THE PRESIDENT AND FELLOWS OF MURRAY EDWARDS COLLEGE, FOUNDED AS NEW HALL, IN THE UNIVERSITY OF CAMBRIDGE

England & Wales · Charity number 1137530

Details

Other names	THE PRESIDENT AND FELLOWS OF NEW HALL IN THE UNIVERSITY OF CAMBRIDGE, MURRAY EDWARDS COLLEGE, NEW HALL
Status	Registered
Legal form	Other
Company number	RC000383
Registered	2010-08-17
Register	View on the Charity Commission register

Contact

Address	Murray Edwards College Huntingdon Road Cambridge CB3 0DF
Phone	01223762100
Email	bursar@murrayedwards.cam.ac.uk
Website	www.murrayedwards.cam.ac.uk

Activities

Objects: A) TO ADVANCE EDUCATION, LEARNING AND RESEARCH IN THE UNIVERSITYB) TO PROVIDE FOR PERSONS WHO SHALL BE MEMBERS OF THE UNIVERSITY A COLLEGE WHEREIN THEY MAY WORK FOR DEGREES IN THE UNIVERSITY OR MAY CARRY OUT POSTGRADUATE OR OTHER SPECIAL STUDIES AT CAMBRIDGE.

Activities: Advancement of education, learning and research in the University of Cambridge with a commitment to the highest standards of education for women of all backgrounds

Downloaded from opencharities.uk/ew/1137530

Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** CAMBRIDGESHIRE
- Cambridgeshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£12,896,000	£12,472,000	£121,305,000	168
2024-06-30	£10,992,000	£10,259,000	£124,842,000	167
2023-06-30	£9,276,000	£10,020,000	£118,080,000	156
2022-06-30	£9,815,000	£10,328,000	£116,748,000	155
2021-06-30	£9,645,000	£8,489,000	£119,469,000	150

Downloaded from opencharities.uk/ew/1137530

Trustees

Name	Role	Appointed
Andrea Tam		2024-11-26
Dr Evaleila Pesaran		2025-10-01
Dr Michele Gemelos		2023-10-01
Dr Paola Filippucci		2024-10-01
Dr Rachel Anne Polonsky		2025-09-01
Dr Victoria Harvey		2024-10-01
Dr William Christopher Jan Buttinger		2025-10-01
James Paul Dougal		2024-10-01
Professor Alexander Matthew Piotrowski		2025-10-01
Professor Holly Krieger		2025-10-01
Professor Michael Meredith		2024-11-26
Professor Stephen Morris		2025-10-01
Robert Hopwood		2018-10-01
Sarah Doczi		2025-04-28

Downloaded from opencharities.uk/ew/1137530

THE PRESIDENT AND FELLOWS OF MURRAY EDWARDS COLLEGE, FOUNDED AS NEW HALL, IN THE

England & Wales - Charity number 1137530

Accounts

Murray Edwards College
University of Cambridge

Annual Report and Financial Statements

2024-25

Administrative Details

Address

Murray Edwards College, New Hall,
Huntingdon Road, Cambridge,
Cambridgeshire, CB3 ODF

Charity registration number

1137530

Senior officers

Acting President	Dr Rachel Polonsky (from 22 September 2025)
President	Dorothy Byrne (resigned 31 August 2025)
Vice-President	Professor Miranda Griffin (from 24 November 2025)
	Professor Stephen Morris (resigned 2 September 2024)
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Victoria Harvey (from 16 September 2024)
	Dr Michele Gemelos (resigned 16 September 2024)

Principal advisors

Auditors (external)	Gravita Audit Oxford LLP Park Central, 40-41 Park End Street, Oxford, OX1 1JD
Bankers	Barclays Bank PLC Abacus House, Castle Park, Castle Hill, Cambridge CB3 OAN
Investment Managers	CCLA Investment Management Limited Senator House, 85 Queen Victoria Street, London EC4V 4ET
	Cambridge University Endowment Fund 30 Station Road, Cambridge CB1 2RE
Legal Advisers	C Mills & Reeve LLP Botanic House, 100 Hills Road, Cambridge CB2 1PH
	Pennington Manches Cooper LLP B1 Brooklands, Clarendon Road Cambridge CB2 8EE

Trustees of the charity – Council members

Acting President	Dr Rachel Polonsky (appointed 22nd September 2025)
Vice-President	Professor Mirada Griffin (appointed 24th November 2024)
Bursar	Mr Robert Hopwood (appointed 1st October 2018)
Senior Tutor	Dr Victoria Harvey (appointed 16th September 2024)

Elected members:

James Dougal (appointed 1st October 2024)

Dr Paola Filippucci (appointed 1st October 2024)

Professor Michael Meredith (appointed 26th November 2024)

Dr Michele Gemelos (appointed 1st October 2025)

Dr William Buttinger (appointed 1st October 2025)

Professor Holly Krieger (appointed 1st October 2025)

Professor Stephen Morris (appointed 1st October 2025)

Dr Evaleila Pesaran (appointed 1st October 2025)

Professor Alexander Piotrowski (appointed 1st October 2025)

Ms S Doczi (appointed 1st May 2025)

Ms A Tam (appointed 1st May 2025)

Other Trustees during the financial year were:

Dr T Alexopoulou (appointed 1st October 2022)

Dr L Hamlett (appointed 1st October 2022)

Dr M Moussa (appointed 1st October 2022)

Dr K Peters (appointed 1st October 2023)

Dr J Turner (appointed 1st October 2022)

Ms Dorothy Byrne (resigned 31 August 2025)

Professor M Herzog (retired 30th September 2024)

Dr Michele Gemelos (appointed 14 June 2024, retired 16 September 2024)

Dr R Leow (retired 30th September 2024)

Professor S Morris (retired 30th September 2024)

Ms J Hammond (appointed 1st May 2024)

Dr A Patnaik (retired 31st October 2024)

As at 30 June 2025, the College comprised the President, 79 Governing Body Fellows, 32 Bye-Fellows, 384 undergraduate students and 42 clinical medical and veterinary students in respect of whom undergraduate fees were received, 169 registered postgraduate students and 89 full time equivalent permanent professional services staff.

Contents

Year in Review

7 Acting President's Introduction

8 From the Bursar

9 Review of learning, education and research

10 Access and Student Recruitment

11 Wellbeing

12 Women's Art Collection

Financial Review

15 The College: Foundation, Charter and Statutes

15 Philanthropic support

16 Financial Review

19 Operations Review

19 Principal risks and uncertainties

20 Plans for the future and conclusion

20 Corporate Governance

23 Independent Auditor's Report to the Members of the Council of Murray Edwards College

26 Statement of Principal Accounting Policies

Financial Statements

32 Consolidated Statement of Comprehensive Income and Expenditure

34 Statement of Changes in Reserves

35 Consolidated Balance Sheet

36 Consolidated Cash Flow Statement

37 Notes to the Accounts

Year in Review

Acting President's Introduction

June 2025 saw the sixtieth anniversary of the official inauguration of our College's awe-inspiring buildings. In November, we marked the sixtieth anniversary of New Hall's recognition as an Approved Foundation within the University of Cambridge. Celebrating these twin milestones in our history has given us an opportunity to reflect on one of the principal objects in our Charter, namely, 'to provide for persons who shall be members of the University a College.'

To be a College in the true sense of the word involves the constant work of many people gathered around a common purpose. Though much of that work is unseen, none of it is taken for granted.

Our Governing Body now has 79 Fellows. Alongside teaching commitments, and the time-consuming work on committees which is essential to our cherished system of self-governance, the wider Fellowship has distinguished itself this year with numerous scholarly achievements: publications, awards, promotions, research grants and scientific breakthroughs. Our lively website and growing social media accounts keep our community updated on these proud accomplishments.

The warmth of our alumnae's affection for the College, and their affirmation of its importance in their lives, strengthens us in our aim to be an exceptional environment for education, learning and research.

Their achievements are a continuing source of inspiration to our students. At our joyful Alumnae Weekend in late September, the actor and filmmaker Sarah Solemani (matric.2002) spoke of how the teaching she received at New Hall had 'changed the course of her mind'. Our alumnae often speak of the profound impact on their lives of the teaching they have received from our Fellows, the opening of their minds that happened at this College. At our successful Giving Day in October, recent books by alumnae were laid out on a table in our airy walkway, students browsing as donations rolled in for College priorities, accompanied by heart-warming reminiscences and words of support.

A key focus of our fundraising efforts this year has been the renewal of our estate. This long-term project, which will unfold in phases as resources allow, began this year with essential work on our library, a monument of modernism, and a much-loved space that embodies the mission of the College. Our Estates Strategy, based on a masterplan led by Cindy Walters of Walters & Cohen Architects, sets out the aim to develop sustainably throughout the twenty-first century as a centre for academic excellence with no barriers to access or opportunity. We plan to nurture and build on the atmosphere and ethos of a 'home from home' which our students prize, supported by world-class facilities and beautiful gardens, and new spaces for study and relaxation. The potential for academic distinction of our students, and their wellbeing, lie at the heart of this strategy.

Meanwhile, numbers of direct applicants have continued to rise this year, and our academic results show notable improvement in several areas. The Women's Art Collection, which has a central place in our identity, continues to inspire our students, to attract art lovers to Murray Edwards College from near and far, and to raise our profile.

As Acting President, with the unique overview this role gives me, I have many people to thank for this year's success, and for our exciting vision for the future: Fellows, professional staff, students, alumnae, donors, and well-wishers all.

Dr Rachel Polonsky
Acting President, Murray Edwards College

From the Bursar

A number of significant developments came to fruition during the year and the College finds itself at a useful point at which to reflect on its current and future direction. Education, learning and research will, as ever, remain our guiding light and our core mission remains resolutely what it has always been: providing a first-class Cambridge University education to talented young women, wherever they come from.

In terms of our financial performance, this was again mixed, but unlike last year when a deficit arose and the College benefitted from capital gains (of £6.0m), this year we achieved an income and expenditure surplus (0.8m), while incurring capital losses (of £3.3m). Fluctuations in capital are not of particular concern provided they do not defeat our overall long-term objective of maintaining our capital in real terms while providing useful income from which to draw. So far, so good - but we continue to be watchful in an uncertain and challenging investment outlook.

Debt remains low. The College continues to set aside sums for repayment of £10.5m debt and a solid path to full repayment remains open to the College.

Estates plans, focusing on expansion, sustainability, and planned maintenance were delivered a year after their inception and this substantive and significant body of work was approved by Governing Body in October 2024.

The work was immediately pressed into use through properly planned preventative maintenance interventions which were better targeted and integrated with priorities and funding.

I would like to pay tribute to the very many who contributed to the Estates strategy, including of course the expert contribution of Cindy Walters of Walters and Cohen, Stuart Johnson, our project manager, Max Fordham Associates and others.

Further projects will be drawn off the strategy - the library roof project being a case in point. This is Phase I of a series of phases to improve student's wellbeing and learning experience in the library and surrounding areas, and commenced in June. The Lower Ground Floor of the Library will benefit from Phase II and a £1m fundraising drive for that purpose is yielding good results. We are especially grateful to the Wolfson Foundation and other donors for their generous support in helping us maintain what is an extraordinary, unique and precious example of Chamberlin, Powell and Bon's brutalist architecture and vision.

In other areas, we continued to strengthen our digital presence, new websites were delivered to help promote and fulfil the objectives of our Women's Art Collection and also for our conference and venue hire business. In both cases, visitor footfall has improved considerably. And once again, our staff survey revealed greater satisfaction among staff. Nonetheless, work is in train to help the College look afresh at its preferred behaviours, values and culture and this will inform wider plans as we take stock of where we are and what we intend to achieve in the future.

As always, none of the College's manifest achievements would be possible without our talented students, distinguished Fellows and dedicated professional staff. It remains a place where people value and enjoy the support and help of one another. We also welcome and enjoy the company of so many alumnae and friends, who, in their turn, continue to give so much to the College, in so many different ways.

Rob Hopwood
Bursar, Murray Edwards College

Review of learning, education and research

This report is written at the conclusion of my first year in post as Senior Tutor. I am delighted to be involved in an institution which prioritises the Cambridge University education of outstanding women for all over the UK and further afield. There is a striking diversity within the student body, both on traditional methods of socioeconomic circumstance and school background, but also - and perhaps of equal importance for a women's College - in terms of their subject choice: women in math based sciences (Maths, NSTP, Compsci, Economics, Engineering) traditionally make up c.20% of the whole cohort, yet we have large groups full of intelligent, intellectually curious women. Thanks to significant efforts by our admissions, access and student recruitment teams, this coming year's intake is likely to further diversify without any compromise on academic strength at entry. The College invests heavily in this area, and I am grateful for the enthusiasm, expertise and professionalism of our large team and the excellent results they are beginning to see come to fruition. On the Postgraduate side, our Executive Postgraduate Tutor is receiving more applicants than previous years through the allocator, and as a result, we have admitted our largest ever intake of postgraduate students. Although we are not able to accommodate the vast majority of our Postgraduates, we are continuing to improve the opportunities open to them in College, building on the free weekly formal to include writing workshops, careers insights and wellbeing sessions with art and animals.

Our student financial support is well used. Although students across the Country are feeling the pinch of widening gaps between available student finance and the cost of attending University, the applications we receive are well distributed between funding centres. In addition to hardship support, we have offered financial prizes for those students receiving excellent academic results, grants for those who have successfully competed in their sport's Varsity match, assistance for those wishing to undertake language study or a language focussed year abroad, and for those undertaking summer internship programmes.

This array of financial support is invaluable and properly enables students to take advantage of the opportunities open to them in the University and at College. Far from simply offering a work life balance, co- and extra- curricular activities help build CVs and life experiences and ultimately develop competitive applicants in the increasingly challenging job market. I was delighted to see our students compete in Varsity teams in hockey, lacrosse, tennis, gymnastics, rugby swimming and water polo.

Our academic results are steadily improving, reflecting the data driven approach taken by our admissions tutors. I was delighted to see so many individual student successes, including dissertation prizes, starred first class degrees and rankings at the very top of the University cohort. We have more work to do in this area, and the instigation of triennial subject reviews are helping to identify structural problems at a granular level which we will be able to address over the coming years. We have a large number of College Teaching Officers compared to some Colleges; but this enables us to have a lot of in-house support and teaching, particularly in Part 1. The new Education Committee receives reports from individual subject reviews and recommends changes to Council, enabling thorough discussion and a variety of perspectives on all issues.

Our Fellows are conducting excellent and wide-ranging research. Highlights include: one of our post-doctoral Bye-Fellows Dr Elena Sottilotta, has published her first book Seekers of Wonder: Women Writing Folk and Fairy Tales in Nineteenth-Century Italy and Ireland; Dr Thomas Cope led a breakthrough study for adults with epilepsy; and Prof. Meredith led an expedition to Antarctica to retrieve some very old ice. Lydia Hamlett and Amy Tobin, both Fellows in History of Art, received Professorial promotions and Dr Mohammed Moussa was appointed as a University Teaching Officer in Law. We have admitted leading researchers in Engineering (Prof. Harold Haas), Japanese History (Dr Yu Sakai) and Modern and Medieval Languages (Dr Liesbeth Francois and Dr Bryan Karetnik). We were also delighted to welcome a new Library team, a refreshed Tutorial Office, and the new Senior Tutor's Executive Assistant. These teams, together with our excellent Wellbeing team and Tutors ensure our students have everything they need to thrive academically.

Priorities for the year ahead include a renewed focus on academic results, a review of our access and student recruitment initiatives, efforts to further diversify both Home and International cohorts and wide ranging celebrations of student success in areas of academia, extra curricular participation and excellence and career progression.

Dr Victoria Harvey
Senior Tutor

Access and Student Recruitment

The 2024-2025 academic year has seen major growth in outreach from Murray Edwards College. With a stable, permanent team of education professionals now well established, the number of students participating in outreach activities has increased by 115% compared to the previous year, while the number of schools reached has increased by 32%. These figures are despite a continuing reduction in the number of young men engaged in outreach by the College – as it continues to focus solely on audiences of young women students wherever possible.

The previous year's investment in building a data-led approach paid dividends, ensuring that the College sustained an effective approach to engaging a wide range of target audiences, with particular emphasis on groups underrepresented at the College and wider University of Cambridge. This data has not only evidenced areas of success and change, but also areas where outreach activities could be more effective – or where new and different approaches may be required.

Alongside data, the 2024-2025 year has seen a significant emphasis on improving communication with external stakeholders – both in terms of increasing the reach and engagement of outreach opportunities offered by the College, and also ensuring that communication becomes an increasingly effective access and student recruitment tool in of itself. Increasing numbers of participants in the past year's events and activities have reported the College's social media channels as the primary method by which they were engaged, followed by the College and University websites, as well as regular direct email newsletters sent to teachers, parents and young people that sign themselves up to be kept informed.

All outreach activities with limited numbers of places are now effectively oversubscribed, which supports an increasingly selective approach to offering places in line with the College's desire to support access for the most underrepresented groups wherever possible. The Access and Student Recruitment team are satisfied that gaining places on the College's outreach events and activities is now seen as competitive and desirable by a wide range of schools and young people, encouraging the ambition and confidence of potential applicants to Murray Edwards, as well as the wider University of Cambridge.

Highlights of the year's programme delivery included an exciting new partnership with Star Academies, engaging young women from predominantly British Muslim backgrounds in the North West, an expanded series of academic taster lectures with College Fellows – both online and in person, and a brand new initiative supported by the Isaac Newton Trust focusing on languages at the University of Cambourne. The inaugural residential summer school for Year 11 students immersed participants in 7 arts, humanities and social science subjects, hosted at Murray Edwards College, working with academic experts, current students and staff from University departments and faculties. The College looks forward to developing this initiative further over the coming year – championing language-based subjects alongside its existing commitment to women in STEM-based subjects.

Matt Diston
Head of Access and Student Recruitment

Wellbeing

The Wellbeing Service

The Service, which has now been running for two years, provides one-to-one support to students on all aspect of wellbeing and mental health, and also promotes student wellbeing in college through the provision of wellbeing events and activities. The academic year 2024-5 saw a consolidation and expansion of the Service, in terms of both its staffing and the opportunities available to students.

We were very pleased to welcome Erika Spooner as our new College Nurse on a permanent basis from October 2024. Erika has a background in women's health and has been a huge asset to the team this year. She has provided nurse surgeries for students on three days a week during term-time, an increase on the 15 hours per week nursing provision in the previous academic year. Claudia Marota, our College Counsellor, has now completed her second academic year with us and has continued to provide a valuable service to students by offering short-term (i.e. up to 6 sessions) integrative counselling. Students have continued to engage very well with the Service and have accessed support for a wide range of mental health, physical health and personal issues, as well as disability-related support.

In 2024-5, due to increased capacity in the team, the Head of Wellbeing and Nurse for the first time were able to meet individually with all incoming undergraduate freshers as part of Welcome Week. We also offered welcome meetings to all postgraduates who had identified as having a disability on their application. This was important in helping us to understand the needs of the new cohort, enabling us to identify where additional support might be helpful early on in students' university careers, building relationships with the new students, and increasing the visibility of our Service.

The team has engaged with ongoing professional development relevant to their work supporting students. This academic year, the Head of Wellbeing and College Nurse completed a 2-day training in Trauma-Informed Care with The Tavistock Centre, and the College Counsellor has undertaken training in Gender, Sex and Relationship Diversity with Pink Therapy.

Wellbeing activities have continued to be very well attended by students across year groups and disciplines, and the team has expanded the provision of events this year. In Lent term we were pleased to welcome back Dr Rebecca Champ, who delivered specialist skills-based ADHD coaching to our students with ADHD. In addition to continuing to offer activities that proved popular last year, including Pets as Therapy visits, Lush hand and arm massages, and weekly yoga sessions, we also introduced a weekly wellbeing tea, and trialed a carpentry workshop, several craft sessions, and two art-based workshops.

The art workshops were run by Arts and Minds, a Cambridge-based organization who provide arts-based activities in collaboration with local artists aimed at promoting positive mental health. These workshops were hugely popular with students, and towards the end of the year we were successful in securing funding from the University's Wellbeing Stimulus Fund that will enable us to run a programme of fortnightly art workshops across the coming academic year.

Wellbeing Research Project

The Wellbeing Research Project is a 2-year project that was funded by a generous donation from Christina and Peter Dawson. It was established to explore women and nonbinary students' experiences of the teaching and learning environment at Cambridge and how this relates to their mental health and wellbeing. The study takes an intersectional approach and aims to understand students' experiences through the lens of intersecting identities.

Dr Jo Lysons was employed in April 2024 as a Research Associate to run the project and made excellent progress over the last academic year.In 2024-5, Jo designed the study, gained ethics approval and completed extensive data collection. The study uses a mixed-methods approach and includes both quantitative survey data and qualitative data from focus groups. Over the first year of the project Jo has also built relationships with relevant stakeholders in the university, and has held workshops with students to involve them in shaping the research.

Dr Susan Imrie
Head of Wellbeing

The Women's Art Collection

2024 was an exciting year for the Collection with curated exhibitions, new acquisitions and a brilliant new website. It also marked a new relationship with Frieze London and Spirit Now London that enabled us to work with a group of female philanthropists to support the acquisition of three new works for the Collection. Year on year we are building our profile, reputation and supporter networks to ensure we maintain our place as Europe's largest and most important collection of art by women.

The Women's Art Collection: Conversation Not Spectacle was a group exhibition that explored the history and development of The Women's Art Collection. Beginning with the artist-in-residence scheme that seeded the idea for the Collection, the exhibition spanned three decades, from the very first acquisition campaign all the way up to the present day.

Conversation Not Spectacle was the culmination of a two-year research project that aimed to maximise the role of The Women's Art Collection within research and teaching activities at the University of Cambridge and unlock the Collection as a resource for the broader public. The research project was funded by the Isaac Newton Trust, Arts Council England, the Bateman Family Charitable Trust and Mike, Isobel and Olivia Standing.

Renaturation: Fractured Identities, Future Selves showcased the artwork of Debbie Yeboah, an alum of Murray Edwards College who recently received her PhD in the Faculty of Education.

The exhibition explored three interconnected concepts that engage with the reconstitution of the Ghanaian self in response to the ongoing effects of colonialism. Through a dynamic body of work-including paintings, mixed media works, and a braided hair installation the artist made visible the themes of healing, identity, and Ghanaian cultural resilience.

The exhibition was generously supported by Rachel Polonsky, now Acting President of Murray Edwards College. To accompany the exhibition we organised a sold out in-conversation between Debbie Yeboah and Karen Livingstone, Deputy Director of the Fitzwilliam Museum and Fellow of Murray Edwards College. As a result of the exhibition and the fundraising efforts of the Curator we are delighted to have acquired a work by Debbie for the Collection ensuring better representation of artists on colours within the Collection.

Events
Through out the year we programme a series of events with highlights including Linsey Young, who curated the 'Women in Revolt' exhibition at Tate Britain as well as a roundtable panel discussion on participatory textiles in collaboration with University of Exeter's The Art of Fiction project and Cambridge Visual Culture.

New Website
In early 2024 we secured the position of Assistant Curator and in the summer Laura Moseley was appointed. Laura joined us from Kettle's Yard and was familiar with the Collection from her time as a student art placement in 2023 that was funded by the Art Fund. Her primary task was to work on a brand new website for the Collection that was part funded by Arts Council England. Every art work in the collection is now online and provides a vital educational and leaning resource for the academic, student and wider community.

Frieze London
Over the summer of 2024 we worked closely with the philanthropic group Spirit Now London to acquire a work to the value of £40,000 from a female artist under the age of 40 at the international art fair Frieze London. Led by the Curator, we shortlisted a number of artists that were then selected on the opening day of Frieze in October. We were fortunate to have acquired three works by Shafei Xia, Asemahle Ntlonti and Bambou Gili that are on public display across the College.

Student Engagement
This year we worked closely with the student recruitment and outreach team to facilitate visits from several Cambridge based schools such as St Bedes as well as Hills Road Sixth Form College. We have been building our ongoing relationship with ARTiculation that encourages young people to communicate confidently and to express their ideas and opinions on art. ARTiculation works with over 50 museums, galleries and universities across the UK and over 5,000 young people engage annually in the initiative.

Student Women's Art Prize
In 2024, the Murray Edwards College JCR and The Women's Art Collection, invited entries for the first Student Women's Art Prize. The prize was open to all women and non-binary students across the University, with all mediums and ability levels welcome. The competition and accompanying exhibition was supported by the Murray Edwards College Student Art Prize Fund

Community Engagement

Cambridge Black Creatives
We began a project with Cambridge Black Creatives, a local community group, where they are creatively interpreting works by women of colour in our collection. The final output of this project will be a series of artworks reproduced for our website and self-guided tour.

Arts and Minds
Arts and Minds visited the collection and Laura went to one of their meetings to talk to them about the collection, its connections with Cambridge and the positive effects of time spent around art.

Age Well
In 2024 we partnered with University Cambridge Museums on their Dance with the Museum project, a Health and Wellbeing Programme for Cambridge City Council Sheltered Housing Residents. Key Highlights included dance sessions for 45 participants, inspired by the art, architecture, and environment of Murray Edwards College that took place in community settings as well as at the College.

WAC Patrons Circle
We were thrilled to launch the establishment of a new patrons scheme for supporters to The Women's Art Collection. This programme offers donors and supporters the opportunity to support the important work we are doing in promoting the work of women artists to the widest possible audience.

Press
The Collection was a focus of a feature in the Michaelmas Term 2024 issue of the CAM Alumni magazine that shared the story of the Collection and with contributions by the Curator Harriet Loffler.

Harriet Loffler
Curator, The Women's Art Collection

Clockwise from top left: *Conversation not Spectacle, Debbie Yeboah and Frieze London*

Financial Review

The College: Foundation, Charter and Statutes

The College was founded on 11 March 1954 as an unincorporated association to promote a foundation for women in the University of Cambridge. It was incorporated as New Hall, Cambridge, a company limited by guarantee, on 20 April 1954. On 3 November 1965, the University granted recognition to New Hall as an approved foundation within the University. A Royal charter of incorporation in the name of "The President and Fellows of New Hall in the University of Cambridge" was granted on 28 June 1972. College Statutes provide for the constitution and government of the College including the membership and responsibilities of the Governing Body and the College Council.

In June 2008, the College announced a donation of £30m from Ros Smith (New Hall 1981) and Steve Edwards. The donation was made with the purpose of permanently endowing the College to enable it to pursue its objects of learning, education and research as an independent institution within the University of Cambridge. The income from this transformational endowment also enhanced
specific areas including widening access and participation, supporting early career stage academics, improving conditions for College teaching officers, employing a full-time schools' liaison officer and initiating the Gateway Programme of study skills and professional development for students.

On 14 June 2011, a Supplemental Charter was granted by HM the Queen, changing of the name to "The President and Fellows of Murray Edwards College, founded as New Hall, in the University of Cambridge". The name honours in perpetuity both the first President, Dame Rosemary Murray, and the Edwards family.

The College's Statutes were amended to reflect more modern business practices and to allow more flexibility in conducting College business. The amended Statutes were approved by Her Majesty the Queen Elizabeth II in Council at Windsor Castle on 16 February 2022.

Public Benefit

The Trustees have regard to the Charity Commission's guidance on public benefit when exercising powers and duties to which the guidance is relevant. The Trustees are assisted in this duty by receiving specific briefings and training on the relevant guidance.

The College aims to provide excellence in the education of outstanding women from all backgrounds. It provides opportunities for these young women to develop the skills and confidence to lead the way in the world, to be independent-minded, and to take on the challenges they will meet in life and achieve their ambitions. This is done through core teaching and also through the Gateway

Programme for personal development, which is available to both postgraduate and undergraduate students. The College aims to provide both a vibrant intellectual environment for Fellows, students and staff. It also aims to be an open and friendly community, maintaining many of the traditions of a Cambridge College while being at the forefront of innovation. The focus is on meeting the needs of women from all backgrounds within the wider co-educational environment of Cambridge University.

Philanthropic Support

The College Development Office aims to raise donations from benefactors, including alumnae, trusts and foundations. Philanthropic support for the College helps underpin the delivery of many of the College's objectives and priorities. The College is profoundly grateful to all its donors for their support.

The College fundraises to support projects identified as priorities by the Council. Fundraising techniques include direct mail, telephone fundraising (using live calls by students at the College), the promotion of legacy giving, and face-to-face fundraising (by private meeting with potential major donors).

The College does not use external professional fundraisers or commercial participators.

All donations (including the recovery of Gift Aid where applicable) are reported in the Consolidated Statement of Comprehensive Income and Expenditure. The College conforms to all recognised applicable fundraising standards, and it is registered with the Fundraising Regulator (reg no. ID-001043). The College has received no complaints about fundraising in the year reported.

The College reviewed its fundraising function in 2022. Implementation of four of the ten key recommendations made in 2022 is ongoing. An urgent priority remains the development of a substantive and robust fundraising strategy and case(s) for support, which will need to be tested.

Financial Review

Summary

The College's income and expenditure delivered a £797k surplus this year (23-24: £655k deficit). Income streams performed well with significant increases in Conference and catering income (up £822k - 83%) and fundraising income (up £563k - 43%). Surplus was delivered despite costs exceeding budget principally in the areas of unbudgeted professional fees, the implementation of the new preventative maintenance plan and increased staffing costs. Initiatives such as Enterprising Women also got under way.

Total investment return for our portfolio proved disappointing at –1.0%. While this meant total return still exceeded the objective of CPI+5% over the long term, a significant capital loss of £3.3m (23-24: £6.0m gain) meant the College's net worth decreased over the year. For prudence, the College also wrote down the capital value (£770k) of an intangible asset - a literary copyright bequeathed to the College - given the uncertainty of the valuation. The College continues to receive the income benefit of the bequest. The College's overall financial net worth now stands at £121.3m down from £124.8m at the end of the year, with £82.1m invested.

The College's borrowings total £10.5m. £1.5m of this comes off its fixed rate in 2026. The College is setting aside funds in readiness for the repayment of this sum and has a robust plan for repaying the remaining £9m in 2048, if not before. Loans as a percentage of total net assets are now considerably reduced at just below 9% and the College is not substantially levered in debt terms. Added to this, USS deficit contributions are no longer required and provision is no longer necessary.

Cash proved satisfactory and, as planned, enough was generated to go ahead with an important Library roof repair at the year end.

In sum, the College's financial position remains stable. The College projects cash flows, five-year budgets and balance sheets, together with scenario stress tests, to help prepare for uncertainties. Free reserves continue to provide a good buffer against adversity and remain in good stead.

Income and expenditure

The College's income derives principally from academic fees and charges, charges to students for accommodation and catering, charges for conferences and events and donations, all supported by investment returns from its endowments, as follows:

	2024-25 £000s	2023-24 £000s	Year on year change
College fee	3,081	2,685	14.7%
Charges to members for accommodation and catering	3,086	2,864	7.8%
Charges for events and conferences	1,813	991	82.9%
Investment income and endowment return transferred	2,827	2,626	7.7%
Donations and endowments	1,864	1,301	43.3%

Of the University regulated undergraduate tuition fee, half is retained by Colleges. The regulated fee increased from £9,000 to £9,250 for undergraduate students matriculating in 2017 and remains at this level until 2025 when the fee will increase to £9,535.

Accommodation and catering charges to members increased by just under 8%. In order to meet the full costs of accommodation, the College draws upon its endowment and other income. This helps the College set rents at a level that makes them more affordable for students and rents for student accommodation represent good value within the wider market.

The College uses its facilities for commercial events and conferences when not required for its academic needs, precedence being given to College events. This activity normally makes an important contribution to the College's income and free cash flow.

The endowment performance is commented upon separately in the section "Endowment and investment performance" below.

Staffing costs represent the biggest operating cost of the college. Staff costs increased from £5.9m to £6.6m, an increase of 11.9%. Costs were impacted by the annual pay award, NI increases and adherence to our minimum wage policy. Casual staffing increased due to increased conference activity. Average numbers of full-time equivalent staff employed during the year decreased by 4 to 89. The number of Governing Body Fellows increased by 5 to 79.

Now that the College has a full, integrated, estate strategy and preventative maintenance plan, initial costs of maintenance rose, since, in the short term, there is some "catching up" to do. The plan will ensure timely refurbishment of key elements of plant to control operational risk, the maintenance of buildings to a standard which is intended to prevent more costly remedial works and refurbishment to the extent that the budget can support it.

Endowment and investment performance

The College's Finance Committee formulates general investment policy on the advice of its Investment Sub-Committee. The College instructs fund managers to manage financial investments. Its principal fund managers during the year were CCLA Investment Management Limited and the Cambridge University Endowment Fund (CUEF). Cambridge Associates manages venture capital and private equity investments. The College directly manages a number of small, maturing private equity investments and a literary estate.

The objectives under the College investment policy are for long-term funds:

1. to generate returns at least in line with inflation plus a return sufficient to support the ongoing activities of the College and
2. to preserve the long-term value of the endowment;

and for short-term funds, to preserve capital value with minimum risk.

Assets are invested widely, generally by discretionary investment managers in pursuit of these objectives. Investment managers' ethical and responsible investment policies are reviewed and the College excludes direct investments which materially conflict with its purposes. The College's principal investment manager, CCLA, has achieved an assessment of A or A+ in nearly all categories under UNEP's Principles for Responsible Investment.

The investments are set out in the notes to the accounts. They represent the College's endowment assets, part of its corporate capital and general reserves.

The College's investments comprise three principal categories: the Segregated Fund and Amalgamated Funds invested principally in units in a common investment fund, limited partnership interests in two venture capital and private equity funds of funds; and the literary estate of Roma Gill, a former Fellow, bequeathed to the College.

The Segregated Fund is managed on a total return basis and was subject to an annual spending rule of 3.75% (prior to 2024-25: 3.5%, and prior to 2014-15: 4%). The quoted investments section, managed by CCLA, returned -1.5% (2023-24 11.4%), net of fees. An endowment within the Segregated Fund managed by CUEF returned 4.8% (2023-24: 9.0%) net of fees.

The Amalgamated Fund, managed principally by CCLA, is managed on an income and capital basis and returned a total of -1.8% (2023-24: 11.8%), net of fees.

The literary estate of Roma Gill yielded royalty receipts in the year of £90k (2023-24: £98k) principally from her editions of the plays of Shakespeare, published by OUP. The capital value of the literary estate has been written off.

Assets in the endowment returned a weighted average of approximately –1.0% during the year (2023-24: 11.3%). By comparison, a broad-based benchmark portfolio of global equities (75%), UK property (5%), UK gilts (15%) and cash (5%) might have returned 6.5% before fees (2023-24: 16.5%).

Total capital expenditure, excluding heritage assets, during the year was £0.2m (2023-24: £0.4m), primarily upgrades of plant and refurbishments of rooms and roofing.

Balance Sheet

Consolidated net assets stood at £121.3m at 30 June 2025, down from £124.8m at 1 July 2024. £61.6m of total reserves are unrestricted. Investment assets now stand at £82.1m, with tangible fixed assets at £48.3m.

Debt as a proportion of the College's total net assets is 8.7%.

Reserves

The College intends to continue to pursue its objects in perpetuity. Its activities require financial support from funds, which include the College's corporate capital, its endowments, and its restricted and unrestricted reserves. These funds are necessary to continue to underpin the significant public benefit provided by the College in pursuance of its objects in the areas of learning, education and research.

Free reserves are those reserves which are freely available to spend on any of the College's objects and as such exclude unexpendable reserves, reserves applied to intangible and tangible fixed assets and reserves designated for or restricted to a certain purpose or purposes. (See table below).

The College considers a suitable minimum level of free reserve to be an amount broadly equivalent to six months' essential operational spend, currently £6.4m. Such reserves will provide support should the College face an unforeseen downturn or significant event which has an adverse financial impact.

The College intends to increase its contribution to public life and benefit and intends to grow its reserves as it seeks opportunities to do so. The College has not therefore determined a maximum level of free reserves.

The policy and compliance with this policy is reviewed annually and particularly in the event of material change, upwards or downwards, in the level of free reserves. The College has complied with the policy in all material respects during the financial year 2024-25.

A statement of Reserves and net asset funds as at 30 June 2025 is shown below:

If free reserves are taken to be total unrestricted net assets less unrestricted intangible assets free reserves come to £13.3m

Reserve Type	Tangible assets £k	Investments £k	Net assets £k	Loans £k	Pension £k	**Total £k**
Endowment	897	55,026				**55,923**
Restricted		3,797				**3,797**
Unrestricted	48,301	23,326	1,236	(10,500)	(778)	**61,585**
Total	**49,198**	**82,149**	**1,236**	**(10,500)**	**(778)**	**121,305**

Cash Flow

Cash inflow from operating, investing and financing activities came to £803k (2023-24: inflow of £303k). The College has ringfenced excess liquidity (£375k) to provide against future repayment of the bank loans.

Operations Review

People, learning and development

With 79 Fellows and some 89 full time equivalent staff, the College continues to prioritise sound people leadership, management and engagement.

The annual staff survey was carried out and further actions identified to increase staff engagement and communications. Staff satisfaction again increased overall. Training on equality, diversity and inclusion is ongoing. Various on-line training suites were offered to staff. This was aimed at enhancing a range of skills including technological skills, given the increase in online, remote working and also to assist with the mobility and hybrid working strategy.

Policies were reviewed and updated to keep up with legislation. The College's staff Council met regularly and provided a number of useful contributions to promoting staff welfare. Pending a new overarching College plan, a 2 - 3 year people strategy was considered at personnel committee, with management development initiatives planned for Michaelmas Term.

Technology innovation

Mobility, service delivery, business continuity, and data security as always provide a focus for the team and the College more widely. Mobile (and accessible) working projects were again carried out with various hardware rolled out to underpin the College's ability to work in a new, agile, more efficient and genuinely collaborative way. IT operations proved resilient during the year. A project to enhance digital independence and self-sufficiency (and security) is being concluded.

Communications

Impact on social media has increased significantly this year and the College's digital presence has attracted more engagement and interest from potential applicants, current students and alumnae alike. The College continues to develop its digital capabilities in-house too with an increasingly effective use of Sharepoint and other platforms.

Estate and Facilities

Following completion and approval of the major estates planning exercise, preventative maintenance plans were taken forward during the year. The new Estates Committee considered new projects from the strategy. Phase I of the library transformation plans - a much-needed roof repair - began at the end of the year, once the funding had been secured, with about half coming from philanthropy. Plans for Phase II – renewal and refurbishment of the basement were developed and a competition for delivery set in train. Fundraising is ongoing. Summer works in 2024 were somewhat small in scale but a much fuller programme has been planned and scheduled for 2025.

It is clear that the Estate plans will require significant resource to implement over a long time horizon, particularly any new build. There is also a considerable tension between conservation aspects of our listed buildings and the ability to reduce our carbon footprint, but innovative ways of addressing this issue have been set out.

The original College buildings date from the 1960s and have required substantial refurbishment and renovation, particularly the Dome, Library and Orchard Court. In addition, Buckingham House was rebuilt to provide a conference and residential facility, now supplemented by Paula Browne House. Canning & Eliza Fok House was built to provide 40 rooms for graduate accommodation. The works were funded partly from £13.5m bank loans drawn from 1999 to 2008. The College buildings also include Victorian and Edwardian buildings in addition to the main buildings on the New Hall site from 1965, the substantial additions of Pearl House (1994), Buckingham House (2001) and Canning & Eliza Fok House (2008). Our gardens continue to be the subject of acclaim and interest within and outside Cambridge.

Principal risks and uncertainties

The College reviews risks at a corporate level and an operational level. Principal corporate risks include:

- Academic risks including the calibre of students seeking admission to the College and ensuring that College Fellowship is attractive to academics
- Providing buildings and accommodation which are of suitable quality for, and meet the needs of, students and Fellows
- Reputational risk as the College builds a higher profile especially on the subject of women's education, employment and well-being
- Maintaining the reputation of the College and ensuring that it provides an excellent academic and student experience
- Funding risks and securing sufficient resources to deliver the College's priorities

Operational risks are assessed and reviewed at a departmental level and appropriate procedures put in place to monitor and control them. The College maintains a critical incident plan and tests it with simulated incidents.

Plan for the future and conclusion

The previous College strategy was set out in 2018 and the College will begin work on developing an agreed, properly articulated, integrated strategic plan this coming year in preparation for the arrival of a new President in 2026. Wide consultation defining certain short- and long-term objectives in key areas will be undertaken and will guide sub-strategies such as education, student welfare, finance and fundraising. The College is currently undertaking a substantive governance review, which will provide the foundation underpinning the delivery of a new College plan. Building a stimulating environment and culture in which all feel they can freely ask questions, contribute views and ideas and collaborate in a shared enterprise will be a priority over the next year and beyond.

In financial terms, while the College continues to be undercapitalised in an uncertain political and economic environment, it continues to make good progress on this front. Like many in the Higher Education sector, the College continues to face significant challenges but will endeavour to continue to improve its financial position through scrutiny of costs and the pursuit of new sources of income, consistent with its charitable objects. Implementation of fundraising priorities, recommended for implementation in 2023-24, to develop a substantive and robust fundraising strategy and case(s) for support is now long overdue and urgent. Any case(s) for support when developed will need to be tested. Alignment with College strategy will be key.

The College will continue to seek to raise benefactions to increase its endowments generally to ensure the College can exist in perpetuity, with the income from endowments supporting the cost of educating students, currently not fully covered by the College's other sources of academic income.

The College will continue to exercise careful stewardship of its endowment. It also intends to reduce and/or provide against its long-term debt in the next financial year.

Corporate Governance

Statement of Corporate Governance

The following statement is provided by the Council as the College Trustees to enable readers of the financial statements to gain a better understanding of the arrangements in the College for the management of its resources and for audit.

The College is a registered charity (registered number 1137530) and subject to regulation by the Charity Commission for England and Wales. The members of the Council are the charity trustees and are responsible for ensuring compliance with charity law.

The Governing Body has the ultimate authority in the governance of the College, which it exercises in accordance with and subject to the College Statutes. The Governing Body comprises the President and all Fellows other than Emeritus, Honorary and Bye Fellows, and meets at least once in each Term. Statutes specify that one meeting of the Governing Body in each academic year shall be the Audit Meeting.

Subject to ultimate authority being vested by statute in the Governing Body, the College Council is the principal executive body of the College, responsible for administering the affairs of the College and managing its property and income. Under the Statutes of the College, the College Council consists of the President, Vice-President, Bursar and Senior Tutor (all ex officio), nine members of the Governing Body (elected by the Governing Body) and the Presidents of the undergraduate and postgraduate student unions. These Council members are the College Trustees for the purposes of charity law. An observer drawn from the membership of the relevant student union may attend in the absence of the President of that union. Two staff observers are also in attendance at Council meetings.

The President chairs Governing Body and Council; the Senior Tutor has overall responsibility for admissions, education, and welfare of postgraduate and undergraduate students; the Bursar has overall responsibility for the finances, human resources, buildings, operations and administration of the College. The President and Vice-President are elected by the Governing Body. Officers, other than the President and Vice-President, are appointed, and may be removed, by Council. Council fulfils its responsibilities through a number of principal committees to which some powers are delegated and through which advice is sought. They include:

- Academic Policy (Sub-Committee: Admissions);
- Domestic and Estates & Events (Sub-Committees: Gardens, Health and Safety);
- Fellowship Review Group;
- Finance (Sub-Committee: Investment);
- IT Strategy;
- Personnel (Sub-Committee: Staff Council);
- Prevent Committee;
- Race Equality Group;
- Remuneration;
- Student Funding

The Fundraising Committee was disbanded and its business would, for the time being, be transferred into that of the Finance Committee. A new Development Committee will be established in due course.

The principal officers of the College are listed on page 2.

An Audit Committee, appointed by Council, reports to the Governing Body. It is in the terms of the Audit Committee to keep under review the effectiveness of the College's internal systems of financial and other controls; to advise the Governing Body, in conjunction with the Finance Committee, on the appointment of external and internal auditors; to consider reports submitted by the auditors, both external and internal; to monitor the implementation of recommendations made by the auditors; and to report to the Governing Body. Membership of the Audit Committee consists of three Fellows other than the Bursar, one to be appointed by Council annually each for a term of three years, together with one external adviser. Serving members of the Finance Committee shall not be eligible for appointment.

The Audit Committee may examine the accounts, consult with the auditor, and is required to report to Council and to Governing Body at the Audit Meeting on matters of general policy in relation to the accounts as it sees fit.

The College's remuneration committee continues to be an independent committee composed entirely of external members and attended by the President and the Bursar. Its remit covers remuneration arrangements for all Governing Body Fellows.

There are registers of interests of Trustees and of the senior administrative officers. Declarations of interest are made systematically at meetings.

The College's Trustees during the year ended 30 June 2025 are listed on page 3.

Scope of the financial statements

The consolidated financial statements cover the activities of the College and its two subsidiary companies: Murray Edwards Conferences Ltd (Registered number 3777385) and Murray Edwards Developments Ltd (Registered number 03721386). These undertake activities which, for legal or commercial reasons, are more appropriately carried out by limited companies.

Statement of internal controls

The Trustees are responsible for maintaining a sound system of internal control that supports the achievement of policy, aims and objectives whilst safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.

The system of internal control is designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. This process was in place for the full financial year and up to the date of approval of the financial statements.

The Trustees are responsible for reviewing the effectiveness of the system of internal control. The Trustees' review of the effectiveness of the system of internal control is informed by the work of the Finance and Audit Committees, Bursar and College officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Transactions between College and members of the Governing Body

Most Fellows hold office or employment with the College and receive remuneration for the services they provide. This ranges from full time employment to occasional teaching. Stipends, salaries and fees for these services are set by Council. The role of the Remuneration Committee, whose members are all independent, is to act as a body to review the level of remuneration and other direct and indirect benefits for the members of the Governing Body, including members of the Council of the College.

Financial Management and Control

The College operates a devolved budgeting system under which individual budget holders are responsible for managing income and expenditure within their own areas of operation, and for bringing forward budget proposals through an annual budgeting process. Fellows, members of staff and students are encouraged to participate in the process through their membership of the College's Committees. The Finance Committee is responsible for turning the proposals into a coherent and transparent budget proposal which is part of a sustainable financial plan. The budget is considered in detail to ensure that it is consistent with the College's strategic aims and objectives and then recommended to Council for approval.

Statement of Trustees' responsibilities

College Council, as Charitable Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The College's Statutes and the Statutes and Ordinances of the University of Cambridge require the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the group and parent college and of the incoming resources and application of resources of the group for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting statements have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the college will continue in operation.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge, the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the College and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the College's website (www.murrayedwards.cam.ac.uk). Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

Approved by College Council on 10 November 2025

Dr Rachel Polonsky

Acting President

Robert Hopwood

Bursar

Independent Auditor's Report to the Members of the Council of Murray Edwards College

Opinion

We have audited the financial statements of Murray Edwards College (formerly New Hall College (the "Charity")) for the year ended 30 June 2025 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).
In our opinion, the financial statements:

- give a true and fair view of the state of the group and charity's affairs as at 30 June 2025 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Charity 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 Governing Body'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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members of the Governing Body with respect to going concern are described in the relevant sections of this report.

Other Information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Members of the Governing Body

As explained more fully in the section on Corporate Governance, the Members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the Governing Body are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the Governing Body either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with Members of the Governing Body and other management, and from our knowledge and experience of the client's sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including Charities Act 2011, Office for Students and Cambridge University requirements, taxation legislation, data protection, employment and pensions, planning and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and, where relevant, inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of Members of Governing Body and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- if considered necessary, reviewing correspondence with relevant regulators and the company's legal advisors.

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

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

A further description of our responsibilities 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.

Gravita Audit Oxford LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our Report

This report is made solely to the College's Governing Body, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Members of the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

Gravita Audit Oxford LLP
Statutory Auditor
Park Central
40-41 Park End Street
Oxford
OX1 1JD

Date:

Statement of Principal Accounting Policies

Basis of Preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable United Kingdom Accounting Standards using the Recommended Cambridge College Accounts (RCCA) format and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education Institutions issued in 2020.

The Statement of Comprehensive Income and Expenditure includes activity analysis in order to demonstrate that the College is satisfying its obligations that all fee income is spent for educational purposes. The analysis required by the SORP is set out in notes to the accounts.

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

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified in respect of the treatment of investments and certain operational properties that are included at valuation.

Basis of consolidation

The consolidated financial statements include the College and its wholly owned subsidiary undertakings. Details of the subsidiary companies are included in the notes to the accounts. Intra-group balances are eliminated on consolidation. The consolidated Financial Statements do not include the activities of student societies (as these are separate bodies in which the College has no financial interest and over whose policy decisions it has no control).

Recognition of income

Academic fees
Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors. The costs of any fees waived or written off by the College are included as expenditure.

Research and Grant income
Grants received from non-government sources (including research grants from non-government sources) are recognised within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income and performance related conditions have been met.

Income received in advance of performance related conditions is deferred on the balance sheet and released to the Consolidated Statement of Comprehensive Income and Expenditure in line with such conditions being met.

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

Donations and endowments with restrictions are classified as restricted reserves with additional disclosure provided within the notes to the accounts.

There are four main types of donations and endowments with restrictions:

1. Restricted donations – the donor has specified that the donation must be used for a particular objective.
2. Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the College.
3. Restricted expendable endowments – the donor has specified a particular objective and the College can convert the donated sum into income.
4. Restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Donations with no restrictions are recorded within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income.

Endowment and investment income
Investment income and changes in value of investment assets are recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms or other restrictions applied to the individual endowment fund.

Total return
The College also holds certain restricted and unrestricted permanent capital, derived from specific donations, in a Segregated Fund, the terms of which require that 3.75% per year of the three-year average capital value, as at the end of January each year, is recognised as income in the Consolidated Statement of Comprehensive Income and Expenditure.

Other Income
Income is received from a range of activities including accommodation, catering, conferences and other services rendered. Income is recognised in the period in which the related goods or services are delivered.

Gifts in kind
Properties, investments, and other fixed assets donated without restrictions to the College are included as donation income at market value at the time of receipt, if restricted they are recorded as restricted income and the relevant restriction applied.

Foreign currency translation
Transactions denominated in foreign currencies are recorded at the rate of exchange prevailing at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year-end rates or where there are forward foreign exchange contract, at contract rates. The resulting exchange differences are dealt with in the determination of the income and expenditure for the financial year.

Fixed Assets

Operational Freehold Land and buildings
Operational land and buildings are stated at valuation. Buildings on the main College site, being specialised properties, were valued on the basis of their depreciated replacement cost as at 30 June 2015 by AECOM, property consultants. Certain off-campus land and buildings are valued on the basis of their existing use. The most recent valuation was carried out by Carter Jonas LLP, property consultants, as at 30 June 2015.

Land purchased prior to 1 July 2002 is not capitalised unless it is held for investment purposes. Land purchased since 1 July 2002 is capitalised in the balance sheet. Freehold land is not depreciated as it is considered to have an indefinite useful life.

Operational buildings are depreciated on a straight-line basis over their expected useful economic lives at the rate of 1.5% per year.

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

Buildings under construction are valued at cost, based on the value of the architects' certificates and other direct costs incurred to the balance sheet date and are depreciated at the rate of 1.5% per year when they are brought into use.

Maintenance and Renewal of premises
The cost of routine maintenance is charged to the Income and Expenditure account as it is incurred. The cost of major refurbishment and maintenance that restores value is capitalised and depreciated at the rate of 1.5% per year.

Furniture, fittings, computer and general equipment
Furniture, fittings, computer and general equipment costing less than £10,000 per individual item or group of related items is written off in the year of acquisition, those with a cost of more than £10,000 are capitalised and depreciated at the rate of 10% per year. Project specific IT equipment costs over £10,000 are capitalised and depreciated at a rate of 20% per year.

Operating leases
Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of comprehensive income and expenditure in the year in which they fall due.

Heritage assets
Works of art, books and other valuable artefacts are capitalised and recognised in the balance sheet at the cost or value of the acquisition where such a cost or valuation is reasonably obtainable. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

The College has a large art collection, most of which has been donated to the College. The valuation of the collection is reviewed by the College's art curator who, with the assistance of the Art Advisory Committee, informs the Bursar of any valuation changes on an annual basis. The College includes all assets over £10,000 as valued and includes additions acquired between valuations at a fair value.

All heritage assets are maintained and conserved by College staff with access available by permission of the College. The assets held are properly insured if appropriate, with records kept by those responsible for care of the assets.

Investments
Fixed asset investments are included in the balance sheet at fair value, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost and eliminated on consolidation.

Stocks
Stocks are stated at the lower of cost and net realisable value after making provision for slow moving or obsolete items.

Provisions
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 benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Financial instruments

The College has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement and disclosure of financial instruments. Financial assets and liabilities are recognised when the College becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial instruments

Basic financial assets include trade and other receivables, cash and cash equivalents and investments in commercial paper (i.e., deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets carried at amortised cost the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.

Other financial assets, including investments in equity instruments, which are not subsidiaries or joint ventures, are initially measured at fair value which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the Statement of Comprehensive Income. Where the investment in equity instruments is not publicly traded and where the fair value cannot be reliably measured, the assets are measured at cost less impairment. Investments in property or other physical assets do not constitute a financial instrument and are not included.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of ownership are transferred to another party.

Financial liabilities

Basic financial liabilities include trade and other payables, bank loans and intergroup loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

Taxation

The College is a registered charity (number 1137530) and also a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Sections 478 to 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 to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax (VAT Registration number GB 732 1332 75) for which it operates as a VAT group with the wholly owned College subsidiaries. The College is a partially exempt organisation for VAT purposes. With the approval of H M Revenue and Customs, it has adopted a methodology that enables it to recover part of the VAT on its expenses.

Contribution under Statute G, II

The College is liable to be assessed for Contribution under the provisions of Statute G, II of the University of Cambridge. This contribution is used to fund grants to Colleges from the Colleges Fund. The College may from time to time be eligible for such grants. The liability for the year is as advised to the College by the University based on an assessable amount derived from the value of the College's assets as at the end of the previous financial year.

Pension Schemes

The College participates in the following pension schemes:

- Universities Superannuation Scheme (USS) –The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis.
- As required by Section 28 of FRS 102 "Employee benefits", the College therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the scheme and any deficit recovery contributions payable under the scheme's Recovery Plan. The scheme is closed to new non-academic members of the College. Further information on the scheme is provided in the notes to the accounts.
- Cambridge Colleges Federated Pension Scheme (CCFPS) - a similar defined benefit scheme which is externally funded and contracted out of the (S2P). The scheme is closed to new members of the College. As CCFPS is a federated scheme and the College is able to identify its share of the underlying assets and liabilities, the College values the fund as required by FRS 102. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the amount calculated under FRS 102.
- Aviva - a defined contributions pension scheme set up for non-academic staff in 2010-11. The College contributes at 5% in addition to employee contributions of 3%. The scheme is administered by Aviva. Contributions are charged to the Income and Expenditure account in the period to which they relate.

Employment Benefits

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

Reserves

Reserves are allocated between restricted and unrestricted reserves. Endowment reserves include balances which, in respect of endowment to the College, are held as permanent funds, which the College must hold to perpetuity.

Restricted reserves include balances in respect of which the donor has designated a specific purpose and therefore the College is restricted in the use of these funds.

Critical Accounting Estimates and Judgements

The preparation of the College's accounts requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. These judgements, estimates and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management considers the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities.

Income recognition – Judgement is applied in determining the value and timing of certain income items to be recognised in the accounts. This includes determining when performance related conditions have been met and determining the appropriate recognition timing for donations, bequests and legacies. In general, the later are recognised when at probate stage.

Useful lives of property, plant and equipment – Property, plant and equipment represent a significant proportion of the College's total assets. Therefore, the estimated useful lives can have a significant impact on the depreciation charged and the College's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experiences with similar assets, professional advice and anticipation of future events. Details of the carrying values of property, plant and equipment are shown in notes.

Recoverability of debtors – If a provision is made in any year for doubtful debts it is based on the College's estimate of the expected recoverability of these debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due.

Retirement benefit obligations – The cost of defined benefit pension plans (and other post-employment benefits) are determined using actuarial valuations.

Any actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in the notes.

Prior to June 2024 management is satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the accounts.
The College prior to June 2024 was contractually bound to make deficit recovery payments to USS, this is recognised as a liability on the balance sheet. The provision is based on management's estimate of expected future salary inflation, changes in staff numbers and prevailing rate of discount. Further details are in the notes to the financial statements.
From June 2024 disclosure of the USS pension scheme movements and provision have changed. This is intended to achieve consistency across the Cambridge Colleges and also with further education establishments generally. There is no longer a liability recorded in the accounts of institutions and the unwinding of the provision was completed as per the USS/BUFDG modeller.

Financial Statements

Consolidated Statement of Comprehensive Income and Expenditure

	Note	Unrestricted	Restricted	Endowment	2025 Total
		£000	£000	£000	£000
INCOME					
Academic fees and charges	1	3,213			**3,213**
Accommodation, catering and conferences	2	4,899			**4,899**
Investment income	3	950	80	1,863	**2,893**
Endowment return transferred (Total Return)	3	1,894	42	(1,936)	
Other income		27			**27**
Total income before donations and endowments		**10,983**	**122**	**(73)**	**11,032**
Donations		310	1,315	239	1,864
New endowments					
Other receipts					
Heritage assets					
Total income		**11,293**	**1,437**	**166**	**12,896**
EXPENDITURE					
Education	4	5,227	632	245	**6,104**
Accommodation, catering and conferences	5	5,853			**5,853**
Investment managements costs	3b	74	7	153	**234**
Other expenditure	6	281			**281**
Change in USS pension deficit recovery provision contributions	6 ,7,1 5				
Total expenditure	6	**11,435**	**639**	**398**	**12,472**
Surplus/(deficit) before other gains and losses		(142)	798	(232)	**424**
Gain/(loss) on investments	9	(1,051)	(103)	(2,105)	**(3,259)**
Surplus/(deficit) for the year		**(1,193)**	**695**	**(2,337)**	**(2,835)**
Other comprehensive income					
Loss on intangible asset	8	(770)			(770)
Actuarial gain/(loss) in respect of pension schemes	15	68			68
Total comprehensive income for the year		**(1,895)**	**695**	**(2,337)**	**(3,537)**

Consolidated Statement of Comprehensive Income and Expenditure

	Note	Unrestricted £000	Restricted £000	Endowment £000	2024 Total £000
INCOME					
Academic fees and charges	1	2,822			**2,822**
Accomodation, catering and conferences	2	3,855			**3,855**
Investment income	3	961	77	1,927	**2,965**
Endowment return transferred (Total Return)	3	1,720	38	(1,758)	
Other income		49			**49**
Total income before donations and endowments		**9,407**	**115**	**169**	**9,691**
Donations		148	797	231	1,176
New endowments					
Other receipts					
Heritage assets					
Total income		**9,555**	**912**	**525**	**10,992**
EXPENDITURE					
Education	4	4,680	560	285	**5,525**
Accommodation, catering and conferences	5	5,724			**5,724**
Investment managements costs	3b	69	7	144	**220**
Other expenditure	6	238			**238**
Change in USS pension deficit recovery provision contributions	6 ,7,1 5	(1,448)			**(1,448)**
Total expenditure	6	**9,263**	**567**	**429**	**10,259**
Surplus/(deficit) before other gains and losses		292	345	96	**733**
Gain/(loss) on investments	9	1,904	190	3,870	**5,964**
Surplus/(deficit) for the year		**2,196**	**535**	**3,966**	**8,697**
Other comprehensive income					
Loss on intangible asset	8				
Actuarial gain/(loss) in respect of pension schemes	15	65			65
Total comprehensive income for the year		**2,261**	**535**	**3,966**	**6,762**

Statement of Changes in Reserves

	Income and expenditure reserve			Revaluation Reserve	**Total**
	Unrestricted £000	Restricted £000	Endowment £000	£000	**£000**
Balance at 1 July 2024	49,612	3,102	58,260	13,868	**124,842**
Surplus/(Deficit) from income and expenditure statement	(1,193)	695	(2,337)		**(2,835)**
Actuarial gain/(loss) in respect of pension schemes	68				**68**
Loss in respect of intangible asset	(770)				**(770)**
Balance at 30 June 2025	**47,717**	**3,797**	**55,923**	**13,868**	**121,305**

	Income and expenditure reserve			Revaluation Reserve	**Total**
	Unrestricted £000	Restricted £000	Endowment £000	£000	**£000**
Balance at 1st July 2023	47,351	2,567	54,294	13,868	**118,080**
Surplus/(Deficit) from income and expenditure statement	2,196	535	3,966		**6,697**
Actuarial gain/(loss) in respect of pension schemes	65				**65**
Transfers between funds					
Balance at 30 June 2024	**49,612**	**3,102**	**58,260**	**13,868**	**124,842**

Consolidated Balance Sheet

	Note	2025 £000	2024 £000
Non-current assets			
Intangible Assets	8		770
Fixed assets	8	48,301	49,039
Heritage assets	8	897	897
Investments	9	82,149	85,293
Current assets			
Stocks	10	58	64
Trade and other receivables	11	991	797
Cash and cash equivalents	12	3,359	2,940
		4,408	3,801
Creditors: amounts falling due within one year	13	(3,172)	(3,595)
Net current assets		**1,236**	**206**
Total assets less current liabilities		132,583	136,205
Creditors: amounts falling due after more than one year	14	(10,500)	(10,500)
Provisions			
Pension provisions	15	(778)	(863)
Total net assets		**121,305**	**124,842**
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	55,923	58,260
Income and expenditure reserve – restricted reserve	17	3,797	3,102
		59,720	61,362
Unrestricted reserves			
Income and expenditure reserve – unrestricted		47,717	49,612
Revaluation reserve		13,868	13,868
		61,585	63,480
Total reserves		**212,305**	**124,842**

The notes on pages 37-56 to form part of these accounts.

Unrestricted reserves includes an amount of £29,708,106 (2024 £30,674,368) previously described as corporate capital.

These accounts were approved by the College Council on 10 November 2025 and are signed on their behalf by:

Rachel Polonsky
President

Rob Hopwood
Bursar

Consolidated Cash Flow Statement

	Note	2025 £000	2024 £000
Net cash inflow/(outflow) from operating activities	19	(1,598)	(1,829)
Cash flows from investing activities	20	2,918	2,651
Cash flows from investing activities	21	(517)	(519)
Increase/(decrease) in cash and cash equivalents in the year		**803**	**302**
Cash and cash equivalents at beginning of the year		5,451	5,148
Cash and cash equivalents at end of the year	12	6,254	5,451
Cash flows		**803**	**303**

The notes on pages 37 to 56 form part of these accounts.

Notes to the accounts

1 Academic fees and charges

	2025	2024
	£000	£000
College fees		
Fee income paid on behalf of undergraduates at the publicly-funded rate:		
Undergraduate fee income	1,391	1,399
Privately-funded undergraduate fee income	690	665
Erasmus students	9	9
Graduate fee income	991	612
Sub-total college fees	3,081	2,685
Other income	132	137
Total	**3,213**	**2,822**

Income in respect of the Cambridge Bursary Scheme is included in other income.

2 Income from Accommodation, catering and conferences

	2025	2024
	£000	£000
Accommodation		
College members	2,877	2,672
Conferences	891	499
Catering		
College members	209	192
Conferences	922	492
Total	**4,899**	**3,855**

3 Endowment return and investment income

3a Analysis

	2025	2024
	£000	£000
Total return contribution (see note 3b)		
Income from:		
Quoted securities	214	209
Fixed interest securities	85	129
Common investment fund	677	659
Royalties	90	109
Return on Segregated Fund	1,695	1,769
Other interest receivable	132	90
Total	**2,893**	**2,965**

3b Summary of total return

	2025	2024
	£000	£000
Income from:		
Quoted and other securities and cash	2,803	2,856
Royalties	90	109
Gains/(losses) on endowment assets:		
Quoted and other securities and cash	(3,259)	5,964
Investment management costs (see note 3c)	(234)	(220)
Total return for year	(600)	8,709
Total return transferred to income and expenditure reserve (see note 3a)	(2,893)	(2,965)
Unapplied total return for year included within Statement of Comprehensive Income and Expenditure (see note 18)	**(3,493)**	**5,744**

3c Investment management costs

	2025	2024
	£000	£000
Securities	234	220
Total	**234**	**220**

4 Education expenditure

	2025	2024
	£000	£000
Teaching	3,248	2,981
Tutorial	1,205	1,133
Admissions	903	748
Research	104	87
Scholarships and awards	374	308
Other educational facilities	270	268
Total	**6,104**	**5,525**

5 Accommodation, catering and conferences expenditure

	2025	2024
	£000	£000
Accommodation		
College members	3,770	4,060
Conferences	665	451
Catering		
College members	1,085	1,025
Conferences	333	188
Total	**5,853**	**5,724**

6a Analysis of 2024/25 expenditure by activity

	Staff costs note 7	Other operating expenses	Depreciation	Total
	£000	£000	£000	£000
Education	3,626	2,307	171	6,104
Accommodation, catering and conferences	2,708	2,334	811	5,853
Investment management costs		234		234
Other	257	24		281
USS Pension Interest charge				
Totals	**6,591**	**4,899**	**982**	**12,472**

Expenditure includes fundraising costs of £507,708. This expenditure excludes the costs of alumnae relations.

6b Analysis of 2023/24 expenditure by activity

	Staff costs (note 3)	Other operating expenses	Depreciation	Total
	£000	£000	£000	£000
Education	3,266	2,093	166	5,525
Accommodation, catering and conferences	2,415	2,526	783	5,724
Investment management costs		220		220
Other	184	20		204
USS Pension Interest charge		34		34
Totals	**5,865**	**4,893**	**949**	**11,707**

Expenditure includes fundraising costs of £451,383. This expenditure excludes the costs of alumnae relations.

6c Auditor's remuneration

	2025	2024
	£000	£000
Other operating expenses include:		
Audit fees payable to the College's external auditors	29	27
Other fees payable to the College's external auditors		
Internal auditor's fees		
Total	**29**	**27**

7 Staff costs

	College Fellows	Staff	2025	2024
	£000	£000	£000	£000
Emoluments	1,773	3,712	5,485	4,907
Social security costs	186	340	526	435
Other pension costs	206	194	400	1,798
Other staff costs	46	134	180	173
Net change in USS deficit recovery provision (see Note 15)				(1,448)
Totals (see note 6a)	**2,211**	**4,380**	**6,591**	**5,865**

For USS Pension details refer to note 7b, 15, 26 and the Critical accounting judgements.

Average staff numbers (full-time equivalents):		
Academic	79	74
Staff	89	93
Total	**168**	**167**

At 30th June 2025, the Governing Body comprised the President and 74 Fellows, all of whom are declared stipendiary.

The number of officers and employees of the College, including Head of House, who received emoluments in the following ranges was:

£60,001-£70,000		
£70,001-£80,000	1	1
£80,001-£90,000		1
£90,001-£100,000	1	2
£100,001 - £110,001		
£110,001-£120,001	1	
Trustees aggregate emoluments	**472**	**515**

The Trustees received no emoluments in their capacity as Trustees of the charity.

7a Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. The aggregate remuneration paid to key management personnel consists of salary, employer's national insurance contributions, employer's pension contributions, plus any taxable benefits either paid, payable or provided, gross of any salary sacrifice arrangements.

	2025	**2024**
	£000	£000
Aggregate cost of key management personnel	**519**	**496**

Key management personnel consists of President, Vice President(s), Bursar, Senior Tutor and Director of Development.

7b Pension Costs

The total pension employer contributions paid during the year and provision at year end were:

	Employer Contributions	**Provisions Note 15**	**Total**	**Employer Contributions**	**Provision Note 15**	**Total**
	2025	**2025**	**2025**	**2024**	**2024**	**2024**
	£000	£000	£000	£000	£000	£000
USS	226	0	226	241	0	241
CCFPS (see note 15)	82	778	860	80	863	943
Other (Aviva)	136	0	138	118	0	118
Totals	**446**	**778**	**1,224**	**439**	**863**	**1,302**

8 Fixed assets

	Intangible Asset	Land	Buildings	Furniture, fittings and equipment	Heritage Assets	2025	2024
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation							
At beginning of year	770		55,224	2,737	897	59,628	59,204
Additions	0		149	95		244	424
Reclassification							
Heritage assets capitalised							
Disposals	(770)					(770)	
At end of year			**55,373**	**2,832**	**897**	**59,102**	**59,628**
Depreciation							
At beginning of year			7,161	1,761		8,922	7,973
Charge for the year			830	152		982	949
At end of year			**7,161**	**1,913**		**9,904**	**8,922**
Net book value							
At beginning of year	770		48,063	976	897	50,706	51,231
At end of year			**47,382**	**919**	**897**	**49,198**	**50,706**

Intangible assets represent a literary copyright. It has been agreed to write off in full with effect from 2025.

The insured value of freehold land and buildings as at 30 June 2025 was £125,898,148 (2024: £125,898,148).
Ecclesiastical; insurer completed and revaluation exercise in 2024 and values were held in 2025.
The College's land and buildings were revalued at 30 June 2015.

Heritage Assets

The College holds and conserves the New Hall Art Collection which has been built up over a number of years and which consists of mainly donated works. The Art Collection is preserved, conserved and managed in accordance with recognised national standards and the collection on display is open to the public for viewing. Those items not on general display can be accessed by the wider public by prior arrangement. The works are normally donated on a permanent basis so will be included as endowment assets. The Collection was last professionally valued in 2012 by Bonhams. As stated in the Statement of Accounting Policies all works of art valued over £10,000 are included in Collection which has been built up over a number of the accounts. Heritage Assets capitalised in the year were nil (2022 £nil)

	2025	2024	2023	2022	2021
	£000	£000	£000	£000	£000
Value of acquisitions by donation					30
Total acquisitions capitalised				**30**	**19**

9 Investments

	2025	2024
	£000	£000
Balance at beginning of year	85,293	80,730
Additions	93	292
Disposals	(362)	(402)
Gain/(loss) on investments	(3,259)	5,964
Increase/(decrease) in cash balances held at fund managers	384	(1,291)
Balance at end of year	**82,149**	**85,293**
Represented by:		
Property	100	100
Quoted securities – equities		
Fixed interest securities		
Common investment funds	77,510	80,680
Alternative investments	1,644	2,022
Cash in hand and at investment managers	2,895	2,511
Other investments		
Balance at end of year	**82,149**	**85,293**

10 Stock

	2025	2024
	£000	£000
Goods for resale	58	64
Balance at end of year	**58**	**64**

11 Trade and other receivables

	2025	2024
	£000	£000
Members of the College		
Trade debtors	106	75
Taxation	91	18
Other debtors	229	224
Prepayments and accrued income	565	480
Balance at end of year	**991**	**797**

12 Cash and equivalents

	2025	2024
	£000	£000
Bank deposits		
Current accounts	3,359	2,940
Cash in hand		
	3,359	2,940
Cash held as part of Investments	2,895	2,511
Balance at end of year	**6,254**	**5,451**

13 Creditors: amounts falling due within one year

	2025	2024
	£000	£000
Trade creditors	2,377	2,751
Members of the College	153	132
Taxation and social security	42	202
Accruals and deferred income	600	510
Balance at end of year	**3,172**	**3,595**

14 Creditors: amounts falling due after more than one year

	2025	2024
	£000	£000
Bank loans	10,500	10,500
Balance at end of year	**10,500**	**10,500**

The bank loans of £10.5m are repayable as follows: £1.5 million by March 2029 and £9 million by March 2048.

The loans are subject to the following fixed interest rate contracts:

Loan amount	Rate	Maturity
£1.5m	4.56%	2026
£9m	5.00%	2048

15 Pension provisions

	2025	2024
	£000	£000
Balance at beginning of year	863	2,395
Movement in year:		
Current service cost including life assurance	21	20
Contributions	(82)	(80)
Other finance (income)/cost	44	82
Other allocation to staff costs		(1,489)
USS provision for deficit recovery		
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(68)	(65)
Balance at end of year	**778**	**863**
Cambridge Colleges' Federated Pension Scheme	778	863
Universities Superannuation Scheme		
Balance at end of year	**778**	**863**

The major assumptions used to calculate the obligation are:

	2025	2024
Discount rate	0.00 %	5.25%
Salary growth	0.00 %	5.00%

16 Endowment funds

	Restricted permanent endowments	Unrestricted permanent endowments	2025	2024
	£000	£000	£000	£000
Restricted net assets relating to endowments are as follows:				
Balance at beginning of year:	9,084	49,176	58,260	54,294
New donations and endowments				125
Other receipts				
Heritage assets capitalised				
Return on Segregated Fund:	86	1,609	1,695	1,769
dividends	(95)	(1,841)	(1,936)	(1,758)
Drawdown	276	131	407	613
Income	(245)		(245)	(285)
Expenditure	(22)	(131)	(153)	(144)
Investment management costs	(308)	(1,797)	(2,105)	3,646
Increase/(decrease) in market value of investments				
Transfers between funds				
Balance at end of year	**8,776**	**47,147**	**55,923**	**58,260**
Analysis by type of purpose:				
Fellowship funds	4,831	1,429	6,260	6,516
Award funds	310		310	327
Hardship funds	730		730	665
Other student support				
Travel Grant Funds				
Graduate studentship funds	1	340	341	359
Research funds	2,007		2,007	2,030
Other funds	897		897	897
General endowments		45,378	45,378	47,466
	8,776	**47,147**	**55,923**	**58,260**
Analysis by asset:				
Property	16	84	100	100
Investments	8,722	46,861	55,583	57,956
Cash	38	202	240	204
	8,776	**47,147**	**55,923**	**58,260**

17 Restricted Reserves

	Other restricted funds	2025	2024
	£000	£000	£000
Reserves with restrictions are as follows:			
Balance at beginning of year:	3,102	3,102	2,567
Endowment return transferred	42	42	
Other receipts			
Income	1,395	1,395	912
Expenditure	(632)	(632)	(560)
Investment Management costs	(7)	(7)	(7)
Increase/(decrease) in market value of investments	(103)	(103)	190
Transfers			
Balance at end of year	**3,797**	**3,797**	**3,102**
Analysis of other restricted funds/donations by type of purpose:			
Fellowship funds	485	485	485
Award funds	491	491	475
Other Student Support	223	223	233
Travel Grant funds	56	56	57
Graduate Studentship Funds	18	18	5
Other funds	2,524	2,524	1,847
	3,797	**3,797**	**3,102**

18 Memorandum of Unapplied Total Return

	2025	2024
	£000	£000
Included within reserves the following amounts represent the unapplied total return of the College:	37,622	31,867
Unapplied total return at beginning of year	(3493)	5,744
Unapplied total return for year (see note 3b)	(241)	11
Segregated income in excess of drawdown		
Unapplied total return at end of year	**33,888**	**37,622**

19 Reconciliation of consolidated surplus for the year to net cash inflow from operating activities

	2025	2024
	£000	£000
Surplus/(deficit) for the year	(2,835)	6,697
Adjustment for non-cash items:		
Depreciation	982	949
Profit/(loss) on the sale of non-current assets		
Loss/(gain) on endowments, donations and investment property	3,259	(5,982)
Investment management fees reinvested	97	90
Decrease/(increase) in stocks	6	(22)
Decrease/(increase) in trade and other receivables	(194)	(99)
Increase/(decrease) in creditors	(423)	523
Heritage assets capitalised		
USS pension deficit		(1,455)
CCFPS additional actuarial gain	2	1
Pension costs less contributions payable	(2)	
Segregated dividend income debtor	6	3
Decrease/(increase) in endowment drawdown retained in investments	(241)	11
Adjustment for investing or financing activities	121	(100)
Investment income	(2,893)	(2,965)
Interest payable	517	519
Net cash inflow from operating activities	**(1,598)**	**(1,829)**

20 Cash flows from investing or financing activities

	2025	2024
	£000	£000
Non-current investment (acquisition)/disposal	269	110
Investment income	2,893	2,965
Payments made to acquire non-current assets	(244)	(424)
Total cash flows from investing activities	**2,918**	**2,651**

21 Cash flows from financing activities

	2025	2024
	£000	£000
Interest paid	(517)	(519)
Profit on the sale of non-current assets		
Repayments of amounts borrowed		
Total cash flows from financing activities	**(517)**	**(519)**

22 Capital commitments

Capital commitments at 30 June 2024 are as follows:	2025	2024
	£000	£000
Authorised and contracted		
Authorised but not yet contracted for	591	

23 Lease obligations

At 30 June 2024 the College had commitments under non-cancellable operating leases with payment due as follows:

	2025	2024
	£000	£000
Land and buildings:		
Due within one year	37	23
Due between two and five years	178	0
Other		
Due within one year	0	0
Due between two and five years	0	0

24 Consolidated reconciliation and analysis of net debt

Cash and cash equivalents	**At 1 July 2024**	**Cash Flows**	**At 1 July 2025**
	£000	£000	£000
Borrowings:			
Amounts falling due after more than one year			
Bank Loans	10,500		10,500

25 Financial Instruments

	2025	2024
	£000	£000
Financial assets		
Listed equity investments	77,510	80,660
Other equity investments	1,644	2,022
Cash and cash equivalents	6,254	5,451
Other debtors	426	317
Total	**85,834**	**88,450**
Financial liabilities		
Loans	10,500	10,500
Trade creditors	2,377	2,751
Other creditors	195	334
Total	**13,072**	**13,585**

26 Pensions

The College operates a defined benefits plan for the College's employees of the Cambridge Colleges' Federated Pension Scheme.

The liabilities of the plan have been calculated, at 30 June 2025, for the purposes of FRS102 using a valuation system designed for the Management Committee, acting as Trustee of the Cambridge Colleges' Federated Pension Scheme, but allowing for the different assumptions required under FRS102 and taking fully into consideration changes in the plan benefit structure and membership since that date.

The principal actuarial assumptions at the balance sheet date were as follows:

	2025	2024
	% p.a.	% p.a.
Discount rate	5.50	5.10
Increase in salaries	To 2030: 2.40	2.85
	From 2031: 3.30	
Retail Price Index assumption	2.90	3.35
Consumer Price Index assumption	To 2030: 1.90	2.35
	From 2031: 2.80	
Pension increases in payment (RPI Max 5% p.a.)	2.85	3.15
Pension Increases in payment (CPI Max 2.5%p.a.)	1.85	2.00

The underlying mortality assumption is based upon the standard table known as S3PxA on a year of birth usage with CMI_2023 future improvement factors and a long-term rate of future improvement of 1.25% p.a. This results in the following life expectancies:

- Male age 65 now has a life expectancy of 21.4 years (previously 21.4 years).
- Female age 65 now has a life expectancy of 24.0 years (previously 23.9 years).
- Male age 45 now, retiring at age 65 has a life expectancy from 65 of of 22.7 years (previously 22.6 years).
- Female age 45 now, retiring at age 65 has a life expectancy of 25.4 years (previously 25.3 years).

	Male	**Female**
Members are assumed to retire at their normal retirement age (65) apart from in the following indicated cases:		
Active members – option 1 benefits	64	64
Deferred members – option 1 benefits	63	62

Allowance has been made at retirement for non-retired members to commute part of their pension for a lump sum on the basis of the current commutation factors in these calculations.

The amounts recognised in the Balance Sheet as at 30 June 2025 (with comparative figures as at 30 June 2024) are as follows:

	2025	**2024**
	£000's	£000's
Present value of plan liabilities	(4,069)	(4,402)
Market value of plan assets	3,291	3,539
Net defined benefit/(liability)	**(778)**	**(863))**

The amounts to be recognised in Profit and Loss for the year ending 30 June 2025 (with comparative figures for the year ending 30 June 2024) are as follows:

Current service cost	5	5
Administrative expenses	17	13
Interest on net defined benefit (asset)/liability	44	49
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Total	**66**	**67**

	2025	2024
	£000's	£000's
Changes in the present value of the plan liabilities for the year ending 30 June 2025 (with comparative figures for the year ending 30 June 2024) are as follows:		
Present value of plan liabilities at beginning of period	4,402	4,460
Current service cost	5	5
Employee contributions	3	3
Benefits paid	(245)	(270)
Interest on plan liabilities	218	225
Actuarial (gains)/losses	(314)	(21)
(Gain)/loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Present value of plan liabilities at end of period	**4,069**	**4,402**
Changes in the fair value of the plan assets for the year ending 30 June 2025 (with comparative figures for the year ending 30 June 2024) are as follows:		
Market value of plan assets at beginning of period	3,539	3,520
Contributions paid by the College	82	80
Employee contributions	3	3
Benefits paid	(245)	(270)
Administrative expenses	(18)	(15)
Interest on plan assets	174	176
Return on assets, less interest included in Income and Expenditure	(244)	46
Market value of plan assets at end of period	3,291	3,539
Actual return on plan assets	**(70)**	**222**
The major categories of plan assets for the year ending 30 June 2025 (with comparative figures for the year ending 30 June 2024) are as follows:		
Equities	50%	46%
Bonds & cash	37%	42%
Property	13%	12%
Total	**100%**	**100%**

The plan has no investments in property occupied by, assets used by or financial instruments issued by the College.

	2025	2024
	£000's	£000's
Analysis of the remeasurement of the net defined benefit liability recognised in OtherComprehensive Income (OCI) for the year ending 30 June 2025 (with comparative figures for the year ending 30 June 2024) are as follows:		
Return on assets, less interest included in Income and Expenditure account	(244)	46
Expected less actual plan expenses	(1)	(2)
Experience gains and losses arising on plan liabilities	(17)	(7)
Changes in assumptions underlying the present value of plan liabilities	331	28
Remeasurement of net defined benefit liability recognised in OCI	**68**	**65**

Movement in net defined benefit asset/(liability) during the year ending 30 June 2025 (with comparative figures for the year ending 30 June 2024) are as follows:		
Net defined benefit asset/(liability) at beginning of year	(863)	(940)
Recognised in income and expenditure	(66)	(68)
Contributions paid by the College	82	80
Remeasurement of net defined benefit liability recognised in OCI	68	65
Net defined benefit asset/(liability) at the end of the year	**(778)**	**(863)**

Funding Policy

Actuarial valuations are carried out every three years on behalf of the Management Committee, acting as the Trustee of the Scheme, by a qualified independent actuary. The actuarial assumptions underlying the actuarial valuation are different to those adopted under FRS102.

The last such actuarial valuation was as at 31 March 2023. This showed that the plan's assets were insufficient to cover the liabilities on the funding basis. A Recovery Plan has been agreed with the College, which commits the College to paying contributions to fund the shortfall. These deficit reduction contributions are incorporated into the plan's Schedule of Contributions dated 10 July 2024 and are as follows:

·Annual contributions of not less than £62,097 per annum payable for the period to 31 December 2029.

These payments are subject to review following the next funding valuation, due as at 31 March 2026.

University Superannuation Scheme

The institution participates in Universities Superannuation Scheme (USS) which is the main scheme covering most academic and academic-related staff. The assets of the scheme are held in a separate trustee-administered fund.

Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee Benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme.As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme and the deficit recovery contributions payable under the scheme's Recovery Plan.

Where a scheme valuation determines that the scheme is in a deficit on a technical provisions basis (as was the case following the 2020 valuation), the trustees of the scheme must agree a Recovery Plan that determines how each employer within the scheme will fund an overall deficit. The institution recognises a liability for the contributions payable that arise from such an agreement (to the extent that they relate to a deficit) with related expenses being recognised through the Statement of Comprehensive Income and Expenditure. Further disclosures relating to the deficit recovery liability can be found in the notes to the account.

Pension costs

A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. No deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. College was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the Statement of Comprehensive Income and Expenditure in the prior year.

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is as at 31 March 2023 (the valuation date) and was carried out using the projected unit method.

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

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of111%.

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

Price Inflation (CPI)	3% p.a. (based on long term average expected level of CPI, broadly consistent with long-term market expectations)
RPI/CPI gap	1.0% p.a. to 2030, reducing linearly by 0.1% p.a. from 2030
Pension increases (subject to a floor of 0%)	Benefits with no cap: CPI assumption plus 3bps

Benefits subject to a "soft cap" of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%):
CPI assumption minus 3bps

Discount rate (forward rates):	Fixed interest gilt yield curve plus: Pre-retirement: 2.5% p.a. Post retirement: 0.9% p.a.

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

	2023 valuation
Mortality base table	101% of S2PMA "light" for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2021 with a smoothing parameter of 7.5, an initial addition of 0.4% p.a. 10% w2020 and w2021 parameters, and a long-term improvement rate of 1.8% pa for males and 1.6% pa for females

The current life expectancies on retirement at age 65 are:

	2025	**2024**
Males currently aged 65 (years)	23.8	23.7
Females currently aged 65 (years)	25.5	25.4
Males currently aged 45 (years)	25.7	25.6
Females currently aged 45 (years)	27.2	27.2

27 Principal subsidiary and associated undertakings

The College owns 100% of the share capital of the following companies:

Company	Principal Activities
Murray Edwards Conferences Limited	Conferencing and Catering
Murray Edwards Developments Limited	Dormant

Murray Edwards Conferences Ltd (Registered number 3777385) was incorporated on 26 May 1999. The company commenced trading on 1 July 1999. The principal activity of the company is external non educational conference business (primarily the provision of conference facilities, accommodation and catering as well as associated services).

Murray Edwards Developments Ltd (Registered number 03721386 was incorporated on 25 February 1999. The company commenced trading on 26 May 1999. The principal activity of the company is the development of grounds and building of Murray Edwards College.
Both subsidiaries operate and are incorporated in the United Kingdom having a share capital of £8.

28 Related party transactions

Owing to the nature of the College's operations and the composition of its Governing Body, it is inevitable that transactions will take place with organisations in which a member of the Governing Body has an interest. All transactions involving organisations in which a member of the Governing Body may have an interest are conducted at arm's length and in accordance with the College's normal procedures.

The College maintains a register of interests for all College Council members and where any member of the College Council has a material interest in a College matter they are required to declare that fact.

During the year no fees or expenses were paid to Fellows in respect of their duties as Trustees.

During the year total donations of £0 (2024, £nil) were received from Trustees.

Fellows are remunerated for teaching, research and other duties within the College. Fellows are billed for any private catering. Trustees' remuneration is overseen by the Remuneration Committee.

The salaries paid to Trustees in the year are summarised in the table below:

From	To	2025	2024
£0	£10,000	9	10
£10,001	£20,000	2	2
£20,001	£30,000	1	0
£30,001	£40,000	1	1
£40,001	£50,000	0	1
£50,001	£60,000	1	1
£60,001	£70,000	0	0
£70,001	£80,000	1	1
£80,001	£90,000	0	0
£90,001	£100,000	1	2
£100,001	£110,000	0	0
£110,001	£120,000	1	0
Total		**17**	**18**

The total Trustee's gross salaries were £435,426 for the year (2024: £459,737) These amounts are amounts receivable in the year irrespective of whether they were received.

The trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £88,324 for the year (2024: £107,974).

The College has a number of trading and dormant subsidiary undertakings which are consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.

The College has taken advantage of the exemption within section 33 of FRS 102 not to disclose transactions with wholly owned group companies that are related parties.

THE PRESIDENT AND FELLOWS OF MURRAY EDWARDS COLLEGE, FOUNDED AS NEW HALL, IN THE

England & Wales - Charity number 1137530

Accounts

Murray Edwards College

Annual Report and Financial Statements

2023-24

Administrative Details

Address
Murray Edwards College, New Hall, Huntingdon Road, Cambridge, Cambridgeshire, CB3 0DF

Charity registration number
1137530

Senior officers

President	Ms Dorothy Byrne
Vice-President	Dr Rachel Polonsky (resigned 6 November 2023)
	Professor Stephen Morris (from 9 November 2023, resigned 2 September 2024)
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Andrew Rudd (resigned 14 June 2024)
	Dr Michele Gemelos (from 14 June 2024, resigned 16 September 2024)
	Dr Victoria Harvey (from 16 September 2024)

Principal advisors

Auditors (external)	Critchleys Audit LLP Beaver House, 23-28 Hythe Bridge Street, Oxford OX1 2EP
Bankers	Barclays Bank PLC Abacus House, Castle Park, Castle Hill, Cambridge CB3 0AN
Investment Managers	CCLA Investment Management Limited, Senator House, 85 Queen Victoria Street, London EC4V 4ET
	Cambridge University Endowment Fund 30 Station Road, Cambridge CB1 2RE
Legal Advisers	Mills & Reeve LLP Botanic House, 100 Hills Road, Cambridge CB2 1PH
	Taylor Vinters LLP Merlin Place, Milton Road, Cambridge CB4 0DP

Trustees of the charity – Council members

President	Ms Dorothy Byrne
Vice-President	Vacancy
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Victoria Harvey (appointed 16 September 2024)

Dr T Alexopoulou (appointed 1st October 2022)

Dr M Griffin (appointed 1st October 2023)

Dr L Hamlett (appointed 1st October 2022)

Professor M Herzog (appointed 1st October 2022)

Dr R Leow (appointed 1st October 2021)

Professor S Morris (appointed 1st October 2022)

Dr M Moussa (appointed 1st October 2022)

Dr A Patnaik (appointed 1st October 2023)

Dr K Peters (appointed 1st October 2023)

Dr J Turner (appointed 1st October 2022)

Other Trustees during the financial year were:

Dr P Filippucci (retired 30th September 2023)

Dr Michele Gemelos (appointed 14 June 2024, retired 16 September 2024)

Dr A Rudd (retired 14th June 2024)

Ms S Summers (retired 1st May 2024)

Dr S Turenne (retired 31st December 2023)

As at 30 June 2024, the College comprised the President, 74 Governing Body Fellows, 33 Bye-Fellows, 374 undergraduate students and 39 clinical medical and veterinary students in respect of whom undergraduate fees were received, 124 registered postgraduate students and 93 full time equivalent permanent professional services staff.

Contents

Year in Review

8 President's Introduction

10 From the Bursar

12 Access and Student Recruitment

14 Wellbeing

16 Women's Art Collection

Financial Review

20 The College: Foundation, Charter and Statutes

20 Review of learning, education and research

21 Philanthropic support

21 Financial Review

25 Operations Review

25 Principal risks and uncertainties

26 Plans for the future and conclusion

26 Corporate Governance

30 Independent Auditor's Report to the Members of the Council of Murray Edwards College

34 Statement of Principal Accounting Policies

Financial Statements

42 Consolidated Statement of Comprehensive Income and Expenditure

44 Statement of Changes in Reserves

45 Consolidated Balance Sheet

46 Consolidated Cash Flow Statement

48 Consolidated Balance Sheet

Year in Review

President's Introduction

In 2024, we celebrated the 70th anniversary of the foundation of our College. How far we have come since 16 students were welcomed to a borrowed house on Silver Street in 1954! Now we are housed in splendid Grade II*-listed buildings, home to the largest collection of art by women in Europe and famed for our wonderful gardens. We have 349 undergraduates and 279 postgraduates who gain excellent results, and our alumnae have gone out across the world to excel in every field. We continue to exist proudly as a college for ambitious women who aim to rise high in all spheres.

We welcomed back many of those past students for a series of events with such distinguished alumnae: composer and pianist Joanna MacGregor, Ambassador Jacqueline Perkins, writer and comedian Sue Perkins, actor Nicola Walker, writer Maggie O'Farrell, screenwriter Sarah Phelps, and our alumna – and now Fellow – Professor Hiranya Peiris, the first woman to become Cambridge University Professor of Astrophysics 1909

This year we have seen a 70% increase in undergraduate applications to the College at a time when the University as a whole saw only a 1% increase, as a result of our innovative drive on outreach to schools, an excellent new website, new social media strategy and higher media profile.

We were very pleased to see an increase in donations and also a significant upturn in income from conferences, summer schools and other commercial activities. This was particularly important in a year in which all higher education institutions were affected by higher utility and catering costs. We also need to plan for major repair work on the library roof in 2025.

The year in which we celebrated our past has also been that in which we have laid major plans for our future. We have carried out the first major review of our whole estate with three main aims: gaining in-depth insight into its condition; considering how we can make it more environmentally sustainable and use our spaces better; and planning for the long-term future. Our 1960s buildings will need upgrading over time to bring them to modern standards. We have identified opportunities to create an enlarged study space for 60 students on the lower ground floor of the library and a new social and informal study space on the main walkway and adjacent Vivienne Stewart Room.

We have drawn up exciting outline plans for new accommodation for postgraduates. Currently we have designated accommodation for only 40 postgraduates but we have space on our own estate to create accommodation for a further 120. This would bring our postgraduates into the heart of our community, enhance the estate and increase income. The proposed accommodation would be to Passivhaus energy efficiency standard and build the concept of wellbeing into its design. Our new Wellbeing Service launched last year, and we aim to be an international beacon for excellence in wellbeing in higher education.

We will use this new Estates Strategy to form the basis of our Case for Support. We don't yet have the funds to fulfill these plans, but we have the vision.

This has been a year of celebration, success and the creation of a vision for our future. Thank you to all our students, Fellows, alumnae and supporters.

Dorothy Byrne
President, Murray Edwards College

From the Bursar

In this, the year of our 70th anniversary, we saw the delivery of a range of exciting initiatives strengthening what the College offers in the fulfilment of its overriding mission: providing the benefits of a first-class Cambridge University – and College – education to brilliant young women, wherever they come from.

Two initiatives were particularly timely – first, a major strategic review of our Estate, and second, a complete overhaul of our website.

Our review of the Estate took three themes as its focus. First, sustainability and addressing the welter of challenges that 1960s buildings bring, including our Library roof which will require significant repair in the year ahead. Second, our maintenance plans, which needed much more professional input and a view that leaned more towards preventative rather than reactive maintenance. And third, a major consideration of the shape of our current estate and potential new build – with an assessment of the entrance of the College, possible new accommodation for our postgraduate community who are under-served at present, and a proper division between administrative and student accommodation. The review takes a 20-30 year forward look as its timeframe and will require considerable resources to fund. Now we have the plans, our College Council and Governing Body will decide next steps.

A second significant achievement during the year was the complete overhaul of our website, which had become entirely unfit for purpose. The renewal was completed in record time. It has already raised external awareness of the College, as well as drawn positive reactions and significantly increased interest in the College from the greater number of visitors to it. It is clear the vibrant new site resonates much more closely with the communities we serve, especially those of our brilliant students, including prospective students of the future. Moreover, we have at the same time put in place a new internal website, which helps everyone in College conduct business more openly and collaboratively than before. This also helped in building better communication for staff, an area to which our staff survey, with improved satisfaction results overall, indicated we should return in the coming year.

Turning to our finances, the essential drive on income generation, be it from philanthropic or other external sources continued. Both increased their contribution to College funds, with conferences and catering delivering £1.7m and fundraising £1.45m. However, pressure came on our income and expenditure given higher expenditure on staffing, utilities, estates plans and other initiatives to raise the profile of the college. Some unexpected repairs also arose, and plant and boiler repairs were brought forward from the following year. The outturn was a deficit for the year, but we expect less pressure on the following year's operational finances.

The College's capital resources improved with sound investment performance over the year. The Colleges 'free' reserves, including those in place for any significant adverse event, also rose. The College is no longer substantially levered in debt terms and its financial position remains sound.

This report therefore serves once again as a tribute to our brilliant students, past and present, to our professional services teams, to our distinguished Fellows, and to all those friends who give so generously to this unique and special College.

Rob Hopwood
Bursar

Access and Student Recruitment

The year 2023-2024 has been transformative for outreach at Murray Edwards, with a new Access and Student Recruitment Strategy, a new team of permanent staff, and an updated programme of new activities and events – reaching three and a half times the number of schools nationally, compared with last year.

Data has been at the heart of this year's outreach work – for improved targeting and selection of participants for engagement, as well as evaluation and long-term impact assessment. The new strategy focuses heavily on increasing the number of direct applications to the College, as well as supporting broader access and social mobility across the University.

Delivery highlights this year have included new Student Access Conferences in Manchester and the London Borough of Haringey, the expansion of the College's English Reading Project to Manchester and London, two *She Talks Science* conferences in Cambridge, 10 new academic webinars, three residential summer schools in College, and three busy Open Days for prospective applicants, their families and teachers.

Supported by the Isaac Newton Trust, our new Access Conferences represent a significant increase in commitment to highly able young people in our Link Areas around the country. Delivering a day of talks, Q&A sessions and interaction with visiting College Fellows, staff and students at a host school in each region, we saw a significant increase in interest in the University of Cambridge, and even more so toward the College itself. Combined with the supra-curricular opportunities offered by the expansion of the English Reading Project, *She Talks Science* programme and College webinar series, sixth formers in our Link Areas will continue to have more access and information about Cambridge than ever before.

Nationally, our *She Talks Science* programme saw its highest ever engagement numbers this year, with conferences for students interested in STEM subjects in high demand at the College – where participants met current students, alumnae and academics in their fields.

Bridging both STEM and the Arts, Humanities and Social Sciences, the College's extended programme of webinars delivered well-attended online sessions by Fellows and current students that offered insight into first year Cambridge study, as well as showcasing the subject expertise that is on offer at Murray Edwards.

Social media and digital outreach have also seen their biggest year so far, increasing reach from around 2,000 unique individuals per month to around 17,000. The month of July saw not only well attended Open Days, where hundreds of students, parents and teachers were able to explore the College and its communities in person, but also the launch of our inspiring new College website, and a peak of nearly 23,000 individuals reached by our social media channels.

The overall theme of the past year of outreach can be summarised simply as 'growth' in all areas of engagement. As the new academic cycle gets under way the College looks forward to an even busier year of events, activities and engagement with an ever-increasing number and diversity of potential applicants to Murray Edwards College, as well as the wider University of Cambridge.

Matt Diston
Head of Access and Student Recruitment

Year in Review

Wellbeing

The Wellbeing Service at Murray Edwards has now been running for a full academic year. The Service was established following a gift to the college by the philanthropists Christina and Peter Dawson, which allowed the College to expand wellbeing provision to include a new, full-time Head of Wellbeing post. The service aims to provide responsive, one-to-one support to all students with any aspect of their wellbeing and mental health, and also to promote student wellbeing in college through expanding the provision of wellbeing activities and opportunities. The Head of Wellbeing, Dr Susan Imrie, works closely with the college nurse, counsellor, Directors of Studies and Tutors, as well as with the University's Student Support Services and NHS providers to provide joined-up and holistic support for students.

Students from across all levels of study and a wide range of disciplines used the wellbeing service over the last year, with the Head of Wellbeing seeing over 130 undergraduates and postgraduates. Some accessed the service as a one-off appointment to discuss a particular issue, while others had a number of appointments over a short period during a challenging time, and some had more regular ongoing support. Students have sought support with a range of mental health and wellbeing concerns, including depression, anxiety, the transition to university, work-life balance, bereavement and relationship difficulties. The wellbeing team has also advised students about disability-related support, and provided signposting and referrals to other services as appropriate.

The Wellbeing Service are happy to have recently had a new member join the team. Our new college nurse, Erika Spooner, joined Murray Edwards in April 2024 on a temporary basis and has been employed as a permanent member of staff since October 2024. Erika was previously the College Nurse at Corpus Christi College and has a background in women's health, making her a wonderful fit for the college and the team. She is working more hours than previous nurses, so we're now able to offer nurse appointments to students for three full days a week.

We also welcomed a new college counsellor, Claudia Marota, at the start of the academic year. Claudia is an integrative counsellor who has 20 years' experience working with adults and young adults within education, social work and counselling settings. Across the year she saw undergraduate and postgraduate students for short-term counselling on a range of issues.

This academic year saw the wellbeing team offer a diverse programme of wellbeing activities that complemented the wonderful range already provided in college by other departments. Activities have been evidence-based as far as possible, and have responded to a need that the team has identified in the student body, or to a request from students. We were able to offer mindfulness workshops, hand and arm massages during exam time, and several Pets as Therapy dog visits, all of which were popular with students. We commissioned a series of workshops by a specialist ADHD coach to offer skills-based coaching to our students with ADHD. The Head of Wellbeing also co-delivered several wellbeing talks with the Director of Student Development as part of the Gateway programme.

Part of the summer has been spent planning the wellbeing component of the college's new Welcome Week, which provided an extended freshers week for our incoming freshers in October 2024. We introduced the team to the new cohort on their second day at college so that they know who we are and are aware of how we can support them. The Head of Wellbeing and Nurse will also meet individually with all of the new undergraduates over the first few weeks of term. This will help build relationships and ensure that we continue to be as knowledgeable as possible about the needs of our students.

Dr Susan Imrie
Head of Wellbeing

Year in Review

Women's Art Collection

It has been a brilliant year for the Collection. Together with the support of the Paul Mellon Centre, we organised the first academic conference dedicated to the history of The Women's Art Collection in its 32-year history. Twelve papers presented new research by academics, researchers, artists, curators and writers that deepened our understandings of the artists, artworks and themes represented in the Collection. This sold-out event was an outcome of a two-year research project funded by the Isaac Newton Trust, the Bateman Family Charitable Trust and Mike Standing. As part of this project, we secured additional funding from The Arts Council for a new website to engage local community groups.

Another first for the Collection was an exhibition with the Ingram Collection that opened at the Lightbox in Woking and has since travelled to Compton Verney in Warwickshire. *A Spirit Inside* opened to critical acclaim and celebrates over 100 years of creative expression by women and non-binary artists including Paula Rego, Cindy Sherman, Elisabeth Frink and many more. It marks the first time the Collection has partnered with a museum to present works from the Collection providing a wider opportunity for audiences to see some of the most important 20th and 21st century works by women. We were thrilled that it has received glowing press coverage including a four-star review in The Observer.

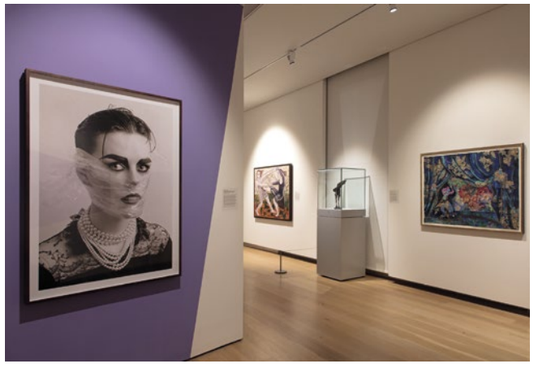
Back at Murray Edwards we started the new term with the *Women and Water* exhibition that examined how water has been used by artists both as subject matter and artistic medium to reflect the multiplicity of women's experiences. It was accompanied by a busy programme of tours, an online talk and was highlighted by the Guardian as a 'must see exhibition'.

The Goddess, the Deity and the Cyborg followed and has been our best attended exhibition to date. It was generously supported by the Wimhurst Muller Trust enabling a publication and international symposium to accompany the exhibition. Drawing from the works in The Women's Art Collection as well as loans from public and private collections, the exhibition explored the enduring appeal of the goddess and traced how artists have adapted and even transformed the goddess into an ambiguous figure undefined by gender or even bodily form. With the support of the Centre for American Art we organised a symposium that brought the American academic Jenny Klein over from the US to deliver the keynote. A new partnership was also made with the Fitzwilliam Museum on a series of events that brought this show in dialogue with their exhibition on William Blake. We were thrilled that the show was recommended twice by The Guardian!

Our curator Harriet Loffler was interviewed for Cambridge University's online feature This Cambridge Life that was also shared on across the University's social media platforms.

Harriet was also a regional judge for the ARTiculation Prize, a national competition open to sixth formers who are invited to speak about an artwork of their choosing.

We have been the beneficiaries of a number of donations and new acquisitions including Sadie Lee's portrait of Diana Souhami, who has created a significant and original body of literary work including biographies of lesbian women such as Gertrude Stein. The work was commissioned especially for the Collection by Annie Bartlett and Sandra Evans. Annie Bartlett studied at the College as an undergraduate and a PhD student.



In December we hosted the phenomenal performance 'NATIVITY' by Rosa Johan-Uddoh. The short, epic tale focuses on the Black character of Baltazar, one of the three Kings who visited baby Jesus at his birth and who became a vital part of one of the most popular motifs in Western art history. The performance was a collaboration with Performance Exchange and has been acquired for the Collection with the generous support of the Art Fund. This marks the first time a performance has entered the Collection.

Community Engagement

The Collection has developed well-established community partnerships and forged new ones over the past year. We have a long standing relationship with the mental health charity Arts and Minds that began in 2021 with tours and facilitated sessions around the Collection. This year we are a key partner in their Art on Prescription programme that takes the Collection as the source material for extended sessions over a six-month period..

This year we are partnering with the team at University of Cambridge Museums on their region-wide Age Well programme. This framework brings together programmes with and for older people, specifically those living in or supported by social or residential care who have complex health conditions including dementia and physical disability. At the other end of the age spectrum, we collaborated with Cambridge Curiosity and Imagination, an arts and wellbeing charity helping children and young people, to work with pupils from Mayfield Primary School on their Artscapers project.

As part of the recent WAC research project, we received Arts Council funding to engage three community partners on generating interpretation of the Collection. Our work with Cambridge Black Creatives, Women's Resource Centre and North Cambridge Academy has created strong bonds we hope will lead to further partnerships.

Clockwise from top left:
A Spirit Inside installation view The Lightbox, Woking, 2023

The Goddess, the Deity and the Cyborg installation view Murray Edwards College, 2024

Sadie Lee *'She Wears Her Heart on Her Sleeve: Portrait of Diana Souhami'* 2023

Financial Review

The College: Foundation, Charter and Statutes

The College was founded on 11 March 1954 as an unincorporated association to promote a foundation for women in the University of Cambridge. It was incorporated as New Hall, Cambridge, a company limited by guarantee, on 20 April 1954. On 3 November 1965, the University granted recognition to New Hall as an approved foundation within the University. A Royal charter of incorporation in the name of "The President and Fellows of New Hall in the University of Cambridge" was granted on 28 June 1972. College Statutes provide for the constitution and government of the College including the membership and responsibilities of the Governing Body and the College Council.

In June 2008, the College announced a donation of £30m from Ros Smith (New Hall 1981) and Steve Edwards. The donation was made with the purpose of permanently endowing the College to enable it to pursue its objects of learning, education and research as an independent institution within the University of Cambridge. The income from this transformational endowment also enhanced specific areas including widening access and participation, supporting early career stage academics, improving conditions for College teaching officers, employing a full-time schools' liaison officer and initiating the Gateway Programme of study skills and professional development for students.

On 14 June 2011, a Supplemental Charter was granted by HM the Queen, changing of the name to "The President and Fellows of Murray Edwards College, founded as New Hall, in the University of Cambridge". The name honours in perpetuity both the first President, Dame Rosemary Murray, and the Edwards family.

The College's Statutes were amended to reflect more modern business practices and to allow more flexibility in conducting College business. The amended Statutes were approved by Her Majesty the Queen Elizabeth II in Council at Windsor Castle on 16 February 2022.

Public benefit

The Trustees have regard to the Charity Commission's guidance on public benefit when exercising powers and duties to which the guidance is relevant. The Trustees are assisted in this duty by receiving specific briefings and training on the relevant guidance.

The College aims to provide excellence in the education of outstanding women from all backgrounds. It provides opportunities for these young women to develop the skills and confidence to lead the way in the world, to be independent-minded, and to take on the challenges they will meet in life and achieve their ambitions. This is done through core teaching and also through the Gateway Programme for personal development, which is available to both postgraduate and undergraduate students. The College aims to provide both a vibrant intellectual environment for Fellows, students and staff. It also aims to be an open and friendly community, maintaining many of the traditions of a Cambridge College while being at the forefront of innovation. The focus is on meeting the needs of women from all backgrounds within the wider co-educational environment of Cambridge University.

Review of learning, education and research

In December 2023, the University's General Board and the Colleges' Committee commissioned a Review of Teaching focused on two primary areas: student workload and its impact on mental health and wellbeing, and the supervision system (in particular the available resources for supervision, both personnel and financial, and how these relate to the quality of educational provision). This Group is led by the Pro-Vice-Chancellor (Education) and has representation from Schools, Colleges, the Cambridge Students' Union, and Education Services.

One of the Review's recommendations was to revitalise, promote, and reinforce the role of Committees of Directors of Studies (DoS). Appointed by Colleges, DoS are responsible for organising supervision teaching at the college level and for monitoring student academic progression. Intercollegiate discussions have emphasised the important role a DoS holds in delivering teaching as well. At Murray Edwards, DoS are drawn from the Fellowship and from other colleges. In addition, the University's Framework for Assessment continues to inform a transition period (to 30 September 2025) regarding modes and methods of assessment. Thus, the support of our Directors of Studies and supervisors remains a College priority: the College has worked to ensure that our Directors of Studies (and supervisors by extension) continue to engage with their Faculties and Departments to provide adequate preparation for any new modes and methods of assessment introduced. The same applies to our Tutorial administrative staff in terms of engaging with Student Registry and related offices.

An additional recommendation of the Review was to endorse and embed an amended payment methodology for supervisions. A new methodology for intercollegiate re-charge rates for undergraduate supervisions was approved by the intercollegiate Bursars' Committee, fixed for at least four years, with the possibility of a review should there be any substantive changes to the Colleges' expenditure on supervisions. From Michaelmas Term 2024 the question on contracts for undergraduate supervisors will begin to be addressed across the Colleges.

From October 2022 to May 2023, the University undertook a review of its approach to Mitigation facilitated by SUMS Consulting. The final report was presented to the General Board's Education Committee in November 2023 with a series of recommendations. Those recommendations were considered throughout 2023-24; included among them was the consideration of a high-level approach to re-sits, specifically whether the University should introduce re-sits. This also follows from a requirement from the Office of the Independent Adjudicator to review current provision.

Owing to a marking and assessment boycott organised by the University and College Union (UCU) between April and September 2023, the full set of classed results for undergraduate and integrated Masters students in the academic year 2022-23 was not available at the date of publication of the last Annual Report. The exam results for 2022-23 showed that 79.9% of undergraduate students and integrated Masters students at Murray Edwards obtained Good Honours (2.1 or 1st Class results).

Easter Term 2023 saw the first award of an Overall Degree Class to students. Departments determined the formula for calculation, which in some cases included the weighting of a second year. The full set of classed results for undergraduate and integrated masters students (numbering 304) in the academic year 2023-24 showed that 81.9% of students at Murray Edwards obtained Good Honours (2.1 or 1st class results) in 2023-24, with 89% of those in the third year of their course obtaining Good Honours and 100% in their fourth year obtaining Good Honours. A total of 28.3% of students in their third year at the College obtained 1st class results.

The Senior Tutor will continue to work with Directors of Studies and other teaching staff to collect and analyse context-specific data to help understand student progression and performance, as well as quality of teaching and the effectiveness of academic and pastoral provision. The Gateway Programme will continue to support our students with their academic, career and personal development.

Philanthropic support

The College Development Office aims to raise donations from benefactors, including alumnae, trusts and foundations. Philanthropic support for the College helps underpin the delivery of many of the College's objectives and priorities. The College is profoundly grateful to all its donors for their support.

The College fundraises to support projects identified as priorities by the Council. Fundraising techniques include direct mail, telephone fundraising (using live calls by students at the College), the promotion of legacy giving, and face-to-face fundraising (by private meeting with potential major donors). The College does not use external professional fundraisers or commercial participators.

All donations (including the recovery of Gift Aid where applicable) are reported in the Consolidated Statement of Comprehensive Income and Expenditure. The College conforms to all recognised applicable fundraising standards, and it is registered with the Fundraising Regulator (reg no. ID-001043). The College has received no complaints about fundraising in the year reported.

The College undertook a significant and wide-ranging review of its fundraising strategy, operations and performance during the year and is currently implementing the recommendations from it.

Financial Review

Summary

Pressure once again came on the College's income and expenditure which indicated an overall deficit largely due to utilities costs, reactive emergency repairs and compliance needs. The College also conducted a thorough strategic review of its Estate focussing on sustainability, possible new build, and preventative maintenance plans, which should serve the College well for the next 20 or so years. The College incurred an operating deficit of £655k (22-23: £725k deficit). Aside from the Estates review, another major initiative, the complete overhaul of our website, concluded within a tight timeframe and on budget.

Opportunities for summer conference business improved, and performance exceeded a testing target, as did investment income.

Increased investment income and capital returns meant total return exceeded the objective of CPI+5% over the year and over long term. Overall total return came in at 11.3%. A significant capital gain of £6m meant the College's net worth increased over the year. The College's overall net worth now stands at £124.8m up from £118.1m at the end of the year, with £85.3m invested.

The College's borrowings total £10.5m. £1.5m of this comes off its fixed rate in 2026. The College is setting aside funds in readiness for the repayment of this sum and has a robust plan for repaying the remaining £9m in 2048, if not before. Loans as a percentage of total net assets are now considerably reduced at just above 8% and the College is not substantially levered in debt terms. Added to this, USS deficit contributions are no longer required and £1.5m provided for last year is no longer necessary.

In sum, the College's financial position remains stable. The College projects cash flows, five-year budgets and balance sheets, together with scenario stress tests, to help prepare for uncertainties. Our free reserves provide a good buffer against adversity and remain in good stead.

Income and expenditure

The College's income derives principally from academic fees and charges, charges to students for accommodation and catering, charges for conferences and events and donations, all supported by investment returns from its endowments, as follows:

Of the University regulated undergraduate tuition fee, half is retained by Colleges. The regulated fee increased from £9,000 to £9,250 for undergraduate students matriculating in 2017 and has remained at this level.

Accommodation and catering charges to members increased by just over 7%%. In order to meet the full costs of accommodation, the College draws upon its endowment and other income. This helps the College set rents at a level that makes them more affordable for students and rents for student accommodation represent good value within the wider market.

The College uses its facilities for commercial events and conferences when not required for its academic needs, precedence being given to College events. This activity normally makes an important contribution to the College's income and free cash flow.

The endowment performance is commented upon separately in the section "Endowment and investment performance" below.

Staffing costs represent the biggest operating cost of the college. Core staffing costs increased due to additional staffing. Staff costs increased from £5.1m to £5.9m, an increase of 15.7%. Average numbers of staff employed during the year increased by 11 to 167.

Property and premises spend continued to be constrained, despite significant reactive repairs. The College now has a full, integrated, strategy and preventative maintenance plan. This will ensure timely refurbishment of key elements of plant to control operational risk, the maintenance of buildings to a standard which is intended to prevent more costly remedial works and refurbishment to the extent that the budget can support it.

Endowment and investment performance

The College's Finance Committee formulates general investment policy on the advice of its Investment Sub-Committee. The College instructs fund managers to manage financial investments. Its principal fund managers during the year were CCLA Investment Management Limited and the Cambridge University Endowment Fund (CUEF). Cambridge Associates manages venture capital and private equity investments. The College directly manages a number of small, maturing private equity investments and a literary estate.

The objectives under the College investment policy are for long-term funds:

i) to generate returns at least in line with inflation plus a return sufficient to support the ongoing activities of the College and

ii) to preserve the long-term value of the endowment;

and for short-term funds, to preserve capital value with minimum risk.

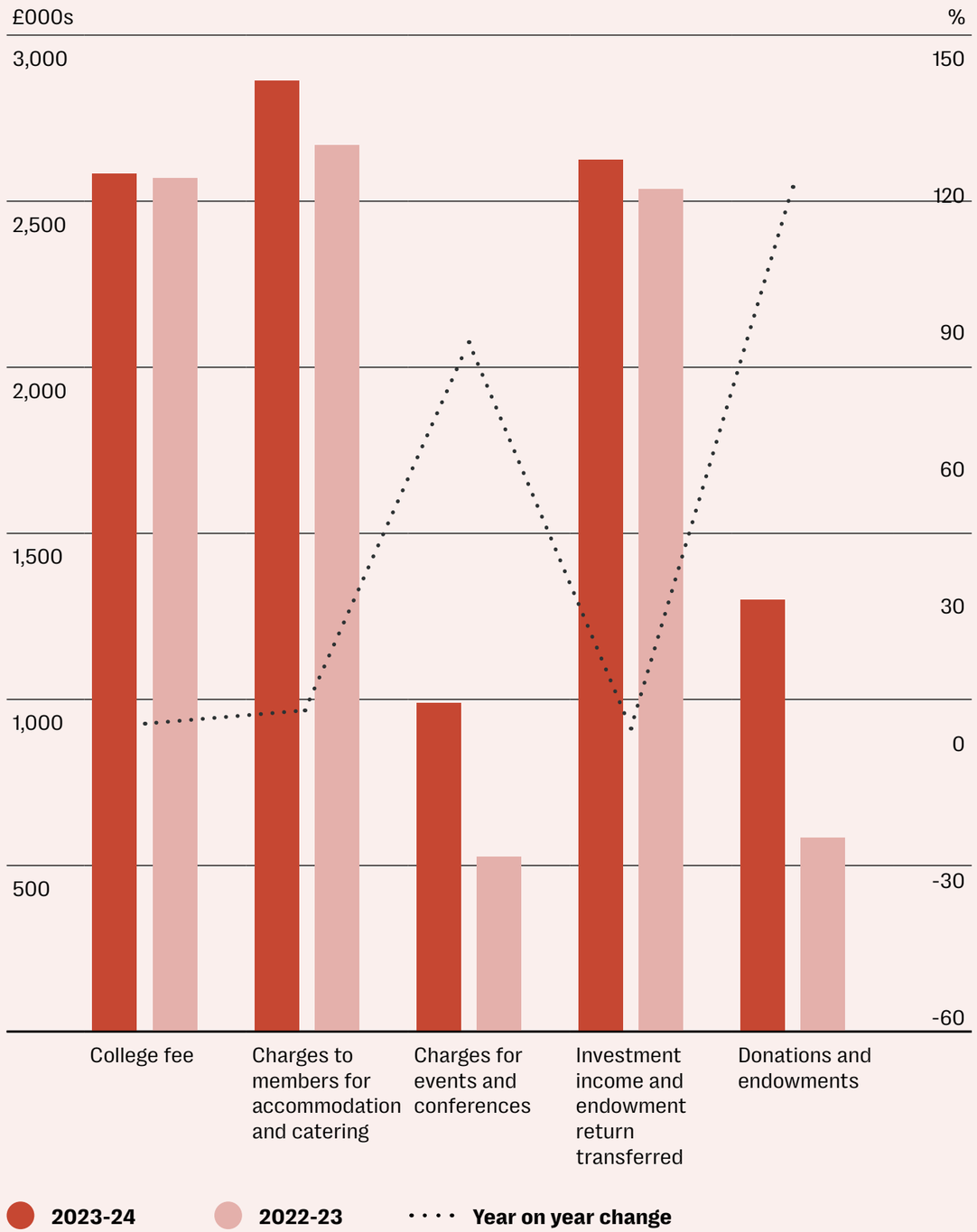
Assets are invested widely, generally by discretionary investment managers in pursuit of these objectives. Investment managers' ethical and responsible investment policies are reviewed and the College excludes direct investments which materially conflict with its purposes. The College's principal investment manager, CCLA, has achieved an assessment of A or A+ in nearly all categories under UNEP's Principles for Responsible Investment.

The investments are set out in the notes to the accounts. They represent the College's endowment assets, part of its corporate capital and general reserves.

The College's investments comprise three principal categories: the Segregated Fund and Amalgamated Funds invested principally in units in a common investment fund, limited partnership interests in two venture capital and private equity funds of funds; and the literary estate of Roma Gill, a former Fellow, bequeathed to the College.

The Segregated Fund is managed on a total return basis and was subject to an annual spending rule of 3.5% (prior to 2014-15: 4%). The quoted investments section, managed by CCLA, returned 11.4% (2022-23 6.1%), net of fees. An endowment within the Segregated Fund managed by CUEF returned 9.0% (2022-23: 4.0%) net of fees.

Figure 1: Income (in £000s)



The Amalgamated Fund, managed principally by CCLA, is managed on an income and capital basis and returned a total of 11.8% (2022-23: 5.9%), net of fees.

The literary estate of Roma Gill yielded royalty receipts in the year of £109k (2022-23: £98k) principally from her editions of the plays of Shakespeare, published by OUP.

Assets in the endowment returned a weighted average of approximately 11.3% during the year (2022-23: 5.8%). By comparison, a broad-based benchmark portfolio of global equities (75%), UK property (5%), UK gilts (15%) and cash (5%) might have returned 16.5% before fees (2022-23: 6.4%).

Total capital expenditure, excluding heritage assets, during the year was £0.4m (2022-23: £0.4m), primarily upgrades and refurbishments of boiler systems and water heaters and the overhaul of the website.

Balance sheet

Consolidated net assets stood at £124.8m at 30 June 2024, up from £118.1m at 1 July 2023. £63.5m of total reserves are unrestricted. Investment assets now stand at £85.3m, with tangible fixed assets at £49.1m.

The USS deficit contribution provision of £1.5m is no longer required. Debt as a proportion of the College's net assets fell to 8.4%.

Reserves

The College intends to continue to pursue its objects in perpetuity. Its activities require financial support from funds, which include the College's corporate capital, its endowments, and its restricted and unrestricted reserves. These funds are necessary to continue to underpin the significant public benefit provided by the College in pursuance of its objects in the areas of learning, education and research.

Free reserves are those reserves which are freely available to spend on any of the College's objects and as such exclude unexpendable reserves, reserves applied to intangible and tangible fixed assets and reserves designated for or restricted to a certain purpose or purposes. (See table below).

The College considers a suitable minimum level of free reserve to be an amount broadly equivalent to six months' essential operational spend, currently £6m. Such reserves will provide support should the College face an unforeseen downturn or significant event which has an adverse financial impact.

The College intends to increase its contribution to public life and benefit and intends to grow its reserves as it seeks opportunities to do so. The College has not therefore determined a maximum level of free reserves.

The policy and compliance with this policy is reviewed annually and particularly in the event of material change, upwards or downwards, in the level of free reserves. The College has complied with the policy in all material respects during the financial year 2023-24.

A statement of Reserves and net asset funds as at 30 June 2024 is shown below:

If free reserves are taken to be total unrestricted net assets less unrestricted intangible and tangible assets, free reserves come to £13.7m.

Cash flow

Cash outflow from operating, investing and financing activities came to £303k (2022-23: outflow of £1,761k). The College has ringfenced excess liquidity (£375k) to provide against future repayment of the bank loans.

Reserves & Net Asset Funds 2023–24

	Intangible assets	Tangible assets (inc Heritage assets)	Investments	Net current assets	Long term liabilities	Pension liabilities	**Total**
	£k	£k	£k	£k	£k	£k	**£k**
Endowment		897	57,363				**58,260**
Restricted			3,102				**3,102**
Unrestricted	770	49,309	24,828	206	(10,500)	(863)	**63,480**
Total	**770**	**49,936**	**85,293**	**206**	**(10,500)**	**(863)**	**124,842**

Operations Review

People, learning and development

With 74 Fellows and some 120 full time staff, the College continues to prioritise sound people leadership, management and engagement.

The annual staff survey was carried out and actions identified to increase staff engagement and communications. Staff satisfaction again increased overall. Training on equality, diversity and inclusion is ongoing. Various on-line training suites were offered to staff. This was aimed at enhancing a range of skills including technological skills, given the increase in online, remote working and also to assist with the mobility and hybrid working strategy.

New staffing where the College reviewed and re-ordered its capacity and capabilities last year, bedded in this year. The focus here primarily involved income generation, such as conferencing and events and fundraising alongside well-being programmes and access and student recruitment drives.

Technology innovation

Once again, technological change has been a significant feature of the year. Investment was made in a new website, an upgraded accounting system and new security systems. Mobility, service delivery, business continuity, and data security as always provide a focus for the team and the College more widely. Mobile (and accessible) working projects were again carried out across the College and underpin the College's ability to work in a new, agile, more efficient and genuinely collaborative way. IT operations proved resilient during the year.

Communications

As previously noted, the College completed a project to overhaul its website this year. In tandem, it improved its internal digital communications with a new intranet. This has reduced time and effort in communications and also made information more readily accessible. This will yield greater benefit as the College ramps up its digital capabilities.

Estate and facilities

With significant professional support, a major estates planning exercise was completed during the year. Three main strands were included in the exercise, focussing on new build, sustainability and preventative maintenance. It is clear that the plans will require significant resource to implement over a long time horizon. There is also a considerable tension between conservation aspects of our listed buildings and the ability to reduce our carbon footprint, but innovative ways of addressing this issue have been set out.

The original College buildings date from the 1960s and have required substantial refurbishment and renovation, particularly the Dome, Library and Orchard Court. In addition, Buckingham House was rebuilt to provide a conference and residential facility, now supplemented by Paula Browne House. Canning & Eliza Fok House was built to provide 40 rooms for graduate accommodation. The works were funded partly from £13.5m bank loans drawn from 1999 to 2008. The College buildings also include Victorian and Edwardian buildings in addition to the main buildings on the New Hall site from 1965, the substantial additions of Pearl House (1994), Buckingham House (2001) and Canning & Eliza Fok House (2008).

Principal risks and uncertainties

The College reviews risks at a corporate level and an operational level. Principal corporate risks include:

- Academic risks including the calibre of students seeking admission to the College and ensuring that College Fellowship is attractive to academics
- Providing buildings and accommodation which are of suitable quality for, and meet the needs of, students and Fellows
- Reputational risk as the College builds a higher profile especially on the subject of women's education, employment and well-being
- Maintaining the reputation of the College and ensuring that it provides

an excellent academic and student experience

- Funding risks and securing sufficient resources to deliver the College's priorities

Operational risks are assessed and reviewed at a departmental level and appropriate procedures put in place to monitor and control them. The College maintains a critical incident plan and tests it with simulated incidents.

Plans for the future and conclusion

The College has concluded wide consultation redefining certain short- and long-term objectives in key areas. These include a significant push on income generation to support delivery of its purpose and mission as described earlier. The College continues to review Academic performance, Student Well-being, Widening participation, Student Access and Recruitment and the significant benefit the College provides to the public. Building a stimulating environment and culture in which all thrive, including building the resources to do so, remains a priority and a thorough Estates review has informed future possibilities and priorities.

In financial terms, while the College continues to be undercapitalised in an uncertain political and economic environment, it continues to make good progress on this front. Like many in the Higher Education sector, the College continues to face significant challenges but will endeavour to continue to improve its financial position through scrutiny of costs and the pursuit of new sources of income, consistent with its charitable objects. Specifically, it will continue careful stewardship of its endowment. The College will continue to raise benefactions to increase its endowments generally to ensure the College can exist in perpetuity, with the income from its endowments supporting the cost of educating students, currently not fully covered by the College's other sources of academic income.

Corporate Governance

Statement of Corporate Governance

The following statement is provided by the Council as the College Trustees to enable readers of the financial statements to gain a better understanding of the arrangements in the College for the management of its resources and for audit.

The College is a registered charity (registered number 1137530) and subject to regulation by the Charity Commission for England and Wales. The members of the Council are the charity trustees and are responsible for ensuring compliance with charity law.

The Governing Body has the ultimate authority in the governance of the College, which it exercises in accordance with and subject to the College Statutes. The Governing Body comprises the President and all Fellows other than Emeritus, Honorary and Bye Fellows, and meets at least once in each Term. Statutes specify that one meeting of the Governing Body in each academic year shall be the Audit Meeting.

Subject to ultimate authority being vested by statute in the Governing Body, the College Council is the principal executive body of the College, responsible for administering the affairs of the College and managing its property and income. Under the Statutes of the College, the College Council consists of the President, Vice-President, Bursar and Senior Tutor (all ex officio), nine members of the Governing Body (elected by the Governing Body) and the Presidents of the undergraduate and postgraduate student unions. These Council members are the College Trustees for the purposes of charity law. An observer drawn from the membership of the relevant student union may attend in the absence of the President of that union. Two staff observers are also in attendance at Council meetings.

The President chairs Governing Body and Council; the Senior Tutor has overall responsibility for admissions, education, and welfare of postgraduate and undergraduate students; the Bursar has overall responsibility for the finances, human resources, buildings, operations and administration of the College. The President and Vice-President are elected by the Governing Body. Officers, other than the President and Vice-President, are appointed, and may be removed, by Council. Council fulfils its responsibilities through a number of principal committees to which some powers are delegated and through which advice is sought. They include:

- Academic Policy (Sub-Committee: Admissions);
- Domestic and Estates & Events (Sub-Committees: Gardens, Health and Safety);
- Fellowship Review Group;
- Finance (Sub-Committee: Investment);
- IT Strategy;
- Net Zero Committee;
- Personnel (Sub-Committee: Staff Council);
- Prevent Committee;
- Race Equality Group;
- Remuneration;
- Student Funding

The Fundraising Committee was disbanded and its business would, for the time being, be transferred into that of the Finance Committee. A new Development Committee will be established in due course.

The principal officers of the College are listed on page 1.

An Audit Committee, appointed by Council, reports to the Governing Body. It is in the terms of the Audit Committee to keep under review the effectiveness of the College's internal systems of financial and other controls; to advise the Governing Body, in conjunction with the Finance Committee, on the appointment of external and internal auditors; to consider reports submitted by the auditors, both external and internal; to monitor the implementation of recommendations made by the auditors; and to report to the Governing Body. Membership of the Audit Committee consists of three Fellows other than the Bursar, one to be appointed by Council annually each for a term of three years, together with one external adviser. Serving members of the Finance Committee shall not be eligible for appointment.

The Audit Committee may examine the accounts, consult with the auditor, and is required to report to Council and to Governing Body at the Audit Meeting on matters of general policy in relation to the accounts as it sees fit.

The College's remuneration committee continues to be an independent committee composed entirely of external members and attended by the President and the Bursar. Its remit covers remuneration arrangements for all Governing Body Fellows.

There are registers of interests of Trustees and of the senior administrative officers. Declarations of interest are made systematically at meetings.

The College's Trustees during the year ended 30 June 2023 are set out on page 2.

Scope of the financial statements

The consolidated financial statements cover the activities of the College and its two subsidiary companies: Murray Edwards Conferences Ltd (Registered number 3777385) and Murray Edwards Developments Ltd (Registered number 03721386). These undertake activities which, for legal or commercial reasons, are more appropriately carried out by limited companies.

Statement of internal controls

The Trustees are responsible for maintaining a sound system of internal control that supports the achievement of policy, aims and objectives whilst safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.

The system of internal control is designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. This process was in place for the full financial year and up to the date of approval of the financial statements.

The Trustees are responsible for reviewing the effectiveness of the system of internal control.

The Trustees' review of the effectiveness of the system of internal control is informed by the work of the Finance and Audit Committees, Bursar and College officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Transactions between College and members of the Governing Body

Most Fellows hold office or employment with the College and receive remuneration for the services they provide. This ranges from full time employment to occasional teaching. Stipends, salaries and fees for these services are set by Council. The role of the Remuneration Committee, whose members are all independent, is to act as a body to review the level of remuneration and other direct and indirect benefits for the members of the Governing Body, including members of the Council of the College.

Financial management and control

The College operates a devolved budgeting system under which individual budget holders are responsible for managing income and expenditure within their own areas of operation, and for bringing forward budget proposals through an annual budgeting process. Fellows, members of staff and students are encouraged to participate in the process through their membership of the College's Committees. The Finance Committee is responsible for turning the proposals into a coherent and transparent budget proposal which is part of a sustainable financial plan. The budget is considered in detail to ensure that it is consistent with the College's strategic aims and objectives and then recommended to Council for approval.

Statement of Trustees' responsibilities

College Council, as Charitable Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The College's Statutes and the Statutes and Ordinances of the University of Cambridge require the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the group and parent college and of the incoming resources and application of resources of the group for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting statements have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the college will continue in operation.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge, the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the College and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the College's website (www.murrayedwards.cam.ac.uk). Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

Approved by College Council on 11th November 2024

Dorothy Byrne
President

Robert Hopwood
Bursar

Independent Auditor's Report to the Members of the Council of Murray Edwards College

Opinion

We have audited the financial statements of Murray Edwards College (formerly New Hall College (the "Charity")) for the year ended 30 June 2024 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

· give a true and fair view of the state of the group and charity's affairs as at 30 June 2024 and of the group's income and expenditure for the year then ended;

· have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;

· have been prepared in accordance with the requirements of the Charities Act 2011.

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 Charity 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 Governing Body'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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members of the Governing Body with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Members of the Governing Body

As explained more fully in the section on Corporate Governance, the Members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the Governing Body are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the Governing Body either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with Members of the Governing Body and other management, and from our knowledge and experience of the client's sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including Charities Act 2011, Office for Students and Cambridge University requirements, taxation legislation, data protection, employment and pensions, planning and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and, where relevant, inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of Members of Governing Body and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- if considered necessary, reviewing correspondence with relevant regulators and the company's legal advisors.

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

Members of Governing Body and other management and the inspection of regulatory and legal correspondence, if any.

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

A further description of our responsibilities 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.

Critchleys Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the College's Governing Body, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Members of the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

Critchleys Audit LLP

Critchleys Audit LLP
Statutory Auditor
Beaver House
23-38 Hythe Bridge Street
Oxford
OX1 2EP

Date: 18th November 2024

Statement of Principal Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable United Kingdom Accounting Standards using the Recommended Cambridge College Accounts (RCCA) format and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education Institutions issued in 2020.

The Statement of Comprehensive Income and Expenditure includes activity analysis in order to demonstrate that the College is satisfying its obligations that all fee income is spent for educational purposes. The analysis required by the SORP is set out in notes to the accounts.

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

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified in respect of the treatment of investments and certain operational properties that are included at valuation.

Basis of consolidation

The consolidated financial statements include the College and its wholly owned subsidiary undertakings. Details of the subsidiary companies are included in the notes to the accounts. Intra-group balances are eliminated on consolidation.

The consolidated Financial Statements do not include the activities of student societies (as these are separate bodies in which the College has no financial interest and over whose policy decisions it has no control).

Recognition of income

Academic fees

Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors. The costs of any fees waived or written off by the College are included as expenditure.

Research and Grant income

Grants received from non-government sources (including research grants from non-government sources) are recognised within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income and performance related conditions have been met.

Income received in advance of performance related conditions is deferred on the balance sheet and released to the Consolidated Statement of Comprehensive Income and Expenditure in line with such conditions being met.

Donations and endowments

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

Donations and endowments with restrictions are classified as restricted reserves with additional disclosure provided within the notes to the accounts.

There are four main types of donations and endowments with restrictions:

1. Restricted donations – the donor has specified that the donation must be used for a particular objective.

2. Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the College.

3. Restricted expendable endowments – the donor has specified a particular objective and the College can convert the donated sum into income.

4. Restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Donations with no restrictions are recorded within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income.

Endowment and investment income

Investment income and changes in value of investment assets are recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms or other restrictions applied to the individual endowment fund.

Total return

The College also holds certain restricted and unrestricted permanent capital, derived from specific donations, in a Segregated Fund, the terms of which require that 3.5% per year of the three-year average capital value, as at the end of January each year, is recognised as income in the Consolidated Statement of Comprehensive Income and Expenditure.

Other Income

Income is received from a range of activities including accommodation, catering, conferences and other services rendered. Income is recognised in the period in which the related goods or services are delivered.

Gifts in kind

Properties, investments, and other fixed assets donated without restrictions to the College are included as donation income at market value at the time of receipt, if restricted they are recorded as restricted income and the relevant restriction applied.

Foreign currency translation

Transactions denominated in foreign currencies are recorded at the rate of exchange prevailing at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year-end rates or where there are forward foreign exchange contract, at contract rates. The resulting exchange differences are dealt with in the determination of the income and expenditure for the financial year.

Fixed Assets

Operational Freehold Land and buildings

Operational land and buildings are stated at valuation. Buildings on the main College site, being specialised properties, were valued on the basis of their depreciated replacement cost as at 30 June 2015 by AECOM, property consultants. Certain off-campus land and buildings are valued on the basis of their existing use. The most recent valuation was carried out by Carter Jonas LLP, property consultants, as at 30 June 2015.

Land purchased prior to 1 July 2002 is not capitalised unless it is held for investment purposes. Land purchased since 1 July 2002 is capitalised in the balance sheet. Freehold land is not depreciated as it is considered to have an indefinite useful life.

Operational buildings are depreciated on a straight-line basis over their expected useful economic lives at the rate of 1.5% per year.

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

Buildings under construction are valued at cost, based on the value of the architects' certificates and other direct costs incurred to the balance sheet date and are depreciated at the rate of 1.5% per year when they are brought into use.

Maintenance and Renewal of premises

The cost of routine maintenance is charged to the Income and Expenditure account as it is incurred. The cost of major refurbishment and maintenance that restores value is capitalised and depreciated at the rate of 1.5% per year.

Furniture, fittings, computer and general equipment

Furniture, fittings, computer and general equipment costing less than £10,000 per individual item or group of related items is written off in the year of acquisition, those with a cost of more than £10,000 are capitalised and depreciated at the rate of 10% per year. Project specific IT equipment costs over £10,000 are capitalised and depreciated at a rate of 20% per year.

Operating leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of comprehensive income and expenditure in the year in which they fall due.

Heritage assets

Works of art, books and other valuable artefacts are capitalised and recognised in the balance sheet at the cost or value of the acquisition where such a cost or valuation is reasonably obtainable. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

The College has a large art collection, most of which has been donated to the College. The valuation of the collection is reviewed by the College's art curator who, with the assistance of the Art Advisory Committee, informs the Bursar of any valuation changes on an annual basis. The College includes all assets over £10,000 as valued and includes additions acquired between valuations at a fair value.

All heritage assets are maintained and conserved by College staff with access available by permission of the College. The assets held are properly insured if appropriate, with records kept by those responsible for care of the assets.

Investments

Fixed asset investments are included in the balance sheet at fair value, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost and eliminated on consolidation.

Stocks

Stocks are stated at the lower of cost and net realisable value after making provision for slow moving or obsolete items.

Provisions

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 benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Financial instruments

The College has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement and disclosure of financial instruments. Financial assets and liabilities are recognised when the College becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets

Basic financial assets include trade and other receivables, cash and cash equivalents and investments in commercial paper (i.e., deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets carried at amortised cost the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.

Other financial assets, including investments in equity instruments, which are not subsidiaries or joint ventures, are initially measured at fair value which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the Statement of Comprehensive Income. Where the investment in equity instruments is not publicly traded and where the fair value cannot be reliably measured, the assets are measured at cost less impairment. Investments in property or other physical assets do not constitute a financial instrument and are not included.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of ownership are transferred to another party.

Financial liabilities

Basic financial liabilities include trade and other payables, bank loans and intergroup loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

Taxation

The College is a registered charity (number 1137530) and also a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Sections 478 to 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 to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax (VAT Registration number GB 732 1332 75) for which it operates as a VAT group with the wholly owned College subsidiaries. The College is a partially exempt organisation for VAT purposes. With the approval of H M Revenue and Customs, it has adopted a methodology that enables it to recover part of the VAT on its expenses.

Contribution under Statute G, II

The College is liable to be assessed for Contribution under the provisions of Statute G, II of the University of Cambridge. This contribution is used to fund grants to Colleges from the Colleges Fund. The College may from time to time be eligible for such grants. The liability for the year is as advised to the College by the University based on an assessable amount derived from the value of the College's assets as at the end of the previous financial year.

Pension Schemes

The College participates in the following pension schemes:

- **Universities Superannuation Scheme** (USS) –The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the College therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the scheme and the deficit recovery contributions payable under the scheme's Recovery Plan. The scheme is closed to new non-academic members of the College. Further information on the scheme is provided in the notes to the accounts.

- **Cambridge Colleges Federated Pension Scheme** (CCFPS) – a similar defined benefit scheme which is externally funded and contracted out of the (S2P). The scheme is closed to new members of the College. As CCFPS is a federated scheme and the College is able to identify its share of the underlying assets and liabilities, the College values the fund as required by FRS 102. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the amount calculated under FRS 102.

- **Aviva** – a defined contributions pension scheme set up for non-academic staff in 2010-11. The College contributes at 5% in addition to employee contributions of 3%. The scheme is administered by Aviva. Contributions are charged to the Income and Expenditure account in the period to which they relate.

Employment benefits

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

Reserves

Reserves are allocated between restricted and unrestricted reserves. Endowment reserves include balances which, in respect of endowment to the College, are held as permanent funds, which the College must hold to perpetuity.

Restricted reserves include balances in respect of which the donor has designated a specific purpose and therefore the College is restricted in the use of these funds.

Critical Accounting Estimates and Judgements

The preparation of the College's accounts requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. These judgements, estimates and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management considers the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities.

Income recognition – Judgement is applied in determining the value and timing of certain income items to be recognised in the accounts. This includes determining when performance related conditions have been met and determining the appropriate recognition timing for donations, bequests and legacies. In general, the later are recognised when at probate stage.

Useful lives of property, plant and equipment – Property, plant and equipment represent a significant proportion of the College's total assets. Therefore, the estimated useful lives can have a significant impact on the depreciation charged and the College's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experiences with similar assets, professional advice and anticipation of future events. Details of the carrying values of property, plant and equipment are shown in notes.

Recoverability of debtors – If a provision is made in any year for doubtful debts it is based on the College's estimate of the expected recoverability of these debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due.

Retirement benefit obligations – The cost of defined benefit pension plans (and other post-employment benefits) are determined using actuarial valuations. Any actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in the notes.

Prior to June 2024 management is satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the accounts.

The College prior to June 2024 was contractually bound to make deficit recovery payments to USS, this is recognised as a liability on the balance sheet. The provision is based on management's estimate of expected future salary inflation, changes in staff numbers and prevailing rate of discount. Further details are in the notes to the financial statements.

From June 2024 disclosure of the USS pension scheme movements and provision have changed. This is intended to achieve consistency across the Cambridge Colleges and also with further education establishments generally. There is no longer a liability recorded in the accounts of institutions and the unwinding of the provision was completed as per the USS/ BUFDG modeller.

Financial Review

Financial Statements

Consolidated Statement of Comprehensive Income and Expenditure

	Note	Unrestricted	Restricted	Endowment	2024 Total
		£000	£000	£000	**£000**
INCOME					
Academic fees and charges	1	2,822	–	–	**2,822**
Accomodation, catering and conferences	2	3,855	–	–	**3,855**
Investment income	3	961	77	1,927	**2,965**
Endowment return transferred (Total Return)	3	1,720	38	(1,758)	**–**
Other income		49	–	–	**49**
Total income before donations and endowments		9,407	115	169	**9,691**
Donations		148	797	231	**1,176**
New endowments		–	–	125	**125**
Other receipts		–	–	–	**–**
Heritage assets		–	–	–	**–**
Total income		**9,555**	**912**	**525**	**10,992**
EXPENDITURE					
Education	4	4,680	560	285	**5,525**
Acommodation, catering and conferences	5	5,724	–	–	**5,724**
Investment managements costs	3b	69	7	144	**220**
Other expenditure	6	238	–	–	**238**
Change in USS pension deficit recovery provision contributions	6,7,15	(1,448)	–	–	**(1,448)**
Total expenditure	6	9,263	567	429	**10,259**
Surplus/(deficit) before other gains and losses		292	345	96	**733**
Gain/(loss) on investments	9	1,904	190	3,870	**5,964**
Surplus/(deficit) for the year		2,196	535	3,966	**6,697**
Other comprehensive income		–	–	–	–
Actuarial gain/(loss) in respect of pension schemes	15	65	–	–	**65**
Total comprehensive income for the year		2,261	535	3,966	**6,762**

Consolidated Statement of Comprehensive Income and Expenditure

	Note	Unrestricted	Restricted	Endowment	2023 Total
		£000	£000	£000	**£000**
INCOME					
Academic fees and charges	1	2,760	–	–	**2,760**
Accomodation, catering and conferences	2	3,197	–	–	**3,197**
Investment income	3	859	71	1,775	**2,705**
Endowment return transferred (Total Return)	3	1,648	33	(1,681)	**–**
Other income		28	–	–	**28**
Total income before donations and endowments		8,492	104	94	**8,690**
Donations		187	262	134	**583**
New endowments		–	–	3	**3**
Other receipts		–	–	–	**–**
Heritage assets		–	–	–	**–**
Total income		**8,679**	**366**	**231**	**9,276**
EXPENDITURE					
Education	4	4,209	439	409	**5,057**
Acommodation, catering and conferences	5	4,725	–	–	**4,725**
Investment managements costs	3b	69	4	141	**214**
Other expenditure	6	160	–	–	**160**
Change in USS pension deficit recovery provision contributions	6,7,15	(136)	–	–	**(136)**
Total expenditure	6	9,027	443	550	**10,020**
Surplus/(deficit) before other gains and losses		(348)	(77)	(319)	**(744)**
Gain/(loss) on investments	9	701	69	1,269	**2,039**
Surplus/(deficit) for the year		353	(8)	950	**1,295**
Other comprehensive income	–	–	–	–	
Actuarial gain/(loss) in respect of pension schemes	15	37	–	–	**37**
Total comprehensive income for the year		390	(8)	950	**1,332**

Statement of Changes in Reserves

	Income and expenditure reserve				
	Unrestricted	Restricted	Endowment	Revaluation Reserve	**Total**
	£000	£000	£000	£000	**£000**
Balance at 1 July 2023	47,351	2,567	54,294	13,868	**118,080**
Surplus/(Deficit) from income and expenditure statement	2,196	535	3,966		**6,697**
Actuarial gain/(loss) in respect of pension schemes	65	–	–	–	**65**
Transfers between funds	–	–	–	–	**–**
Balance at 30 June 2024	49,612	3,102	58,260	13,868	**124,842**

	Income and expenditure reserve				
	Unrestricted	Restricted	Endowment	Revaluation Reserve	**Total**
	£000	£000	£000	£000	**£000**
Balance at 1st July 2022	46,961	2,575	53,344	13,868	**116,748**
Surplus/(Deficit) from income and expenditure statement	353	(8)	950	–	**1,295**
Actuarial gain/(loss) in respect of pension schemes	37	–	–	–	**37**
Transfers between funds	–	–	–	–	**–**
Balance at 30 June 2023	47,351	2,567	54,294	13,868	**118,080**

Consolidated Balance Sheet

	Note	**2024** £000	**2023** £000
Non-current assets			
Intangible Assets	8	770	770
Fixed assets	8	49,039	49,564
Heritage assets	8	897	897
Investments	9	85,293	80,730
Current assets			
Stocks	10	64	42
Trade and other receivables	11	797	698
Cash and cash equivalents	12	2,940	1,346
		3,801	2,086
Creditors: amounts falling due within one year	13	(3,595)	(3,072)
Net current assets		**206**	**(986)**
Total assets less current liabilities		136,205	130,975
Creditors: amounts falling due after more than one year	14	(10,500)	(10,500)
Provisions			
Pension provisions	15	(863)	(2,395)
Total net assets		**124,842**	**118,080**
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	58,260	54,294
Income and expenditure reserve – restricted reserve	17	3,102	2,567
		61,362	56,861
Unrestricted reserves			
Income and expenditure reserve – unrestricted		49,612	47,351
Revaluation reserve		13,868	13,868
		63,480	61,219
Total reserves		**124,842**	**118,080**

Unrestricted reserves includes an amount of £30,674,368 (2023 £28,781,038) previously described as corporate capital.

These accounts were approved by the College Council on 11th November 2024 and are signed on their behalf by:

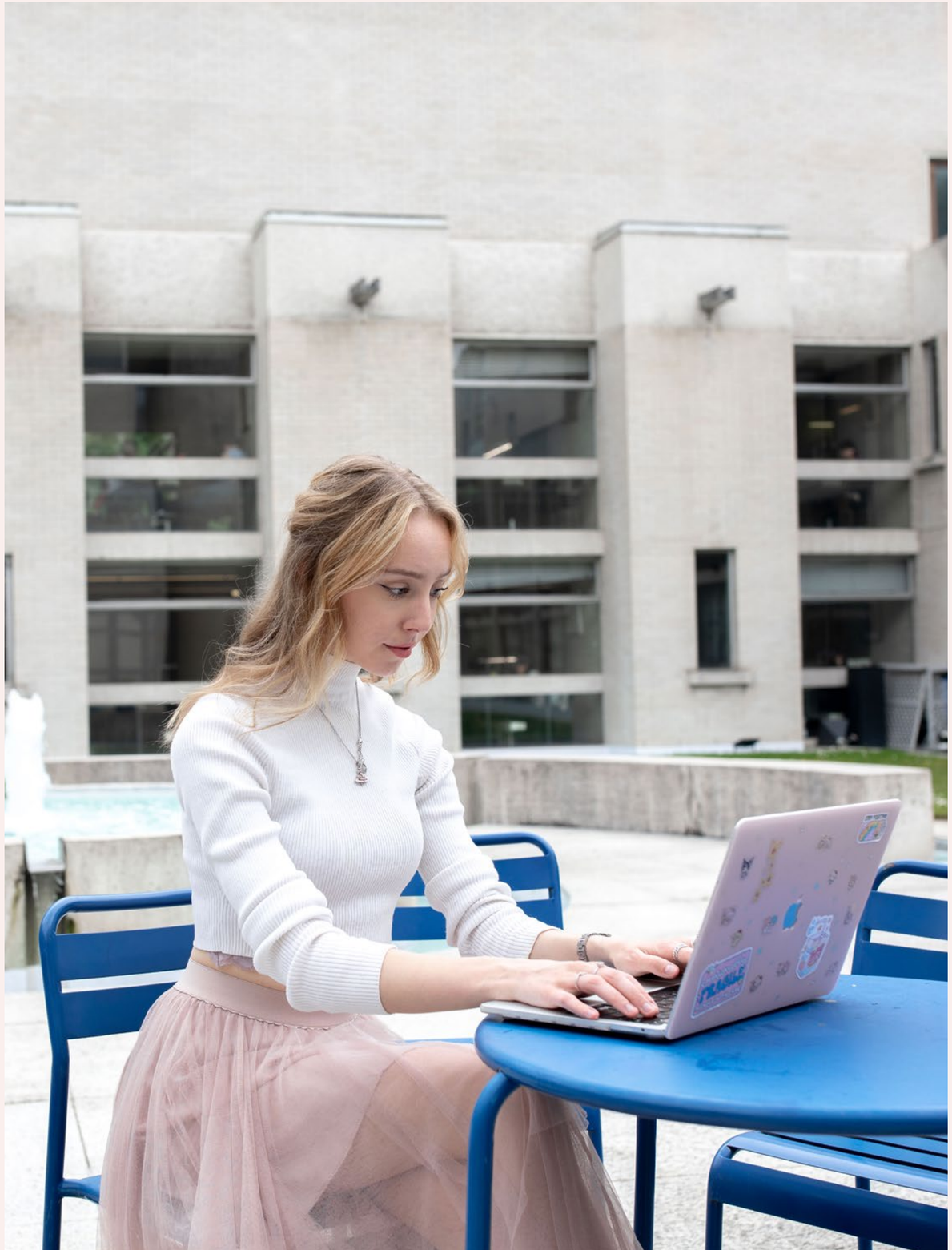
Dorothy Byrne
President

Rob Hopwood
Bursar

Consolidated Cash Flow Statement

	Note	2024 £000	2023 £000
Net cash inflow/(outflow) from operating activities	19	(1,829)	(2,136)
Cash flows from investing activities	20	2,651	1,811
Cash flows from investing activities	21	(519)	(1,436)
Increase/(decrease) in cash and cash equivalents in the year		**303**	**(1,761)**
Cash and cash equivalents at beginning of the year		5,148	6,909
Cash and cash equivalents at end of the year	12	5,451	5,148
Cash flows		**303**	**(1,761)**

The notes on pages 36 to 56 form part of these accounts.



Consolidated Balance Sheet

1 Academic fees and charges

	2024	2023
	£000	£000
College fees		
Fee income paid on behalf of undergraduates at the publicly-funded rate:		
Undergraduate fee income	1,399	1,522
Privately-funded undergraduate fee income	665	513
Erasmus students	9	19
Graduate fee income	612	517
Sub-total college fees	2,685	2,571
Other income	137	189
Total	**2,822**	**2,760**

Income in respect of the Cambridge Bursary Scheme is included in other income.

2 Income from Accommodation, catering and conferences

	2024	2023
	£000	£000
Accommodation		
College members	2672	2,209
Conferences	499	243
Catering		
College members	192	461
Conferences	492	284
Total	**3,855**	**3,197**

3 Endowment return and investment income

3a Analysis

	2024	2023
	£000	£000
Total return contribution (see note 3b)		
Income from:		
Quoted securities	209	206
Fixed interest securities	129	62
Common investment fund	659	652
Royalties	109	98
Return on Segregated Fund	1,769	1,623
Other interest receivable	90	64
Total	**2,965**	**2,705**

3b Summary of total return

	2024	2023
	£000	£000
Income from:		
Quoted and other securities and cash	2,856	2,607
Royalties	109	98
Gains/(losses) on endowment assets:		
Quoted and other securities and cash	5,964	2,039
Investment management costs (see note 3c)	(220)	(214)
Total return for year	8,709	4,530
Total return transferred to income and expenditure reserve (see note 3a)	(2,965)	(2,705)
Unapplied total return for year included within Statement of Comprehensive Income and Expenditure (see note 18)	**5,744**	**1,825**

3c Investment management costs

	2024	2023
	£000	£000
Securities	220	214
Total	**220**	**214**

4 Education expenditure

	2024	2023
	£000	£000
Teaching	2,981	2,690
Tutorial	1,133	959
Admissions	748	744
Research	87	88
Scholarships and awards	308	316
Other educational facilities	268	260
Total	**5,525**	**5,057**

5 Accommodation, catering and conferences expenditure

	2024	2023
	£000	£000
Accommodation		
College members	4,060	3,553
Conferences	451	187
Catering		
College members	1,025	872
Conferences	188	113
Total	**5,724**	**4,725**

6

6a Analysis of 2023/24 expenditure by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
	£000	£000	£000	£000
Education	3,266	2,093	166	5,525
Accommodation, catering and conferences	2,415	2,526	783	5,724
Investment management costs	–	220	–	220
Other	184	20	–	204
USS Pension Interest charge	–	34	–	34
Totals	**5,865**	**4,893**	**949**	**11,707**

6b Analysis of 2022/23 expenditure by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
	£000	£000	£000	£000
Education	2,901	1,858	162	4,921
Accommodation, catering and conferences	2,114	1,851	760	4,725
Investment management costs	–	214	–	214
Other	91	15	–	106
USS Pension Interest charge	–	54	–	54
Totals	**5,106**	**3,992**	**922**	**10,020**

6c Auditor's remuneration

	2024	2023
	£000	£000
Other operating expenses include:		
Audit fees payable to the College's external auditors	27	26
Other fees payable to the College's external auditors	–	–
Internal auditor's fees	–	–
Total	**27**	**26**

7 Staff costs

	College Fellows	Staff	2024	2023
	£000	£000	£000	£000
Emoluments	1,593	3,314	4,907	4,175
Social security costs	169	266	435	397
Other pension costs	1,255	543	1,798	457
Other staff costs	35	138	173	213
Net change in USS deficit recovery provision (see Note 15)	(1,086)	(362)	(1,448)	(136)
Totals	**1,966**	**3,899**	**5,865**	**5,106**

For USS Pension details refer to note 7b, 15, 26 and the Critical accounting judgements.

Average staff numbers (full-time equivalents):		
Academic	74	67
Staff	93	89
Total	**167**	**156**

At 30th June 2024, the Governing Body comprised the President and 74 Fellows, all of whom are declared stipendiary.

The number of officers and employees of the College, including Head of House, who received emoluments in the following ranges was:

£60,001-£70,000	0	1
£70,001-£80,000	1	0
£80,001-£90,000	1	0
£90,001-£100,000	2	2
Trustees aggregate emoluments	**451**	**608**

The Trustees received no emoluments in their capacity as Trustees of the charity.

7a Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. The aggregate remuneration paid to key managment personnel consists of salary, employer's national insurance contributions, employer's pension contributions, plus any taxable benefits either paid, payable or provided, gross of any salary sacrifice arrangements.

	2024	**2023**
	£000	£000
Aggregate cost of key management personnel	**496**	**449**

Key management personnel consists of President, Vice President, Bursar, Senior Tutor and Director of Development.

7b Pension Costs

The total pension cost included in staff costs for the year (see note 8b) was:

	Employer Contributions	**Provisions Note 15**	**Total**	**Employer Contributions**	**Provision Note 15**	**Total**
	2024	**2024**	**2024**	**2023**	**2023**	**2023**
	£000	£000	£000	£000	£000	£000
USS	241	0	241	290	1,455	1,745
CCFPS	80	863	943	79	940	1,019
Other (Aviva)	118	0	118	95	0	95
Totals	**439**	**863**	**1,302**	**464**	**2,395**	**2,859**

8 Fixed assets

	Intangible Assets	**Land**	**Buildings**	**Furniture, fittings and equipment**	**Heritage Assets**	**2023**	**2023**
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation							
At beginning of year	770	–	55,167	2,370	897	59,204	58,850
Additions	0	–	57	367	-	424	354
Reclassification	–	–	–	–	–	–	–
Heritage assets capitalised	0	–	–	–	–	–	–
Disposals	0	–	–	–	–	–	–
At end of year	**770**	**–**	**55,224**	**2,737**	**897**	**59,628**	**59,204**
Depreciation							
At beginning of year	0	–	6,334	1,639	–	7,973	7,051
Charge for the year	0	–	827	122	–	949	922
At end of year	**–**	**–**	**7,161**	**1,761**	**–**	**8,922**	**7,973**
Net book value							
At beginning of year	770	–	48,833	731	897	51,231	51,799
At end of year	**770**	**–**	**48,063**	**976**	**897**	**50,706**	**51,231**

Intangible assets represent a literary copyright.

The insured value of freehold land and buildings as at 30 June 2024 was £125,898,148 (2023: £115,841,200).

The College's land and buildings were revalued at 30 June 2015.

Heritage assets
The College holds and conserves the New Hall Art Collection which has been built up over a number of years and which consists of mainly donated works.

The Art Collection is preserved, conserved and managed in accordance with recognised national standards and the collection on display is open to the public for viewing. Those items not on general display can be accessed by the wider public by prior arrangement. The works are normally donated on a permanent basis so will be included as endowment assets. The Collection was last professionally valued in 2012 by Bonhams. As stated in the Statement of Accounting Policies all works of art valued over £10,000 are included in the accounts. Heritage Assets capitalised in the year were nil (2022 £nil).

	2024	**2023**	**2022**	**2021**	**2020**
	£000	£000	£000	£000	£000
Value of acquisitions by donation	–	–	–	30	19
Total acquisitions capitalised	**–**	**–**	**–**	**30**	**19**

9 Investments

	2024	2023
	£000	£000
Balance at beginning of year	80,730	78,609
Additions	292	1,164
Disposals	(402)	(624)
Gain/(loss) on investments	5,964	2,039
Increase/(decrease) in cash balances held at fund managers	(1,291)	(458)
Balance at end of year	**85,293**	**80,730**
Represented by:		
Property	100	100
Quoted securities – equities	–	–
Fixed interest securities	–	–
Common investment funds	80,660	74,606
Alternative investments	2,022	2,222
Cash in hand and at investment managers	2,511	3,802
Other investments	–	–
Balance at end of year	**85,293**	**80,730**

10 Stock

	2024	2023
	£000	£000
Goods for resale	64	42
Balance at end of year	**64**	**42**

11 Trade and other receivables

	2024	2023
	£000	£000
Members of the College	–	–
Trade debtors	75	205
Taxation	18	15
Other debtors	224	225
Prepayments and accrued income	480	253
Balance at end of year	**797**	**698**

12 Cash and equivalents

	2024	2023
	£000	£000
Bank deposits	–	–
Current accounts	2,940	1,346
Cash in hand	–	–
	2,940	1,346
Cash held as part of Investments	2,511	3,802
Balance at end of year	**5,451**	**5,148**

13 Creditors: amounts falling due within one year

	2024	2023
	£000	£000
Trade creditors	2,751	2,327
Members of the College	132	120
Taxation and social security	202	215
Accruals and deferred income	510	410
Balance at end of year	**3,595**	**3,072**

14 Creditors: amounts falling due after more than one year

	2024	2023
	£000	£000
Bank loans	10,500	10,500
Balance at end of year	**10,500**	**10,500**

The bank loans of £10.5m are repayable as follows: £1.5 million by March 2029 and £9 million by March 2048.

The loans are subject to the following fixed interest rate contracts:

Loan amount	Rate	Maturity
£1.5m	4.56%	2026
£9m	5.00%	2048

15 Pension provisions

	2024	2023
	£000	£000
Balance at beginning of year	2,395	2,620
Movement in year:		
Current service cost including life assurance	20	21
Contributions	(80)	(82)
Other finance (income)/cost	82	92
Other allocation to staff costs	(1,489)	(219)
USS provision for deficit recovery	–	–
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(65)	(37)
Balance at end of year	**863**	**2,395**
Cambridge Colleges' Federated Pension Scheme	863	940
Universities Superannuation Scheme	–	1,455
Balance at end of year	**863**	**2,395**

The major assumptions used to calculate the obligation are:

	2024	2023
Discount rate	0.00%	5.25%
Salary growth	0.00%	5.00%

16 Endowment funds

	Restricted permanent endowments	Unrestricted permanent endowments	2024	2023
	£000	£000	£000	£000
Restricted net assets relating to endowments are as follows:				
Balance at beginning of year:	8,311	45,983	54,294	53,344
New donations and endowments	125	–	125	3
Other receipts	–	–	–	9
Heritage assets capitalised	–	–	–	–
Return on Segregated Fund: dividends	85	1,684	1,769	1,623
Drawdown	(85)	(1,673)	(1,758)	(1,681)
Income	490	123	613	351
Expenditure	(285)	-	(285)	(409)
Investment management costs	(21)	(123)	(144)	(141)
Increase/(decrease) in market value of investments	464	3,182	3,646	1,195
Transfers between funds	–	–	–	–
Balance at end of year	**9,084**	**49,176**	**58,260**	**54,294**
Analysis by type of purpose:				
Fellowship funds	5,160	1,356	6,516	5,943
Award funds	327	–	327	307
Hardship funds	665	–	665	561
Other student support	–	–	–	–
Travel Grant Funds	–	–	–	--
Graduate studentship funds	5	354	359	339
Research funds	2,030	–	2,030	1,859
Other funds	897	–	897	901
General endowments	–	47,466	47,466	44,384
	9,084	**49,176**	**58,260**	**54,294**
Analysis by asset:				
Property	15	85	100	100
Investments	9,037	48,919	57,956	54,066
Cash	32	172	204	128
	9,084	**49,176**	**58,260**	**54,294**

17 Restricted Reserves

	Other restricted funds	2024	2023
	£000	£000	£000
Reserves with restrictions are as follows:			
Balance at beginning of year:	2,567	2,567	2,575
Endowment return transferred	–	–	–
Other receipts	–	–	–
Income	912	912	366
Expenditure	(560)	(560)	(439)
Investment Management costs	(7)	(7)	(4)
Increase/(decrease) in market value of investments	190	190	69
Transfers	–	–	–
Balance at end of year	**3,102**	**3,102**	**2,567**
Analysis of other restricted funds/donations by type of purpose:			
Fellowship funds	485	485	438
Award funds	475	475	412
Other Student Support	233	233	206
Travel Grant funds	57	57	51
Graduate Studentship Funds	5	5	(1)
Other funds	1847	1,847	1461
	3,102	**3,102**	**2,567**

18 Memorandum of Unapplied Total Return

	2024	2023
	£000	£000
Included within reserves the following amounts represent the unapplied total return of the College:		
Unapplied total return at beginning of year	31,867	30,100
Unapplied total return for year (see note 3b)	5,744	1,825
Segregated income in excess of drawdown	11	(58)
Unapplied total return at end of year	**37,622**	**31,867**

19 Reconciliation of consolidated surplus for the year to net cash inflow from operating activities

	2024	2023
	£000	£000
Surplus/(deficit) for the year	6,697	1,295
Adjustment for non-cash items:		
Depreciation	949	922
Profit/(loss) on the sale of non-current assets	–	–
Loss/(gain) on endowments, donations and investment property	(5,981)	(2,057)
Investment management fees reinvested	90	87
Decrease/(increase) in stocks	(22)	(12)
Decrease/(increase) in trade and other receivables	(99)	(216)
Increase/(decrease) in creditors	523	271
Heritage assets capitalised	–	–
USS pension deficit	(1,455)	(166)
CCFPS additional actuarial gain	1	–
Pension costs less contributions payable	–	2
Segregated dividend income debtor	3	64
Decrease/(increase) in endowment drawdown retained in investments	11	(58)
Adjustment for investing or financing activities	(100)	(99)
Investment income	(2,965)	(2,705)
Interest payable	519	536
Net cash inflow from operating activities	**(1,829)**	**(2,136)**

20 Cash flows from investing or financing activities

	2024	2023
	£000	£000
Non-current investment (acquisition)/disposal	110	(540)
Investment income	2,965	2,705
Payments made to acquire non-current assets	(424)	(354)
Total cash flows from investing activities	**2,651**	**1,811**

21 Cash flows from financing activities

	2024	2023
	£000	£000
Interest paid	(519)	(536)
Profit on the sale of non-current assets	–	–
Repayments of amounts borrowed	–	(900)
Total cash flows from financing activities	**(519)**	**(1,436)**

22 Capital commitments

	2024	2023
	£000	£000
Capital commitments at 30 June 2024 are as follows:		
Authorised and contracted	–	–
Authorised but not yet contracted for	–	–

23 Lease obligations

	2024	2023
	£000	£000
At 30 June 2024 the College had commitments under non-cancellable operating leases with payment due as follows:		
Land and buildings:		
Due within one year	23	32
Due between two and five years	–	23
Other		
Due within one year	–	–
Due between two and five years	–	–

24 Consolidated reconciliation and analysis of net debt

	At 1 July 2023	Cash Flows	At 30 June 2024
Cash and cash equivalents	£000	£000	£000
Borrowings:			
Amounts falling due after more than one year	–	–	–
Bank Loans	10,500	–	10,500

25 Financial Instruments

	2024	2023
	£000	£000
Financial assets		
Listed equity investments	80,660	74,606
Other equity investments	2,022	2,222
Cash and cash equivalents	5,451	5,148
Other debtors	317	445
Total	**88,450**	**82,421**
Financial liabilities		
Loans	10,500	10,500
Trade creditors	2,751	2,327
Other creditors	334	335
Total	**13,585**	**13,162**

26 Pensions

The College operates a defined benefits plan for the College's employees of the Cambridge Colleges' Federated Pension Scheme.

The liabilities of the plan have been calculated, at 30 June 2024, for the purposes of FRS102 using a valuation system designed for the Management Committee, acting as Trustee of the Cambridge Colleges' Federated Pension Scheme, but allowing for the different assumptions required under FRS102 and taking fully into consideration changes in the plan benefit structure and membership since that date.

	2024	2023
	% p.a.	% p.a.
Discount rate	5.10	5.20
Increase in salaries	To 2030: 2.85 From 2031: 3.75	3.30
RPI assumption	3.35	3.40 *
CPI assumption	To 2030: 2.35 From 2031: 3.25	2.80 *
Pension increases in payment (RPI Max 5% p.a.)	3.15	3.30 *
Pension Increases in payment (CPI Max 2.5%p.a.)	2.00	2.05 *

** For 1 year only we have assumed that RPI will be 9% and CPI will be 7%. The caps under the Rules are applied to assumed pension increases.*

The underlying mortality assumption is based upon the standard table known as S3PA on a year of birth usage with CMI_2023 future improvement factors and a long-term rate of future improvement of 1.25% p.a. a standard smoothing factor (7.0) and no allowance for additional improvements (2023: S3PA on a year of birth usage with CMI_2022 future improvement factors and a long-term future improvement rate of 1.25% p.a. a standard smoothing factor (7.0) and no allowance for additional improvements). This results in the following life expectancies:

- Male age 65 now has a life expectancy of 21.4 years (previously 21.4 years).
- Female age 65 now has a life expectancy of 23.9 years (previously 23.9 years).
- Male age 45 now and retiring in 20 years has a life expectancy of 22.6 years (previously 22.6 years).
- Female age 45 now and retiring in 20 years has a life expectancy of 25.3 years (previously 25.3 years).

	Male	Female
Members are assumed to retire at their normal retirement age (65) apart from in the following indicated cases:	64	64
Active members – option 1 benefits		
Deferred members – option 1 benefits	63	62

Allowance has been made at retirement for non-retired members to commute part of their pension for a lump sum on the basis of the current commutation factors in these calculations.

Employee Benefit Obligations

	2024	2023
	£000	£000
The amounts recognised in the Balance Sheet as at 30 June 2024 (with comparative figures as at 30 June 2023) are as follows:		
Present value of plan liabilities	(4,402)	(4,460)
Market value of plan assets	3,539	3,520
Net defined benefit/(liability)	**(863)**	**(940)**
The amounts to be recognised in Profit and Loss for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:		
Current service cost	5	5
Administrative expenses	13	13
Interest on net defined benefit (asset)/liability	49	38
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Total	**67**	**57**

	2024	2023
	£000	£000
Changes in the present value of the plan liabilities for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:		
Present value of plan liabilities at beginning of period	4,460	5,224
Current service cost	5	5
Employee contributions	3	2
Benefits paid	(270)	(220)
Interest on plan liabilities	225	194
Actuarial (gains)/losses	(21)	(747)
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Present value of plan liabilities at end of period	**4,402**	**4,460**
Changes in the fair value of the plan assets for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:		
Market value of plan assets at beginning of period	3,520	4,225
Contributions paid by the College	80	80
Employee contributions	3	2
Benefits paid	(270)	(220)
Administrative expenses	(15)	(16)
Interest on plan assets	176	156
Return on assets, less interest included in Income and Expenditure	46	(707)
Market value of plan assets at end of period	3,539	3,520
Actual return on plan assets	**222**	**(550)**
The major categories of plan assets for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:		
Equities	46%	49%
Bonds & cash	42%	38%
Property	12%	143%
Total	**100%**	**100%**

The plan has no investments in property occupied by, assets used by or financial instruments issued by the College.

	2024	2023
	£000	£000
Analysis of the remeasurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:		
Return on assets, less interest included in Income and Expenditure account	46	(707)
Expected less actual plan expenses	(2)	(3)
Experience gains and losses arising on plan liabilities	(7)	(141)
Changes in assumptions underlying the present value of plan liabilities	28	887
Remeasurement of net defined benefit liability recognised in OCI	**65**	**37**

Movement in net defined benefit asset/(liability) during the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:		
Net defined benefit asset/(liability) at beginning of year	(940)	(999)
Recognised in income and expenditure	(68)	(57)
Contributions paid by the College	80	80
Remeasurement of net defined benefit liability recognised in OCI	65	37
Net defined benefit asset/(liability) at the end of the year	**(863)**	**(940)**

Funding Policy

Actuarial valuations are carried out every three years on behalf of the Management Committee, acting as the Trustee of the Scheme, by a qualified independent actuary. The actuarial assumptions underlying the actuarial valuation are different to those adopted under FRS102.

The last such actuarial valuation was as at 31 March 2023. This showed that the plan's assets were insufficient to cover the liabilities on the funding basis. A Recovery Plan has been agreed with the College, which commits the College to paying contributions to fund the shortfall. These deficit reduction contributions are incorporated into the plan's Schedule of Contributions dated 10 July 2024 and are as follows:

- Annual contributions of not less than £62,097 per annum payable for the period to 31 December 2029.

These payments are subject to review following the next funding valuation, due as at 31 March 2026.

University Superannuation Scheme

The institution participates in Universities Superannuation Scheme (USS) which is the main scheme covering most academic and academic-related staff. The assets of the scheme are held in a separate trustee-administered fund.

Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee Benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme and the deficit recovery contributions payable under the scheme's Recovery Plan.

Where a scheme valuation determines that the scheme is in a deficit on a technical provisions basis (as was the case following the 2020 valuation), the trustees of the scheme must agree a Recovery Plan that determines how each employer within the scheme will fund an overall deficit. The institution recognises a liability for the contributions payable that arise from such an agreement (to the extent that they relate to a deficit) with related expenses being recognised through the Statement of Comprehensive Income and Expenditure. Further disclosures relating to the deficit recovery liability can be found in the notes to the account.

Pension costs

A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. As set out in the notes to the accounts no deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. College was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the Statement of Comprehensive Income and Expenditure.

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is as at 31 March 2023 ("the valuation date"), and was carried out using the projected unit method.

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

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of111%.

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

CPI assumption	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves less: 1.0% p.a. to 2030, reducing linearly by 0.1% p.a. from 2030
Pension increases (subject to a floor of 0%)	Benefits with no cap: CPI assumption plus 3bps Benefits subject to a "soft cap" of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%): CPI assumption minus 3bps
Discount rate (forward rates):	Fixed interest gilt yield curve plus: Pre-retirement: 2.5% p.a. Post retirement: 0.9% p.a.

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the Scheme's experience carried out as part of the 2023 actuarial valuation.

The mortality assumptions used in these figures are as follows:

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the Scheme's experience carried out as part of the 2023 actuarial valuation.

The mortality assumptions used in these figures are as follows:

	2023 valuation
Mortality base table	101% of S2PMA "light" for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2021 with a smoothing parameter of 7.5, an initial addition of 0.4% p.a. 10% w2020 and w2021 parameters, and a long-term improvement rate of 1.8% pa for males and 1.6% pa for females

The current life expectancies on retirement at age 65 are:

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

27 Principal subsidiary and associated undertakings

The College owns 100% of the share capital of the following companies:

Company	Principal Activities
Murray Edwards Conferences Limited	Conferencing and Catering
Murray Edwards Developments Limited	Dormant

Murray Edwards Conferences Ltd (Registered number 3777385) was incorporated on 26 May 1999. The company commenced trading on 1 July 1999. The principal activity of the company is external non educational conference business (primarily the provision of conference facilities, accommodation and catering as well as associated services).

Murray Edwards Developments Ltd (Registered number 03721386 was incorporated on 25 February 1999. The company commenced trading on 26 May 1999. The principal activity of the company is the development of grounds and building of Murray Edwards College.

Both subsidiaries operate and are incorporated in the United Kingdom having a share capital of £8.

28 Related party transactions

Owing to the nature of the College's operations and the composition of its Governing Body, it is inevitable that transactions will take place with organisations in which a member of the Governing Body has an interest. All transactions involving organisations in which a member of the Governing Body may have an interest are conducted at arm's length and in accordance with the College's normal procedures.

The College maintains a register of interests for all College Council members and where any member of the College Council has a material interest in a College matter they are required to declare that fact.

During the year no fees or expenses were paid to Fellows in respect of their duties as Trustees.

During the year total donations of £8,631 (2023, £nil) were received from Trustees.

Fellows are remunerated for teaching, research and other duties within the College. Fellows are billed for any private catering. Trustees' remuneration is overseen by the Remuneration Committee.

The salaries paid to Trustees in the year are summarised in the table below:

From	To	2024	2023
£0	£10,000	10	14
£10,001	£20,000	2	2
£20,001	£30,000	0	1
£30,001	£40,000	1	1
£40,001	£50,000	1	2
£50,001	£60,000	1	1
£60,001	£70,000	0	1
£70,001	£80,000	1	0
£80,001	£90,000	0	0
£90,001	£100,000	2	2
Total		**18**	**24**

The total Trustee salaries were £459,737 for the year (2023: £525,764) These amounts are amounts receivable in the year irrespective of whether they were received.

The trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £107,974 for the year (2023: £142,595).

The College has a number of trading and dormant subsidiary undertakings which are consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.

The College has taken advantage of the exemption within section 33 of FRS 102 not to disclose transactions with wholly owned group companies that are related parties.

The Communications office commissioned design and branding consultancy work for a College event from the wife of Jay Longworth, the Director of Development. The cost of the work was £1,700.

Image credits
Dasha Tenditna and Keith Heppell

Design
marcmarazzi.com

Murray Edwards College
University of Cambridge

THE PRESIDENT AND FELLOWS OF MURRAY EDWARDS COLLEGE, FOUNDED AS NEW HALL, IN THE

England & Wales - Charity number 1137530

Accounts

Murray Edwards College

Annual Report and Financial Statements

2022–23

Administrative details

Address
Murray Edwards College,
Huntingdon Road,
Cambridge, CB3 0DF

Charity registration number
1137530

Senior officers

President	Ms Dorothy Byrne
Vice-President	Dr Rachel Polonsky (to November 2023)
	Professor Stephen Morris (from November 2023)
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Andrew Rudd (from 12 April 2023)
	Dr Michele Gemelos (to 11 April 2023)

Principal advisors

Auditors (external)	Critchleys Audit LLP Beaver House, 23–28 Hythe Bridge St, Oxford, OX1 2EP
Bankers	Barclays Bank PLC Abacus House, Castle Park, Castle Hill, Cambridge, CB3 0AN
Investment Managers	CCLA Investment Management Limited Senator House, 85 Queen Victoria St, London, EC4V 4ET
	Cambridge University Endowment Fund 30 Station Road, Cambridge, CB1 2RE
Legal Advisers	Mills & Reeve LLP Botanic House, 100 Hills Road, Cambridge, CB2 1PH
	Taylor Vinters LLP Merlin Place, Milton Road, Cambridge, CB4 0DP

Trustees of the charity Council members

President	Ms Dorothy Byrne
Vice-President	Dr Rachel Polonsky (Professor Stephen Morris from November 2023)
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Andrew Rudd (appointed 12th April 2023)

Dr D Alexopoulou (appointed 1st October 2022)

Dr M Griffin (appointed 1st October 2023)

Dr L Hamlett (appointed 1st October 2022)

Professor M Herzog (appointed 1st October 2022)

Dr R Leow

Professor S Morris (appointed 1st October 2022)

Dr M Moussa (appointed 1st October 2022)

Ms S Summers (appointed 18 April 2023)

Dr S Turenne (appointed 1st October 2022)

Dr J Turner (appointed 1st October 2022)

Other trustees during the financial year were:

Dr J Bavidge (retired 30 September 2022)

Ms R Cline (retired 17th April 2023)

Ms F Duffy (retired 8th July 2022)

Dr P Filippucci (retired 30th September 2023)

Dr Michele Gemelos (retired 12th April 2023)

Dr S Haines (retired 15th July 2022)

Ms D Ilkye (retired 30th July 2022)

Dr C Lee (retired 30th September 2022)

Dr R Less (retired 30th September 2022)

As at 30 June 2023, the College comprised the President, 67 Governing Body Fellows, 31 Bye-Fellows, 367 undergraduate students and 39 clinical medical and veterinary students in respect of whom undergraduate fees were received, 166 registered postgraduate students and 89 full time equivalent permanent professional services staff.

Contents

Year in Review

4 President's Introduction

6 From the Bursar

8 Strategic Vision

10 Widening Participation

12 Supporting Academic Excellence

13 Wellbeing

14 The Women's Art Collection

Financial Review

18 The College: Foundation, Charter and Statutes

18 Review of Learning, Education and Research

19 Philanthropic Support

19 Financial Review

23 Operations Review

25 Principal Risks and Uncertainties

25 Plans for the Future and Conclusion

25 Corporate Governance

35 Statement of Principal Accounting Policies

Financial Statements

42 Consolidated Statement of Comprehensive Income and Expenditure

43 Consolidated Statement of Comprehensive Income and Expenditure

44 Statement of Changes in Reserves

45 Consolidated Balance Sheet

46 Consolidated Cash Flow Statement

48 Notes to the Accounts

Year in Review

President's Introduction

As the College approaches its 70th year in 2024, we have been redefining for ourselves the purpose of a college for women.

In 1954, New Hall was founded to help accommodate the university's quota of 20% women undergraduates. Now half of Cambridge University undergraduates are female, so some say a women's college is no longer needed.

We disagree profoundly. If we look at STEM subjects, women comprise fewer than 20% of Cambridge Computer Science undergraduates and make up less than a quarter of the total studying Engineering and Mathematics. Not only that, the gender disparity in STEM degree results is stark. In Computer Science, 32% of men received a first class degree in 2022 but only 8% of women. In Mathematics, 79% of men got a first or upper second, but only 45% of women. In Engineering, 25% of women gained firsts, compared with 37% of men. There is something seriously wrong here.

We are determined to play a leading role in encouraging and supporting brilliant girls and young women to apply to study these subjects and to flourish while they are at Cambridge. We are initiating new forms of outreach work in schools in STEM subjects and developing support networks for students once they are here.

We are fortunate to have the largest single group of women in computer science in the University. Our Bell-Burnell Society, newly-named in honour of our distinguished alumna Professor Dame Jocelyn Bell-Burnell who discovered Pulsars, is developing an exciting new programme of events for all STEM students. These networks are vital.

In October, the College hosted the national Women in STEM Festival, bringing leading women from academia, industry, policy and politics together to develop practical proposals for the way ahead. Jocelyn herself spoke, as did our new Fellow Professor Hiranya Peiris, also a College alumna and Cambridge's first woman Professor of Astrophysics (1909). The Vice Chancellors of Cambridge and Oxford shared a platform together for the first time, speaking in support. Murray Edwards is becoming a leading national voice championing Women in STEM.

Another key area where our unique identity as a College for women makes a difference is in wellbeing. Women students in England report much higher levels of stress and anxiety than men. Here we can provide support tailored to their needs. Our new College Wellbeing Service has been launched, thanks to the generous donation of Christina and Peter Dawson. Our first Head of Wellbeing, Dr Susan Imrie, has begun a programme of activities and support which will be offered to every student. We want to become a beacon for the principle that healthy, happy living contributes to academic excellence.

The academic excellence of our Fellowship is thriving with leading figures from across disciplines joining the College. The number of Professors in the College has risen from three in 2018 to 17 today. We are also reaching out more effectively to encourage students to join us. There was a dramatic increase in visits to our Open Days thanks to the work led by our new Head of Access and Student Recruitment, Matt Diston, the first specialist in the field employed by a Cambridge college. We are delighted by the success of our first cohort in the new Foundation Year,

aimed at bringing bright students from challenging backgrounds to Cambridge, and decided to continue to take part in this innovative scheme.

This year we are also embarking on the College's first ever review of the environmental sustainability of our estate. The 1960s was notable for some outstanding modernist architecture, of which our Grade II* Listed buildings are famous examples, but less noted for environmental sustainability. We will now draw up a plan to bring the estate up to standard over future years.

We are preparing our 70th Anniversary Appeal in 2024 and a series of celebrations to mark our foundation. We are also drawing up a long-term and ambitious fundraising campaign to support the College's future.

We have just celebrated another remarkable event in our history: the donation by the Edwards family of the £32 million gift to our college in 2005, which guaranteed our secure and sustainable future. At the time it was the largest single donation to any college in Cambridge or Oxford. The year 2023 marked the end of the foundational agreement for that wonderful endowment and we held a special event to thank the Edwards family.

Ros Smith, a New Hall graduate of 1981, her husband Steve Edwards and their children specifically wanted to help a poor college for women. They believed in this College as a brilliant place which gives unique support to brilliant women in their studies. The ideals Murray Edwards College represents were relevant when we were founded in 1954, when our future was secured by the Edwards family in 2005 and we believe they are just as relevant today ☆

Dorothy Byrne
President

From the Bursar

As the College's funding arrangements with the Lancaster Taylor Charitable Trust (LTCT) draw to a close, it is worth reminding ourselves how transformational the Edwards family donation has proved, and how it has changed the College's fortunes forever.

This £30m endowment, gifted at a crucial time in our history, has truly transformed the College's ability to deliver its core mission: providing a first-class Cambridge University education to brilliant young women, wherever they come from.

The thousands of young women students passing through our College since the establishment of the endowment have benefited enormously from what was, at the time, the largest gift of its kind in the UK.

The College owes a huge debt of gratitude to Ros Smith (1981), to Steve Edwards, and to their family. A College that was coping from day to day with somewhat shaky financial foundations, can now look forward, with sound financial management, to a stable and sustainable future in perpetuity.

In a Bursarial context, I also pay tribute to predecessors: to Robert Gardiner, for his careful stewardship of the gift; to our distinguished alumna and Fellow Emerita, Joanna Womack, who confidently stepped into the role of Bursar at a time of need in the early years of the Endowment; and of course to Nick Wright, Emeritus Fellow, who worked tirelessly for the College in the face of very significant financial pressures before the Endowment was established. I should also like to thank LTCT Trustee, Lindsay Dodsworth, for her always welcome and wise contributions as an observer on important College committees.

While our financial results are somewhat mixed this year given inflationary pressures, the College's net worth increased due to investment gains, and floating rate debt was finally extinguished in full. Significant progress on a number of strategic and operational fronts has been achieved. Our well-being programme, funded by a generous gift last year, is well underway. A testing target on Conference business was exceeded. New digital systems enhanced our HR and Events functions and a new website is on its way. Our staff survey revealed greater satisfaction. Estates planning is coming together through an architectural competition. Completion of the Art Café, housing important pieces from our unique Women's Art Collection, has proven a huge success. And we are drawing ever more influential and distinguished people to the College to debate and discuss highly relevant topics of the day.

In sum, the College has renewed confidence in itself and in its future. This is in no small part due to our brilliant students, distinguished Fellows and dedicated professional staff. We also continue to enjoy the staunch support of so many friends and alumnae who give so much to the College, in so many different ways ☆

Rob Hopwood
Bursar

Strategic Vision

Murray Edwards College is a unique higher education institution for women. Our vision and purpose are summed up in three simple sentences:

- We exist proudly as a women's college which empowers students to be confident, successful and happy human beings.
- We offer outstanding young women from all backgrounds an academically excellent Cambridge University education in a stimulating and supportive environment.
- We actively seek students from diverse backgrounds, particularly those from underrepresented groups.

Over the course of last year and this, we rolled out challenging strategic five-year plans for every function of the College based on priorities the Governing Body has set down.

At the core of what we do is the brilliant education we offer. We describe later in this document some of our strategies for ensuring that we maintain and raise the academic performance of our students. At the same time, we are committed to helping Cambridge University in its strategic goal of widening participation to include under-represented and disadvantaged groups. We have created new structures to enable us to reach out more effectively to school students from these groups and to support them on entry. This outreach work will not necessarily bring swift results; successful outreach work requires sustained and systematic work in schools over years. We have transformed our communications strategy to put increased recruitment of school students from underrepresented and disadvantaged groups at its heart.

Our students tell us that Murray Edwards is a supportive and welcoming environment which truly is a 'home' for them. Unlike some other colleges where students are not permitted even to walk on the grass, our grounds are our students' 'back garden' where they can lie on the grass, pick the flowers and grow their own vegetables. They live in an iconic Grade II* Listed building, surrounded by the beautiful works of the Women's Art Collection.

But we cannot ignore the extraordinary pressures young women face today. A series of recent studies has revealed the huge increase in the percentage of anxiety, depression, and other mental health problems among young women of student age. We give just one shocking statistic later. Therefore, in our new strategy, and thanks to a generous £1 million donation from philanthropists Christina and Peter Dawson, we have prioritised mental health, bringing in a significantly enhanced new wellbeing service for all students. We are developing a new strategy we are calling 'College Life' which examines all aspects of what we do to ensure that the health and happiness of our students guides each function and activity, including catering, gardens, sports activities, library provision, the physical environment and many others.

We are committed to thinking about the future as well as the present. We have established the College's first Net Zero Committee which is examining the environmental sustainability of every element of the way we live, including facing the huge issues raised by being housed in a 1960s building, designed when energy efficiency was not the first priority. Under our new strategy, we are creating a programme of environmental education so that every student leaving us has the

knowledge to become a champion of environmental sustainability in whatever field she enters. Underpinning our aims is a new strategy for income generation. We have carried out a restructure of our hospitality and conference function and this year have restructured our fundraising team. As we look ahead to a new fundraising campaign, we are ensuring clarity in our priorities for funds. To achieve all this, we rely on our hardworking professional services teams. We are working with them on improved consultation and communication and rolling out diversity training for all staff as part of our policies on mutual respect.

A review of our governance structures is underway as part of our strategic emphasis on ensuring that every aspect of what we do is directed towards achieving our charitable purposes ☆

Widening Participation

As we prepare to celebrate the 70th anniversary of the first students' arrival at Murray Edwards College, we remember that the College was founded, as New Hall, to give an under-represented group of young people the opportunity of a Cambridge University education. That under-represented group was women, and the barriers to their entry to Cambridge were remarkably high.

Back in 1954, there were only two colleges which admitted women to Cambridge, and in some quarters opposition to a third foundation was fierce. There were already 'enough' women in Cambridge University, critics claimed. When Murray Edwards was established, it not only offered more women the chance of a great education, but reached out to groups who would not normally have been in a position to apply. Back then, most applicants to Cambridge or Oxford stayed on at school for a third year and were given special tuition to prepare them for an elitist entry system with a special exam. It was impossible for most girls at state schools to do this so our College set a very different sort of test. Our prospective students were asked to write essays such as 'What is water?' which were designed to test whether they were interesting and innovative thinkers, not the fortunate few who could afford to stay on at school for a third year.

Today, the elitist Cambridge entrance exam has been scrapped. Women comprise half of the university's undergraduates – although there is still evidence that girls and women benefit from some of their education being in a single sex environment such as ours. However, there are many other under-represented groups at Cambridge.

Ninety-three per cent of UK pupils go to state schools but the proportion of state school pupils at Cambridge is significantly below that. Particular groups are under-represented, especially those from disadvantaged backgrounds and some cultural and ethnic minority groups. The principles which were there at our foundation guide us still and we want to do our best to encourage each A Level student with the aptitude and abilities to apply. This year, 72% of our freshers came from state schools and one in five came from geographical areas of multiple deprivations. One in ten received free school meals. Just under a third of our students come from non-white backgrounds.

This year has seen our Access and Student Recruitment (ASR) team take shape. Uniquely among the Cambridge Colleges, Murray Edwards has moved away from the traditional Cambridge outreach model, with permanent new roles including an Access and Admissions Coordinator and an Access Programme Manager, working with our Head of Access and Student Recruitment. These roles will drive forward new widening participation programmes and external relationships on a more sustainable footing. This year has also seen the College's new Student Ambassador Scheme grow, with more than 40 undergraduate and postgraduate students trained and taking a leading role in ASR events and activities ranging from day events in College, webinars, residential summer schools and more. July saw the largest College Open Days in recent history, with hundreds of prospective applicants, parents, teachers and supporters invited to the College from across the country. Our Fellow- and student-led Haringey online reading project expanded into its second

pilot year, with plans to grow further. We are deepening our links with new external partners, in order to reach young women across the country – particularly those from geographical areas with low traditional progression on to Cambridge. Our newly-appointed Communications Officer will focus on ensuring we promote our outreach activities widely, and that we reach potential applicants via the platforms and social media channels they use, while our website is being renewed in time for the 2024 University Open Days. Seven decades on from our historic foundation, our methods are modern but our mission – encouraging outstanding young women of all backgrounds to apply here – remains exactly the same ☆

Matt Diston
Head of Access and Student Recruitment

Supporting Academic Excellence

We are very proud of what our students have achieved during another turbulent year in higher education, in which the release of Cambridge University examination results was delayed due to the marking and assessment boycott.

Out of a total of 319 classed results across all years in 2022–23, 21% of our students achieved firsts, and 80% gained firsts or 2:1s. Of the 116 final year students, 26% graduated with first class honours, while 88% achieved firsts or 2:1s. Many congratulations to all.

Boycott challenges aside, the College has worked hard over the past year to evaluate its academic performance. Newly available data allows us to measure our students' exam results across all subjects against the average for the University and, of particular interest to us, the average for women students at Cambridge. Our goal is for Murray Edwards to excel academically as a women's college. We can now track our students' progress from arrival to graduation, demonstrating the value we add.

We also want to make academic study more effective for women. Too many university subjects still have significant gender disparities in applications and results. At Murray Edwards, we speak with subject leaders, our own academics and students, and outside experts to explore how individual subjects can address gender biases that currently hold women back. Our new Policy Centre for the Wellbeing of Young Women and Girls will conduct research that contributes directly to this facet of our academic mission.

We want talented students from all backgrounds to apply to Murray Edwards and have made fair progress. This year, 72% of our UK Freshers came from state schools (above the University target) and 19% from geographical areas of multiple deprivations. The most recent available figures show that just under a third of our students come from non-white backgrounds.

But we want to make Murray Edwards even more attractive to applicants. Some 500 young women and their parents and supporters attended our July Open Days. We want to build on this success. Our new Access and Student Recruitment programme will showcase the College to schools, encouraging their best pupils to apply. Our Gateway programme equips students with the academic, career and personal know-how they need to flourish while they are here and our students benefit from our new Wellbeing service. We will review all our activity regularly to ensure what we are doing works well. The College has bold plans to promote academic excellence and I look forward to seeing them unfold in the coming year ☆

Dr Andrew Rudd
Senior Tutor

Wellbeing

This year has seen the launch of the College's new Wellbeing Service, established thanks to a generous donation by the philanthropists Christina and Peter Dawson. The service, led by Dr Susan Imrie, provides support and advice to students on any wellbeing and mental health-related matters. Dr Imrie set up the service up over the summer and wellbeing support is now available in College both during and out of term-time. Being able to offer the facility in the vacations is particularly important as it means that support is now available all year round to our undergraduates and postgraduates.

The Wellbeing Service aims to be both responsive and preventative. Responsive, in that the service is able to respond quickly and effectively to students when they're in need, and preventative in that it works to prevent students from reaching crisis point and supports all of our students to live fulfilling and meaningful lives.

On the responsive side, the Head of Wellbeing is available to students for 1-to-1 support and advice on any aspect of wellbeing and mental health, as well as providing assessments and referrals to other services where appropriate. She works in partnership with the college nurse and counsellor, and is also working with colleagues in College who support students: for example, supporting tutors by coordinating provision for students with complex needs.

Thinking preventatively about wellbeing means taking a community-wide approach, and putting wellbeing at the centre of everything the College does. It also means thinking about wellbeing holistically and ensuring that we're addressing its many different aspects, for example, the psychological, the social and the physical. Dr Imrie will be building on the diverse programme of wellbeing activities already available in college, and working to engage as many parts of the student community as possible with activities tailored to the shape of the academic year.

A collaborative approach to wellbeing is also crucial. We are lucky in College as we have a real commitment to wellbeing across many of our departments, with fantastic initiatives already in place run by the library, the gardening team and the college carpenter. The Wellbeing Service plans to introduce workshops on core aspects of wellbeing, such as sleep hygiene and managing anxious thoughts, and is also exploring exciting ideas for activities suggested by our alumnae who have offered to share their skills and knowledge with the students.

The wellbeing programme will, of course, have students at its heart. We are surveying students to understand better where they think the gaps in provision are and what they would like to see, and Dr Imrie aims to keep open, ongoing dialogue with the students to be able to respond flexibly to their needs as they arise ☆

Dr Susan Imrie
Head of Wellbeing

The Women's Art Collection

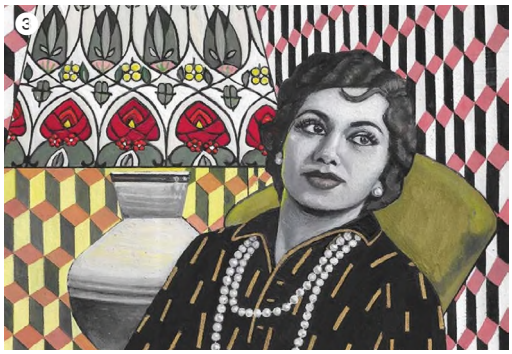
When we were invited by the National Portrait Gallery to collaborate on a new 28 ft mural by the American Pop artist Jann Haworth (who worked on the cover art for the Beatles' *Sgt Pepper's Lonely Hearts Club Band* with her then-husband Peter Blake) and her daughter Liberty Blake, we jumped at the chance. Over the course of an afternoon, 20 students from College created incredible stencils depicting women who were catalysts for change in the arts, sciences and social activism. These were then collated by the artists into a mural, and we are thrilled that our Founding President Dame Rosemary Murray, activist and recent alumna Amika George, as well as artists in the Collection Paula Rego and Lubaina Himid now take their rightful place in this ambitious work. Featuring over 100 women spanning 3,000 years, it is prominently on display in the newly renovated galleries.

Our exhibitions this year continued to bring together women from across the centuries. *Radium Dreams* opened in March and was a collaboration between the poet Sue Hubbard and the artist Eileen Cooper on the remarkable life and work of the Nobel Prize-winning scientist Marie Curie. The exhibition explored the theme of creative support: between Marie Curie and her sister Bronisława, between the scientist and her husband, Pierre, in the context of a College dedicated to supporting outstanding young women. We are delighted that a drawing by Eileen Cooper shown

❶ *Work in Progress* (2021-2) by Jann Haworth and Liberty Blake, National Portrait Gallery

❷ Eileen Cooper's *Another Step on the Ladder* (2022), *Radium Dreams* exhibition, MEC

❸ Soheila Sokhanvari's *Rhapsody of Innocence (Portrait of Monir Vakili)* (2022)



in the exhibition and featuring women supporting each other was generously acquired for the Collection by our new Foundation Fellow, Christina Dawson. The events were well attended and were organised in collaboration with student societies including the Blackbirds Poetry Society and the Jocelyn Bell Burnell Society, providing students with valuable experience and networking opportunities.

For the first time in our history, we partnered this year with a museum to present works from the Collection. *A Spirit Inside* is a collaborative exhibition that brings together the work of a selection of artists from The Ingram Collection and The Women's Art Collection, to showcase artworks that have been born out of a strength of spirit and touch upon the elemental, fantastical, spiritual and political. Exploring how women and non-binary artists have grappled with the notion and sense of 'spirit', the themes range from internal contemplation to external expression. The exhibition opened at the Lightbox in Woking this September and runs to January; it will then tour to Compton Verney in Warwickshire in March 2024. A wonderful way to raise our profile, share the Collection and reach new audiences.

A key work in *A Spirit Inside* is this work by the Iranian-British artist Soheila Sokhanvari. Soheila's work deals with contemporary politics with a focus on Iran before the Revolution of 1979. In her small-scale paintings, she employs traditional Persian miniature techniques, a process she learnt from her father. *Rhapsody of Innocence (Portrait of Monir Vakili)* is part of Sokhanvari's series of portraits of women in pre-revolutionary Iran. The subjects are artists, singers and actors who were leading cultural figures in Iran. This painting depicts the opera singer Monir Vakili who was born in 1923 in Tehran to a family of art and music enthusiasts. With their support, she attended music conservatories in Europe and America and went on to establish the first opera company in Tehran. After the revolution, Vakili was forced to flee Iran and tragically died in a car accident aged only 59. We are delighted to have acquired this work via our newly established fund for acquisitions of works by artists of colour ☆

Financial Review

The College: Foundation, Charter and Statutes

The College was founded on 11 March 1954 as an unincorporated association to promote a foundation for women in the University of Cambridge. It was incorporated as New Hall, Cambridge, a company limited by guarantee, on 20 April 1954. On 3 November 1965, the University granted recognition to New Hall as an approved foundation within the University. A Royal Charter of Incorporation in the name of 'The President and Fellows of New Hall in the University of Cambridge' was granted on 28 June 1972. College Statutes provide for the constitution and government of the College including the membership and responsibilities of the Governing Body and the College Council.

In June 2008, the College announced a donation of £30m from Ros Smith (New Hall 1981) and Steve Edwards. The donation was made with the purpose of permanently endowing the College to enable it to pursue its objects of learning, education and research as an independent institution within the University of Cambridge. The income from this transformational endowment also enhanced specific areas including widening access and participation, supporting early career stage academics, improving conditions for College teaching officers, employing a full-time schools' liaison officer and initiating the Gateway Programme of study skills and professional development for students.

On 14 June 2011, a Supplemental Charter was granted by HM the Queen, changing of the name to 'The President and Fellows of Murray Edwards College, founded as New Hall, in the University of Cambridge'. The name honours in perpetuity both the first President, Dame Rosemary Murray, and the Edwards family.

The College's Statutes were amended to reflect more modern business practices and to allow more flexibility in conducting College business. The amended Statutes were approved by Her Majesty the Queen Elizabeth II in Council at Windsor Castle on 16 February 2022.

Public benefit

The Trustees have regard to the Charity Commission's guidance on public benefit when exercising powers and duties to which the guidance is relevant. The Trustees are assisted in this duty by receiving specific briefings and training on the relevant guidance.

The College aims to provide excellence in the education of outstanding women from all backgrounds. It provides opportunities for these young women to develop the skills and confidence to lead the way in the world, to be independent-minded, and to take on the challenges they will meet in life and achieve their ambitions. This is done through core teaching and also through the Gateway Programme for personal development, which is available to both postgraduate and undergraduate students. The College aims to provide a vibrant intellectual environment for Fellows, students and staff. It also aims to be an open and friendly community, maintaining many of the traditions of a Cambridge College while being at the forefront of innovation. The focus is on meeting the needs of women from all backgrounds within the wider co-educational environment of Cambridge University.

Review of Learning, Education and Research

Owing to a marking and assessment boycott organised by the University and College Union (UCU) between April and September 2023, the full set of classed results for undergraduate and integrated masters students in the academic year 2022–23 was not available at the date of publication. Twelve PhDs were awarded this year.

The College has taken steps to review its academic results, further to the establishment of the Academic Performance Data Working Group in May 2022. Performance figures and analysis for

all subjects taught at the College was presented at the Council away day in September 2023. The Academic and Welfare Policy Committee, led by the Senor Tutor, will review means of enhancing the College's academic performance, closing performance gaps between Murray Edwards students and women students across the University, and addressing performance gaps between cohorts of our own students (where some groups of students are more likely than others to be awarded a First Class degree), and across the University more widely. New strategies for College admissions and outreach will be created for commencement in 2024–2025.

The Senior Tutor will continue to work with Directors of Studies and other teaching staff to collect and analyse context-specific data to help understand student progression and performance, as well as quality of teaching and the effectiveness of academic and pastoral provision. The Gateway Programme will continue to support our students with their academic, career and personal development.

In 2023–2024, the University plans to begin a comprehensive review of teaching.

Philanthropic Support

The College Development Office aims to raise donations from benefactors, including alumnae, trusts and foundations. Philanthropic support for the College helps underpin the delivery of many of the College's objectives and priorities. The College is profoundly grateful to all its donors for their support.

The College fundraises to support projects identified as priorities by the Council. Fundraising techniques include direct mail, telephone fundraising (using live calls by students of the College), the promotion of legacy giving, and face-to-face fundraising (by private meeting with potential major donors). The College does not use external professional fundraisers or commercial participators.

All donations (including the recovery of Gift Aid where applicable) are reported in the Consolidated Statement of Comprehensive Income and Expenditure. The College conforms to all recognised applicable fundraising standards, and it is registered with the Fundraising Regulator (reg no. ID-001043). The College has received no complaints about fundraising in the year reported.

The College undertook a significant and wide-ranging review of its fundraising strategy, operations and performance during the year and is currently implementing the recommendations from it.

Financial Review

Summary

The College's financial results were mixed in 2022–23. Inflation, a large drop in fee-paying postgraduate numbers, the need to improve digital systems and higher than anticipated spends on student support all combined to put pressure on the income and expenditure account. The College incurred an operating deficit of £725k during the year which reduced to £579k after excluding £146k of expenditure for which funding had been received in previous years (e.g. for our new well-being programme). The year saw a number of necessary new initiatives take shape. Fuller access and student recruitment spends were also brought forward into the 2022–23 year.

The global pandemic once again limited opportunities for summer conference business, but performance exceeded a testing target, as did investment income.

While increased investment income and positive capital returns were welcome, with high inflation total return fell below the objective of CPI+5% – although over the long term the investment objective is still met. Overall total return came in at 5.8%, following difficult market and geo-political conditions. A significant capital gain of £2m meant the College's net worth still increased over the year. The College's overall net worth now stands at £118.1m up from £116.7m at the end of the year, with £80.7m invested.

Operations income just about covered revenue and capital spend but not loan repayments. Nonetheless, the College took the opportunity to reduce its borrowing to £10.5m with a higher than usual loan repayment of £900k with excess liquidity. This cleared floating rate loans which were becoming expensive. The remaining £10.5m incurs fixed rates (of c.5%).

Loans as a percentage of total net assets are now considerably reduced at just below 9% and the College is not substantially levered in debt terms.

In sum, while financial results were mixed, the College's financial position remains stable. The College projects cash flows, five-year budgets and balance sheets, together with scenario stress tests, to help prepare for uncertainties. Our free reserves provide a good buffer against adversity and remain in good stead.

Income and expenditure

The College's income derives principally from academic fees and charges, charges to students for accommodation and catering, charges for conferences and events and donations, all supported by investment returns from its endowments, as follows:

Of the University regulated undergraduate tuition fee, half is retained by Colleges. The regulated fee increased from £9,000 to £9,250 for undergraduate students matriculating in 2017 and has remained at this level. A drop in the number of fee-paying Postgraduate students accounted for the decreased fee income.

Accommodation and catering charges to members increased by nearly 2%. In order to meet the full costs of accommodation, the College draws upon its endowment and other income. This helps the College set rents at a level that makes them more affordable for students and rents for student accommodation represent good value within the wider market.

The College uses its facilities for commercial events and conferences when not required for its academic needs, precedence being given to College events. This activity normally makes an important contribution to the College's income and free cash flow. While the pandemic meant that this contribution was still affected during the year in question, business is now returning.

The endowment performance is commented upon separately in the section 'Endowment and investment performance' below.

Staffing costs represent the biggest operating cost of the college. Core staffing costs increased following higher pay awards. Excluding pension deficit adjustments, staff costs increased from £5.0m to £5.4m, an increase of 8.7%. Average numbers of staff employed during the year increased by 1 to 156.

Property and premises spend continued to be constrained. The College looks to maintain a five-year maintenance plan to ensure timely refurbishment of key elements of plant to control operational risk, the maintenance of buildings to a standard which is intended to prevent more costly remedial works and refurbishment to the extent that the budget can support it.

Endowment and investment performance

The College's Finance Committee formulates general investment policy on the advice of its Investment Sub-Committee. The College instructs fund managers to manage financial investments. Its principal fund managers during the year were CCLA Investment Management Limited and the Cambridge University Endowment Fund (CUEF). Cambridge Associates manages venture capital and private equity investments. The College directly manages a number of small, maturing private equity investments and a literary estate.

The objectives under the College investment policy are: for long-term funds

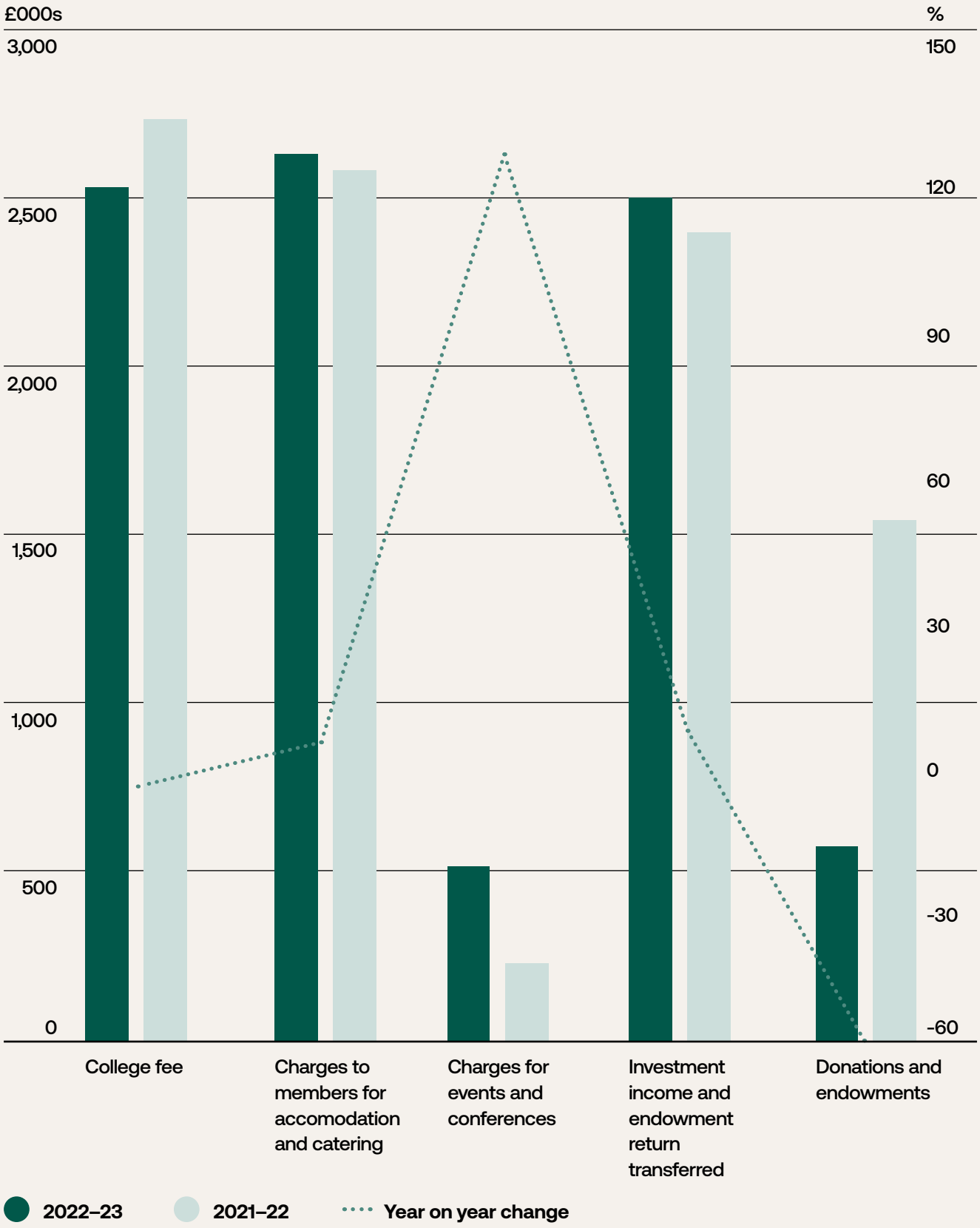
1. to generate returns at least in line with inflation plus a return sufficient to support the ongoing activities of the College and
2. to preserve the long-term value of the endowment;

and for short-term funds, to preserve capital value with minimum risk.

Assets are invested widely, generally by discretionary investment managers in pursuit of these objectives. Investment managers' ethical and responsible investment policies are reviewed and the College excludes direct investments which materially conflict with its purposes. The College's principal investment manager, CCLA, has achieved an assessment of A or A+ in nearly all categories under UNEP's Principles for Responsible Investment.

The investments are set out in the notes to the accounts. They represent the College's endowment assets, part of its corporate capital and general reserves.

Figure 1: Income (in £000s)



The College's investments comprise three principal categories: the Segregated Fund and Amalgamated Funds invested principally in units in a common investment fund, limited partnership interests in two venture capital and private equity funds of funds; and the literary estate of Roma Gill, a former Fellow, bequeathed to the College.

The Segregated Fund is managed on a total return basis and subject to an annual spending rule of 3.5% (prior to 2014–15: 4%). The quoted investments section, managed by CCLA, returned 6.1% (2021–22: -2.4%), net of fees. An endowment within the Segregated Fund managed by CUEF returned 4% (2021–22: -0.3%) net of fees.

The Amalgamated Fund, managed principally by CCLA, is managed on an income and capital basis and returned a total of 5.9% (2021–22: -2.5%), net of fees.

The literary estate of Roma Gill yielded royalty receipts in the year of £98k (2021–22: £115k) principally from her editions of the plays of Shakespeare, published by OUP.

Assets in the endowment returned a weighted average of approximately 5.8% during the year (2021–22: -2.2%). By comparison, a broad-based benchmark portfolio of global equities (75%), UK property (5%), UK gilts (15%) and cash (5%) might have returned 6.42% before fees (2021–22: -2.92%).

Total capital expenditure, excluding heritage assets, during the year was £0.4m (2020 21: £0.2m), primarily upgrades and refurbishments to B staircase and a lift replacement.

Balance sheet

Consolidated net assets stood at £118.1m at 30 June 2023, down from £116.7m at 1 July 2022. £61.2m of total reserves are unrestricted. Investment assets now stand at £80.7m, with tangible fixed assets at £50.5m.

Defined pension scheme liabilities fell to £1.5m. Debt as a proportion of the College's net assets fell below 9%.

	£k						
	Tangible assets	Tangible assets (inc heritage assets)	Investments	Net current assets	Long term liabilities	Pension liabilities	**Total**
Endowment	–	897	54,294	–	–	–	**55,191**
Restricted	–	–	2,567	–	–	–	**2,567**
Unrestricted	770	49,564	23,869	(986)	(10,500)	(2,395)	**60,322**
Total	**770**	**50,461**	**80,730**	**(986)**	**(10,500)**	**(2,395)**	**118,080**

Reserves

The College intends to continue to pursue its objects in perpetuity. Its activities require financial support from funds, which include the College's corporate capital, its endowments, and its restricted and unrestricted reserves. These funds are necessary to continue to underpin the significant public benefit provided by the College in pursuance of its objects in the areas of learning, education and research.

Free reserves are those reserves which are freely available to spend on any of the College's objects and as such exclude unexpendable reserves, reserves applied to tangible fixed assets and reserves designated for or restricted to a certain purpose or purposes. (See table above).

The College considers a suitable minimum level of free reserve to be an amount broadly equivalent to six months' essential operational spend, currently £5m. Such reserves will provide support should the College face an unforeseen downturn or significant event which has an adverse financial impact.

The College intends to increase its contribution to public life and benefit and intends to grow its reserves as it seeks opportunities to do so. The College has not therefore determined a maximum level of free reserves.

The policy and compliance with this policy is reviewed annually and particularly in the event of material change, upwards or downwards, in the level of free reserves. The College has complied with the policy in all material respects during the financial year 2022–23.

A statement of Reserves and net asset funds as at 30 June 2023 is shown on the previous page.

If free reserves are taken to be total unrestricted net assets less unrestricted intangible and tangible assets, free reserves come to £10m.

Cash flow

Cash outflow from operating, investing and financing activities came to £1,761k (2021–22: inflow of £2,443k). The College deployed excess liquidity (£900k) to repay remaining floating rate loans in full given interest rates were rising significantly.

Operations Review

People, learning and development

With 67 Fellows and some 120 staff, the College continues to prioritise sound people leadership, management and engagement.

A full staff survey was carried out and actions identified to increase staff engagement and communications. Staff satisfaction increased overall. Training on equality, diversity and inclusion is ongoing. Various on-line training suites were offered to staff. This was aimed at enhancing a range of skills including technological skills, given the increase in online, remote working and also to assist with the mobility and hybrid working strategy.

There was flux in staffing where the College reviewed and re-ordered its capacity and capabilities to align more with its future objectives and current needs. The focus here primarily involved income generation, such as conferencing and events and fundraising. New initiatives such as well-being programmes and access and student recruitment drives were also resourced with new staff.

Technology innovation

Once again, technological change has been a significant feature of the year. Mobility, service delivery, business continuity, and data security continued to provide a focus for the team and the College more widely. Mobile (and accessible) working projects were again carried out across the College and underpin the College's ability to work in a new, agile, more efficient and genuinely collaborative way. IT operations proved resilient during the year. New software for HR and also for conferences, events and room bookings was purchased during the year.

Communications

A significant focus of the College's external communication will concentrate on student recruitment. Professional communications expertise to reach external audiences and media has also been engaged by the College. The College has begun a project to replace its website and internal digital communications.

Estate and facilities

The original College buildings date from the 1960s and have required substantial refurbishment and renovation, particularly the Dome, Library and Orchard Court. In addition Buckingham House was rebuilt to provide a conference and residential facility, now supplemented by Paula Browne House. Canning & Eliza Fok House was built to provide 40 rooms for graduate accommodation. The works were funded partly from £13.5m bank loans drawn from 1999 to 2008. The College buildings also include Victorian and Edwardian buildings in addition to the main buildings on the New Hall site from 1965, the substantial additions of Pearl House (1994), Buckingham House (2001) and Canning and Eliza Fok House (2008).

With professional support, a major estates planning exercise was initiated during the year. A competition focussing on new build, sustainability and maintenance is nearly complete. A long-term buildings strategy is being devised and it is clear that this will require significant resource to implement. There is also a considerable tension between conservation aspects of our listed buildings

and the ability to reduce our carbon footprint, but innovative ways of addressing this issue are being considered.

Principal Risks and Uncertainties

The College reviews risks at a corporate level and an operational level. Principal corporate risks include:

- Academic risks including the calibre of students seeking admission to the College and ensuring that College Fellowship is attractive to academics
- Providing buildings and accommodation which are of suitable quality for, and meet the needs of, students and Fellows
- Reputational risk as the College builds a higher profile, especially on the subject of women's education, employment and well-being
- Maintaining the reputation of the College and ensuring that it provides an excellent academic and student experience
- Funding risks and securing sufficient resources to deliver the College's priorities

Operational risks are assessed and reviewed at a departmental level and appropriate procedures put in place to monitor and control them. The College maintains a critical incident plan and tests it with simulated incidents.

Plans for the Future and Conclusion

The College has conducted wide consultation redefining certain short- and long-term objectives in key areas. These include a significant push on income generation to support delivery of its purpose and mission as described earlier. The College is reviewing academic performance, student wellbeing, widening participation, student access and recruitment and the significant benefit the College provides to the public. Building a stimulating environment and culture in which all thrive, including building the resources to do so, remains a priority.

In financial terms, while the College continues to be undercapitalised in an uncertain political and economic environment, it continues to make good progress on this front. Like many in the Higher Education sector, the College continues to face significant challenges, but will endeavour to continue to improve its financial position through scrutiny of costs and the pursuit of new sources of income, consistent with its charitable objects. Specifically, it will continue careful stewardship of its endowment. The College will continue to raise benefactions to increase its endowments generally to ensure the College can exist in perpetuity, with the income from its endowments supporting the cost of educating students, currently not fully covered by the College's other sources of academic income.

Corporate Governance

Statement of Corporate Governance

The following statement is provided by the Council as the College Trustees to enable readers of the financial statements to gain a better understanding of the arrangements in the College for the management of its resources and for audit.

The College is a registered charity (registered number 1137530) and subject to regulation by the Charity Commission for England and Wales. The members of the Council are the charity trustees and are responsible for ensuring compliance with charity law.

The Governing Body has the ultimate authority in the governance of the College, which it exercises in accordance with and subject to the College Statutes. The Governing Body comprises the President and all Fellows other than Emeritus, Honorary and Bye Fellows, and meets at least once in each Term. Statutes specify that one meeting of the Governing Body in each academic year shall be the Audit Meeting.

Subject to ultimate authority being vested by statute in the Governing Body, the College Council is the principal executive body of the College, responsible for administering the affairs of the College and managing its property and income. Under the Statutes of the College, the College Council consists of the President, Vice-President, Bursar and Senior Tutor (all ex officio), nine members of the Governing

Body (elected by the Governing Body) and the Presidents of the undergraduate and postgraduate student unions. These Council members are the College Trustees for the purposes of charity law. An observer drawn from the membership of the relevant student union may attend in the absence of the President of that union. Two staff observers are also in attendance at Council meetings.

The President chairs Governing Body and Council; the Senior Tutor has overall responsibility for admissions, education, and welfare of postgraduate and undergraduate students; the Bursar has overall responsibility for the finances, human resources, buildings, operations and administration of the College. The President and Vice-President are elected by the Governing Body. Officers, other than the President and Vice-President, are appointed, and may be removed, by Council. Council fulfils its responsibilities through a number of principal committees to which some powers are delegated and through which advice is sought. They include:

- Academic Policy (Sub-Committee: Admissions);
- Domestic and Estates & Events (Sub-Committees: Gardens, Health and Safety);
- Fellowship Review Group;
- Finance (Sub-Committee: Investment);
- IT Strategy;
- Net Zero Committee;
- Personnel (Sub-Committee: Staff Council);
- Prevent Committee;
- Race Equality Group;
- Remuneration;
- Student Funding.

The Fundraising Committee was disbanded and its business would, for the time being, be transferred into that of the Finance Committee. A new Development Committee will be established in due course.

The principal officers of the College are listed on page 1.

An Audit Committee, appointed by Council, reports to the Governing Body. It is in the terms of the Audit Committee to keep under review the effectiveness of the College's internal systems of financial and other controls; to advise the Governing Body, in conjunction with the Finance Committee, on the appointment of external and internal auditors; to consider reports submitted by the auditors, both external and internal; to monitor the implementation of recommendations made by the auditors; and to report to the Governing Body. Membership of the Audit Committee consists of three Fellows other than the Bursar, one to be appointed by Council annually each for a term of three years, together with one external adviser. Serving members of the Finance Committee shall not be eligible for appointment.

The Audit Committee may examine the accounts, consult with the auditor, and is required to report to Council and to Governing Body at the Audit Meeting on matters of general policy in relation to the accounts as it sees fit.

The College's remuneration committee continues to be an independent committee composed entirely of external members and attended by the President and the Bursar. Its remit covers remuneration arrangements for all Governing Body Fellows.

There are registers of interests of Trustees and of the senior administrative officers. Declarations of interest are made systematically at meetings.

The College's Trustees during the year ended 30 June 2023 are set out on page 2.

Scope of the financial statements

The consolidated financial statements cover the activities of the College and its two subsidiary companies; Murray Edwards Conferences Ltd (Registered number 3777385) and Murray Edwards Developments Ltd (Registered number 03721386). These undertake activities which, for legal or commercial reasons, are more appropriately carried out by limited companies.

Statement of internal controls

The Trustees are responsible for maintaining a sound system of internal control that supports the achievement of policy, aims and objectives whilst safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.

The system of internal control is designed to identify the principal risks to the achievement of policies,

aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. This process was in place for the full financial year and up to the date of approval of the financial statements.

The Trustees are responsible for reviewing the effectiveness of the system of internal control.

The Trustees' review of the effectiveness of the system of internal control is informed by the work of the Finance and Audit Committees, Bursar and College officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Transactions between College and members of the Governing Body

Most Fellows hold office or employment with the College and receive remuneration for the services they provide. This ranges from full time employment to occasional teaching. Stipends, salaries and fees for these services are set by Council. The role of the Remuneration Committee, whose members are all independent, is to act as a body to review the level of remuneration and other direct and indirect benefits for the members of the Governing Body, including members of the Council of the College.

Financial management and control

The College operates a devolved budgeting system under which individual budget holders are responsible for managing income and expenditure within their own areas of operation, and for bringing

forward budget proposals through an annual budgeting process. Fellows, members of staff and students are encouraged to participate in the process through their membership of the College's Committees. The Finance Committee is responsible for turning the proposals into a coherent and transparent budget proposal which is part of a sustainable financial plan. The budget is considered in detail to ensure that it is consistent with the College's strategic aims and objectives and then recommended to Council for approval.

Statement of Trustees' responsibilities

College Council, as Charitable Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

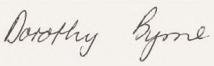
The College's Statutes and the Statutes and Ordinances of the University of Cambridge require the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the group and parent college and of the incoming resources and application of resources of the group for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting statements have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the college will continue in operation.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge, the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the College and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the College's website (www.murrayedwards.cam.ac.uk). Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

Approved by College Council on 6th November 2023



Dorothy Byrne
President

Robert Hopwood
Bursar

Independent Auditor's Report to the Members of the Council of Murray Edwards College

Opinion

We have audited the financial statements of Murray Edwards College (formerly New Hall College (the "Charity")) for the year ended 30 June 2023 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and charity's affairs as at 30 June 2023 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Charity 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 Governing Body'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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members of the Governing Body with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

1. the information given in the annual report is inconsistent in any material respect with the financial statements; or
2. sufficient accounting records have not been kept; or
3. the financial statements are not in agreement with the accounting records and returns; or
4. we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Members of the Governing Body

As explained more fully in the section on Corporate Governance, the Members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the Governing Body are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the Governing Body either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with Members of the Governing Body and other management, and from our knowledge and experience of the client's sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including Charities Act 2011, Office for Students and Cambridge University requirements, taxation legislation, data protection, employment and pensions, planning and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and, where relevant, inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

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

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- if considered necessary, reviewing correspondence with relevant regulators and the company's legal advisors.

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

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

A further description of our responsibilities 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.

Critchleys Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the College's Governing Body, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Members of the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

Critchleys Audit LLP
Statutory Auditor

Beaver House
23–38 Hythe Bridge Street
Oxford
OX1 2EP

Date: 9 November 2023

Statement of Principal Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable United Kingdom Accounting Standards using the Recommended Cambridge College Accounts (RCCA) format and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education Institutions issued in 2020.

The Statement of Comprehensive Income and Expenditure includes activity analysis in order to demonstrate that the College is satisfying its obligations that all fee income is spent for educational purposes. The analysis required by the SORP is set out in notes to the accounts.

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

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified in respect of the treatment of investments and certain operational properties that are included at valuation.

Basis of consolidation

The consolidated financial statements include the College and its wholly owned subsidiary undertakings. Details of the subsidiary companies are included in the notes to the accounts. Intra-group balances are eliminated on consolidation.

The consolidated Financial Statements do not include the activities of student societies (as these are separate bodies in which the College has no financial interest and over whose policy decisions it has no control).

Recognition of income

Academic fees

Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors. The costs of any fees waived or written off by the College are included as expenditure.

Research and Grant income

Grants received from non-government sources (including research grants from non-government sources) are recognised within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income and performance related conditions have been met.

Income received in advance of performance related conditions is deferred on the balance sheet and released to the Consolidated Statement of Comprehensive Income and Expenditure in line with such conditions being met.

Donations and endowments

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

Donations and endowments with restrictions are classified as restricted reserves with additional disclosure provided within the notes to the accounts.

There are four main types of donations and endowments with restrictions:

- Restricted donations – the donor has specified that the donation must be used for a particular objective.
- Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the College.

- Restricted expendable endowments – the donor has specified a particular objective and the College can convert the donated sum into income.
- Restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Donations with no restrictions are recorded within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income.

Endowment and investment income

Investment income and changes in value of investment assets are recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms or other restrictions applied to the individual endowment fund.

Total return

The College also holds certain restricted and unrestricted permanent capital, derived from specific donations, in a Segregated Fund, the terms of which require that 3.5% per year of the three year average capital value, as at the end of January each year, is recognised as income in the Consolidated Statement of Comprehensive Income and Expenditure.

Other Income

Income is received from a range of activities including accommodation, catering, conferences and other services rendered. Income is recognised in the period in which the related goods or services are delivered.

Gifts in kind

Properties, investments, and other fixed assets donated without restrictions to the College are included as donation income at market value at the time of receipt, if restricted they are recorded as restricted income and the relevant restriction applied.

Foreign currency translation

Transactions denominated in foreign currencies are recorded at the rate of exchange prevailing at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year-end rates or where there are forward foreign exchange contract, at contract rates. The resulting exchange differences are dealt with in the determination of the income and expenditure for the financial year.

Fixed assets

Operational Freehold Land and buildings

Operational land and buildings are stated at valuation. Buildings on the main College site, being specialised properties, were valued on the basis of their depreciated replacement cost as at 30 June 2015 by AECOM, property consultants. Certain off-campus land and buildings are valued on the basis of their existing use. The most recent valuation was carried out by Carter Jonas LLP, property consultants, as at 30 June 2015.

Land purchased prior to 1 July 2002 is not capitalised unless it is held for investment purposes. Land purchased since 1 July 2002 is capitalised in the balance sheet. Freehold land is not depreciated as it is considered to have an indefinite useful life.

Operational buildings are depreciated on a straight-line basis over their expected useful economic lives at the rate of 1.5% per year.

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

Buildings under construction are valued at cost, based on the value of the architects' certificates and other direct costs incurred to the balance sheet date and are depreciated at the rate of 1.5% per year when they are brought into use.

Maintenance and Renewal of premises

The cost of routine maintenance is charged to the Income and Expenditure account as it is incurred. The cost of major refurbishment and maintenance that restores value is capitalised and depreciated at the rate of 1.5% per year.

Furniture, fittings, computer and general equipment

Furniture, fittings, computer and general equipment costing less than £10,000 per individual item or group of related items is written off in the year

of acquisition, those with a cost of more than £10,000 are capitalised and depreciated at the rate of 10% per year. Project specific IT equipment costs over £10,000 are capitalised and depreciated at a rate of 20% per year.

Operating leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of comprehensive income and expenditure in the year in which they fall due.

Heritage assets

Works of art, books and other valuable artefacts are capitalised and recognised in the balance sheet at the cost or value of the acquisition where such a cost or valuation is reasonably obtainable. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

The College has a large art collection, most of which has been donated to the College. The valuation of the collection is reviewed by the College's art curator who, with the assistance of the Art Advisory

Committee, informs the Bursar of any valuation changes on an annual basis. The College includes all assets over £10,000 as valued and includes additions acquired between valuations at a fair value.

All heritage assets are maintained and conserved by College staff with access available by permission of the College. The assets held are properly insured if appropriate, with records kept by those responsible for care of the assets.

Investments

Fixed asset investments are included in the balance sheet at fair value, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost and eliminated on consolidation.

Stocks

Stocks are stated at the lower of cost and net realisable value after making provision for slow moving or obsolete items.

Provisions

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 benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Financial instruments

The College has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement and disclosure of financial instruments. Financial assets and liabilities are recognised when the College becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets

Basic financial assets include trade and other receivables, cash and cash equivalents and investments in commercial paper (i.e., deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets carried at amortised cost the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.

Other financial assets, including investments in equity instruments, which are not subsidiaries or joint ventures, are initially measured at fair value which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the Statement of Comprehensive Income. Where the investment in equity instruments is not publicly traded and where the fair value cannot be reliably measured, the assets are measured at cost less impairment. Investments in property or other physical assets do not constitute a financial instrument and are not included.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of ownership are transferred to another party.

Financial liabilities

Basic financial liabilities include trade and other payables, bank loans and intergroup loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

Taxation

The College is a registered charity (number 1137530) and also a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Sections 478 to 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 to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax (VAT Registration number GB 732 1332 75) for which it operates as a VAT group with the wholly owned College subsidiaries. The College is a partially exempt organisation for VAT purposes. With the approval of H M Revenue and Customs, it has adopted a methodology that enables it to recover part of the VAT on its expenses.

Contribution under Statute G, II

The College is liable to be assessed for Contribution under the provisions of Statute G, II of the University of Cambridge. This contribution is used to fund grants to Colleges from the Colleges Fund. The College may from time to time be eligible for such grants. The liability for the year is as advised to the College by the University based on an assessable amount derived from the value of the College's assets as at the end of the previous financial year.

Pension schemes

The College participates in the following pension schemes:

- Universities Superannuation Scheme (USS) – The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by FRS 102 "Employee benefits", the College therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the scheme in respect of the accounting period and the changes in the present value, calculated by reference to the yield on high quality corporate bonds, of contributions not expected to be settled wholly within 12 months of the reporting period in which the employee renders the related service. The scheme is closed to new non-academic members of the College. Further information on the scheme is provided in the notes to the accounts.
- Cambridge Colleges Federated Pension Scheme (CCFPS) – a similar defined benefit scheme which is externally funded and contracted out of the (S2P). The scheme is closed to new members of the College. As CCFPS is a federated scheme and the College is able to identify its share of the underlying assets and liabilities, the College values the fund as required by FRS 102. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the amount calculated under FRS 102.
- Aviva – a defined contributions pension scheme set up for non-academic staff in 2010–11. The College contributes at 5% in addition to employee contributions of 3%. The scheme is administered by Aviva. Contributions are charged to the Income and Expenditure account in the period to which they relate.

Employment benefits

Short term employment benefits such as salaries and compensated absences are recognised as an expense in the year in which the employees render service to the College. Any unused benefits are accrued and measured as the additional

amount the College expects to pay as a result of the unused entitlement.

Reserves

Reserves are allocated between restricted and unrestricted reserves. Endowment reserves include balances which, in respect of endowment to the College, are held as permanent funds, which the College must hold to perpetuity.

Restricted reserves include balances in respect of which the donor has designated a specific purpose and therefore the College is restricted in the use of these funds.

Critical accounting estimates and judgements

The preparation of the College's accounts requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. These judgements, estimates and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management consider the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities.

Income recognition – Judgement is applied in determining the value and timing of certain income items to be recognised in the accounts. This includes determining when performance related conditions have been met and determining the appropriate recognition timing for donations, bequests and legacies. In general, the later are recognised when at probate stage.

Useful lives of property, plant and equipment – Property, plant and equipment represent a significant proportion of the College's total assets. Therefore, the estimated useful lives can have a significant impact on the depreciation charged and the College's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experiences with similar assets, professional advice and anticipation of future events. Details of the carrying values of property, plant and equipment are shown in notes.

Recoverability of debtors – If a provision is made in any year for doubtful debts it is based on the College's estimate of the expected recoverability of these debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due.

Retirement benefit obligations – The cost of defined benefit pension plans [and other post-employment benefits] are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in the notes.

Management is satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the accounts.

The College is contractually bound to make deficit recovery payments to USS, this is recognised as a liability on the balance sheet. The provision is based on management's estimate of expected future salary inflation, changes in staff numbers and prevailing rate of discount. Further details are in the notes to the financial statements.

Financial Statements

Consolidated Statement of Comprehensive Income and Expenditure

					2023
	Note	Unrestricted £000	Restricted £000	Endowment £000	Total £000
INCOME					
Academic fees and charges	1	2,760	–	–	**2,760**
Accommodation, catering and conferences	2	3,197	–	–	**3,197**
Investment income	3	859	71	1,775	**2,705**
Endowment return transferred (Total Return)	3	1,648	33	(1,681)	**–**
Other income		28	–	–	**28**
Total income before donations and endowments		8,492	104	94	**8,690**
Donations		187	262	134	**583**
New endowments		–	–	3	**3**
Other receipts		–	–	–	**–**
Heritage assets		–	–	–	**–**
Total income		**8,679**	**366**	**231**	**9,276**
EXPENDITURE					**2023**
Education	4	4,209	439	409	**5,057**
Accommodation, catering and conferences	5	4,725	–	–	**4,725**
Investment management costs	3	69	4	141	**214**
Other expenditure		24	–	–	**24**
Total expenditure	6	9,027	443	550	**10,020**
Surplus/(deficit) before other gains and losses		(348)	(77)	(319)	**(744)**
Gain/(loss) on investments	9	701	69	1,269	**2,039**
Surplus/(deficit) for the year		353	(8)	950	**1,295**
Other comprehensive income		–	–	–	**–**
Actuarial gain/(loss) in respect of pension schemes	15	37	–	–	**37**
Total comprehensive income for the year		**390**	**(8)**	**950**	**1,332**

Consolidated Statement of Comprehensive Income and Expenditure

					2022
	Note	Unrestricted £000	Restricted £000	Endowment £000	Total £000
INCOME					
Academic fees and charges	1	2,962	–	–	**2,962**
Accommodation, catering and conferences	2	2,857	–	–	**2,857**
Investment income	3	768	32	1,592	**2,392**
Endowment return transferred (Total Return)	3	1,583	35	(1,618)	**–**
Other income		35	–	–	**35**
Total income before donations and endowments		8,205	67	(26)	**8,246**
Donations		197	1,249	120	**1,566**
New endowments		–	–	3	**3**
Other receipts		–	–	–	**–**
Heritage assets		–	–	–	**–**
Total income		**8,402**	**1,316**	**97**	**9,815**
EXPENDITURE					**2022**
Education	4	3,908	382	439	**4,729**
Accommodation, catering and conferences	5	4,265	–	–	**4,265**
Investment management costs	3	70	4	146	**220**
Other expenditure		1,114	–	–	**1,114**
Total expenditure	6	9,357	386	585	**10,328**
Surplus/(deficit) before other gains and losses		(955)	930	(488)	**(513)**
Gain/(loss) on investments	9	(1,201)	(62)	(1,393)	**(2,656)**
Surplus/(deficit) for the year		(2,156)	868	(1,881)	**(3,169)**
Other comprehensive income		–	–	–	**–**
Actuarial gain/(loss) in respect of pension schemes	15	448	–	–	**448**
Total comprehensive income for the year		**(1,708)**	**868**	**(1,881)**	**(2,721)**

Statement of Changes in Reserves

	Income and expenditure reserve				
	Unrestricted	Restricted	Endowment	Revaluation reserve	**Total**
	£000	£000	£000	£000	**£000**
BALANCE AT 1 JULY 2022	46,961	2,575	53,344	13,868	**116,748**
Surplus/(Deficit) from income and expenditure statement	353	(8)	950	–	**1,295**
Actuarial gain/(loss) in respect of pension schemes	37	–	–	–	**37**
Transfers between funds	–	–	–	–	**–**
BALANCE AT 30 JUNE 2023	**47,351**	**2,567**	**54,294**	**13,868**	**118,080**

	Income and expenditure reserve				
	Unrestricted	Restricted	Endowment	Revaluation reserve	**Total**
	£000	£000	£000	£000	**£000**
BALANCE AT 1 JULY 2021	48,669	1,707	55,225	13,868	**119,469**
Surplus/(Deficit) from income and expenditure statement	(2,156)	868	(1,881)	–	**(3,169)**
Actuarial gain/(loss) in respect of pension schemes	448	–	–	–	**448**
Transfers between funds	–	–	121	–	**–**
BALANCE AT 30 JUNE 2022	**46,961**	**2,575**	**53,344**	**13,868**	**116,748**

Consolidated Balance Sheet

	Note	2023 £000	2022 £000
Non-current assets			
Intangible assets	8	770	770
Fixed assets	8	49,564	50,132
Heritage assets	8	897	897
Investments	9	80,730	78,609
Current assets			
Stocks	10	42	30
Trade and other receivables	11	698	482
Cash and cash equivalents	12	1,346	2,649
		2,086	3,161
Creditors: amounts falling due within one year	13	(3,072)	(2,801)
Net current assets		**(986)**	**360**
Total assets less current liabilities		130,975	130,768
Creditors: amounts falling due after more than one year	14	(10,500)	(11,400)
Provisions			
Pension provisions	15	(2,395)	(2,620)
Total net assets		**118,080**	**116,748**
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	54,294	53,344
Income and expenditure reserve – restricted reserve	17	2,567	2,575
		56,861	55,919
Unrestricted reserves			
Income and expenditure reserve – unrestricted		47,351	46,961
Revaluation reserve		13,868	13,868
		61,219	60,829
Total reserves		**118,080**	**116,748**

Unrestricted reserves includes an amount of £28,781,038 (2022 £28,063,583) previously described as corporate capital.

These accounts were approved by the College Council on 6 November 2023 and are signed on their behalf by:

Dorothy Byrne
President

Robert Hopwood
Bursar

Consolidated Cash Flow Statement

	Note	2023	2022
			£000
Net cash inflow/(outflow) from operating activities	19	(2,136)	413
Cash flows from investing activities	20	1,811	3,003
Cash flows from financing activities	21	(1,436)	(973)
Increase/(decrease) in cash and cash equivalents in the year		**(1,761)**	**2,443**
Cash and cash equivalents at beginning of the year		6,909	4,466
Cash and cash equivalents at end of the year	12	5,148	6,909
Cash flows		**(1,761)**	**2,443**

Notes to the Accounts

1 Academic fees and charges

	2023	2022
	£000	£000
College fees		
Fee income paid on behalf of undergraduates at the publicly-funded rate:		
Undergraduate fee income	1,522	1,545
Privately-funded undergraduate fee income	513	454
Erasmus students	19	19
Graduate fee income	517	758
Sub-total college fees	**2,571**	**2,776**
Other income*	189	186
Total	**2,760**	**2,962**

**Income in respect of the Cambridge Bursary Scheme is included in other income.*

2 Income from accomodation, catering and conferences

	2023	2022
	£000	£000
Accomodation		
College members	2,209	2,169
Conferences	243	92
Catering		
College members	461	453
Conferences	284	143
Total	**3,197**	**2,857**

3 Endowment return and investment income

3a Analysis

	2023	2022
	£000	£000
Total return contribution (see note 3b)		
Income from:		
Quoted securities	206	173
Fixed interest securities	62	–
Common investment fund	652	645
Royalties	98	116
Return on Segregated Fund	1,623	1,452
Other interest receivable	64	6
Total	**2,705**	**2,392**

3b Summary of total return

	2023	2022
	£000	£000
Income from:		
Quoted and other securities and cash	2,607	2,276
Royalties	98	116
Gains/(losses) on endowment assets:		
Quoted and other securities and cash	2,039	(2,656)
Investment management costs (see note 3c)	(214)	(220)
Total return for year	**4,530**	**(484)**
Total return transferred to income and expenditure reserve (see note 3a)	**(2,705)**	**(2,392)**
Unapplied total return for year included within Statement of Comprehensive Income and Expenditure (see note 18)	**1,825**	**(2,876)**

3c Investment management costs

	2023	2022
	£000	£000
Securities	214	220
Total	**214**	**220**

4 Education expenditure

	2023	2022
	£000	£000
Teaching	2,690	2,581
Tutorial	959	861
Admissions	744	657
Research	88	136
Scholarships and awards	316	306
Other educational facilities	260	188
Total	**5,057**	**4,729**

5 Accomodation, catering and conference expenditure

	2023	2022
	£000	£000
Accomodation		
College members	3,553	3,241
Conferences	187	170
Catering		
College members	**872**	792
Conferences	113	62
Total	**4,725**	**4,265**

6

6a Analysis of 2022/23 expenditure* by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
	£000	£000	£000	**£000**
Education	2,901	1,994	162	**5,057**
Accommodation, catering and conferences	2,114	1,851	760	**4,725**
Investment management costs	–	214	–	**214**
Other	9	15	–	**24**
Total	**5,024**	**4,074**	**922**	**10,020**

**Expenditure includes fundraising costs of £329,404. This expenditure excludes the costs of alumnae relations.*

6b Analysis of 2021/22 expenditure* by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
	£000	£000	£000	**£000**
Education	2,797	1,775	157	**4,729**
Accommodation, catering and conferences	1,976	1,552	737	**4,265**
Investment management costs	–	220	–	**220**
Other	1,095	19	–	**1,114**
Total	**5,868**	**3,566**	**894**	**10,328**

**Expenditure includes fundraising costs of £329,094. This expenditure excludes the costs of alumnae relations.*

6c Auditor's renumeration

	2023	2022
	£000	£000
Other operating expenses include:		
Audit fees payable to the College's external auditors	26	22
Other fees payable to the College's external auditors	–	–
Internal auditor's fees	–	–
Total	**26**	**22**

7 Staff costs

	College Fellows	Staff	2023	2022
	£000	£000	£000	£000
Emoluments	1,449	2,726	4,175	3,965
Social security costs	168	229	397	363
Other pension costs	96	143	239	1,307
Other staff costs	62	151	213	233
Total	**1,775**	**3,249**	**5,024**	**5,868**

Average staff numbers (full-time equivalents):		
Academic	67	64
Staff	89	91
Total	**156**	**155**

At 30th June 2023, the Governing Body comprised the President and 66 Fellows, all of whom are declared stipendiary.

The number of officers and employees of the College, including Head of House, who received emoluments in the following ranges was:

£60,001–£70,000	1	2
£70,001–£80,000	0	1
£80,001–£90,000	0	2
£90,001–£100,000	2	0
Trustees aggregate emoluments	**608**	**699**

The Trustees received no emoluments in their capacity as Trustees of the charity.

Cost of key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College.

Key management personnel consists of President, Vice President, Bursar, Senior Tutor and Director of Development.

	2023	**2022**
	£000	£000
Aggregate cost of key management personnel	**486**	**449**

8 Fixed assets

	Intangible assets	Land	Buildings	Furniture, fittings and equipment	Heritage assets	2023	2022
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation							
At beginning of year	770	–	55,169	2,014	897	58,850	58,660
Additions	–	–	–	354	–	354	190
Heritage assets capitalised	–	–	(2)	2	–	–	–
Disposals	–	–	–	–	–	–	–
At end of year	**770**	**–**	**55,167**	**2,370**	**897**	**59,204**	**58,850**
Depreciation							
At beginning of year	–	–	5,506	1,545	–	7,051	6,157
Charge for the year	–	–	828	94	–	922	894
At end of year	**–**	**–**	**6,334**	**1,639**	**–**	**7,973**	**7,051**
Net book value							
At beginning of year	770	–	49,663	469	897	51,799	52,503
At end of year	**770**	**–**	**48,833**	**731**	**897**	**51,231**	**51,799**

Intangible assets represent a literary copyright.

The insured value of freehold land and buildings as at 30 June 2023 was £115,841,200 (2022: £105,991,496).

The College's land and buildings were revalued at 30 June 2015.

Heritage assets
The College holds and conserves the New Hall Art Collection which has been built up over a number of years and which consists of mainly donated works.

The Art Collection is preserved, conserved and managed in accordance with recognised national standards and the collection on display is open to the public for viewing. Those items not on general display can be accessed by the wider public by prior arrangement. The works are normally donated on a permanent basis so will be included as endowment assets. The Collection was last professionally valued in 2012 by Bonhams. As stated in the Statement of Accounting Policies all works of art valued over £10,000 are included in the accounts. Heritage Assets capitalised in the year were nil (2022 £nil).

	2023	2022	2021	2020	2019
	£000	£000	£000	£000	£000
Value of acquisitions by donation	–	–	30	19	–

Total acquisitions capitalised	**–**	–	**30**	**19**	**–**

9 Investments

	2023	2022
	£000	£000
Balance at beginning of year	**78,609**	**81,488**
Additions	1,164	2,535
Disposals	(624)	(3,336)
Gain/(loss) on investments	2,039	(2,656)
Increase/(decrease) in cash balances held at fund managers	(458)	578
Balance at end of year	**80,730**	**78,609**
Represented by:		
Property	100	100
Quoted securities – equities	–	–
Fixed interest securities	–	–
Common investment funds	74,606	71,397
Alternative investments	2,222	2,852
Cash in hand and at investment managers	3,802	4,260
Other investments	–	–
Balance at end of year	**80,730**	**78,609**

10 Stock

	2023	2022
	£000	£000
Goods for resale	42	30
Balance at end of year	**42**	**30**

11 Trade and other receivables

	2023	2022
	£000	£000
Members of the College	–	32
Trade debtors	205	85
Taxation	15	5
Other debtors	225	219

	2023	2022
	£000	£000
Prepayments and accrued income	253	141
Balance at end of year	**698**	**482**

12 Cash and equivalents

	2023	2022
	£000	£000
Bank deposits	–	–
Current accounts	1,346	2,648
Cash in hand	–	1
	1,346	2,649
Cash held as part of Investments	3,802	4,260
Balance at end of year	**5,148**	**6,909**

13 Creditors: amounts falling due within one year

	2023	2022
	£000	£000
Trade creditors	2,327	1,964
Members of the College	120	132
Taxation and social security	215	189
Accruals and deferred income	410	516
Balance at end of year	**3,072**	**2,801**

14 Creditors: amounts falling due after more than one year

	2023	2022
	£000	£000
Bank loans	10,500	11,400
Balance at end of year	**10,500**	**11,400**

The bank loans of £10.5m are repayable as follows: £1.5 million by March 2029 and £9 million by March 2048.

The loans are subject to the following fixed interest rate contracts:

Loan amount	Rate	Maturity
£1.5m	4.56%	2026
£9m	5.00%	2048

15 Pension provisions

	2023	2022
	£000	£000
Balance at beginning of year	**2,620**	**2,179**
Movement in year:		
Current service cost including life assurance	21	(952)
Contributions	(82)	895
Other finance (income)/cost	92	33
Other allocation to staff costs	(219)	913
USS provision for deficit recovery	–	–
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and expenditure	(37)	(448)
Balance at end of year	**2,395**	**2,620**
Cambridge Colleges' Federated Pension Scheme	940	999
Universities Superannuation Scheme	1,455	1,621
Balance at end of year	**2,395**	**2,620**

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the USS to deficit payments in accordance with the deficit recovery plan. In calculating this provision, management have estimated future staff levels within the USS scheme for the duration of the contractual obligation and salary inflation. Key assumptions are set out below and further information is provided in note 25.

The adoption of the new deficit recovery plan following the 31 March 2020 actuarial valuation has given rise to a decrease in the deficit provision which has decreased from £1,621k to £1,455k. More details on the 20120 actuarial valuation are set out in note 25.

The major assumptions used to calculate the obligation are:

	2023	2022
Discount rate	5.52%	3.31%
Salary growth	5.00%*	3.18%*

** 5% from 1.8.2023*

Sensitivity analysis

As set out in the accounting policies, there are some critical judgements made in estimating the obligation to fund the USS deficit. The sensitivity of the principal assumptions used to measure the USS deficit provision are set out below:

	Approximate Impact
Change in assumptions at 30 June 2023	
0.52% pa decrease in discount rate	58k

16 Endowment funds

	Restricted permanent endowments	Unrestricted permanent endowments	2023	2022
	£000	£000	£000	£000
Balance at beginning of year	**8,222**	**45,122**	**53,344**	**55,225**
Restricted net assets relating to endowments are as follows:				
New donations and endowments	3	–	3	4
Other receipts	9	–	9	(7)
Heritage assets capitalised	–	–	–	–
Return on segregated fund	79	1,544	1,623	1,452
Drawdown	(81)	(1,600)	(1,681)	(1,618)
Income	292	59	351	262
Expenditure	(409)	–	(409)	(439)
Investment management costs	(20)	(121)	(141)	(146)
Increase/(decrease) in market value of investments	216	979	1,195	(1,389)
Transfers between funds	–	–	–	–
Balance at end of year	**8,311**	**45,983**	**54,294**	**53,344**
Analysis by type of purpose:				
Fellowship funds	4,675	1,268	5,943	5,856
Award funds	307	–	307	305
Hardship funds	561	–	561	614
Other student support travel grant funds	–	–	–	6
Graduate studentship funds	8	331	339	332
Research funds	1,859	–	1,859	1,781
Other funds	901	–	901	897
General endowments	–	44,384	44,384	43,553
	8,311	**45,983**	**54,294**	**53,344**
Analysis by asset:				
Property	15	85	100	100
Investments	8,276	45,790	54,066	52,998
Cash	20	108	128	246
	8,311	**45,983**	**54,294**	**53,344**

17 Restricted reserves

	Other restricted funds	2023	2022
	£000	£000	£000
Balance at beginning of year	2,575	2,575	1,707
Reserves with restrictions are as follows:			
Endowment return transferred	–	–	–
Other receipts	–	–	–
Income	366	366	1,316
Expenditure	(439)	(439)	(382)
Investment management costs	(4)	(4)	(4)
Increase/(decrease) in market value of investments	69	69	(62)
Transfers	–	–	–
Balance at end of year	**2,567**	**2,567**	**2,575**
Analysis of other restricted funds/donations by type of purpose:			
Fellowship funds	438	438	474
Award funds	412	412	406
Other student support	206	206	215
Travel grant funds	51	51	49
Graduate studentship funds	(1)	(1)	22
Other funds	1.461	1,461	1,409
	2,567	**2,567**	**2,575**

18 Memorandum of unapplied total return

	2023	2022
	£000	£000
Included within reserves the following amounts represent the unapplied total return of the College:		
Unapplied total return at beginning of year	30,100	33,142
Unapplied total return for year (see note 3b)	1,825	(2,876)
Segregated income in excess of drawdown	(58)	(166)
Unapplied total return at end of year	**31,867**	**30,100**

19 Reconciliation of consolidated surplus for the year to net cash inflow from operating activities

	2023	2022
	£000	£000
Surplus/(deficit) for the year	**1,295**	**(3,169)**
Adjustment for non-cash items:		
Depreciation	922	894
Profit/(loss) on the sale of non-current assets	–	–
Loss/(gain) on endowments, donations and investment property	(2,057)	2,586
Investment management fees reinvested	87	88
Decrease/(increase) in stocks	(12)	(5)
Decrease/(increase) in trade and other receivables	(216)	98
Increase/(decrease) in creditors	271	919
Heritage assets capitalised	–	–
USS pension deficit	(166)	920
CCFPS additional actuarial gain	–	2
Pension costs less contributions payable	2	3
Segregated dividend income debtor	64	205
Decrease/(increase) in endowment drawdown retained in investments	(58)	(166)
Adjustment for investing or financing activities	(99)	(93)
Investment income	(2,705)	(2,392)
Interest payable	536	523
Net cash inflow from operating activities	**(2,136)**	**413**

20 Cash flows from investing or financing activities

	2023	2022
	£000	£000
Non-current investment (acquisition)/disposal	(540)	801
Investment income	2,705	2,392
Payments made to acquire non-current assets	(354)	(190)
Total cash flows from investing activities	**1,811**	**3,003**

21 Cash flows from financing activities

	2023	2022
	£000	£000
Interest paid	(536)	(523)
Profit on the sale of non-current assets	–	–
Repayments of amounts borrowed	(900)	(450)
Total cash flows from financing activities	**(1,436)**	**(973)**

22 Capital commitments

	2023	2022
	£000	£000
Capital commitments at 30 June 2023 are as follows:		
Authorised and contracted	–	–
Authorised but not yet contracted for	–	–

23 Lease obligations

	2023	2022
	£000	£000
At 30 June 2023 the College had commitments under non-cancellable operating leases with payment due as follows:		
Land and buildings:		
Due within one year	32	32
Due between two and five years	23	55
Other		
Due within one year	–	3
Due between two and five years	–	–

24 Consolidated reconciliation and analysis of net debt

	At 1 July 2022	Cash flows	At 30 June 2023
Cash and cash equivalents	£000	£000	£000
Borrowings:			
Amounts falling due after more than one year	–	–	–
Bank Loans	11,400	(900)	10,500

25 Financial Instruments

	2023	2022
	£000	£000
Financial assets		
Listed equity investments	74,606	71,397
Other equity investments	2,222	2,852
Cash and cash equivalents	5,148	6,909
Other debtors	445	341
Total	**82,421**	**81,499**
Financial liabilities		
Loans	10,500	11,400
Trade creditors	2,327	1,964
Other creditors	335	321
Total	**13,162**	**13,685**

26 Pensions

The College operates a defined benefits plan for the College's employees of the Cambridge Colleges' Federated Pension Scheme.

The liabilities of the plan have been calculated, at 30 June 2023, for the purposes of FRS102 using a valuation system designed for the Management Committee, acting as Trustee of the Cambridge Colleges' Federated Pension Scheme, but allowing for the different assumptions required under FRS102 and taking fully into consideration changes in the plan benefit structure and membership since that date.

The principal actuarial assumptions at the balance sheet date were as follows:

	2023	2022
	% p.a.	% p.a.
Discount rate	5.20	3.80
Increase in salaries	3.30	3.25
RPI assumption *	3.40	3.45
CPI assumption *	2.80	2.75
Pension increases in payment (RPI Max 5% p.a.) *	3.30	3.30
Pension Increases in payment (CPI Max 2.5%p.a.) *	2.05	2.05

** For 1 year only we have assumed that RPI will be 9% and CPI will be 7% (2022: 11% and 9% respectively). The caps under the Rules are applied to assumed pension increases.*

The underlying mortality assumption is based upon the standard table known as S3PA on a year of birth usage with CMI–2022 future improvement factors and a long-term rate of future improvement of 1.25% p.a. a standard smoothing factor (7.0) and no allowance for additional improvements

(2022: S3PA on a year of birth usage with CMI–2021 future improvement factors and a long-term future improvement rate of 1.25% p.a. a standard smoothing factor (7.0) and no allowance for additional improvements).

- This results in the following life expectancies: Male age 65 now has a life expectancy of 21.4 years (previously 21.9 years).
- Female age 65 now has a life expectancy of 23.9 years (previously 24.3 years).
- Male age 45 now and retiring in 20 years has a life expectancy of 22.6 years (previously 23.2 years).
- Female age 45 now and retiring in 20 years has a life expectancy of 25.3 years (previously 25.7 years).

	Male	Female
Members are assumed to retire at their normal retirement age (65) apart from in the following indicated cases:		
Active members – option 1 benefits	64	64
Deferred members – option 1 benefits	63	62

Allowance has been made at retirement for non-retired members to commute part of their pension for a lump sum on the basis of the current commutation factors in these calculations.

Employee benefit obligations

	2023	2022
	£000	£000
The amounts recognised in the Balance Sheet as at 30 June 2023 (with comparative figures as at 30 June 2022) are as follows:		
Present value of plan liabilities	(4,460)	(5,224)
Market value of plan assets	3,520	4,225
Net defined benefit/(liability)	**(940)**	**(999)**

The amounts to be recognised in Profit and Loss for the year ending 30 June 2023 (with comparative figures for the year ending 30 June 2022) are as follows:		
Current service cost	5	9
Administrative expenses	13	13
Interest on net defined benefit (asset)/liability	38	27
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Total	**57**	**49**

	2023	2022
	£000	£000
Changes in the present value of the plan liabilities for the year ending 30 June 2023 (with comparative figures for the year ending 30 June 2022) are as follows:		
Present value of plan liabilities at beginning of period	5,224	6,539
Current service cost	5	9
Employee contributions	2	2
Benefits paid	(220)	(214)
Interest on plan liabilities	194	116
Actuarial (gains)/losses	(747)	(1,228)
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Present value of plan liabilities at end of period	**4,460**	**5,224**

Changes in the fair value of the plan assets for the year ending 30 June 2023 (with comparative figures for the year ending 30 June 2022) are as follows:		
Market value of plan assets at beginning of period	4,225	5,061
Contributions paid by the College	80	79
Employee contributions	2	2
Benefits paid	(220)	(214)
Administrative expenses	(16)	(15)
Interest on plan assets	156	89
Return on assets, less interest included in Income and Expenditure	(707)	(778)
Market value of plan assets at end of period	3,520	4,224
Actual return on plan assets	**(550)**	**(689)**

The major categories of plan assets for the year ending 30 June 2023 (with comparative figures for the year ending 30 June 2022) are as follows:		
Equities	49%	52%
Bonds & cash	38%	34%
Property	13%	14%
Total	**100%**	**100%**

The plan has no investments in property occupied by, assets used by or financial instruments issued by the College.

	2023	2022
	£000	£000
Analysis of the remeasurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2023 (with comparative figures for the year ending 30 June 2022) are as follows:		
Return on assets, less interest included in Income and Expenditure account	(707)	(778)
Expected less actual plan expenses	(3)	(2)
Experience gains and losses arising on plan liabilities	(141)	(453)
Changes in assumptions underlying the present value of plan liabilities	887	1,681
Remeasurement of net defined benefit liability recognised in OCI	**37**	**448**

Movement in net defined benefit asset/(liability) during the year ending 30 June 2023 (with comparative figures for the year ending 30 June 2022) are as follows:		
Net defined benefit asset/(liability) at beginning of year	(999)	(1,478)
Recognised in income and expenditure	(57)	(48)
Contributions paid by the College	80	79
Remeasurement of net defined benefit liability recognised in OCI	37	448
Net defined benefit asset/(liability) at the end of the year	**(940)**	**(999)**

Funding policy

Actuarial valuations are carried out every three years on behalf of the Management Committee, acting as the Trustee of the Scheme, by a qualified independent actuary. The actuarial assumptions underlying the actuarial valuation are different to those adopted under FRS102.

The last such actuarial valuation was as at 31 March 2020. This showed that the plan's assets were insufficient to cover the liabilities on the funding basis. A Recovery Plan has been agreed with the College, which commits the College to paying contributions to fund the shortfall. These deficit reduction contributions are incorporated into the plan's Schedule of Contributions dated 21 May 2021 and are as follows:

- Annual contributions of not less than £62,097 per annum payable for the period to 31 January 2028.

These payments are subject to review following the next funding valuation, due as at 31 March 2023.

University Superannuation Scheme

The institution participates in Universities Superannuation Scheme (USS) which is the main scheme covering most academic and academic-related staff. The assets of the scheme are held in a separate trustee-administered fund.

Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee Benefits", the institution therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme. Since the institution has entered into an agreement

(the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the Consolidated Statement of Comprehensive Income.

Pension costs

The total cost charged to the Consolidated Statement of Comprehensive Income is £2k (2022: (£974k)).

Deficit recovery contributions due within one year for the institution are £106k (2022: £85k).

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is as at 31 March 2020 ("the valuation date"), and was carried out using the projected unit method.

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

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

CPI assumption	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves less: 1.1% p.a. to 2030, reducing linearly by 0.1% p.a. to a long-term difference of 0.1%p.a. from 2040
Pension increases (subject to a floor of 0%)	CPI assumption plus 0.05%
Discount rate (forward rates)	Fixed interest gilt yield curve plus: Pre-retirement: 2.75% p.a. Post retirement: 1.00% p.a.

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the Scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2020 valuation
Mortality base table	101% of S2PMA 'light' for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2019 with a smoothing parameter of 7.5, an initial addition of 0.5% p.a. and a long-term improvement rate of 1.8% pa for males and 1.6% pa for females

The current life expectancies on retirement at age 65 are:

	2023	2022
Males currently aged 65 (years)	24.0	23.9
Females currently aged 65 (years)	25.6	25.5
Males currently aged 45 (years)	26.0	25.9
Females currently aged 45 (years)	27.4	27.3

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

	2023	2022
Discount rate	5.52%	3.31%
Pensionable salary growth	5.0%	3.0%

27 Principal subsidiary and associated undertakings

The College owns 100% of the share capital of the following companies:

Company	Principal activities
Murray Edwards Conferences Limited	Conferencing and Catering
Murray Edwards Developments Limited	Dormant

Murray Edwards Conferences Ltd (Registered number 3777385) was incorporated on 26 May 1999. The company commenced trading on 1 July 1999. The principal activity of the company is external non educational conference business (primarily the provision of conference facilities, accommodation and catering as well as associated services).

Murray Edwards Developments Ltd (Registered number 03721386 was incorporated on 25 February 1999. The company commenced trading on 26 May 1999. The principal activity of the company is the development of grounds and building of Murray Edwards College.

Both subsidiaries operate and are incorporated in the United Kingdom having a share capital of £8.

28 Related party transactions

Owing to the nature of the College's operations and the composition of its Governing Body, it is inevitable that transactions will take place with organisations in which a member of the Governing Body has an interest. All transactions involving organisations in which a member of the Governing Body may have an interest are conducted at arm's length and in accordance with the College's normal procedures.

The College maintains a register of interests for all College Council members and where any member of the College Council has a material interest in a College matter they are required to declare that fact.

During the year no fees or expenses were paid to Fellows in respect of their duties as Trustees.

During the year total donations of £nil (2022, £7,000) were received from Trustees.

Fellows are remunerated for teaching, research and other duties within the College. Fellows are billed for any private catering. Trustees' remuneration is overseen by the Remuneration Committee.

The salaries paid to Trustees in the year are summarised in the table below:

From	To	2023	2022
£0	£10,000	14	7
£10,001	£20,000	2	2
£20,001	£30,000	1	1
£30,001	£40,000	1	–
£40,001	£50,000	2	1
£50,001	£60,000	1	2
£60,001	£70,000	1	2
£70,001	£80,000	–	1
£80,001	£90,000	–	2
£90,001	£100,000	2	–
Total		**24**	**18**

The total Trustee salaries were £525,764 for the year (2022: £597,384) These amounts are amounts receivable in the year irrespective of whether they were received.

The trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £142,595 for the year (2022: £176,003).

The College has a number of trading and dormant subsidiary undertakings which are consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.

The College has taken advantage of the exemption within section 33 of FRS 102 not to disclose transactions with wholly owned group companies that are related parties.

The Communications office commissioned design and branding consultancy work for a College event from the wife of Jay Longworth, the Director of Development. The cost of the work was £4,500.

Image credits
© Martin Bond Photography

designbysoapbox.com

Murray Edwards
College
University of Cambridge

THE PRESIDENT AND FELLOWS OF MURRAY EDWARDS COLLEGE, FOUNDED AS NEW HALL, IN THE

England & Wales - Charity number 1137530

Accounts

Murray Edwards College

Annual Report and Financial Statements

2021–22

Administrative details

Address
Murray Edwards College,
New Hall, Huntingdon Road,
Cambridge, CB3 0DF

Charity registration number
1137530

Senior officers

President	Ms Dorothy Byrne (from 1 September 2021)
	Dame Barbara Stocking DBE (to 31 August 2021)
Vice-President	Dr Rachel Polonsky
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Michele Gemelos

Senior management
Dame Barbara Stocking concluded her term as President on 31 August 2021. Ms Dorothy Byrne was elected President of the College and took up office on 1 September 2021.

Principal advisors

Auditors (external)	Critchleys Audit LLP Beaver House, 23–28 Hythe Bridge Street, Oxford, OX1 2EP
Bankers	Barclays Bank PLC Abacus House, Castle Park, Castle Hill, Cambridge, CB3 0AN
Investment Managers	CCLA Investment Management Limited Senator House, 85 Queen Victoria Street, London, EC4V 4ET
	Cambridge University Endowment Fund 30 Station Road, Cambridge, CB1 2RE
Legal Advisers	Mills & Reeve LLP Botanic House, 100 Hills Road, Cambridge, CB2 1PH
	Taylor Vinters LLP Merlin Place, Milton Road, Cambridge, CB4 0DP

Trustees of the charity Council members

President	Ms Dorothy Byrne (from 1 September 2021)
Vice-President	Dr Rachel Polonsky
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Michele Gemelos

Dr D Alexopoulou (appointed 1 October 2022)

Dr J Bavidge

Dr P Filippucci

Dr L Hamlett (appointed 1 October 2022)

Professor M Herzog (appointed 1 October 2022)

Dr C Lee (re-appointed 1 October 2021)

Dr R Leow (re-appointed 1 October 2021)

Professor S Morris (appointed 1 October 2022)

Dr M Moussa (appointed 1 October 2022)

Dr A Piotrowski

Dr S Turenne (appointed 1 October 2022)

Dr J Turner (appointed 1 October 2022)

Ms R Cline (appointed 9 May 2022)

Other trustees during the financial year were:

Ms F Duffy (retired 8 July 2022)

Dr S Haines (retired 15 July 2022)

Ms D Ilkye (retired 30 July 2022)

Dr R Less (retired 30 September 2022)

Dr G Maguire (retired 30 September 2021)

Dr K Peters (retired 30 September 2021)

Dr E Pesaran (retired 30 September 2022)

Ms M Sachdeva-Mason (retired 8 May 2022)

Dame Barbara Stocking DBE (retired 31 August 2021)

As of 30 June 2022, the College comprised the President, 63 Governing Body Fellows, 31 Bye-Fellows, 372 undergraduate students and 37 clinical medical and veterinary students in respect of whom undergraduate fees were received, 223 registered postgraduate students and 91 full time equivalent permanent professional services staff.

Contents

Year in Review

4 President's Introduction

5 From the Bursar

6 Strategic Vision

8 Widening Participation

10 Supporting Academic Excellence

11 Wellbeing

12 The Women's Art Collection

Financial Review

16 The College: Foundation, Charter and Statutes

16 Review of Learning, Education and Research

17 Philanthropic Support

17 Financial Review

22 Operations Review

23 Principal Risks and Uncertainties

23 Plans for the Future

25 Corporate Governance

29 Independent Auditor's Report to the Members of the Council of Murray Edwards College

33 Statement of Principal Accounting Policies

Financial Statements

42 Consolidated Statement of Comprehensive Income and Expenditure

44 Statement of Changes in Reserves

45 Consolidated Balance Sheet

46 Consolidated Cash Flow Statement

48 Notes to the Accounts

Year in Review

President's Introduction

This has been an outstanding year in the history of the College.

We emerged from Covid restrictions and the normal lives of our students, Fellows and Professional Staff resumed successfully. As the Bursar reports, the College also survived Covid's economic disruption in a financially robust condition. At the same time, we received £1.6million in donations, a much higher amount than has been the norm in recent years. We go forward confidently as an institution.

This was my first year as President and it has been a busy and constructive time. A review of the delivery of our core purposes – the academic performance and personal wellbeing of our students – has resulted in a number of significant innovations. We have employed the first Head of Access and Student Recruitment of any Cambridge College and created the new full-time post of Director of Student Development to implement an enhanced Gateway programme offering unrivalled academic and personal support. A major donation has enabled us to develop a new Wellbeing Service which will not only help students with problems but offer all students a positive programme to boost wellbeing and resilience.

We are proud to be one of the Colleges which has accepted students for the new free and fully-funded Foundation Year Programme which offers a stepping stone to Cambridge undergraduate study for those who have experienced educational disadvantage. We are very pleased to report that we have just admitted the highest percentage of students from geographical areas of multiple deprivations in the history of the College – 26.9%. And despite the difficulties of studying and sitting exams during the pandemic, 89% of our students gained good final degrees, classed as First or a 2.1.

We have also improved our buildings, opening a new three-storey café with a roof terrace overlooking the iconic Fountain Court, which is already popular with students, but which will also help attract hospitality and conference business. We received very favourable publicity when we re-launched our famous art collection, the biggest collection of women's art in Europe, at the London Art Fair, where we were Partner Museum. We are now appropriately named The Women's Art Collection and we have seen visitor numbers rise as a result.

As we look forward to the future, we have restated our key purposes to guide us. An outline new College Strategy has been agreed by Governing Body and detailed written strategies are now underway.

We thank our students, fellows and professional teams for all their hard work during the year and our alumnae, donors and other supporters for all they have done for us ☆

Dorothy Byrne
President

From the Bursar

As this report shows, our College is more active, more outward-looking and more determined than ever before to deliver the benefits of a first-class Cambridge University education to brilliant young women, wherever they come from.

The President has remarked upon a number of exciting, necessary and innovative initiatives the College is undertaking, including raising awareness of Murray Edwards, its work and what it stands for to help underpin all that we do and invest in.

Above all, people are what matter. People, talent and resources form a crucial part of supporting the delivery of our mission and we are taking a closer, fresher look at how we do business, and what we do and do not invest in.

We are investing heavily in professional expertise and experience, and reviewing our ways of working. This will mean a significant drive on income generation, be it from philanthropic or other, external sources. The success of these teams is crucial if we are to secure the resources we need to deliver the significant benefits we know our community and the wider public need and deserve.

We are investing in and transforming our facilities, which have grown significantly in size recently. The College now controls the whole of its main site and with the commissioning of Paula Browne House, this was the first full year we were able to benefit from additional en-suite accommodation and conference facilities, together with a modern 150-seat lecture theatre, teaching spaces and well-appointed administrative offices. We began a capital project to transform our student bar into our Art Café, which will display significant pieces from our unique Women's Art Collection, the largest in Europe. We prepared to welcome Foundation year students, adding more accommodation in Orchard Court, part of the rich history of the College and the estate once lived in by Emma Wedgwood, wife of Charles Darwin and subsequent members of the Darwin family. We were also pleased to welcome a record number of postgraduates.

Delivering our mission also means careful and occasionally bold stewardship of our finances. The College took some difficult decisions to weather the pandemic and our finances have proven resilient through an immensely tough time as a result. Our operations have been agile – necessarily so, given the significant financial and operating headwinds. Our income has held up too. Academic fees as well as good performance on investment income have helped offset the difficulty of restoring conference income to pre-pandemic levels. And once again, our spend has been carefully controlled.

The College is no longer substantially levered in debt terms and its financial position remains sound. On the metric of Endowment per student, the College takes its full and proper place among Colleges in Cambridge. While there is, of course, more to do and investment values fell at the year end, we have seen solid growth and strengthening of our capital over the last five years.

The College is mobilising its human, physical and financial capital to greater effect. This report is a tribute to all those who are making it happen, to our brilliant students, past and present, to our professional services teams, to our distinguished Fellows, and to our many friends who give so generously ☆

Rob Hopwood
Bursar

Strategic Vision

Murray Edwards College is a unique higher education institution for women and this year the Governing Body has restated our vision and purpose in three simple sentences:

- We exist proudly as a women's college which empowers students to be confident, successful and happy human beings.
- We offer outstanding young women from all backgrounds an academically excellent Cambridge University education in a stimulating and supportive environment.
- We actively seek students from diverse backgrounds, particularly those from underrepresented groups.

Over the course of this year, we are rolling out challenging strategic five-year plans for every function of the College based on priorities the Governing Body has set down.

At the core of what we do is the brilliant education we offer. We describe later in this document some of our strategies for ensuring that we maintain and raise the academic performance of our students. At the same time, we are committed to helping Cambridge University in its strategic goal of widening participation to include underrepresented and disadvantaged groups. We have created a new college structure to enable us to reach out more effectively to school students from these groups and to support them on entry. You will read about these new structures here. This outreach work will not necessarily bring swift results; successful outreach work requires sustained and systematic work in schools over years. We have transformed our communications strategy to put increased recruitment of school students from underrepresented and disadvantaged groups at its heart.

Our students tell us that Murray Edwards is a supportive and welcoming environment which truly is a 'home' for them. Unlike some other colleges where students are not permitted even to walk on the grass, our grounds are our students' 'back garden' where they can lie on the grass, pick the flowers and grow their own vegetables. They live in an iconic Grade II* Listed building, surrounded by the beautiful works of the Women's Art Collection. But we cannot ignore the extraordinary pressures young women face today. A series of recent studies has revealed the huge increase in the percentage of anxiety, depression, and other mental health problems among young women of student age. We give just one shocking statistic later. Therefore, in our new strategy, and thanks to a generous £1 million donation from philanthropists Christina and Peter Dawson, we have prioritised mental health, bringing in a significantly enhanced new wellbeing service for all students. We are developing a new strategy we are calling 'College Life' which examines all aspects of what we do to ensure that the health and happiness of our students guides each function and activity, including catering, gardens, sports activities, library provision, the physical environment and many others.

We are committed to thinking about the future as well as the present. We have established the College's first Net Zero Committee which is examining the environmental sustainability of every element of the way we live, including facing the huge issues raised by being housed in a 1960s building, designed when energy efficiency was not the first priority. Under our new strategy, we are creating a programme of environmental education so that every

student leaving us has the knowledge to become a champion of environmental sustainability in whatever field she enters.

Underpinning our aims is a new strategy for income generation. We have carried out a restructure of our hospitality and conference function and are reviewing the structure of our fundraising team. As we look ahead to a new fundraising campaign, we are ensuring clarity in our priorities for funds.

To achieve all this, we rely on our hard-working professional services teams. We are working with them on improved consultation and communication and rolling out diversity training for all staff as part of our policies on mutual respect.

A review of our governance structures is underway as part of our strategic emphasis on ensuring that every aspect of what we do is directed towards achieving our charitable purposes ☆

Widening Participation

Murray Edwards College was founded to give an underrepresented group of school students the opportunity of a Cambridge University education. That was nearly 70 years ago and the underrepresented group was women.

Back in 1954, there were only two colleges which admitted women to Cambridge. When Murray Edwards was established, it not only offered more women the chance of a great education, but it also reached out to groups who would not normally have been in a position to apply. Back then, most applicants to Cambridge or Oxford stayed on at school for a third year and were given special tuition to prepare them for an elitist entry system with a special exam. It was impossible for most girls at state schools to do this so our College set a very different sort of test. Our prospective students were asked to write essays such as 'What is water?' which were designed to test whether they were interesting and innovative thinkers, thus giving opportunities to more than the fortunate few who could afford to stay on at school for a third year.

Today, the elitist Cambridge entrance exam has been scrapped. Women comprise 52% of the university's undergraduates – although there is still evidence that girls and women benefit from some of their education being in a single sex environment such as ours. However, there are many other underrepresented groups at Cambridge. 93% of UK pupils go to state schools but the proportion of state school pupils at Cambridge is significantly below that. Particular groups are underrepresented, especially those from disadvantaged backgrounds and some cultural and ethnic minority groups. The principles which were there at our foundation guide us still and we want to do our best to encourage students with the aptitude and abilities to apply. This year, 74% of our freshers came from state schools and a record 26.9% came from geographical areas of multiple deprivations. We don't yet have the figures for the percentage of freshers who are women of colour but last year it was a quarter of our UK students.

To reach out more effectively to schools, we have become the first Cambridge College to employ a full-time Head of Access and Student Recruitment. Matt Diston has years of professional experience in outreach to school students, including nine years at the University of Cambridge's Admissions office working mainly in Widening Participation, before moving into the third sector and delivering access and social mobility programmes across the country. Matt is working on a transformational plan for our work, as well as growing our Access and Student Recruitment team and capabilities. This includes a new full-time Digital Communications Officer, to enable us to reach and better support more school students through social media and a new College website. We are establishing a new Student Ambassador Scheme that links with Gateway, and thanks to donations from alumnae we are running some innovative programmes, such as special workshops in North London led by both Fellows and some of our own students. We are also examining new potential partnerships. This is an exciting area of our activities and our own students from underrepresented groups are helping us ☆

Supporting Academic Excellence

Our College results are very good – 89% of our students were awarded either a First or 2.1 in their finals this year and their achievements came after two years of Covid disruption. They were proud and so were we.

As part of our new strategy, we have set up an Academic Performance Data Working Group to ensure we are using the correct metrics to review and analyse academic performance and make any appropriate interventions. Central to this work is devising tools to assess what in secondary education is known as 'value added'; we want to be able to analyse in a statistically valid way the progress of students from entry through to their final results. There is no Cambridge-wide set of metrics to assess this. This is innovative work which we hope will be of benefit beyond our own College.

As a College, we have set as a priority reaching out to students from historically underrepresented ethnic minorities and disadvantaged backgrounds. In all, 74% of our UK freshers this year came from state schools and 26.9% of our UK freshers came from geographical areas of multiple deprivations. We don't yet have statistics for ethnicity for this year, but last year, around a quarter of our students were members of ethnic minority groups. There is evidence, both in terms of qualitative research and from direct reports from students and academics that students from underserved groups benefit from extra support as they can struggle, particularly in the first year, when it comes to engagement with supervision teaching. The personalised nature of supervisions is a major factor in students' decisions to apply to Cambridge, but to get the most out of this dynamic mode of teaching and learning, students need the confidence to engage in independent research and to adapt to new writing styles – the type of training that is provided in some of the nation's more prestigious secondary schools.

For this reason, we have extended the innovative Gateway Programme which offers all our students academic and research skill workshops, personal development sessions and advice in professional and careers development. All our students benefit from the Gateway Programme, which is run by Dr Gavin Stevenson, himself from non-traditional background but who went on to excel at Cambridge, gaining a First and going on to do a PhD here. We are also working with the charity The Bridging Project which has matched up a number of our eligible students with coaches who will offer individualised feedback on their approaches to their studies throughout their first year. We have exciting plans to increase this work, co-operating with partner organisations in innovative programmes. We are assessing all this work to ascertain effectiveness ☆

Dr Michele Gemelos
Senior Tutor

Wellbeing

At universities across the UK, there has been a significant increase in student demand for help with mental health problems, including anxiety and depression. Cambridge University has carried out a major review which has resulted in an enhanced provision in mental health services. Here at Murray Edwards, we are especially aware of the issues facing young women. A major recent study published in the British Journal of Psychiatry reported that between 2008 and 2018 there was a nearly four-fold increase in generalised anxiety disorder among women aged 18–24 – the figure rose to 30%. It's disturbing to realise that such problems are being reported in almost a third of young women, especially when one notes that this was before the added stress of Covid. We are also aware of the specific challenges that a Cambridge University education can present in terms of workload and time management.

So, we are delighted to say that, thanks to a very generous £1 million donation from the philanthropists Christina and Peter Dawson, we are developing a major new wellbeing service at the College. The service will be led by Dr Susan Imrie in the newly created post of Head of Wellbeing. Dr Imrie is a developmental psychologist who was most recently Lecturer in Psychology at University College London. In 2017, she completed a PhD in Psychology at the University of Cambridge Centre for Family Research. She then served as University Lecturer in Psychology, Amy Whiteley Research Fellow at Newnham and a Wellcome Trust Postdoctoral Research Associate at the Centre, where she remains a Visiting Researcher. She also has practical experience in the field. She will work with the wider welfare team that includes our college nurse and counsellor and College tutors to ensure students with problems are directed towards the appropriate help.

Dr Susan Imrie, the newly appointed Head of Wellbeing will work with the wider welfare team that includes our college nurse and counsellor and College tutors to ensure students with problems are directed towards the appropriate help.

But the new Wellbeing Service is for all students. Dr Imrie will co-ordinate a positive programme of workshops on topics such as sleep hygiene, eating well, developing resilience and managing pressure to help equip students with the tools to deal with the pressures of university life and young adulthood. Wellbeing will be placed at the heart of all aspects of college life, with wellbeing activities in the gardens, greater emphasis on the contribution to mental health of sport and physical activities and a relaxing new café in the heart of the building.

The excellence of our new wellbeing provision will enable us to be a centre for innovative thinking about solutions. We are therefore establishing The Murray Edwards Policy Centre for the Wellbeing of Young Women and Girls. We will bring together leading academics from Cambridge and beyond, as well as policymakers, practitioners and others to debate and discuss the latest ideas for tackling the problems ☆

The Women's Art Collection

Exactly thirty years ago, the then College President Valerie Pearl had a brilliant idea. She wrote to nearly fifty leading women artists and asked them if they would consider donating a work to the collection to inspire our students. It was an inspired idea and artists responded enthusiastically. Among those to give a work, and sometimes more than one, were Maggi Hambling, Dame Paula Rego, Eileen Cooper, Gillian Ayres, Lubaina Himid, Dame Elisabeth Frink and Dame Barbara Hepworth. Thus was the Women's Art Collection born. Today we hold over 600 works. It is now the largest collection of art by women in Europe, and the second largest in the world.

Most art collections were begun by one man and reflect that man's tastes and interests. What is great about our collection is that it reflects the ideas and perspectives of hundreds of women. Many artists have depicted themselves or another woman, always portraying a different idea. Each artist has defined for herself what a woman is. This fits completely with the ethos of our College where we encourage each student to define for herself what she wants to be.

The art is not shown in a gallery but all over the College. As students move around, the images are everywhere; even as they move in and out of kitchens or make their way up the stairs in their halls of residence, they see original art all about them. The whole College is a living art gallery, a unique concept. We were excited this term to open The Art Café in the heart of the College. Both our own community and, as we welcome

❶ Tiffanie Delune's *No More Battlefields, Only Flowers* (2021), mixed Media On Paper

❷ Mayfield Primary School, Cambridge: Student creation after their visit to the College

❸ Anya Paintsil's *Blodeuwedd* (2022), acrylic, wool, alpaca and mohair, synthetic and human hair on hessian

all to visit the collection, members of the public can now enjoy a coffee and pastry as they sit looking over Fountain Court. Now that Covid restrictions have eased, we have been delighted to welcome local school children too.

This year has seen the collection transition to a new phase. First, we were the Partner Museum at the London Art Fair. To coincide with this great honour, we carried out a survey of how much art by women is held in the major public galleries of the UK. Of course, in our collection, art by women makes up 100% of the works. In the National Gallery it is just 1%. That figure shocked people and our findings gained major national publicity. We even offered to lend the National Gallery some works. We found that on average just 7% of works in major public galleries were by women.

However, we also admit we have issues of our own. Around a quarter of our students are women of colour but at the start of this year we realised only about 5% of works were by women of colour. We have made changing that balance a major priority but, as we don't have an acquisitions budget, this is no easy task. We are therefore particularly grateful to those who have donated works. Ron Dennis kindly gave us one of the works most admired at the London Art Fair *No More Battlefields, Only Flowers* by Tiffanie Delune (2021). The work is an arresting image of Tiffanie's father who was born to a Congolese child raped at the age of twelve by a Belgian colonialist. His beginnings were tragic but Tiffanie's work is positive, portraying how he came to find happiness in his life. Over time, and with the generous help of supporters, we hope that the collection will become truly representative of our student population and properly reflect the original intention that it should inspire all students ☆

Financial Review

The College: Foundation, Charter and Statutes

The College was founded on 11 March 1954 as an unincorporated association to promote a foundation for women in the University of Cambridge. It was incorporated as New Hall, Cambridge, a company limited by guarantee, on 20 April 1954. On 3 November 1965, the University granted recognition to New Hall as an approved foundation within the University. A Royal charter of incorporation in the name of 'The President and Fellows of New Hall in the University of Cambridge' was granted on 28 June 1972. College Statutes provide for the constitution and government of the College including the membership and responsibilities of the Governing Body and the College Council.

In June 2008, the College announced a donation of £30m from Ros Smith (New Hall 1981) and Steve Edwards. The donation was made with the purpose of permanently endowing the College to enable it to pursue its objects of learning, education and research as an independent institution within the University of Cambridge. The income from this transformational endowment also enhanced specific areas including widening access and participation, supporting early career stage academics, improving conditions for College teaching officers, employing a full-time schools' liaison officer and initiating the Gateway Programme of study skills and professional development for students.

On 14 June 2011, a Supplemental Charter was granted by HM the Queen, changing of the name to 'The President and Fellows of Murray Edwards College, founded as New Hall, in the University of Cambridge'. The name honours in perpetuity both the first President, Dame Rosemary Murray, and the Edwards family.

The College's Statutes were amended to reflect more modern business practices and to allow more flexibility in conducting College business. The amended Statutes were approved by Her Majesty the Queen Elizabeth II in Council at Windsor Castle on 16 February 2022.

Public benefit

The Trustees have regard to the Charity Commission's guidance on public benefit when exercising powers and duties to which the guidance is relevant. The Trustees are assisted in this duty by receiving specific briefings and training on the relevant guidance.

The College aims to provide excellence in the education of outstanding women from all backgrounds. It provides opportunities for these young women to develop the skills and confidence to lead the way in the world, to be independent-minded, and to take on the challenges they will meet in life and achieve their ambitions. This is done through core teaching and through the Gateway Programme for personal development, which is available to both postgraduate and undergraduate students. The College aims to provide both a vibrant intellectual environment for Fellows, students and staff. It also aims to be an open and friendly community, maintaining many of the traditions of a Cambridge College while being at the forefront of innovation. The focus is on meeting the needs of women from all backgrounds within the wider co-educational environment of Cambridge University.

Review of Learning, Education and Research

For the academic year 2021–22, of the 107 undergraduate and integrated masters students who received classed results for their last year of their course, 31.8% obtained Class I and 88.8% obtained Good Honours (Class I and Class 2.1 combined).

The data available for 2019–2020 and 2020–2021 (classed results and unclassed assessments across year groups) are set within the context of pandemic mitigations and of the University's commitment to diversifying assessments with a view to closing awarding gaps. This complicates meaningful comparison of 2019–20, 2020–21 and 2021–22

data in terms of progression. However, as a College we reviewed how we were gathering feedback from Directors of Studies and Directors of Undergraduate Education at the Faculty/Departmental level regarding student experience of diversified formats and modes, as well as how we as a College were collecting and analysing data on student academic performance. This led to the establishment of the Academic Performance Data Working Group at the May 2022 Governing Body; it had its initial meeting in July 2022. The Working Group advises on the data required for our College to assess effectively how well we support students to achieve their academic potential.

The College is committed to working to eliminate the awarding gap experienced by certain cohorts of students (where some groups of students are more likely than others to be awarded a First Class degree), recognising too that this work is part of efforts across departments, Faculties and the University as a whole. The Senior Tutor continues to support Directors of Studies and other teaching staff in collecting and analysing context specific qualitative data to help us understand student progression and performance, as well as quality of teaching and effectiveness of academic and personal support (e.g. via the Gateway Programme).

In 2022–2023, the University plans to conduct an external review of mitigation and University allowances; it will also be necessary to continue to monitor what is happening with overall degree classification.

In terms of postgraduate study, 20 PhDs were completed and awarded in 2021–22. In total, 58 students passed their Masters (MPhil, LLM. ADL and PGCE), nine of these with distinction, one (LLM) with a first.

Widening participation and other initiatives such as well-being are discussed earlier in this report.

Philanthropic Support

The College Development Office aims to raise donations from benefactors, including alumnae, trusts and foundations. Philanthropic support for the College helps underpin the delivery of many of the College's objectives and priorities. The College is profoundly grateful to all its donors for their support.

The College fundraises to support projects identified as priorities by the Council. Fundraising techniques include direct mail, telephone fundraising (using live calls by students at the College), the promotion of legacy giving, and face-to-face fundraising (by private meeting with potential major donors). The College does not use external professional fundraisers or commercial participators.

All donations (including the recovery of Gift Aid where applicable) are reported in the Consolidated Statement of Comprehensive Income and Expenditure. The College conforms to all recognised applicable fundraising standards, and it is registered with the Fundraising Regulator (reg no. ID: 001043). The College has received no complaints about fundraising in the year reported.

The College undertook a significant and wide-ranging review of its fundraising strategy, operations and performance during the year and is currently implementing the recommendations from it.

Financial Review

Summary

The College incurred an operating deficit of £314k during the year, but performed well against a prudent budget where a £1m deficit was anticipated. The global pandemic once again limited opportunities for summer conference business, but higher than anticipated academic fee and investment income meant the deficit was much reduced and cash flow was positive. The College also benefited from a generous and significant £1.1m philanthropic donation to fund enhanced well-being activities over the next ten years.

The year saw a return to three full residential terms, and with them a fuller year's expenditure. Staffing costs increased as a result with furlough receipts concluding early in the academic year.

While increased investment income was welcome, capital returns did not fare as well. Overall total return was negative at -2.2%, following

difficult market and geo-political conditions, with a significant dip in values arising at the end of the financial year. However, it is important to take a longer-term perspective of investment performance and we have seen several years of significant gains with last year's alone being 18%.

The £2.7m dip in the value of our investments meant that the College's overall net worth decreased from £119.5m to £116.7m at the end of the year, with £78.6m invested. While the College's financial net worth fell, the College's financial position remains stable.

Given the much reduced deficit and positive cash flow, the College took the opportunity to reduce its borrowing to £11.4m with a higher than usual loan repayment during the year. Usually the College sets aside operating cash flow for debt repayment of £300k, but following deferral of such a repayment last year, the College made a £450k repayment this. Interest on £11.4m outstanding debt, £10.5m of which incurs fixed rates (of c.5%), amounts to more than £0.5m each year. Loans as a percentage of total net assets are now considerably reduced at just below 10% and the College is not substantially levered in debt terms.

In sum, the College has weathered the pandemic well and its operating performance has been satisfactory given the significant financial and operating headwinds. The College's endowment has not suffered permanent damage, yet financial uncertainty and challenges clearly remain. The College projects cash flows, five-year budgets and balance sheets, together with scenario stress tests, to help prepare for uncertainties. Our free reserves provide a good buffer and remain in good stead.

Income and expenditure

The College's income derives principally from academic fees and charges, charges to students for accommodation and catering, charges for conferences and events and donations, all supported by investment returns from its endowments, as illustrated in Figure 1.

Of the University regulated undergraduate tuition fee, half is retained by Colleges. The regulated fee increased from £9,000 to £9,250 for undergraduate students matriculating in 2017 and has remained at this level. An increased number of Postgraduate students largely accounted for the increased fee income.

Accommodation and catering charges to members increased by 57% (2020–21: -4.1%) following the resumption of three, full residential terms. In order to meet the full costs of accommodation, the College draws upon its endowment and other income. This helps the College set rents at a level that makes them more affordable for students and rents for student accommodation represent good value within the wider market.

The College uses its facilities for commercial events and conferences when not required for its academic needs, precedence being given to College events. This activity normally makes an important contribution to the College's income and free cash flow. While the pandemic meant that this contribution was still severely affected during the year in question, business is now returning.

The endowment performance is commented upon separately in the section 'Endowment and investment performance' below.

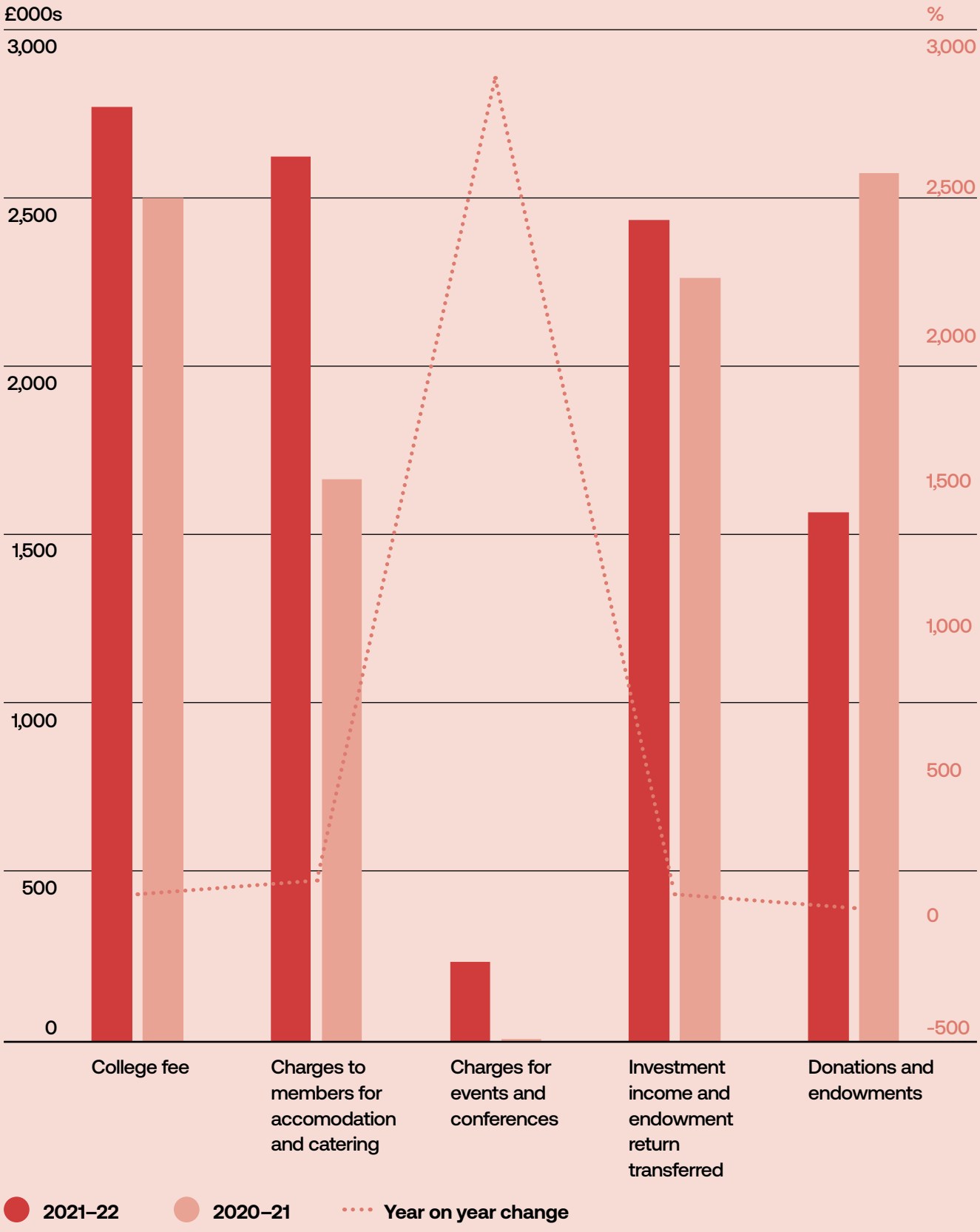
Staffing costs represent the biggest operating cost of the College. Core staffing costs increased following the return to three full residential terms and a small increase to established posts. There was a £0.9m pension cost adjustment revaluing future pension deficit contributions. Job retention scheme receipts concluded during the year. Excluding the £0.9 adjustment, staff costs increased from £4.6m to £5.0m, an increase of 8.7%. Average numbers of staff employed during the year increased by 5 to 155.

Property and premises spend continued to be constrained. The College looks to maintain a five-year maintenance plan to ensure timely refurbishment of key elements of plant to control operational risk, the maintenance of buildings to a standard which is intended to prevent more costly remedial works and refurbishment to the extent that the budget can support it.

Endowment and investment performance

The College's Finance Committee formulates general investment policy on the advice of its Investment Sub-Committee. The College instructs fund managers to manage financial investments. Its principal fund managers during the year were CCLA Investment Management Limited and the Cambridge University Endowment Fund (CUEF). Cambridge Associates manages venture capital

Figure 1: Income (in £000s)



and private equity investments. The College directly manages a number of small, maturing private equity investments and a literary estate.

The objectives under the College investment policy are: for long-term funds

1 to generate returns at least in line with inflation plus a return sufficient to support the ongoing activities of the College and
2 to preserve the long-term value of the endowment;

and for short-term funds, to preserve capital value with minimum risk.

Assets are invested widely, generally by discretionary investment managers in pursuit of these objectives. Investment managers' ethical and responsible investment policies are reviewed and the College excludes direct investments which materially conflict with its purposes. The College's principal investment manager, CCLA, has achieved an assessment of A or A+ in nearly all categories under UNEP's Principles for Responsible Investment.

The investments are set out in the notes to the accounts. They represent the College's endowment assets, part of its corporate capital and general reserves.

The College's investments comprise three principal categories: the Segregated Fund and Amalgamated Funds invested principally in units in a common investment fund, limited partnership interests in two venture capital and private equity funds of funds; and the literary estate of Roma Gill, a former Fellow, bequeathed to the College.

The Segregated Fund is managed on a total return basis and subject to an annual spending rule of 3.5% (prior to 2014–15: 4%). The quoted investments section, managed by CCLA, returned -2.4% (2020–21: 17.2%), net of fees. An endowment within the Segregated Fund managed by CUEF returned -0.3% (2020–21: 24.1%) net of fees.

The Amalgamated Fund, managed principally by CCLA, is managed on an income and capital basis and returned a total of -2.5% (2020–21: 17.5%), net of fees.

The literary estate of Roma Gill yielded royalty receipts in the year of 115k (2020–21: £96k) principally from her editions of the plays of Shakespeare, published by OUP.

Assets in the endowment returned a weighted average of approximately -2.2% during the year (2020–21: 18.0%). By comparison, a broad-based benchmark portfolio of global equities (75%), UK property (5%), UK gilts (15%) and cash (5%) might have returned -2.92% before fees (2020–21: 16.5%).

Total capital expenditure, excluding heritage assets, during the year was £0.2m (2019–20: £2.4m), primarily upgrades and refurbishments to Paula Browne House.

Balance sheet

Consolidated net assets stood at £116.7m at 30 June 2022, down from £119.5m at 1 July 2021 following a significant dip in June 2022. £60.8m of total reserves are unrestricted. Investment assets now stand at £78.6m, with tangible fixed assets at £50.9m.

Defined pension scheme liabilities increased to £1.6m. Debt as a proportion of the College's net assets fell below 10%.

Reserves

The College intends to continue to pursue its objects in perpetuity. Its activities require financial support from funds, which include the College's corporate capital, its endowments, and its restricted and unrestricted reserves. These funds are necessary to continue to underpin the significant public benefit provided by the College in pursuance of its objects in the areas of learning, education and research.

Free reserves are those reserves which are freely available to spend on any of the College's objects and as such exclude unexpendable reserves, reserves applied to tangible fixed assets and reserves designated for or restricted to a certain purpose or purposes. (See table on next page).

The College considers a suitable minimum level of free reserve to be an amount broadly equivalent to six months' essential operational spend, currently £5m. Such reserves will provide support should the College face an unforeseen downturn or significant event which has an adverse financial impact.

The College intends to increase its contribution to public life and benefit and intends to grow its reserves as it seeks opportunities to do so. The College has not therefore determined a maximum level of free reserves.

The policy and compliance with this policy is reviewed annually and particularly in the event of material change, upwards or downwards, in the level of free reserves. The College has complied with the policy in all material respects during the financial year 2021–22.

A statement of Reserves and net asset funds as at 30 June 2022 is shown below:

If free reserves are taken to be total unrestricted net assets less unrestricted intangible and tangible assets, free reserves come to £9m.

	£k						
	Tangible assets	Tangible assets (inc heritage assets)	Investments	Net current assets	Long term liabilities	Pension liabilities	**Total**
Endowment	–	897	53,344	–	–	–	**54,241**
Restricted	–	–	2,575	–	–	–	**2,575**
Unrestricted	770	50,132	22,690	360	(11,400)	(2,620)	**59,932**
Total	**770**	**51,029**	**78,609**	**360**	**(11,400)**	**(2,620)**	**116,748**

Cash flow

Cash flow from operating, investing and financing activities generated £2,443k (2020–21: £54k). The College normally sets aside £300k annually for repayment of bank debt, but, following the deferral of one such repayment last year, increased it to £450k this.

Operations Review

People, learning and development

With over 60 Fellows and 120 staff, the College continues to prioritise sound people leadership, management and engagement.

A full staff survey was carried out and actions identified to increase staff engagement and communications. Further training on equality, diversity and inclusion was also identified as a priority. Further support is envisaged in areas of creativity and change management.

GDPR training was also given to staff as part of the College's ongoing GDPR compliance work. Training was again offered to all staff to enhance technological skills, given the increase in online, remote working and also to assist with the mobility and hybrid working strategy.

There was considerable flux in staffing where the College reviewed and re-ordered its capacity and capabilities to align more with its future objectives and current needs. This was particularly the case in domestic services and areas involving income generation, such as conferencing and events and fundraising.

Technology innovation

Once again, technological change has been a significant feature of the year. Mobility, service delivery, business continuity, and data security continued to provide a focus for the team and the College more widely. Mobile (and accessible) working projects were again carried out across the College and underpin the College's ability to work in a new, agile, more efficient and genuinely collaborative way. IT operations proved resilient during the year.

Communications

The College's communications function has been reviewed during the year. A significant focus of the College's external communication will concentrate on student recruitment. Professional communications expertise to reach external audiences and media has also been engaged by the College. The College

has begun a project to replace its website and internal digital communications.

Estate and facilities

The original College buildings date from the 1960s and have required substantial refurbishment and renovation, particularly the Dome, Library and Orchard Court. In addition Buckingham House was rebuilt to provide a conference and residential facility, now supplemented by Paula Browne House. Canning & Eliza Fok House was built to provide 40 rooms for graduate accommodation. The works were funded partly from £13.5m bank loans drawn from 1999 to 2008. The College buildings also include Victorian and Edwardian buildings in addition to the main buildings on the New Hall site from 1965, the substantial additions of Pearl House (1994), Buckingham House (2001) and Canning & Eliza Fok House (2008).

Environmental sustainability of the College's activities, investments and buildings provided a focus for the newly established Net Zero committee. Professional advice was sought on how to reduce the College's carbon footprint and a number of significant actions ensued. A long-term buildings strategy is being devised and it is clear that this will require significant resource to implement. There is also a considerable tension between conservation aspects of our listed buildings and the ability to reduce our carbon footprint, but innovative ways of addressing this issue are being considered.

This was the first complete financial year that the College had full control over the whole estate on its main site, following the acquisition of Paula Browne House in May 2021. The building was integrated more closely into College life with various refurbishments and upgrades, including improved security and wi-fi systems.

Principal Risks and Uncertainties

The College reviews risks at a corporate level and an operational level. Principal corporate risks include:

- Academic risks including the calibre of students seeking admission to the College and ensuring that College Fellowship is attractive to academics
- Providing buildings and accommodation which are of suitable quality for, and meet the needs of, students and Fellows
- Reputational risk as the College builds a higher profile especially on the subject of women's education, employment and well-being
- Maintaining the reputation of the College and ensuring that it provides an excellent academic and student experience
- Funding risks and securing sufficient resources to deliver the College's priorities

Operational risks are assessed and reviewed at a departmental level and appropriate procedures put in place to monitor and control them. The College maintains a critical incident plan and tests it with simulated incidents.

Plans for the Future

The College has conducted wide consultation redefining certain short- and long-term objectives in key areas. These include a significant push on income generation to support delivery of its purpose and mission as described earlier. The College is renewing and refreshing its focus on Academic performance, Student Well-being, Widening participation, Student Access and Recruitment and the significant benefit the College provides to the public. Building a stimulating environment and culture in which all thrive, including building the resources to do so, remains a priority.

In financial terms, while the College continues to be undercapitalised in an uncertain political and economic environment, it continues to make good progress on this front. Like many in the Higher Education sector, the College continues to face significant challenges, but will endeavour to continue to improve its financial position through scrutiny of costs and the pursuit of new sources of income, consistent with its charitable objects. Specifically, it will continue careful stewardship of its endowment. The College will continue to raise benefactions to increase its endowments generally to ensure the College can exist in perpetuity, with the income from its endowments supporting the cost of educating students, currently not fully covered by the College's other sources of academic income.

Corporate Governance

Statement of Corporate Governance

The following statement is provided by the Council as the College Trustees to enable readers of the financial statements to gain a better understanding of the arrangements in the College for the management of its resources and for audit.

The College is a registered charity (registered number 1137530) and subject to regulation by the Charity Commission for England and Wales. The members of the Council are the charity trustees and are responsible for ensuring compliance with charity law.

The Governing Body has the ultimate authority in the governance of the College, which it exercises in accordance with and subject to the College Statutes. The Governing Body comprises the President and all Fellows other than Emeritus, Honorary and Bye Fellows, and meets at least once in each Term. Statutes specify that one meeting of the Governing Body in each academic year shall be the Audit Meeting.

Subject to ultimate authority being vested by statute in the Governing Body, the College Council is the principal executive body of the College, responsible for administering the affairs of the College and managing its property and income. Under the Statutes of the College, the College Council consists of the President, Vice-President, Bursar and Senior Tutor (all ex officio), nine members of the Governing Body (elected by the Governing Body) and the Presidents of the undergraduate and postgraduate student unions. These Council members are the College Trustees for the purposes of charity law. An observer drawn from the membership of the relevant student union may attend in the absence of the President of that union. Two staff observers are also in attendance at Council meetings.

The President chairs Governing Body and Council; the Senior Tutor has overall responsibility for admissions, education, and welfare of postgraduate and undergraduate students; the Bursar has overall responsibility for the finances, human resources, buildings, operations and administration of the College. The President and Vice-President are elected by the Governing Body. Officers, other than the President and Vice-President, are appointed, and may be removed, by Council. Council fulfils its responsibilities through a number of principal committees to which some powers are delegated and through which advice is sought. They include:

- Academic Policy (Sub-Committee: Admissions);
- Art;
- Domestic and Estates & Events (Sub-Committees: Gardens, Health and Safety);
- Fellowship Review Group;
- Finance (Sub-Committee: Investment);
- IT Strategy;
- Net Zero Committee;
- Personnel (Sub-Committee: Staff Council);
- Prevent Committee;
- Race Equality Group;
- Remuneration;
- Student Funding

The Fundraising Committee was disbanded and its business would, for the time being, be transferred into that of the Finance Committee.

The principal officers of the College are listed on the front cover flap.

An Audit Committee, appointed by Council, reports to the Governing Body. It is in the terms of the Audit Committee to keep under review the effectiveness of the College's internal systems of financial and other controls; to advise the Governing Body, in conjunction with the Finance Committee, on the appointment of external and internal auditors; to consider reports submitted by the auditors, both external and internal; to monitor the implementation of recommendations made by the auditors; and to report to the Governing Body. Membership of the Audit Committee consists of three Fellows other than the Bursar, one to be appointed by Council annually each for a term of three years, together with one external adviser. Serving members of the Finance Committee shall not be eligible for appointment.

The Audit Committee may examine the accounts, consult with the auditor, and is required to report to Council and to Governing Body at the Audit

Meeting on matters of general policy in relation to the accounts as it sees fit.

The College's remuneration committee continues to be an independent committee composed entirely of external members and attended by the President and the Bursar. Its remit covers remuneration arrangements for all Governing Body Fellows.

There are registers of interests of Trustees and of the senior administrative officers. Declarations of interest are made systematically at meetings.

The College's Trustees during the year ended 30 June 2022 are set out on front cover flap.

Scope of the financial statements

The consolidated financial statements cover the activities of the College and its two subsidiary companies; Murray Edwards Conferences Ltd (Registered number: 3777385) and Murray Edwards Developments Ltd (Registered number: 03721386). These undertake activities which, for legal or commercial reasons, are more appropriately carried out by limited companies.

Statement of internal controls

The Trustees are responsible for maintaining a sound system of internal control that supports the achievement of policy, aims and objectives whilst safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.

The system of internal control is designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. This process was in place for the full financial year and up to the date of approval of the financial statements.

The Trustees are responsible for reviewing the effectiveness of the system of internal control.

The Trustees' review of the effectiveness of the system of internal control is informed by the work of the Finance and Audit Committees, Bursar and College officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Transactions between College and members of the Governing Body

Most Fellows hold office or employment with the College and receive remuneration for the services they provide. This ranges from full time employment to occasional teaching. Stipends, salaries and fees for these services are set by Council. The role of the Remuneration Committee, whose members are all independent, is to act as a body to review the level of remuneration and other direct and indirect benefits for the members of the Governing Body, including members of the Council of the College.

Financial management and control

The College operates a devolved budgeting system under which individual budget holders are responsible for managing income and expenditure within their own areas of operation, and for bringing forward budget proposals through an annual budgeting process. Fellows, members of staff and students are encouraged to participate in the process through their membership of the College's Committees. The Finance Committee is responsible for turning the proposals into a coherent and transparent budget proposal which is part of a sustainable financial plan. The budget is considered in detail to ensure that it is consistent with the College's strategic aims and objectives and then recommended to Council for approval.

Statement of Trustees' responsibilities

College Council, as Charitable Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The College's Statutes and the Statutes and Ordinances of the University of Cambridge require the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the group and parent college and of the incoming resources and application of resources of the group for the year. In preparing

those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting statements have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College will continue in operation.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge, the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the College and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the College's website (www.murrayedwards.cam.ac.uk). Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

Approved by College Council on 7 November 2022

Dorothy Byrne
President

Robert Hopwood
Bursar

FOLIO BOOKS

Independent Auditor's Report to the Members of the Council of Murray Edwards College

Opinion

We have audited the financial statements of Murray Edwards College (formerly New Hall College (the 'Charity')) for the year ended 30 June 2022 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and charity's affairs as at 30 June 2022 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Charity 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 Governing Body'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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members of the Governing Body with respect to going concern are described in the relevant sections of this report.

Other information

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

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

of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the annual report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Members of the Governing Body

As explained more fully in the section on Corporate Governance, the Members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the Governing Body are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the Governing Body either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with Members of the Governing Body and other management, and from our knowledge and experience of the client's sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including Charities Act 2011, Office for Students and Cambridge University requirements, taxation legislation, data protection, employment and pensions, planning and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and, where relevant, inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of Members of Governing Body and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- if considered necessary, reviewing correspondence with relevant regulators and the company's legal advisors.

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

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

A further description of our responsibilities 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.

Critchleys Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the College's Governing Body, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Members of the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

Critchleys Audit LLP
Statutory Auditor

Beaver House
23–38 Hythe Bridge Street
Oxford
OX1 2EP

Date: 10 November 2022

Murray Edwards
College
University of Cambridge
Pull
Please press
for attention

Statement of Principal Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable United Kingdom Accounting Standards using the Recommended Cambridge College Accounts (RCCA) format and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education Institutions issued in 2020.

The Statement of Comprehensive Income and Expenditure includes activity analysis in order to demonstrate that the College is satisfying its obligations that all fee income is spent for educational purposes. The analysis required by the SORP is set out in notes to the accounts.

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

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified in respect of the treatment of investments and certain operational properties that are included at valuation.

Basis of consolidation

The consolidated financial statements include the College and its wholly owned subsidiary undertakings. Details of the subsidiary companies are included in the notes to the accounts. Intra-group balances are eliminated on consolidation.

The consolidated Financial Statements do not include the activities of student societies (as these are separate bodies in which the College has no financial interest and over whose policy decisions it has no control).

Recognition of income

Academic fees

Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors. The costs of any fees waived or written off by the College are included as expenditure.

Research and Grant income

Grants received from non-government sources (including research grants from non-government sources) are recognised within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income and performance related conditions have been met.

Income received in advance of performance related conditions is deferred on the balance sheet and released to the Consolidated Statement of Comprehensive Income and Expenditure in line with such conditions being met.

Donations and endowments

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

Donations and endowments with restrictions are classified as restricted reserves with additional disclosure provided within the notes to the accounts.

There are four main types of donations and endowments with restrictions:

1. **Restricted donations** – the donor has specified that the donation must be used for a particular objective.
2. **Unrestricted permanent endowments** – the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the College.

3 **Restricted expendable endowments** – the donor has specified a particular objective and the College can convert the donated sum into income.
4 **Restricted permanent endowments** – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Donations with no restrictions are recorded within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income.

Endowment and investment income

Investment income and changes in value of investment assets are recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms or other restrictions applied to the individual endowment fund.

Total return

The College also holds certain restricted and unrestricted permanent capital, derived from specific donations, in a Segregated Fund, the terms of which require that 3.5% per year of the three year average capital value, as at the end of January each year, is recognised as income in the Consolidated Statement of Comprehensive Income and Expenditure.

Other Income

Income is received from a range of activities including accommodation, catering, conferences and other services rendered. Income is recognised in the period in which the related goods or services are delivered.

Gifts in kind

Properties, investments, and other fixed assets donated without restrictions to the College are included as donation income at market value at the time of receipt, if restricted they are recorded as restricted income and the relevant restriction applied.

Foreign currency translation

Transactions denominated in foreign currencies are recorded at the rate of exchange prevailing at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year-end rates or where there are forward foreign exchange contract, at contract rates. The resulting exchange differences are dealt with in the determination of the income and expenditure for the financial year.

Fixed assets

Operational Freehold Land and buildings

Operational land and buildings are stated at valuation. Buildings on the main College site, being specialised properties, were valued on the basis of their depreciated replacement cost as at 30 June 2015 by AECOM, property consultants. Certain off-campus land and buildings are valued on the basis of their existing use. The most recent valuation was carried out by Carter Jonas LLP, property consultants, as at 30 June 2015.

Land purchased prior to 1 July 2002 is not capitalised unless it is held for investment purposes. Land purchased since 1 July 2002 is capitalised in the balance sheet. Freehold land is not depreciated as it is considered to have an indefinite useful life.

Operational buildings are depreciated on a straight-line basis over their expected useful economic lives at the rate of 1.5% per year.

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

Buildings under construction are valued at cost, based on the value of the architects' certificates and other direct costs incurred to the balance sheet date and are depreciated at the rate of 1.5% per year when they are brought into use.

Maintenance and Renewal of premises

The cost of routine maintenance is charged to the Income and Expenditure account as it is incurred. The cost of major refurbishment and maintenance that restores value is capitalised and depreciated at the rate of 1.5% per year.

Furniture, fittings, computer and general equipment

Furniture, fittings, computer and general equipment costing less than £10,000 per individual item or group of related items is written off in the

year of acquisition, those with a cost of more than £10,000 are capitalised and depreciated at the rate of 10% per year. Project specific IT equipment costs over £10,000 are capitalised and depreciated at a rate of 20% per year.

Operating leases
Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of comprehensive income and expenditure in the year in which they fall due.

Heritage assets
Works of art, books and other valuable artefacts are capitalised and recognised in the balance sheet at the cost or value of the acquisition where such a cost or valuation is reasonably obtainable. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

The College has a large art collection, most of which has been donated to the College. The valuation of the collection is reviewed by the College's art curator who, with the assistance of the Art Advisory Committee, informs the Bursar of any valuation changes on an annual basis. The College includes all assets over £10,000 as valued and includes additions acquired between valuations at a fair value.

All heritage assets are maintained and conserved by College staff with access available by permission of the College. The assets held are properly insured if appropriate, with records kept by those responsible for care of the assets.

Investments
Fixed asset investments are included in the balance sheet at fair value, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost and eliminated on consolidation.

Stocks
Stocks are stated at the lower of cost and net realisable value after making provision for slow moving or obsolete items.

Provisions
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 benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Financial instruments
The College has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement and disclosure of financial instruments. Financial assets and liabilities are recognised when the College becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets
Basic financial assets include trade and other receivables, cash and cash equivalents and investments in commercial paper (i.e., deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets carried at amortised cost the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.

Other financial assets, including investments in equity instruments, which are not subsidiaries or joint ventures, are initially measured at fair value which is typically the transaction price. These assets are subsequently carried at fair value and

changes in fair value at the reporting date are recognised in the Statement of Comprehensive Income. Where the investment in equity instruments is not publicly traded and where the fair value cannot be reliably measured, the assets are measured at cost less impairment. Investments in property or other physical assets do not constitute a financial instrument and are not included.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of ownership are transferred to another party.

Financial liabilities

Basic financial liabilities include trade and other payables, bank loans and intergroup loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

Taxation

The College is a registered charity (number 1137530) and also a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Sections 478 to 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 to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax (VAT) for which it operates as a VAT group with the wholly owned College subsidiaries. The College is a partially exempt organisation for VAT purposes. With the approval of H M Revenue and Customs, it has adopted a methodology that enables it to recover part of the VAT on its expenses.

Contribution under statute G, II

The College is liable to be assessed for Contribution under the provisions of Statute G, II of the University of Cambridge. This contribution is used to fund grants to Colleges from the Colleges Fund. The College may from time to time be eligible for such grants. The liability for the year is as advised to the College by the University based on an assessable amount derived from the value of the College's assets as at the end of the previous financial year.

Pension schemes

The College participates in the following pension schemes:

- **Universities Superannuation Scheme** (USS) – The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by FRS 102 'Employee benefits', the College therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the scheme in respect of the accounting period and the changes in the present value, calculated by reference to the yield on high quality corporate bonds, of contributions not expected to be settled wholly within 12 months of the reporting period in which the employee renders the related service. The scheme is closed to new non-academic

Alice Flint
2013
Murray Edwards College
49
Upcoming Events
Visit us
Kate Flint

members of the College. Further information on the scheme is provided in the notes to the accounts.

- **Cambridge Colleges Federated Pension Scheme** (CCFPS) – a similar defined benefit scheme which is externally funded and contracted out of the (S2P). The scheme is closed to new members of the College. As CCFPS is a federated scheme and the College is able to identify its share of the underlying assets and liabilities, the College values the fund as required by FRS 102. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the amount calculated under FRS 102.
- **Aviva** – a defined contributions pension scheme set up for non-academic staff in 2010–11. The College contributes at 5% in addition to employee contributions of 2%. The scheme is administered by Aviva. Contributions are charged to the Income and Expenditure account in the period to which they relate.

Employment benefits

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

Reserves

Reserves are allocated between restricted and unrestricted reserves. Endowment reserves include balances which, in respect of endowment to the College, are held as permanent funds, which the College must hold to perpetuity.

Restricted reserves include balances in respect of which the donor has designated a specific purpose and therefore the College is restricted in the use of these funds.

Critical accounting estimates and judgements

The preparation of the College's accounts requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. These judgements, estimates and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management consider the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities.

- **Income recognition** – Judgement is applied in determining the value and timing of certain income items to be recognised in the accounts. This includes determining when performance related conditions have been met and determining the appropriate recognition timing for donations, bequests and legacies. In general the later are recognised when at probate stage.
- **Useful lives of property, plant and equipment** – Property, plant and equipment represent a significant proportion of the College's total assets. Therefore the estimated useful lives can have a significant impact on the depreciation charged and the College's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experiences with similar assets, professional advice and anticipation of future events. Details of the carrying values of property, plant and equipment are shown in notes.
- **Recoverability of debtors** – If a provision is made in any year for doubtful debts it is based on the College's estimate of the expected recoverability of these debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due.
- **Retirement benefit obligations** – The cost of defined benefit pension plans [and other post-employment benefits] are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in the notes.

Management is satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the accounts.

The College is contractually bound to make deficit recovery payments to USS, this is recognised as a liability on the balance sheet. The provision is based on management's estimate of expected future salary inflation, changes in staff numbers and prevailing rate of discount. Further details are in the notes.

Financial Statements

Consolidated Statement of Comprehensive Income and Expenditure

	Note	Unrestricted £000	Restricted £000	Endowment £000	2022 Total £000
INCOME					
Academic fees and charges	1	2,962	–	–	**2,962**
Accommodation, catering and conferences	2	2,857	–	–	**2,857**
Investment income	3	768	32	1,592	**2,392**
Endowment return transferred (Total Return)	3	1,583	35	(1,618)	**–**
Other income		35	–	–	**35**
Total income before donations and endowments		8,205	67	(26)	**8,246**
Donations		197	1,249	120	**1,566**
New endowments		–	–	3	**3**
Other receipts		–	–	–	**–**
Heritage assets		–	–	–	**–**
Total income		**8,402**	**1,316**	**97**	**9,815**
EXPENDITURE					**2022**
Education	4	3,908	382	439	**4,729**
Accommodation, catering and conferences	5	4,265	–	–	**4,265**
Investment management costs	3	70	4	146	**220**
Other expenditure		1,114	–	–	**1,114**
Total expenditure	6	9,357	386	585	**10,328**
Surplus/(deficit) before other gains and losses		(955)	930	(488)	**(513)**
Gain/(loss) on investments	9	(1,201)	(62)	(1,393)	**(2,656)**
Surplus/(deficit) for the year		(2,156)	868	(1,881)	**(3,169)**
Other comprehensive income		–	–	–	**–**
Actuarial gain/(loss) in respect of pension schemes	15	448	–	–	**448**
Total comprehensive income for the year		**(1,708)**	**868**	**(1,881)**	**(2,721)**

	Note	Unrestricted £000	Restricted £000	Endowment £000	2021 Total £000
INCOME					
Academic fees and charges	1	2,666	–	–	**2,666**
Accommodation, catering and conferences	2	1,678	–	–	**1,678**
Investment income	3	721	33	1,524	**2,278**
Endowment return transferred (Total Return)	3	1,430	27	(1,457)	**–**
Other income		419	–	–	**419**
Total income before donations and endowments		6,914	60	67	**7,041**
Donations		2,208	116	247	**2,571**
New endowments		–	–	3	**3**
Other receipts		–	–	–	**–**
Heritage assets		–	–	30	**30**
Total income		**9,122**	**176**	**347**	**9,645**

EXPENDITURE					**2021**
Education	4	3,405	358	309	**4,072**
Accommodation, catering and conferences	5	4,109	–	–	**4,109**
Investment management costs	3	60	4	133	**197**
Other expenditure		111	–	–	**111**
Total expenditure	6	7,685	362	442	**8,489**
Surplus/(deficit) before other gains and losses		1,437	(186)	(95)	**1,156**
Gain/(loss) on investments	9	3,166	160	7,777	**11,103**
Surplus/(deficit) for the year		4,603	(26)	7,682	**12,259**
Other comprehensive income		–	–	–	**–**
Actuarial gain/(loss) in respect of pension schemes	15	584	–	–	**584**
Total comprehensive income for the year		**5,187**	**(26)**	**7,682**	**12,843**

Statement of Changes in Reserves

	Income and expenditure reserve				
	Unrestricted	Restricted	Endowment	Revaluation reserve	**Total**
	£000	£000	£000	£000	**£000**
BALANCE AT 1 JULY 2021	48,669	1,707	55,225	13,868	**119,469**
Surplus/(Deficit) from income and expenditure statement	(2,156)	868	(1,881)	–	**(3,169)**
Actuarial gain/(loss) in respect of pension schemes	448	–	–	–	**448**
Transfers between funds	–	–	–	–	**–**
BALANCE AT 30 JUNE 2022	**46,961**	**2,575**	**53,344**	**13,868**	**116,748**

	Income and expenditure reserve				
	Unrestricted	Restricted	Endowment	Revaluation reserve	**Total**
	£000	£000	£000	£000	**£000**
BALANCE AT 1 JULY 2020	43,482	1,854	47,422	13,868	**106,626**
Surplus/(Deficit) from income and expenditure statement	4,603	(26)	7,682	–	**12,259**
Actuarial gain/(loss) in respect of pension schemes	584	–	–	–	**584**
Transfers between funds	–	(121)	121	–	**–**
BALANCE AT 30 JUNE 2021	**48,669**	**1,707**	**55,225**	**13,868**	**119,469**

Consolidated Balance Sheet

	Note	2022 £000	2021 £000
Non-current assets			
Intangible assets	8	770	770
Fixed assets	8	50,132	50,836
Heritage assets	8	897	897
Investments	9	78,609	81,488
Current assets			
Stocks	10	30	25
Trade and other receivables	11	482	580
Cash and cash equivalents	12	2,649	784
		3,161	1,389
Creditors: amounts falling due within one year	13	(2,801)	(1,882)
Net current assets		**360**	**(493)**
Total assets less current liabilities		130,768	133,498
Creditors: amounts falling due after more than one year	14	(11,400)	(11,850)
Provisions			
Pension provisions	15	(2,620)	(2,179)
Total net assets		**116,748**	**119,469**
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	53,344	55,225
Income and expenditure reserve – restricted reserve	17	2,575	1,707
		55,919	56,932
Unrestricted reserves			
Income and expenditure reserve – unrestricted		46,961	48,669
Revaluation reserve		13,868	13,868
		60,829	62,537
Total reserves		**116,748**	**119,469**

Unrestricted reserves includes an amount of £28,063,583 (2021: £29,167,648) previously described as corporate capital.

These accounts were approved by the College Council on 7 November 2022 and are signed on their behalf by:

Dorothy Byrne
President

Robert Hopwood
Bursar

Consolidated Cash Flow Statement

	Note	2022 £000	2021 £000
Net cash inflow/(outflow) from operating activities	19	413	365
Cash flows from investing activities	20	3,003	209
Cash flows from financing activities	21	(973)	(520)
Increase/(decrease) in cash and cash equivalents in the year		**2,443**	**54**
Cash and cash equivalents at beginning of the year		4,466	4,412
Cash and cash equivalents at end of the year	12	6,909	4,466
Cash flows		**2,443**	**54**

Notes to the Accounts

1 Academic fees and charges

	2022	2021
	£000	£000
College fees		
Fee income paid on behalf of undergraduates at the publicly-funded rate:		
Undergraduate fee income	1,545	1,537
Privately-funded undergraduate fee income	454	405
Erasmus students	19	9
Graduate fee income	758	550
Sub-total college fees	**2,776**	**2,501**
Other income*	186	165
Total	**2,962**	**2,666**

**Income in respect of the Cambridge Bursary Scheme is included in other income.*

2 Income from accomodation, catering and conferences

	2022	2021
	£000	£000
Accomodation		
College members	2,169	1,442
Conferences	92	2
Catering		
College members	453	228
Conferences	143	6
Total	**2,857**	**1,678**

3 Endowment return and investment income

3a Analysis

	2022	2021
	£000	£000
Total return contribution (see note 3b)		
Income from:		
Quoted securities	173	167
Fixed interest securities	–	–
Common investment fund	645	623
Royalties	116	96
Return on Segregated Fund	1,452	1,391
Other interest receivable	6	1
Total	**2,392**	**2,278**

3b Summary of total return

	2022	2021
	£000	£000
Income from:		
Quoted and other securities and cash	2,276	2,182
Royalties	116	96
Gains/(losses) on endowment assets:		
Quoted and other securities and cash	(2,656)	11,103
Investment management costs (see note 3c)	(220)	(197)
Total return for year	**(484)**	**13,184**
Total return transferred to income and expenditure reserve (see note 3a)	**(2,392)**	**(2,278)**
Unapplied total return for year included within Statement of Comprehensive Income and Expenditure (see note 18)	**(2,876)**	**10,906**

3c Investment management costs

	2022	2021
	£000	£000
Securities	220	197
Total	**220**	**197**

4 Education expenditure

	2022	2021
	£000	£000
Teaching	2,581	2,197
Tutorial	861	746
Admissions	657	569
Research	136	134
Scholarships and awards	306	272
Other educational facilities	188	154
Total	**4,729**	**4,072**

5 Accomodation, catering and conference expenditure

	2022	2021
	£000	£000
Accomodation		
College members	3,241	3,136
Conferences	170	165
Catering		
College members	792	791
Conferences	62	17
Total	**4,265**	**4,109**

6

6a Analysis of 2021/22 expenditure* by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
	£000	£000	£000	**£000**
Education	2,797	1,775	157	**4,729**
Accommodation, catering and conferences	1,976	1,552	737	**4,265**
Investment management costs	–	220	–	**220**
Other	1,095	19	–	**1,114**
Total	**5,868**	**3,566**	**894**	**10,328**

**Expenditure includes fundraising costs of £329,094. This expenditure excludes the costs of alumnae relations.*

6b Analysis of 2020/21 expenditure* by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
	£000	£000	£000	**£000**
Education	2,598	1,325	149	**4,072**
Accommodation, catering and conferences	1,884	1,523	702	**4,109**
Investment management costs	–	197	–	**197**
Other	102	9	–	**111**
Total	**4,584**	**3,054**	**851**	**8,489**

**Expenditure includes fundraising costs of £223,845. This expenditure excludes the costs of alumnae relations.*

6c Auditor's renumeration

	2022	2021
	£000	£000
Other operating expenses include:		
Audit fees payable to the College's external auditors	22	22
Other fees payable to the College's external auditors	–	–
Internal auditor's fees	–	–
Total	**22**	**22**

7 Staff costs

	College Fellows	Staff	2022	2021
	£000	£000	£000	£000
Emoluments	1,393	2,572	3,965	3,709
Social security costs	157	206	363	344
Other pension costs	890	417	1,307	368
Other staff costs	82	151	233	163
Total	**2,522**	**3,346**	**5,868**	**4,584**

Job retention scheme receipts subsidising the cost of staffing are included under other income.

Average staff numbers (full-time equivalents):		
Academic	64	63
Staff	91	87
Total	**155**	**150**

At 30 June 2022, the Governing Body comprised the President and 63 Fellows, all of whom are declared stipendiary.

The number of officers and employees of the College, including Head of House, who received emoluments in the following ranges was:

£60,001–£70,000	2	1
£70,001–£80,000	1	2
£80,001–£90,000	2	–
Trustees aggregate emoluments	**699**	**656**

The Trustees received no emoluments in their capacity as Trustees of the charity.

Cost of key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College.

Key management personnel consists of President, Vice President, Bursar, Senior Tutor and Director of Development.

	2022	2021
	£000	£000
Aggregate cost of key management personnel	**442**	**378**

8 Fixed assets

	Intangible assets	Land	Buildings	Furniture, fittings and equipment	Heritage assets	2022	2021
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation							
At beginning of year	770	–	55,169	1,824	897	58,660	56,206
Additions	–	–	–	190	–	190	2,426
Heritage assets capitalised	–	–	–	–	–	–	30
Disposals	–	–	–	–	–	–	(2)
At end of year	**770**	**–**	**55,169**	**2,014**	**897**	**58,850**	**58,660**
Depreciation							
At beginning of year	–	–	4,679	1,478	–	6,157	5,306
Charge for the year	–	–	827	67	–	894	851
At end of year	**–**	**–**	**5,506**	**1,545**	**–**	**7,051**	**6,157**
Net book value							
At beginning of year	770	–	50,490	346	897	52,503	50,900
At end of year	**770**	**–**	**49,663**	**469**	**897**	**51,799**	**52,503**

Intangible assets represent a literary copyright.

The insured value of freehold land and buildings as at 30 June 2022 was £105,991,496 (2021: £104,347,178).

The College's land and buildings were revalued at 30 June 2015.

Heritage assets
The College holds and conserves the New Hall Art Collection which has been built up over a number of years and which consists of mainly donated works.

The Art Collection is preserved, conserved and managed in accordance with recognised national standards and the collection on display is open to the public for viewing. Those items not on general display can be accessed by the wider public by prior arrangement. The works are normally donated on a permanent basis so will be included as endowment assets. The Collection was last professionally valued in 2012 by Bonhams. As stated in the Statement of Accounting Policies all works of art valued over £10,000 are included in the accounts. Heritage Assets capitalised in the year were nil (2021: £30,000).

	2022	2021	2020	2019	2018
	£000	£000	£000	£000	£000
Value of acquisitions by donation	–	30	19	–	–
Total acquisitions capitalised	**–**	**30**	**19**	**–**	**–**

9 Investments

	2022	2021
	£000	£000
Balance at beginning of year	**81,488**	**69,968**
Additions	2,535	155
Disposals	(3,336)	(512)
Gain/(loss) on investments	(2,656)	11,103
Increase/(decrease) in cash balances held at fund managers	578	774
Balance at end of year	**78,609**	**81,488**
Represented by:		
Property	100	100
Quoted securities – equities	–	–
Fixed interest securities	–	–
Common investment funds	71,397	75,173
Alternative investments	2,852	2,533
Cash in hand and at investment managers	4,260	3,682
Other investments	–	–
Balance at end of year	**78,609**	**81,488**

10 Stock

	2022	2021
	£000	£000
Goods for resale	30	25
Balance at end of year	**30**	**25**

11 Trade and other receivables

	2022	2021
	£000	£000
Members of the College	32	222
Trade debtors	85	24
Taxation	5	5
Other debtors	219	219
Prepayments and accrued income	141	110
Balance at end of year	**482**	**580**

12 Cash and equivalents

	2022	2021
	£000	£000
Bank deposits	–	–
Current accounts	2,648	783
Cash in hand	1	1
	2,649	784
Cash held as part of Investments	4,260	3,682
Balance at end of year	**6,909**	**4,466**

13 Creditors: amounts falling due within one year

	2022	2021
	£000	£000
Trade creditors	1,964	1,248
Members of the College	132	146
Taxation and social security	189	152
Accruals and deferred income	516	336
Balance at end of year	**2,801**	**1,882**

14 Creditors: amounts falling due after more than one year

	2022	2021
	£000	£000
Bank loans	11,400	11,850
Balance at end of year	**11,400**	**11,850**

The bank loans of £11.85m are repayable as follows: £1.35 million by March 2025, £1.5 million by March 2029 and £9 million by March 2048.

The loans are subject to the following fixed interest rate contracts:

Loan amount	Rate	Maturity
£1.5m	4.56%	2026
£9m	5.00%	2048

15 Pension provisions

	2022	2021
	£000	£000
Balance at beginning of year	**2,179**	**2,831**
Movement in year:		
Current service cost including life assurance	(952)	366
Contributions	895	(419)
Other finance (income)/cost	33	42
Other allocation to staff costs	913	(57)
USS provision for deficit recovery	–	–
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and expenditure	(448)	(584)
Balance at end of year	**2,620**	**2,179**
Cambridge Colleges' Federated Pension Scheme	999	1,478
Universities Superannuation Scheme	1,621	701
Balance at end of year	**2,620**	**2,179**

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the USS to deficit payments in accordance with the deficit recovery plan. In calculating this provision, management have estimated future staff levels within the USS scheme for the duration of the contractual obligation and salary inflation. Key assumptions are set out below and further information is provided in note 25.

The adoption of the new deficit recovery plan following the 2018 actuarial valuation has given rise to a decrease in the deficit provision which has decreased from £746k to £701k. More details on the 2018 actuarial valuation are set out in note 25.

The major assumptions used to calculate the obligation are:

	2022	2021
Discount rate	3.31%	0.87%
Salary growth	3.18%*	2.70%

** 3.18% from 1.8.2022, 4% from 1.8.2023, 3% from 1.8.2024*

16 Endowment funds

	Restricted permanent endowments	Unrestricted permanent endowments	2022	2021
	£000	£000	£000	£000
Balance at beginning of year	8,749	46,476	55,225	47,422
Restricted net assets relating to endowments are as follows:				
New donations and endowments	4	–	4	4
Other receipts	(7)	–	(7)	121
Heritage assets capitalised	–	–	–	30
Return on segregated fund	70	1,382	1,452	1,391
Drawdown	(78)	(1,540)	(1,618)	(1,472)
Income	260	2	262	398
Expenditure	(439)	–	(439)	(309)
Investment management costs	(21)	(125)	(146)	(134)
Increase/(decrease) in market value of investments	(316)	(1,073)	(1,389)	7,774
Transfers between funds	–	–	–	–
Balance at end of year	**8,222**	**45,122**	**53,344**	**55,225**
Analysis by type of purpose:				
Fellowship funds	4,612	1,244	5,856	6,120
Award funds	305	–	305	320
Hardship funds	614	–	614	785
Other student support travel grant funds	6	–	6	–
Graduate studentship funds	7	325	332	345
Research funds	1,781	–	1,781	1,898
Other funds	897	–	897	897
General endowments	–	43,553	43,553	44,860
	8,222	**45,122**	**53,344**	**55,225**
Analysis by asset:				
Property	15	85	100	100
Investments	8,169	44,829	52,998	54,700
Cash	38	208	246	425
	8,222	**45,122**	**53,344**	**55,225**

17 Restricted reserves

	Other restricted funds	2022	2021
	£000	£000	£000
Balance at beginning of year	1,707	1,707	1,854
Reserves with restrictions are as follows:			
Endowment return transferred	–	–	–
Other receipts	–	–	(123)
Income	1,316	1,316	176
Expenditure	(382)	(382)	(357)
Investment management costs	(4)	(4)	(3)
Increase/(decrease) in market value of investments	(62)	(62)	160
Transfers	–	–	–
Balance at end of year	**2,575**	**2,575**	**1,707**
Analysis of other restricted funds/donations by type of purpose:			
Fellowship funds	474	474	567
Award funds	406	406	435
Other student support	215	215	231
Travel grant funds	49	49	51
Graduate studentship funds	22	22	12
Other funds	1409	1,409	411
	2,575	**2,575**	**1,707**

18 Memorandum of unapplied total return

	2022	2021
	£000	£000
Included within reserves the following amounts represent the unapplied total return of the College:		
Unapplied total return at beginning of year	33,142	22,317
Unapplied total return for year (see note 3b)	(2,876)	10,906
Segregated income in excess of drawdown	(166)	(81)
Unapplied total return at end of year	**30,100**	**33,142**

19 Reconciliation of consolidated surplus for the year to net cash inflow from operating activities

	2022	2021
	£000	£000
Surplus/(deficit) for the year	**(3,169)**	**12,259**
Adjustment for non-cash items:		
Depreciation	894	851
Profit/(loss) on the sale of non-current assets	–	2
Loss/(gain) on endowments, donations and investment property	2,586	(11,103)
Investment management fees reinvested	88	76
Decrease/(increase) in stocks	(5)	5
Decrease/(increase) in trade and other receivables	98	(144)
Increase/(decrease) in creditors	919	351
Heritage assets capitalised	–	(30)
USS pension deficit	920	(45)
CCFPS additional actuarial gain	2	(3)
Pension costs less contributions payable	3	9
Segregated dividend income debtor	205	42
Decrease/(increase) in endowment drawdown retained in investments	(166)	(83)
Adjustment for investing or financing activities	(93)	(66)
Investment income	(2,392)	(2,278)
Interest payable	523	522
Net cash inflow from operating activities	**413**	**365**

20 Cash flows from investing or financing activities

	2022	2021
	£000	£000
Non-current investment (acquisition)/disposal	801	357
Investment income	2,392	2,278
Payments made to acquire non-current assets	(190)	(2,426)
Total cash flows from investing activities	**3,003**	**209**

21 Cash flows from financing activities

	2022	2021
	£000	£000
Interest paid	(523)	(522)
Profit on the sale of non-current assets	–	2
Repayments of amounts borrowed	(450)	–
Total cash flows from financing activities	**(973)**	**(520)**

22 Capital commitments

	2022	2021
	£000	£000
Capital commitments at 30 June 2022 are as follows:		
Authorised and contracted	–	145
Authorised but not yet contracted for	–	–

23 Lease obligations

	2022	2021
	£000	£000
At 30 June 2022 the College had commitments under non-cancellable operating leases with payment due as follows:		
Land and buildings:		
Due within one year	32	32
Due between two and five years	55	88
Other		
Due within one year	3	6
Due between two and five years	–	3

24 Consolidated reconciliation and analysis of net debt

	At 1 July 2021	Cash flows	At 30 June 2022
Cash and cash equivalents	£000	£000	£000
Borrowings:			
Amounts falling due after more than one year	–	–	–
Bank Loans	11,850	(450)	11,400

25 Financial Instruments

	2022	2021
	£000	£000
Financial assets		
Listed equity investments	71,397	75,173
Other equity investments	2,852	2,533
Cash and cash equivalents	6,909	4,466
Other debtors	341	470
Total	**81,499**	**82,642**
Financial liabilities		
Loans	11,400	11,850
Trade creditors	1,964	1,248
Other creditors	321	298
Total	**13,685**	**13,396**

26 Pensions

The College operates a defined benefits plan for the College's employees of the Cambridge Colleges' Federated Pension Scheme.

The liabilities of the plan have been calculated, at 30 June 2022, for the purposes of FRS102 using a valuation system designed for the Management Committee, acting as Trustee of the Cambridge Colleges' Federated Pension Scheme, but allowing for the different assumptions required under FRS102 and taking fully into consideration changes in the plan benefit structure and membership since that date.

The principal actuarial assumptions at the balance sheet date were as follows:

	2022	2021
	% p.a.	% p.a.
Discount rate	2.70	1.80
Increase in salaries	3.70	3.10
RPI assumption	3.90	3.40
CPI assumption	3.20	2.60
Pension increases in payment (RPI max 5% p.a.)	3.70	3.30
Pension Increases in payment (CPI max 2.5% p.a.)	2.20	1.95

The underlying mortality assumption is based upon the standard table known as S3PA on a year of birth usage with CMI-2021 future improvement factors and a long-term rate of future improvement of 1.25% p.a. (2021: S3PA with CMI-2020 future improvement factors and a long-term future improvement rate of 1.25% p.a.). This results in the following life expectancies:

- Male age 65 now has a life expectancy of 21.9 years (previously 21.9 years).
- Female age 65 now has a life expectancy of 24.3 years (previously 24.3 years).
- Male age 45 now and retiring in 20 years has a life expectancy of 23.2 years (previously 23.2 years).
- Female age 45 now and retiring in 20 years has a life expectancy of 25.8 years (previously 25.7 years).

	Male	Female
Members are assumed to retire at their normal retirement age (65) apart from in the following indicated cases:		
Active members – option 1 benefits	64	64
Deferred members – option 1 benefits	63	62

Allowance has been made at retirement for non-retired members to commute part of their pension for a lump sum on the basis of the current commutation factors in these calculations.

Employee benefit obligations

	2022	2021
	£000	£000
The amounts recognised in the Balance Sheet as at 30 June 2022 (with comparative figures as at 30 June 2021) are as follows:		
Present value of plan liabilities	(5,224)	(6,539)
Market value of plan assets	4,225	5,061
Net defined benefit/(liability)	**(999)**	**(1,478)**

The amounts to be recognised in Profit and Loss for the year ending 30 June 2022 (with comparative figures for the year ending 30 June 2021) are as follows:		
Current service cost	9	12
Administrative expenses	13	11
Interest on net defined benefit (asset)/liability	27	31
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Total	**49**	**54**

Changes in the present value of the plan liabilities for the year ending 30 June 2022 (with comparative figures for the year ending 30 June 2021) are as follows:

	2022	2021
	£000	£000
Present value of plan liabilities at beginning of period	6,539	6,919
Current service cost	9	12
Employee contributions	2	3
Benefits paid	(214)	(210)
Interest on plan liabilities	116	99
Actuarial (gains)/losses	(1,228)	(284)
(Gain)/loss on plan changes	–	–
Curtailment (gain)/loss	–	–
Present value of plan liabilities at end of period	**5,224**	**6,539**

Changes in the fair value of the plan assets for the year ending 30 June 2022 (with comparative figures for the year ending 30 June 2021) are as follows:		
Market value of plan assets at beginning of period	5,061	4,834
Contributions paid by the College	79	77
Employee contributions	2	3
Benefits paid	(214)	(210)
Administrative expenses	(15)	(16)
Interest on plan assets	89	69
Return on assets, less interest included in Income and Expenditure	(778)	304
Market value of plan assets at end of period	4,224	5,061
Actual return on plan assets	**(689)**	**373**

The major categories of plan assets for the year ending 30 June 2022 (with comparative figures for the year ending 30 June 2021) are as follows:		
Equities	52%	48%
Bonds & cash	34%	42%
Property	14%	10%
Total	**100%**	**100%**

The plan has no investments in property occupied by, assets used by or financial instruments issued by the College.

	2022	2021
	£000	£000
Analysis of the remeasurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2022 (with comparative figures for the year ending 30 June 2021) are as follows:		
Return on assets, less interest included in Income and Expenditure account	(778)	304
Expected less actual plan expenses	(2)	(5)
Experience gains and losses arising on plan liabilities	(453)	164
Changes in assumptions underlying the present value of plan liabilities	1,681	121
Remeasurement of net defined benefit liability recognised in OCI	**448**	**584**

Movement in net defined benefit asset/(liability) during the year ending 30 June 2022 (with comparative figures for the year ending 30 June 2021) are as follows:		
Net defined benefit asset/(liability) at beginning of year	(1,478)	(2,085)
Recognised in income and expenditure	(48)	(54)
Contributions paid by the College	79	77
Remeasurement of net defined benefit liability recognised in OCI	448	584
Net defined benefit asset/(liability) at the end of the year	**(999)**	**(1,478)**

Funding policy

Actuarial valuations are carried out every three years on behalf of the Management Committee, acting as the Trustee of the Scheme, by a qualified independent actuary. The actuarial assumptions underlying the actuarial valuation are different to those adopted under FRS102.

The last such actuarial valuation was as at 31 March 2020. This showed that the plan's assets were insufficient to cover the liabilities on the funding basis. A Recovery Plan has been agreed with the College, which commits the College to paying contributions to fund the shortfall. These deficit reduction contributions are incorporated into the plan's Schedule of Contributions dated 21 May 2021 and are as follows:

- Annual contributions of not less than £62,097 per annum payable for the period to 31 January 2028.

These payments are subject to review following the next funding valuation, due as at 31 March 2023.

University Superannuation Scheme

The institution participates in Universities Superannuation Scheme (USS) which is the main scheme covering most academic and academic-related staff. The assets of the scheme are held in a separate trustee-administered fund.

Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 'Employee Benefits', the institution therefore accounts for the scheme as if it

were a wholly defined contribution scheme. As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the Consolidated Statement of Comprehensive Income.

Pension costs

The total cost charged to the Consolidated Statement of Comprehensive Income is (£974k) (2021: £342k).

Deficit recovery contributions due within one year for the institution are £106k (2021: £85k). The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is as at 31 March 2020 ('the valuation date'), and was carried out using the projected unit method.

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

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

The key financial assumptions used in the 2020 valuation are described below. More detail is set out in the Statement of Funding Principles (uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles).

CPI assumption	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves less: 1.1% p.a. to 2030, reducing linearly by 0.1% p.a. to a long-term difference of 0.1%p.a. from 2040
Pension increases (subject to a floor of 0%)	CPI assumption plus 0.05%
Discount rate (forward rates)	Fixed interest gilt yield curve plus: Pre-retirement: 2.75% p.a. Post retirement: 1.00% p.a.

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the Scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2020 valuation
Mortality base table	101% of S2PMA 'light' for males and 95% of S3PFA for females
Future improvements to mortality	CMI 2019 with a smoothing parameter of 7.5, an initial addition of 0.5% p.a. and a long-term improvement rate of 1.8% pa for males and 1.6% pa for females

The current life expectancies on retirement at age 65 are:

	2022	2021
Males currently aged 65 (years)	23.9	24.7
Females currently aged 65 (years)	25.5	26.1
Males currently aged 45 (years)	25.9	26.7
Females currently aged 45 (years)	27.3	27.9

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

	2022	2021
Discount rate	3.31%	0.87%
Pensionable salary growth	3.0%	2.7%

27 Principal subsidiary and associated undertakings

The College owns 100% of the share capital of the following companies:

Company	Principal activities
Murray Edwards Conferences Limited	Conferencing and Catering
Murray Edwards Developments Limited	Dormant

Murray Edwards Conferences Ltd (Registered number 3777385) was incorporated on 26 May 1999. The company commenced trading on 1 July 1999. The principal activity of the company is external non educational conference business (primarily the provision of conference facilities, accommodation and catering as well as associated services).

Murray Edwards Developments Ltd (Registered number 03721386 was incorporated on 25 February 1999. The company commenced trading on 26 May 1999. The principal activity of the company is the development of grounds and building of Murray Edwards College.

Both subsidiaries operate and are incorporated in the United Kingdom having a share capital of £8.

28 Related party transactions

Owing to the nature of the College's operations and the composition of its Governing Body, it is inevitable that transactions will take place with organisations in which a member of the Governing Body has an interest. All transactions involving organisations in which a member of the Governing Body may have an interest are conducted at arm's length and in accordance with the College's normal procedures.

The College maintains a register of interests for all College Council members and where any member of the College Council has a material interest in a College matter they are required to declare that fact.

During the year no fees or expenses were paid to Fellows in respect of their duties as Trustees. During the year total donations of £7,000 (2021, nil) were received from Trustees.

Fellows are remunerated for teaching, research and other duties within the College. Fellows are billed for any private catering. The Trustees remuneration is overseen by Council.

The salaries paid to Trustees in the year are summarised in the table below:

From	To	2022	2021
£0	£10,000	7	10
£10,001	£20,000	2	–
£20,001	£30,000	1	1
£30,001	£40,000	–	3
£40,001	£50,000	1	3
£50,001	£60,000	2	2
£60,001	£70,000	2	–
£70,001	£80,000	1	2
£80,001	£90,000	2	–
Total		**18**	**21**

The total Trustee salaries were £597,384 for the year (2021: £547,974) These amounts are amounts receivable in the year irrespective of whether they were received.

The trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £176,003 for the year (2021: £168,966).

The College has a number of trading and dormant subsidiary undertakings which are consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.

The College has taken advantage of the exemption within section 33 of FRS 102 not to disclose transactions with wholly owned group companies that are related parties.

Image credits
© Martin Bond Photography

designbysoapbox.com

Murray Edwards
College
University of Cambridge

THE PRESIDENT AND FELLOWS OF MURRAY EDWARDS COLLEGE, FOUNDED AS NEW HALL, IN THE

England & Wales - Charity number 1137530

Accounts

The President and Fellows of Murray Edwards College, founded as New Hall, in the University of Cambridge

Annual Report and Financial Statements

Year Ended 30 June 2021

Charity Registration number 1137530

Murray Edwards College
University of Cambridge

MURRAY EDWARDS COLLEGE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2021

Index

Administrative Details	1
Introduction	3
Aims and objectives of the College	3
Strategic Direction	4
Public benefit	4
Achievements and performance 2020-2021	6
Academic community	6
Widening access and supporting academic and future careers	9
Fundraising and development	10
Financial and Operations Review	11
Finance Summary	11
Income and Expenditure	11
Endowment and investment performance	12
Balance Sheet	13
Reserves	14
Cash flow	14
Technology Innovation	15
Learning and Development	15
Communications	15
Estate and Facilities	15
Governance	16
Staff costs and pensions	16
Principal risks and uncertainties	17
Covid-19 pandemic	17
Plans for the future	18
Corporate Governance	18
Statement of Corporate Governance	18
Scope of the financial statements	19
Statement of Internal Controls	19
Transactions between College and members of the Governing Body	20
Financial management and control	20
Statement of Trustees' Responsibilities	20
Independent Auditor's Report to the Trustees of Murray Edwards College	22
Statement of Principal Accounting Policies	26
Consolidated Statement of Comprehensive Income and Expenditure	32
Statement of Changes in Reserves	33
Consolidated Balance Sheet	34
Consolidated Cash Flow Statement	35
Notes to the Accounts	36

MURRAY EDWARDS COLLEGE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2021

Administrative Details

Address

Murray Edwards College, New Hall, Huntingdon Road, Cambridge, CB3 0DF

Charity registration number

1137530

Senior officers

President	Ms Dorothy Byrne (from 1st September 2021)
	Dame Barbara Stocking DBE (to 31st August 2021)
Vice-President	Dr Rachel Polonsky
Bursar	Mr Robert Hopwood
Senior Tutor	Dr Michele Gemelos

Senior management

Dame Barbara Stocking concluded her term as President on 31 August 2021. Ms Dorothy Byrne was elected President of the College and took up office on 1 September 2021.

Principal advisors

Auditors (external)	Critchleys Audit LLP	Beaver House, 23-28 Hythe Bridge Street, Oxford, OX1 2EP
Bankers	Barclays Bank PLC	Mortlock House Histon Cambridge CB24 9DE
Investment Managers	CCLA Investment Management Limited	Senator House, 85 Queen Victoria Street, London, EC4V 4ET
	Cambridge University Endowment Fund	30 Station Road, Cambridge CB1 2RE
Legal Advisers	Mills & Reeve	Botanic House 100 Hills Road Cambridge CB2 1PH
	Taylor Vinters	Merlin Place Milton Road Cambridge CB4 0DP

Trustees of the charity – Council members

President: Ms Dorothy Byrne (from 1st September 2021)
Vice-President: Dr Rachel Polonsky
Bursar: Mr Robert Hopwood
Senior Tutor: Dr Michele Gemelos
Dr S Haines (appointed 01.10.20)
Dr C Lee (reappointed 01.10.21)
Dr J Bavidge
Ms F Duffy
Dr P Filippucci (reappointed 01.10.20)
Dr R Less
Dr E Pesaran
Dr A Piotrowski
Dr R Leow (appointed 01.10.21)
Ms D Ilkye (appointed 16.06.21)
Ms M Sachdeva-Mason (appointed 10.05.21)

Other Trustees during the financial year were:

President: Dame Barbara Stocking DBE (to 31st August 2021)
Dr H Krieger (retired 30.09.20)
Dr C Lee (retired 30.09.20)
Dr O Murray (retired 30.05.21)
Dr G Maguire (retired 30.09.21)
Dr K Peters (reappointed 01.10.20, retired 30.09.21)
Ms A Denduluri-Marthi (retired 28.09.20)
Ms F Watson (retired 09.05.21)
Ms S Harbour (appointed 28.09.20, retired 15.06.21)

Operating and Financial Review

Introduction

The College was founded on 11 March 1954 as an unincorporated association to promote a third foundation for women in the University of Cambridge. It was incorporated as New Hall, Cambridge, a company limited by guarantee, on 20 April 1954. On 3 November 1965, the University granted recognition to New Hall as an approved foundation within the University. A royal charter of incorporation in the name of "The President and Fellows of New Hall in the University of Cambridge" was granted on 28 June 1972. College Statutes provide for the constitution and government of the College including the membership and responsibilities of the Governing Body and the College Council. The College's governance is covered further in the section on corporate governance (see page 18 et seq.)

In June 2008 the College announced a donation of £30m from Ros Smith (New Hall 1981) and her husband Steve Edwards. The donation was made with the purpose of permanently endowing the College to enable it to pursue its objects of learning, education and research as an independent institution within the University of Cambridge. The income from this transformational endowment also enhanced specific areas including widening access and participation, supporting early career stage academics, improving conditions for College teaching officers, employing a full-time schools' liaison officer and initiating the Gateway Programme of study skills and professional development for students.

On 14h June 2011 a Supplemental Charter was granted by HM the Queen, changing of the name to "The President and Fellows of Murray Edwards College, founded as New Hall, in the University of Cambridge". The name honours in perpetuity both the first President, Dame Rosemary Murray, and the Edwards family.

Aims and objectives of the College

The principal objects of the College, as set out in its charter, are to advance education, learning and research in the University of Cambridge. It is committed to the highest standards of education for women from all backgrounds.

Murray Edwards College is a College within the University of Cambridge. It fulfils its objectives by selecting and admitting undergraduate students for University courses, and accepting postgraduates admitted by the University. It provides, with the University, an education of the highest quality, through small group teaching, academic supervision, and the provision of library, computing and cultural facilities, living accommodation, and support for students in personal or financial need. The College provides rooms for Fellows' teaching and research and also funds facilities for Research Fellows to help them establish themselves in the academic world through post-doctoral research. Measures of success include the high ranking of Cambridge University in the world, and the very low drop-out rate compared with students in other universities.

In the interest of its objectives, the College maintains and manages an endowment of assets, including a property. Governance arrangements for the College are set out on page 16.

As at 30 June 2021, the College comprised the President, 62 Governing Body Fellows, 21 Bye-Fellows, 362 undergraduate students and 35 clinical medical and veterinary students in respect of

whom undergraduate fees were received, 235 registered postgraduate students and 87 full time equivalent permanent non-academic staff.

Strategic direction

The College's agreed strategic direction for the period 2018-2022 and the aims, which build on the objectives established in 2014, are:

- To attract the most academically outstanding young women from all backgrounds to study at Murray Edwards College;
- To be a centre of educational excellence where every student is able to achieve their full potential;
- To support and encourage undergraduate and graduate students to develop the confidence and tools to achieve their individual aspirations;
- To continue to build a stimulating intellectual and research environment for Fellows, students and staff as well as a warm, open culture that allows everyone to achieve their best;
- To continue to develop our alumnae as a mutually supportive community of women with an active and lively connection to the College;
- To make Murray Edwards College better known and understood; and
- To secure the College's financial ability to deliver these objectives.

Public benefit

The Trustees have regard to the Charity Commission's guidance on public benefit when exercising powers and duties to which the guidance is relevant. The Trustees are assisted in this duty by receiving specific briefing on the relevant guidance.

The strategic direction of the College is to provide excellence in the education of outstanding women from all backgrounds. It provides opportunities for these young women to develop the skills and confidence to lead the way in the world, to be independent minded, and to take on the challenges they will meet in life and achieve their ambitions. This is done through core teaching and also through the Gateway Programme for personal development, which is available to both postgraduate and undergraduate students. The College aims to provide both a vibrant intellectual environment for Fellows, students and staff. It also aims to be an open and friendly community, maintaining many of the traditions of a Cambridge College while being at the forefront of innovation. The focus is on meeting the needs of women from all backgrounds within the wider co-educational environment of Cambridge University.

In aiming to provide a world-class education to the students with the most potential in each subject, whatever their means or social background, the College seeks to attract the best applicants from the widest range of schools and colleges. In doing this, the College aims to help achieve the Government's aspiration for a greater number of places being taken up by students from the state sector. To this end, the College undertakes an extensive programme of outreach, including school visits as described in the "Widening Access" section below. That section also describes subject-specific events. The aim of these activities is to inform and encourage all academically able students to apply to Cambridge, including those who would not otherwise do so. Our entry for October 2020 comprised 74.8% (2019: 68%) from the state schools sector.

Students of the College have access to several sources of financial assistance in particular the Cambridge Bursary and Cambridge European Bursary Schemes. In 2020-21, £255k (2019-20: £245k) was distributed to 87 (2019-20: 77) undergraduates through the Cambridge Bursary Schemes. The schemes are operated in common with the University and the other Colleges to provide bursary support for UK and EU students of limited financial means, to enable them to meet the cost of their Cambridge education. The net cost of the scheme to the College in 2020-21 was £136k (2019-20: £132k). The College also repeated and expanded a top-up bursary scheme piloted for first year undergraduates in 2018-19, which extended the reach of the Cambridge Bursary Scheme as well as enhancing funding for those already in receipt of Cambridge Bursaries. In 2019-20, the top-up bursary scheme was extended to all undergraduates, with some financial support from Trinity College. Students may also apply for other grants including hardship grants if they are in financial difficulties. In total in 2020-21 £328k (2019-20: £311k) was spent on scholarships and awards, which include support for academic excellence, research and academic need, hardship, sporting excellence, music, travel and support for the student unions. Following the onset of the global Coronavirus pandemic and national lockdown in March 2020, College did not offer its usual travel awards for the summer of 2020. In Easter Term 2021, however, the College was able to offer funding for use during the summer of 2021 via the Gateway Challenges Scheme (for enriching activities) and the Rosemary Murray Travel Awards, with the proviso that funding would not be offered to students who intended to travel to high risk areas as designated by the Foreign Office at the time of consideration.

A major benefit provided by the College is subsidised education and living costs for its students. In the year the total cost of education exceeded associated relevant income by £1,515k (2019-20: £1,889k). This represented a subsidy of at least £3,896 (2019-20: £4,881) per fee-paying undergraduate student. This subsidy is financed out of investment income, donations and contributions from conferencing business. Further substantial educational facilities are provided in the form of the Rosemary Murray Library and IT resources. The College lets its rooms to students at a lower rate than would be obtainable in the open market for equivalent accommodation and provides food at similarly subsidised rates.

The College advances research by providing Research Fellowships to outstanding academics at the early stages of their careers, which enable them to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of a permanent academic post. We were joined in 2020-21 by a Leverhulme Early Career Fellow in Latin American Studies, as well as a Research Fellow in History, and we made three Research Fellow appointments in the natural and physical sciences. In addition to this, the College supports the research work pursued by its other Fellows through promoting interactions across disciplines, providing facilities and providing grants for research costs, including attendance at national and international conferences and providing paid sabbatical leave from teaching duties.

During this year, discussions around gender equality have been expected to widen out to look at intersectionality, for example, gender and race. An LGBTQ+ Fellow was appointed. The College also appointed a Race Equality Fellow and the Race and Ethnicity Working Group focused its energies on arranging remote events around the themes of race and ethnicity, including an alumnae panel on the experience of Black female students at Cambridge over the years. September 2021 saw the 'Visible Women- Arts & Gender' conference livestreamed from the Paula Browne Lecture Theatre, with a numbers-limited in-person audience. Speakers focused on the experience of women in the arts and the developing understanding and analysis of the omission of women's creativity and leadership. It is the first conference in a planned series of five exploring the gender equality.

Achievements and performance 2020-21

The Governing Body revised the College's medium term strategic direction in 2018 and the aims, which build on the objectives established in 2014, are:

- To attract the most academically outstanding young women from all backgrounds to study at Murray Edwards College;
- To be a centre of educational excellence where every student is able to achieve their full potential;
- To support and encourage undergraduate and graduate students to develop the confidence and tools to achieve their individual aspirations;
- To continue to build a stimulating intellectual and research environment for Fellows, students and staff as well as a warm, open culture that allows everyone to achieve their best;
- To continue to develop our alumnae as a mutually supportive community of women with an active and lively connection to the College;
- To make Murray Edwards College better known and understood; and
- To secure the College's financial ability to deliver these objectives.

The achievements and performance of the College are described in the sections below.

Academic community

The overarching mission of the College, as a self-governing institution committed to the highest standards of education for women of all backgrounds, is to advance education, learning and research in the University of Cambridge.

Key to strengthening our teaching and learning is the appointment to academic posts held jointly with Faculties or Departments of the University. To this end we were very pleased to be joined by a Royal Society Research Fellow and University Lecturer in Physics who is the College's Owen Saxton Fellow. We also welcome a University lecturer to join us as a Fellow in Sociology. We have also made a shared CTO appointment with Peterhouse College in Spanish, Dr Maya Feile Tomes, and were joined formally by our College Lecturer in Computer Sciences (Dr Luana Bulat). We also appointed a College Teaching Officer in Law (to cover sabbatical leave) and a part-time College Teaching Officer appointment in Physics.

Over the course of the Michaelmas and Lent terms, the challenges of managing the Covid-19 pandemic in the context of higher education became clear. Since June 2020 meetings of the College Officers, the GOLD team, Council and Governing Body have been guided by a key concern: the need to strike a balance between maintaining a safe environment and providing a good student experience. Over the summer, the University launched its public health campaign – *Stay Safe Cambridge Uni* -- which served as a primary resource for information on measures designed to keep everyone in the collegiate community – staff as well as students – as safe as possible. On 30 July 2020, the Senior Pro- Vice-Chancellor for Education issued a statement for students continuing their studies during 2020-21, in which he outlined that teaching would be delivered by a blend of in-person and online provision, with many lectures being delivered online, and where possible teaching by seminars, practicals and supervisions will be delivered in person. At that time the University reiterated that, as a residential institution, the expectation was that all full time students on degree-level courses should be in residence in Cambridge in 2020-21. It was acknowledged that there may

be exceptional reasons why this would not be possible. Colleges and the University would consider a disability or a health condition which results in an individual being more susceptible to infectious diseases, or where the student is unable to travel to Cambridge, as potentially 'exceptional circumstances'.

The College offered support to students who needed to make arrangements for remote study in Michaelmas 2020. Permission to study remotely (for the reasons outlined above) could only be granted for a limited period of at most one term at a time, and the arrangements had to be kept under active review by the College and the Faculty or Department. Essential student services included the usual large-scale provision such as tutoring and academic support via Directors of Studies, but to this were added the challenge of housing additional first year students, creating households to enhance the Covid-security of the accommodation arrangements, coordinating the University's Asymptomatic Testing Programme for delivery at the College level as well as providing support to quarantining and self-isolating students.

31 October 2020 brought with it the Government's announcement of a new national lockdown. The Government asked universities to remain open and to continue to pursue in-person teaching in a safe manner, allowing students to benefit from accessing Covid-secure educational facilities. In terms of Covid transmission, community compliance with the measures imposed during the November lockdown had a visible impact. Testing results were encouraging but there were serious concerns about managing the movement of students at the end of the term for the winter holiday break. As students prepared to travel over the holiday, the University also expanded its pooled asymptomatic testing screening programme to include many students living in private accommodation.

The Minister for Universities clarified that any students still remaining at their universities could travel home for Christmas even if their home was in a Tier 4 area. Government guidance already issued permitted students to travel home once in the period 3 December to 7 February and this still applied even if the destination area was in Tier 4. Students who planned to travel outside the UK had to check if their destination country had any restrictions in place that affected their plans. As this did affect a number of our students, the College provided practical support (including welfare support) to all who had to stay in College over the holiday break due to travel disruptions and travel bans. The plan for a staggered return to universities in January 2021 was superseded by the national lockdown announced by the Government on 4 January 2021. This required the Tutorial and Operations Teams to act quickly and make preparations for a 'virtual' Lent term 2021.

The University sought to reassure students that their academic performance would be assessed fairly and that disruption brought about by the Covid-19 pandemic would be taken into account. The University explained that it would not be adopting the 'no detriment' policy that was applied in 2019-20 in assessing students' work because most of the 2019-20 results relied on summative assessments (that is, assessments which contributed to a student's overall class) from the previous year and, since these would not be available for 2020, it would not be possible to replicate this system in 2021.

On Monday 10 May 2021, the Government announced that all university students would be allowed to return to in-person teaching from Monday 17 May. Over 300 of our students were in residence by early May, in order to access study space and facilities; 37 were granted permission to study remotely and 9 on intermission. The announcement meant that in-person examination could go ahead for subjects which had planned for that mode of assessment, with online examinations

available for those who were unable to return to Cambridge. The Tutorial Office continued to devise its operational plan for an extended exam period, taking into account the needs of students studying remotely (and across time-zones) as well as the vast majority of students in residence revising and taking their examinations in their bedrooms or within their household spaces.

In Easter Term 2021, the General Board's Education Committee (GBEC) recognised that the University needed to plan with some confidence for Michaelmas Term 2021; manage students' expectations, and meet its responsibilities under consumer law to inform offer holders of changes to advertised courses. GBEC issued a document outlining the principles for delivering education in Michaelmas Term 2021 and for AY 2021-2022, which the Senior Pro-Vice-Chancellor (Education) included in his message issued to all students on 24 June:

- Cambridge will welcome students into residence next academic year.
- The academic year will start at the normal time and term dates remain unchanged.
- Michaelmas Term will start on Tuesday 5 October and end on Friday 3 December, although some postgraduate courses may start earlier and end later than this as previously advertised.
- All full-time students will be expected to be in Cambridge for the start of the academic year, subject to the restrictions imposed or any unforeseen difficulties travelling to Cambridge. Students who are overseas and at increased susceptibility to infectious diseases who are not yet fully vaccinated and so unable to travel may request temporary permission to study remotely. International students experiencing difficulties travelling to Cambridge, for example as the result of travel bans, may request temporary permission from their College or Faculty/Department as appropriate to study remotely, and will be enabled to do so. The need to self-isolate on arrival in the UK will not be accepted as a valid reason for seeking permissions to study remotely.
- Teaching will be delivered by a blend of in-person and online teaching, with in-person teaching increasing as restrictions ease. In Michaelmas Term, large lectures will continue to be delivered online and recorded. Some staff will want to re-use lectures from last year. GBEC announced that this might be acceptable in Michaelmas Term if complemented by other modes of non-recorded teaching but GBEC will revisit policy on recorded lectures. If large-scale lecturing in person becomes permissible, the University will reintroduce it as soon as possible.
- Students will be given full access to learning facilities, including laboratories, libraries and museums, wherever possible, with appropriate safety measures in place to enable this to happen
- Full-time research students will be expected to be in Cambridge and will be given access to University facilities wherever possible.
- It is anticipated that social distancing of at least 1 metre may be necessary in University centrally-managed buildings.
- In some areas, students may be expected to wear face coverings unless they are exempt. Covid-19 tests will be provided to students on their arrival in Cambridge and appropriate testing will be arranged as required throughout the academic year. Students are being strongly encouraged to book their vaccine as soon as possible to protect themselves and others.

Widening access and supporting academic and future careers

Throughout the year ending 30 June 2021, all outreach work has taken place online due to the COVID-19 pandemic. Events that would normally have taken place in person were replaced by a blend of pre-prepared/pre-recorded content, large-scale live webinars and smaller interactive live events. One impact of this was a significant reduction in expenditure related to events.

The College has maintained its work with schools and students, within our link areas of Greater Manchester, Derbyshire, Haringey and beyond. Sessions have been held with individual schools and with larger groups to replace the content that would normally have been covered during in-person visits to or from schools and colleges.

The 2021 Pathways to Success conference, which encourages outstanding female students to succeed academically and in their chosen career, took lace online in July, at the start of next financial year.

The She Talks Science programme continues to encompass a blog, webinar series, online resources and various other events. Around 35 students participated in the webinar series and the science teachers' conference had around 20 attendees. Our STEP Summer School, which prepares female students for the STEP examination that is part of every Cambridge offer for Mathematics, was reduced in size to 20 participants because of the online format.

We held another Low Participation Neighbourhood Summer School in August 2020, interacting with 85 Year 12 and 127 Year 11 students from neighbourhoods with historically low progression to Higher Education.

Three subject-specific Taster Sessions took place in February for History, Modern and Medieval Languages and Medicine, with around 80 students participating across the three events.

The tenth year of the Gateway Programme has not been a year of celebratory events as we had planned, however we were able to continue to offer this important programme to our students throughout the year. The entire Gateway Programme was moved online using Zoom. We continued to run live interactive online sessions so that students were able to join a live College event and to encourage a feeling of community and contact with others wherever they were located when joining the sessions.

First year attendance at Gateway sessions was up by almost 50%, compared to the previous year; postgraduate attendance was up by 100% (double the number of attendances we have had in the past 2 years). Year 2+ also had an increase in attendance of 22% compared to 2019-20 and higher than in each of the past 6 years.

Over 50 different sessions and events were run during the year. A record number of around 40 alumnae were involved with the programme this year, along with a number of Fellows and others connected to the College.

An internship initiative continues to be an integral strand of the Gateway Programme offering carefully negotiated internships with a number of organisations in different sectors.
65 applications for Gateway Internships were received this year. This is almost three times the usual number. We are pleased to report that 22 internships were offered to Gateway students. Internships

were made available to all year groups due to the lack of other opportunities available to students generally as a result of the pandemic.

Around 50 1:1 careers sessions with a small number of College alumnae and Gateway Consultants were made available during this year's programme to help students plan their careers over the next few difficult years. Around 120 students were eligible for Gateway Challenges awards this year.

We had 72 applications for Gateway Challenges Funding and made awards of up to £250 to these students. Students were asked to plan activities with a focus on staying local and thinking of creative developmental challenges closer to home than in previous years.

The College continued to run a mentoring programme for younger alumnae, supported by more experienced alumnae. This has now run for six years and significantly expanded from an original small programme to include over 70 pairs of mentors/mentees each year. The College will continue to develop and enhance this programme and provide support to alumnae through their lifelong relationship as Members.

Fundraising and development

The College Development Office aims to raise donations from benefactors, including alumnae, trusts and foundations.

The College fundraises to support projects identified as priorities by the Council in accordance with the College's Strategic Direction.

Fundraising techniques include direct mail, telephone fundraising (using live calls by students of the College), the promotion of legacy giving, and face-to-face fundraising (by private meeting with potential major donors). The College does not use external professional fundraisers or commercial participators.

The College is registered with the Fundraising Regulator and the Director of Development is a member of the Chartered Institute of Fundraising and therefore bound by its code of conduct. The codes of both bodies have been complied with.

The College has received no complaints about fundraising in the year reported.

To protect vulnerable people and other members of the public the College acts in the following way:

- Before a fundraising telephone call, those who will be called are sent a letter making clear that they can request not to receive the call. The list of those not wishing to receive a call is updated daily to ensure exclusion
- During telephone fundraising calls, a gift ask is made only twice (the second time at a lower level). Training is given on how to ask in this way without applying pressure to the recipient of the call
- Training is given on how to handle a call when contact is made with an obviously vulnerable person where we have previously been unaware of this vulnerability
- We do not persist in asking for personal meetings if there is an indication that a meeting is not welcomed or wanted.

Financial and Operations Review

Finance summary

The financial and operational highlight of the year was securing a major asset for the College in the form of a 5,400 sqm building, formerly known as the Kaetsu Centre, now as Paula Browne House. The deal, completed on 19 May 2021, finally brought to fruition two years of significant negotiations with Kaetsu Gakuen, a Japanese Educational and Cultural Foundation, and was enabled by the biggest single gift ever awarded by The John Browne Charitable Trust (£2m), already a benefactor of the College.

The building significantly adds to the College's capital and asset base, and the facilities the College can offer in the future. Situated on College land, the building comprises a conference centre, a modern lecture theatre, teaching spaces, Fellows and student accommodation, and administrative offices. The deal also ensures the College now has full control of its main site. Securing this asset is transformational.

While this provided a welcome boost to the College, income generation otherwise proved challenging during another year with periods of non-residence for students and conference business cancellations. Academic fee and endowment income held firm, and job retention scheme receipts and other generous donations from alumnae all helped offset the loss of residential income. Continuing special budget and cash flow measures helped further combat the significant losses in residential income and events and conferencing business. Together with expenditure cuts and reductions, the result – excluding the large £2m capital donation - was a deficit of £694k for 2020-21, better than that expected at the beginning of the year. Importantly, student support expenditures continue to be met in full.

Investments performed well, delivering an 18% return overall for the year, while capital works were curtailed. A planned loan repayment was rescheduled, conserving further cash.

The result for the College meant that its overall net worth increased substantially from £106.6m to £119.5m at the end of the year, with £81.5m invested. The College's financial position thus improved significantly, indicating a successful year financially, especially so given the pandemic.

The College usually sets aside operating cash flow for debt repayment but deferred a £300k repayment in the year. Interest on £11.85m outstanding debt, £10.5m of which incurs fixed rates, amounts to more than £0.5m each year. Loans as a percentage of total net assets are now considerably reduced at just below 10% and the College is not substantially levered in debt terms.

Financial uncertainty and challenges clearly remain. The College projects cash flows, five-year budgets and balance sheets, together with scenario stress tests, to help prepare for the uncertainties and the College's free reserves are sound.

Income and expenditure

The College's income derives principally from academic fees and charges, charges to students for accommodation and catering, charges for conferences and events and donations, all supported by investment returns from its endowments, as follows:

	2020-21 £000s	2019-20 £000s	Year on year change
College fee	2,501	2,404	+4.0%
Charges to members for accommodation and catering	1,670	1,741	-4.1%
Charges for events and conferences	8	793	-99.0%
Investment income and endowment return transferred	2,211	2,162	+2.3%
Donations and endowments	2,574	1,058	+43.3%

Of the University regulated undergraduate tuition fee, half is retained by Colleges. The regulated fee increased from £9,000 to £9,250 for undergraduate students matriculating in 2017 and has remained at this level. Numbers of undergraduates increased during the year due to a larger first year cohort.

Accommodation and catering charges to members decreased by 4.1% (2019-20: 27.8%). In order to meet the full costs of accommodation, the College draws upon its endowment and other income. This helps the College set rents at a level that makes them more affordable for students and rents for student accommodation represent good value within the wider market.

The College uses its facilities for commercial events and conferences when not required for its academic needs, precedence being given to College events. This activity normally makes an important contribution to the College's income and free cash flow. The pandemic meant that this contribution was severely affected during the year in question.

The endowment performance is commented upon separately in the section "Endowment and investment performance" below.

Staffing costs (excluding pension scheme deficit adjustments) fell significantly owing to reduced residential, conference and catering activity as a result of the pandemic as well as special budget measures.

Aside from the large capital investment noted, property and premises spend was similar in reduced scale and cost to last year. The College looks to maintain a five-year maintenance plan to ensure timely refurbishment of key elements of plant to control operational risk, the maintenance of buildings to a standard which is intended to prevent more costly remedial works and refurbishment to the extent that the budget can support it.

Endowment and investment performance

The College's Finance Committee formulates general investment policy on the advice of its Investment Sub-Committee. The College instructs fund managers to manage financial investments. Its principal fund managers during the year were CCLA Investment Management Limited and the Cambridge University Endowment Fund (CUEF). Cambridge Associates manages venture capital and private equity investments. The College manages directly a number of small, maturing private equity investments and a literary estate.

The College engaged specialists to undertake a full review of its fund managers and investment performance during the year. The objectives under the investment policy are: for long-term funds,

to generate returns in excess of inflation and generate a return sufficient to support the ongoing activities of the College and to preserve the long-term value of the endowment; for short-term funds, to preserve capital value with minimum risk. Assets are invested widely, generally by discretionary investment managers in pursuit of these objectives. Investment managers' ethical and responsible investment policies are reviewed and the College excludes direct investments which materially conflict with its purposes. The College's principal investment manager, CCLA, has achieved an assessment of A or A+ in nearly all categories under UNEP's Principles for Responsible Investment.

The investments are set out in note 9. They represent the College's endowment assets, part of its corporate capital and general reserves.

The College's investments comprise three principal categories: the Segregated Fund and Amalgamated Funds invested principally in units in a common investment fund, limited partnership interests in two venture capital and private equity funds of funds; and the literary estate of Roma Gill, a former Fellow, bequeathed to the College.

The Segregated Fund is managed on a total return basis and subject to an annual spending rule of 3.5% (prior to 2014-15: 4%). The quoted investments section, managed by CCLA, returned 17.2% (2019-20 6.1%), net of fees. An endowment within the Segregated Fund managed by CUEF returned 24.1% (2019-20: 2.0%) net of fees.

The Amalgamated Fund, managed principally by CCLA, is managed on an income and capital basis and returned a total of 17.5% (2019-20: 6%), net of fees. Prospective changes to the College's Statutes will allow such investments to be managed on a total return basis and be subject to a spending rule in the future.

The literary estate of Roma Gill yielded royalty receipts in the year of £96k (2019-20: £101k) principally from her editions of the plays of Shakespeare, published by OUP.

Assets in the endowment returned a weighted average of approximately 18.0% during the year (2019-20: 5.4%). By comparison, a broad-based benchmark portfolio of global equities (75%), UK property (5%), UK gilts (15%) and cash (5%) might have returned 16.5% before fees (2019-20: 0.4%).

Total capital expenditure, excluding heritage assets, during the year was £2.4m (2019-20: £0.1m). This included Paula Browne House and the items referred to in the maintenance section above qualifying for capitalisation under the College's accounting policies.

Balance sheet

Consolidated net assets stood at £119.5m at 30 June 2021, growing from £106.6m at 1 July 2020. £62.5m of total reserves are unrestricted. The underlying income and expenditure deficit was offset by strong investment performance and the large capital donation to acquire Paula Browne House. Investment assets now stand at £81.5m, with tangible fixed assets at £51.7m.

Actuarial gains reduced defined pension scheme liabilities. Debt as a proportion of the College's net assets is below 10%.

Reserves

The College intends to continue to pursue its objects in perpetuity. Its activities require financial support from funds, which include the College's corporate capital, its endowments, and its restricted and unrestricted reserves. These funds are necessary to continue to underpin the significant public benefit provided by the College in pursuance of its objects in the areas of learning, education and research.

Free reserves are those reserves which are freely available to spend on any of the College's objects and as such exclude unexpendable reserves, reserves applied to tangible fixed assets and reserves designated for or restricted to a certain purpose or purposes. (See table below).

The College considers a suitable minimum level of free reserve to be an amount broadly equivalent to six months' essential operational spend, currently £4m. Such reserves will provide support should the College face an unforeseen downturn or significant event which has an adverse financial impact.

The College intends to increase its contribution to public life and benefit and intends to grow its reserves as it seeks opportunities to do so. The College has not therefore determined a maximum level of free reserves.

The policy and compliance with this policy is reviewed annually and particularly in the event of material change, upwards or downwards, in the level of free reserves. The College has complied with the policy in all material respects during the financial year 2020-21.

A statement of Reserves and net asset funds as at 30 June 2021 is shown below:

	Intangible assets £k	Tangible assets (inc Heritage assets) £k	Investments £k	Net current assets £k	Long term liabilities £k	Pension liabilities £k	Total £k
Endowment		897	54,328				**55,225**
Restricted			1,707				**1,707**
Unrestricted	770	50,836	25,453	(493)	(11,850)	(2,179)	**62,537**
Total	**770**	**51,733**	**81,488**	**(493)**	**(11,850)**	**(2,179)**	**119,469**

If free reserves are taken to be total unrestricted net assets less unrestricted intangible and tangible assets, free reserves come to £10.9m

Cash flow

Cash flow from operating, investing and financing activities generated £54k (2019-20: £697k). The College normally sets aside £300k for repayment of bank debt, but, as noted, has deferred it for this year. Internal borrowings in 2011-12 from corporate capital, to finance works to the Library and Grove Lodge, continue to be repaid by way of internal transfers of £40k each year.

Technology innovation

Once again, technological change has been a significant feature of the year. Mobility, service delivery, business continuity, and data security continued to provide a focus for the team and the College more widely. A pilot project on mobile (and accessible) working in the Bursary proved highly successful. This will underpin and develop the College's ability to work in a new, agile, more efficient and genuinely collaborative way. IT operations proved resilient during the year and collaborations with other Colleges to improve scale and efficiency continue, with further improvements to come. Phase two of the mobility project will begin next year, a major part of which will focus on the development of a College intranet, an opportunity which will be opened up as part of the mobility project.

Learning and development

With over 60 Fellows and 120 staff, the College continues to prioritise sound people leadership, management and engagement. A partnership with the Diversity Trust was entered into to facilitate workshops on equality, diversity and inclusion for Fellows and staff. The Race and Ethnicity committee, established in 2019, also continued its work drawing on wide representation across College. Further employment law training supplemented this.

The Development Director provided training sessions on fundraising for Fellows and staff.

Delivery of a bespoke management training programme for team leaders continued, bringing managers together again as a group on a variety of topics (communications, conflict management and others), helping them share experiences and approaches. Further support is envisaged in areas of creativity and change management. Further GDPR training was also given to staff as part of the College's ongoing GDPR compliance work. Training was again offered to all staff to enhance technological skills, given the increase in online, remote working and also to assist with the mobility and hybrid working strategy.

Communications

The College views its profile as an area where further progress can be made, and vital to helping enable a number of College initiatives and objectives. It therefore anticipates a major drive in this area in the following year. This year, professional communications expertise supported departments across the College and underpinned a wide variety of College objectives and needs. Communications expertise to reach external audiences and media has been engaged by the College. Qualitative engagement and impact metrics, rather than basic counting indicators such as the number of web visitors or page views will assist in evaluating success and areas for improvement.

Estate and facilities

The original College buildings date from the 1960s and have required substantial refurbishment and renovation, particularly the Dome, Library and Orchard Court. In addition Buckingham House was rebuilt to provide a conference and residential facility, now supplemented by Paula Browne House, and Canning & Eliza Fok House was built to provide 40 rooms for graduate accommodation. The works were funded partly from £13.5m bank loans drawn from 1999 to 2008.

As noted previously, the major development of the Estate took place this year through the acquisition of Paula Browne House, a large accommodation and conferencing centre on the north

side of the College, built in 1998. This increases the physical footprint of the College substantively and enables the achievement of a number of strategic objectives, not the least of which is planned growth.

The College buildings also include Victorian and Edwardian buildings in addition to the main buildings on the New Hall site from 1965, the substantial additions of Pearl House (1994), Buckingham House (2001) and Canning & Eliza Fok House (2008).

In the light of the changed financial climate, significant new additions to the College Estate, and with the impact of office and home working practices becoming clearer, options for possible relocation, reconfiguration and refurbishment of office spaces have been put together and are currently being consulted upon. It is likely pressure will be relieved somewhat on office space due to new ways of working and the expansion of the Estate this year. The focus will likely return to maintenance and capital spend on student accommodation. Raising capital funds for the refurbishment of remaining staircases in Orchard Court remains a priority.

Governance

Finally, on governance, the Governing Body and the College Council agreed substantive changes and modernisations to its governing Statutes and Ordinances in order to help it keep pace with and meet the challenges and ways of working of the 21st century. It also introduced flexibility so that any changes required in the future could be made more rapidly and economically. These have now received University approval and have been submitted to the Privy Council Office.

As well as the usual inductions for new Governing Body and Council members, the College also reviewed its procedures for electing Governing Body members to Council. Training sessions on the duties of Trustees were also provided by a firm of legal professionals.

The College's remuneration committee continues to be an independent committee composed entirely of external members. Its remit covers remuneration arrangements for all Governing Body Fellows.

Staff costs and pensions

Staffing costs represent the biggest operating cost of the college. Core staffing costs decreased by 6% following a reduction in non-academic staff headcount by 11 FTE. The overall cost remained flat year on year, as there was a £0.3m pension cost adjustment offsetting last year's staffing costs. Job retention scheme receipts subsidising the cost of staffing are included under Other Income.

The College makes pension fund contributions on behalf of its employees to two defined benefit schemes and one defined contribution scheme:

- The Universities Superannuation Scheme (USS) on behalf of academic and some non-academic staff;
- The Aviva defined contribution scheme on behalf of non-academic staff;
- The Cambridge Colleges Federated Pension Scheme (CCFPS) on behalf of non-academic staff and which is now closed to new members.

Following an actuarial valuation, the CCFPS net liability as at 30 June 2021 is estimated to be £1.5m (2020 £2.1m). Following an external review, past service deficit contributions continue to be made by the College at the same level (£62k p.a.) until 31 January 2028.

The College's net liability within USS remained at £0.7m.

Principal risks and uncertainties

The College reviews risks at a corporate level and an operational level. Principal corporate risks include:

- Academic risks including the calibre of students seeking admission to the College and ensuring that the Fellowship is attractive to academics
- Providing buildings and accommodation which are of suitable quality for, and meet the needs of, students and Fellows
- Reputational risk as the College builds a higher profile especially on the subject of women's education and employment
- Maintaining the reputation of the College and ensuring that it provides an excellent academic and student experience
- Funding risks and securing sufficient resources to deliver the College's priorities
- The effect of the Covid-19 pandemic on the College, including elevated financial risk

Operational risks are reviewed at a departmental level and appropriate procedures put in place to monitor and control them. The College maintains a critical incident plan and tests it with simulated incidents.

Covid-19 pandemic

The coronavirus pandemic continued to have a significant impact on the finances and operations of the College as follows:

- Students were required to return home (where possible) for part of the year and ongoing arrangements for online teaching and the provision of online study material were, again, a feature of the year.
- Periods of student non-residence affected residential and catering income significantly.
- Certain staff were put on furlough leave under the Coronavirus Job Retention Scheme. Remaining staff worked, where they could, from home.
- Conferencing business ceased and a significant loss of income ensued as a result. This was keenly felt during the summer of 2020 when a large part of conferencing business is undertaken.

The College continued to manage the financial consequences of the pandemic closely and introduced a number of special budget measures to reduce costs. The College Council met frequently keeping itself informed of developments and available to make quick decisions in the face of uncertainty and limited information.

Plans for the future

The current strategic direction document covers the period from 2018-2022. The College will begin a wide review of its plans next year. Student recruitment, educational excellence, and continuing to build a stimulating environment and culture in which all thrive, including building the resources to do so, will doubtless remain priority issues.

In financial terms, while the College continues to be undercapitalised in an uncertain political and economic environment, it continues to make good progress on this front. Like many in the Higher Education sector, the College continues to face significant challenges, but will endeavour to continue to improve its financial position through scrutiny of costs and the pursuit of new sources of income, consistent with its charitable objects. Specifically, it will continue careful stewardship of its endowment. The College will continue to raise benefactions to increase its endowments generally to ensure the College can exist in perpetuity, with the income from its endowments supporting the cost of educating students, currently not fully covered by the College's other sources of academic income.

Corporate Governance

Statement of Corporate Governance

The following statement is provided by the Council as the College Trustees to enable readers of the financial statements to gain a better understanding of the arrangements in the College for the management of its resources and for audit.

The College is a registered charity (registered number 1137530) and subject to regulation by the Charity Commission for England and Wales. The members of the Council are the charity trustees and are responsible for ensuring compliance with charity law.

The Governing Body has the ultimate authority in the governance of the College, which it exercises in accordance with and subject to the College Statutes. The Governing Body comprises the President and all Fellows other than Emeritus or Honorary Fellows, and meets at least once in each Term. Statutes specify that one meeting of the Governing Body in each academic year shall be the Audit Meeting.

Subject to ultimate authority being vested by statute in the Governing Body, the College Council is the principal executive body of the College, responsible for administering the affairs of the College and managing its property and income. Under the Statutes of the College, the College Council consists of the President, Vice-President, Bursar and Senior Tutor (all ex officio), nine members of the Governing Body (elected by the Governing Body) and the Presidents of the undergraduate and postgraduate student unions. These Council members are the College Trustees for the purposes of charity law. An observer drawn from the membership of the relevant student union may attend in the absence of the President of that union. Two staff observers are also in attendance at Council meetings.

The President chairs Governing Body and Council; the Senior Tutor has overall responsibility for admissions, education, and welfare of postgraduate and undergraduate students; the Bursar has overall responsibility for the finances, human resources, buildings, operations and administration of the College. The President and Vice-President are elected by the Governing Body. Officers, other than the President and Vice-President, are appointed, and may be removed, by Council. Council

fulfils its responsibilities through a number of principal committees to which some powers are delegated and through which advice is sought. They include:

- Academic Policy (Sub-Committee: Admissions);
- Art;
- Communications;
- Domestic and Estates & Events (Sub-Committees: Gardens, Health and Safety);
- Fellowship Review Group;
- Finance (Sub-Committee: Investment);
- Fundraising and External Relations (supported by the Communications Scheduling Group)
- IT Strategy;
- Personnel (Sub-Committee: Staff Council);
- Prevent Committee
- Race and Ethnicity
- Remuneration
- Student Funding.

The principal officers of the College are listed on page 1.

An Audit Committee, appointed by Council, reports to the Governing Body. It is in the terms of the Audit Committee to keep under review the effectiveness of the College's internal systems of financial and other controls; to advise the Governing Body, in conjunction with the Finance Committee, on the appointment of external and internal auditors; to consider reports submitted by the auditors, both external and internal; to monitor the implementation of recommendations made by the auditors; and to report to the Governing Body. Membership of the Audit Committee consists of three Fellows other than the Bursar, one to be appointed by Council annually each for a term of three years, together with one external adviser. Serving members of the Finance Committee shall not be eligible for appointment.

The Audit Committee may examine the accounts, consult with the auditor, and is required to report to Council and to Governing Body at the Audit Meeting on matters of general policy in relation to the accounts as it sees fit.

There are registers of interests of Trustees and of the senior administrative officers. Declarations of interest are made systematically at meetings.

The College's Trustees during the year ended 30 June 2021 are set out on page 2.

Scope of the financial statements

The consolidated financial statements cover the activities of the College and its two subsidiary companies. These undertake activities which, for legal or commercial reasons, are more appropriately carried out by limited companies.

Statement of internal controls

The Trustees are responsible for maintaining a sound system of internal control that supports the achievement of policy, aims and objectives whilst safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it therefore provides reasonable but not absolute assurance of effectiveness.

The system of internal control is designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. This process was in place for the year ended 30 June 2021 and up to the date of approval of the financial statements.

The Trustees are responsible for reviewing the effectiveness of the system of internal control. The Trustees' review of the effectiveness of the system of internal control is informed by the work of the Finance and Audit Committees, Bursar and College officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Transactions between College and members of the Governing Body

Most Fellows hold office or employment with the College and receive remuneration for the services they provide. This ranges from full time employment to occasional teaching. Stipends, salaries and fees for these services are set by Council. The role of the Remuneration Committee, whose members are all independent, is to act as a body to review the level of remuneration and other direct and indirect benefits for the members of the Governing Body, including members of the Council of the College.

Financial management and control

The College operates a devolved budgeting system under which individual budget holders are responsible for managing income and expenditure within their own areas of operation, and for bringing forward budget proposals through an annual budgeting process. Fellows, members of staff and students are encouraged to participate in the process through their membership of the College's Committees. The Finance Committee is responsible for turning the proposals into a coherent and transparent budget proposal which is part of a sustainable financial plan. The budget is considered in detail to ensure that it is consistent with the College's strategic aim and objectives and then recommended to Council for approval.

Statement of Trustees' responsibilities

College Council, as Charitable Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The College's Statutes and the Statutes and Ordinances of the University of Cambridge require the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the group and parent college and of the incoming resources and application of resources of the group for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting statements have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the college will continue in operation.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the group and parent (i.e. the college) and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge, the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the group and parent college and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

Approved by College Council on 8th November 2021

Dorothy Byrne

President

Robert Hopwood

Bursar

Independent Auditor's Report to the Members of the Council of Murray Edwards College

Opinion

We have audited the financial statements of New College (the "Charity") for the year ended 30 June 2021 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and charity's affairs as at 30 June 2021 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Charity 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 Governing Body'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 charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Members of the Governing Body with respect to going concern are described in the relevant sections of this report.

Other information

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

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

required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Members of the Governing Body

As explained more fully in the Statement of Accounting and Reporting Responsibilities [set out on page 18], the Members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the Governing Body are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the Governing Body either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with Members of the Governing Body and other management, and from our knowledge and experience of the client's sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including Charities Act 2011, Office for Students and Oxford University requirements, taxation legislation, data protection, employment and pensions, planning and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and, where relevant, inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of Members of Governing Body and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- if considered necessary, reviewing correspondence with relevant regulators and the company's legal advisors.

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

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

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

This description forms part of our auditor's report.

Use of our report

This report is made solely to the College's Governing Body, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Members of the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

Critchleys Audit LLP
Statutory Auditor
Oxford

Date: 22 November 2021

Critchleys Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Principal Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable United Kingdom Accounting Standards. In addition, the financial statements comply with the Statement of Recommended Practice: Accounting for Further and Higher Education (the SORP).

The Statement of Comprehensive Income and Expenditure includes activity analysis in order to demonstrate that all fee income is spent for educational purposes. The analysis required by the SORP is set out in note 6.

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified in respect of the treatment of investments and certain operational properties that are included at valuation.

Basis of consolidation

The consolidated financial statements include the College and its subsidiary undertakings. Details of the subsidiary companies are included in note 27. Intra-group balances are eliminated on consolidation.

Recognition of income

Academic fees

Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors.

Grant income

Grants received from non-government sources (including research grants from non-government sources) are recognised within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income and performance related conditions have been met.

Income received in advance of performance related conditions is deferred on the balance sheet and released to the Consolidated Statement of Comprehensive Income and Expenditure in line with such conditions being met.

Donations and endowments

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

Donations and endowments with restrictions are classified as restricted reserves with additional disclosure provided within the notes to the accounts.

There are four main types of donations and endowments with restrictions:

1. Restricted donations – the donor has specified that the donation must be used for a particular objective.
2. Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the College.
3. Restricted expendable endowments – the donor has specified a particular objective and the College can convert the donated sum into income.
4. Restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Donations with no restrictions are recorded within the Consolidated Statement of Comprehensive Income and Expenditure when the College is entitled to the income.

Endowment and investment income

Investment income and changes in value of investment assets are recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms or other restrictions applied to the individual endowment fund.

Total return

The College also holds certain restricted and unrestricted permanent capital, derived from specific donations, in a Segregated Fund, the terms of which require that 3.5% per year of the capital value at the end of January each year is recognised as income in the Consolidated Statement of Comprehensive Income and Expenditure

Foreign currency translation

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the date of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year-end rates or where there are forward foreign exchange contract, at contract rates. The resulting exchange differences are dealt with in the determination of the income and expenditure for the financial year.

Fixed Assets

Land and buildings

Operational land and buildings are stated at valuation. Buildings on the main College site, being specialised properties, were valued on the basis of their depreciated replacement cost at 30 June 2015 by AECOM, property consultants. Certain off-campus land and buildings are valued on the basis of their existing use. The most recent valuation was carried out by Carter Jonas LLP, property consultants, as at 30 June 2015.

Land purchased prior to 1 July 2002 is not capitalised unless it is held for investment purposes. Land purchased since 1 July 2002 is capitalised in the balance sheet. Freehold land is not depreciated.

Operational buildings are depreciated on a straight-line basis over their expected useful economic lives at the rate of 1.5% per year.

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

Buildings under construction are valued at cost, based on the value of the architects' certificates and other direct costs incurred to the balance sheet date and are depreciated at the rate of 1.5% per year when they are brought into use.

Maintenance of premises

The cost of routine maintenance is charged to the Income and Expenditure account as it is incurred. The cost of major refurbishment and maintenance that restores value is capitalised and depreciated at the rate of 1.5% per year.

Furniture, fittings and equipment

Furniture, fittings and equipment with a cost of more than £10,000 are capitalised and depreciated at the rate of 10% per year. Project specific IT equipment costs over £10,000 are capitalised and depreciated at a rate of 20% per year.

Operating leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of comprehensive income and expenditure in the year in which they fall due.

Heritage assets

Works of art, books and other valuable artefacts are capitalised and recognised in the balance sheet at the cost or value of the acquisition where such a cost or valuation is reasonably obtainable. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

The College has a large art collection, most of which has been donated to the College. The valuation of the collection is reviewed by the College's art curator who, with the assistance of the Art Advisory Committee, informs the Bursar of any valuation changes on an annual basis. The College includes all assets over £10,000 as valued and includes additions acquired between valuations at a fair value. All heritage assets are maintained and conserved by College staff with access available by permission of the College. The assets held are properly insured if appropriate, with records kept by those responsible for care of the assets.

Investments

Fixed asset investments are included in the balance sheet at fair value, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost and eliminated on consolidation.

Stocks

Stocks are stated at the lower of cost and net realisable value after making provision for slow moving or obsolete items.

Provisions

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 benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Financial instruments

The College has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement and disclosure of financial instruments. Financial assets and liabilities are recognised when the College becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets

Basic financial assets include trade and other receivables, cash and cash equivalents and investments in commercial paper (i.e. deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets carried at amortised cost the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.
Other financial assets, including investments in equity instruments, which are not subsidiaries or joint ventures, are initially measured at fair value which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the Statement of Comprehensive Income. Where the investment in equity instruments is not publicly traded and where the fair value cannot be reliably measured, the assets are measured at cost less impairment. Investments in property or other physical assets do not constitute a financial instrument and are not included.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of ownership are transferred to another party.

Financial liabilities

Basic financial liabilities include trade and other payables, bank loans and intergroup loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.
Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is

due within one year or less. If not, they are presented as non-current liabilities. Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

Taxation

The College is a registered charity (number 1137530) and also a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Sections 478 to 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 to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax.

Contribution under Statute G, II

The College is liable to be assessed for Contribution under the provisions of Statute G, II of the University of Cambridge. Contribution is used to fund grants to Colleges from the Colleges Fund. The College may from time to time be eligible for such grants. The liability for the year is as advised to the College by the University based on an assessable amount derived from the value of the College's assets as at the end of the previous financial year.

Pension Schemes

The College participates in the following pension schemes:

- **Universities Superannuation Scheme** (USS) –The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by FRS 102 "Employee benefits", the College therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the scheme in respect of the accounting period and the changes in the present value, calculated by reference to the yield on high quality corporate bonds, of contributions not expected to be settled wholly within 12 months of the reporting period in which the employee renders the related service. The scheme is closed to new non-academic members of the College. Further information on the scheme is provided in note 26.
- **Cambridge Colleges Federated Pension Scheme** (CCFPS) - a similar defined benefit scheme which is externally funded and contracted out of the (S2P). The scheme is closed to new members of the College. As CCFPS is a federated scheme and the College is able to identify its share of the underlying assets and liabilities, the College values the fund as required by FRS 102. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the amount calculated under FRS 102.
- **Aviva** - a defined contributions pension scheme set up for non-academic staff in 2010-11. The College contributes at 5% in addition to employee contributions of 2%. The scheme is administered by Aviva. Contributions are charged to the Income and Expenditure account in the period to which they relate.

Employment benefits

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

Reserves

Reserves are allocated between restricted and unrestricted reserves. Endowment reserves include balances which, in respect of endowment to the College, are held as permanent funds, which the College must hold to perpetuity.

Restricted reserves include balances in respect of which the donor has designated a specific purpose and therefore the College is restricted in the use of these funds.

Critical Accounting Estimates and Judgements

The preparation of the College's accounts requires management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. These judgements, estimates and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management consider the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities.

Useful lives of property, plant and equipment – Property, plant and equipment represent a significant proportion of the College's total assets. Therefore the estimated useful lives can have a significant impact on the depreciation charged and the College's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experiences with similar assets, professional advice and anticipation of future events. Details of the carrying values of property, plant and equipment are shown in note 8.

Retirement benefit obligations – The cost of defined benefit pension plans [and other post-employment benefits] are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in note 26.

Management is satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the accounts.

MURRAY EDWARDS COLLEGE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

Consolidated Statement of Comprehensive Income and Expenditure

Income	Note	Unrestricted £000	Restricted £000	Endowment £000	2021 Total £000	Unrestricted £000	Restricted £000	Endowment £000	2020 Total £000
Academic fees and charges	1	2,666			2,666	2,562			2,562
Accommodation, catering and conferences	2	1,678			1,678	2,534			2,534
Investment income	3	721	33	1,524	2,278	722	32	1,493	2,247
Endowment return transferred	3	1,430	27	(1,457)	-	1,360	28	(1,388)	-
Other income		419			419	330			330
Total income before donations and endowments		6,914	60	67	7,041	7,508	60	105	7,673
Donations		2,208	116	247	2,571	461	385	208	1,054
New endowments		-	-	3	3			4	4
Other receipts		-	-	-	-	-	-	-	-
Heritage assets		-	-	30	30	-	-	19	19
Total income		9,122	176	347	9,645	7,969	445	336	8,750
Expenditure									
Education	4	3,405	358	309	4,072	3,737	276	336	4,349
Accommodation, catering and conferences	5	4,109			4,109	4,281			4,281
Investment management costs	3	60	4	133	197	59	3	129	191
Other expenditure		111			111	(157)			(157)
Total expenditure	6	7,685	362	442	8,489	7,920	279	465	8,664
Surplus/(deficit) before other gains and losses		1,437	(186)	(95)	1,156	49	166	(129)	86
Gain/(loss) on investments	9	3,166	160	7,777	11,103	606	31	1,094	1,731
Surplus/(deficit) for the year		4,603	(26)	7,682	12,259	655	197	965	1,817
Other comprehensive income									
Actuarial gain/(loss) in respect of pension schemes	15	584			584	(291)			(291)
Total comprehensive income for the year		5,187	(26)	7,682	12,843	364	197	965	1,526

MURRAY EDWARDS COLLEGE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

Statement of Changes in Reserves

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2020	43,482	1,854	47,422	13,868	106,626
Surplus/(Deficit) from income and expenditure statement	4,603	(26)	7,682		12,259
Actuarial gain/(loss) in respect of pension schemes	584	-	-		584
Transfers	-	(121)	121		-
Balance at 30 June 2021	48,669	1,707	55,225	13,868	119,469

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1st July 2019	43,118	1,657	46,457	13,868	105,100
Surplus/(Deficit) from income and expenditure statement	655	197	965		1,817
Actuarial gain/(loss) in respect of pension schemes	(291)				(291)
Transfers between funds					-
Balance at 30 June 2020	43,482	1,854	47,422	13,868	106,626

The notes on pages 36 to 56 form part of these accounts.

Consolidated Balance Sheet

	Note	2021 £000	2020 £000
Non-current assets			
Intangible Assets	8	770	770
Fixed assets	8	50,836	49,263
Heritage assets	8	897	867
Investments	9	81,488	69,968
Current assets			
Stocks	10	25	30
Trade and other receivables	11	580	436
Cash and cash equivalents	12	784	1,504
		1,389	1,970
Creditors: amounts falling due within one year	13	(1,882)	(1,531)
Net current assets		(493)	439
Total assets less current liabilities		133,498	121,307
Creditors: amounts falling due after more than one year	14	(11,850)	(11,850)
Provisions			
Pension provisions	15	(2,179)	(2,831)
Total net assets		119,469	106,626
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	55,225	47,422
Income and expenditure reserve – restricted reserve	17	1,707	1,854
		56,932	49,276
Unrestricted reserves			
Income and expenditure reserve – unrestricted		48,669	43,482
Revaluation reserve		13,868	13,868
		62,537	57,350
Total reserves		119,469	106,626

The notes on pages 36 to 56 form part of these accounts.

Unrestricted reserves includes an amount of £29,167,648 (2020 £26,658,905) previously described as corporate capital.

These accounts were approved by the College Council on 8th November 2021 and are signed on their behalf by:

Dorothy Byrne
President

Rob Hopwood
Bursar

Consolidated Cash Flow Statement	Note	2021 £000	2020 £000
Net cash inflow/(outflow) from operating activities	19	365	(509)
Cash flows from investing activities	20	209	2,041
Cash flows from financing activities	21	(520)	(835)
Increase/(decrease) in cash and cash equivalents in the year		54	697
Cash and cash equivalents at beginning of the year		4,412	3,715
Cash and cash equivalents at end of the year	12	4,466	4,412
Cash flows		54	697

The notes on pages 36 to 56 form part of these accounts.

Notes to the accounts

1 Academic fees and charges

	2021	2020
	£000	£000
College fees		
Fee income paid on behalf of undergraduates at the publicly-funded rate:		
- Undergraduate new regime (per capita £4,614 2020 £4,564)	1,537	1,465
Privately-funded undergraduate fee income (per capita £8,569; 2020 - £8,188)	405	418
Erasmus students	9	19
Graduate fee income	550	502
Sub-total college fees	2,501	2,404
Other income	165	158
Total	2,666	2,562

Income in respect of the Cambridge Bursary Scheme is included in other income.

2 Income from Accommodation, catering and conferences

		2021	2020
		£000	£000
Accommodation	College members	1,442	1,431
	Conferences	2	474
Catering	College members	228	310
	Conferences	6	319
Total		1,678	2,534

3 Endowment return and investment income

3a Analysis

	2021	2020
	£000	£000
Total return contribution (see note 3b)		
Income from:		
Quoted securities	167	164
Fixed interest securities	-	-
Common investment fund	623	609
Royalties	96	101
Return on Segregated Fund	1,391	1,360
Other interest receivable	1	13
Total	2,278	2,247

3b Summary of total return

	2021	2020
	£000	£000
Income from:		
Quoted and other securities and cash	2,182	2,146
Royalties	96	101
Gains/(losses) on endowment assets:		
Quoted and other securities and cash	11,103	1,731
Investment management costs (see note 3c)	(197)	(191)
Total return for year	13,184	3,787
Total return transferred to income and expenditure reserve (see note 3a)	(2,278)	(2,247)
Unapplied total return for year included within Statement of Comprehensive Income and Expenditure (see note 18)	10,906	1,540

Notes to the accounts

3c Investment management costs

	2021	2020
	£000	£000
Securities	197	191
Total	197	191

4 Education expenditure

	2021	2020
	£000	£000
Teaching	2,197	2,371
Tutorial	746	787
Admissions	569	586
Research	134	171
Scholarships and awards	272	254
Other educational facilities	154	180
Total	4,072	4,349

5 Accommodation, catering and conferences expenditure

		2021	2020
		£000	£000
Accommodation	College members	3,136	2,657
	Conferences	165	664
Catering	College members	791	610
	Conferences	17	350
Total		4,109	4,281

6a Analysis of 2020/21 expenditure by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
Education	2,598	1,325	149	4,072
Accommodation, catering and conferences	1,884	1,523	702	4,109
Investment management costs	-	197		197
Other	102	9		111
Totals	4,584	3,054	851	8,489

Expenditure includes fundraising costs of £223,845. This expenditure excludes the costs of alumnae relations.

6b Analysis of 2019/20 expenditure by activity

	Staff costs (note 7)	Other operating expenses	Depreciation	Total
Education	2,682	1,513	154	4,349
Accommodation, catering and conferences	2,056	1,499	726	4,281
Investment management costs	-	191		191
Other	(171)	14		(157)
Totals	4,567	3,217	880	8,664

Expenditure includes fundraising costs of £117,120. This expenditure includes the costs of alumnae relations.

6c Auditor's remuneration

	2021	2020
	£000	£000
Other operating expenses include:		
Audit fees payable to the College's external auditors	22	21
Other fees payable to the College's external auditors	-	-
Internal auditor's fees	-	-

Notes to the accounts

7 Staff costs

	College Fellows £000	Staff £000	2021 £000	2020 £000
Emoluments	1,273	2,436	3,709	3,958
Social security costs	152	192	344	350
Other pension costs	175	193	368	79
Other staff costs	51	112	163	180
	1,651	2,933	4,584	4,567

Job retention scheme receipts subsidising the cost of staffing are included under Other Income.

Average staff numbers (full-time equivalents):

Academic	63	64
Staff	87	98
Total	150	162

At 30th June 2021, the Governing Body comprised the President and 62 Fellows, all of whom are declared stipendiary.

The number of officers and employees of the College, including Head of House, who received emoluments in the following ranges was:

£60,001-£70,000	1	1
£70,001-£80,000	2	3

Trustees aggregate emoluments	656	551

The Trustees received no emoluments in their capacity as Trustees of the charity.

Cost of key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College.

	2021 £000	2020 £000
Aggregate cost of key management personnel	378	419

Key management personnel consists of President, Vice President, Bursar, Senior Tutor and Director of Development.

Notes to the accounts

8 **Fixed assets**	Intangible Assets £000	Land £000	Buildings £000	Furniture, fittings and equipment £000	Heritage Assets £000	2021 £000	2020 £000
Cost or valuation							
At beginning of year	770	-	52,943	1,626	867	56,206	56,068
Additions	0	-	2,228	198	-	2,426	121
Heritage assets capitalised	0	-	-	-	30	30	19
Disposals	0	-	(2)	-	-	(2)	(2)
At end of year	770	-	55,169	1,824	897	58,660	56,206
Depreciation							
At end of year	0	-	3,882	1,424	-	5,306	4,426
Charge for the year	0	-	797	54	-	851	880
At end of year	-	-	4,679	1,478	-	6,157	5,306
Net book value							
At beginning of year	770	-	49,061	202	867	50,900	51,642
At end of year	770	-	50,490	346	897	52,503	50,900

Intangible assets represent a literary copyright.

The insured value of freehold land and buildings as at 30 June 2021 was £104,347,178 (2020: £94,481,928).

The College's land and buildings were revalued at 30 June 2015.

Heritage assets

The College holds and conserves the New Hall Art Collection which has been built up over a number of years and which consists of mainly donated works. The Art Collection is preserved, conserved and managed in accordance with recognised national standards and the collection on display is open to the public for viewing. Those items not on general display can be accessed by the wider public by prior arrangement. The works are normally donated on a permanent basis so will be included as endowment assets. The Collection was last professionally valued in 2012 by Bonhams. As stated in the Statement of Accounting Policies all works of art valued over £10,000 are included in the accounts. Heritage Assets capitalised in the year were £30,000 (2020 £19,000).

Amounts for the current and previous four years were as follows:

	2021 £000	2020 £000	2019 £000	2018 £000	2017 £000
Value of acquisitions by donation	30	19	-	-	20
Total acquisitions capitalised	30	19	-	-	20

Notes to the accounts

9 Investments

	2021	2020
	£000	£000
Balance at beginning of year	69,968	68,129
Additions	155	163
Disposals	(512)	(385)
Gain/(loss) on investments	11,103	1,731
Increase/(decrease) in cash balances held at fund managers	774	330
Balance at end of year	81,488	69,968
Represented by:		
Property	100	100
Quoted securities – equities	-	-
Fixed interest securities	-	-
Common investment funds	75,173	65,080
Alternative investments	2,533	1,880
Cash in hand and at investment managers	3,682	2,908
Other investments	-	-
	81,488	69,968

10 Stock

	2021	2020
	£000	£000
Goods for resale	25	30
Balance at end of year	25	30

11 Trade and other receivables

	2021	2020
	£000	£000
Members of the College	222	12
Trade debtors	24	6
Taxation	5	37
Other debtors	219	205
Prepayments and accrued income	110	176
	580	436

12 Cash and equivalents

	2021	2020
	£000	£000
Bank deposits	-	-
Current accounts	783	1,503
Cash in hand	1	1
	784	1,504
Cash held as part of Investments	3,682	2,908
	4,466	4,412

Notes to the accounts

13 Creditors: amounts falling due within one year	2021	2020
	£000	£000
Trade creditors	1,248	788
Members of the College	146	135
Taxation and social security	152	149
Accruals and deferred income	336	459
	1,882	1,531

14 Creditors: amounts falling due after more than one year	2021	2020
	£000	£000
Bank loans	11,850	11,850
	11,850	11,850

The bank loans of £11.85m are repayable as follows: £1.35 million by March 2025, £1.5 million by March 2029 and £9 million by March 2048.

The loans are subject to the following fixed interest rate contracts:

Loan amount	Rate	Maturity
£1.5m	4.56%	2026
£9m	5.00%	2048

Notes to the accounts

15 Pension provisions

	2021	2020
	£000	£000
Balance at beginning of year	2,831	2,894
Movement in year:		
Current service cost including life assurance	366	333
Contributions	(419)	(380)
Other finance (income)/cost	42	57
Other allocation to staff costs	(57)	(364)
USS provision for deficit recovery	-	-
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(584)	291
Balance at end of year	2,179	2,831
Cambridge Colleges' Federated Pension Scheme	1,478	2,085
Universities Superannuation Scheme	701	746
	2,179	2,831

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the USS to deficit payments in accordance with the deficit recovery plan. In calculating this provision, management have estimated future staff levels within the USS scheme for the duration of the contractual obligation and salary inflation. Key assumptions are set out below and further information is provided in note 25.

The adoption of the new deficit recovery plan following the 2018 actuarial valuation has given rise to a decrease in the deficit provision which has decreased from £746k to £701k. More details on the 2018 actuarial valuation are set out in note 25.

The major assumptions used to calculate the obligation are:

	2021	2020
Discount rate	0.73%	1.58%
Salary growth	2.7%*	2.00%

* 2.7% from 1.7.2021, 0% until 30.6.21.

Notes to the accounts

15 Pension provisions (continued)

Sensitivity analysis

As set out in the accounting policies, there are some critical judgements made in estimating the obligation to fund the USS deficit. The sensitivity of the principal assumptions used to measure the USS deficit provision are set out below:

Change in assumptions at 30 June 2021	Approximate Impact
0.71% pa decrease in discount rate	£20k

Notes to the accounts

16 Endowment funds	Restricted permanent endowments	Unrestricted permanent endowments	2021	2020
	£000	£000	£000	£000
Restricted net assets relating to endowments are as follows:				
Balance at beginning of year:	7,505	39,917	47,422	46,457
New donations and endowments	4		4	4
Other receipts	121	-	121	-
Heritage assets capitalised	30	-	30	19
Return on Segregated Fund	67	1,324	1,391	1,360
Drawdown	(70)	(1,402)	(1,472)	(1,390)
Income	397	1	398	349
Expenditure	(309)	-	(309)	(336)
Investment management costs	(19)	(115)	(134)	(129)
Increase/(decrease) in market value of investments	1,023	6,751	7,774	1,088
Transfers		-	-	-
Balance at end of year	8,749	46,476	55,225	47,422
Analysis by type of purpose:				
Fellowship funds	4,839	1,281	6,120	5,199
Award funds	320		320	275
Hardship funds	785		785	650
Other student support	-		-	3
Travel Grant Funds	-		-	-
Graduate studentship funds	10	335	345	288
Research funds	1,898		1,898	1,612
Other funds	897	-	897	866
General endowments	-	44,860	44,860	38,529
	8,749	46,476	55,225	47,422
Analysis by asset:				
Property	16	84	100	100
Investments	8,666	46,034	54,700	47,081
Cash	67	358	425	241
	8,749	46,476	55,225	47,422

Notes to the accounts

17 Restricted Reserves	Other restricted funds £000	2021 £000	2020 £000
Reserves with restrictions are as follows:			
Balance at beginning of year:	1,854	1,854	1,657
Endowment return transferred	-	-	-
Other receipts	(123)	(123)	-
Income	176	176	445
Expenditure	(357)	(357)	(276)
Investment Management costs	(3)	(3)	(3)
Increase/(decrease) in market value of investments	160	160	31
Transfers	-	-	-
Balance at end of year	1,707	1,707	1,854
Analysis of other restricted funds/donations by type of purpose:			
Fellowship funds	567	567	587
Award funds	435	435	439
Other student support	231	231	208
Travel grant funds	51	51	43
Graduate studentship funds	12	12	6
Other funds	411	411	571
	1,707	1,707	1,854

Notes to the accounts

18 Memorandum of Unapplied Total Return

	2021	2020
	£000	£000
Included within reserves the following amounts represent the unapplied total return of the College:		
Unapplied total return at beginning of year	22,317	20,807
Unapplied total return for year (see note 3b)	10,906	1,540
Segregated income in excess of drawdown	(81)	(30)
Unapplied total return at end of year	33,142	22,317

19 Reconciliation of consolidated surplus for the year to net cash inflow from operating activities

Surplus/(deficit) for the year	12,259	1,817
Adjustment for non-cash items:		
Depreciation	851	880
Profit/(loss) on the sale of non-current assets	2	2
Loss/(gain) on endowments, donations and investment property	(11,103)	(1,731)
Investment management fees reinvested	76	76
Decrease/(increase) in stocks	5	(5)
Decrease/(increase) in trade and other receivables	(144)	(26)
Increase/(decrease) in creditors	351	351
Heritage assets capitalised	(30)	(19)
USS pension deficit	(45)	(347)
CCFPS additional actuarial gain	(3)	(3)
Pension costs less contributions payable	9	3
Segregated dividend income debtor	42	2
Decrease/(increase) in endowment drawdown retained in investments	(83)	(99)
Adjustment for investing or financing activities	(66)	(7)
Investment income	(2,278)	(1,940)
Interest payable	522	537
Net cash (outflow)/inflow from operating activities	365	(509)

20 Cash flows from investing or financing activities

Non-current investment (acquisition)/disposal	357	222
Investment income	2,278	1,940
Payments made to acquire non-current assets	(2,426)	(121)
Total cash flows from investing activities	209	2,041

Notes to the accounts

21 Cash flows from financing activities

	2021	2020
	£000	£000
Interest paid	(522)	(537)
Profit on the sale of non-current assets	2	2
Repayments of amounts borrowed	-	(300)
Total cash flows from financing activities	(520)	(835)

22 Capital commitments

	2021	2020
Capital commitments at 30 June 2021 are as follows:	£000	£000
Authorised and contracted	145	60
Authorised but not yet contracted for	-	-

23 Lease obligations

At 30 June 2021 the College had commitments under non-cancellable operating leases with payment due as follows:

	2021	2020
	£000	£000
Land and buildings:		
Due within one year	32	32
Due between two and five years	88	120
Other		
Due within one year	6	8
Due between two and five years	3	9

Notes to the accounts

24 Consolidated reconciliation and analysis of net debt

Cash and cash equivalents	At 1 July 2020 £000	Cash Flows £000	At 30 June 2021 £000
Borrowings:			
Amounts falling due after more than one year			
Bank Loans	11,850	-	11,850

25 Financial Instruments

	2021 £000	2020 £000
Financial assets		
Listed equity investments	75,173	65,080
Other equity investments	2,533	1,880
Cash and cash equivalents	4,466	4,412
Other debtors	470	260
Total	82,642	71,632
Financial liabilities		
Loans	11,850	11,850
Trade creditors	1,248	788
Other creditors	298	284
Total	13,396	12,922

26 Pensions

The College operates a defined benefits plan for the College's employees of the Cambridge Colleges' Federated Pension Scheme.

The liabilities of the plan have been calculated, at 30 June 2021, for the purposes of FRS102 using a valuation system designed for the Management Committee, acting as Trustee of the Cambridge Colleges' Federated Pension Scheme, but allowing for the different assumptions required under FRS102 and taking fully into consideration changes in the plan benefit structure and membership since that date.

The principal actuarial assumptions at the balance sheet date were as follows:

	2020 % p.a.	2019 % p.a.
Discount rate	1.80	1.45
Increase in salaries	3.10	2.70
RPI assumption	3.40	3.10
CPI assumption	2.60	2.20
Pension increases in payment (RPI Max 5% p.a.)	3.30	3.00
Pension Increases in payment (CPI Max 2.5% p.a.)	1.95	1.80

The underlying mortality assumption is based upon the standard table known as S3PA on a year of birth usage with CMI_2020 future improvement factors and a long-term rate of future improvement of 1.25% p.a. (2020: S3PA with CMI_2019 future improvement factors and a long-term future improvement rate of 1.25% p.a.). This results in the following life expectancies:

- Male age 65 now has a life expectancy of 21.9 years (previously 21.9 years).
- Female age 65 now has a life expectancy of 24.3 years (previously 24.2 years).
- Male age 45 now and retiring in 20 years has a life expectancy of 23.2 years (previously 23.2 years).
- Female age 45 now and retiring in 20 years has a life expectancy of 25.7 years (previously 25.6 years).

Members are assumed to retire at their normal retirement age (65) apart from in the following indicated cases:

	Male	Female
Active members – option 1 benefits	64	64
Deferred members – option 1 benefits	63	62

Allowance has been made at retirement for non-retired members to commute part of their pension for a lump sum on the basis of the current commutation factors in these calculations.

Employee Benefit Obligations

The amounts recognised in the Balance Sheet as at 30 June 2021 (with comparative figures as at 30 June 2020) are as follows:

	2021 £000S	2020 £000S
Present value of plan liabilities	(6,539)	(6,919)
Market value of plan assets	5,061	4,834
Net defined benefit/(liability)	(1,478)	(2,085)

The amounts to be recognised in Profit and Loss for the year ending 30 June 2021 (with comparative figures for the year ending 30 June 2020) are as follows:

	2021 £000s	2020 £000s
Current service cost	12	22
Administrative expenses	11	11
Interest on net defined benefit (asset)/liability	31	41
(Gain)/loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Total	54	74

Changes in the present value of the plan liabilities for the year ending 30 June 2021 (with comparative figures for the year ending 30 June 2020) are as follows:

	2021 £000s	2020 £000s
Present value of plan liabilities at beginning of period	6,919	6,416
Current service cost	12	22
Employee contributions	3	5
Benefits paid	(210)	(224)
Interest on plan liabilities	99	142
Actuarial (gains)/losses	(284)	558
(Gain)/loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Present value of plan liabilities at end of period	6,539	6,919

Changes in the fair value of the plan assets for the year ending 30 June 2021 (with comparative figures for the year ending 30 June 2020) are as follows:

	2020 £000s	2020 £000s
Market value of plan assets at beginning of period	4,834	4,616
Contributions paid by the College	77	80
Employee contributions	3	5
Benefits paid	(210)	(224)
Administrative expenses	(16)	(16)
Interest on plan assets	69	101
Return on assets, less interest included in Income and Expenditure	304	272
Market value of plan assets at end of period	5,061	4,834
Actual return on plan assets	373	374

The major categories of plan assets for the year ending 30 June 2021 (with comparative figures for the year ending 30 June 2020) are as follows:

	2021	2020
Equities	48%	49%
Bonds & cash	42%	41%
Property	10%	10%
Total	100%	100%

The plan has no investments in property occupied by, assets used by or financial instruments issued by the College.

Analysis of the remeasurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2021 (with comparative figures for the year ending 30 June 2020) are as follows:

	2021 £000s	2020 £000s
Return on assets, less interest included in Income and Expenditure account	304	272
Expected less actual plan expenses	(5)	(5)
Experience gains and losses arising on plan liabilities	164	21
Changes in assumptions underlying the present value of plan liabilities	121	(579)
Remeasurement of net defined benefit liability recognised in OCI	584	(291)

Movement in net defined benefit asset/(liability) during the year ending 30 June 2021 (with comparative figures for the year ending 30 June 2020) are as follows:

	2021	2020
	£000s	£000s
Net defined benefit asset/(liability) at beginning of year	(2,085)	(1,801)
Recognised in income and expenditure	(54)	(73)
Contributions paid by the College	77	80
Remeasurement of net defined benefit liability recognised in OCI	584	(291)
Net defined benefit asset/(liability) at the end of the year	(1,478)	(2,085)

Funding Policy

Actuarial valuations are carried out every three years on behalf of the Management Committee, acting as the Trustee of the Scheme, by a qualified independent actuary. The actuarial assumptions underlying the actuarial valuation are different to those adopted under FRS102.

The last such actuarial valuation was as at 31 March 2020. This showed that the plan's assets were insufficient to cover the liabilities on the funding basis. A Recovery Plan has been agreed with the College, which commits the College to paying contributions to fund the shortfall. These deficit reduction contributions are incorporated into the plan's Schedule of Contributions dated 21 May 2021 and are as follows:

- Annual contributions of not less than £62,097 per annum payable for the period to 31 January 2028.

These payments are subject to review following the next funding valuation, due as at 31 March 2023.

University Superannuation Scheme

The institution participates in Universities Superannuation Scheme (USS) which is the main scheme covering most academic and academic-related staff. The assets of the scheme are held in a separate trustee-administered fund.

Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee Benefits", the institution therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the Consolidated Statement of Comprehensive Income.

Pension costs

The total cost charged to the Consolidated Statement of Comprehensive Income is £342k (2020: £300k).

Deficit recovery contributions due within one year for the institution are £85k (2020: £34k).

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is at 31 March 2018 ("the valuation date"), which was carried out using the projected unit method. As at the year end, a valuation as at 31 March 2020 is underway but not yet complete.

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

The 2018 valuation was the fifth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

Pensions Costs (Continued)

The key financial assumptions used in the 2018 valuation are described below.

Pension increases (CPI)	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves, less 1.3% p.a.
Discount rate (forward rates):	Years 1-10: CPI + 0.14% reducing linearly to CPI – 0.73% Years 11-20: CPI + 2.52% reducing linearly to CPI + 1.55% by year 21 Years 21 +: CPI + 1.55%

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the Scheme's experience carried out as part of the 2018 actuarial valuation. Mortality assumptions used in these figures are as follows:

	2018 valuation
Mortality base table	Pre-retirement: 71% of AMC00 (duration 0) for males and 112% of AFC00 (duration 0) for females. Post-retirement: 97.6% of SAPS S1NMA "light" for males and 102.7% of RFV00 for females.
Future improvements to mortality	CMI_2017 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8% p.a. for males and 1.6% p.a. for females.

The current life expectancies on retirement at age 65 are:

	2021	**2020**
Males currently aged 65 (years)	24.6	24.4
Females currently aged 65 (years)	26.1	25.9
Males currently aged 45 (years)	26.6	26.3
Females currently aged 45 (years)	27.9	27.7

A new deficit recovery plan was put in place as part of the 2018 valuation. In accordance with the requirements of FRS 102 and the SORP, the College has made a provision for this contractual commitment to fund the past deficit based on 2% of salaries from 1 October 2019 to 30 September 2021 and then payments of 6% of salaries from 1 October 2021 to 31 March 2028. The 2021 deficit recovery liability reflects this plan.

This reduction in deficit contributions has given rise to a decrease in the deficit provision which has decreased from £746k to £701k, as set out in note 15.

Events after the reporting period

The USS 2020 valuation has now been signed and filed with The Pensions Regulator as at 1st October 2021. This includes a dual rate schedule of contributions dependent on whether members accept a change to benefits by the end of February 2022. Compared to the 2018 valuation, the dual rates comprise a small increase to contribution rates and a longer deficit recovery period, or a more significant increase to contributions and a shorter deficit recovery rate. The first option would result in an increase of £1.3m in the provision for the Obligation to fund the deficit on the USS pension which would instead be £1,970k. This adjustment will be reflected in the College's Financial Statements for the year ended 30 June 2022.

27 Principal subsidiary undertakings

The College owns 100% of the share capital of the following companies:

Company	Principal Activities
Murray Edwards Conferences Limited	Conferencing and Catering
Murray Edwards Developments Limited	Dormant

28 Related party transactions

Owing to the nature of the College's operations and the composition of its Governing Body, it is inevitable that transactions will take place with organisations in which a member of the Governing Body has an interest. All transactions involving organisations in which a member of the Governing Body may have an interest are conducted at arm's length and in accordance with the College's normal procedures.

The College maintains a register of interests for all College Council members and where any member of the College Council has a material interest in a College matter they are required to declare that fact.

During the year no fees or expenses were paid to Fellows in respect of their duties as Trustees.

Fellows are remunerated for teaching, research and other duties within the College. Fellows are billed for any private catering. The Trustees remuneration is overseen by Council.

The salaries paid to Trustees in the year are summarised in the table below:

From	To	2021	2020
£0	£10,000	9	12
£10,001	£20,000	-	2
£20,001	£30,000	1	1
£30,001	£40,000	3	-
£40,001	£50,000	3	2
£50,001	£60,000	2	-
£60,001	£70,000	-	2
£70,001	£80,000	2	2
Total		20	21

The total Trustee salaries were £547,974 for the year (2020: £470,024)

The trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £168,966 for the year (2020: £131,178).

The College has a number of trading and dormant subsidiary undertakings which are consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.

The College has taken advantage of the exemption within section 33 of FRS 102 not to disclose transactions with wholly owned group companies that are related parties.