

South Staffordshire College

**Members' Report and Financial
Statements**

For the year ended 31 July 2021

Key Management Personnel, Board of Governors and Professional Advisers

Key Management Personnel

Key management personnel are defined as members of the College Leadership Team and were represented by the following in 2020/21:

C Boliver - Chief Executive and Principal Accounting Officer
K Hookham - Deputy Chief Executive
J Snow - Deputy Principal (Finance & Resources)
K O'Reilly – Assistant Principal of Human Resources
K Turley – Assistant Principal of Quality and Curriculum
K Vaughan – Assistant Principal Learner Services
D Cousins – Assistant Principal Curriculum (to 31st July 2021)

Principal College Address

South Staffordshire College, Rodbaston Drive, Penkridge, ST19 5PH

Board of Governors

A full list of Governors is given on pages 16-17 of these financial statements.

Professional Advisers

Financial statements and regularity auditor:

Mazars LLP,
Park View House,
58 The Ropewalk,
Nottingham, NG1 5DW

Internal auditor:

TIAA,
Artillery House,
Fort Fareham,
Newgate Lane,
Fareham,
PO14 1AH

Bankers:

Yorkshire Bank plc, 1 Market Place,
Cannock, Staffs, WS11 1BT

Barclays Bank plc, PO Box 130,
Dudley, West Midlands, DY1 1YR

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

Solicitors:

Pickering & Butters
19 Greengate Street
Stafford
ST16 2LU

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Strategic Report

OBJECTIVES AND STRATEGY

The Governing Body present their annual report together with the financial statements and auditor's report for South Staffordshire College for the year ended 31 July 2021.

Legal Status

The Corporation was established under the Further and Higher Education Act 1992 for the purpose of conducting South Staffordshire College. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011. The Strategic Report describes the College's operations and its principal activities.

Purpose and Vision

The College launched a new strategic framework which outlines the direction of the College until 2025. The core purpose as approved by its members is to "transform people's lives". The College does this through a set of priorities in order to overcome the significant skills shortages, challenges within the economy and the wider community needs. Our priorities align with our two Local Enterprise Partnerships' priorities.

The College's vision is to be "a first-choice college" for its potential learners, communities, staff and wider stakeholders.

The College has established a set of strategic objectives to support the achievement of the College's purpose and vision, these being:

- **Participation**

Be the first-choice college by meeting the needs of local and regional priorities

- **Provision**

Deliver demand-led, well sequenced, high quality vocational, technical and professional skills in collaboration with others that lead to sustainable careers and employment

- **Performance**

Inspire our learners to develop high quality skills leading to sustainable careers; driven by excellent teaching and business services

- **People**

High staff engagement through reward/recognition, development and health/wellbeing interventions

- **Prosperity**

Remain a financially robust, sustainable and resilient organisation that can continue to develop and invest in its facilities, infrastructure and workforce

Implementation of Strategic Plan

The new strategy was approved by the Board in July 2021 and has been rolled out to staff across a number of different channels. The College has a number of initiatives across the 2021/22 financial year including management development training and a new induction programme which will further reinforce the "SSC Way" and how our strategy defines who we are and what we stand for. The Corporation will also monitor the performance of the College against these objectives and the KPIs linked to them.

Strategic Report - Continued

Resources

The College has various resources that it can deploy in pursuit of its strategic objectives.

The College employs 639 people, of whom 367 are teaching staff.

The College enrolled approximately 7,334 students in 2020/21. The College's student population includes 2,514 16-to-18-year-old students, 956 apprentices, 117 higher education students, and 2,144 adult learners.

The College has £477,000 of net liabilities (including £17,774,000 pension liability) and debt of £3,750,000. Tangible resources include the four main College sites located in Rodbaston, Tamworth, Lichfield and Cannock. The College also operates on a leased basis at Torc. Torc is a satellite centre based in Tamworth which provides Construction and Futures provision.

The College has a good reputation locally and has been successful in securing investment from regional Local Enterprise Partnerships to improve College facilities to enable growth in key priority skills areas. Maintaining a quality brand is essential for the College's success at attracting students and employers and enhancing external relationships.

STAKEHOLDERS

The College has many stakeholders including:

- Its current, future and past students,
- Its staff and their trade unions,
- The employers it works with,
- The professional organisations in the sectors where it works,
- Its partner schools and universities; the wider College community,
- Its local councils, and Local Enterprise Partnerships (LEP).

DEVELOPMENT AND PERFORMANCE

Financial Results

The College made an operating surplus before gains on disposal of assets and actuarial losses in respect of pension schemes for the period ended 31 July 2021 of £461,000 (2019/20: deficit £587,000).

The College has accumulated negative reserves of £477,000 (2019/20: £3,650,000) and a net cash balance of £4,940,000 (2019/20: £3,171,000).

Tangible fixed asset additions during the year amounted to £2,102,000 of which £1,807,000 was invested in equipment and £295,000 was invested in building works.

Strategic Report - Continued

Developments

The College received a capital grant from the ESFA, in line with national policy, to provide funding for building improvements across the various campuses. The grant was worth a total of £835,000 and the aim of the grant was to improve poor quality buildings. The College spent the majority of the grant (£823,000) by the 30th September 2021 deadline.

The College was successful in winning a capital grant from Stoke and Staffordshire LEP to develop two Digital Hubs (Tamworth and Cannock) worth £542,000. These Hubs were completed in April 2021 and will deliver sought after digital skills in areas such as cyber security, networking and digital marketing.

The College was also successful in winning a capital grant from Greater Birmingham and Solihull LEP to develop a Motion Picture Capture studio at the Lichfield Campus. The grant was worth a total of £328,000 and the project was completed in April 2021.

A total of £1.3bn of capital funding was made available to the FE Sector for college new builds and refurbishments as part of the ESFA's FE Capital Transformation Fund. The College has applied for £12.5 million of funding from the fund and was successful at the first stage of applications. The second and final stage of application closed on the 8th October 2021 and the College submitted a final bid for £11.9 million.

Financial Reserves

The College has accumulated negative reserves of £679,000 and cash and short-term investment balances of £4,940,000. These reserves enable it to continue to implement its longer-term strategy, deal with unforeseen financial pressures and allows affordable investments to be made. COVID19 has had an impact on the operating position and on cash reserves, mainly through reductions in income in its commercial activities and apprenticeship provision. The College has been able to reduce costs to offset this effect. Annually, the College looks to increase its reserves to enable further developments to be implemented particularly in the development of resources for learners.

Sources of Income

The College has significant reliance on the education sector funding bodies for its income, largely from recurrent grants. In 2020/21 the FE funding bodies provided 80.6% of the College's total income

FUTURE PROSPECTS

Future Developments

The College was last inspected and graded by Ofsted in May 2018 and was awarded a second 'Requires Improvement' rating. Since the inspection, a comprehensive Quality Improvement Plan has been developed with revised quality structures and processes to address the identified areas for improvement. The College received a full Ofsted inspection in early November 2021 and was pleased that the "Good" outcome reflected the hard work done by the College to improve. The Inspection grade was confirmed and publicised on the 7th December 2021. The College was also informed that it would be receiving an ESFA Funding Audit for the 2020/21 financial year, which is still ongoing at the time of signing accounts.

The College would like to reduce dependency on the funding bodies and is seeking opportunities to grow and diversify its income, particularly in the areas where the College currently performs well. Apprenticeship provision was badly affected by the COVID pandemic with fewer new starts in the 2020/21 financial year, however with employment vacancies at high levels there is an expectation that participation in this area could increase. A small increase in apprenticeship funding is forecast in 2021/22.

The College, with the support of capital grants from the Greater Birmingham and Solihull Local Enterprise Partnership, renovated two under-utilised areas to create Digital Skills Centres at the Tamworth and Cannock Centres. These centres will drive the development of improved and advanced IT skills for individuals and employers

Strategic Report - Continued

The College has reviewed its Property Strategy which will lead to medium to long term investment in the College's properties. The Property Strategy will take account of the changing curriculum requirements in each of the College's geographical markets and seek to provide outstanding facilities for learners and staff alike. The availability of ESFA capital grants (Capital Transformation Fund) has allowed the College to make improvements to buildings at Rodbaston and Tamworth, and the plans to relocate the Tamworth Campus to the town centre will provide brand-new, purpose-built facilities for staff and learners.

After reviewing all assets, the Corporation agreed in summer 2019 to dispose of eight residential properties that were 'non-core' assets. At the end of July 2020, three of these properties had been sold and the remaining five properties were all sold in the 2020/21 financial year. This has left the College with manageable cash reserves, with the Corporation receiving regular reports through the management accounts on the cash proceeds and how the proceeds are being spent.

Financial Plan

The College governors approved a two-year financial plan in July 2021 which sets objectives for the two-year period to 2023. The forecast is underpinned by a number of financial aims and objectives.

Financial Aims

- To hold a minimum Financial Health grade of 'Good' (ESFA measures)
- Reduce pay costs to less than 66% of income,
- Comply with all bank loan covenants,
- Reduce borrowing and increase cash levels.

Financial Objectives

The College's financial objectives are:

- Protect itself from unforeseen changes in enrolment and funding,
- Support a modern, high quality, effective learning environment for students and staff,
- Continually invest in enhancements for teaching and learning to raise standards to 'Good',
- Maintain the confidence of external stakeholders including Education Skills Funding Agency, suppliers, bankers and auditors,
- Raise financial awareness with staff to embed a culture of Value for Money.

Treasury Policies and Objectives

The College has treasury management arrangements in place to manage cash flows, banking arrangements and the risks associated with those activities. All borrowing requires the authorisation of the Corporation.

Cash Flows and Liquidity

During the year there was a net cash inflow of £1,769,000 (2019/20 cash inflow £763,000). The sale of residential properties at Rodbaston contributed to this inflow of cash. The College signed up to new terms with Yorkshire Bank at the end of the 2020/21 financial year which resulted in an extra £471,000 of debt being repaid and the remaining £600,000 balance being loaned to the College on an unsecured basis.

Going Concern

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Members' Report. The financial position of the College, its cashflow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

Strategic Report - Continued

The College has a net liability position on its balance sheet. The main reason for the liability position is the Local Government Pension Scheme liability of £17,774,000 which the College does not expect to have to repay at any point in the future without substantial support from the State.

At 31 July 2021 the College was compliant with the financial covenants that applied to the debt of Lloyds Bank and Barclays Bank. A new debt agreement was signed with Yorkshire Bank in July 2021 and at the point of signing the accounts, the College was compliant with those covenant requirements taking into account that one measure was waived as part of the new agreement. The significant effects of the COVID19 pandemic have caused concerns across the further education sector, with colleges affected in areas such as apprenticeship income. The College has been in regular contact with all three of its banking providers to keep them updated on the College's financial performance.

The College's forecasts and financial projections, reported in its October 2021 management accounts, indicate that it will be able to operate within its existing facilities and most of its covenants for the foreseeable future. There is a specific issue with a debt cover covenant for Yorkshire Bank which the College and all lending banks are aware of. This will be closely monitored in monthly meeting between the College and its lending banks and if not corrected by improved financial forecasts, further discussions with Yorkshire Bank will take place. Governors note that the College has adequate cash reserves to pay down the loan if necessary. The College is forecast to remain in "good" ESFA financial health.

Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Reserves

The College has no formal Reserves Policy but recognises the importance of reserves in the financial stability of any organisation and ensures that there are adequate reserves to support the College's core activities. As at the balance sheet date the Income and Expenditure reserve stands at a negative value of £6,538,000 (2019/20: £9,859,000). A substantial FRS102 pension adjustment contributed to the change in reserves (£17,774,000, decreasing from £19,465,000 in 2019/20). It is the Corporation's intention to increase reserves over the life of the strategic plan through the generation of annual operating surpluses.

Bank Covenants	Measure	20/21	21/22	22/23
Barclays Bank				
Debt Service Cover	>100%	235%	111%	141%
Operational Leverage	<375%	183%	246%	160%
Cash Levels	>£1,700,000	£4,940,000	£3,674,000	£3,950,000
Lloyds Bank				
Projected Cash Days	>25 / >15	66 / 38	67 / 34	-
Gross Debt to EBITDA	<=300%	183%	246%	252%
Cashflow Cover	>=100%	216%	132%	167%
Gross Debt to Income	<25%	16%	13%	11%
Ofsted Grade	Good	-	Good	Good
Yorkshire Bank				
Debt Servicing	>=120%	126%	79%	156%
ESFA Financial Health	Good	Outstanding	Good	Good

Strategic Report - Continued

The significant effects of the COVID19 pandemic have caused concerns across the further education sector, and the College has also been affected in areas such as apprenticeship income. The College has been in regular contact with all three of its banking providers to keep them updated on the College's financial performance. Yorkshire Bank opted to not test covenants in 2020/21.

The College is also monitoring covenants against its forecasts for 2021/22 and 2022/23. The College had a positive enrolment for 16-18 learners (+219) in 2020/21 which supports growth in 2021/22. The increase in 16-18 learner numbers supports 16-18 funding growth in subsequent years (2021/22 onwards) and the College received additional in year funding for the increased number of 16-18 learners of £692,000 plus additional Teachers Pension Scheme support of £146,000. Apprenticeship growth expectations were reduced given the economy was still recovering from the COVID19 pandemic. The College exceeded targets for adult learner loans and higher education income, but only delivered around 84% of its Adult Education Budget with a COVID restricted offer in Spring 2021. Clawback was subject to the acceptance of a business case to the ESFA, and this business case was recently rejected. The combination of increased learners and COVID19 teaching restrictions led to higher than anticipated salary costs.

The Corporation considers that the College has adequate liquid resources and reserves (including property portfolio) to continue operations for the foreseeable future. The Executive Team is acting to improve efficiency in the longer term by controlling costs and increasing income. The cashflow naturally dips towards the end of the calendar year and into the Spring, but careful management of costs and planning of capital expenditure will mean the College will have sufficient cash to manage through this period based on the latest projections. For these reasons, the College continues to adopt the going concern basis in preparing the financial statements.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk Management

The College has developed strategies for managing risk and strives to embed risk management in all that it does. Risk management processes are designed to protect its assets, reputation and financial stability.

The Board has overall responsibility for risk management and its approach to managing risks and internal controls is explained in the Statement on Corporate Governance.

A strategic risk register is maintained at corporate level which is reviewed at each meeting by the Audit Committee and the Board. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system. The College also completes an annual review of risk management and control, which passes through the Audit Committee and Corporation.

The main risk factors affecting the College are outlined below along with the action taken to minimise them. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

1. COVID19 pandemic

The COVID19 pandemic had a detrimental effect on the College's finances in 2019/20 and the effects on 2020/21 finances were similar but well managed. The severity of future financial impacts depends very much on the level of lockdown that is implemented during the remainder of the 2021/22 financial year. The College is experiencing an increase in demand for new apprenticeship starts and other employer related training, however demand for 16-18 has not materialised as expected.

The pandemic also has an impact on some of the other College activities such as the Visitor Centre, commercial equine activities and the commercial fisheries sales. The provision of College transport at Rodbaston was also affected as students have not been studying on site for 100% of their teaching hours. The College also spent significant sums of money on PPE, cleaning materials and additional hours to cover teaching absences and to provide more cleaning.

Strategic Report - Continued

The College will continue to monitor its financial forecasts and review financial health position with the ESFA. The College will also review compliance with banking covenants and maintain close communications with all three of banks. The College will also look to support any lobbying activity which is requesting that the ESFA or the government provide more financial support to colleges to help with additional operating costs and lost income.

2. Government funding

The College has considerable reliance on continued government funding through the ESFA. In 2020/21, 81.5% of the College's revenue was ultimately public funded and this level of contribution is expected to reduce year on year. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels. The reform of apprenticeship practices and 16-19 funding continues to provide further uncertainty for the College going forward and this along with other funding uncertainties are highlighted as key risks in the College's risk register.

This risk is mitigated in a number of ways:

- Funding is derived through a number of direct and indirect contractual arrangements.
- By ensuring the College is rigorous in delivering high quality education and training to attract increased income from employers and individuals.
- Ensuring the College is focused on priority sectors which continue to benefit from public funding.
- Regular dialogue with the ESFA funding body.
- By reshaping structures and provision to meet changing needs.

3. Tuition fee policy

In line with the majority of other colleges, South Staffordshire College will seek to increase tuition fees in accordance with the fee assumptions. The risk for the College is that demand falls away as fees increase. This will impact on the growth strategy of the College. This risk is mitigated in a number of ways:

- By ensuring the College is rigorous in delivering high quality education and training, thus ensuring value for money for students.
- Regular review of the Curriculum on offer to ensure it meets local demand.
- Close monitoring of the demand for courses as prices change, and
- The introduction of more flexible delivery models.

4. Maintain adequate funding of pension liabilities

The financial statements report the share of the Local Government Pension Scheme (LGPS) deficit on the College's balance sheet in line with the requirements of FRS102.

The College is also a member of the Teachers' Pension Scheme (TPS). The TPS was revalued previously and this has resulted in a substantial increase in the employers' contribution. The LGPS is also undergoing a revaluation and it is expected that employer contributions will also increase in this scheme. This represents a high financial risk which is exacerbated by the current condition of the financial markets.

This risk of employer increases is partially mitigated by an agreed deficit recovery plan with the Staffordshire Pension Fund. This strategy means that the College's share of the scheme is well funded and will not need substantial employer contribution increases. As the TPS is a defined scheme, the College does not have its own share of the scheme and so employer contribution rates are set nationally. The increased contributions of around £440,000 have been underwritten by the ESFA until March 2022, but there is no assurance of financial support after this.

5. Capital Developments

Progress has been made with the College Property Strategy and there is the potential for a significant capital building programmes in Tamworth, which will involve the redevelopment of the campus in the town centre. The likelihood of financial support for the project will be clearer by the Spring of 2022 when ESFA funding decisions will be published.

Strategic Report - Continued

The College needed to invest further in pockets of poor quality accommodation, mainly across the Tamworth and Rodbaston sites. The availability of ESFA capital grants in September 2020 was a positive step and allowed the College to address Property Strategy recommendations and refresh some other areas of the College property.

6. Employer Engagement and Subcontracted Provision

The College has significantly reduced the volume of its programmes where delivery is in conjunction with a subcontract partner. Where subcontracting arrangements are considered they will be in line with the College's supply chain and fees policy and procedures which includes robust due diligence processes.

The College was predicting further growth in apprenticeship provision however a far more prudent forecast is now in place, given the uncertainties around employment and employers in the next six months.

7. Failure to maintain the financial viability of the College

The College's current financial health grade is classified as "Outstanding" as described above and is expected to be "Good" during 2021/22. The financial outlook for colleges is looking difficult with the multiple effect of:

- Rising inflation and interest rates.
- Increased energy bills at the end of energy fixed tariff periods in April 2022.
- Increase in employer national insurance rates from April 2022.

These challenges to the College's financial position, along with the COVID19 pandemic (see risk 1) are mitigated with the following methods:

- Convening regular meetings of the Finance Recovery Working Group to monitor performance
- Regular dialogue with its lenders to discuss performance and covenants
- Rigorous budget setting procedures and sensitivity analysis and in year budget monitoring
- Robust financial controls
- Exploring ongoing efficiencies and review of property needs
- Identification of new markets and opportunities

KEY PERFORMANCE INDICATORS

Financial Performance Indicators

South Staffordshire College set financial objectives for the year ending 31 July 2021 in its budget and three-year forecast produced in July 2020. Performance indicators have been agreed to monitor the implementation of the objectives. These are listed below along with performance for the year to July 2021:

Income & Expenditure	31 July 2021	20/21 Budget
Operating income	24,311	22,987
Operating expenditure	(23,860)	(22,977)
Operating surplus	451	10
Restructuring costs	-	(150)
Pension adjustments	(1,792)	(986)
Gain on sale of assets	1,031	540
Total deficit for the Year	(310)	(586)

Strategic Report - Continued

Performance Indicators	31 July 2021	20/21 Budget
Total deficit for the year (£000s)	(310)	(586)
Operating surplus	451	10
EBITDA as a % of income	8.56%	7.7%
Cash days in hand	81.9	65.8
Adjusted current ratio	2.08	1.55
Total borrowing as a % of income	15.7%	17.9%
Staff costs (incl. contracting/excl. restructure) as % of income	69.8%	67.9%
Financial Health	Outstanding	Good

The College is committed to observing the importance of sector measures and indicators including the use of FE Commissioner targets. The College is required to complete the annual Finance Record for the ESFA. The College is assessed by the ESFA as having a "Outstanding" financial health grading, which is in line with the College's three-year financial plan.

Financial Results	31 July 2021	20/21 Forecast	Variance
Deficit – Total for the Year	(310)	(188)	(122)
Add: Redundancy	-	-	-
Less: Gain on disposal of assets	(1,031)	(1,031)	-
Add: Pension finance interest	256	210	46
Add: Pension service cost	1,536	1,059	477
Surplus – Operating Position	451	50	401

The table above compares the final actual out-turn published in July 2021 with the final audited financial statements signed off in December 2021.

The total deficit position reported in these financial accounts is £122,000 adverse to the July 2021 forecast, however when pension finance costs are set aside, the operating surplus is £401,000 better than forecast. The surplus on disposal of assets relates to residential properties sold at Rodbaston.

Recruitment for 16-18 learner responsive provision was higher than the ESFA target set for 2020/21 by around 254 learners. Across the English FE sectors, colleges which exceeded their allocation by a reasonable margin were granted, in year, around half of the additional funding due. For the College this resulted in an additional £692,000 of 16-19 funding in-year.

Overall delivery against the total Adult Education Budget was £1,708,000 which equates to 84.0% of the contract allocation. Overall delivery against the West Midlands Combined Authority ("WMCA") Adult Education Budget was £269,000 which equates to 93.8% of the contract allocation. The out-turn performance against the allocation for total apprenticeship delivery was £1,865,000 against a budget of £2,350,000 (79.4%). An accrual of £100,000 has been applied to ESFA delivery to take into account any possible clawback of funds after the ESFA Funding Audit.

The College is committed to observing the importance of sector measures and indicators and uses the data available on the GOV.UK website which looks at measures such as achievement rates. The College is required to complete the annual Finance Record for the ESFA. The College is assessed by the ESFA as having at least a "Good" financial health grade in the current year and in future forecast years.

Strategic Report - Continued

Student Achievements

Headline achievement rates including English and maths have improved from 84.8% to 87.1% in 2020/21. Achievement for 16-18 programmes improved from 85.8% to 87.4%. Achievement for Adult programmes increased from 82.7% to 86.6%. Retention rates increased for all learners from 89.9% to 91.2%, with 16-18 learners increasing from 90.2% to 90.6% and Adults decreasing from 89.4% to 92.3%.

For Apprenticeship provision there was a fall in overall achievement rates to 55.6% from 61.3%. Timely achievement rates also fell to 36.5% from 47.6%. The effects of COVID19 and in particular the effects on the employment rates of apprentices are a significant factor in these results.

OTHER INFORMATION

Public Benefit

South Staffordshire College is an exempt charity under the Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education. The members of the Governing Body, who are trustees of the charity, are disclosed on page 16 to 17.

In setting and reviewing the College's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education.

In 2020/21 the College delivered to 7,334 students, including 261 students with high needs. The College provides courses without charge to young people, to those who are unemployed and adults taking English and maths course. The College adjusts its courses to meet the needs of local employers and this will be particularly important as the economy recovers over the next few years. The College provides training to 956 apprentices. The College is committed to providing information, advice and guidance to the students it enrolls and to finding suitable courses for as many students as possible regardless of their educational background.

In delivering its mission, the College provides the following identifiable public benefits through the advancement of education:

- Widening participation and tackling social exclusion,
- Excellent progression and employment record for students,
- Very strong student support systems,
- Links with employers, industry and commerce,
- Links with Local Enterprise Partnerships (LEP's).

Equality

The College is committed to ensuring equality of opportunity for all who learn and work here. We respect and value positively differences in race, gender, sexual orientation, ability, class and age. We strive vigorously to remove conditions which place people at a disadvantage, and we will actively combat bigotry. This policy will be resourced, implemented and monitored on a planned basis.

The College's Equality and Diversity Policy is published on the College's internet site. All staff are mandated to undertake regular equality and diversity training.

The College considers all employment applications from disabled persons, bearing in mind the aptitudes of the individuals concerned, and guarantees an interview to any disabled applicant who meets the essential criteria for the post. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion which, as far as possible, provide identical opportunities to those of non-disabled employees.

Strategic Report - Continued

The College publishes an Annual Equality Report and Equality Objectives to ensure compliance with all relevant equality legislation including the Equality Act 2010. The College undertakes equality impact assessments on all new policies and procedures and publishes the results. Equality impact assessments are also undertaken for existing policies and procedures on a prioritised basis.

Disability Statement

The College seeks to achieve the objectives set down in the Equality Act 2010:

- a. As part of its accommodation strategy the College updated its access audit. Disabled facilities, supported by capital grants, have been used to improve access on its sites. In addition, the College successfully secured capital funding to develop the new purpose-built Futures Centre for LDD learners which is located on the Rodbaston Campus.
- b. The College has an officer who provides information, advice and arranges support where necessary for students with disabilities.
- c. There is a list of specialist equipment, such as radio aids, which the College can make available for use by students and a range of assistive technology is available in the learning centres.
- d. The admissions policy for all students is described in the College charter. Appeals against a decision not to offer a place are dealt with under the complaints policy.
- e. The College has made a significant investment in the appointment of specialist lecturers to support students with learning difficulties and/or disabilities. There are several student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- f. Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published in the standard College format.
- g. Counselling and welfare services are described in the College Student Guide, which is issued to students together with the Complaints and Disciplinary Procedure leaflets at induction.

Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the College to publish information on facility time arrangements for trade union officials at the College.

Employees	
Employees who were relevant union officials during the period	4
FTE employees who were relevant union officials during the period	4

Percentage of time	Employees
0%	1
1-50%	3
51-99%	0
100%	0

Proportion of Pay Bill Spent on Union Time	£'000s
Total cost of facility time	£29.5
Total pay bill (less pension service costs)	£16,654
Percentage of total bill spent on facility time	0.177%

Time spent on paid trade union activities as a percentage of total paid facility time	62.7%
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Strategic Report - *Continued*

Payment Performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95%. The College is committed to paying all suppliers within the timescales provided it is satisfied that goods and services have been provided in accordance with the agreed terms and conditions. The College incurred no interest charges in respect of late payments during 2020/21.

Disclosure of Information to Auditors

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

Approved by order of the members of the South Staffordshire College Corporation on 9 December 2021 and signed on its behalf by:



M Rowley
Chair of the Corporation

Statement of Corporate Governance and Internal Control

Governance Statement

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2020 to 31 July 2021 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business:

i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) and

ii. in full accordance with the guidance to Colleges from the Association of Colleges in The Code of Good Governance for English Colleges ("the Code")

The College is committed to exhibiting best practice in all aspects of corporate governance and in particular the Board has adopted and complied with the Code, which it formally adopted from 1 August 2015.

In the opinion of the Governors, the College complies with all the provisions of the Code, and it has complied throughout the year ended 31 July 2021. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times.

The Corporation

The members who served the Corporation during the year and up to the date of signature of this report were as listed in the table below:

Name	Date Appointed to SSC Board	Term of Office	Date Resigned	Status of Appointment	Committees Served	Attendance in 2020/21
Philip Atkins	01/08/08	10/12/22		External	Audit Committee	Board: 75% Audit: 100%
Steve Burgin	01/10/17	30/09/21	30/09/21	External (Chair to 31/07/2021)	G&S Committee (Chair to 31/07/2021) Remuneration	Board: 100% G&S: 100% Rem: 100%
Claire Boliver	01/03/18	Whilst in post		Chief Executive Principal	G&S Committee	Board: 100% G&S: 100%
Andrea Chilton	01/08/19	31/07/23		External		Board: 75%
Andrew Elsby-Smith	01/08/19	31/07/23		External	Audit Committee Remuneration	Board: 100% Audit: 75% Rem: 100%
Colin Howarth	24/03/19	25/03/23	15/06/21	Co-Opted	Audit Committee	Audit: 75%
David Isted	01/08/19	31/07/23		External	Audit Committee	Board: 100% Audit: 100%

Statement of Corporate Governance and Internal Control - *Continued*

Tim Legge	01/08/08	31/07/22		External (Vice Chair)	G&S Committee	Board: 100% G&S: 100%
Tony McGovern	11/12/18	Until 10/12/22		External	G&S Committee Remuneration (Chair)	Board: 75% G&S: 75% Rem: 100%
Steve Oliver	11/12/19	10/12/23		Staff		Board: 75%
Dipal Patel	01/06/21	31/05/25			Audit Committee	Board: 0% Audit: 50%
Mike Rowley	05/06/14	04/06/22		External (Chair from 01/08/2021)	G&S Committee (Chair from 01/08/2021) Remuneration	Board: 88% Rem: 100%
Helen Simpson	01/08/19	31/07/23		External	Audit Committee	Board: 100% Audit: 100%
Gail Steptoe- Warren	01/06/21	31/05/25				Board: 100%
Phil Tapp	01/11/17	31/05/21	14/05/21	External	G&S Committee	Board: 50% G&S: 75%
Katy Buxton	11/12/19	31/07/21		Student		Board: 75%
Adam Stamps	11/12/19	31/07/21		Student		Board: 75%
Nikki Truman	11/12/19	10/12/23		Staff		Board: 100%
Yvonne Bradshaw	01/09/21	31/08/25		External		Board: n/a G&S: n/a
Hannah Montgomery	01/10/21	30/09/25		External		Board: n/a
Jamie Parsons	09/12/21	Whilst still a learner		Student		Board: n/a
Rosie Watchorn	09/12/21	Whilst still a learner		Student		Board: n/a

Miranda Hughes acted as the Clerk to the Corporation for South Staffordshire College since 1 January 2020, but retired from her position on 18 July 2021. Mary Mellor became the Clerk to the Corporation from 1 August 2021.

It is the Corporation's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Corporation has met on eight occasions throughout 2020/21 including one special meeting.

Statement of Corporate Governance and Internal Control - Continued

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Governance & Search, Remuneration and Audit. The Board also has three less formal governor groups overseeing the College's financial position, the quality of educational provision and the relocation of the Tamworth Campus. Full minutes of all meetings, except those deemed to be confidential by the Corporation, are available on the College's website at www.southstaffs.ac.uk or from the Clerk to the Corporation at:

South Staffordshire College, Rodbaston Campus, Penkridge, Staffs, ST19 5PH.

The Clerk to the Corporation maintains a register of financial and personal interests of the governors. The register is available for inspection at the above address.

All governors can take independent professional advice in furtherance of their duties at the College's expense and have access to the Clerk to the Corporation, who is responsible to the Board for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Clerk are matters for the Corporation as a whole.

Formal agendas, papers and reports are supplied to governors in a timely manner, prior to Board meetings. Briefings are also provided on an ad-hoc basis.

The Corporation has a strong and independent non-executive element and no individual or group dominates its decision-making process. The Corporation considers that each of its non-executive members is independent of management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.

There is a clear division of responsibility in that the roles of the Chair of the Corporation and Chief Executive Principal of the College are separate.

Appointments to the Corporation

There are currently places for 16 members of the Corporation including the Chief Executive Principal, two governors nominated by the College staff and two governors nominated by the students. Any new appointments to the Corporation are made by the Corporation as a whole. The Corporation has a Governance & Search Committee which is responsible for the selection and nomination of any new member for appointment by the Corporation. The Corporation's policy on the selection of members is available on the College website. The Corporation is responsible for ensuring that appropriate training is provided as required. The Remuneration Committee was introduced to review senior post holder remuneration and performance in response to the AoC's Senior Post Holder Remuneration Code.

Members of the Corporation are appointed for a term of office not exceeding four years in accordance with the recommendations of the Committee on Standards in Public Life. The Corporation maintains a skills audit of members and seeks to ensure that a wide range of skills, expertise and diversity is present amongst governors to encourage effective challenge and scrutiny of management plans and actions.

Corporation performance

The Corporation met eight times during the year and have overseen a variety of complex issues such as the refinancing of loan agreements and the oversight of progress towards relocating the Tamworth Campus into Tamworth town centre. The Corporation contributed to and then approved a new strategy document to take the College forward to 2025. As part of this, the Corporation regularly review a set of agreed KPIs to assess the performance of the College.

The Corporation regularly assesses its own performance and the self-assessment report year ended 31 July 2021 assesses the performance of the Corporation as "Good".

Statement of Corporate Governance and Internal Control - *Continued*

Governance & Search Committee

The Governance & Search Committee comprises Chair of the Corporation (ex-officio), and four other members of the Corporation. The Committee operates in accordance with written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on how it can improve its efficiency and effectiveness, as well as dealing with the recruitment and succession planning of governors and committee chairs. The Committee also oversees regular self-assessment processes by which the Corporation reviews and improves the effectiveness with which it fulfils its responsibilities.

The Committee meets at least once during the academic year and is responsible for ensuring that appropriate training is provided for Corporation members. The Committee's responsibilities also include making recommendations to the Board on the remuneration and benefits of the Chief Executive Principal and other senior post-holders.

Remuneration Committee

For the year 2019/20 onwards, a separate Remuneration Committee has been established following the Boards adoption of the AoC's Senior Post Holder Remuneration Code in April 2019.

The Remuneration Committee comprises of four members of the Corporation. The Committee meets at least once per academic year and operates in accordance with written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the remuneration of senior post holders, including the Chief Executive Principal, the Deputy Chief Executive, Deputy Principal Finance & Resources and the Clerk to the Corporation as well as reviewing their performance. The Committee's policy on the remuneration of senior post holders within the remit of the Remuneration Committee, inclusive of detail on the income derived from external activities, is publicly available via the College website.

Details of remuneration for the year ended 31 July 2021 are set out in Note 7 to the financial statements.

Audit Committee

The Audit Committee comprises five members of the Corporation (excluding the Chief Executive Principal and Chair), together with an independent, co-opted member who is not a governor. The Committee operates in accordance with written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the adequacy and effectiveness of the College's system of internal control and its arrangements for risk management, control and governance processes.

The Audit Committee met five times during the 2020/21 financial year and provides a forum for reporting by the College's internal and financial statement auditors, who have access to the Committee for independent discussion, without the presence of College management. The Committee also receives and considers reports from the FE funding bodies, as they affect the College's business.

The College's internal auditors review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit Committee.

Management is responsible for the implementation of agreed audit recommendations and internal audit undertake periodic follow up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the Corporation on the appointment of internal and financial statements auditors and their remuneration for both audit and non-audit work as well as reporting annually to the Corporation.

Statement of Corporate Governance and Internal Control - *Continued*

Internal Control

Scope of responsibility

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

The Corporation has delegated the day-to-day responsibility to the Chief Executive Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives whilst safeguarding the public funds and assets for which the Chief Executive Principal is personally responsible, in accordance with the assigned responsibilities within the Funding Agreement between South Staffordshire College and the funding bodies. The Chief Executive Principal is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; 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 and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in South Staffordshire College for the year ended 31 July 2021 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Corporation has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2021 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation.

The risk and control framework

The system of internal control is based on a framework of regular management information, administration 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 Governing Body,
- Regular reviews by the Board of periodic and annual financial reports which indicate financial performance against forecasts,
- Setting targets to measure financial and other performance,
- Clearly defined capital investment control guidelines, and
- The adoption of formal project management disciplines, where appropriate.

South Staffordshire College has an internal audit service, which operates in accordance with the requirements of the ESFA's *Post 16 Audit Code of Practice*. The work of the Internal Audit Service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the Audit Committee.

Statement of Corporate Governance and Internal Control - Continued

The Head of Internal Audit (HIA) provides the Governing Body with an annual report on internal audit activity in the College which summarises all internal audits undertaken during the year. The report includes the HIA's independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

Review of effectiveness

As Accounting Officer, the Chief Executive Principal has responsibility for reviewing the effectiveness of the system of internal control. The Chief Executive Principal's review of the effectiveness of the system of internal control is informed by:

- the work of the internal auditors,
- the work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework, and
- comments made by the College's financial statements auditors, the regularity auditors, the appointed funding auditors in their management letters and other reports.

The Chief Executive Principal has been advised on the implications of the result of the review of the effectiveness of the system of internal control by the Audit Committee which oversees the work of the internal auditor and other sources of assurance, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Senior Leadership Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training.

The Senior Leadership Team and Audit Committee also receive regular reports from the Internal Audit Service and other sources of assurance, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the Executive Leadership Team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its 9 December meeting, the Corporation carried out the annual assessment for the year ended 31 July 2021 by considering documentation from the senior management team and internal audit, and taking account of events since 31 July 2021.

Statement from the Audit Committee

The Audit Committee has advised the Corporation on the effectiveness of the College's systems of governance, risk management and internal control prior to the approval of the College's financial statements for the year ending 31 July 2021.

The internal audit service has provided the Committee with an independent source of assurance in order to form a robust opinion on the College's governance, risk management and control arrangements. As such, the Committee has benefited from detailed internal audit reports submitted by the internal auditor following each internal audit together with recommendations for further improvement. Recommendations arising from the work of the internal auditors carried out have all been responded to or commented on by College management to the satisfaction of the Audit Committee. The Committee regularly reviews, at subsequent meetings, the progress made by management in implementing audit report recommendations and is able to report reasonable progress. The internal auditors will conduct a follow up review on all outstanding recommendations in the 2021/22 academic year, and any recommendations from years prior to this.

Statement of Corporate Governance and Internal Control - *Continued*

Following the onset the COVID19 pandemic, the delivery of internal audit services had been undertaken remotely as per the 2019/20 Internal Audit Plan. The approved 2021/22 Internal Audit Plan has been formulated to allow for some flexibility should any additional or unforeseen areas of internal control become apparent as the College moves forward through the pandemic.

In the 2020/21 Internal Audit Annual Report, the auditor provides a formal opinion which reads as follows:

TIAA is satisfied that, for the areas reviewed during the year, South Staffordshire College has reasonable and effective risk management, control and governance processes in place. Not having completed all of the planned work due to the global COVID19 pandemic has not impacted on our overall assessment.

This represents a positive opinion on the year's internal audit work.

The Committee received the College's financial statements and regularity auditor's management letter for 2020/21 at its meeting on 24 November 2021.

A review of covenant arrangements that the College has in place for the year ended 31 July 2021 has been undertaken along with a review of its latest financial forecasts of which reflect the most recent financial position of the College. The College notes that a covenant with Yorkshire Bank was previously waived in an updated loan agreement dated prior to the 31 July 2021.

Following this, there remains no high priority issues arising from the audit of the accounts and all of the recommendations made from the previous year have been fully addressed. The auditor made one medium priority internal control recommendation that the College is to strengthen internal control or enhance business efficiency. The recommendation relates to the reconciliation of asset values between the fixed asset register and the financial accounts. This was resolved during the 2020/21 financial year. A further low priority recommendation was highlighted relating to the calculation of the holiday pay accrual for the 2020/21 financial statements.

The Committee is aware of its responsibility to ensure the effectiveness of the Risk Management process and a report has been considered by the Committee at each meeting. Following the onset of the COVID19 pandemic, an additional COVID19 Risk Register was developed in order for the Committee to closely review the severity of the COVID19 risk and its impact on financial risks in order to advise the Board as appropriate with regard to the College arrangements for risk management and internal control.

The Committee is satisfied as a result of its work, and that of the internal auditor in relation to risk management, that the College has sound risk management arrangements giving substantial assurance that the risks facing the College were identified and managed appropriately.

In accordance with guidance in the Post-16 Audit Code of Practice, a range of performance indicators for both auditors are in place. The Committee assesses the auditors' performance against these indicators and discusses with the firms any issues that are of concern. The Committee was satisfied with the performance of the Internal Audit Service and TIAA were reappointed as internal auditors by the Board on 31 March 2021. The External Audit Service was retendered in early 2021 with the existing incumbents, Mazars, being chosen and approved by the College for a further five years.

Statement of Corporate Governance and Internal Control - *Continued*

Based on the above, the Committee's opinion is that the College does have:

- adequate and effective assurance arrangements in place;
- an adequate and effective framework of governance and risk management; and
- adequate and effective control processes for the effective and efficient use of resources, solvency of the institution and the safeguarding of its assets.

Based on the advice of the Audit Committee and the Chief Executive Principal, the Corporation is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled its statutory responsibility for "*the effective and efficient use of resources, the solvency of the institution and the body and the safeguarding of their assets*".

Approved by order of the members of the South Staffordshire College Corporation on 9 December 2021 and signed on its behalf by:



M Rowley
Chair of the Corporation



C Boliver
Accounting Officer

Governing Body's Statement on the College's Regularity, Propriety and Compliance with Funding Body Terms and Conditions of Funding

The Corporation has considered its responsibility to notify the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of funding, under the College's grant funding agreement and contracts with ESFA. As part of our considerations we have had due regard to the requirements of the grant funding agreements and contracts with ESFA.

We confirm, on behalf of the Corporation, that after due enquiry, and to the best of our knowledge, we are able to identify any material irregular or improper use of funds by the College, or material non-compliance with the terms and conditions of funding under the College's grant funding agreements and contracts with ESFA or any other public figure.

We confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the ESFA.



M Rowley
Chair of the Corporation



C Boliver
Accounting Officer

Statement of the Responsibilities of the Members of the Corporation

The members of the Corporation, as charity trustees, are required to present audited financial statements for each financial year.

Within the terms and conditions of the College's grant funding agreements and contracts with the Education and Skills Funding Agency (ESFA), the Corporation – through its Accounting Officer – is required to prepare financial statements and an operating and financial review for each financial year in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education, ESFA's College accounts direction and the UK's Generally Accepted Accounting Practice, and which give a true and fair view of the state of affairs of the College and its deficit of income over expenditure for that period.

In preparing the financial statements, the Corporation is required to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- Assess whether the corporation is a going concern, noting the key supporting assumptions, qualifications and mitigating actions, as appropriate (which must be consistent with other disclosures in the accounts and auditor's report), and
- prepare financial statements on the going concern basis unless it is inappropriate to assume that the College will continue in operation.

The Corporation is also required to prepare a Members' Report which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College.

The Corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the College and which enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011, and relevant accounting standards. It is responsible for taking steps that are reasonably open to it to safeguard its assets and to prevent and detect fraud and other irregularities.

The Corporation is responsible for the maintenance and integrity of the College's website; the work carried out by auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from the ESFA and any other public bodies are used only in accordance with the relevant grant funding agreements and contracts and any other conditions that may be prescribed from time to time by the ESFA or any other public bodies. Members of the Corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, members of the Corporation are responsible for securing economical, efficient and effective management of the College's resources and expenditure so that the benefits that should be derived from the application of public funds from ESFA and any other public bodies are not put at risk.

Approved by order of the members of the Corporation on 9 December 2021 and signed on its behalf by:



M Rowley
Chair of the Corporation

Independent Auditor's Report to the Members of the Corporation of South Staffordshire College

We have audited the financial statements of South Staffordshire College (the 'College') for the year ended 31 July 2021 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cashflows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and the 2019 Statement of Recommended Practice: Accounting for Further and Higher Education.

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2021 and of its deficit of expenditure over income for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the College 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 Members of the Corporation's 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 College's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members of the Corporation 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 Corporation is responsible for the other information contained within the annual 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report to the Members of the Corporation of South Staffordshire College

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Post 16 Audit Code of Practice issued by the Education and Skills Funding Agency requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- the information given in the report of the Members of the Corporation, including the operating and financial review and statement of corporate governance, is inconsistent with the financial statements; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Corporation

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on page 25, the Corporation is 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 Corporation 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 Corporation is responsible for assessing the College'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 Corporation either intend to liquidate the College 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 the 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. Based on our understanding of the College and its industry, we identified that the principal risks of non-compliance with laws and regulations related to the ESFA funding arrangements, the OFSTED regulatory framework, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements.

We evaluated the Members of the Corporation and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to loss reserves, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

Independent Auditor's Report to the Members of the Corporation of South Staffordshire College - *Continued*

- Discussing with the Members of the Corporation and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the College which were contrary to applicable laws and regulations, including fraud.

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

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

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

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

Use of the audit report

This report is made solely to the Corporation as a body in accordance with Article 22 of the College's Articles of Government. Our audit work has been undertaken so that we might state to the Corporation 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 College and the Corporation as a body for our audit work, for this report, or for the opinions we have formed.

Mazars LLP

Mazars LLP
Chartered Accountants and Statutory Auditor
Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: 16/12/2021

Reporting Accountant's Assurance Report on Regularity

To: The Corporation of South Staffordshire College and Secretary of State for Education, acting through the Education and Skills Funding Agency (ESFA)

In accordance with the terms of our engagement letter dated October 2021 and further to the requirements and conditions of funding in the ESFA's grant funding agreements and contracts, or those of any other public funder, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by South Staffordshire College during the period 1 August 2020 to 31 July 2021 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the Post-16 Audit Code of Practice (the Code) issued by the ESFA and in any relevant conditions of funding concerning adult education notified by a relevant funder. In line with this framework, our work has specifically not considered income received from the main funding grants generated through the Individualised Learner Record data returns, for which the ESFA has other assurance arrangements in place.

This report is made solely to the corporation of South Staffordshire College and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the corporation of South Staffordshire College and the ESFA those matters we are required to state in a 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 corporation of South Staffordshire College and the ESFA for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of South Staffordshire College and the reporting accountant

The corporation of South Staffordshire College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, for ensuring that expenditure disbursed, and income received, are applied for the purposes intended by Parliament, and the financial transactions conform to the authorities that govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Code. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received, during the period 1 August 2020 to 31 July 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Code issued by the ESFA. We performed a limited assurance engagement as defined in that framework.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Reporting Accountant's Assurance Report on Regularity - *Continued*

Our engagement includes examination, on a test basis, of evidence relevant to the regularity of the corporation's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Reviewed the statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding.
- Reviewed the College's completed self-assessment questionnaire on regularity.
- Read the financial memorandum with the ESFA/funding agreement with the ESFA.
- Tested a sample of expenditure disbursed and income received to consider whether they have been applied to purposes intended by Parliament and in accordance with funding agreements where relevant.
- Reviewed approved policies and procedures operating during the year for each funding stream that has specific terms attached
- Obtained the policy for personal gifts and/or hospitality.
- Obtained the register of personal interests.
- Obtained the financial regulations/financial procedures.
- Obtained the College's whistleblowing policy.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects, the expenditure disbursed and income received during the period 1 August 2020 to 31 July 2021 has not been applied to purposes intended by Parliament, and the financial transactions do not conform to the authorities that govern them.

Mazars LLP

Mazars LLP
Chartered Accountants and Statutory Auditor
Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: 16/12/2021

Statement of Comprehensive Income and Expenditure

	Notes	2021 £'000	2020 £'000
INCOME			
Funding body grants	2	19,856	17,778
Tuition fees and education contracts	3	3,010	2,688
Other grants and contracts	4	516	386
Other income	5	922	1,595
Investment income	6	7	11
Total income		24,311	22,458
EXPENDITURE			
Staff costs	7	18,190	16,484
Fundamental restructuring costs	7	-	95
Other operating expenses	8	5,167	4,862
Depreciation	11	1,781	1,678
Interest and other finance costs	9	514	483
Total expenditure		25,652	23,602
Deficit before other gains and losses		(1,341)	(1,144)
Gain on disposal of assets		1,031	557
Deficit before tax		(310)	(587)
Taxation	10	-	-
Deficit for the year		(310)	(587)
Actuarial gain/(loss) in respect of pension schemes	23	3,483	(8,697)
Total Comprehensive Income for the year		3,173	(9,284)

All items of income and expenditure relate to continuing operations.

Statement of Changes in Reserves

	Income and expenditure account	Revaluation reserve	Total
	£'000	£'000	£'000
Balance at 31 July 2019	(755)	6,389	5,634
Deficit from the income and expenditure account	(587)	-	(587)
Other comprehensive income	(8,697)	-	(8,697)
Transfers between revaluation and income and expenditure reserves	180	(180)	-
Total comprehensive income for the year	(9,104)	(180)	(9,284)
Balance at 31 July 2020	(9,859)	6,209	(3,650)
Deficit from the income and expenditure account	(310)	-	(310)
Other comprehensive income	3,483	-	3,483
Transfers between revaluation and income and expenditure reserves	298	(298)	-
Total comprehensive income for the year	3,471	(298)	3,173
Balance at 31 July 2021	(6,388)	5,911	(477)

Balance sheet as at 31 July

	Notes	2021 £'000	2020 £'000
Fixed assets			
Tangible Fixed assets	11	31,628	31,504
Investments	12	76	47
		31,704	31,551
Current assets			
Stocks		15	11
Trade and other receivables	13	1,531	946
Cash and cash equivalents	18	4,940	3,241
		6,486	4,198
Less: creditors – amounts falling due within one year	14	(3,910)	(3,457)
Net current assets		2,576	741
Total assets less current liabilities		34,280	32,292
Creditors – amounts falling due after more than one year	15	(16,983)	(16,477)
Defined benefit obligations	23	(17,774)	(19,465)
Total net liabilities		(477)	(3,650)
Unrestricted Reserves			
Income and expenditure account		(6,388)	(9,859)
Revaluation reserve		5,911	6,209
Total unrestricted reserves		(477)	(3,650)

The financial statements on pages 31 to 54 were approved and authorised for issue by the Corporation on 9 December 2021 and were signed on its behalf on that date by:



M Rowley
Chair of the Corporation



C Boliver
Accounting Officer

Statement of Cash Flows

	Notes	2021 £'000	2020 £'000
Cash flow from operating activities			
Deficit for the year		(310)	(587)
Adjustment for non-cash items			
Depreciation	11	1,781	1,678
Release of capital grants		(442)	(419)
Increase in investments		(29)	(11)
(Increase)/decrease in stocks		(4)	175
Increase in debtors		(585)	(112)
Increase/(decrease) in creditors due within one year		368	(444)
Pensions costs less contributions payable	23	1,792	1,269
Adjustment for investing or financing activities			
Investment income	6	(7)	(11)
Interest payable		258	273
Gain on sale of fixed assets		(1,031)	(557)
Net cash flow from operating activities		1,791	1,254
Cash flows from investing activities			
Proceeds from sale of fixed assets		1,227	669
Capital grant receipts		2,155	-
Disposal of investment		-	-
Investment income		7	11
Payments made to acquire fixed assets	11	(2,102)	(326)
		1,287	354
Cash flows from financing activities			
Interest paid		(258)	(273)
Annual repayments of other loans		(6)	(6)
Annual repayments of amounts borrowed		(1,045)	(567)
		(1,309)	(846)
Increase in cash and cash equivalents in the year		1,769	763
Cash and cash equivalents at beginning of the year	18	3,171	2,408
Cash and cash equivalents at end of the year	18	4,940	3,171

Notes to the Accounts

1. Statement of accounting policies and estimation techniques

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

Basis of preparation

These financial statements have been prepared in accordance with the *Statement of Recommended Practice: Accounting for Further and Higher Education 2019* (the 2019 FE HE SORP), the *College Accounts Direction for 2020 to 2021* and in accordance with Financial Reporting Standard 102 – “*The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland*” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the College's accounting policies. The College has prepared the accounts on the basis of going concern.

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention as modified by the use of previous valuations as deemed cost at transition for certain non-current assets.

Going concern

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Members Report. The financial position of the College, its cashflow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The College has a net liability position on its balance sheet. The main reason for the liability position is the Local Government Pension Scheme liability of £17,774,000 which the College does not expect to have to repay at any point in the future without substantial support from the State.

At 31 July 2021 the College was compliant with the financial covenants that applied to the debt of Lloyds Bank and Barclays Bank. A new debt agreement was signed with Yorkshire Bank in July 2021 and at the point of signing the accounts, the College was compliant with those covenant requirements taking into account that one measure was waived as part of the new agreement. The significant effects of the COVID19 pandemic have caused concerns across the further education sector, with colleges affected in areas such as apprenticeship income. The College has been in regular contact with all three of its banking providers to keep them updated on the College's financial performance.

The College's forecasts and financial projections, reported in its October 2021 management accounts, indicate that it will be able to operate within its existing facilities and most of its covenants for the foreseeable future. There is a specific issue with a debt cover covenant for Yorkshire Bank which the College and all lending banks are aware of. This will be closely monitored in monthly meeting between the College and its lending banks and if not corrected by improved financial forecasts, further discussions with Yorkshire Bank will take place. Governors note that the College has adequate cash reserves to pay down the loan if necessary. The College is forecast to remain in “good” ESFA financial health.

Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Recognition of income

Revenue Grant Income

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the income stream involved.

Notes to the Accounts – Continued

Any under or over achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments.

Where the College receives and disburses funds in which it has no direct beneficial interest, such funds are excluded from the income and expenditure account on the grounds that the College does not have direct control over the future economic benefits derived from these funds. The College has applied this policy to certain funds received during the year from the Education and Skills Funding Agency.

Grant Funding

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

Capital Grant Funding

The College recognises capital grants using the accruals method, with the grant release taking place along the same timescales as the depreciation of the fixed asset which was funded by the capital grant. The College changed how it recognises capital grants in 2019/20. Until that point, capital grants received had been recognised using the performance method, where capital grants were entirely released as income at the point where the grant was spent and the funded purchase or project completed.

Fee Income

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is received.

Investment Income

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

Accounting for Post-Employment Benefits

Retirement benefits to employees of the College are principally provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit plans, which are externally funded and contracted out of the State Earnings Related Pension Scheme (SERPS). Contributions to the TPS are charged as incurred.

Teachers' Pension Scheme (TPS)

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method. The TPS is a multi-employer scheme and the College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

Notes to the Accounts – Continued

Staffordshire Local Government Pension Scheme (LGPS)

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

Short term Employment benefits

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

Enhanced Pensions

The actual cost of any enhanced ongoing pension to a former member of staff is paid by the College annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the funding bodies.

Non-current Assets - Tangible fixed assets

Land and buildings inherited from the Local Education Authority are stated in the balance sheet at valuation on the basis of depreciated replacement cost as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account reserve on an annual basis. Land and buildings acquired since incorporation are included in the balance sheet at cost. Freehold land is not depreciated as it is considered to have an infinite useful life. Freehold buildings are depreciated over their expected useful economic life to the College of 40-60 years.

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

On adoption of FRS102, the College followed the transitional provisions to retain the book value of land and buildings, which were revalued in 1996, but not to adopt a policy of revaluations of these properties in the future. These values are retained subject to the requirement to test assets for impairment in accordance with FRS102.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

Finance costs which are directly attributable to the construction of land and buildings are not capitalised as part of the cost of those assets.

Notes to the Accounts – Continued

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Comprehensive Income and Expenditure.

Subsequent expenditure on existing fixed assets

Where significant expenditure is incurred on tangible fixed assets after initial purchase it is charged to income in the period it is incurred, unless it increases the future benefits to the College, in which case it is capitalised and depreciated on the relevant basis.

Assets under construction

Assets under construction are accounted for at cost, based on the value of architects' certificates and other direct costs, incurred to 31 July 2021. They are not depreciated until they are brought into use. There were no assets under construction as 31 July 2021.

Equipment

Equipment costing less than £2,000 per individual item is recognised as expenditure in the period of acquisition unless it is part of a larger project. All other equipment is capitalised at cost.

Capitalised equipment is depreciated on a straight-line basis over its remaining useful economic life as follows:

- | | |
|----------------------|------------|
| • Computer equipment | 3-5 years |
| • Other equipment | 3-10 years |

Where equipment is acquired with the aid of specific grants, it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related equipment.

Borrowing costs

Borrowing costs are recognised as expenditure in the period in which they are incurred.

Leased assets

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives relating to leases signed after 31 August 2014 are spread over the minimum lease term. Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as finance leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the balance sheet as a finance lease obligation. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charges are allocated over the period of the lease in proportion to the capital element outstanding.

Investments

Fixed asset investments are carried at historical cost less any provision for impairment in their value.

Listed investments held as fixed assets or endowment assets are stated at market value. Current asset investments, which may include listed investments, are stated at the lower of their cost and net realisable value.

Notes to the Accounts – Continued

Stocks

Farm stocks consist of livestock and crops and have been valued by independent valuers using recognised valuation methods and included in the balance sheet at the percentages of market value as recommended by HMRC Business Income Manual (BIM55410 - Farming stock valuation IR232). The College sold the majority of its animal herds during the 2019/20 financial year as the operations of the farm at Rodbaston were outsourced.

Cash and cash equivalents

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of three months or less from the date of acquisition.

Financial liabilities and equity

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form.

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

Foreign currency translation

Transactions denominated in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the end of the financial period with all resulting exchange differences being taken to income in the period in which they arise.

Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478-488 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The College is partially exempt in respect of Value Added Tax, so that it can only recover a minor element of the VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

Provisions and contingent liabilities

Provisions are recognised when the College 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.

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the statement of comprehensive income in the period it arises.

Notes to the Accounts – *Continued*

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

Contingent liabilities are not recognised in the balance sheet but are disclosed in the notes to the financial statements.

Agency arrangements

The College acts as an agent in the collection and payment of discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Restructuring costs

Any costs deemed to relate to a fundamental reorganisation or restructuring which has a material effect on the nature and future of the College's operations are disclosed on the face of the Income and Expenditure account after the operating surplus or deficit in accordance with FRS 102.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, management have made the following judgements:

- Determine whether leases entered into by the College either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the group's tangible assets, including goodwill. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other key sources of estimation uncertainty

- *Tangible fixed assets*

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

- *Local Government Pension Scheme*

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2018 has been used by the actuary in valuing the pensions liability at 31 July 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

- *Bad Debt Provision*

The College holds a bad debt provision of £200,000 which has been calculated to cover the financial risks within the debtors' ledger. The College has a variety of debtors including student fees, travel fees and commercial income. The College regularly reviews debtor levels and writes off income where the debts are not thought to be commercially viable to chase.

Notes to the Accounts – Continued

- *ESFA Clawbacks*

The College anticipates that some funding streams will be subject to clawback for the 2020/21 financial year. Although the College did not achieve its Adult Education Budget target (84%), the College is submitted a business case to retain this £121,000 of funding. This business case was unsuccessful. 16-19 funding was exceeded during the financial year and apprenticeship funding is paid on funding generated (£1,865,000 with a £100,000 accrual for any possible ESFA Funding Audit issues arising post year-end).

2 Funding council grants

	Year ended	
	2021	2020
	£'000	£'000
Recurrent grants		
Education and Skills Funding Agency – Adult Education Budget	1,919	2,045
Education and Skills Funding Agency – 16-18	15,001	12,766
Education and Skills Funding Agency – Apprenticeships	1,765	2,171
Specific grants		
Education and Skills Funding Agency – Capital grant released	243	293
Education and Skills Funding Agency – Learner Support, Work Placement Capacity, 16-19 Tuition Fund	928	503
Total	19,856	17,778

3 Tuition fees and education contracts

	Year ended	
	2021	2020
	£'000	£'000
Apprenticeship fees and contracts	109	52
Fees for FE loan supported courses	705	597
Fees for HE loan supported courses	437	499
Adult education fees	106	153
Total tuition fees	1,357	1,301
Education contracts	1,653	1,387
Total	3,010	2,688

4 Other grants and contracts

	Year ended	
	2021	2020
	£'000	£'000
West Midlands Combined Authority adult skills	270	287
Job Retention Scheme	119	99
Other grants and contracts	127	-
Total	516	386

The College furloughed a variety of non-government funded staff such as cleaners, estates technicians, equine centre staff, visitor centre staff, drivers and under the Coronavirus Job Retention Scheme. The funding received of £119,000 relates to staff costs which are included within the staff costs note (note 7).

Notes to the Accounts – Continued

5 Other Income

	Year ended	
	2021	2020
	£'000	£'000
Catering and residences	108	143
Other income generating activities	268	675
Miscellaneous income	347	651
Other Capital Grants released	199	126
Total	922	1,595

6 Investment Income

	Year ended	
	2021	2020
	£'000	£'000
Other interest receivable	7	11
Total	7	11

7 Staff Costs

The average number of persons (including key management personnel) employed by the College during the year was:

	Year ended	
	2021	2020
	No.	No.
Teaching staff	367	355
Non-teaching staff	272	271
Total Staff	639	626

Staff costs for the above persons

	2021	2020
	£'000	£'000
Wages and salaries	12,475	11,673
Social security costs	1,049	961
Other pension costs*	4,344	3,483
Holiday pay accrual (movement in year)	(1)	32
Payroll sub total	17,867	16,149
Contracted out staffing services	323	335
	18,190	16,484
Restructuring costs – contractual	-	95
Total staff costs	18,190	16,579

	2021	2020
	£'000s	£'000s
*Other pension costs include FRS102 (Section 28) adjustment	1,536	1,059

Notes to the Accounts – Continued

7 Staff Costs - continued

Key management personnel

Key management personnel are those persons in Executive Leadership Team having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Executive Leadership Team which currently comprises the Chief Executive Principal, Deputy Chief Executive, Deputy Principal Finance & Resources, Assistant Principal Quality & Curriculum, Assistant Principal Learner Services and Assistant Principal Human Resources. Staff costs include compensation paid to key management personnel for loss of office. Not all of these personnel were in post for the full financial year.

	2021	2020
	No.	No.
The number of key management personnel including the Accounting Officer was:	<u>7</u>	<u>9</u>

The governing body adopted the AoC's Senior Staff Remuneration Code in July 2019 and assesses pay in line with its principles. The remuneration package of senior post holders, including the Principal and Chief Executive, is subject to annual review by the Remuneration Committee of the governing body who use benchmarking information to provide objective guidance. The Principal and Chief Executive reports to the Chair of Corporation, who undertakes an annual review of her performance against the college's overall objectives using both qualitative and quantitative measures of performance.

The number of key management personnel in 2019/20 was complicated by a number of people leaving the College and subsequently being replaced. In 2020/21 there was an additional role for the majority of the year which ended in July 2021 and was not replaced. The number of key management personnel and other staff who received annual emoluments, excluding pension contributions but including benefits in kind, in the following ranges was:

	Key management personnel		Other staff	
	2021	2020	2021	2020
	No.	No.	No.	No.
£5,001 to £10,000 p.a.	-	2	-	-
£30,001 to £35,000 p.a.	-	1	-	-
£35,001 to £40,000 p.a.	-	1	-	-
£60,001 to £65,000 p.a.	-	2	1	-
£70,000 to £75,000 p.a.	4	-	-	-
£90,001 to £95,000 p.a.	1	2	-	-
£100,000 to £105,000 p.a.	1	-	-	-
£140,001 to £145,000 p.a.	1	1	-	-
	<u>7</u>	<u>9</u>	<u>1</u>	<u>-</u>

Key management personnel compensation is made up as follows:	2021	2020
	£'000	£'000
Salaries	610	522
Employers National Insurance	76	65
Benefits in kind	4	4
	<u>690</u>	<u>591</u>
Pension contributions	143	119
Total key management personnel compensation	<u>833</u>	<u>710</u>

Notes to the Accounts – Continued

7 Staff Costs - continued

There were no amounts due to key management personnel that were waived in the year, nor any salary sacrifice arrangements in place.

The above compensation includes amounts payable to the Accounting Officer (who is also the highest paid officer). The salary of the Accounting Officer is set based on available benchmarking data for the FE sector and market rate for the geographical area. Total Accounting Officer pay is summarised below:

	2021	2020
	£'000	£'000
Salaries	149	146
Benefits in kind	1	1
	<u>150</u>	<u>147</u>
Pension contributions	<u>35</u>	<u>34</u>

Median Salary

	2021	2020
Accounting Officers basic salary as a multiple of the median of all staff	6.58	6.58
Accounting Officers total remuneration as a multiple of the median of all staff	<u>8.14</u>	<u>7.90</u>

The median calculation is made by taking salary costs in August and September, ranking the costs in value order and then picking a median to compare to the salary of the Principal Chief Executive.

The members of the Corporation other than the Accounting Officer and the staff member did not receive any payment from the institution other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

8 Operating costs

	Year ended	
	2021	2020
	£'000	£'000
Teaching costs	1,889	1,953
Non teaching costs	1,779	1,445
Premises costs	1,499	1,464
Total costs	<u>5,167</u>	<u>4,862</u>

Notes to the Accounts – Continued

8 Operating Costs - continued

Other operating costs include:

	Year ended	
	2021	2020
	£'000	£'000
Auditor remuneration		
Financial statements audit	25	26
Internal audit	11	25
Other services provided by the external auditors	-	-
Hire of assets under operating leases	129	129
	<hr/>	<hr/>

9 Interest and other finance costs

	Year ended	
	2021	2020
	£'000	£'000
On bank loans, overdrafts and other loans:	258	273
Pension finance costs (Note 23)	256	210
	<hr/>	<hr/>
Total	514	483
	<hr/>	<hr/>

10 Taxation

The members do not believe that the College was liable for any corporation tax arising out of its activities in either year.

11 Tangible fixed assets

	Land and buildings	Computer Equipment	Other Equipment	Total
	£'000	£'000	£'000	£'000
Cost or valuation				
At 1 August 2020	49,722	4,750	9,218	63,690
Additions	295	1,135	672	2,102
Disposals	(300)	-	(17)	(317)
At 31 July 2021	49,717	5,885	9,873	65,475
Depreciation				
At 1 August 2020	21,079	4,383	6,725	32,187
Charge for the year	1,003	342	436	1,781
Disposals	(108)	-	(13)	(121)
At 31 July 2021	21,974	4,725	7,148	33,847
Net book value at 31 July 2021	27,743	1,160	2,725	31,628
Net book value at 31 July 2020	28,643	367	2,493	31,503
	<hr/>	<hr/>	<hr/>	<hr/>

Notes to the Accounts – Continued

11 Tangible fixed assets - continued

The transitional rules set out in FRS 102 have been applied. Accordingly, the book values at implementation have been retained.

Land and Buildings were valued for the purpose of the 1994 financial statements at depreciated replacement cost by, a firm of independent Chartered Surveyors in accordance with the RICS Statement of Asset Valuation Practice and Guidance notes. Other tangible fixed assets inherited from the local education authority at incorporation have been valued by the Corporation on a depreciated replacement cost basis with the assistance of independent professional advice.

Land and Buildings includes the cost of the Staffordshire University Lichfield Centre Project, which commenced in 1997 and was completed in 2006. The Project spanned a number of phases and was partly grant funded, and partly funded by a loan jointly repayable by the College and Staffordshire University.

Land and buildings includes eight residential properties at the Rodbaston College site which were sold by the end of November 2020.

12 Investments

	2021	2020
	£'000	£'000
Non-current investments – other	76	47

The College owns shares valued at £76,000 (2019: £47,000). These shares were valued at the closing market price as at 31 July 2021. These shares are not listed and their valuation is based on an annual valuation statement.

13 Trade and other receivables

	2021	2020
	£'000	£'000
Amounts falling due within one year:		
Trade receivables	482	210
Prepayments and accrued income	1,010	642
Amounts owed by the ESFA	39	94
Total	1,531	946

14 Creditors: amounts falling due within one year

	2021	2020
	£'000	£'000
Bank loans and overdrafts	730	644
Other loans	6	6
Trade payables	244	490
Other taxation and social security	585	530
Accruals and deferred income	1,153	1,001
Amounts owed to the ESFA	681	349
Deferred capital grants	418	419
Other creditors	93	18
Total	3,910	3,457

Notes to the Accounts – Continued

15 Creditors: amounts falling due after one year

	2021	2020
	£'000	£'000
Bank loans and overdrafts	3,020	4,221
Deferred capital grants	13,962	12,249
Other loans	1	7
Total	16,983	16,477

16 Maturity of debt

(a) Bank loans and overdrafts

Bank loans and overdrafts are repayable as follows:

	2021	2020
	£'000	£'000
In one year or less	730	574
Between one and two years	542	747
Between two and five years	1,268	1,883
In five years or more	1,210	1,591
Total	3,750	4,795

Total debt is shared between three providers as detailed below:

Amount (£)	Bank	Start date	Expiry date	Term in years	Rate
600,000	Yorkshire Bank PLC	23/06/21	30/06/24	3	4.750%
500,000	Lloyds Bank	31/01/07	31/01/22	15	5.595%
500,000	Lloyds Bank	31/01/07	01/02/27	20	5.595%
2,000,000	Lloyds Bank	31/01/13	30/01/29	16	2.500%
2,000,000	Barclays Bank PLC	30/06/06	28/06/30	25	Variable
1,500,000	Barclays Bank PLC	31/07/08	30/06/30	22	Variable

Bank	Security
Lloyds Bank	Tamworth Campus, Cannock Campus
Barclays Bank PLC	Rodbaston Campus, Hilltop Cottages (Tamworth)

The College entered into a new debt arrangement with Yorkshire Bank during the 2020/21 financial year which saw the College pay down its debt to a balance of £600,000. The loan is now unsecured and will be repaid in three years.

Notes to the Accounts – Continued

(b) Other loans

Other loans and overdrafts are repayable as follows:

	2021	2020
	£'000	£'000
In one year or less	6	6
Between one and two years	1	2
Between two and five years	-	5
Total	7	13

All other loans are Salix interest free loans to finance energy saving projects.

17 Provisions

	Defined benefit obligations £'000
At 1 August 2020	(19,465)
Expenditure in the period	1,529
Transferred from income and expenditure account	(3,321)
Actuarial loss	3,483
At 31 July 2021	(17,774)

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government pension Scheme. Further details are given in Note 23.

18 Cash and cash equivalents

	At 1 Aug 2020	Cash flows	Other changes	At 31 July 2021
	£'000	£'000	£'000	£'000
Cash and cash equivalents	3,241	1,699	-	4,940
Overdrafts	(70)	70	-	-
Total	3,171	1,769	-	4,940

Analysis of Net Debt

	At 1 Aug 2020	Cash flows	Other changes	At 31 July 2021
	£'000	£'000	£'000	£'000
Cash and cash equivalents	3,241	1,699	-	4,940
Overdraft	(70)	70	-	-
Bank Loans due in less than one year	(580)	(150)	-	(730)
Bank Loans due in less than five years	(2,637)	826	-	(1,811)
Bank Loans due after five years	(1,591)	381	-	(1,210)
Total	(1,637)	2,826	-	1,189

Notes to the Accounts – *Continued*

19 Capital and other commitments

	2021	2020
	£'000	£'000
Commitments contracted for at 31 July	-	-

20 Lease obligations

At 31 July the College had one lease relating to the Torc campus under a non-cancellable operating leases as follows:

	2021	2020
	£'000	£'000
Future minimum lease payments due		
Land and buildings		
Not later than one year	130	130
Later than one year and not later than five years	270	400
Later than five years	-	-
	400	530

21 Contingent liabilities

There are no contingent liabilities.

22 Events after the reporting period

The College received a full Ofsted inspection between the 2nd and 5th November. The final outcome was published on the 7th December 2021 and confirmed that the College was now judged to be a "Good" college.

The College was selected for an ESFA funding audit in September 2021. The audit began in November 2021 and any potential clawback for funding issues will not be finalised before the completion of these accounts. The College has therefore made an accrual of £100,000 against apprenticeship income to cover any possible clawback.

The College submitted an application to the FE Capital Transformation Fund for a grant of £11,867,000 in relation to the proposed Tamworth Relocation Project. It does not expect to receive confirmation of an outcome until Spring 2022.

23 Defined benefit obligations

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan.

Notes to the Accounts – Continued

23 Defined benefit obligations - continued

Accordingly, the College has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers' pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

The latest actuarial review of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education (the Department) in April 2019. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £198 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/19). The DfE agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2020/21 academic year.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website. The pension costs paid to TPS in the year amounted to £1,930,000 (2019/20: £1,614,000)

Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by Staffordshire County Council Local Authority. The total contributions made for the year ended 31 July 2021 were £1,661,000, of which employer's contributions totalled £1,316,000 and employees' contributions totalled £345,000. The agreed contribution rates for future years are 20.9% for employers and range from 5.5% to 12.5% for employees, depending on salary.

The approach taken by the College to address its defined pension deficit is to take the lead from the Local Authority and its actuaries, as the experts in the field. The College pays the required contribution rates on the understanding that actuarial calculations will ensure that the notional pension deficit remains manageable and allows the College to contribute its fair share into the overall scheme. The College has no plans to make any lump sum payments to the scheme. The provision of security in the form of a College campus is not feasible as all owned campuses are currently used as security for the College's various lenders.

Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2016 updated to 31 July 2021 by a qualified independent actuary.

	At 31 July 2021	At 31 July 2020
Rate of increase in salaries	3.25%	2.60%
Future pensions increases	2.85%	2.20%
Discount rate for scheme liabilities	1.60%	1.40%
Inflation assumption (CPI)	2.85%	2.40%
Commutation of pensions to lump sum (pre-April 2008 service)	50%	50%
Commutation of pensions to lump sum (post-April 2008 service)	75%	75%

Notes to the Accounts – Continued

23 Defined benefit obligations - continued

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

	At 31 July 2021 years	At 31 July 2020 years
<i>Retiring today</i>		
Males	21.2	21.2
Females	23.6	23.6
<i>Retiring in 20 years</i>		
Males	22.1	22.1
Females	25.0	25.0

Sensitivity analysis

	Approximate increase to defined benefit obligation	Approximate Monetary increase £'000
0.1% decrease in Real Discount rate	2%	1,678
1 year increase in member life expectancy	4%	3,101
0.1% increase in the Salary Increase rate	0%	86
0.1% increase in the Pension Increase Rate (CPI)	2%	1,568

The College's share of the assets in the plan at the balance sheet date and the expected rates of return were:

	Long-term rate of return expected at 31 July 2021	Fair Value at 31 July 2021	Long-term rate of return expected at 31 July 2020	Fair Value at 31 July 2020
		£'000		£'000
Equity instruments	1.6%	45,416	2.8%	36,517
Bonds	1.6%	7,171	2.8%	5,766
Property	1.6%	4,781	2.8%	3,844
Cash	1.6%	2,390	2.8%	1,992
Total		59,758		48,119

Weighted average expected long term rate of return at 31 July 2021	79,405	63,696
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	2021	2020
	£'000	£'000
Actual return on plan assets	11,032	4,763

Notes to the Accounts – Continued

23 Defined benefit obligations - continued

The amount included in the balance sheet in respect of the defined benefit pension plan and enhanced pensions benefits is as follows:

	2021	2020
	£'000	£'000
Fair value of plan assets	59,758	48,022
Present value of plan liabilities	(77,132)	(67,091)
Present value of unfunded liabilities	(400)	(396)
Net pensions liability	(17,774)	(19,465)

Amounts recognised in the Statement of Comprehensive Income in respect of the plan are as follows:

	2021	2020
	£'000	£'000
Amounts included in staff costs		
Current service cost	3,038	2,317
Past service cost	-	(5)
Total	3,038	2,312
Amounts included in investment income		
Net interest cost	(283)	(210)
	(283)	(210)
Amount recognised in Other Comprehensive Income		
Return on pension plan assets	10,355	(3,372)
Experience losses arising on defined benefit obligations	1,017	2,056
Changes in assumptions underlying the present value of plan liabilities	(7,889)	(7,381)
Amount recognised in Other Comprehensive Income	3,483	(8,697)

The 2019/20 financial accounts showed a past service cost of £230 million in respect of the McCloud judgment in 2018/19 which ruled that the transitional protection for some members of public service schemes implemented when they were reformed constituted age discrimination. This provision is just under 2% of the total scheme liability as at 31 March 2019. The calculation of adjustment to past service costs, £7 billion, arising from the outcome of the Court of Appeal judgment is based on a number of key assumptions including:

- the form of remedy adopted
- how the remedy will be implemented
- which members will be affected by the remedy
- the earning assumptions
- the withdrawal assumption

The previous allowances made in the 2019/20 accounts have been rolled forward into the 2020/21 accounts without further adjustment by the pension scheme's actuaries. As per the actuary report, "no explicit additional adjustment for McCloud has been added to the current service cost for 2020/21 (or the projected service cost for 2021/22)".

The other financial and demographic assumptions adopted to calculate the past service cost are the same as those used to calculate the overall scheme liability. Adopting different assumptions, or making other adjustments to reflect behavioural changes stemming from the judgment, would be expected to change the disclosed past service cost. Similarly, allowing for variations in individual members' future service or salary progression is expected to produce higher costs. The past service cost is particularly sensitive to the difference between assumed long term general pay growth and the CPI. If the long term salary growth assumptions were 0.5% pa lower, then the past service cost disclosed here would be expected to reduce by 50% and conversely a 0.5% pa increase would increase the estimated cost by 65%.

Notes to the Accounts – Continued

23 Defined benefit obligations – continued

Movement in net defined benefit liability during the year:

	2021	2020
	£'000	£'000
Deficit in scheme at 1 August	(19,465)	(9,499)
Movement in year:		
Current service cost	(3,038)	(2,317)
Employer contributions	1,502	1,227
Unfunded benefit contributions	27	26
Past service cost	-	5
Net interest on the defined liability	(283)	(210)
Actuarial loss	3,483	(8,697)
Net pensions liability (Note 17)	(17,774)	(19,465)

Asset and Liability Reconciliation

	2021	2020
	£'000	£'000
Changes in the present value of defined benefit obligations		
Defined benefit obligations at start of period	67,487	59,433
Current service cost	3,038	2,317
Interest cost	960	1,265
Contributions by Scheme participants	369	323
Experience gains and losses on defined benefit obligations	(1,017)	(2,056)
Changes in financial assumptions	6,902	6,647
Estimated benefits paid	(1,167)	(1,145)
Past service cost	-	(5)
Estimated unfunded benefits paid	(27)	(26)
Changes to demographic assumptions	987	734
Defined benefit obligations at end of period	77,532	67,487

Changes in fair value of plan assets

	2021	2020
	£'000	£'000
Fair value of plan assets at start of period	48,022	49,934
Interest on plan assets	677	1,055
Return on plan assets	10,355	(3,372)
Employer contributions	1,529	1,253
Contributions by Scheme participants	369	323
Estimated unfunded benefits paid	(27)	(26)
Estimated benefits paid	(1,167)	(1,145)
Fair value of plan assets at end of period	59,758	48,022

Notes to the Accounts – Continued

24 Related party transactions

Owing to the nature of the College's operations and the composition of the Board of Governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

The total expenses paid to or on behalf of the Governors during the year was £26 (2019/20: £3,391). This represents travel and subsistence expenses and other out of pocket expenses incurred in attending Governor meetings and charity events in their official capacity.

No Governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2019/20: £Nil).

25 Amounts disbursed as agent

Learner Support Grants	2021 £'000	2020 £'000
Funding body grants – bursary support	73	70
Funding body grants – discretionary learner support	687	523
Funding body grants – residential bursaries	-	-
Other Funding body grants	-	-
Interest earned	-	-
	<hr/> 760	<hr/> 593
Disbursed to students	(533)	(599)
Administration costs	(31)	(29)
Balance unspent as at 31 July, included in creditors	<hr/> 196 <hr/>	<hr/> (35) <hr/>

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.

