income/(expenditure) for the year		<b>41</b>	<b>112</b>	(482)	134
Unrestricted comprehensive income for the year		<b>12,349</b>	<b>10,943</b>	27,053	24,780
		<b>12,625</b>	<b>11,109</b>	26,603	24,939

**All results are from continuing operations.**

The notes on pages 58 to 106 form an integral part of these financial statements.

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

	Income and expenditure account			Revaluation reserve £'000	Total £'000
	Endowment £'000	Restricted £'000	Unrestricted £'000		
<b>Group</b>					
Balance at 1 August 2022	3,459	732	301,080	40,251	345,522
Surplus from the statement of comprehensive income	32	563	19,310	-	19,905
Other comprehensive income	-	(473)	5,993	-	5,520
Release of restricted funds spent in year	-	(572)	572	-	-
<b>Total comprehensive income/(expenditure) for the year</b>	<b>32</b>	<b>(482)</b>	<b>25,875</b>	<b>-</b>	<b>25,425</b>
<b>Balance at 1 August 2023 as previously stated</b>	<b>3,491</b>	<b>250</b>	<b>326,955</b>	<b>40,251</b>	<b>370,947</b>
Prior year adjustment (see note 36)	-	-	7,957	(10,244)	(2,287)
<b>Balance at 1 August 2023 restated</b>	<b>3,491</b>	<b>250</b>	<b>334,912</b>	<b>30,007</b>	<b>368,660</b>
Surplus from the statement of comprehensive income	235	681	16,386	-	17,302
Other comprehensive income/(expenditure)	-	3	(4,680)	-	(4,677)
Release of restricted funds spent in year	-	(643)	643	-	-
<b>Total comprehensive income for the year</b>	<b>235</b>	<b>41</b>	<b>12,349</b>	<b>-</b>	<b>12,625</b>
<b>Balance at 31 July 2024</b>	<b>3,726</b>	<b>291</b>	<b>347,261</b>	<b>30,007</b>	<b>381,285</b>
<b>University</b>					
Balance at 1 August 2022	824	310	318,362	39,110	358,606
Surplus from the statement of comprehensive income	25	229	17,514	-	17,768
Other comprehensive income	-	-	5,993	-	5,993
Release of restricted funds spent in year	-	(95)	95	-	-
<b>Total comprehensive income for the year</b>	<b>25</b>	<b>134</b>	<b>23,602</b>	<b>-</b>	<b>23,761</b>
<b>Balance at 1 August 2023 as previously stated</b>	<b>849</b>	<b>444</b>	<b>341,964</b>	<b>39,110</b>	<b>382,367</b>
Prior year adjustment (see note 36)	-	-	7,957	(10,244)	(2,287)
<b>Balance at 1 August 2023 restated</b>	<b>849</b>	<b>444</b>	<b>349,921</b>	<b>28,866</b>	<b>380,080</b>
Surplus from the statement of comprehensive income	54	249	15,486	-	15,789
Other comprehensive expenditure	-	-	(4,680)	-	(4,680)
Release of restricted funds spent in year	-	(137)	137	-	-
<b>Total comprehensive income for the year</b>	<b>54</b>	<b>112</b>	<b>10,943</b>	<b>-</b>	<b>11,109</b>
<b>Balance at 31 July 2024</b>	<b>903</b>	<b>556</b>	<b>360,864</b>	<b>28,866</b>	<b>391,189</b>

## Consolidated and University statement of financial position as at 31 July 2024

	Notes	2024		2023	
		Group £'000	University £'000	Group restated £'000	University restated £'000
<b>Non-current assets</b>					
Intangible assets	12	19	-	22	-
Goodwill	12	318	-	407	-
Fixed assets	13	386,688	357,552	347,359	318,450
Investments	15	45,232	85,844	46,944	90,563
Investment in joint ventures	17	2	-	149	-
		<b>432,259</b>	<b>443,396</b>	394,881	409,013
<b>Current assets</b>					
Stock		896	550	443	96
Trade and other receivables	18	71,366	64,951	65,945	62,074
Investments	19	31,643	31,643	66,035	66,035
Cash and cash equivalents		107,743	98,811	102,462	92,282
		<b>211,648</b>	<b>195,955</b>	234,885	220,487
Creditors: amounts falling due within one year	20	(179,102)	(171,463)	(176,673)	(172,481)
<b>Net current assets</b>		<b>32,546</b>	<b>24,492</b>	58,212	48,006
<b>Total assets less current liabilities</b>		<b>464,805</b>	<b>467,888</b>	453,093	457,019
Creditors: amounts falling due after more than one year	21	(79,188)	(72,367)	(82,223)	(74,729)
<b>Provisions</b>					
Pension provisions	23	(3,929)	(3,929)	(1,807)	(1,807)
Provisions for liabilities	23	(403)	(403)	(403)	(403)
<b>Total net assets</b>		<b>381,285</b>	<b>391,189</b>	368,660	380,080
<b>Restricted reserves</b>					
Income and expenditure reserve – endowment reserve	24	3,726	903	3,491	849
Income and expenditure reserve – restricted reserve	25	291	556	250	444
<b>Total restricted reserves</b>		<b>4,017</b>	<b>1,459</b>	3,741	1,293
<b>Unrestricted reserves</b>					
Income and expenditure reserve – unrestricted		347,261	360,864	334,912	349,921
Revaluation reserve		30,007	28,866	30,007	28,866
<b>Total unrestricted reserves</b>		<b>377,268</b>	<b>389,730</b>	364,919	378,787
<b>Total reserves</b>		<b>381,285</b>	<b>391,189</b>	368,660	380,080

The Financial Statements were approved and authorised for issue by the Board of Governors on 26 November 2024 and signed on its behalf by:

Mr D Sproul  
Chair

Professor Q A McKellar  
Vice-Chancellor

Mr A Moffat  
Group Finance Director



## Consolidated statement of cash flows for the year ended 31 July 2024

		2024	2023
	Notes	£'000	restated £'000
<b>Cash flow from operating activities</b>			
Surplus for the year before taxation		17,302	21,083
<b>Adjustment for non-cash items</b>			
Depreciation	13	18,371	18,226
Amortisation of intangibles	12	3	2
Amortisation of goodwill	12	89	89
Loss/(gain) on investments	15	2,583	(1,136)
(Increase)/decrease in stock		(453)	16
Increase in debtors		(6,109)	(12,907)
Increase in creditors		8	31,035
(Decrease)/increase in pension provision		(2,558)	3,235
Share of operating surplus in joint ventures	17	-	(13)
<b>Adjustment for investing or financing activities</b>			
Investment income		(9,281)	(7,115)
Interest payable		2,918	2,716
Profit on the sale of fixed assets		(82)	-
Capital grant income		(3,637)	(3,768)
<b>Cash inflow from operating activities</b>		<b>19,154</b>	<b>51,463</b>
Taxation		-	-
<b>Net cash inflow from operating activities</b>		<b>19,154</b>	<b>51,463</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of fixed assets		-	30
Capital grant receipts		3,670	4,070
Disposal of non-current asset investments		100	-
Dividends received from joint ventures		50	475
Withdrawal of deposits		48,000	34,000
Investment income		7,949	4,090
Payments made to acquire fixed assets		(55,533)	(37,119)
New non-current asset investments		-	(137)
New deposits		(12,000)	(48,312)
<b>Net cash outflow used in investing activities</b>		<b>(7,764)</b>	<b>(42,903)</b>
<b>Cash flows from financing activities</b>			
Interest paid		(2,342)	(2,110)
Interest element of finance lease and service concession payments		(576)	(623)
Endowment payments		(46)	(30)
Repayments of amounts borrowed		(2,233)	(2,172)
Capital element of finance lease and service concession payments		(912)	(881)
<b>Net cash outflow used in financing activities</b>		<b>(6,109)</b>	<b>(5,816)</b>
<b>Increase in cash for the year</b>		<b>5,281</b>	<b>2,744</b>
<b>Cash and cash equivalents at beginning of the year</b>		<b>102,462</b>	<b>99,718</b>
<b>Cash and cash equivalents at end of the year</b>		<b>107,743</b>	<b>102,462</b>

## Statement of principal accounting policies

### A. Basis of preparation

These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019 and in accordance with FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland. The University is a public benefit entity and therefore has applied the relevant public benefit requirements of FRS 102. The financial statements are prepared in accordance with the historic cost convention (modified by the revaluation of fixed assets, investment properties and derivative financial instruments).

#### Going concern

As explained in the Statement of Corporate Governance, the Board of Governors is satisfied that the University has adequate resources to continue in operation for the foreseeable future, and for this reason the Board considers that the financial statements of the University and the Group should be prepared on a going-concern basis. The Group has made financial surpluses for the last 13 years (other than 2019–2020 which was primarily caused by the need to release students from accommodation contracts and because of the actuarial adjustment in the LGPS) and has cash reserves at a high level.

Each of the subsidiary companies, and the University itself, has produced trading budgets and cash flow forecasts for future periods. In addition, the Group has also modelled a number of scenarios to demonstrate the impacts on future cash flows from different financial surpluses and capital projects.

The University finished the 2023–2024 financial year with cash, cash deposits and investments of £139 million. Based on the budget for 2024–2025, being the most likely scenario, cash and investments at the end of the coming year would be £105 million. External debt would be paid down to £44 million, ensuring that gearing remains low relative to both the historic position and to the sector more widely.

Each subsidiary company has demonstrated that its cash reserves will be sufficient to continue trading for the foreseeable future (at least up to 31 December 2025). Borrowing facilities are in place should any subsidiary company require financial assistance for working capital on a short-term basis.

The capital expenditure programme has been reviewed by a senior panel to ascertain key priorities and has been budgeted as such. In the 2024–2025 financial year, there are a number of capital projects totalling £44 million. This includes the completion of Spectra for the School of Physics, Engineering and Computer Science. There are options for delaying some projects should the need arise.

The budget for 2024–2025 was approved on the basis of achieving a surplus after any LGPS adjustment and the medium and long-term cash forecasts demonstrate financial sustainability. Investments in fixed assets are carefully reviewed prior to approval. The Board only undertakes such investments with the knowledge that the Group will remain solvent, and that value is likely to be added as a result of the investment. Although no new external borrowing is likely to be required in the near term, the Board is confident that funding would be available from its lenders should the need arise.

Where a subsidiary undertaking is expected to cease trading in the near future then the accounts of that entity will be prepared on a break-up basis as appropriate with any impact on the Group accounts considered on the grounds of materiality.

### B. Basis of consolidation

The consolidated financial statements include those of the University and its subsidiary undertakings and jointly controlled entities for the year ended 31 July 2024. 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 sales and profits are eliminated on consolidation.

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

Associated companies and jointly controlled entities are accounted for using the equity method.

### C. Recognition of income

Income from the sale of goods or services is credited to the consolidated statement of comprehensive income when the goods or services are supplied, or the terms of the contract have been satisfied.

Tuition fee income is credited to the consolidated statement of comprehensive income over the period in which students are studying and is shown net of discounts. Bursaries and scholarships are accounted for as expenditure and not deducted from income.

### C. Recognition of income (continued)

Investment income is credited to the consolidated statement of comprehensive income account on a receivable basis.

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

#### Grant income

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

Grants (including research grants) from non-government sources are recognised in income when the Group is entitled to the income and performance-related conditions have been met. Income received in advance of performance-related conditions being met is recognised as deferred income within creditors on the statement of financial position and released to income as the conditions are met.

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

#### Donations and endowments

Donations and endowments are non-exchange transactions without performance-related conditions. Donations and endowments with donor-imposed restrictions are recognised in income when the Group is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with the restrictions, at which point the income is released to unrestricted reserves through a reserve transfer. Donations with no restrictions are recognised in income when the Group is entitled to the funds.

Investment income and the change in fair value of endowment investments is recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms applied to the individual endowment fund.

There are three main types of donations and endowment identified within reserves:

- i. Restricted donations – the donor has specified that the donation must be used for a particular objective
- ii. Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income
- iii. Restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

### D. Employee benefits

#### Short-term employee benefits

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

#### Retirement benefits – defined benefit plans

The two principal pension schemes for the Group's staff are the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS).

Due to the mutual nature of the TPS scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for this scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the consolidated statement of comprehensive income represents the contributions payable to the scheme.

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

## **D. Employee benefits (continued)**

For the LGPS scheme the current service cost and any past service costs are recognised as an expense within staff costs in the consolidated statement of comprehensive income. The interest income on the scheme's assets, net of the impact of the unwinding of the discount on scheme liabilities, is included within investment income or interest and other finance costs. Actuarial gains and losses are recognised, net of the related deferred tax, in other comprehensive income.

The University also participates in Universities Superannuation Scheme (USS) for designated employees. With effect from 1 October 2016, the USS changed from a defined benefit only pension scheme to a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. As for TPS, the amount charged to the consolidated statement of comprehensive income represents the contributions payable to the scheme. A liability is recorded within provisions for any contractual commitment to fund past deficits within the USS scheme.

### **Retirement benefits – defined contribution plans**

A defined contribution plan is a post-employment benefit plan under which the Group pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an expense in the consolidated statement of comprehensive income in the periods during which services are rendered by employees.

Subsidiary companies within the Group participate in either NEST or a group administered defined contribution personal pension plan for those employees who are not members of LGPS. NEST is a qualifying pension scheme established by law to support the introduction of automatic enrolment. It is a national multi-employer defined contribution scheme.

## **E. Foreign currency transactions**

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated into sterling at the year-end rates and the resulting surplus or deficit transferred to the consolidated statement of comprehensive income.

## **F. Taxation**

The University is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and as such 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 478-488 of the Corporation Taxes Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of Value Added Tax (VAT). Irrecoverable VAT on inputs is included in the costs of such inputs including the cost of fixed assets.

The University's subsidiary and joint venture companies are liable to corporation tax and VAT in the same way as any other commercial organisation.

Deferred tax is provided in full on timing differences which result in an obligation at the statement of financial position date to pay more tax, or a right to pay less tax at a future date, at rates expected to apply when they crystallise based on current rates and law. Timing differences arise from the inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in financial statements. Deferred tax assets are recognised to the extent they are regarded as more likely than not that they will be recovered. Deferred tax assets and liabilities are not discounted.

## **G. Fixed assets**

### **Land and buildings**

On adoption of FRS 102 the Group elected to measure part of its land at fair value and to use that fair value as its deemed cost at the date of transition. The Group has chosen not to adopt a policy of revaluation of these assets in the future. These values are retained subject to the requirement to test assets for impairment on an annual basis. Where there is evidence of impairment, fixed assets are written down to their recoverable amount. Any such write down is charged to the consolidated statement of comprehensive income unless it reverses previous revaluations which are dealt with through the revaluation reserve.

Depreciation on buildings is provided on a straight-line basis over the estimated useful lives as follows:

Freehold buildings	30-60 years
Refurbishments	5-25 years



## G. Fixed assets (continued)

Leasehold land and buildings are amortised over the life of the lease.

Freehold land is not depreciated as it is considered to have an indefinite useful life.

Assets in the course of construction represent those assets which have not yet been brought into use. These assets are transferred to the relevant category of asset and depreciated from the date they are substantially complete at the appropriate rate for that category.

Borrowing costs are capitalised where they can be directly attributable to the construction of assets and only for the period of construction.

### Equipment

Capitalised equipment is stated at cost and depreciated over its useful life on a straight-line basis as follows:

Plant and machinery	5-15 years
Fixtures, fittings and equipment	4-15 years

The thresholds for capitalising equipment are based on the cost of individual items. The threshold is £25,000 for the University and between £5,000 and £10,000 for the subsidiary and joint venture companies.

## H. Intangible assets and goodwill

Intangible assets include purchased patents, licences and other similar rights over assets. These are recognised on the statement of financial position by capitalising the purchase cost and amortising over the useful economic life based on each individual contract.

Goodwill represents the difference between the cost of an acquired operation and the aggregate of the fair values of that operation's identifiable assets and liabilities. Positive purchased goodwill is capitalised and classified as an asset on the statement of financial position. Goodwill is amortised over the estimated economic life of the assets to which the goodwill relates. Impairment tests are carried out at the end of the first year and thereafter subject to normal periodic reviews for indications of impairment.

## I. Investments

Non-current investments that are not listed on a recognised stock exchange are carried at historical cost less any provision for impairment of their value. Those that are listed are included at market value and any gains and losses on revaluations are recognised in the consolidated statement of comprehensive income.

Investments in joint ventures, associated and subsidiary undertakings are stated on the statement of financial position at cost less provision for impairment. Impairment is assessed by comparing the carrying value of the investment against either an earnings-based or asset-based valuation of each entity as applicable to the business concerned.

Current asset investments are held at fair value with movements recognised in the consolidated statement of comprehensive income.

Investment properties are land and buildings held for rental income or capital appreciation rather than for use in delivering services. Investment properties are stated at fair value with an annual review and revaluation to reflect market conditions. Changes in fair value are recognised in the consolidated statement of comprehensive income. Investment properties are not depreciated. External valuations are carried out with sufficient regularity to ensure no material variation to fair value.

## J. Stock

Stock is held at the lower of cost and net realisable value. Cost includes staff time, direct materials and attributable overheads. Where necessary, provision is made for obsolete, slow-moving and defective stock.

## K. Cash and cash equivalents

Cash includes cash in hand, cash at bank, and deposits repayable on demand. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. Short-term investments placed for three months or less are accounted for as cash equivalents.

## L. Provisions, contingent liabilities and contingent assets

Provisions are recognised when the institution has a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

## **L. Provisions, contingent liabilities and contingent assets (continued)**

A contingent liability arises from a past event that gives the Group 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 Group. 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 Group 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 Group.

Contingent assets and liabilities are not recognised in the statement of financial position but are disclosed in the notes.

## **M. Leases and service concession arrangements**

### **Operating leases**

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

### **Finance leases**

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

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

### **Service concession arrangements**

Fixed assets held under service concession arrangements, where the risk and reward of ownership sit with the Group, are recognised on the statement of financial position at the present value of the minimum lease payments when the assets are brought into use with a corresponding financial liability.

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

## **N. Financial instruments**

The provisions of both section 11 and 12 of FRS 102 will be applied in full. Under FRS 102 basic financial instruments should be held at amortised cost using the effective interest method, however the Group holds these at transaction cost on the basis that there are no material differences between the two methods.

Complex financial instruments are held at fair value, with changes in fair value taken directly to the consolidated statement of comprehensive income.

## **O. Derivatives**

The Group uses commodity swaps to reduce exposure to changes in fuel prices to acceptable levels. These derivatives are initially measured at fair value on the date that the contract is entered into and are subsequently held on the statement of financial position at fair value. The Group has adopted and complied with the requirements of hedge accounting and as a result, movements in fair value are recorded within other comprehensive income.

## **P. Reserves**

Reserves are classified as restricted or unrestricted.

Restricted endowment reserves include balances which, through endowment to the Group, are held as permanently restricted funds which the Group must hold in perpetuity.

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

Unrestricted reserves consist of the income and expenditure reserve and the revaluation reserve.

## Accounting estimates and judgements

In the application of its accounting policies as detailed on pages 58 to 62, the Group is required to make estimates, assumptions and judgements that affect the reported amount of assets, liabilities, income, and expenditure. These estimates, associated assumptions and judgements are based on historical experience and other factors, including expectations of future events that are considered to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

### a. Estimates

The estimates and assumptions that have a significant risk of causing a material adjustment to the amounts recognised in the financial statements are addressed below.

#### i. Pension provisions

The determination of the LGPS defined benefit obligation and the USS funding deficit provision include key assumptions on inflation rates, life expectancy, discount rates and salary growth. The key assumptions applied in the year and sensitivity analysis on changes to these assumptions are detailed in note 31.

The LGPS defined benefit obligation recognised in the financial statements is based on an independent actuarial valuation. The key assumptions are largely dependent on factors outside the control of the Group and the Group is exposed to risks if actual experience differs to the assumptions used and through volatility in plan assets.

The USS funding deficit provision at 1 August 2023 had been estimated based on a model devised by USS and the British Universities Finance Directors Group. The model required estimates to be made on pay increases, scheme membership and discount rates. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the statement of comprehensive income.

#### ii. Investment properties

Investment properties are stated at fair value with annual review and revaluation to reflect market conditions. In drawing their conclusion on the value of the properties, management and/or the external valuer consider the purpose of the property, the level of occupancy, economic factors, and the climate of the property market in general. The latest valuation of investment properties undertaken by external valuers was as at 31 July 2024. The two investment properties of the highest value were assessed by external valuers and the remaining investment properties were assessed internally.

#### iii. Recoverability of debtors

The Group has a material exposure to the recoverability of trade and, most notably, tuition fee receivables. Estimation is involved in the assessment of the recoverability of this debt and the calculation of the associated bad debt provision. Factors such as the age of the debt, prior experience and recoverability statistics are used in management's assessment of the required provision. Analysis of actual recovery compared with the level of provision has not resulted in material variances to date.

#### iv. Service concession arrangements

In determining the carrying value of the service concession arrangements, a number of financial assumptions have been made to calculate the present value of the minimum lease payments. These include indexation, credit and void costs, life cycle and operating costs. Consideration is given to whether the arrangements are on or off-statement of financial position as detailed in note 14.

#### v. Useful economic lives of tangible fixed assets

Tangible fixed assets are depreciated over their useful economic lives taking into account residual values, where appropriate. Management regularly reviews the assets' useful economic lives taking into consideration factors such as maintenance programmes and technological advances. Changes in assets' useful economic lives can have a significant impact on depreciation for the period. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

#### vi. Provision for impairments

Investments and tangible fixed assets are reviewed for signs of impairment each year and written down accordingly. Property, plant and equipment is reviewed by the University's Director of Estates in conjunction with market data and other relevant information.

Investments in subsidiaries and joint ventures are reviewed for impairments in value. In reviewing the value of these investments, management consider the performance of each undertaking, the purpose of the undertaking and any changes, including political and economic changes, that may have an impact on that company's performance or net assets.

Changes in any of the factors considered for impairments can affect the value reported in the financial statements.

**b. Judgements**

**i. Service concession arrangements**

Where management judge the risk and reward of ownership to sit with the Group, service concession arrangements are accounted for as finance leases and carried on the statement of financial position.

**ii. Local Government Pension Scheme**

The asset in the scheme is judged to be non-recoverable as the University has no unconditional right to a refund from the scheme in respect of this asset.

**iii. Current asset investments**

Equity investments held as an alternative to gain access to liquid cash are judged by management to be current asset investments.



## Notes to the accounts

### 1. Tuition fees and education contracts

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
Full-time home and EU students	<b>81,154</b>	<b>81,154</b>	94,951	94,951
Full-time international students	<b>188,952</b>	<b>188,952</b>	153,016	153,016
Part-time students	<b>15,315</b>	<b>15,276</b>	14,755	14,825
Education contracts	<b>3,948</b>	<b>3,948</b>	3,621	3,621
	<b>289,369</b>	<b>289,330</b>	266,343	266,413

### 2. Funding body grants

<b>Group and University</b>	<b>2024</b>	2023
	<b>£'000</b>	£'000
<b>Recurrent grant</b>		
Office for Students (OfS)	<b>11,289</b>	10,300
Research England	<b>7,536</b>	8,011

#### Specific grant

Higher Education Innovation Fund	<b>3,291</b>	3,668
Capital grants	<b>2,213</b>	2,487
Education and Skills Funding Agency (ESFA)	<b>40</b>	51
Other specific grants	<b>1,336</b>	743
	<b>25,705</b>	25,260

### 3. Research grants and contracts

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
Research councils	<b>2,662</b>	<b>2,662</b>	2,147	2,147
Research charities	<b>971</b>	<b>823</b>	1,022	1,005
Government (UK and overseas)	<b>6,908</b>	<b>6,518</b>	6,118	5,695
Industry and commerce	<b>618</b>	<b>368</b>	1,152	563
Other grants and contracts	<b>1,333</b>	<b>1,333</b>	914	914
	<b>12,492</b>	<b>11,704</b>	11,353	10,324

#### 4. Other income

	2024	2024	2023	2023
	Group £'000	University £'000	Group £'000	University £'000
Residences, catering and conferences	37,311	36,301	33,533	32,635
Other services rendered	33,215	6,792	29,040	6,960
Other capital grants	961	961	1,281	1,281
Other income	10,572	8,599	9,894	8,487
	<b>82,059</b>	<b>52,653</b>	73,748	49,363

#### 5. Sources of grant and fee income

	2024	2024	2023	2023
	Group £'000	University £'000	Group £'000	University £'000
Grant income from the OfS	13,538	13,538	13,530	13,530
Grant income from other bodies	29,570	27,431	26,808	24,904
Fee income for taught awards	281,061	281,061	258,488	258,488
Fee income for degree apprenticeships – ESFA	4,228	4,228	3,854	3,854
Fee income for research awards	1,391	1,401	1,438	1,438
Fee income for non-qualifying courses	2,689	2,641	2,563	2,633
	<b>332,477</b>	<b>330,300</b>	306,681	304,847

#### 6. Investment income

		2024	2024	2023	2023
	Notes	Group £'000	University £'000	Group £'000	University £'000
Investment income on endowments	24	120	37	97	23
Dividend income		375	375	331	331
Other investment income		8,786	8,350	6,687	6,428
Net return on pension scheme	31	18	18	-	-
		<b>9,299</b>	<b>8,780</b>	7,115	6,782

#### 7. Donations and endowments

	2024	2024	2023	2023
	Group £'000	University £'000	Group £'000	University £'000
Donations with restrictions	172	197	179	194
Unrestricted donations	-	-	-	9
	<b>172</b>	<b>197</b>	179	203

## 8. Staff costs

	Notes	2024	2024	2023	2023
		Group £'000	University £'000	Group £'000	University £'000
Salaries		148,366	129,276	130,589	115,836
Social security costs		16,209	14,237	14,220	12,684
Movement on pension provision	31	(2,581)	(2,581)	3,013	3,013
Other pension costs	31	28,380	27,032	24,778	23,645
		<b>190,374</b>	<b>167,964</b>	172,600	155,178

### The average number of full-time equivalent (FTE) employees (including senior post-holders) during the year was:

	2024	2023
	Number	Number
Academic	1,361	1,273
Research	127	128
Professional	1,172	1,034
Technical	116	103
Other	441	364
	<b>3,217</b>	2,902

### The number of higher paid staff (including the Vice-Chancellor) whose basic salaries fall within the following bands are:

	2024	2023
	Number	Number
£100,000 - £104,999	3	2
£105,000 - £109,999	3	3
£110,000 - £114,999	2	-
£115,000 - £119,999	1	1
£120,000 - £124,999	1	-
£125,000 - £129,999	1	3
£130,000 - £134,999	2	1
£135,000 - £139,999	1	2
£140,000 - £144,999	1	-
£145,000 - £149,999	1	-
£155,000 - £159,999	1	-
£160,000 - £164,999	-	1
£205,000 - £209,999	-	1
£215,000 - £219,999	1	-
£310,000 - £314,999	-	1
£320,000 - £324,999	1	-
	<b>19</b>	15

Included in the above table are three (2023: two) part-time members of staff who work in the NHS and whose basic salaries are linked to NHS equivalents.

## 8. Staff costs (continued)

### Total remuneration package of the Vice-Chancellor

	<b>2024</b>	2023
	<b>£'000</b>	£'000
Basic salary	<b>324</b>	312
Payments in lieu of pension contributions	<b>38</b>	33
Pension contributions	<b>18</b>	29
Benefits in kind	<b>2</b>	1
	<b>382</b>	375

The figures reported above relate to the remuneration paid to the Vice-Chancellor in 2023-2024 and includes the following items awarded in September 2023. The cost-of-living uplift which was applied to 2023-2024 was 5% which was paid in February 2023 (2%) and September 2023 (3%).

The benefit in kind relates to healthcare insurance. The Vice-Chancellor receives no other remuneration or benefits in kind and no accommodation is provided by the University.

The Board of Governors of the University of Hertfordshire is responsible for the determination of the pay and conditions of service of the Vice-Chancellor (Head of Provider in OfS terms) and has regard to the 'Higher education senior staff remuneration code' published by the Committee of University Chairs (CUC), irrespective of whether the provider is a member of the CUC.

The remuneration of the Vice-Chancellor is considered by the Vice-Chancellor's Remuneration Committee (VCRC), chaired by an independent member of the Board (who is not the Chair of the Board of Governors). The Vice-Chancellor is not a member of the committee and does not attend. The committee meets in the autumn term and reviews performance in the previous year as well as the remuneration package to be awarded for the following year.

The VCRC applied the agreed policy for remuneration for senior managers which states that fair and appropriate remuneration recognises an individual's contribution to the University's success and is sufficient to recruit, retain and motivate staff of appropriate calibre in the context of the market for the role, balanced with the need to demonstrate the achievement of value for money for the use of resources.

There is only one element to the Vice-Chancellor's remuneration, which is basic salary. This is reviewed annually at the VCRC. In recent years the committee has determined to offer to the Vice-Chancellor the same cost of living rise as awarded to staff in the University.

The following was also taken into account:

- An analysis of the market(s) within which the organisation operates for talent
- Individual performance, experience and value to the organisation
- The performance of the University
- Short-term objectives and long-term strategy set by the organisation
- Organisational structure, financial situation and foreseeable future prospects
- His total remuneration package
- The approach to remunerating other employees, including their pay increases
- The public interest and the requirement to achieve value for money
- The interests of the University and its obligations as an exempt charity.

Additionally, the committee was also cognisant of the context in which the Vice-Chancellor is operating. The Vice-Chancellor is the head of a complex institution, with over 30,000 students studying in the UK and over 4,000 studying on university courses worldwide. It has a staff base of approximately 3,217 FTE and a turnover of approximately £419 million.

Of University of Hertfordshire students studying in the UK, over 47% are female, over 50% are BAME and significant numbers are first in their family to go to university, many come from families with low household income, large numbers commute. The University is extremely flexible in terms of its offering and provides opportunities to study from foundation degree level to PhD and has embraced two-year degrees, apprenticeships and online learning. It has a number of partner organisations which are validated to run University programmes.



## 8. Staff costs (continued)

The Vice-Chancellor is an excellent ambassador for both the University and the region and during the year has represented the University on a number of bodies such as Universities UK (UUK), as Vice President for England and Northern Ireland and on the Board of Advance HE. He also chairs the Hatfield Renewal Project Board and was President of the Hertfordshire Agricultural Society.

As can be seen from these accounts, against an ever-increasing competitive market, the University is financially sound, there has been no new borrowing since 2009 and the existing debt is being reduced annually.

The Vice-Chancellor's base pay was determined on the basis of the scale of the role, its impact on the University's values and teaching delivery; its complexity, the standing of the current post holder in the sector, and the strategic direction of the University to improve its league table position through improved performance results in areas such as the annual NSS and Teaching Excellence Framework. The individual had, in the committee's view, the necessary experience, knowledge, skills and sector reputation that would enable the University to deliver its strategic objectives to 2025.

The Vice-Chancellor's basic salary is 8.76 times (2023: 8.69 times) the median pay of staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the University to its staff.

The Vice-Chancellor's total remuneration is 9.84 times (2023: 9.45 times) the median total remuneration of staff, where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the University of its staff.

### Key management personnel

	2024	2023
	£'000	£'000
Staff costs for key management personnel	1,260	1,111

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University and include the members of the Chief Executive's Group that are Officers of the Board. This includes the Vice-Chancellor, Deputy Vice-Chancellor, Secretary and Registrar and the Group Finance Director.

The members of the Board of Governors received no remuneration during the year (2023: £nil). Expenses reimbursed to members of the governing body during the year totalled £400 (2023: £1,000) for 3 (2023: 2) members of the governing body. This represented travel and subsistence expenses incurred in attending committee meetings and other events in their official capacity. Additionally, £700 (2023: £2,000) was incurred by the University for computer equipment for 1 member of the governing body (2023: Governors' attendance on training courses).

### Compensation for loss of office

	2024	2023
	£'000	£'000
Compensation for loss of office payable	198	314
	Number	Number
Number of staff receiving compensation for loss of office	26	21

The Vice-Chancellor and the key management personnel received no compensation for loss of office during the year (2023: £nil).

**9. Interest and other finance costs**

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
Loan interest	<b>2,340</b>	<b>2,340</b>	2,084	2,084
Finance lease and service concession interest	<b>576</b>	<b>150</b>	623	165
Exchange differences and other interest	<b>2</b>	<b>-</b>	9	8
Net charge on pension schemes	<b>42</b>	<b>42</b>	222	222
	<b>2,960</b>	<b>2,532</b>	2,938	2,479

**10. Analysis of total expenditure by activity**

	<b>2024</b>	<b>2023</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
Academic departments	<b>173,054</b>	<b>172,349</b>	154,769	153,736
Academic services	<b>44,620</b>	<b>46,723</b>	38,952	41,007
Administration	<b>42,192</b>	<b>48,512</b>	35,218	45,503
Premises	<b>27,311</b>	<b>27,389</b>	28,881	28,969
Residences, catering and conferences	<b>42,346</b>	<b>41,410</b>	38,849	37,965
Research grants and contracts	<b>11,082</b>	<b>10,545</b>	9,901	9,182
Other expenses	<b>39,937</b>	<b>3,884</b>	33,317	2,153
Non-pension related interest payable	<b>2,919</b>	<b>2,490</b>	2,716	2,257
Depreciation	<b>18,371</b>	<b>16,612</b>	18,226	16,565
(Credit)/charge on pension scheme provisions	<b>(2,539)</b>	<b>(2,539)</b>	3,235	3,235
	<b>399,293</b>	<b>367,375</b>	364,064	340,572

**Other operating expenses include:**

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
External auditors remuneration in respect of audit services	<b>197</b>	<b>139</b>	254	173
External auditors remuneration in respect of non-audit services	<b>59</b>	<b>59</b>	26	9
Operating lease rentals	<b>24,919</b>	<b>24,406</b>	20,555	22,141

External auditors remuneration in respect of non-audit services includes £11,000 payable to Buzzacott LLP in 2024 with the remainder in both years payable to the previous external auditor BDO LLP.

## 11. Taxation

	2024	2023
	Group £'000	Group £'000
UK corporation tax on result for the year	-	-
Group relief receivable	-	-
<b>Current tax charge</b>	-	-
Origination and reversal of timing differences	-	-
<b>Deferred tax</b>	-	-
<b>Tax charge for the year</b>	-	-
<b>Tax reconciliation:</b>		
Surplus on ordinary activities before tax	17,302	21,083
<b>Surplus on ordinary activities multiplied by standard rate in the UK (25.0%) (2023: 21.0%)</b>	<b>4,326</b>	4,427
<b>Effects of:</b>		
Depreciation for the period in excess of capital allowances	(70)	18
Non-taxable income/expenditure	(4,228)	(5,058)
Expenses not deductible for tax purposes	5	-
Tax losses not utilised	183	27
Tax losses brought forward	(28)	(3)
Tax losses brought forward surrendered as group relief	-	(209)
Timing differences relating to pension liability	(188)	795
Other timing differences	-	3
<b>Tax charge for the year</b>	-	-

There is no tax charge attributable to the University for 2024 (2023: £nil).

## 12. Intangible assets

	Group £'000
<b>Other</b>	
At 1 August 2023	22
Amortisation	(3)
<b>At 31 July 2024</b>	<b>19</b>
<b>Goodwill</b>	
At 1 August 2023	407
Amortisation	(89)
<b>At 31 July 2024</b>	<b>318</b>

The goodwill relates to an acquisition of trade and assets by a subsidiary undertaking in 2007; other intangibles comprise a patent that was purchased in 2013. There are no intangible assets on the University statement of financial position.

### 13. Fixed assets

	Land and buildings			Assets in the course of construction £'000	Fixtures, fittings and equipment £'000	Plant and machinery £'000	Total £'000
	Freehold £'000	Leasehold £'000	Service concession arrangement £'000				
<b>Group</b>							
<b>Cost or valuation</b>							
Balance at 1 August 2023 as previously stated	363,490	18,213	8,178	56,776	127,185	35,535	609,377
Prior year adjustment (see note 36)	(13,917)	-	-	-	-	-	(13,917)
Balance at 1 August 2023 restated	349,573	18,213	8,178	56,776	127,185	35,535	595,460
Additions at cost	686	-	-	50,276	6,224	514	57,700
Transfers	152	-	-	(1,918)	1,449	317	-
Disposals in year	-	-	-	-	(1,009)	(1,197)	(2,206)
<b>At 31 July 2024</b>	<b>350,411</b>	<b>18,213</b>	<b>8,178</b>	<b>105,134</b>	<b>133,849</b>	<b>35,169</b>	<b>650,954</b>
<b>Depreciation</b>							
At 1 August 2023	127,732	7,481	2,723	-	96,021	14,144	248,101
Charge for the year	6,375	358	136	-	9,256	2,246	18,371
Depreciation on disposals	-	-	-	-	(1,009)	(1,197)	(2,206)
<b>At 31 July 2024</b>	<b>134,107</b>	<b>7,839</b>	<b>2,859</b>	<b>-</b>	<b>104,268</b>	<b>15,193</b>	<b>264,266</b>
<b>Net book value</b>							
<b>At 31 July 2024</b>	<b>216,304</b>	<b>10,374</b>	<b>5,319</b>	<b>105,134</b>	<b>29,581</b>	<b>19,976</b>	<b>386,688</b>
At 31 July 2023 as previously stated	235,758	10,732	5,455	56,776	31,164	21,391	361,276
Prior year adjustment (see note 36)	(13,917)	-	-	-	-	-	(13,917)
Balance at 31 July 2023 restated	221,841	10,732	5,455	56,776	31,164	21,391	347,359

Leasehold land and buildings, previously included in the freehold category, are shown separately in the table above for Group. The University has no leasehold land and buildings.



### 13. Fixed assets (continued)

	Land and buildings						Total £'000
	Freehold £'000	Leasehold £'000	Service concession arrangement £'000	Assets in the course of construction £'000	Fixtures, fittings and equipment £'000	Plant and machinery £'000	
<b>University</b>							
<b>Cost or valuation</b>							
Balance at 1 August 2023 as previously stated	331,096	-	8,178	56,666	125,003	25,876	546,819
Prior year adjustment (see note 36)	(13,917)	-	-	-	-	-	(13,917)
Balance at 1 August 2023 restated	317,179	-	8,178	56,666	125,003	25,876	532,902
Additions at cost	686	-	-	48,293	6,221	514	55,714
Transfers	152	-	-	(1,553)	1,194	207	-
Disposals in year	-	-	-	-	(266)	-	(266)
<b>At 31 July 2024</b>	<b>318,017</b>	<b>-</b>	<b>8,178</b>	<b>103,406</b>	<b>132,152</b>	<b>26,597</b>	<b>588,350</b>
<b>Depreciation</b>							
At 1 August 2023	109,833	-	2,723	-	94,119	7,777	214,452
Charge for the year	5,845	-	136	-	8,978	1,653	16,612
Depreciation on disposals	-	-	-	-	(266)	-	(266)
<b>At 31 July 2024</b>	<b>115,678</b>	<b>-</b>	<b>2,859</b>	<b>-</b>	<b>102,831</b>	<b>9,430</b>	<b>230,798</b>
<b>Net book value</b>							
<b>At 31 July 2024</b>	<b>202,339</b>	<b>-</b>	<b>5,319</b>	<b>103,406</b>	<b>29,321</b>	<b>17,167</b>	<b>357,552</b>
At 31 July 2023 as previously stated	221,263	-	5,455	56,666	30,884	18,099	332,367
Prior year adjustment (see note 36)	(13,917)	-	-	-	-	-	(13,917)
Balance at 31 July 2023 restated	207,346	-	5,455	56,666	30,884	18,099	318,450

During the year ended 31 July 2024 a review was undertaken of the value of the estate belonging to the University and Group. The review considered the current value in use of all buildings and was conducted by the University's Director of Estates. All properties were still suitable for current activities and no impairment was required.

Land and buildings for the University and Group include £41.6 million of land which is not depreciated (2023 restated: £41.6m).

For the University and Group, the amount of finance costs capitalised in the year amounts to £nil (2023: £nil); there were no assets constructed during the year financed by loan capital and the accumulated amount of capitalised finance costs included in freehold land and buildings is £1.8 million.

**13. Fixed assets (continued)**

The net book value of assets held by the Group under finance leases at 31 July was:

	<b>2024</b>	2023
	<b>Buildings £'000</b>	Buildings £'000
Cost	<b>15,940</b>	15,940
Accumulated depreciation brought forward	<b>(6,766)</b>	(6,460)
Charge for the year	<b>(306)</b>	(306)
<b>Net book value</b>	<b>8,868</b>	9,174

Assets held under finance leases represent the sports facilities owned and operated by a group company. Finance lease obligations are included in note 21.

The University held no assets under finance leases. Details of the service concession arrangements are shown in note 14.

## 14. Service concession arrangements

The Group has two service concession arrangements.

### i. de Havilland campus

During 1999, the University entered into a Private Finance Initiative scheme with a contractor for the construction of residential accommodation for 1,600 students and for the facilities management of those premises for a period of 30 years. Construction was completed in 2003 and under the terms of the scheme the contractor raised the finance for the construction of the buildings. The assets and liabilities relating to this scheme are recognised on the University's statement of financial position. Service commenced on 1 August 2003 and the contract will finish on 31 July 2033. The charge to the University statement of comprehensive income for rent and service charges is £8.1 million (2023: £9.6m). These charges are recorded within other operating expenses and are subject to annual RPI inflation.

#### Movement in service concession arrangement assets

The asset value of the service concession included in the balance sheet as at 31 July 2024 is £5.3 million (2023: £5.4m). The reduction of £136,000 is as a result of depreciation.

#### Movement in service concession arrangement liabilities

The total liabilities relating to the service concession included in the balance sheet as at 31 July 2024 were £2.4 million (2023: £2.7m). The difference is principal repaid of £273,000 during the year.

#### Future commitments

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

	Liability repayments £'000	Finance charge £'000	Service charge £'000	2024 Total £'000	2023 Total £'000
<b>Group and University</b>					
Due within one year	273	135	3,830	<b>4,238</b>	4,253
Due between one and two years	273	120	3,830	<b>4,223</b>	4,238
Due between two and five years	1,089	330	15,320	<b>16,739</b>	16,799
Due in five years or more	816	90	11,490	<b>12,396</b>	16,559
	<b>2,451</b>	<b>675</b>	<b>34,470</b>	<b>37,596</b>	41,849

### ii. College Lane campus

In May 2013, the University disposed of its remaining residential accommodation on the College Lane campus to ULiving@Hertfordshire plc, a third-party property developer and operator under a contract to demolish the existing accommodation and construct 3,000 student bedrooms. The construction was completed in September 2016. ULiving@Hertfordshire plc will continue to operate the residential accommodation until 2063, at which point the facilities will revert back to University ownership. Unlike the service concession arrangement above, the University does not incur a minimum guaranteed payment, and demand risk has transferred to a third party outside of the Group. Therefore, the University has no asset or liability to recognise on the statement of financial position. This arrangement has been accounted for as an operating lease as shown in note 28.

15. Non-current investments

	Investment properties £'000	Other non-current investments £'000	Total £'000
<b>Group</b>			
At 1 August 2023 as previously stated	21,726	13,588	35,314
Prior year adjustment (see note 36)	11,630	-	11,630
At 1 August 2023 restated	33,356	13,588	46,944
Additions	-	2,305	2,305
Disposals	-	(589)	(589)
Gain/(loss) on revaluation	(4,080)	652	(3,428)
<b>At 31 July 2024</b>	<b>29,276</b>	<b>15,956</b>	<b>45,232</b>

	Subsidiary companies £'000	Investment properties £'000	Other non-current investments £'000	Total £'000
<b>University</b>				
At 1 August 2023 as previously stated	51,268	16,785	10,880	78,933
Prior year adjustment (see note 36)	-	11,630	-	11,630
At 1 August 2023 restated	51,268	28,415	10,880	90,563
Additions	-	-	1,745	1,745
Gain/(loss) on revaluation	-	(4,080)	68	(4,012)
Impairment of investment in subsidiaries	(2,452)	-	-	(2,452)
<b>At 31 July 2024</b>	<b>48,816</b>	<b>24,335</b>	<b>12,693</b>	<b>85,844</b>

Other non-current investments consist of:

	2024	2024	2023	2023
	Group £'000	University £'000	Group £'000	University £'000
Uliving@Hertfordshire plc	11,752	11,752	10,007	10,007
COIF Charities Investment Fund	3,318	904	3,081	836
Other investments	886	37	500	37
<b>At 31 July</b>	<b>15,956</b>	<b>12,693</b>	13,588	10,880



## 15. Non-current investments (continued)

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	Restated	Restated
<b>Gain/(loss) on investments</b>			£'000	£'000
Gain/(loss) on revaluation of investment properties	<b>(4,080)</b>	<b>(4,080)</b>	1,178	1,178
Gain/(loss) on revaluation of other non-current investments	<b>237</b>	<b>(2,435)</b>	(49)	(12)
Gain/(loss) on revaluation of current investments	<b>1,260</b>	<b>1,310</b>	7	7
	<b>(2,583)</b>	<b>(5,205)</b>	1,136	1,173

The University's subsidiary companies are listed in note 16. They are stated at cost less any provision for impairment. During the year, there was an impairment of £2,452,000 to the carrying value of the investment in UH Holdings Limited due to changes in the asset values of Polyfield Property Limited.

On transition to FRS 102 on 1 August 2014, a number of the premises owned by the University and Group were reclassified as investment properties and these are held on the statement of financial position at fair value. During 2023-2024 it was established that a piece of land previously classified as a tangible fixed asset had been re-purposed to be held for investment. This event occurred during a previous financial year and the reclassification has been shown as a prior year adjustment (see note 36).

The value of the University's investment properties was last assessed by independent valuers with a recognised and relevant professional qualification as at 31 July 2024, and their value was adjusted accordingly. Lambert Smith Hampton assessed the value of an office building in Hatfield, and Savills assessed the value of the piece of land referred to above.

The University and Group's other investment properties were assessed as at 31 July 2024 by the University's Director of Estates (who is RICS qualified) and it was concluded that there was no adjustment to value.

The University holds £8,059,996 of Class B Loan Notes in Uliving@Hertfordshire plc, the company which developed and operates the student residential accommodation on the College Lane campus. Interest accrues at RPI plus 6% until the target internal rate of return is reached and at RPI plus 9% thereafter. At the statement of financial position date, the carrying amount of the investment includes accrued capitalised interest of £5,547,000 (2023: £3,820,000). The loan notes are redeemable in accordance with a payment schedule commencing 31 January 2017 until 2063. During the year loan notes with a value of £nil (2023: £nil) were redeemed.

## 16. Subsidiary undertakings

The University's subsidiaries (all of which are registered in England and Wales) are wholly owned or effectively controlled by the University and are as follows:

Company	Nature of business	% shareholding
UH Holdings Limited	Holding company	100%

The value of the investment in subsidiary undertakings, as shown in note 15, of £48,816,000 (2023: £51,268,000), relates solely to the University's shareholding in UH Holdings Limited.

The subsidiary companies of UH Holdings Limited are all registered in England and Wales except UH Global Education (Asia-Pacific) Sdn Bhd (registered in Malaysia). These companies are wholly owned or effectively controlled by UH Holdings Limited and are as follows:

Company	Nature of business	% shareholding
UH Ventures Limited	Training, consultancy and conference services	100%
Universitybus Limited	Transport services	100%
Polyfield Property Limited	Provision of property services and sports facilities	100%
Exemplas Limited	Provision of services to business	100%
UH Global Education (Asia-Pacific) Sdn Bhd	Dormant	100%

All of the above subsidiaries are consolidated in the Group accounts.

The wholly owned subsidiary company of Exemplas Limited, Exemplas Trade Services Limited, was dissolved on 12 September 2023.

Exemplas Limited held a 33.33% shareholding in Newable Exemplas Trade Services Limited, the company was dissolved on 21 May 2024.

## 17. Investment in joint ventures

The University, through its subsidiary companies, holds the following investments in joint ventures.

UH Holdings Limited held shares in University Campus St Albans Limited. This was a joint venture between the University of Hertfordshire and Oaklands College Further Education Corporation to deliver flexible degree level education. The company ceased to trade on 31 July 2022 and its activities were transferred to the University of Hertfordshire. A final dividend of £150,000 was received in the year and the company was dissolved on 2 January 2024.

Universitybus Limited owns 49,999 'A' ordinary shares in Uno Buses (Northampton) Limited, a joint venture that operated bus services in the Northampton area until March 2024. The remaining 50,001 'B' ordinary shares are held by the University of Northampton. The company is expected to cease trading in 2024-2025.

Exemplas Limited had a 50% shareholding in Enterprise Growth Solutions Limited. The remaining 50% of shares held by REED in Partnership Limited. The company ceased to trade on 30 June 2022 and was dissolved on 12 September 2023.

The above investments are treated as joint ventures and are accounted for using the equity method with the group share of the gross assets and liabilities of each entity being recorded in the consolidated statement of financial position and the group share of its net income reported in the consolidated statement of comprehensive income.

	<b>University Campus St Albans Limited 2024 £'000</b>	<b>Uno Buses (Northampton) Limited 2024 £'000</b>	<b>Enterprise Growth Solutions Limited 2024 £'000</b>	<b>Total 2024 £'000</b>
<b>Group</b>				
<b>Statement of comprehensive income</b>				
Income	-	1,258	-	1,258
Surplus/(deficit) before tax	-	-	-	-
Tax charge	-	-	-	-
Distribution paid in the year	(150)	-	-	(150)
<b>Statement of financial position</b>				
Current assets	-	225	-	225
Creditors: amounts falling due within one year	-	(223)	-	(223)
<b>Share of net assets</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>
	2023 £'000	2023 £'000	2023 £'000	2023 £'000
<b>Group</b>				
<b>Statement of comprehensive income</b>				
Income	-	1,132	1	1,133
Surplus/(deficit) before tax	15	(3)	1	13
Tax charge	-	-	-	-
Distribution paid in the year	-	-	(475)	(475)
<b>Statement of financial position</b>				
Fixed assets	-	37	-	37
Current assets	150	195	-	345
Creditors: amounts falling due within one year	-	(196)	-	(196)
Creditors: amounts falling due after more than one year	-	(37)	-	(37)
Share of net assets	150	(1)	-	149

**18. Trade and other receivables**

	<b>2024</b>	<b>2024</b>	2023	2023
	<b>Group</b>	<b>University</b>	Group	University
	<b>£'000</b>	<b>£'000</b>	£'000	£'000
Research grants receivable	<b>3,934</b>	<b>3,904</b>	5,507	5,479
Other trade receivables	<b>52,114</b>	<b>50,867</b>	48,079	47,306
Other receivables	<b>564</b>	<b>38</b>	467	49
Prepayments and accrued income	<b>14,653</b>	<b>9,732</b>	11,794	7,803
Amounts due from subsidiaries	<b>-</b>	<b>410</b>	-	1,437
Amounts due from related undertakings	<b>101</b>	<b>-</b>	98	-
	<b>71,366</b>	<b>64,951</b>	65,945	62,074

A deferred tax asset of £765,000 (2023: £668,000) in relation to tax losses has not been recognised due to uncertainty as to the extent and timing of relief. Management will continue to assess this situation on an annual basis and update their estimate as appropriate.

**19. Current investments**

	<b>2024</b>	2023
	<b>£'000</b>	£'000
<b>Group and University</b>		
Short-term deposits	<b>31,643</b>	66,035
	<b>31,643</b>	66,035

**20. Creditors: amounts falling due within one year**

		<b>2024</b>	<b>2024</b>	2023	2023
	Notes	<b>Group</b>	<b>University</b>	Group	University
		<b>£'000</b>	<b>£'000</b>	£'000	£'000
Unsecured loans		<b>2,281</b>	<b>2,281</b>	2,233	2,233
Obligation under finance leases		<b>673</b>	-	639	-
Service concession arrangements	14	<b>273</b>	<b>273</b>	273	273
Trade payables		<b>13,055</b>	<b>12,064</b>	9,066	8,352
Other payables		<b>6,499</b>	<b>5,691</b>	4,247	4,089
Social security and other taxation payable		<b>5,374</b>	<b>4,742</b>	4,944	4,495
Amounts due to subsidiaries		-	<b>725</b>	-	1,138
Amounts due to related undertakings		<b>130</b>	-	109	-
Accruals and deferred income		<b>150,769</b>	<b>145,687</b>	155,111	151,901
Derivatives		<b>48</b>	-	51	-
		<b>179,102</b>	<b>171,463</b>	176,673	172,481

**Deferred income**

Included within accruals and deferred income are the following items of income which have been deferred until specific performance-related conditions have been met:

		<b>2024</b>	<b>2024</b>	2023	2023
		<b>Group</b>	<b>University</b>	Group	University
		<b>£'000</b>	<b>£'000</b>	£'000	£'000
Research grants received on account		<b>532</b>	<b>532</b>	874	874
Other grant income		<b>137</b>	<b>137</b>	194	194
		<b>669</b>	<b>669</b>	1,068	1,068



**21. Creditors: amounts falling due after more than one year**

	Notes	2024	2024	2023	2023
		Group £'000	University £'000	Group £'000	University £'000
Deferred income		29,371	29,371	29,180	29,179
Service concession arrangements	14	2,178	2,178	2,451	2,451
Obligation under finance leases		6,821	-	7,493	-
Unsecured loans		40,818	40,818	43,099	43,099
		<b>79,188</b>	<b>72,367</b>	82,223	74,729

**Deferred income**

Deferred income represents government grants received in respect of the acquisition or construction of fixed assets that are being recognised in income over the expected useful life of the relevant asset.

Analysis of unsecured loans	2024	2024	2023	2023
	Group £'000	University £'000	Group £'000	University £'000
<b>Due within one year or on demand</b>	<b>2,281</b>	<b>2,281</b>	2,233	2,233
Due between one and two years	2,336	2,336	2,281	2,281
Due between two and five years	7,361	7,361	7,176	7,176
Due in five years or more	31,121	31,121	33,642	33,642
<b>Due after more than one year</b>	<b>40,818</b>	<b>40,818</b>	43,099	43,099
<b>Total unsecured loans repayable by 2043</b>	<b>43,099</b>	<b>43,099</b>	45,332	45,332

**Unsecured loans**

All loans are unsecured bank loans borrowed by the University.

Interest rate %	Term	Amount £'000
5.42	2032	2,931
Base + 0.16	2030	1,410
5.38	2042	6,025
5.15	2042	1,684
4.5	2042	14,581
SONIA + 0.60 + CAS (0.12)	2043	12,832
Base + 0.16	2037	3,636
<b>Total unsecured loans</b>		<b>43,099</b>

Following the cessation of LIBOR, the interest rate on the 2043 term loan changed from LIBOR (plus a margin rate of 0.6%) to SONIA (plus a margin rate of 0.6%) compounded in arrears with a five business day lag plus the applicable credit adjustment spread of 0.1193% with effect from 1 January 2022.

Analysis of obligations under finance leases	2024	2023
	Group £'000	Group £'000
<b>Due within one year or on demand</b>	<b>673</b>	639
Due between one and two years	708	673
Due between two and five years	2,355	2,237
Due in five years or more	3,758	4,583
<b>Due after more than one year</b>	<b>6,821</b>	7,493
<b>Total obligations under finance lease</b>	<b>7,494</b>	8,132

The above represents the finance lease in respect of the Hertfordshire Sports Village. The University has no finance leases.

## 22. Financial instruments

		<b>2024</b>	<b>2024</b>	2023	2023
	Notes	<b>Group</b>	<b>University</b>	Group	University
		<b>£'000</b>	<b>£'000</b>	£'000	£'000
<b>Financial assets</b>					
<b>Measured at fair value through statement of comprehensive income</b>					
Investments in common investments funds	15	<b>3,318</b>	<b>904</b>	3,081	836
Other current investments	19	<b>19,643</b>	<b>19,643</b>	18,035	18,035
Derivative financial instruments	20	<b>(48)</b>	-	(51)	-
<b>Measured at cost less impairment</b>					
Other non-current investments	15	<b>12,638</b>	<b>60,605</b>	10,507	61,312
<b>Measured at amortised cost</b>					
Cash and cash equivalents		<b>107,743</b>	<b>98,811</b>	102,462	92,282
Other current investments	19	<b>12,000</b>	<b>12,000</b>	48,000	48,000
Trade and other receivables	18	<b>56,713</b>	<b>55,219</b>	54,151	54,271
<b>Measured at amortised cost</b>					
Loans payable	21	<b>43,099</b>	<b>43,099</b>	45,332	45,332
Obligation under finance leases	20/21	<b>7,494</b>	-	8,132	-
Obligation under service concession arrangements	14	<b>2,451</b>	<b>2,451</b>	2,724	2,724
Trade creditors	20	<b>13,055</b>	<b>12,064</b>	9,066	8,352
Other creditors	20	<b>6,499</b>	<b>5,691</b>	4,247	4,089

### Derivative financial instruments

A subsidiary company, Universitybus Limited, has entered into commodity swaps for the period to February 2026. The swaps give rise to monthly cash flow exchanges with counterparties to offset the underlying settlement of floating fuel price costs. Gains or losses on fuel derivatives are recycled from reserves to the consolidated statement of comprehensive income on qualifying hedges to achieve fixed-rate fuel costs within operating results. The commodity swaps are designated and effective as hedging instruments. They are measured at fair value and are included in the financial statements as noted above and in note 25. The gains transferred from reserves into the consolidated statement of comprehensive income during the year are included within other operating expenses.

### 23. Provisions for liabilities

	Obligation to fund deficit on USS pension £'000	Defined benefit obligation £'000	Total pension provisions £'000	Other provisions £'000	Total £'000
<b>Group and University</b>					
At 1 August 2023	1,807	-	<b>1,807</b>	403	<b>2,210</b>
Utilised in year	(52)	(9,667)	<b>(9,719)</b>	(79)	<b>(9,798)</b>
(Decrease)/increase in provision	(1,755)	13,596	<b>11,841</b>	79	<b>11,920</b>
<b>At 31 July 2024</b>	-	<b>3,929</b>	<b>3,929</b>	<b>403</b>	<b>4,332</b>

#### Universities Superannuation Scheme deficit (USS)

The obligation to fund the past deficit on the USS arose from the contractual obligation with the pension scheme to fund deficit payments in accordance with the deficit recovery plan. A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. As set out in Note 31, no deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the consolidated statement of comprehensive income.

#### Defined benefit obligation

This obligation is in respect of the Local Government Pension Scheme.

Further details regarding both pension schemes and the assumptions underlying the above provisions can be found in note 31.

#### Other provisions

The balance carried forward at 31 July 2024 represents the VAT capital goods scheme provision and reflects the current estimate of the VAT liability payable over the next 10 years on costs incurred in the construction and refurbishment of various properties within the Group's estate.

## 24. Endowment reserve

	Notes	Restricted permanent £'000	Unrestricted permanent £'000	2024 Total £'000	2023 Total £'000
<b>Group</b>					
<b>Balance at 1 August</b>					
Capital		2,322	626	<b>2,948</b>	2,991
Accumulated income		320	223	<b>543</b>	468
		<b>2,642</b>	<b>849</b>	<b>3,491</b>	3,459
Investment income	6	83	37	<b>120</b>	97
Expenditure		(71)	-	<b>(71)</b>	(30)
Increase/(decrease) in market value of investments		169	17	<b>186</b>	(35)
<b>Total endowment comprehensive income for the year</b>		181	54	<b>235</b>	32
<b>Balance at 31 July</b>		<b>2,823</b>	<b>903</b>	<b>3,726</b>	3,491
<b>Represented by:</b>					
Capital		2,491	643	<b>3,134</b>	2,948
Accumulated income		332	260	<b>592</b>	543
<b>Total</b>		<b>2,823</b>	<b>903</b>	<b>3,726</b>	3,491
<b>Analysis by type or purpose:</b>					
Scholarships and bursaries		2,823	-	<b>2,823</b>	2,642
General		-	903	<b>903</b>	849
		<b>2,823</b>	<b>903</b>	<b>3,726</b>	3,491
<b>Analysis by asset:</b>					
Current and non-current investments		2,415	188	<b>2,603</b>	2,416
Cash and cash equivalents		408	715	<b>1,123</b>	1,075
		<b>2,823</b>	<b>903</b>	<b>3,726</b>	3,491

24. Endowment reserve (continued)

Unrestricted permanent	Notes	<b>2024 Total £'000</b>	2023 Total £'000
<b>University</b>			
<b>Balance at 1 August</b>			
Capital		<b>626</b>	624
Accumulated income		<b>223</b>	200
		<b>849</b>	824
Investment income	6	<b>37</b>	23
Increase in market value of investments		<b>17</b>	2
<b>Total endowment comprehensive income for the year</b>		<b>54</b>	25
<b>Balance at 31 July</b>		<b>903</b>	849
<b>Represented by:</b>			
Capital		<b>643</b>	626
Accumulated income		<b>260</b>	223
<b>Total</b>		<b>903</b>	849
<b>Analysis by type or purpose:</b>			
General		<b>903</b>	849
		<b>903</b>	849
<b>Analysis by asset:</b>			
Current and non-current investments		<b>188</b>	170
Cash and cash equivalents		<b>715</b>	679
		<b>903</b>	849



## 25. Restricted reserves

Group	Cash flow hedge reserve £'000	Donations £'000	2024 Total £'000	2023 Total £'000
<b>Balance at 1 August</b>	(51)	301	<b>250</b>	732
Donations	-	679	<b>679</b>	537
Other income	-	2	<b>2</b>	26
Expenditure	-	(643)	<b>(643)</b>	(572)
Change in fair value of hedging financial instruments	3	-	<b>3</b>	(473)
<b>Total restricted comprehensive income/(expenditure) for the year</b>	<b>3</b>	<b>38</b>	<b>41</b>	(482)
<b>Balance at 31 July</b>	<b>(48)</b>	<b>339</b>	<b>291</b>	250

### Analysis of donations by type or purpose:

Research support	110	<b>110</b>	78
Scholarships and bursaries	155	<b>155</b>	149
Other	74	<b>74</b>	74
	<b>339</b>	<b>339</b>	301

University	Donations £'000	2024 Total £'000	2023 Total £'000
<b>Balance at 1 August</b>	444	<b>444</b>	310
Donations	246	<b>246</b>	203
Investment income	3	<b>3</b>	26
Expenditure	(137)	<b>(137)</b>	(95)
<b>Total restricted comprehensive income for the year</b>	<b>112</b>	<b>112</b>	134
<b>Balance at 31 July</b>	<b>556</b>	<b>556</b>	444

### Analysis of donations by type or purpose:

Research support	110	<b>110</b>	77
Scholarships and bursaries	155	<b>155</b>	149
Other	291	<b>291</b>	218
	<b>556</b>	<b>556</b>	444

## 26. Reconciliation of net cash

	Notes	2024 £'000	2023 £'000
<b>Group</b>			
<b>Net cash at 1 August</b>		<b>46,223</b>	40,476
Movement in cash and cash equivalents		<b>5,281</b>	2,744
Non-cash changes		<b>3,150</b>	2,530
Changes in market value and exchange rates	25	<b>(3)</b>	473
<b>Net cash at 31 July</b>		<b>54,651</b>	46,223
<b>Change in net cash</b>		<b>8,428</b>	5,747
<b>Analysis of net cash:</b>			
<b>Cash and cash equivalents</b>		<b>107,743</b>	102,462
<b>Borrowings: amounts falling due within one year</b>			
Unsecured loans	21	<b>(2,281)</b>	(2,233)
Obligation under finance leases	20	<b>(673)</b>	(639)
Service concession arrangements	14	<b>(273)</b>	(273)
Derivatives	20	<b>(48)</b>	(51)
		<b>(3,275)</b>	(3,196)
<b>Borrowings: amounts falling due after more than one year</b>			
Unsecured loans	21	<b>(40,818)</b>	(43,099)
Obligation under finance leases	21	<b>(6,821)</b>	(7,493)
Service concession arrangements	14	<b>(2,178)</b>	(2,451)
		<b>(49,817)</b>	(53,043)
<b>Net cash at 31 July</b>		<b>54,651</b>	46,223

## 27. Capital commitments

Provision has not been made for the following capital commitments:

	2024	2024	2023	2023
	Group £'000	University £'000	Group £'000	University £'000
Contracted at 31 July	15,661	15,116	32,091	30,589
Authorised but not contracted at 31 July	16,473	16,473	18,009	17,900
	<b>32,134</b>	<b>31,589</b>	50,100	48,489

## 28. Lease obligations

	2024	2024	2024	2023
	Land and buildings £'000	Plant and machinery £'000	Total £'000	Total £'000
<b>Group</b>				
<b>Payable during the year</b>	<b>24,305</b>	<b>614</b>	<b>24,919</b>	20,555
<b>Future minimum lease payments due:</b>				
Within one year	26,375	540	26,915	21,497
Between one and five years	7,672	735	8,407	610
More than five years	15,344	-	15,344	-
<b>Total future lease payments due</b>	<b>49,391</b>	<b>1,275</b>	<b>50,666</b>	22,107

	2024	2024	2024	2023
	Land and buildings £'000	Plant and machinery £'000	Total £'000	Total £'000
<b>University</b>				
<b>Payable during the year</b>	<b>24,305</b>	<b>101</b>	<b>24,406</b>	22,141
<b>Future minimum lease payments due:</b>				
Within one year	26,375	108	26,483	23,033
Between one and five years	7,672	403	8,075	7,716
More than five years	15,344	-	15,344	17,262
<b>Total future lease payments due</b>	<b>49,391</b>	<b>511</b>	<b>49,902</b>	48,011

29. Related parties

Name of related party and relationship	Nature of transaction	2024	2024	2023	2023
		Income £'000	Expenditure £'000	Income £'000	Expenditure £'000
<b>Uno Buses (Northampton) Limited</b>					
Joint venture	Management fee, staff recharges, vehicle usage	637	1,476	374	702
<b>Enterprise Growth Solutions Limited</b>					
Joint venture	Management fee and staff recharges. Company dissolved 12 September 2023	-	-	45	-
<b>University Campus St Albans Limited</b>					
Joint venture	Grant and student loans funding; management fee and academic delivery related charges. Company dissolved 2 January 2024	-	-	35	46
<b>Living@Hertfordshire plc</b>					
Mrs S Harrison-Barker, Secretary and Registrar of the University, is a director	Student residences rent and facilities	202	24,192	199	21,928
<b>Oaklands College Further Education Corporation</b>					
Professor M Watson, Deputy-Vice Chancellor of the University, is a governor	Transport services; grant funding to associate college	207	1,284	202	1,100
<b>Southern Universities Management Services</b>					
Mrs S Harrison-Barker, Secretary and Registrar of the University is a director	Subscription	-	65	-	80
<b>Advance HE</b>					
Professor Q A Mckellar, Vice-Chancellor of the University was a director until 31 July 2024	Subscription, training and consultancy	-	136	-	97
<b>University of Hertfordshire Students' Union</b>					
Mr R Mahedevu, Governor of the University is President and Professor M Watson, Deputy Vice-Chancellor of the University, is a Trustee	Student's Union subvention grant, rent and other service charges	625	1,963	618	1,945
<b>Universities UK</b>					
Professor Q A Mckellar, Vice-Chancellor of the University, was a director until 31 July 2024	Subscription	-	50	-	46
<b>University Alliance</b>					
Professor Q A Mckellar, Vice-Chancellor of the University, is a director	Management fee for services; funding for Early Stage Researchers; subscription	55	74	34	48

## 29. Related parties (continued)

Name of related party and relationship	Nature of transaction	2024	2024	2023	2023
		Income £'000	Expenditure £'000	Income £'000	Expenditure £'000
<b>Hertfordshire Local Enterprise Partnership</b>					
Professor J A Newlan, Deputy Vice-Chancellor of the University was a director until 5 October 2023 and Professor M Watson, Deputy Vice-Chancellor of the University, is a director since 5 October 2023	Grant funding	1,591	-	1,521	-
<b>Chiltern Automotive Limited</b>					
Mr J S Thorpe, director of subsidiary company Universitybus Limited, is related to a director of this company	Purchase of goods and services	-	-	-	2

Name of related party	2024	2024	2023	2023
	Debtor £'000	Creditor £'000	Debtor £'000	Creditor £'000
Uno Buses (Northampton) Limited	12	56	32	-
Uliving@Hertfordshire plc	-	1,741	-	1,672
Oaklands College Further Education Corporation	18	-	17	-
Southern Universities Management Services	-	3	-	-
Advance HE	-	1	-	-
University of Hertfordshire Students' Union	-	14	-	3
Universities UK	-	45	-	43
University Alliance	-	12	-	-

The University has applied the exemption in FRS 102 and has not disclosed transactions with wholly owned subsidiary companies.



### 30. Connected charitable institutions

The University of Hertfordshire Charitable Trust is a connected charitable institution of the University of Hertfordshire and, under paragraph 28 of Schedule 3 to the Charities Act 2011, is exempt from registration with the Charity Commission. The University of Hertfordshire Charitable Trust holds the permanent endowment funds.

The charity was established to raise funds and make awards of grants, scholarships, bursaries and prizes which advance and further education, learning and research at the University of Hertfordshire and which assist in the provision of buildings and facilities at the University.

The University of Hertfordshire undertakes fundraising activities in order to solicit support from individuals, trusts and foundations, and companies for the University's work. University employees undertake meetings with individuals, including alumni of the institution, and companies to ascertain their interest in supporting the University philanthropically. In addition, bespoke written applications are submitted to charitable trusts and foundations for the support of research and other projects undertaken by the University. This activity is undertaken by professional staff members in the University's Development team. Having registered with the Fundraising Regulator, the University ensures that its employees are undertaking fundraising to the standard outlined by the Regulator.

The governance and stewardship of the permanent endowment funds held by the charity together with the income funds held in the University, is overseen by the Vice-Chancellor's Development Committee who report annually to the Board of Governors. The committee met regularly through the year to consider strategic issues and areas of activity, including grant making, investment, reserves and risk management policies and performance. It ensured that good practice is being maintained and that no individual is ever placed under any pressure to support the University, nor has their privacy intruded upon inappropriately. No complaints have been received by the University or any person acting on its behalf in respect of fundraising activity.

The activity of the University of Hertfordshire Charitable Trust, as summarised below, is consolidated into the Group accounts.

	At 1 August 2023 £'000	Income £'000	Expenditure £'000	Change in market value £'000	At 31 July 2024 £'000
<b>University of Hertfordshire Charitable Trust</b>	2,642	<b>83</b>	<b>(71)</b>	<b>169</b>	<b>2,823</b>
	2,642	<b>83</b>	<b>(71)</b>	<b>169</b>	<b>2,823</b>

### 31. Pension schemes

The two principal pension schemes for the University's staff are the Teachers' Pension Scheme (TPS) for most academic and related staff and the Local Government Pension Scheme (LGPS) for non-academic staff. The University also participates in Universities Superannuation Scheme (USS) for a small number of designated employees.

The subsidiary companies, Universitybus Limited, Polyfield Property Limited and UH Ventures Limited participate in NEST, for those employees who are not members of the LGPS. NEST is a qualifying pension scheme established by law to support the introduction of automatic enrolment. It is a national multi-employer defined contribution scheme. Universitybus Limited also provides a group Life Assurance Scheme for employees who are not members of the LGPS. Exemplas Limited operates a group administered defined contribution personal pension plan.

#### Summary of pension scheme costs

	Notes	Employer contributions 2024 £'000	Provision movement 2024 £'000	Total 2024 £'000	Employer contributions 2023 £'000	Provision movement 2023 £'000	Total 2023 £'000
<b>Group</b>							
TPS		17,417	-	17,417	14,925	-	14,925
LGPS		9,667	(733)	8,934	8,854	3,813	12,667
USS		342	(1,848)	(1,506)	414	(800)	(386)
Other		954	-	954	585	-	585
	8	28,380	(2,581)	25,799	24,778	3,013	27,791
<b>University</b>							
TPS		17,417	-	17,417	14,925	-	14,925
LGPS		9,273	(733)	8,540	8,306	3,813	12,119
USS		342	(1,848)	(1,506)	414	(800)	(386)
	8	27,032	(2,581)	24,451	23,645	3,013	26,658

The employer contributions remaining unpaid as at 31 July are:

	2024 Group £'000	2024 University £'000	2023 Group £'000	2023 University £'000
TPS	1,680	1,680	1,293	1,293
LGPS	755	755	681	681
USS	22	22	34	34
Other	66	-	52	-
	2,523	2,457	2,060	2,008

### 31. Pension schemes (continued)

#### Teachers' Pension Scheme (TPS)

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.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme and as such the contributions payable to the scheme are accounted for as if it were a defined contribution scheme.

#### Valuation

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 four years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and to specify 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE (superannuation contributions adjusted for past experience) rate, set by HM Treasury, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is 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 was 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 supporting documentation can be found on the [Teachers' Pension Scheme website](#).

#### Universities Superannuation Scheme (USS)

The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund.

Entry into USS for employees at the University of Hertfordshire is provided on a limited basis. As a default, employees are contractually enrolled in to either TPS or LGPS. Entry is available by way of election if an employee has actively paid contributions to the USS with their previous employer within 30 days of starting their employment at the University.

The latest available complete actuarial valuation of the Retirement Income Builder is as at 31 March 2023 (the valuation date), which was carried out using the projected unit method. Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

A new deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. As set out in Note 23, no deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the consolidated statement of comprehensive income. The impact of the 2023 valuation has resulted in a net credit to the consolidated statement of comprehensive income of £1,848,000 (2023: credit of £800,000) as detailed in the summary of pension scheme costs above.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the [Statement of Funding Principles](#) on the USS website.

### 31. Pension schemes (continued)

CPI assumption	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves, less 1.0% p.a. to 2030, reducing linearly by 0.1% p.a. from 2030
Pension increases (subject to a floor of 0%)	Benefits with no cap: <ul style="list-style-type: none"> <li>■ CPI assumption plus 3bps</li> </ul> Benefits subject to a “soft cap” of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%): <ul style="list-style-type: none"> <li>■ CPI assumption minus 3bps</li> </ul>
Discount rate (forward rates)	Fixed interest gilt yield curve plus: <ul style="list-style-type: none"> <li>■ Pre-retirement: 2.5% p.a.</li> <li>■ Post-retirement: 0.9% p.a.</li> </ul>

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

Mortality base table	101% of S2PMA “light” for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2021 with a smoothing parameter of 7.5, an initial addition of 0.4% p.a., 10% w2020 and w2021 parameters, and a long-term improvement rate of 1.8% p.a. for males and 1.6% p.a. for females

The current life expectancies on retirement at age 65 are:

	<b>2024</b>	2023
Males currently aged 65 (years)	<b>23.7</b>	24.0
Females currently aged 65 (years)	<b>25.6</b>	25.6
Males currently aged 45 (years)	<b>25.4</b>	26.0
Females currently aged 45 (years)	<b>27.2</b>	27.4

### 31. Pension schemes (continued)

#### Local Government Pension Scheme (LGPS)

The LGPS is regulated by statute, with separate regulations for (a) England and Wales and (b) Scotland. The benefits of the LGPS are determined nationally by regulation and meet the definition of a defined benefit scheme. It is a funded scheme, with some 101 separate funds administered locally by administering authorities. Each fund has many employing authorities. Hertfordshire County Council is the administering authority with the District Councils in their county, and other bodies, for example the University, being employing authorities within that scheme. The subsidiary companies, where applicable, contribute to the scheme through the University and these contributions are included in the University only figures below.

The LGPS is not therefore a national multi-employer scheme, but each separate LGPS fund is a multi-employer scheme.

In calculating the scheme assets and liabilities, the fund's actuaries make assumptions about events and circumstances in the future. These assumptions represent the best estimate of expected outcomes, but it is possible that actual outcomes will differ from those included in the accounts. Any differences between expected and actual outcomes are reported through experience gains and losses.

The 31 March 2022 triennial funding valuation results included the impact of full GMP indexation and as such any increase to the defined benefit obligations as a result of GMP indexation is included in the pension scheme liability disclosed below.

Employer contributions are affected by a surplus or deficit in the scheme. All new entrants to the fund are now single-status employees and there is no longer any classification of officer and manual employees. The contribution rates for the year were:

University of Hertfordshire (to 31 March 2023)	19.20%
University of Hertfordshire (from 1 April 2023)	17.80%
Employees	5.50% - 12.50%

The estimated employer contribution payable for the year ending 31 July 2025 is £8,735,000

The following information is based upon a full actuarial valuation of the Fund at 31 March 2022, updated to 31 July 2024 by a qualified independent actuary.

	2024	2023	2022
<b>Financial assumptions</b>			
Inflation and rate of increase in pension	<b>2.75%</b>	3.00%	2.75%
Rate of increase in salaries	<b>3.05%</b>	3.30%	3.05%
Expected return on assets	<b>5.00%</b>	5.05%	3.50%
Discount rate for liabilities	<b>5.00%</b>	5.05%	3.50%



### 31. Pension schemes (continued)

#### Local Government Pension Scheme (LGPS) (continued)

##### Mortality assumptions

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectancy on retirement at age 65 is:

	<b>2024</b>	2023
Males currently aged 65 (years)	<b>21.5</b>	21.6
Females currently aged 65 (years)	<b>24.4</b>	24.5
Males currently aged 45 (years)	<b>22.3</b>	22.4
Females currently aged 45 (years)	<b>25.8</b>	25.8

The assets in the scheme (of which the Group's share is 5.0%) and the expected rates of return were:

	<b>2024</b>	2023	2022
	<b>£'000</b>	£'000	£'000
Equities	<b>3,651,460</b>	2,927,720	2,876,120
Bonds	<b>1,257,060</b>	1,104,800	1,659,300
Property	<b>718,320</b>	773,360	608,410
Cash	<b>359,160</b>	718,120	387,170
<b>Total market value of assets</b>	<b>5,986,000</b>	5,524,000	5,531,000
	<b>2024</b>	2023	2022
Weighted average expected long-term rates of return	<b>5.1%</b>	3.5%	1.8%

Under FRS 102 the expected rates of return are equal to the discount rate.

The pension scheme liability detailed below also takes account of the University's unfunded pension liability, which relates to pension enhancements payable to staff who have taken early retirement.

### 31. Pension schemes (continued)

#### Local Government Pension Scheme (LGPS) (continued)

	2024 £'000	2023 £'000
<b>Group and University</b>		
<b>Analysis of the amount shown in the statement of financial position</b>		
Present value of funded liabilities	<b>(306,493)</b>	(293,320)
Present value of unfunded liabilities	<b>(3,929)</b>	(4,280)
Fair value of scheme assets (bid value)	<b>359,145</b>	331,419
<b>Asset in the scheme</b>	<b>48,723</b>	33,819
Effect of the asset ceiling*	<b>(52,652)</b>	(33,819)
<b>Asset/(deficit) in the scheme - net pension liability recorded within pension provisions (note 23)**</b>	<b>(3,929)</b>	-

\* The University has no unconditional right to a refund from the LGPS scheme.

\*\* The liability as at 31 July 2024 represents the net present value of the unfunded pension obligation.

#### The amounts recognised in the surplus for the year

Current service cost	<b>8,931</b>	12,618
Past service cost (including curtailments)	<b>3</b>	49
<b>Total operating charge</b>	<b>8,934</b>	12,667
Interest on obligation	<b>15,063</b>	11,783
Expected return on scheme assets	<b>(16,789)</b>	(11,645)
<b>Net (credit)/charge on pension scheme</b>	<b>(1,726)</b>	138
Interest on the effect of the asset ceiling	<b>1,708</b>	-
<b>Adjusted net (credit)/charge on pension scheme</b>	<b>(18)</b>	138
<b>Total charged to the surplus for the year</b>	<b>8,916</b>	12,805

#### Analysis of other comprehensive income

Actual return less expected return on pension scheme assets	<b>8,831</b>	(24,690)
Experience gains and losses arising on the scheme liabilities	<b>(9,510)</b>	(33,956)
Change in assumptions underlying present value of the scheme	<b>13,124</b>	98,458
<b>Actuarial loss</b>	<b>12,445</b>	39,812
Effect of the asset ceiling	<b>(17,125)</b>	(33,819)
<b>Total other comprehensive (expenditure)/income</b>	<b>(4,680)</b>	5,993

### 31. Pension schemes (continued)

#### Local Government Pension Scheme (LGPS) (continued)

	2024 £'000	2023 £'000
<b>Group and University</b>		
<b>Analysis of movement in the asset/(deficit) in the scheme</b>		
Asset/(deficit) in scheme at 1 August	33,819	(2,042)
Effect of the asset ceiling	(33,819)	-
Adjusted pension deficit at 1 August	-	(2,042)
Movement in period:		
Current service cost	(8,931)	(12,618)
Employer contributions	9,667	8,854
Past service costs	(3)	(49)
Net interest on assets	18	(138)
Actuarial loss	12,445	39,812
<b>Asset in scheme at 31 July</b>	<b>13,196</b>	<b>33,819</b>
Effect of the asset ceiling	(17,125)	(33,819)
<b>Asset/(deficit) in the scheme - net pension liability recorded within pension provisions (note 23)</b>	<b>(3,929)</b>	<b>-</b>

#### Analysis of the movement in the fair value of scheme liabilities

Defined benefit obligation at 1 August	297,600	333,884
Current service cost	8,931	12,618
Past service costs	3	49
Interest cost	15,063	11,783
Actuarial gain	(3,614)	(54,125)
Estimated unfunded benefits paid	(471)	(461)
Estimated funded benefits paid	(10,484)	(9,230)
Contributions by members	3,394	3,082
<b>Defined benefit obligation at 31 July</b>	<b>310,422</b>	<b>297,600</b>

#### Analysis of the movement in the fair value of scheme assets

Fair value of scheme assets at 1 August	331,419	331,842
Expected return on scheme assets	16,789	11,645
Actuarial gain/(loss)	8,831	(14,313)
Contributions by employer	9,196	8,393
Contributions in respect of unfunded benefits	471	461
Estimated unfunded benefits paid	(471)	(461)
Estimated funded benefits paid	(10,484)	(9,230)
Contributions by members	3,394	3,082
<b>Fair value of scheme assets at 31 July</b>	<b>359,145</b>	<b>331,419</b>

### 31. Pension schemes (continued)

#### Local Government Pension Scheme (LGPS) (continued)

	<b>2024</b>	2023
	<b>£'000</b>	£'000
<b>Group and University</b>		
<b>Actual return on scheme assets</b>		
Expected return on scheme assets	<b>16,789</b>	11,645
Asset loss/(gain)	<b>8,831</b>	(14,313)
<b>Actual return on scheme assets</b>	<b>25,620</b>	(2,668)
<b>Actuarial gain relating to changes in financial assumptions</b>	<b>12,502</b>	88,689
<b>Cumulative actuarial gain</b>	<b>44,728</b>	49,408

	<b>2024</b>	2023	2022	2021	2020
	<b>£'000</b>	£'000	£'000	£'000	£'000
<b>History of experience gains and losses</b>					
Difference between the expected and actual return on assets	<b>8,831</b>	(24,690)	(23,183)	40,083	3,867
% of scheme assets	<b>2.5%</b>	(7.4)%	(7.0)%	11.6%	1.3%
Experience (losses)/gains on scheme liabilities	<b>(9,510)</b>	(33,956)	(1,169)	4,781	(6,361)
% of scheme liabilities	<b>3.1%</b>	11.4%	0.4%	(1.1)%	1.6%

#### Sensitivity analysis

As set out in the accounting policies, a number of key assumptions have been made in estimating the retirement benefit obligation valuations. The sensitivity of the principal assumptions used to measure the LGPS defined benefit obligation are set out below:

<b>Changes in the LGPS defined benefit obligation assumptions</b>	Approximate % increase to defined benefit obligation as at 31 July 2024	Approximate monetary amount £'000
0.1% decrease in the real discount rate	2%	6,267
1 year increase in member life expectancy	4%	12,417
0.1% increase in the salary increase rate	0%	242
0.1% increase in the pension increase rate (CPI)	2%	6,151

### 32. Herts Sports and Physical Activity Partnership

The University of Hertfordshire hosts the Herts Sports and Physical Activity Partnership (HSP), which is one of the County Sports Partnerships in England that were created as part of the long-term plan for delivering sport across the nation. The results of HSP are included within the financial statements for the University and the consolidated results for the Group. The income and expenditure for the year is detailed separately below.

	Sport England £'000	Big Lottery £'000	Local Authority £'000	Other public sector £'000	2024 Total £'000
<b>Group and University</b>					
<b>Income</b>					
Revenue grant income	863	117	885	178	<b>2,043</b>
Other income	-	-	233	-	<b>233</b>
<b>Total income</b>	<b>863</b>	<b>117</b>	<b>1,118</b>	<b>178</b>	<b>2,276</b>
<b>Expenditure</b>					
Staff costs	578	-	669	-	<b>1,247</b>
External activity providers	217	63	318	89	<b>687</b>
Facility hire	2	-	8	60	<b>70</b>
Other expenditure	93	2	79	75	<b>249</b>
<b>Total expenditure</b>	<b>890</b>	<b>65</b>	<b>1,074</b>	<b>224</b>	<b>2,253</b>
<b>Net income/(expenditure)</b>	<b>(27)</b>	<b>52</b>	<b>44</b>	<b>(46)</b>	<b>23</b>
	Sport England £'000	Big Lottery £'000	Local Authority £'000	Other public sector £'000	2023 Total £'000
<b>Income</b>					
Revenue grant income	894	-	349	327	1,570
Other income	403	-	40	40	483
<b>Total income</b>	<b>1,297</b>	<b>-</b>	<b>389</b>	<b>367</b>	<b>2,053</b>
<b>Expenditure</b>					
Staff costs	906	-	89	22	1,017
External activity providers	468	-	277	119	864
Facility hire	49	-	1	14	64
Marketing	-	-	23	3	26
Other expenditure	59	-	64	41	164
<b>Total expenditure</b>	<b>1,482</b>	<b>-</b>	<b>454</b>	<b>199</b>	<b>2,135</b>
<b>Net income/(expenditure)</b>	<b>(185)</b>	<b>-</b>	<b>(65)</b>	<b>168</b>	<b>(82)</b>

Income includes £98,000 (2023: £64,000) grant receivable from the University. Expenditure includes £3,000 (2023: £82,000) payable to the University and £48,000 (2023: £37,000) to other group companies in respect of facility hire and other expenditure.



### 33. Turing Scheme

The Turing Scheme is a UK government grant that provides funding for international opportunities in education and training. It is accounted for as an agency arrangement and as such, the University does not recognise the income and expenditure in the statement of comprehensive income. The funding is held on the statement of financial position and disbursements to students are deducted from the balance.

A summary of the transactions in the year to 31 July is detailed below. The University was awarded a grant of £428,000 for the year to 31 August 2024 (2023: £410,000).

<b>Group and University</b>	<b>2024</b> <b>£'000</b>	2023 £'000
At 1 August	<b>(63)</b>	132
Received in the year	<b>459</b>	245
Unspent funding returned for 2021-2022	-	(82)
Disbursed to students	<b>(342)</b>	(349)
Organisation costs	<b>(6)</b>	(9)
<b>At 31 July</b>	<b>48</b>	(63)

### 34. Access and participation expenditure

<b>Group and University</b>	<b>2024</b> <b>£'000</b>	2023 £'000
Access investment	<b>4,475</b>	4,357
Financial support	<b>1,131</b>	1,306
Disability support	<b>899</b>	651
Research and evaluation	<b>185</b>	114
	<b>6,690</b>	6,428

The total of the approved expenditure in our Access and Participation Plan for the year ended 31 July 2024 was £4,764,000 (2023; £4,688,000), actual expenditure has exceeded the plan.

£3,911,000 (2023: £3,362,000) of the total actual expenditure is already included in the overall staff cost figure included in the financial statements (note 8).

Details of the approved plan can be found at <https://www.herts.ac.uk/about-us/supporting-our-students/widening-access-and-student-success/access-agreement>

### 35. Department for Education – Teacher Training Bursaries

The Department for Education (DfE) training bursaries are a financial incentive to attract and retain high quality graduates into the teaching profession.

The funding received as detailed in this note is available solely for disbursement to students; the University acts only as a paying agent. All of the funding and related disbursements are therefore excluded from the statement of comprehensive income and the balance of the funding is included in note 20, other payables due within one year.

<b>Group and University</b>	<b>2024</b> <b>£'000</b>	2023 £'000
At 1 August	<b>9</b>	(5)
Received in the year	<b>1,704</b>	1,126
Disbursed to students	<b>(1,654)</b>	(1,112)
<b>At 31 July</b>	<b>59</b>	9

### 36. Prior year adjustment

A prior year adjustment has been made to correct the classification and valuation of a non-current asset which has been reclassified from tangible fixed assets to investment property. The comparative figures have been restated as follows:

	Notes	Group £'000	University £'000
<b>Statement of comprehensive income</b>			
Gain/(loss) on investments as previously stated		(42)	(5)
Prior year adjustment		1,178	1,178
<b>Restated gain on investments</b>	15	<b>1,136</b>	<b>1,173</b>
Surplus for the year as previously stated		19,905	17,768
Prior year adjustment		1,178	1,178
<b>Restated surplus for the year</b>		<b>21,083</b>	<b>18,946</b>
Total comprehensive income as previously stated		25,425	23,761
Prior year adjustment		1,178	1,178
<b>Restated comprehensive income for the year</b>		<b>26,603</b>	<b>24,939</b>
<b>Statement of financial position</b>			
Fixed assets at 31 July 2023 as previously stated		361,276	332,367
Prior year adjustment		(13,917)	(13,917)
<b>Restated fixed assets at 31 July 2023</b>	13	<b>347,359</b>	<b>318,450</b>
Investments at 31 July 2023 as previously stated		35,314	78,933
Prior year adjustment		11,630	11,630
<b>Restated investments at 31 July 2023</b>	15	<b>46,944</b>	<b>90,563</b>
Total net assets at 31 July 2023 as previously stated		370,947	382,367
Prior year adjustment		(2,287)	(2,287)
<b>Restated total net assets at 31 July 2023</b>		<b>368,660</b>	<b>380,080</b>

### 37. US Department of Education financial responsibility – supplemental schedule

In satisfaction of its obligations to facilitate students' access to US federal financial aid, the University of Hertfordshire is required, by the US Department of Education, to present the following supplemental schedule in a prescribed format.

The amounts presented within the schedules have been:

- Prepared under the historical cost convention, subject to the revaluation of certain fixed assets
- Prepared using United Kingdom generally accepted accounting practice, in accordance with Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice: Accounting for Further and Higher Education (2019 edition)
- Presented in pounds sterling.

The schedules set out how each amount disclosed has been extracted from the consolidated financial statements. As set out above, the accounting policies used in determining the amounts disclosed are not intended to and do not comply with the requirements of accounting principles generally accepted in the United States of America.

#### Primary reserve ratio

Statement/ Note	Line item – related disclosures	Expendable net assets	2024		2023	
			£'000	£'000	£'000	£'000
SOFP	Consolidated and University statement of financial position – total unrestricted reserves	Net assets without donor restrictions		<b>377,268</b>		364,919
SOFP	Consolidated and University statement of financial position – total restricted reserves	Net assets with donor restrictions		<b>291</b>		250
SOFP	Consolidated and University statement of financial position – endowment reserve	Net assets with donor restrictions		<b>3,726</b>		3,491
Note 29	Related party transactions	Secured and unsecured related party receivable		<b>30</b>		49
Note 29	Related party transactions	Unsecured related party receivable		<b>30</b>		49
SOFP/ Note 13	Consolidated and University statement of financial position – non-current assets – tangible fixed assets	Property, plant and equipment net (includes construction in progress)	<b>386,688</b>		347,359	
See supplemental note PPE – A	Consolidated and University statement of financial position – non-current assets – tangible fixed assets	Property, plant and equipment – pre-implementation		<b>214,973</b>		223,966
See supplemental note PPE – B	Consolidated and University statement of financial position – non-current assets – tangible fixed assets	Property, plant and equipment – post-implementation without outstanding debt for original purchase		<b>66,581</b>		66,617
See supplemental note PPE – C	Consolidated and University statement of financial position – non-current assets – tangible fixed assets	Construction in progress		<b>105,134</b>		56,776
SOFP/ Note 12	Consolidated and University statement of financial position – non-current assets – intangible assets	Intangible assets		<b>337</b>		429

### 37. US Department of Education financial responsibility – supplemental schedule (continued)

#### Primary reserve ratio (continued)

Statement/ Note	Line item – related disclosures	Expendable net assets	2024		2023	
			£'000	£'000	£'000	£'000
SOFP/Notes 23 and 31	Consolidated and University statement of financial position – pension provisions	Post employment and pension liabilities		<b>3,929</b>		1,807
Note 21	Creditors: amounts falling due within and after more than one year	Long-term debt – for long term purposes	<b>43,099</b>		45,332	
Note 21	Creditors: amounts falling due within and after more than one year	Long-term debt – for long term purposes – pre-implementation		<b>43,099</b>		45,332
SOFP	Consolidated and University statement of financial position – endowment reserve	Net assets with donor restrictions – restricted in perpetuity		<b>3,726</b>		3,491

Statement/ Note	Line item – related disclosures	Total expenses and losses	2024		2023	
			£'000	£'000	£'000	£'000
Notes 10, 24 and 25	Consolidated and University statement of comprehensive income – total expenditure (not including pension provision and endowment expenditure for the year and restricted expenditure for the year)	Total expenses without donor restrictions – taken directly from the statement of activities		<b>401,118</b>		360,227
CSCI	Consolidated and University statement of comprehensive income – gain on disposal of fixed assets	Non-operating and net investment (gain)		<b>(82)</b>		-
CSCI	Consolidated and University statement of comprehensive income – (gain)/loss on investment	Net investment (gain)/loss		<b>2,583</b>		(1,136)
CSCI	Consolidated and University statement of comprehensive income – share of joint venture surplus or deficit	Non-operating and investment (gain)		-		(13)
CSCI	Consolidated and University statement of comprehensive income – change in fair value of hedging financial instruments	Non-operating and investment (gain)/loss		<b>(3)</b>		473
CSCI/Note 31	Consolidated and University statement of comprehensive income – actuarial (gain)/loss in respect of pension schemes	Pension-related changes other than net periodic costs		<b>4,680</b>		(5,993)

37. US Department of Education financial responsibility – supplemental schedule (continued)

Equity ratio

Statement/ Note	Line item – related disclosures	Modified net assets	2024		2023	
			£'000	£'000	£'000	£'000
SOFP	Consolidated and University statement of financial position – total unrestricted reserves	Net assets without donor restrictions		<b>377,268</b>		364,919
SOFP	Consolidated and University statement of financial position – total restricted reserves	Net assets with donor restrictions		<b>4,017</b>		3,741
SOFP	Consolidated and University statement of financial position – non-current assets	Intangible assets		<b>337</b>		429
Note 29	Related party transactions	Secured and unsecured related party receivable	<b>30</b>		49	
Note 29	Related party transactions	Unsecured related party receivables		<b>30</b>		49

Statement/ Note	Line item – related disclosures	Modified assets	2024		2023	
			£'000	£'000	£'000	£'000
SOFP	Consolidated and University statement of financial position – non-current assets and current assets	Total assets		<b>643,907</b>		629,766
SOFP	Consolidated and University statement of financial position – non-current assets	Intangible assets		<b>337</b>		429
Note 29	Related party transactions	Secured and unsecured related party receivable	<b>30</b>		49	
Note 29	Related party transactions	Unsecured related party receivable		<b>30</b>		49

Net income ratio

Statement/ Note	Line item – related disclosures		2024		2023	
			£'000	£'000	£'000	£'000
CSCI	Consolidated and University statement of comprehensive income – total unrestricted comprehensive income for the year	Change in net assets without donor restrictions		<b>12,349</b>		27,053
CSCI	Consolidated and University statement of comprehensive income – total income and gain on sale of tangible fixed assets less investment income	Total revenue and gains		<b>409,879</b>		376,883

Supplemental note – net property, plant and equipment


	Line item – related disclosures	2024	2023
		£'000	£'000
A	Pre-implementation property, plant and equipment	<b>214,973</b>	223,966
B	Construction in progress	<b>105,134</b>	56,776
C	Post-implementation property, plant and equipment – with no outstanding debt	<b>66,581</b>	66,617
		<b>386,688</b>	347,359







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