THE COLLEGE OF THE LADY FRANCES SIDNEY SUSSEX IN THE UNIVERSITY OF CAMBRIDGE

England & Wales · Charity number 1137586

Details

Other names	SIDNEY SUSSEX COLLEGE IN THE UNIVERSITY OF CAMBRIDGE, SIDNEY SUSSEX COLLEGE
Status	Registered
Legal form	Other
Company number	RC000552
Registered	2010-08-25
Register	View on the Charity Commission register

Contact

Address	Sidney Sussex College Cambridge CB2 3HU
Phone	01223338827
Email	bursar@sid.cam.ac.uk
Website	www.sid.cam.ac.uk

Activities

Objects: THE COLLEGE IS A PLACE OF EDUCATION, RELIGION, LEARNING AND RESEARCH, AND IT AIMS TO PROMOTE ACADEMIC EXCELLENCE AND FREEDOM OF THOUGHT AND BELIEF.

Activities: To further public good by promoting learning, study and teaching in a community of scholars in the University of Cambridge

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Classification

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

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£14,215,000	£13,794,000	£161,408,000	167
2024-06-30	£14,823,000	£11,085,000	£155,357,000	160
2023-06-30	£12,958,000	£12,175,000	£139,503,000	164
2022-06-30	£10,209,000	£11,195,000	£131,013,000	152
2021-06-30	£9,639,000	£8,317,000	£133,568,000	161

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Trustees

Name	Role	Appointed
Professor Martin James Burton	Chair	2023-09-01
Anna Baskerville		2024-09-01
Dr Catherine Patricia Sumnall		2023-09-01
Dr Edward Wilson-Lee		2023-09-01
Dr Fernando Lusa Bordin		2020-09-01
Dr Harriet Cordelia Theed Groom		2021-09-01
Dr Katarina Harasimov		2024-09-01
Dr Ozge Oner		2024-09-01
Finnian Orders		2025-12-02
Gautham Sathiaseelan		2026-04-28
Josephine Ellis		2026-01-01
Lawrence Berry		2026-03-31
MASSIMO BEBER M.PHIL		
Martin Dirk Pierce		2023-09-12
Matthew Ireland		2024-09-01
Professor Eugenio Biagini		2023-09-01
Professor Ljiljana Fruk		2024-09-01
Ricardo Garcia-Mayoral		2025-06-25

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THE COLLEGE OF THE LADY FRANCES SIDNEY SUSSEX IN THE UNIVERSITY OF CAMBRIDGE

England & Wales - Charity number 1137586

Accounts

Sidney Sussex
COLLEGE

ANNUAL REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

Sidney Street, Cambridge CB2 3PU

Charity Registration Number: 1137586

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ANNUAL REPORT 2024-25

INTRODUCTION

Sidney Sussex College, a constituent college of the University of Cambridge, is pleased to present its annual report and accounts for the year to 30 June 2025.

Educationally, it was a successful year for the College, with 111 of 350 undergraduates sitting examinations being awarded Firsts, up from 90 in 2024. In parallel, the College's wellbeing initiative continues to expand, to provide an environment which supports students in meeting their full potential.

Financially, it was also a successful year, with the College recording a surplus of £421k before gains and losses in asset values. Whilst financially we have now fully left the Covid years behind, the College shares the headwinds of higher education generally of continued cost inflation combined with falling real terms UK undergraduate fees.

Notwithstanding a roller coaster year in the financial markets, the value of the College's investments increased by £5.6 million, which combined with the £421k operational surplus, led to an overall increase in the College's net assets of £6 million to £161.4 million.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Trustees (Members of the Council) 1 July 2024 to 30 June 2025

***Ex Officio* Members:**

Master:	Prof Martin Burton
Vice Master:	Dr Bernhard Fulda (to 28 April 2025)
	Prof Eugenio Biagini (Acting Vice-Master from 29 April to 25 June 2025)
	Dr Özge Öner (from 25 June 2025)
Senior Tutor:	Mr Massimo Beber
Bursar:	Mr Martin Pierce

Fellows Elected by and from Members of the Governing Body:

Ms Anna Baskerville (from 1 Sept 2024)
Prof Eugenio Biagini (*ex officio* 29 April 2025 to 25 June 2025)
Dr Fernando Lusa Bordin
Dr Christopher Doran (to 31 August 2024)
Dr Alexander Eaton (from 1 Sept 2024)
Prof Ljiljana Fruk (from 1 Sept 2024)
Prof Ricardo Garcia-Mayoral (to 31 August 2024)
Dr Harriet Groom
Dr Katarina Harasimov (from 1 Sept 2024)
Mr Matthew Ireland (from 1 Sept 2024)
Dr Thomas Lambert (to 31 August 2024)
Dr Özge Öner (from 1 Sept 2024, *ex officio* from 25 June 2025)
Dr Rohan Ranasinghe
Dr Sergii Strelchuk (to 31 August 2024)
Dr Catherine Sumnall
Dr Edward Wilson-Lee

Four Elected Student Members:

JCR President:	Mr Oliver Johnson (from 1 February 2025)
	Mr Luke Nicholas (to 31 January 2025)
MCR President:	Ms Yuqing (Clara) Chen (to 31 March 2025)
	Mr Jakub Łastowiecki (from 1 April 2025)
JCR Vice-President:	Mr George Bowyer (from 1 April 2025)
	Ms Olivia Woods (to 31 March 2025)
Student Representative:	Ms Faye Harrison (from 1 October 2024)
	Ms Abigail Hygate (to 30 September 2024)

Governing Body

Master

Prof Martin Burton

Fellows

Prof Abir Al-Tabbaa
Ms Anna Baskerville
Dr Albert Bates
Mr Massimo Beber
Prof Eugenio Biagini
Prof Stanley Bill
Dr Fernando Lusa Bordin
Dr Philippa Carter
Prof Lucy Cheke
Dr Gerry Crossan
Dr Sophia Dandelet
Dr Tania Demetriou
Dr Christopher Doran
Prof Robbie Duschinsky
Dr Alexander Eaton
Prof Mette Eilstrup-Sangiovanni
Prof Erika Eiser
Prof Andrew Flewitt
Dr Paul Flynn
Prof Ljiljana Fruk
Dr Bernhard Fulda
Dr Yannis Galanakis
Dr Noga Ganany
Prof Ricardo Garcia-Mayoral
The Revd Dr Brett Gray
Dr Boris Groisman
Dr Harriet Groom
Prof Mark Gurnell
Dr Frances Hall
Dr Katarina Harasimov
Mr Matthew Ireland
Dr Antony Jackson
Dr Ruth Jackson Ravenscroft (from 4 Dec 2024)
Dr Suzanne Jones (from 4 October 2024)
Dr Ekin Kurtiç (from 4 October 2024)
Dr Thomas Lambert
Dr John Longley
Dr Ali Meghji
Dr Sarah Millington
Prof Andy Neely
Prof María Noriega-Sánchez
Dr Özge Öner
Prof Richard Penty
Mr Martin Pierce
Prof Michael Pollitt
Prof Michael Ramage
Ms Emma Rampton
Dr Rohan Ranasinghe
Dr Charles Roddie
Dr Rose Ryan Flinn (from 1 Sept 2024)
Dr Anna Schneider
Prof Rodolphe Sepulchre
Dr David Skinner
Dr Victor Souza (from 1 Sept 2024)
Prof Rupert Stasch
Dr Sergii Strelchuk (to 31 August 2024)
Dr Catherine Sumnall
Dr Stefan Theil
Dr Adrian Weller
Dr Owen Weller-Gibbs
Dr Christopher Whitewoods
Dr Edward Wilson-Lee
Dr Kevin Yildirim
Prof Magdalena Zernicka-Goetz (to 31 August 2024)

Elected student members of Council are also members of the Governing Body (see Council membership on previous page).

Statutory officers for the 2024-25 financial year

Master:	Prof Martin Burton
Vice Master:	Dr Bernhard Fulda (to 28 April 2025) Prof Eugenio Biagini (Acting Vice-Master from 29 April to 25 June 2025) Dr Özge Öner (from 25 June 2025)
Senior Tutor:	Mr Massimo Beber
Bursar:	Mr Martin Pierce

Principal advisers

Auditors:	PEM Audit Limited Salisbury House, Station Road Cambridge CB1 2LA
Bankers:	Barclays Bank plc Abacus House, Castle Park, Castle Hill Cambridge CB3 OAN
Buildings Consultants:	Pleasance, Hookham & Nix 1 Northampton Street Cambridge CB3 0AD
Property Managers:	Cheffins Commercial Clifton House, 1-2 Clifton Road Cambridge CB1 7EA
Investment Managers:	BlackRock Investment Management (UK) Limited 12 Throgmorton Avenue London EC2N 2DL
Legal Advisers:	Mills & Reeve Botanic House, 100 Hills Road Cambridge CB2 1PH

ABOUT SIDNEY SUSSEX

1. History

Sidney Sussex College was founded in 1596 under the will of Lady Frances Sidney, Countess of Sussex and is one of the ancient colleges of the University of Cambridge. Its charitable purposes are to be a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief. It is an independent, self-governing, corporate body whose affairs are regulated by statutes approved by the King in Council.

2. Corporate Governance

In February 2018 a revised set of Statutes for the College were approved by the Privy Council. The College is governed, under these Statutes, by two principal bodies:

- **The Governing Body**: comprises the Master, all Fellows in Classes 1 to 3 and four elected students representing the junior members of the College. The Governing Body usually meets four times a year. It elects the College Council and supervises its work. In addition, it has the authority to make or amend the Statutes and Ordinances of the College and to resolve issues concerning their interpretation; to authorise any substantial alterations or additions to the College buildings or grounds; to hold the annual Audit Meeting; to elect and decide on the remuneration of the Master (subject to the Remuneration and Benefits Committee); and to elect the Vice-Master.

- **The College Council**: comprises the Master, three Fellows ex officio (the Vice-Master, Bursar and Senior Tutor), nine to twelve Fellows elected for three-year terms by the Governing Body, and four junior members, three of whom are elected ex officio and one directly. The Council usually meets nine times a year and deals with all matters of College administration not reserved to the Governing Body. The members of the College Council are the Charity Trustees of the College.

The Governing Body and the College Council are served by sub-committees, including the Academic, Audit, Finance and Needs, Investment, Remuneration and Benefits, and Statutes and Ordinances Committees. The Audit, Investment, and Remuneration and Benefits Committees contain members who are external to the College.

In 2021-22 the College commissioned an independent review of its corporate governance and alignment with the Charity Governance Code. An action plan was agreed by Council to address the gaps identified, and an annual progress update is given at the start of each academic year. One outcome of the review was the establishment of a College Plan, identifying, organising and tracking work across all committees and College departments to support the Council in its responsibilities to set priorities and provide overall strategic direction.

3. Charitable Status

The College was formally registered with the Charity Commission on 25 August 2010. There were no serious incidents reported to the Commission in 2024-25 (2023-24: 0).

In addition to the accounts it submits to the Charity Commission, the College also submits annual statistics to the principal regulatory bodies responsible for higher education institutions and/or for charities:

Office of the Independent Adjudicator for Higher Education (OIA)
In 2024-25, the College reported to the OIA that it had issued 0 Completion of Procedures letters (2023-24: 3); the OIA reported that it had received 0 complaints about the College (2023-24: 0).

Office for Students (OfS): Prevent Accountability and Data Return (ADR)
In 2024-25 there were 0 incidents (2023-24: 0) to be reported to the OfS in respect of the College's Prevent duties.

Information Commissioner's Office (Freedom of Information and UK General Data Protection Regulation)
The College responded to 30 Freedom of Information Act requests in 2024-25 (2023-24: 46). All requests were completed on time; 0 responses (2023-24: 1) were referred for review. Since 2022-23, the College has published an annual FOI disclosure log on its website at https://www.sid.cam.ac.uk/lists-and-registers.

In the annual report of the Data Protection Officer for the Cambridge Colleges, the College received a personal data security and protection assurance level of 100% (2023-24: 100%).

4. Public benefit

The aims and objectives of the College are directed to delivering public benefit, in particular:

- To promote educational excellence at both undergraduate and postgraduate level and enable beneficiaries to fulfil their potential as part of both the College and the University of Cambridge;
- To widen participation, increase diversity and facilitate access for those who would benefit from a Cambridge University education, but might face financial or other barriers to doing so without further support;
- To provide an environment conducive to maximising educational potential, through facilities including high quality accommodation, catering and library services on site;
- To support research which benefits the wider population of the UK and globally through innovation and new understanding that will improve prosperity, quality of life and environmental sustainability, amongst other benefits.

In undertaking their responsibilities as trustees of the charity, the members of the College Council, and the members of the Governing Body more widely, endeavour to pay due regard to the Charity

Commission guidance on public benefit by ensuring that their decisions support the College's aims and objectives.

In order to fulfil its charitable purposes of advancing education, religion, learning and research, the College employs Fellows in roles which include those of Teaching Officers, Directors of Studies, Tutors, and senior administrative officers. All Fellows in Classes 1, 2 and 3 are members of the College's Governing Body. The employment of the Master and Fellows is undertaken with the intention of furthering the College's aims, and their employment directly contributes to the fulfilment of those aims.

As a not-for-profit organisation, the College aims to set its charges for members no more than is necessary to cover costs. Bursaries and other financial support are offered to individuals wherever possible, in an effort to ensure that no one is dissuaded from applying, taking up a place or completing their studies because of financial need.

5. Education

The College provides, in conjunction with the University of Cambridge, an education for almost 650 undergraduate and postgraduate students, which is recognised internationally as being of the highest standard. This education is both academic and personal in the sense that it enhances the students' potential to become leaders and effective communicators, so preparing them to play full and effective roles in society. It is a central aim of the College to promote academic excellence, in conjunction with freedom of thought and expression, for all its members and for the public good.

In pursuit of these benefits, the College:

- provides extensive teaching facilities, especially including individual or small-group supervision, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems;
- maintains an extensive library, so providing a valuable resource for students and Fellows of the College;
- provides social, cultural, musical, recreational and sporting facilities enabling all students to realise their academic and personal potential to the full while studying at the College;
- is committed to the freedom of thought and expression, and to academic freedom.

The College is committed to:

- admitting undergraduate and postgraduate students who have the highest potential for benefitting from the education provided by the College and the University;
- operating an outreach programme to raise educational aspiration, and to attract outstanding applicants who might not otherwise have considered Cambridge University to apply to Cambridge in general and to Sidney Sussex College in particular. This programme involves an extensive round of visits to schools, school visits to the College, open days, taster days and residentials devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website;

- an admissions policy that ensures students are selected without regard to their gender, sexuality, social background, geographic location, religious commitment, ethnic origin or financial position;
- assisting undergraduates with limited financial means by providing bursary support through the Cambridge Bursary Scheme (CBS), which is operated jointly by Colleges and the University, and financial support provided directly by the College where needed;
- supporting the costs of postgraduate students by providing financial support, including studentships to fund fees and living costs and 'top-up' funding to fill funding shortfalls in students' funding packages;
- operating a financial assistance scheme for all students in financial need.

In order to fund the provision of its educational objectives, the College charges the following fees:

- Home and qualifying EU undergraduates were charged a combined University and College fee of £9,250 in 2024-25 (£9,250 in 2023-24), of which the College's share is £4,625 (£4,625 in 2023-24);
- Overseas undergraduates were charged a College fee of £12,000 in 2024-25 (£10,890 in 2023-24);
- Postgraduates are charged a combined University and College fee, which varies according to the course. The total fee income is then allocated across Colleges at an equal average rate per student which for 2024-25 was £5,416 per postgraduate (£5,123 in 2023-24);
- Accommodation and meals are charged at reasonable rates.

6. Learning and research

Learning and research seek to increase the sum of human knowledge and understanding for the benefit of society. It is a central aim of the College to promote academic excellence through research, and in doing so to uphold freedom of expression, thought and belief, for all its members and for the public good.

In carrying out its objective of advancing research, the College:

- usually offers two Research Fellowships per year tenable for a period of 3 years;
- provides College Teaching Officer posts, the duties of which also require that a substantial proportion of time be devoted to developing the Fellow's research. In the 2024-25 academic year there were 5.5 College Teaching Officers in post;
- supports research work pursued by its other Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials;
- encourages visits from other academics, from home and abroad, through its Visiting Fellowships and other similar programmes;
- maintains a library and College Archive, including important special collections, which provide a valuable resource of learning and scholarship.

With a view to improving access to learning and research:

- the academic staff of the College are recruited for their potential to contribute to the College's aim of promoting academic excellence, regardless of their gender, sexuality, social background, religious commitment, ethnic origin or financial position;

- the College supports and encourages the dissemination of research undertaken by members of the College to the public at large through the publication of papers in academic journals or other suitable means, including the mass-media of radio, television, journalism, web and social media;
- Research Fellowships are awarded to outstanding academics at the early stages of their careers, allowing them to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of an academic post. Teaching Fellowships combine a proportion of teaching and administrative duties with the opportunity to develop and focus on research.

7. Religion

In pursuing its objective as a place of religion, the College carries forward the tradition, continuous since its foundation, of reflection upon the benefits, and moral and ethical commitments, entailed by religious belief, and upon the implications of that belief for the individual and society. It is, further, a central aim of the College to promote freedom of thought and belief among all its members, of any faith and none.

As part of this, the College:

- maintains, in accordance with its Statutes, its historic connection with the work of the Church of England, particularly through its Anglican services in College;
- maintains and supports the Chapel as a place of religious worship and holds a variety of religious services on weekdays and at weekends during term, which are open to the general public and to visitors;
- supports the emotional, spiritual and mental wellbeing of all members of the College community through its chaplaincy, and through the stimulus that the chapel can provide to all, regardless of whether they have a particular faith commitment or not, to reflect upon the ethical and wider dimensions of human existence and the accompanying social responsibilities;
- enriches its services in Chapel through its outstanding choral tradition carried forward by the College's Choir.

8. Student Numbers

8.1. New students commencing studies in 2024-25

The College admitted 112 (2023-24: 109) undergraduates for the start of the 2024-25 academic year. During the same academic year, the College admitted 97 (2023-24: 114) postgraduate students. The breakdown for each is shown in the tables below. 'AHSS' represents students in the arts, humanities and social sciences, while 'STEM' represents students in sciences, technology, engineering and mathematics.

Undergraduate Admissions	**AHSS**		**STEM**		**Overall**	
	2024-25	**2023-24**	**2024-25**	**2023-24**	**2024-25**	**2023-24**
Male	16	21	34	38	50 (45%)	59 (54%)
Female	46	37	16	13	62 (55%)	50 (46%)
Total	**62**	**58**	**50**	**51**	**112**	**109**

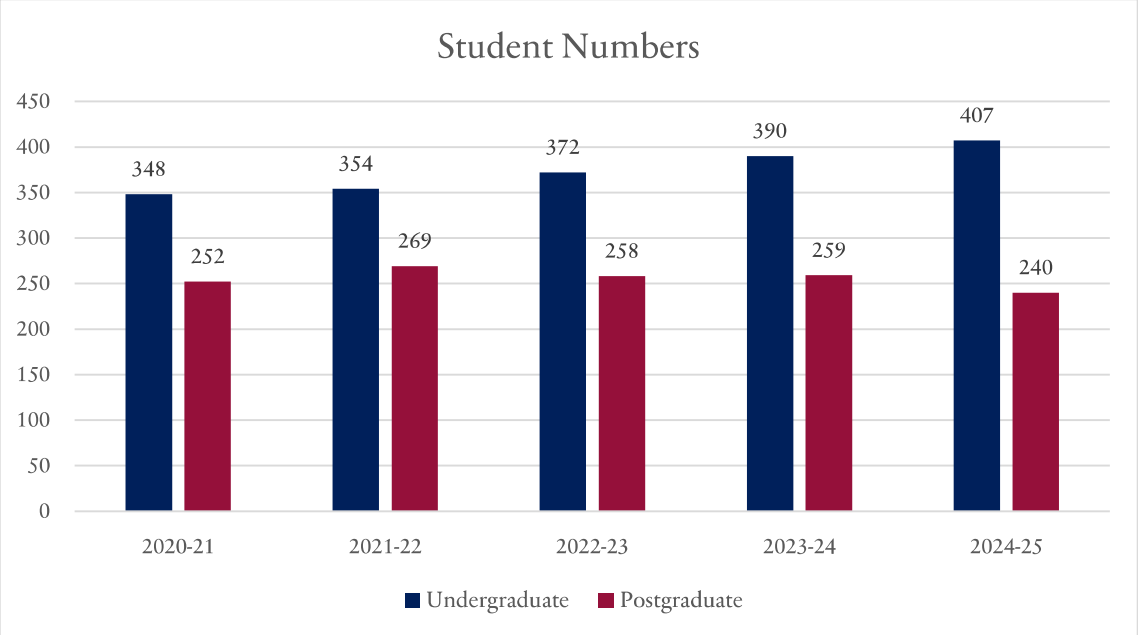
Undergraduate students came from:		
'Home' maintained school	59 (53%)	62 (57%)
'Home' independent school	28 (25%)	26 (24%)
'Home' Higher education institution	2 (2%)	
Other 'Home'	2 (2%)	
Overseas Status (EU)	2 (2%)	0
Overseas Status (non-EU)	19 (17%)	21 (19%)
Total	**112**	**109**

Postgraduate Admissions	**AHSS**		**STEM**		**Overall**	
	2024-25	**2023-24**	**2024-25**	**2023-24**	**2024-25**	**2023-24**
Male	27	44	19	19	46 (47%)	63 (55%)
Female	33	35	15	13	48 (50%)	48 (42%)
Other/Not stated	2	3	1	0	3 (3%)	3 (3%)
Total	**62**	**82**	**35**	**32**	**97**	**114**

Note – the total does not include 9 MB/BChir and 2 VetMB students, all of whom progress automatically from their undergraduate courses.

8.2. Total student numbers in 2024-25

In total, as of 30 June 2025, 407 (2023-24: 390) undergraduate and 240 (2023-24: 259) postgraduate students were on the register (Clinical Medicine and Veterinary students being accounted for in the undergraduate student numbers, as they are included in fee income figures for undergraduates). This makes a total of 647 registered students as at 30 June 2025.



ACHIEVEMENTS OF THE COLLEGE

9. Academic achievements

9.1. Undergraduate achievements

Academic results 2024-25

First Degrees	**No. of students**		**Results available to date as % of those who sat classed examinations**	
	2025	**2024**	**2025**	**2024**
Undergraduates who sat classed examinations				
Classed results available	350	349	100%	100%
of which:				
All First including Distinctions (and Part III Maths Merits)	111	90	32%	29%
II.i and Fourth Year Merits (other than Part III Maths)	183	201	52%	57%

The fulfilment of intellectual potential through pursuit of academic excellence is at the heart of Sidney's educational mission. The college's results in the 2025 undergraduate and integrated Masters, 4-year degree courses (Engineering, Mathematics, Natural Sciences) included outstanding individual student performances: 30 undergraduate students have been awarded Tripos Prizes in recognition of top decile performance; 94 have received Scholarships for top quartile performances.

Sidney's undergraduates delivered one of the strongest performances of recent years. The size of the undergraduate cohort is stable (350 candidates sitting Tripos, in line with the 2022-2024 average of 345). Of these,109 (32%) achieved a First (previous 3-year average 97, representing 28%); among the second years and above, 76 undergraduates improved their ranking by 10% or more (2022-24 average: 64), and only 55 fell in the ranking by the same percentage (2022-24 average: 68). These two measures combine to give a 'value added balance;' of 21, a strong improvement on the 2022-24 average of -4. Outstanding subject performances (in terms of average marks relative to median) were posted by Computer Science (an average 36th percentile ranking), Land Economy (40th), Law (40th), Modern Languages (44th), Psychology and Behavioural Sciences (38th), Theology and Religious Studies (37th), and the two joint Triposes History and Politics (37th) and History and Modern Languages (28th). These last three subjects have posted percentile rankings well above the median in each of the last five Tripos rounds (29th percentile, 40th, and 29th respectively).

Sidney's academic achievements have been underpinned in recent years by substantial investment in a Student Wellbeing Initiative (see Section 12.2) which we believe has begun to provide significant mitigation to the wellbeing challenges many of our undergraduates and postgraduates face.

9.2. Postgraduate achievements

College members graduating in 2024-25 achieved 12PhDs, 7 MBChir and Vet MBs, and 94 Masters-level degrees (2023-24: 32, 9 and 97 respectively) between them[1].

10. Access and Widening Participation, In-reach and EQUIP

10.1. Access and Widening Participation

Whilst the Office for Students (OfS) sets targets to Universities, not for constituent Colleges, nevertheless Sidney Sussex aims to meet the targets which OfS has set as part of its contribution to widening access and participation across collegiate Cambridge University. Over the last five years, Sidney's performance has been as follows:

	2020-21 **Sidney %** (OfS target)	2021-22 **Sidney %** (OfS target)	2022-23 **Sidney %** (OfS target)	2023-24 **Sidney %** (OfS target)	2024-25 **Sidney %** (OfS target)
Percentage of students from UK state-sector schools and colleges	**66.3** (64.2)	**62.6** (64.6)	**67.9** (66.1)	**69.8** (67.6)	**66.7** (69.1)
Percentage of students from POLAR 4 Q1	**7.1** (4.8)	**5.5** (5.2)	**3.4** (5.7)	**5.8** (6.5)	**6.7** (7.0)
Percentage of students from POLAR 4 Q1+Q2	**17.2** (12.7)	**16.5** (13.3)	**10.3** (14.2)	**16.3** (15.7)	**14.6** (16.6)
Percentage of students from regional IMD Q1 and Q2	**19.7** (17.2)	**19.8** (17.7)	**15.6** (18.4)	**19.8** (20.5)	**21.4** (21.2)

10.2. In-reach and EQUIP

The COVID-19 pandemic exacerbated inequalities of experience at school and has been noticeable in attainment rates at A Level, and the skills and confidence that students have when coming to university. Recognising the challenges in transition to higher education that some students face, and responding also to an increasing interest across the sector and in the Office for Students in differential degree and career outcomes for certain groups, Sidney has developed a programme of in-reach (an inward-looking equivalent to outreach), which has two key components.

[1] The Master-level degrees do not include BAMENG, BAMSCI, or BAMMATH students of which there were 26 (26 in 2023-24).

The first is Preparation Week. This week-long residential programme is focussed on the transition of new undergraduate students into Sidney and Cambridge, and is built around wellbeing, community and belonging, and academic skills.

The second is EQUIP, which itself comprises three strands: ongoing academic skill development, careers skills, and community service.

These two components of in-reach form a programme of interventions, supported by a theory of change and evaluation model, which show how the College is supporting its students to succeed academically, in their subsequent careers, and wider lives in their community.

11. Facilities

The College's main site is situated on Sidney Street within Cambridge's historic city centre. Its buildings date from the late 16th century through to the early 21st century, and the campus includes a number of Grade I, II and II* listed structures. The main site accommodates most undergraduate students, the Chapel, the College's operational headquarters and staff offices, meeting and conference facilities, Fellows' and guest accommodation, and the gardens.

Properties on Jesus Lane and King Street, adjacent to the main site, are used for undergraduate and Fellows' accommodation, and staff offices. The College also owns a number of hostels, providing rooms for students in off-site shared housing.

The maintenance of the College's operating assets requires a continuing financial commitment from the College. As well as day-to-day reactive maintenance, the College also operates a rolling 10-year planned maintenance refurbishment programme designed to maintain and improve the estate. In 2024-25 the College budgeted £980k on this programme, a significant increase on the £600k spent in 2023-24. The 2024-25 works focused principally on redecoration and repairs to a large number of windows, fitting of secondary double glazing to Garden Court, fire panel upgrades and improving access systems.

The College has budgeted £1m for this programme for 2025-26, and provisionally each year going forward, in recognition of the sustained level of investment required in the estate on an ongoing basis. Works will continue to focus on the four priorities identified by the Buildings & Environment Committee:

- Planned preventative maintenance
- Decarbonisation
- Health & Safety
- Accessibility and amenity

12. Student support

12.1. Financial support

In order to assist undergraduates from families with lower incomes, the College provides financial support through the Cambridge Bursary Scheme (CBS) which is operated jointly by Colleges and the University. In addition, the College provides a number of top-up bursaries. Undergraduates in the College received £399k in 2024-25 (2023-24: £423k) in bursaries. In addition, the College provided £37k (2023-24: £27k) in study awards and financial assistance grants to students in financial need.

For the academic year 2024-25, the number of CBS awards made was 82 (2023-24: 91) out of a Home/EU undergraduate in residence population of 321 (2023-24: 368). 40 (2023-24: 38) of the awards are at the maximum value of £3,500 (2023-24: £3,500); and the average value of the awards was £2,707 (2023-24: £2,852).

Eight students additionally received the Enhanced CBS awards for Clinical Medicine Students (vs. 10 in 2023-24, when the awards were introduced). These awards are made up to a maximum value of £2,100, and are in addition to students' main CBS award, taking the maximum CBS support for a Clinical Medicine Student to £5,600 (CBS £3,500 + ECBS £2,100). Six students (2023-24: 5) received the maximum value of £2,100 (2023-24: £2,100) with the overall average award being £1,830.75 (2023-24: £1,641.60) across the eight recipients.

Three students (vs. 7 in 2023-24, also when the award was introduced) also received a Clinical Medic Donor Award, again on top of the main CBS award and the Enhanced CBS award. These have a value of either £500 or £1,000. Two students (2023-24: 5) were awarded £1,000 with one (2023-24: 2) receiving £500.

The College provided £176k (2023-24: £196k) in financial support to postgraduate students to assist with their costs. This is in the form of a limited number of full studentships, top-ups to external studentships and assistance with research expenses.

12.2. Student wellbeing

In 2021-22 Council established a Student Wellbeing Initiative in recognition of the increasing need for sustained investment in student mental health. The Initiative, led by the Head of Student Wellbeing, helps students to fulfil their academic potential while developing the strength, maturity and resilience they need for life beyond Cambridge. Total wellbeing expenditure in 2024-25 was £462,000 (2023-24: £349,000), supported primarily by philanthropic giving.

The service has evolved in both scope and visibility. The Wellbeing Team has grown from two staff members in 2019-20 to three trained professionals working closely with Tutors, Directors of Studies and other key staff to ensure students are well supported both pastorally and academically, with early intervention and preventative support prioritised.

The Initiative is shaped by Sidney's wider strategic goals to support students' physical and mental health, to foster a deep sense of belonging and inclusivity, and to provide meaningful opportunities for personal growth and the development of essential life skills. Looking forward, its approach will be characterised by deeper integration and broader reach, with expanded access to inclusive and welcoming 'third spaces' promoting informal connection and easy social integration. Support will remain tailored, proactive and inclusive, with new initiatives focussing on underrepresented and international students, and further investment in staff and student training to strengthen capacity to respond to complexity with confidence and care.

Key achievements:

- Ongoing programme of support and events promoting positive habits around sleep, nutrition, rest and balance, reinforcing the connection between health and performance;
- Preparation Week, now in its third year, offered to incoming students before the start of their first term to help build academic confidence, social connection and life skills;
- Appointment of a fourth Wellbeing Team member in 2025-26 in response to rising demand;
- Funding secured and work underway to develop a large, sustainable Sensory and Wildlife Garden on College grounds;
- Access to a professional life coach, providing individual support;
- Establishment of a Multi-Faith Room, open to all students, providing a peaceful, inclusive space for prayer, reflection or quiet time;
- Building external partnerships with local charities to open up volunteering and service-learning opportunities, encouraging students to connect to the wider Cambridge community.

Impact of the Wellbeing Initiative since establishment:

Sidney Students	2019-20	2022-23	2024-25	% change 2019-20 to 2022-23	% change 2022-23 to 2024-25
Undergraduate Intermissions	4	11	10	175.0%	-9.1%
Undergraduate Withdrawals	1	3	2	200.0%	-33.3%
Undergraduate with Exam Access Arrangements (mental health related)	12	24	32	100.0%	33.3%
University Counselling services referrals	12	24	49	100.0%	104.2%
Bespoke Mental Health Advice Support	12	22	9	83.3%	-59.1%
Assistance with accessing Hardship Support	24	46	30	91.7%	-34.8%

13. Equal opportunities

The College is committed to the principle and practice of equal opportunities and strives to be an equal opportunities employer. Its work on Equality, Diversity and Inclusion (EDI) takes place within a policy

framework approved by the College Council in June 2022. This framework establishes the College's values and commitments in relation to EDI and modalities for their implementation.

The EDI Committee, a standing committee of the College Council, published its second annual report in 2025, detailing how the College meets its obligations and commitment to equality, diversity and inclusion. The College has a long tradition of academic excellence and of reaching out to students who have the potential to excel, regardless of their gender, race, sexuality, religion or belief, disability, or socio-economic circumstances.

Building inclusive communities requires reflection upon obstacles to inclusion, barriers to equality and limitations on diversity: through its EDI work, the College is committed to that process of reflection and to taking the necessary steps to ensure equal opportunities for those accessing higher education.

The College is also an employer, and its staff and Fellows should not only have the right to work free from discrimination but should also reflect the society we live in and the communities the College serves. The College's aim is that a culture of equality, diversity and inclusion is embedded in all recruitment and employment practices.

As a charity, and as an institution of higher education, the College is bound by a range of EDI obligations and commitments. The EDI Committee's annual report demonstrates compliance with these requirements, and provides an opportunity to reflect on progress, identify the next steps in the College's progress towards being a more inclusive place to live, learn and work, and to renew its commitment to incremental improvement. Future reports will assess what progress has been made.

The EDI Annual Reports, can be found on the College's website at: https://www.sid.cam.ac.uk/equality-diversity-and-inclusion.

FINANCIAL – INCOME AND EXPENDITURE

14. Surplus/deficit for 2024-25

The Statement of Comprehensive Income and Expenditure (SOCIE) shows an operating surplus (before other gains and losses) of £421k for the year, compared with an operating surplus of £3.738 million in 2023-24. However, the 2023-24 figures were significantly favourably impacted by £2.968 million due to the removal of the provision required against the USS pension scheme, without which there would have been a much smaller operating surplus of around £770k in 2023-24.

The College also measures the **underlying** operational surplus or deficit by excluding donations income and exceptional costs. In 2024-25, the underlying deficit on this measure was £326k, which represents an improvement compared with the 2023-24 underlying deficit of £456k. This resulted from higher levels of student accommodation and catering income, alongside higher investment income. However, the outlook for future years remains challenging due to inflationary pressures on staff costs, utilities and other expenditure whilst tuition fees from home fee status undergraduates remain fixed.

15. Income

The College had total income of £14.215 million in the year, a decrease of £607k (4%) from the £14.823 million for 2023-24. However, the reduction resulted entirely from a reduction in donation income in 2024-25 compared with 2023-24. Donation income inevitably moves around from year to year and was favourably impacted by a generous large legacy in 2023-24.

Excluding donations, underlying operational income increased by £414k (3%) to £12.918 million, from £12.505 million in 2023-24.

	2024-25	**2023-24**	**Variance**
	£m	**£m**	**£m**
Student fees	3.264	3.193	0.071
Catering charges to members	0.315	0.282	0.033
Accommodation charges to members	3.495	3.269	0.226
Conference and hospitality	2.030	2.012	0.018
Investment income	3.696	3.685	0.012
Other	0.118	0.064	0.054
Sub Total – underlying operational income	**12.919**	**12.505**	**0.414**
Donations and Endowments	1.297	2.316	(1.021)
Total (including donations)	**14.215**	**14.823**	**(0.607)**

Income from academic fees and charges increased by £71k (2%) principally because of the higher unregulated undergraduate fee which increased from £10,890 to £12,000 per FTE student, as well as

because of an increase in the number of undergraduates on the unregulated fee. This generated an additional £136k of income altogether.

Income from accommodation, catering and conferences increased by a total of £277k (5%) in the year, from £5.563 million in 2023-24 to £5.840 million in 2024-25. As can be seen from the table above, this was predominantly due to increased student accommodation income, from both maximising capacity utilisation, and the usual inflation level increase in pricing.

The overall net increase of £12k (0%) in investment and endowment income comprised £77k higher commercial property income, offset by decreases in income from securities of £22k and in interest on deposit accounts of £43k. The increase in commercial property income was largely due to seven months of rental income from the 20-22 Sidney Street property which was acquired in November 2024 and houses Waterstones bookshop and Vinyl nightclub.

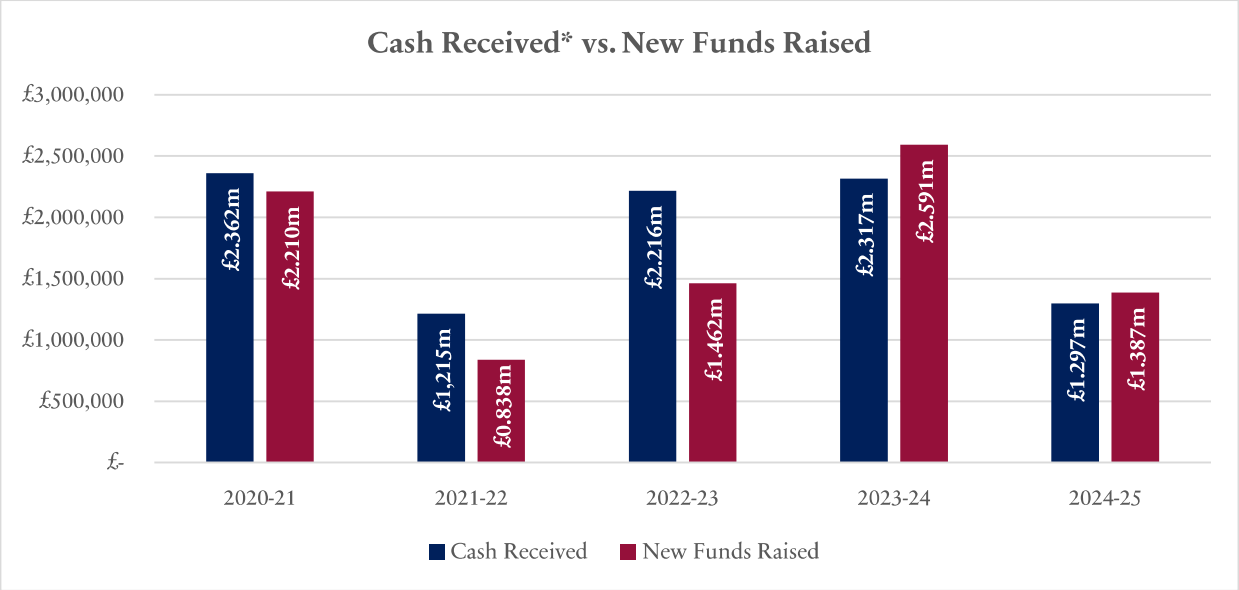
Other income increased by £54k from £64k last year to £118k this year.

15.1. Donations and fundraising

The College's fundraising efforts are primarily directed at raising money from its alumni and supporters through major gifts, regular giving and legacies, in particular for the other priority areas of student support, teaching and research, college life, and buildings and environment.

All fundraising is carried out by the Development and Alumni Relations Office (DARO), with support from the wider Fellowship and student volunteers. The department reports quarterly results to Council and all its work is subject to oversight by a dedicated Development committee, which meets three times per year. The College is registered with the Fundraising Regulator and was not the subject of any complaints to that body in 2024-25.

As income received can vary significantly, the chart below shows funds received over last five financial years (demonstrating the fluctuation from year to year). Income received is the money that has been received into the bank account. New funds raised are the new funds secured in a year, comprising both new single cash gifts and the full value (up to 5 years) of confirmed new pledge gifts. It excludes any cash payments against pledges secured in previous years.



*Cash Received figures for some years will vary from those reported by Finance, owing to revised auditing requirements relating to multi-year gift accruals.

The College is immensely grateful for the donations and legacies received over the course of the year.

16. Expenditure

On the face of it, expenditure in 2024-25 increased from the previous year by £2.709 million (24%), from £11.085 million in 2023-24 to £13.794 million in 2024-25.

However, there were a number of exceptional items of expenditure in both years, which skew the picture. Specifically:

- 2023-24 included a favourable adjustment (effectively 'negative expenditure') of £2.968 million in respect of the USS pension deficit, compared with no adjustment in 2024-25
- 2023-24 included £513k of exceptional expenditure relating to the closure of the Sidney Sussex 1975 Pension Scheme, whereas in 2024-25 the final balancing premium was significantly lower than expected leading to a release of £265k.

Excluding these exceptional costs relating to the USS pension scheme adjustment and the closure of the Sidney Sussex 1975 pension scheme, underlying operational expenditure increased by only 3.8%, from £13.540 million in 2023-24 to £14.059 million in 2024-25.

	2024-25	2023-24	Variance
	£m	£m	£m
Education	6.501	6.151	(0.350)
Accommodation costs – members	3.715	3.640	(0.075)
Catering costs – members	1.083	1.038	(0.045)
Conference and hospitality costs	1.913	1.846	(0.057)
Other expenditure	0.847	0.865	0.018
Sub Total – underlying operational expenditure	**14.059**	**13.540**	**(0.519)**
Exceptional – USS pension adjustment	0.00	(2.968)	(2.968)
Exceptional – Sidney Sussex 1975 Pension closure	(0.265)	0.512	0.778
Total	**13.794**	**11.085**	**(2.709)**

16.1 Education Deficit

Academic fees cover only 50% of the cost of providing education, and this year the College ran a deficit of £3.237 million on education, up 8% on the £2.958 million deficit in 2023-24 The deficit is calculated by subtracting the £6.501 million expenditure on education set out above (2023-24: £6.151 million) from the £3.264 million of student fee income set out in section 14.1 (2023-24: £3.193 million).

The College is reliant on income from conferences, rent from commercial property and dividends from investments, as well as donations, to fund the education deficit. With continuing upwards pressures on expenditure including teaching costs, building maintenance and utilities, but largely static Home undergraduate tuition fees, the College is increasingly challenged by the rising deficit on providing its core objectives of education, learning and research.

FINANCIAL – BALANCE SHEET

17. Total Net Assets

Total net assets in the year to 30 June 2025 increased by £6.1 million from £155.4 million to £161.4 million. This was driven on a net basis entirely by investment gains of £6.8 million. In detail, the variations in net assets resulted from:

	2024-25	2023-24	Variance
	£m	£m	£m
Fixed and Heritage Assets	57.268	57.368	(0.100)
Investments (securities and commercial property)	123.227	116.468	6.759
Net current assets	5.812	6.421	(0.609)
Long Term Loans	(24.900)	(24.900)	-
Total net assets	**161.408**	**155.357**	**6.051**

17.1. Fixed Assets

The value of College's fixed assets in the Balance Sheet decreased by £100k from £56.9 million to £56.8 million. The depreciation charge of £1.117 million was very largely offset by an increase in capital additions. The largest single capital addition in the year was the cost incurred of £522k for the final phase of the replacement of the Blundell Court boilers.

17.2. Investments

Broadly the College has three categories of investments:

1. **Securities portfolio** (**the Amalgamated Fund**), which is managed for long term total return. The securities portfolio is invested in the Amalgamated Fund, which mainly consists of tracker funds (held with BlackRock in 2024-25), plus holdings in the Charities Property Fund and Cambridge University Endowment Fund (CUEF).
2. **Commercial property,** which comprises retail units that are integral to the College site, or student accommodation blocks. The College is unlikely to be able to sell any of this property, so it is managed for income over the long term.
3. **Cash.**

2024-25 saw a major change in the balance of investment assets between these three categories, as a result of the purchase in November 2024 of 20-22 Sidney Street for £9.1 million, including costs, which was funded by the sale of £8.0 million of tracker fund securities in the Amalgamated Fund, together with £1.1 million of cash. Unlike the rest of the commercial property portfolio, 20-22 Sidney Street is not integral to the College site or student accommodation.

The College's commercial property portfolio (excluding 20-22 Sidney Street) was revalued internally in June 2025, which resulted in an increase in value from £15.1 million to £15.7 million. The valuation was undertaken on the basis of market value of rents using yields as published by third party property

specialists such as Knight Frank and Savills and reflects the downward pressure on the rental incomes for retail property. 20-22 Sidney Street was valued at cost (£9.1 million). Its inclusion in the portfolio increased the overall commercial property valuation to £24.8 million.

Because of the distorting effect of the 20-22 Sidney Street transaction on underlying movements in commercial property, securities and cash investment values, movements in investment valuations are set out below on both a 'headline' and an 'underlying' basis. The underlying basis excludes the movements specifically relating to the purchase of 20-22 Sidney Street.

As can be seen from the second table below, when the effects of the 20-22 Sidney Street transaction are excluded, the value of the securities portfolio rose by 5% on an underlying basis, compared with a 3% fall on a headline basis. Meanwhile the value of commercial property also increased, but by a much smaller amount (4%) than the headline figure (64%).

Movements in Investments – Headline	**June 2025 £ million**	**June 2024 £ million**	**Movement £ million**
Amalgamated Fund (securities)	98.39	101.33	(2.94)
Commercial Property	24.78	15.10	9.67
Other Investments	0.01	0.01	0.00
Cash	0.05	0.03	0.02
Total	**123.23**	**116.47**	**6.76**

Movements in Investments – Underlying	**June 2025 £ million**	**June 2024 £ million**	**Movement £ million**
Amalgamated Fund (securities)	106.39	101.33	5.05
Commercial Property	15.67	15.10	0.57
Other Investments	0.01	0.01	0.00
Cash	0.05	0.03	0.02
Total	**122.12**	**116.47**	**5.65**

It should be noted that the difference between the actual investments of £123.23 million recorded in the balance sheet and underlying investments of £122.12 million resulted from the transfer of £1.1 million from operational cash to investments for the purchase of 20-22 Sidney Street.

With respect to the Amalgamated Fund, the total investment returns (annualised growth plus income) on the College's securities portfolio were as follows for the 1-year. 3-year, 5-year and 10-year periods to 30 June 2025. For comparison the rates of total returns for the same periods to 30 June 2024 are also shown.

Amalgamated Fund – Total return % p.a.		
	To 30 June 2025	**To 30 June 2024**
1 year	7.35%	22.19%
3 years	12.14%	8.67%
5 years	10.56%	7.83%
10 years	8.17%	7.98%

17.3. Total Return Accounting

The College Statutes confer the power to adopt Total Return accounting for investment income. The College approved proposals for the implementation of Total Return accounting from 1 July 2022. In order to smooth the effects of short-term volatility in asset values, the income spending rule is based on a three-year rolling average of the quarter-end unit values of the Amalgamated Fund. To provide budget certainty and an opportunity to react to unanticipated changes in market conditions, the rolling average is lagged by two quarters. As an example, the expenditure in the year 2024-25 was based on the twelve quarter-end unit values from the quarter ended 31 March 2021 to the quarter ended 31 December 2023. The Total Return spending rule is currently set at 3.2% of the weighted average unit value of the Amalgamated Fund.

17.4. Periodic tender of investment managers for the College's tracker funds

During 2024-25 the College undertook a periodic re-tender of the investment management mandate for its tracker funds. As a result it will be moving during 2025-26 from BlackRock to tracker funds managed by Legal & General Investment Management.

17.5. Responsible Investing

The College adheres to the Charity Commission guidance on responsible investment as a minimum standard but takes additional action on ESG (environmental, social and governance) considerations whenever it is possible and effective to do so within the College's fiduciary responsibilities. The College's current holdings are concentrated principally in publicly listed companies through passive market tracker funds. Where the College sees that within its fiduciary responsibilities it can contribute to changes in public discourse, it will exclude particular companies or sectors from its portfolio for ESG considerations. In re-tendering the investment management of its passive tracker funds in 2025, the College also sought to improve the ESG profile of its tracker funds and has been successful in achieving this alongside performance and cost objectives.

18. Financial Liabilities

18.1. Loans

During 2013-14, the College borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-53 and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of borrowings to net assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 2063 at a fixed interest rate of 2.26%. In June 2021,

the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 2066 at a fixed interest rate of 2.24%.

18.2. Pension Fund and Pension Fund Deficits

The College has participated in two pension schemes, the Sidney Sussex 1975 Pension Scheme and the Universities Superannuation Scheme (USS). The Sidney Sussex 1975 Pension Scheme has been closed to new members since 2004 and was closed to new accruals in December 2023 following consultation. All College staff (academic and non-academic) on the payroll are auto-enrolled in the USS Scheme (subject to meeting the eligibility criteria) unless they choose to opt out.

As at 30 June 2025, both pension funds have a deficit of zero. This was also the position as at 30 June 2024.

19. Reserves and Reserves Policy

The College's Reserves Policy ensures that the College has contingency funds that are both completely unrestricted in terms of use, and readily realisable at short notice to cover any unexpected but significant operating shortfall or other need for liquidity.

The College has agreed a dynamic target for free reserves, which adjusts automatically to changing circumstances, generating a revised target each financial year. This is calculated as set out below:

Category of Reserve	Calculation of target
Contingency for unexpected and significant income reduction or increased expenditure	Contingency to cover the equivalent of 40% of the total of the previous two years' operating expenditure, i.e. the cash commitments of the College excluding depreciation and exceptional costs, or balance sheet movements.
Contingency for covering the maintenance of the fabric of the estate	Contingency equivalent to the level of depreciation in the previous year.

Adding these two components together provides the total target free reserves for the year. Each year the calculation will change and require updating. The management of free reserves is overseen by the Finance and Needs Committee, which reports to College Council.

As at 30 June 2025, the College's free reserves were £5.92 million compared with target reserves of £10.24 million. Although this represents a significant decrease in free reserves from £14.27 million in June 2024, it largely reflects the sale of liquid assets (securities and cash) to fund the purchase of 20-22 Sidney Street, which as a commercial property asset is less liquid.

The Finance & Needs Committee and Council will consider in 2025-26 whether any changes are needed to the College's reserves policy to take account of this change in the balance of the College's assets.

PRINCIPAL RISKS AND UNCERTAINTIES

Members of the Council, as Trustees of the College, have ultimate responsibility for ensuring risk is managed effectively. In order to provide a comprehensive assessment of risks to be managed and mitigated, a set of detailed risk registers in 13 separate areas of the College's operations have been developed and are reviewed annually using a consistent methodology. The College's committees, made up of Fellows, staff and students as appropriate, review the relevant register and assess mitigations for all the sub-risks identified. Following review by Committee, the overall register is compiled and presented to the Audit Committee and Council for approval each Michaelmas Term.

The Audit Committee and Council also review annually the risk management principles and methodology, and the list of risks, risk owners and responsible committees.

The most significant risks and uncertainties identified currently are:

- Financial constraints as a result of the confluence of significant levels of cost inflation combined with falling UK undergraduate tuition fees in real terms
- Challenges to attracting talented overseas students, firstly as a result of Brexit, and more recently due to tightening of visa requirements
- The long-term ability to maintain and develop the College's educational and research activities, arising principally from the financial challenges above
- Maintaining the student collegiate experience at a time of rising demand for wellbeing and mental health services
- Attracting the best academics, staff and students
- Maintaining and renewing its physical facilities, including making improvements to environmental sustainability
- Cybersecurity in light of continuing cyber attacks on higher education institutions as well as other private and public sector organisations
- The impact of geopolitical tensions and global trade and economic uncertainties on the international intellectual openness and collaboration on which successful Universities are based.

PLANS FOR FUTURE PERIODS

During 2024-25, the College has developed a new Vision & Strategy for the decade or so ahead. Key themes include:

- **Combining academic excellence with a rich, supportive collegiate environment.** The College continues to enhance its core student services, supporting students' educational and personal development, and their readiness for employment or further study. Its investments in student wellbeing have led to major improvements in its offer of wellbeing and pastoral care from confirmation of offer to graduation. Looking ahead, the College particularly aims to enhance the experience for postgraduate students at Sidney.

- **Renewing, enhancing and transforming the College's buildings and estates.** In the last two years, the College has doubled its annual investment in its historic estate, however it is recognised that a holistic approach is needed, ensuring that facilities and accommodation match the requirements and expectations of the mid 21st century, that the College prepares for a future which is largely decarbonised, where accessibility for all is assured and where the College's extensive and much-loved gardens work seamlessly with the built environment. In the first instance, the College will be undertaking an Estates Masterplan during 2025-26 which will look ahead not just to the next 10 years, but through to mid century. This Masterplanning exercise will form the basis of the work to follow.

- **Attracting, retaining, developing and supporting the best people.** Notwithstanding the importance and familiarity of its historic buildings, the College ***is*** in many ways its people. Without leading academics from around the world undertaking ground-breaking research and delivering inspiring teaching, and without the best professional support to manage and develop the College's facilities, services and operations, Sidney would not be the place it is today. But things change – we are more international and more diverse than 30 or 40 years ago; and although there are more of us now, on average we stay for a shorter time. This calls for different approaches, and makes a focus on the College culture and its family feel more important.

- **Long-term financial sustainability.** Sidney Sussex College remains well resourced financially, not least due to the generosity of alumni and supporters over the four centuries of its existence. However, the vicissitudes of first Covid, and more recently high and sticky cost inflation against a backdrop of static UK undergraduate tuition fees, are significant financial headwinds. A key part of our overall vision and strategy – of necessity – will include a detailed review of how to create a sustainable long-term financial platform from which also to find the resources to deliver the other ambitions contained within it.

It just remains for me to thank the whole Sidney community – students, staff, Fellows, visitors, donors and other supporters – without whom we could not have achieved everything we have in the last year, and with whom going forward we aim to build success, together.

Professor Martin Burton
Master

This annual report was approved at the meeting of the Council on 12 November 2025.

FINANCIAL STATEMENTS 2024-25

STATEMENT OF INTERNAL CONTROL

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

The system of internal control is risk based, so is designed to manage and mitigate, rather than eliminate, the risk of failure to achieve policies, aims and objectives.

The system of internal control is designed to identify the principal risks to the achievement of the College's policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively, and economically. The Council has responsibility for agreeing the risk assessment. Risk management is delegated to individual Committees and is overseen by the Audit Committee. The Audit Committee's and Council's review of the effectiveness of the system of internal control is informed by the work of the various Committees, the 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.

The Audit Committee sets aside part of each meeting for discussions without officers being present. It can carry out independent investigations of complaints and is a point of independent contact for the Auditors.

RESPONSIBILITIES OF THE COUNCIL

The Council is responsible for preparing the Annual Report and 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 Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing these financial statements, the Council is required to:

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

The Council is responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable it to ensure that the financial statements comply with the Statutes of the University of Cambridge. It is 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 Council is responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

INDEPENDENT AUDITORS' REPORT TO THE COUNCIL

Opinion

We have audited the financial statements of Sidney Sussex College (the 'College) for the year ended 30 June 2025, which comprise of the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheets, the Cash Flow Statement and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the College's affairs as at 30 June 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Statutes of the University of Cambridge.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Trustees 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements 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.

Opinion on other matters prescribed by the Statutes of the University of Cambridge

In our opinion, based on the work undertaken in the course of the audit:

- the contribution due from the College to the University has been computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G,II, of the University of Cambridge.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Operating and Financial Review.

We have nothing to report in respect of the following matters in relation to which the Charities (accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- sufficient accounting records have not been kept by Sidney Sussex College; or
- the Sidney Sussex College financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the responsibilities of the Council statement, set out on page 29, the Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council 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 Council are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the College through discussions with management, and from our commercial knowledge and experience of the education 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 College, including the Charites Act 2011, the Statutes of the University of Cambridge and taxation legislation;
- in addition, we considered provisions of other laws and regulations which do not have a direct effect on the financial statements but compliance with which might be fundamental to the College's ability to operate or to avoid material penalties;
- we obtained an understanding of the College's policies and procedures on compliance with laws and regulations, including documentation of any instances of non-compliance.
- we made enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- we considered the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

- we assessed the susceptibility of the College's financial statements to material misstatement, including how fraud might occur;
- laws and regulations identified were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

As a result of the above risk assessment procedures we identified the greatest risk of material misstatement on the financial statements arising from irregularities and fraud to be within the potential for management to override controls together with the risk of fraudulent revenue recognition. We considered the risk of fraudulent revenue recognition to be most prevalent in the completeness and cut off of donation and legacy income and the cut off of conference income. In response to these identified risks, we designed procedures which included, but were not limited to:

- performed analytical procedures to identify any unusual or unexpected relationships;
- performed audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business;
- assessed whether judgements and assumptions made in determining the accounting estimates set out on page 43 were indicative of potential bias;
- we used Audit Data Analytics to review the client data for unusual anomalies;
- we performed substantive testing for a sample of donations from Raiser's Edge to supporting documentation to ensure that all income was appropriately recognised in the general ledger in the correct period and any restrictions appropriately recognised;
- we also tested a sample of donations around the year end and discussed ongoing legacies with the Development Office to ensure cut off had been correctly applied;
- we performed substantive testing for a sample of conferences from the booking system to invoice to ensure that all income was appropriately recognised in the general ledger in the correct period;

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

- we agreed the financial statement disclosures to underlying supporting documentation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence;
- we read the minutes of meetings of those charged with governance;
- we discussed with management actual and potential litigation and claims;

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 Trustees 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 Council, as a body, in accordance with the Statutes of the University of Cambridge and the Charities Act 2011. Our audit work has been undertaken so that we might state to the Council those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the College's Council, as a body, for our audit work, for this report, or for the opinions we have formed.

PEM Audit Limited

PEM Audit Limited

Registered Auditors
Salisbury House
Station Road
Cambridge
CB1 2LA
Date: 19 November 2025

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, using the Recommended Cambridge College Accounts (RCCA) format; and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019.

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.

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 which are included at valuation.

Going Concern
The College has undertaken detailed budgeting, forecasting and cash flow planning which is reviewed and monitored by the Finance and Needs Committee and Council. Forecasts have been prepared for the period to 2030 on a prudent basis and have considered the impact upon the College and its cash resources and unrestricted reserves. The College continues to review its cost base in order to combat the inflationary pressures on all expenditure. The College also has significant investments which could be realised if required.

Based upon their review the Trustees believe that the College will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore have continued to adopt the going concern basis in preparing the financial statements.

Consolidation of subsidiaries

Sidney Sussex College has two wholly owned subsidiaries, Sidney Sussex Limited and Sidney Sussex Hospitality Company Limited. Sidney Sussex Limited is a dormant company and Sidney Sussex Hospitality Company Limited has not been consolidated on the basis of materiality but has produced accounts that are available at Companies House.

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 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 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 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. Restricted capital grants are released to general reserves upon completion of the capital project to which they relate.

Special Trust Funds are restricted funds that the College holds in trust. The College is not free to change the terms on which these funds were established, though, as a result of the new Statutes approved in February 2018, it does have relatively broad powers to use surplus income.

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.

Designated Funds are funds that have been given without restriction, which the Council has decided to designate for a specific purpose. Often this reflects the preferences of the donor. The Council is free to make and amend the regulations for these funds.

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

Investment income and change in value of investment assets
Investment income and change in value of investment assets is 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 operates a total return policy with regards to its endowment assets. Spendable income of 3.2% of the three-year weighted average value of the investments, lagged by six months, is included as endowment income. Investment management costs are charged against income.

Other income
Income is received from a range of activities including accommodation, catering conferences and other services rendered.

Cambridge Bursary Scheme
In 2024-25, the Cambridge Bursaries given by the College to eligible students were made directly by the Student Loans Company (SLC). The College reimbursed the SLC for the full amount paid to their eligible students, and the College subsequently received a contribution from the University of Cambridge towards this payment. The College has shown the gross payment made to eligible students and a contribution from the University as Income under "Academic Fees and Charges". The numbers below include Foundation year bursaries

The net payment of £161,545 is shown within the Statement of Comprehensive Income and Expenditure as follows:

Income (see note 1)	£173,639
Expenditure	£335,184

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 comprehensive income and expenditure for the financial year.

Fixed assets
Land and buildings
Fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses.

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

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

Fixed assets
Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a 2% reducing balance basis.

Short Leasehold Buildings are depreciated over the life of the lease up to a maximum of 50 years.

Assets under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred and are recognised on a cash basis. They are not depreciated until they are brought into use.

Land held specifically for development, investment and subsequent sale is included in current assets at the lower of cost and net realisable value.

The cost of additions to operational property shown in the balance sheet includes the cost of land. Furniture, fittings, and equipment costing less than £5,000 per individual item is written off in the year of acquisition unless the aggregate value of related items exceeds £25,000. All other assets are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	2-25% reducing balance/straight line
Motor vehicles	20% straight line
Plant and equipment	15-25% reducing balance/straight line

Leased assets
Leases in which the College assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance leases are stated at an amount equal

to the lower of their fair value and the present value of the minimum lease payments at inception of the lease, less accumulated depreciation, and less accumulated impairment losses. Lease payments are accounted for as described below.

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

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

Heritage assets

The College holds and conserves a number of collections, exhibits, artefacts, and other assets of historical, artistic or scientific importance. Heritage assets acquired before 1 July 2000 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 2000 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

Investments

Securities are included in the balance sheet at fair value on 30 June each year, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost.

Investment properties are included at fair valuation and the aggregate surplus or deficit in transferred to Unrestricted Reserves. An internal valuation was carried out as at 30 June 2025, calculated on the basis of the yields published by third party property specialists such as Knight Frank or Savills. A formal valuation of the commercial property holdings was last carried out by Cheffins, Chartered Surveyors, as at 30 June 2022. An formal independent valuation will be conducted at least every five years.

Stocks

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

Contingent liabilities and assets

A contingent liability arises from a past event that gives the College a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events, not wholly within the

control of the College. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required, or the amount of the obligation cannot be measured reliably.

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

Contingent assets and liabilities are not recognised in the balance sheet but are disclosed in the notes.

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. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or finance income as appropriate unless they are included in a hedging arrangement.

To the extent that the College enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date. The College does not apply any hedge accounting in respect of forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

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

Taxation

The College is a registered charity (number 1137586) 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 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 costs

Retirement benefits for employees, who started after 2 January 2004, and for the majority of Fellows are provided by the Universities Superannuation Scheme (USS). Benefits for participating employees who started before 1 January 2004 are provided by the College's own scheme, Sidney Sussex 1975 Pension Scheme, but this is now closed to new entrants.

Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. 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 profit and loss account 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 deficit on a technical provisions basis (as was the case following the 2020 valuation), the trustee 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 income statement. Further disclosures relating to the deficit recovery liability can be found in note 27.

Sidney Sussex College 1975 Pension Scheme

This was a defined benefit scheme which was externally funded and contracted out of the State Second Pension Scheme up to 31 March 2016. The funds were valued every three years by a professionally qualified independent actuary using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years, the actuary reviewed the progress of the scheme. Pension costs were assessed in accordance with the advice of the actuary, based on the latest actuarial valuation of the scheme and was accounted for on the basis of charging the cost of providing pensions over the period during which the College benefits from the employees' and Fellows' services.

The scheme was closed to active members in December 2023 and all members were transferred to the USS pension scheme. The scheme winding up was expected to be completed by 31 October 2025.

Employment benefits
Short term employment benefits such as salaries and compensated absences are recognised as an expense in the year in which the employees render service to the 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 in 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 College Officers 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.

College Officers 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 the probate stage.

Useful lives of property, vehicle, equipment, and furniture– Property, vehicle, equipment, and furniture 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 9.

Recoverability of debtors – The provision for doubtful debts is based on the College's estimate of the expected recoverability of those 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.
Investment property – Properties were revalued to their fair value at the reporting date by Cheffins Commercial. The valuation is based on the assumptions and judgements which are impacted by a variety of factors including market and other economic conditions. The revised valuation at 30 June 2025 was increased from £15.1 million to £15.7 million. Given the unknown future impact that COVID-19 might have on the real estate market, the valuation of the properties will be kept under frequent review. The addition of 20-22 Sidney Street was included in the commercial property portfolio, increasing the overall valuation to £24.8 million.

Investments in Charities Property Fund – the College holds an investment in the Charities Property Fund Income Units which at the year-end was valued at £2.4 million.

Investments in the Cambridge University Endowment Fund – the College holds an investment in the Cambridge University Endowment Fund which at the year-end was valued at £6.9 million.

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.

College Officers are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements. Further details are given in note 27.

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit, results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with the resulting expense charged through the profit or loss account in accordance with section 28 of FRS 102.

At 31 July 2023, the institution's balance sheet included a liability of £3.01 million for future contributions payable under the deficit recovery agreement which was concluded on 30 September 2021, following the 2020 valuation when the scheme was in deficit. No deficit recovery plan was required from the 2023

valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the institution was no longer required to make deficit recovery contributions. The remaining liability of £3.01 million was released to the profit and loss account in 2023-24 financial year. Further disclosures relating to the deficit recovery liability can be found in note 27.

STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Note	2025 Unrestricted £000	Restricted £000	Endowment £000	Total £000	2024 Restated Unrestricted £000	Restricted £000	Endowment £000	Total £000
Income									
Academic fees and charges	1	3,264			3,264	3,193			3,193
Accommodation, catering and conferences	2	5,840			5,840	5,563			5,563
Investment income	3	1,647	8	2,041	3,696	1,614	2	2,069	3,685
Endowment return transferred	3	2,053	645	(2,698)	-	1,787	570	(2,357)	-
Other income		118			118	64			64
Total income before donations and endowments		12,922	653	(657)	12,918	12,221	572	(288)	12,505
Donations		1,268	29		1,297	2,308	8		2,316
New endowments					-				-
Other capital grants for assets					-		2		2
Total income from donations and endowments		1,268	29	-	1,297	2,308	10	-	2,318
Total income		14,190	682	(657)	14,215	14,529	582	(288)	14,823
Expenditure									
Education	4	(5,925)	(576)		(6,501)	(5,623)	(528)		(6,151)
Accommodation, catering and conferences	5	(6,708)	(3)		(6,711)	(6,509)	(15)		(6,524)
Other expenditure	6	(510)	(37)	(15)	(562)	(1,325)	(27)	(14)	(1,366)
Change in USS Pension deficit recovery provision	8,16				-	2,968			2,968
Contribution under Statute G,II		(20)			(20)	(12)			(12)
Total expenditure	7	(13,163)	(616)	(15)	(13,794)	(10,501)	(570)	(14)	(11,085)
Surplus/(deficit) before other gains and losses		**1,027**	**66**	**(672)**	**421**	**4,028**	**12**	**(302)**	**3,738**
Gain/(loss) on disposal of fixed assets	9	-			-	6			6
Gain/(loss) on investments	10	3,155	84	2,390	5,629	7,597	238	5,382	13,217
Surplus/(deficit) for the year		4,182	150	1,718	6,050	11,631	250	5,080	16,961
Other comprehensive income									
Actuarial gain/(loss) in respect of pension schemes	16	-			-	(1,105)			(1,105)
Total comprehensive income for the year		**4,182**	**150**	**1,718**	**6,050**	10,526	250	5,080	15,856

STATEMENT OF CHANGES IN RESERVES

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2024	**80,573**	**1,866**	**35,880**	**37,038**	**155,357**
Prior Year Adjustment: Change of Fund Classification	-	-			-
Surplus/(Deficit) from income and expenditure statement	4,182	148	1,719		6,050
Other comprehensive income					-
Release of restricted capital funds spent in the year					
Transfers to / from Reserves	(1,621)	6	(25)	1,641	-
Balance at 30 June 2025	**83,134**	**2,021**	**37,574**	**38,679**	**161,408**

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2023	**73,650**	**1,636**	**30,815**	**33,402**	**139,503**
Prior Year Adjustment: Change of Fund Classification	-	-			-
Surplus/(Deficit) from income and expenditure statement	11,631	250	5,080		16,961
Other comprehensive income	(1,105)				(1,105)
Release of restricted capital funds spent in the year					
Transfers to / from Reserves	(3,603)	(19)	(15)	3,636	-
Balance at 30 June 2024	**80,573**	**1,866**	**35,880**	**37,038**	**155,357**

The notes on pages 50 to 64 form part of these accounts

BALANCE SHEET

	Note	2025 £000	2024 £000
Non-current Assets			
Fixed assets	9	56,805	56,905
Heritage assets	9	463	463
Investments	10	123,227	116,468
Total non-current assets		180,495	173,836
Current assets			
Stocks	11	253	230
Trade and other receivables	12	1,410	1,031
Cash and cash equivalents	13	7,088	8,058
Total current assets		8,751	9,319
Creditors: amounts falling due within one year	14	(2,939)	(2,898)
Net current assets		5,812	6,421
Total Assets less current liabilities		186,307	180,257
Creditors: amounts falling due after more than one year	15	(24,900)	(24,900)
Provisions			
Pension provisions	16	-	-
Total net assets		**161,408**	**155,357**
Represented by:			
Restricted reserves			
Income and expenditure reserve – endowment reserve	17	37,574	35,880
Income and expenditure reserve – restricted reserve	18	2,021	1,866
		39,595	37,746
Unrestricted Reserves			
Income and expenditure reserve – unrestricted		83,134	80,573
Revaluation reserve		38,679	37,038
		121,813	117,611
Total Reserves		**161,408**	**155,357**

The notes on pages 50 to 64 form part of these accounts

CASH FLOW STATEMENT

	Note	2025 £000	2024 £000
Net cash inflow from operating activities	19	(3,118)	(2,418)
Cash flows from investing activities	20	2,870	5,202
Cash flows from financing activities	21	(698)	(698)
Increase/(decrease) in cash and cash equivalents in the year		(946)	2,086
Cash and cash equivalents at beginning of the year		8,084	5,998
Cash and cash equivalents at end of the year	22	7,137	8,084

The notes on pages 50 to 64 form part of these accounts

The financial statements were approved by the Master and Fellows on 12 November 2025 and signed on its behalf by:

Professor Martin Burton
Master

Mr Martin Pierce
Bursar

NOTES TO THE ACCOUNTS

1	**Academic fees and charges**	**2025 £000**	**2024 £000**
	Colleges fees:		
	Fee income received at the Regulated Undergraduate rate	1,462	1,501
	Fee income received at the Unregulated Undergraduate rate	781	645
	Fee income received at the Graduate rate	847	876
	Cambridge Bursaries Income	174	171
	Total	3,264	3,193

2	**Income from accommodation, catering and conferences**		**2025 £000**	**2024 £000**
	Accommodation	College members	3,495	3,269
		Conferences	1,357	1,332
	Catering	College members	315	282
		Conferences	673	680
	Total		5,840	5,563

3	**Endowment return and investment income**	**2025 £000**	**2024 £000**
3a	**Analysis of Investment Income**		
	Total Return Contribution	2,698	2,356
	Other Investment Income	-	-
	Cash	340	383
	Land and buildings	1,316	1,239
	Total	4,354	3,979

3b	**Analysis of Investment Gains**	**2025 £000**	**2024 £000**
	Gains/(losses) on endowment assets:		
	Quoted and other securities	5,062	14,378
	Gains/(losses) on other assets:		
	Quoted and other securities	-	(330)
	Gains/(losses) on Land and Buildings	568	(830)
	Total	5,630	13,218

3c	**Summary of Total Return**	**2025 £000**	**2024 £000**
	Income from:		
	Quoted securities:		
	-equities	2,041	2,063
	(Losses)/gains on endowment assets (note b)	5,062	14,378
	Investment management costs	(15)	(14)
	Total Return for year	7,088	16,427
	Total return transferred to income and expenditure (note a)	(2,698)	(2,356)
	Unapplied total return for year included within SOCIE	4,390	14,071

	2025	2024
Memorandum of Unapplied Total Return	**£000**	**£000**
Included within reserves, the following amounts represent the Unapplied Total Return of the College:		
Unapplied Total Return at beginning of year	38,080	24,009
Unapplied Total Return for the year	4,390	14,071
Unapplied Total Return at end of year	42,470	38,080

4 Education expenditure

	2025	2024
	£000	**£000**
Teaching	2,660	2,454
Tutorial	1,225	1,119
Admissions	640	639
Research	623	528
Scholarships and awards	644	666
Other educational facilities	709	745
Total	6,501	6,151

5 Accommodation, catering and conferences expenditure

		2025	2024
		£000	**£000**
Accommodation	College members	3,715	3,640
	Conferences	1,021	979
Catering	College members	1,083	1,038
	Conferences	892	867
Total		6,711	6,524

6 Other expenditure

	2025	2024
	£000	**£000**
Investment management costs	186	201
USS pension interest charge	-	69
Sidney Sussex Scheme 1975 Pension Scheme - exceptional costs for closure	(265)	512
Other general and administrative	641	583
Total	562	1,366

7a Analysis of 2024-25 expenditure by activity

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	3,393	2,790	318	6,501
Accommodation, catering and conferences	2,858	3,092	761	6,711
Investment management costs	-	-	-	-
Other	250	295	37	582
USS	-	-	-	-
Totals	6,501	6,177	1,116	13,794

Expenditure includes fundraising costs of £362k.

7b Analysis of 2023-24 expenditure by activity.

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,937	2,908	306	6,151
Accommodation, catering and conferences	2,648	3,145	731	6,524
Investment management costs	-	201	-	201
Other	228	913	36	1,177
USS	(2,968)	-	-	(2,986)
Totals	2,845	7,167	1,073	11,085

Expenditure includes fundraising costs of £317k.

7c Auditors' remuneration

	2025 £000	2024 £000
Other operating expenses include:		
Audit fees payable to the College's external auditors	30	28
Other fees payable to the College's external auditors	1	1
Total	31	29

8a Staff Costs

Consolidated Staff costs:	College Fellows £000	Non-academic £000	2025 Total £000	2024 Total £000
Salaries	1,418	3,935	5,353	4,791
National Insurance	149	359	508	427
Pension costs	172	469	641	706
Net change in USS deficit recovery provision (see Note 16)	-	-	-	(3,078)
Sub-total of Pension Costs (see note 8b.)	172	469	641	(2,373)
Total	1,739	4,763	6,502	2,845

Following the 2023 valuation of the Universities Superannuation Scheme (USS), the USS deficit recovery provision was bought to zero. Therefore there is no impact in the Income & Expenditure for 2024-25 financial year as there was no movement in provision and no deficit recovery costs.

Average staff numbers	Average staff numbers 2025		Average staff numbers 2024	
	Number of Fellows	Full-time equivalents	Number of Fellows	Full-time equivalents
Academic	66	-	57	-
Non-academic	6	95	6	97
Total	72	95	63	97

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

	2025 Total £000	2024 Total £000
£100,001 - £110,000	1	1
£110,001 - £120,000	1	-
£120,001 - £130,000	1	-

Remuneration includes 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.

Key management personnel
Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. This includes aggregated emoluments paid to key management personnel. Key management personnel for the College include the Master, Vice Master, Bursar, Senior Tutor and Development Director. Aggregated emoluments consist of salary and taxable benefits including any employer's pension contribution.

	2025 Total £000	2024 Total £000
Key management personnel	443	435

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

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

Pension Costs	Employer Contributions 2025 £000	Provisions 2025 (Note 16) £000	Total 2025 £000	Employer Contributions 2024 £000	Provisions 2024 (Note 16) £000	Total 2024 £000
USS	637	-	637	670	(3,078)	(2,408)
Sidney Sussex 1975 Scheme	-		-	35		35
Other						
Total	637	-	637	705	(3,078)	(2,373)

9 Fixed assets

	Freehold Land and buildings	Leasehold Land and buildings	Vehicle, Equipment and Furniture	Assets in construction	2025 Total	2024 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At beginning of year	58,572	1,201	3,412	391	63,576	63,089
Additions			79	938	1,017	496
Transfers			1,119	(1,119)	-	-
Disposals					-	(9)
At end of year	58,572	1,201	4,610	210	64,593	63,576
Depreciation						
At beginning of year	(5,307)	(296)	(1,068)		(6,671)	(5,607)
Charge for the year	(842)	(27)	(248)		(1,117)	(1,073)
Eliminated on disposals					-	9
At end of year	(6,149)	(323)	(1,316)		(7,788)	(6,671)
Net book value						
At end of year	**52,423**	**878**	**3,294**	**210**	**56,805**	**56,905**
At beginning of year	53,265	905	2,344	391	56,905	57,482

The insured value of land and buildings as at 30 June 2025 was £217m (2024: £199m).

Heritage assets
The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since 1 July 2000 have been capitalised. However, the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous four years were as follows:

	2025 £000	2024 £000	2023 £000	2022 £000	2021 £000
Acquisitions purchased with specific donations			5		
Acquisitions purchased with College funds	-	1	22		
Total cost of acquisitions purchased	-	1	28		
Value of acquisitions by donation				200	
Total acquisitions capitalised	463	463	462	434	234

10 Investments

	2025 £000	2024 £000
Balance at beginning of year	116,468	102,982
Additions	9,106	900
Disposals	(8,000)	(510)
Transfers out	-	(79)
Gain/(loss)	5,629	13,218
Increase/(decrease) in cash balances held at fund managers	23	(43)
Balance at end of year	123,227	116,468
Represented by:		
Property	24,777	15,103
Property Held for Sale		
Quoted securities – equities	91,516	94,522
Fixed interest securities	-	-
Unquoted securities – equities	6,884	6,817
Cash on Short Term Deposit	49	26
Cash in hand and at investment managers	-	-
Other investments	-	-
	123,227	116,468

The College has two wholly owned subsidiaries. Sidney Sussex Limited, a dormant company and Sidney Sussex Hospitality Company, a conference business. All profits generated through Sidney Sussex Hospitality Company are covenanted back to the college.

11 Stocks and work in progress

	2025 £000	2024 £000
Goods for resale	219	202
Other stocks	34	28
Total	253	230

12 Trade and other receivables

	2025 £000	2024 £000
Members of the College	255	240
Other receivables	393	287
Prepayments and accrued income	825	623
Provision for bad debts etc	(63)	(119)
Total	1,410	1,031

13 Cash and cash equivalents

	2025 £000	2024 £000
Short-term money market investments	3,402	3,858
Current accounts	3,686	4,200
Total	7,088	8,058

14 Creditors: amounts falling due within one year

	2025 £000	2024 £000
Payments on account	643	601
Trade creditors	403	437
Taxation and Social Security	142	109
University fees	62	35
Contribution to Colleges Fund	20	12
Other creditors	566	286
Accruals and deferred income	1,103	1,418
Total	2,939	2,898

15 Creditors: amounts falling due after more than one year

	2025 £000	2024 £000
College Bond (30 year) 4.40% interest rate- maturing October 2043	2,900	2,900
College Bond (30 year) 4.45% interest rate- maturing January 2044	1,200	1,200
College Bond (40 year) 4.40% interest rate- maturing October 2053	2,300	2,300
Pensions Insurance Corporation Private Placement 2.26% interest rate- maturing December 2063	8,500	8,500
Pensions Insurance Corporation Private Placement 2.24% interest rate- maturing May 2066	10,000	10,000
Total	24,900	24,900

During 2013-14, the College borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-53 and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of Borrowings to net Assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 December 2063 at a fixed interest rate of 2.26%. In June 2021, the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 May 2066 at a fixed interest rate of 2.24%.

16 Pension provisions

	Sidney Sussex 1975 Pension Scheme £000	USS £000	2025 Total £000	2024 Total £000
Balance at beginning of year	-	-	-	1,904
Movement in year:				
Current service cost including life assurance	-	-	-	-
Contributions	-	-	-	-
Other finance (income)/cost	-	-	-	69
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	-	-	-	1,106
Net change in underlying assumptions (see note 8)	-	-	-	(2,968)
- Change in underlying assumptions				
- USS Deficit contributions payable	-	-	-	(111)
Balance at end of year	-	-	-	-

See note 27 for further analysis

17 Endowment funds

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £000	Unrestricted permanent endowments £000	2025 Total £000	2024 Total £000
Balance at beginning of year				
Capital	21,932	13,948	35,880	30,815
New donations and endowments	-	-	-	-
Increase/(decrease) in market value of investments	1,052	667	1,719	5,080
Transfers to / from Reserves	(25)	-	(25)	(15)
Balance at end of year	22,959	14,615	37,574	35,880
Analysis by type of purpose				
Fellowship Funds	11,714		11,714	11,185
Scholarship Funds	4,348		4,348	4,145
Prize Funds	229		229	219
Financial Assistance Funds	341		341	325
Bursary Funds	301		301	287
Travel Grant Funds	291		291	278
Other Funds	5,735		5,735	5,493
General endowments		14,615	14,615	13,948
Total	22,959	14,615	37,574	35,880
Analysis by asset				
Property	-	-	-	-
Investments	22,959	14,615	37,574	35,880
Cash	-	-	-	-
Total	22,959	14,615	37,574	35,880

18 Restricted Reserves

Reserves with restrictions are as follows:

	Capital grants unspent £000	Permanent unspent and other restricted income £000	Restricted expendable endowment £000	2025 Total £000	2024 Total £000
Balance at beginning of year					
Capital	-	1,023	817	1,840	720
Accumulated income	-	-	26	26	916
	-	1,023	843	1,866	1,636
Prior Year Adjustment: Change of Fund Classification					
New grants				-	2
New donations			29	29	8
Other investment income		630	22	652	570
Increase/(decrease) in market value of investments		47	37	84	239

Expenditure		(574)	(42)	(616)	(568)
Capital grants utilised					(2)
Transfers to / from Reserves		8	(2)	6	(19)
Balance at end of year	-	1,134	887	2,021	1,866
Comprising of:					
Capital	-	1,134	838	1,972	817
Accumulated income	-	-	49	49	1,049
	-	1,134	887	2,021	1,866
Fellowship Funds		351		351	329
Scholarship Funds		243		243	217
Prize Funds		12		12	11
Financial Assistance Funds		60		60	61
Bursary Funds		54	736	790	773
Travel Grant Funds		55	102	157	145
Other Funds		359	49	408	329
Total		1,134	887	2,021	1,866
Analysis by asset					
Property					
Investments		1,134	838	1,972	1,841
Cash		-	49	49	26
Total		1,134	887	2,021	1,866

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

	2025 £000	2024 £000
Surplus (deficit) for the year	6,050	16,961
Adjustment for non-cash items		
Depreciation	1,117	1,064
Loss/(gain) on disposal of fixed assets		
Loss/(gain) on investments	(5,629)	(13,217)
Decrease/(increase) in stocks	(23)	(39)
Decrease/(increase) in trade and other receivables	(379)	621
Increase/(decrease) in creditors	41	506
Pension costs less contributions payable	-	(3,009)
Adjustment for investing or financing activities		
Investment income	(3,696)	(3,685)
Interest payable	698	698
Donations and Legacies	(1,297)	(2,316)
Donations for Capital Grants	-	(2)
Net cash inflow/(outflow) from operating activities	(3,118)	(2,418)

20 Cash flows from investing activities

	2025 £000	2024 £000
Current investment disposal	-	6
Non-current investment disposal	-	79
Investment income	3,696	3,685
Withdrawal of deposit	8,000	510
Payments made to acquire non-current fixed assets	(1,017)	(496)
Payments made to acquire non-current investment assets717	(9,106)	(900)
Donations and Legacies (excluding Donations in Kind)98	1,297	2,316
Donations for Capital Grants26	-	2
Total cash flows from investing activities	2,870	5,202

21 Cash flows from financing activities

	2025 £000	2024 £000
Interest paid	(698)	(698)
New secured loans	-	-
Repayments of amounts borrowed		
Total cash flows from financing activities	(698)	(698)

22 Analysis of cash and cash equivalents

	At beginning of year £000	Cash flows £000	At end of year £000
Cash at bank and in hand	8,084	(947)	7,137
Cash held at Fund Managers			
Net Funds	8,084	(947)	7,137

23 Capital commitments

	2025 £000	2024 £000
Capital commitments at 30 June 2025 are as follows:		
Authorised and contracted	143	617
Authorised but not yet contracted for	226	450

24 Lease obligations

At 30 June 2025 the College had commitments under non-cancellable operating leases as follows:

	2025 £000	2024 £000
Land and buildings:		
Expiring within one year	2	2
Expiring in over 5 years	5	5

25 Reconciliation and analysis of net debt

	At 30 June 2024	Cash Flows	At 30 June 2025
	£000	**£000**	**£000**
Cash and cash equivalents	8,084	(947)	7,137
Borrowings:			
Amounts falling due within one year			
Secured loans	-	-	-
Unsecured loans	-	-	-
Bank overdraft	-	-	-
subtotal	-	-	-
Borrowings:			
Amounts falling after more than one year			
Secured loans	-	-	-
Unsecured loans	(24,900)	-	(24,900)
subtotal	(24,900)	-	(24,900)
Total	(16,816)	(947)	(17,763)

26 Financial Instruments

	2025	2024
	£000	**£000**
Financial assets		
Financial assets at fair value through Statement of Comprehensive Income		
Listed equity investments	98,390	101,329
Other equity investments	10	10
Financial assets that are debt instruments measured at amortised cost		
Cash and cash equivalents	7,137	8,084
Other debtors	585	408
Financial liabilities		
Financial liabilities measured at amortised cost		
Bank overdraft		
Loans	24,900	24,900
Trade creditors	403	437
Other creditors	1,433	1,043

27 Pension schemes

The College participates in two defined benefit schemes:

Universities Superannuation Scheme

The total cost charged to the profit and loss account is £0 (2023-24: £3,008,825).

Deficit recovery contributions due within one year for the College are £0 (2023-24: £0)

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. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the profit and loss account.

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

Since the 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 of 111%.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles. (https://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%)	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:

	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% p.a. for males and 1.6% p.a. for females

The current life expectancies on retirement at age 65 are:

	2025	**2024**	**2**
Males currently aged 65 (years)	23.8	23.7	
Females currently aged 65 (years)	25.5	25.6	
Males currently aged 45 (years)	25.7	25.4	
Females currently aged 45 (years)	27.2	27.2	

Sidney Sussex College 1975 Pension Scheme

The College has operated a defined benefits plan, the Sidney Sussex College 1975 Pension Scheme. The scheme was closed to active members in December 2023 and all members were transferred to the USS pension scheme.

The College, as principal employer, gave notice that the scheme was to commence winding up on 30th September 2024.

There are no actuarial assumptions for 30th June 2025 and 30th June 2024 as the liabilities of the scheme were due zero.
At June 2023, the liabilities of the plan were estimated for the purposes of FRS102 based on the results of the actuarial valuation as at 1 July 2020, adjusted for the different assumptions required under FRS102 and taking into consideration subsequent cash flows. There are no 2024 or 2025 comparators.

The principal actuarial assumptions at the 30th June 2023 balance sheet date were as follows:

	2023 % pa
Discount rate	5.15
Increase in salaries	3.05
RPI assumption	3.35
CPI assumption	2.55
Increases to deferred pensions in excess of the GMP	2.55
Increases to pensions in payment for service pre 6/4/97 in excess of GMP	3.35
Increases to pensions in payment for service from 6/4/97	3.25

Members are assumed to retire at the plan normal retirement age, which is 65.

The underlying mortality assumption is based upon 100% of the rates in the standard table known as S3LPA on a year of birth usage with CMI_2019 future improvement factors and a long-term rate of future improvement of 1.25% p.a. and no additional improvement (A=0%)

The amounts recognised in the Balance Sheet as at 30 June 2023 were as follows:

	2023 £
Present value of defined benefit obligation	4,696,400
Fair value of plan assets	(5,801,900)
Net defined benefit liability/ (asset)	(1,105,500)

The amounts to be recognised in Profit and Loss for the year ending 30 June 2023 were as follows:

	2023 £
Current service cost	135,400
Interest on the net defined benefit liability	4,200
Loss on plan changes	-
Losses (or gains) on settlements or curtailments	-
Total	139,600

Changes in the present value of the plan liabilities for the year ending 30 June 2023 were as follows:

	2023 £
Present value of plan liabilities at beginning of period	5,509,600
Current service cost	135,400
Employee contributions	5,900
Benefits paid and DIS premiums	(73,800)
Interest on plan liabilities	210,600
Actuarial (gains)/losses	(1,091,300)
(Gain)/loss on plan changes	-
Curtailment (gain)/loss	-
Settlement	-
Present value of plan liabilities at end of period	4,696,400

Changes in the fair value of the plan assets for the year ending 30 June 2023 were as follows:

	2023 £
Market value of plan assets at beginning of period	5,283,600
Contributions paid by the College	363,100
Employee contributions	5,900
Benefits paid and DIS premiums	(73,800)
Administrative expenses	-

Interest on plan assets	206,400
Return on assets, less interest included in Profit & Loss	16,700
Settlement	-
Market value of plan assets at end of period	5,801,900
Actual return on plan assets	223,100

The major categories of plan assets for the year ending 30 June 2023 were as follows:

	2023
Equities	74%
Property	3%
Corporate bonds	5%
With profit funds	4%
Cash	14%
Total	100%

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

Analysis of the re-measurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2023 were as follows:

	2023 £
Actuarial gain/(loss) on plan assets	16,700
Actuarial gain/(loss) on plan liabilities	1,091,300
Re-measurement of net defined benefit liability recognised in OCI	1,108,000

Movement in net defined benefit asset/ (liability) during the year ending 30 June 2023 were as follows:

	2023 £
Net defined benefit asset/(liability) at beginning of year	(226,000)
Recognised in Profit and Loss	(139,600)
Contributions paid by the College	363,100
Re-measurement of net defined benefit liability recognised in OCI	1,108,000
Net defined benefit asset/(liability) at end of year	1,105,500

28 Contingent Liabilities

No contingent liability has been recognised.

29 Related Party Transactions

Owing to the nature of the College's operations and the composition of the College Council, it is inevitable that transactions will take place with organisations in which a College Council member may have an interest. All transactions involving organisations in which a member of the College Council 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 the Remuneration Committee.

The salaries paid to Trustees (excluding employer's national insurance contributions and employer's pension contributions employers) in the year are summarised in the table below:

	From	To	2025 Number	2024 Number
	£1	£10,000	7	9
	£10,001	£20,000	1	0
	£20,001	£30,000	0	1
	£30,001	£40,000	1	1
	£40,001	£50,000	1	2
	£50,001	£60,000	4	3
	£60,001	£70,000	1	0
	£70,001	£80,000	1	3
	£80,001	£90,000	2	0
	£90,001	£100,000	0	1
	£100,000	£110,000	1	0
		Total	19	20

The total Trustee salaries were £760k for the year (2023-24: £664k)

The Trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £184k for the year (2023-24: £178k)

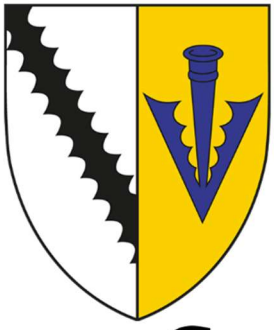
The Trustees were also paid expenses in respect of their teaching, research and other duties within the College which totalled £22.9k for the year. These expenses related to travel, College entertainment and research expenditure

The College has one trading and one dormant subsidiary undertaking which are not consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.
Under the exemption within section 33 of FRS 102, the College does not disclose transactions with wholly owned group companies that are related parties.

THE COLLEGE OF THE LADY FRANCES SIDNEY SUSSEX IN THE UNIVERSITY OF CAMBRIDGE

England & Wales - Charity number 1137586

Accounts



Sidney Sussex
COLLEGE

Sidney Street, Cambridge CB2 3HU

ANNUAL REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Charity Registration Number: 1137586

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REFERENCE AND ADMINISTRATIVE DETAILS

Charity Trustees (Members of the Council) 1 July 2023-30 June 2024

***Ex Officio* Members:**

Master:	Prof Richard Penty (to 7 September 2023)
	Prof Martin Burton (from 8 September 2023)
Vice Master:	Prof Kenneth Armstrong (to 26 June 2024)
	Dr Bernhard Fulda (Acting Vice-Master 1 January 2024-26 June 2024; Vice-Master from 27 June 2024)
Senior Tutor:	Mr Massimo Beber
Bursar:	Ms Sarah Bonnett (to 13 October 2023)
	Mr Martin Pierce (Interim Bursar 12 September 2023-30 April 2024; Bursar from 1 May 2024)

Fellows Elected by and from Members of the Governing Body:

Ms Anna Baskerville (to 31 Aug 2023)
Prof Eugenio Biagini (from 1 Sep 2023)
Dr Fernando Bordin
Dr Christopher Doran
Prof Mette Eilstrup-Sangiovanni
Dr Bernhard Fulda (to 31 Aug 2023, then *ex officio* from 1 Jan 2024)
Prof Ricardo Garcia-Mayoral
Dr Harriet Groom
Dr Thomas Lambert
Dr Özge Öner (to 31 Aug 2023)
Dr Rohan Ranasinghe
Prof Christopher Reynolds (to 31 Aug 2023)
Dr (Prof from 1 Oct 2023) Rupert Stasch (to 31 Aug 2023)
Dr Sergii Strelchuk (from 1 Sep 2023)
Dr Catherine Sumnall (from 1 Sep 2023)
Dr Edward Wilson-Lee (from 1 Sep 2023)

Four Elected Student Members:

JCR President:	Ms Anna Morgan (to 8 Nov 2023)
	Mr Luke Nicholas (from 9 Nov 2023)
MCR President:	Ms Shathar Mahmood (to 31 Mar 2024)
	Ms Yuqing (Clara) Chen (from 1 April 2024)
JCR Vice-President:	Mr Luke Nicholas (to 9 Nov 2023)
	Ms Olivia Woods (from 9 Nov 2023)
Student Rep:	Mr Reegan Robertson (to 30 Sep 2023)
	Ms Abigail Hygate (from 1 Oct 2023)

Governing Body

The names of the members of the Governing Body for the year ended 30 June 2024:

Master

Prof Richard Penty (to 7 September 2023)
Prof Martin Burton (from 8 September 2023)

Fellows

Prof Abir Al-Tabbaa
Prof Kenneth Armstrong (to 26 Jun 2024)
Ms Anna Baskerville
Dr Albert Bates
Mr Massimo Beber
Prof Eugenio Biagini
Prof Stanley Bill
Ms Sarah Bonnett (to 13 Oct 2023)
Dr Fernando Bordin
Dr Philippa Carter
Dr (Prof from 1 Oct 2024) Lucy Cheke
Dr Gerry Crossan
Dr Sophia Dandelet
Dr Tania Demetriou
Dr Christopher Doran
Prof Robbie Duschinsky
Dr Alex Eaton
Prof Mette Eilstrup Sangiovanni
Prof Erika Eiser
Prof Andrew Flewitt
Dr Paul Flynn
Prof Ljiljana Fruk
Dr Bernhard Fulda
Dr Yannis Galanakis
Dr Noga Ganany
Prof Ricardo Garcia-Mayoral
The Revd Dr Brett Gray
Dr Boris Groisman
Dr Harriet Groom
Prof Mark Gurnell
Dr Frances Hall
Dr Katarina Harasimov (from 1 Sep 2023)
Mr Matthew Ireland (from 13 March 2023)
Dr Antony Jackson
Dr Thomas Lambert
Dr John Longley
Dr Ali Meghji
Dr Sarah Millington-Burgess
Prof Andy Neely
Prof María Noriega-Sánchez
Dr Özge Öner
Prof Richard Penty (from 8 Sep 2023)
Mr Martin Pierce (from 11 Oct 2023)
Prof Michael Pollitt
Prof Michael Ramage
Ms Emma Rampton
Dr Rohan Ranasinghe
Prof Christopher Reynolds (to 31 Aug 2023)
Dr Charles Roddie
Dr Camille Scalliet (to 31 Aug 2023)
Dr Anna Schneider
Prof Rodolphe Sepulchre
Dr Jillaine Seymour (to 31 Aug 2023)
Dr David Skinner
Dr (Prof from 1 Oct 2023) Rupert Stasch
Dr Sergii Strelchuk
Dr Catherine Sumnall
Dr Stefan Theil
Dr Adrian Weller
Dr Owen Weller
Dr Christopher Whitewoods
Dr Edward Wilson-Lee
Dr Kevin Yildirim (from 1 Sep 2023)
Prof Magdalena Zernicka-Goetz

Elected student members of Council are also members of the Governing Body (see Council membership on previous page).

Statutory officers for the 2023-24 financial year

Master:	Prof Richard Penty (to 7 September 2023)
	Prof Martin Burton (from 8 September 2023)
Vice Master:	Prof Kenneth Armstrong (to 26 June 2024)
	Dr Bernhard Fulda (Acting Vice-Master 1 January 2024-26 June 2024; Vice-Master from 27 June 2024)
Senior Tutor:	Mr Massimo Beber
Bursar:	Ms Sarah Bonnett (to 13 October 2023)
	Mr Martin Pierce (Interim Bursar 12 September 2023-30 April 2024; Bursar from 1 May 2024)

Principal advisers

Auditors:	Peters Elworthy & Moore Salisbury House Station Road Cambridge CB1 2LA
Bankers:	Barclays Bank plc Abacus House Castle Park Castle Hill Cambridge CB3 OAN
Buildings Consultants:	Pleasance, Hookham & Nix 1 Northampton Street Cambridge CB3 0AD
Property Managers:	Cheffins Commercial Clifton House 1-2 Clifton Road Cambridge CB1 7EA

Investment Managers:	BlackRock Investment Management (UK) Limited 12 Throgmorton Avenue London EC2N 2DL
Legal Advisers:	Mills & Reeve Botanic House 100 Hills Road Cambridge CB2 1PH

ANNUAL REPORT 2023-24

ABOUT SIDNEY SUSSEX

1. History

Sidney Sussex College was founded in 1596 under the will of Lady Frances Sidney, Countess of Sussex and is one of the ancient colleges of the University of Cambridge. Its charitable purposes are to be a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief. It is an independent, self-governing, corporate body whose affairs are regulated by statutes approved by the King in Council.

2. Corporate Governance

In February 2018 a revised set of Statutes for the College were approved by the Privy Council. The College is governed, under these Statutes, by two principal bodies:

- **The Governing Body**: comprises the Master, all Fellows in Class 1 (teaching), Class 2 (research) or Class 3 (administrative), and four elected students representing the junior members of the College. The Governing Body usually meets 4 times a year. It elects the College Council and supervises its work. In addition, it has the authority to make or amend the Statutes and Ordinances of the College and to resolve issues concerning their interpretation; to authorise any substantial alterations or additions to the College buildings or grounds; to hold the annual Audit Meeting; to elect and decide on the remuneration of the Master (subject to the Remuneration and Benefits Committee); and to elect the Vice-Master.

- **The College Council**: comprises the Master, three Fellows ex officio (the Vice-Master, Bursar and Senior Tutor), nine to twelve Fellows elected for three-year terms by the Governing Body, and four junior members, three of whom are elected ex officio and one directly. The Council usually meets 9 times a year and deals with all matters of College administration not reserved to the Governing Body. The members of the College Council are the Charity Trustees of the College.

The Governing Body and the College Council are served by sub-committees of which the principal ones in 2023/24 included Audit Committee, Education and Pastoral Care Committee, Finance and Needs Committee, Investment Committee, Remuneration and Benefits Committee and Statutes and Ordinances Committee. The Audit, Investment, and Remuneration and Benefits Committees contain members who are external to the College.

In 2021-22 the College commissioned an independent review of its corporate governance and alignment with the Charity Governance Code. An action plan was agreed by Council to address the gaps identified, and an annual progress update is given at the start of each academic year. One outcome of the review was the establishment of a College Plan, identifying, organising and tracking work across all committees and College departments to support the Council in its responsibilities to set priorities and provide overall strategic direction. The second annual College Plan was agreed by Council in June 2024.

3. Charitable Status

The College was formally registered with the Charity Commission on 25 August 2010. There were no serious incidents reported to the Commission in 2023-24.

In addition to the accounts it submits to the Charity Commission, the College also submits annual statistics to the principal regulatory bodies responsible for higher education institutions and/or for charities:

Office of the Independent Adjudicator for Higher Education (OIA)
In 2023-24, the College reported to the OIA that it had issued 3 Completion of Procedures letters (2022-23: 0); the OIA reported that it had received 0 complaints about the College (2022-23: 0).

Office for Students (OfS): Prevent Accountability and Data Return (ADR)
In 2023-24 there were 0 incidents (2022-23: 0) to be reported to the OfS in respect of the College's Prevent duties.

Information Commissioner's Office (Freedom of Information and UK General Data Protection Regulation)
The College responded to 46 Freedom of Information Act requests in 2023-24 (2022-23: 42). All requests were completed on time; 1 response (2022-23: 1) was referred for review. Since 2022-23, the College has published an annual FOI disclosure log on its website[1].

In the annual report of the Data Protection Officer for the Cambridge Colleges, the College received a personal data security and protection assurance level of 100% (2022-23: 100%).

[1] https://www.sid.cam.ac.uk/lists-and-registers

4. Student Numbers

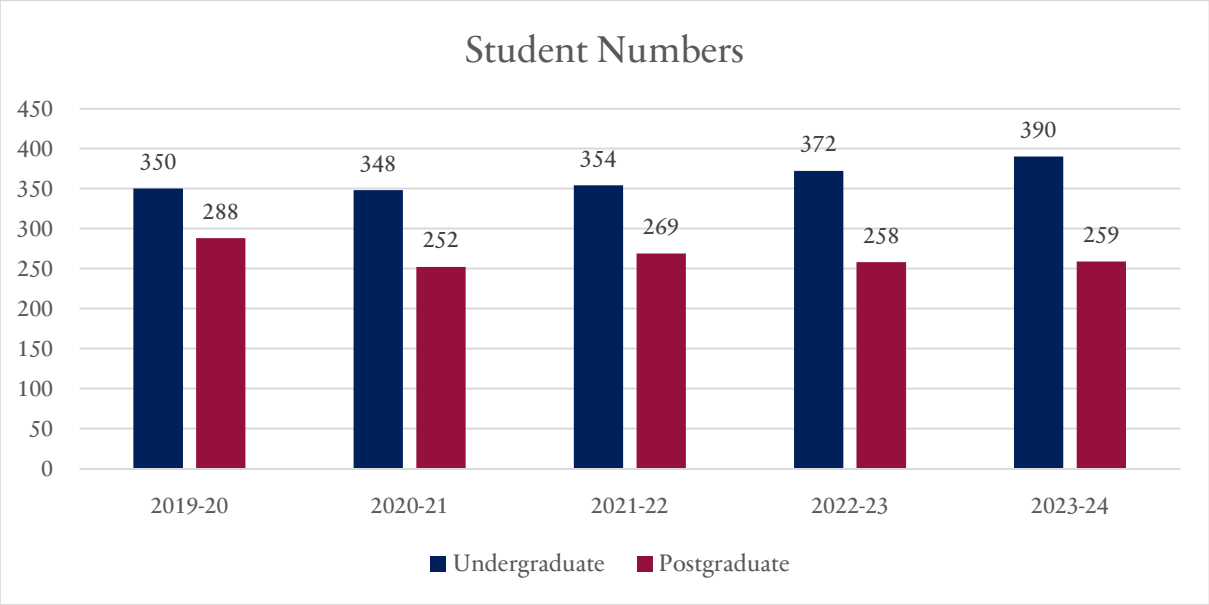
The College admitted 109 (2022-23: 107) undergraduates for the start of the 2023-24 academic year. During the same academic year, the College admitted 114 (2022-23: 114) postgraduate students. The breakdown for each is shown in the tables below.

Undergraduate Admissions	**AHSS**		**STEM**		**Overall**	
	2023-24	**2022-23**	**2023-24**	**2022-23**	**2023-24**	**2022-23**
Male	21	15	38	30	59 (54%)	45 (42%)
Female	37	41	13	21	50 (46%)	62 (58%)
Total	**58**	**56**	**51**	**51**	**109**	**107**
Comprising:						
Home maintained school					62 (57%)	60 (56%)
Home independent school					26 (24%)	25 (23%)
Settled Status maintained school					0	0
Settled Status independent school					0	0
Pre-settled Status					0	0
Overseas Status (EU)					0	4 (4%)
Overseas Status (non-EU)					21 (19%)	16 (15%)
Total					**109**	**107**

Postgraduate Admissions	**AHSS**		**STEM**		**Overall**	
	2023-24	**2022-23**	**2023-24**	**2022-23**	**2023-24**	**2022-23**
Male	44	36	19	24	63 (55%)	63 (57%)
Female	35	37	13	17	48 (42%)	48 (43%)
Other/Not stated	3	0	0	0	3 (3%)	0 (0%)
Total	**82**	**73**	**32**	**41**	**114***	**114**

* Total does not include 10 MB/BChir and 2 VetMB students, all of whom progress automatically from their undergraduate courses, and 1 visiting Fox Fellow.

In total, as of 30 June 2024, 390 (2022-23: 372) undergraduate and 259 (2022-23: 258) postgraduate students were on the register (Clinical Medicine and Veterinary students being accounted for in the undergraduate student numbers, as they are included in fee income figures for undergraduates).



AIMS, OBJECTIVES AND ACHIEVEMENTS OF THE COLLEGE

5. Public benefit

The Council has complied with its duty regarding public benefit, showing regard to the Charity Commission's guidance. The College follows a rigorous and objective process for selecting members in partnership with the University of Cambridge.

In order to fulfil its charitable purposes of advancing education, religion, learning and research, the College employs Fellows in roles which include those of Teaching Officers, Directors of Studies, Tutors, and senior administrative officers. All Fellows in Classes 1, 2 and 3 are members of the College's Governing Body. The employment of the Master and Fellows is undertaken with the intention of furthering the College's aims, and their employment directly contributes to the fulfilment of those aims. The private benefit accruing to the Master and Fellows through salaries, stipends and employment related benefits is objectively reasonable, measured against academic stipends generally, and reviewed by the Remuneration and Benefits Committee which has at least two external members. Annual pay increases normally follow national settlements applying to the university sector. Without the employment of Fellows, the College could not fulfil its charitable aims as a College in the University of Cambridge.

As a not-for-profit organisation, the College aims to set its charges for members no more than is necessary to cover costs. Bursaries and other financial support are offered to individuals wherever possible, in an effort to ensure that no one is dissuaded from applying, taking up a place or completing their studies because of financial need.

6. Education

The College provides, in conjunction with the University of Cambridge, an education for almost 650 undergraduate and postgraduate students, which is recognised internationally as being of the highest standard. This education is both academic and personal in the sense that it enhances the students' potential to become leaders and effective communicators, so preparing them to play full and effective roles in society. It is a central aim of the College to promote academic excellence, just as it is to guard freedom of thought and belief, for all its members and for the public good.

In pursuit of these benefits, the College:

- provides extensive teaching facilities, especially including individual or small-group supervision, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems;
- maintains an extensive library, so providing a valuable resource for students and Fellows of the College;
- provides social, cultural, musical, recreational and sporting facilities enabling all students to realise their academic and personal potential to the full while studying at the College;
- is committed to the freedom of thought and expression, and to academic freedom.

The College is committed to:

- admitting undergraduate and postgraduate students who have the highest potential for benefitting from the education provided by the College and the University;
- operating an outreach programme to raise educational aspiration, and to attract outstanding applicants who might not otherwise have considered entering Higher Education at all, so that they may be encouraged to apply to a university, to Cambridge in general and to Sidney Sussex College in particular. This programme involves an extensive round of visits to schools, school visits to the College, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website;
- setting out an admissions policy that ensures students are selected without regard to their gender, sexuality, social background, geographic location, religious commitment, ethnic origin or financial position. No student is excluded on the grounds, or as a result, of these factors;
- assisting undergraduates with limited financial means by providing bursary support through the Cambridge Bursary Scheme (CBS), which is operated jointly by Colleges and the University. Further details are available in Section 12, below;
- supporting the costs of postgraduate students by providing substantial financial support. This includes studentships to fund fees and living costs and 'top-up' funding to fill funding shortfalls in students' funding packages;
- supporting all students through a grants scheme for assisting with the purchase of books and equipment, attendance at conferences, study and research grants and travel grants;
- operating a financial assistance scheme for all students in financial need.

In order to fund the provision of its educational objectives, the College charges the following fees:

- Home and qualifying EU undergraduates are charged a combined University and College fee of £9,250 (£9,250 in 2022-23), of which the College's share is £4,625 (£4,625 in 2022-23);
- Overseas undergraduates are charged a College fee of £10,890 (£10,350 in 2022-23);

- Postgraduates are charged a combined University and College fee, which varies according to the course. The total fee income is then allocated across Colleges at an equal average rate per student which for 2023-24 is £5,123 per postgraduate (£4,761 in 2022-23);
- Accommodation and meals are charged at reasonable rates.

7. Learning and research

Learning and research seek to increase the sum of human knowledge and to be applied to the benefit of society. It is a central aim of the College to promote academic excellence through research, and in doing so to uphold freedom of expression, thought and belief, for all its members and for the public good.

In carrying out its objective of advancing research, the College:

- usually offers two Research Fellowships per year tenable for a period of 3 years;
- provides College Teaching Officer posts, the duties of which also require that a substantial proportion of time be devoted to developing the Fellow's research. In the 2023-24 academic year there were 5 College Teaching Officers in post;
- supports research work pursued by its other Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials;
- encourages visits from other academics, from home and abroad, through its Visiting Fellowships and other similar programmes;
- maintains a library and College Archive, including important special collections of great value for which the College has a duty of perpetual and inalienable care, so providing a valuable resource of learning and scholarship.

With a view to improving access to learning and research:

- the academic staff of the College are recruited for their potential to contribute to the College's aim of promoting academic excellence, regardless of their gender, sexuality, social background, religious commitment, ethnic origin or financial position;
- the College supports and encourages the dissemination of research undertaken by members of the College to the public at large through the publication of papers in academic journals or other suitable means, including the mass-media of radio, television, journalism, web and social media;
- Research Fellowships are awarded to outstanding academics at the early stages of their careers. Research Fellowships enable academics to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of an academic post. Teaching Fellowships combine a proportion of teaching and administrative duties with a similar opportunity to develop and focus on research.

8. Religion

In pursuing its objective as a place of religion, the College carries forward the tradition, continuous since its foundation, of reflection upon the benefits, and moral and ethical commitments, entailed by religious belief, and upon the implications of that belief for the individual and society. It is, further, a central aim of the College to promote freedom of thought and belief among all its members, of any faith and none.

As part of this, the College:

- maintains, in accordance with its Statutes, its historic connection with the work of the Church of England, particularly through its Anglican services in College;
- maintains and supports the Chapel as a place of religious worship and holds a variety of religious services on weekdays and at weekends during term, which are open to the general public and to visitors;
- supports the emotional, spiritual and mental wellbeing of all members of the College community through its chaplaincy, and through the stimulus that the chapel can provide to all, regardless of whether they have a particular faith commitment or not, to reflect upon the ethical and wider dimensions of human existence and the accompanying social responsibilities;
- enriches its services in Chapel through its outstanding choral tradition carried forward by the College's Choir.

The College's religious services are available to every member of the College, and benefit the wider public through the openness of all rites (twice weekly Evensong during term), alongside a variety of other services, to all members of the public, through charitable collections undertaken by members of the College, and through the promotion and dissemination into society at large of values and practices that foster moral, spiritual and ethical well-being.

9. Academic achievements

9.1. Undergraduate achievements

Academic results 2024

First Degrees	**No. of students**		**Results available to date as % of those who sat classed examinations**	
	2024	**2023**	**2024**	**2023**
Undergraduates who sat classed examinations				
Classed results available	349	350	100%	100%
of which:				
All First including Distinctions (and Part III Maths Merits)	90	101	29%	26%
II.i and Fourth Year Merits (other than Part III Maths)	201	185	57%	53%
II undivided	1	15	0%	4%
II.ii and Fourth Year Honours Passes	38	37	11%	11%
III	19	10	5%	3%
Failures to satisfy the Examiners	0	2	0%	1%

The fulfilment of intellectual potential through pursuit of academic excellence is at the heart of Sidney's educational mission. The college's results in the 2024 undergraduate and integrated Masters, 4-year degree courses (Engineering, Mathematics, Natural Sciences) included outstanding individual student performances: 21 undergraduate students have been awarded Tripos Prizes in recognition of top decile performance; 71 have received Scholarships for top quartile performances.

At the aggregate subject level, Computer Sciences, English, the two joint humanities Triposes (History and Politics; History and Modern Languages), Law, Music, and Theology, have posted formidable performances, with students' average percentile ranking in the top 30%, several individual results in the top decile, and a proportion of Firsts well above the University average.

COVID-19 still casts its shadow as one of the factors compounding the usual challenges of collegiate learning: the number of students needing to take time away from their studies is still around twice the pre-pandemic norm, and withdrawals from the course, while still extremely low relative to the HE sector as a whole, is at its highest for several years.

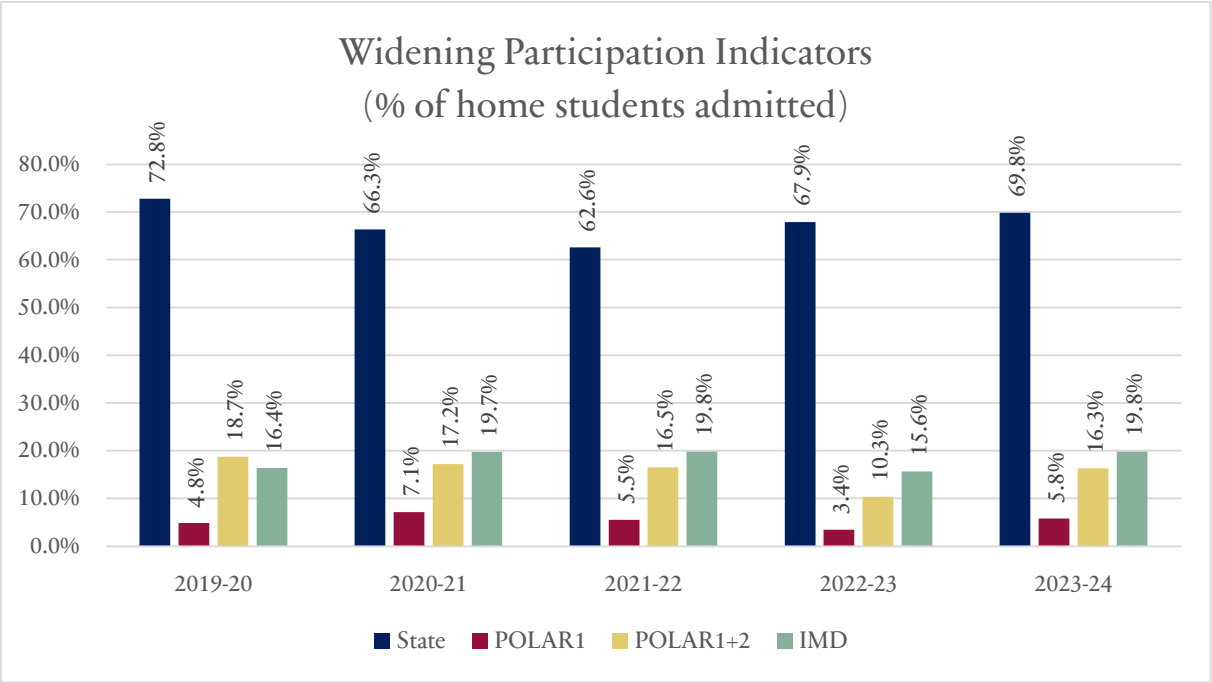
Sidney's experience is broadly in line with the University's, and the college has invested robustly in a Student Wellbeing Initiative (see Section 12.2) which has begun to provide significant mitigation to the wellbeing challenges many of our undergraduates and postgraduates face.

9.2. Postgraduate achievements

College members graduating in 2023-24 achieved 32 PhDs, 9 MBChir and Vet MBs, and 97 Masters-level degrees (2022-23: 34, 9 and 85 respectively) between them[2].

10. Access and Widening Participation, In-reach and EQUIP

To raise educational aspiration and attract outstanding applicants who might not otherwise have considered applying, the College operates an outreach programme. The programme includes visits to schools, visits by schools, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website.



10.1. In-reach

The COVID-19 pandemic exacerbated inequalities of experience at school and has been noticeable in attainment rates at A Level, and the skills and confidence that students have when coming to university. Recognising the challenges in transition to higher education that some

[2] The Master-level degrees do not include BAMENG, BAMSCI, or BAMMATH students of which there were 26 (21 in 2022-23).

students face, and responding also to an increasing interest across the sector and in the Office for Students in differential degree and career outcomes for certain groups, Sidney has developed a programme of in-reach (an inward-looking equivalent to outreach), which has two key components.

The first is Preparation Week. This week-long residential programme is focussed on the transition of new undergraduate students into Sidney and Cambridge, and is built around wellbeing, community and belonging, and academic skills.

The second is EQUIP, which itself comprises three strands: ongoing academic skill development, careers skills, and community service.

These two components of in-reach form a programme of interventions, supported by a theory of change and evaluation model, which show how the College is supporting its students to succeed academically, in their subsequent careers, and wider lives in their community.

11. Facilities

The College's main site is situated on Sidney Street within Cambridge's historic city centre. Its buildings date from the late 16th century through to the early 21st century, and the campus includes a number of Grade I, II and II* listed structures. The main site accommodates most undergraduate students, the Chapel, the College's operational headquarters and staff offices, meeting and conference facilities, Fellows' and guest accommodation, and the gardens.

Properties on Jesus Lane and King Street, adjacent to the main site, are used for undergraduate and Fellows' accommodation, and staff offices. The College also owns a number of hostels, providing rooms for postgraduate students requiring off-site shared housing during their first year of studies.

The maintenance of the College's operating assets requires a continuing financial commitment from the College. As well as day-to-day reactive maintenance, the College also operates a planned maintenance refurbishment programme designed to maintain and improve the estate. In 2023-24 the College spent the budgeted £550k on this programme, principally on refurbishment of student rooms, redecoration and repairs to a large number of windows, and refurbishment of two of the College's hostel accommodations.

The College has budgeted £980k (78% increase from the previous year) for this programme for 2024-25. Works will focus on the four priorities identified by the Buildings & Environment Committee:

- Decarbonisation
- Health & Safety
- Accessibility and amenity
- Planned preventative maintenance

12. Student support

12.1. Financial support

In order to assist undergraduates from families with low incomes, the College provides financial support through the Cambridge Bursary Scheme (CBS) which is operated jointly by Colleges and the University. In addition, the College provides a number of top-up bursaries. Undergraduates in the College received £423k in 2023-24 (2022-23: £346k) in bursaries. In addition, the College provided £27k (2022-23: £52k) in study awards and financial assistance grants to students in financial need.

For the academic year 2023-24, the number of CBS awards made was 91 (2022-23: 86) out of a Home/EU undergraduate population of 368 (2022-23: 351). 38 (2022-23: 43) of the awards are at the maximum value of £3,500 (2022-23: £3,500); and the average value of the awards was £2,852 (2022-23: £2,648).

Ten students additionally received the Enhanced CBS awards for Clinical Medicine Students. These awards, introduced in 2023/24, are made up to a maximum value of £2,100, and made in addition to students' main CBS award, taking the maximum CBS support for a Clinical Medicine Student to £5,600 (CBS £3,500 + ECBS £2,100). Five students received the maximum value of £2,100 with the overall average award of £1,641.60 across the ten recipients.

Seven students also received a Clinical Medic Donor Award, again on top of the main CBS award and the Enhanced CBS award, and also introduced in 2023/24. These have a value of either £500 or £1,000. Five students were awarded £1,000 with two students each receiving £500. Overall, five students would have received awards totalling £6,600.

The College provided £196k (2022-23: £214k) in financial support to postgraduate students to assist with their costs. This is in the form of a limited number of full studentships, top-ups to external studentships and assistance with research expenses.

12.2. Student wellbeing

From 2019-20 to 2022-23, there has been a marked increase in students accessing wellbeing services: the figures below underscore the need for investment in this area and the significant role the Wellbeing Team has played in identifying and addressing student needs earlier.

Sidney Students	2019-20	2022-23
Undergraduate Intermissions	4	11
Undergraduate Withdrawals	1	3
Undergraduate with Exam Access Arrangements (mental health related)	12	24
University Counselling services referrals	12	24
Bespoke Mental Health Advice Support	12	22
Assistance with accessing Hardship Support	24	46

Council agreed a Student Wellbeing Initiative in 2021-22 and began to invest significantly in this new service, led by the Head of Student Wellbeing (total wellbeing costs in 2021-22: £213,000; 2023-24: £349,000) and supported primarily by philanthropic giving. The Student Wellbeing Initiative's mission is to encourage and enable Sidney students to fulfil their potential by successfully completing their studies with high academic results, and to grow in strength, maturity and resilience, becoming ready to progress further in life with confidence.

By the end of 2023-24, the Wellbeing Team consisted of four posts (up from two in 2019-20 before the Student Wellbeing Initiative was formally adopted) who work directly with students and ten Tutors (up from seven in 2019-20), providing comprehensive support through both preventative and responsive measures, and ensuring students are equipped to handle academic pressures while maintaining their mental and physical wellbeing. Further support is available from the Porters, all of whom have both first aid and mental health first aid training.

The Wellbeing Team supports students who are experiencing physical, mental, psychological or wellbeing difficulties, offering short-term support to help students maintain their overall wellbeing while at Sidney Sussex College. The Team's services include brief solution-focused therapy and other psychological interventions, advice and information, health promotion and illness prevention services. They also co-ordinate a programme of wellbeing activities such as Tea @ 3 with Team members to rest, reset and take a break; yoga, Pilates and walking groups; meditation and mindfulness sessions; and opportunities to work with life coaches and sleep coaches.

The Wellbeing Team continue to build a strong student health and wellbeing culture throughout the College, working in partnership with students, academic staff, and support staff. Student

feedback has indicated that the Wellbeing Team have established a strong presence within the College, and its remit is understood and well-utilised.

13. Equal opportunities

The College is committed to the principle and practice of equal opportunities and strives to be an equal opportunities employer. Its work on Equality, Diversity and Inclusion (EDI) takes place within a Policy Framework approved by the College Council in June 2022. This Framework establishes the College's values and commitments in relation to EDI and modalities for their implementation.

The EDI Committee, a standing committee of the College Council, published its first annual report in January 2024, detailing how the College meets its obligations and commitment to equality, diversity and inclusion. The College has a long tradition of academic excellence and of reaching out to students who have the potential to excel, regardless of their gender, race, sexuality, religion or belief, disability, or socio-economic circumstances.

Building inclusive communities requires reflection upon obstacles to inclusion, barriers to equality and limitations on diversity: through its EDI work, the College is committed to that process of reflection and to taking the necessary steps to ensure equal opportunities for those accessing higher education.

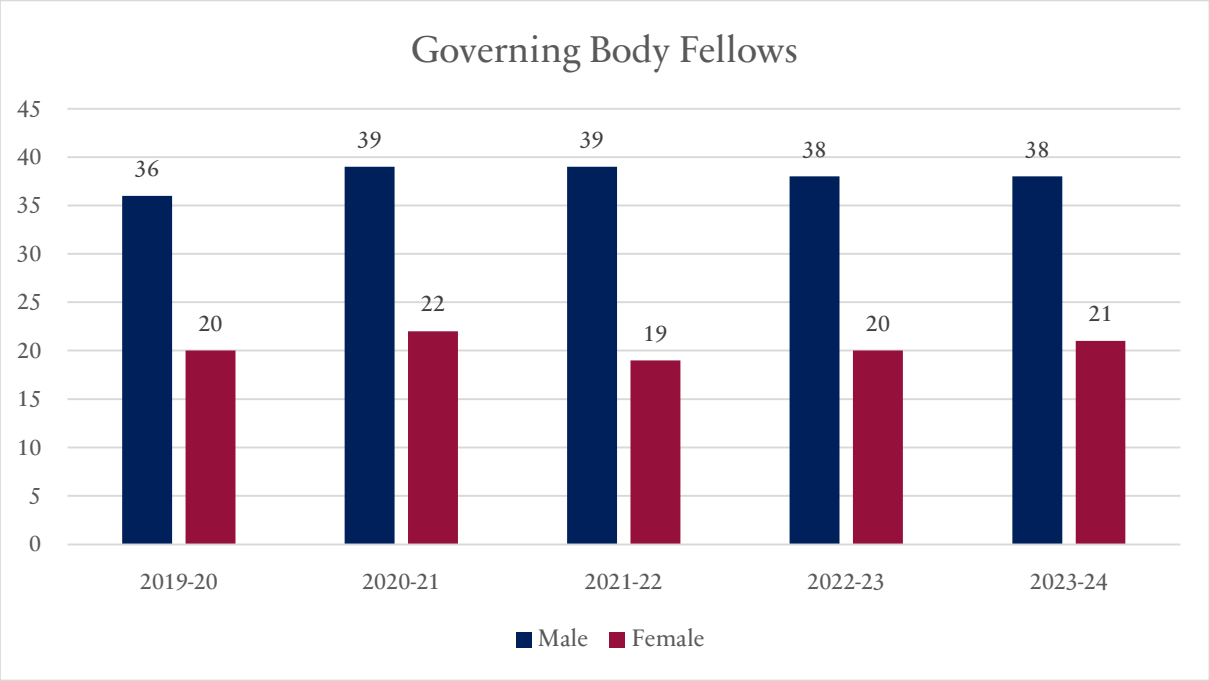
The College is also an employer, and its staff and Fellows should not only have the right to work free from discrimination but should also reflect the society we live in and the communities the College serves. The College's aim is that a culture of equality, diversity and inclusion is embedded in all recruitment and employment practices.

As a charity, and as an institution of higher education, the College is bound by a range of EDI obligations and commitments. The EDI Committee's annual report demonstrates compliance with these requirements, and provides an opportunity to reflect on progress, identify the next steps in the College's progress towards being a more inclusive place to live, learn and work, and to renew its commitment to incremental improvement. Future reports will assess what progress has been made.

The EDI Annual Report, January 2024, can be found on the College's website at: https://www.sid.cam.ac.uk/equality-diversity-and-inclusion.

13.1. Gender equality

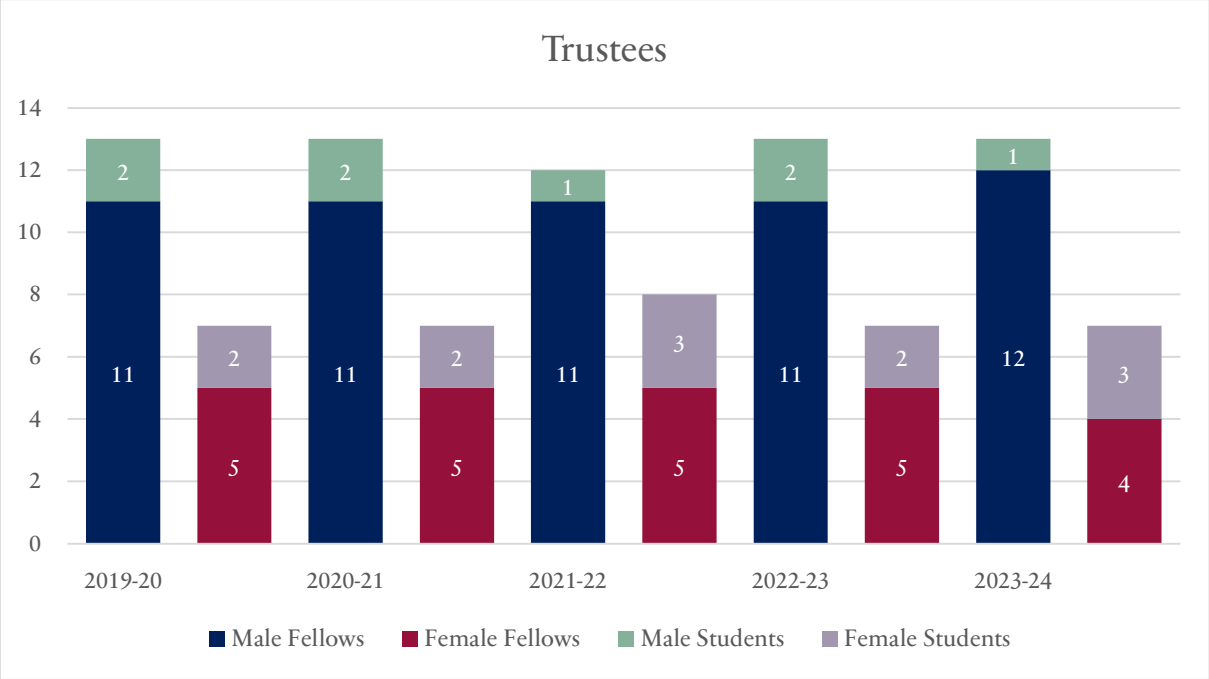
Women undergraduates were first admitted to the College in 1976. The College appointed its first female Master in 1999, the first of the formerly all-male Cambridge Colleges to do so. At the start of the past five academic years, the Fellowship of the College comprised:



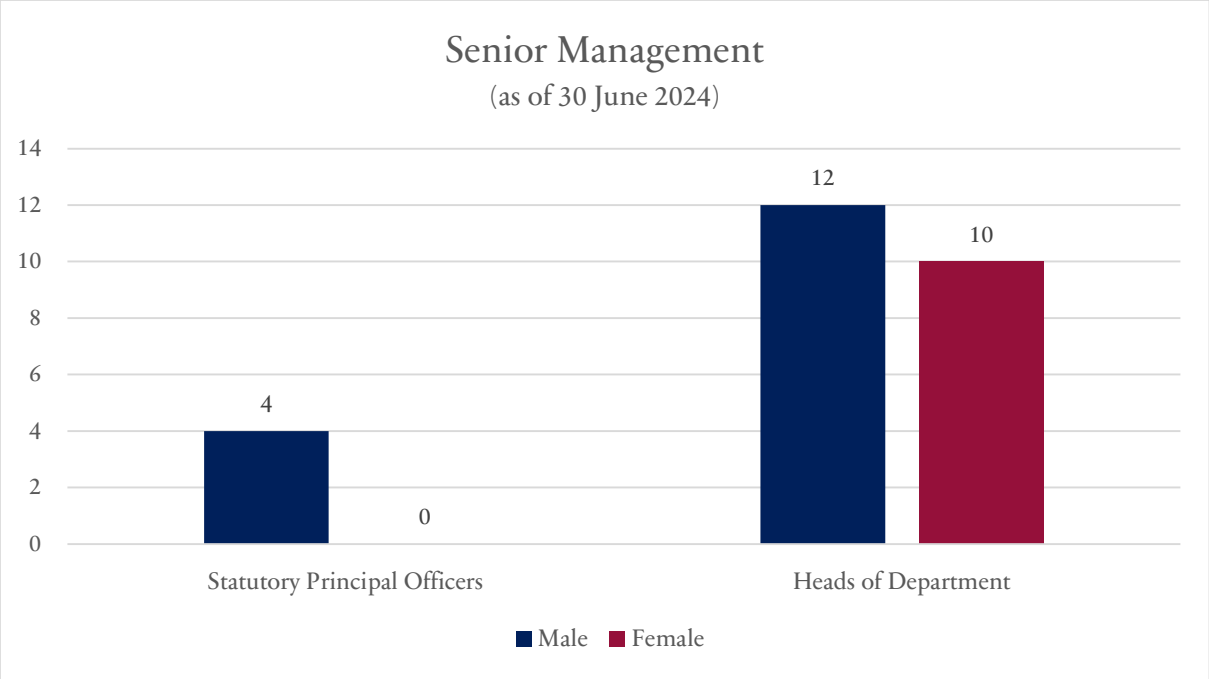
The composition of the Governing Body (36% female in 2023-24) is similar to the University figure for its academic staff (37% female, 2022-23)[3].

[3] https://www.equality.admin.cam.ac.uk/files/edi_information_report_2022-23.pdf, page 7. See also Page 6 for comparator information for the University Council and leadership.

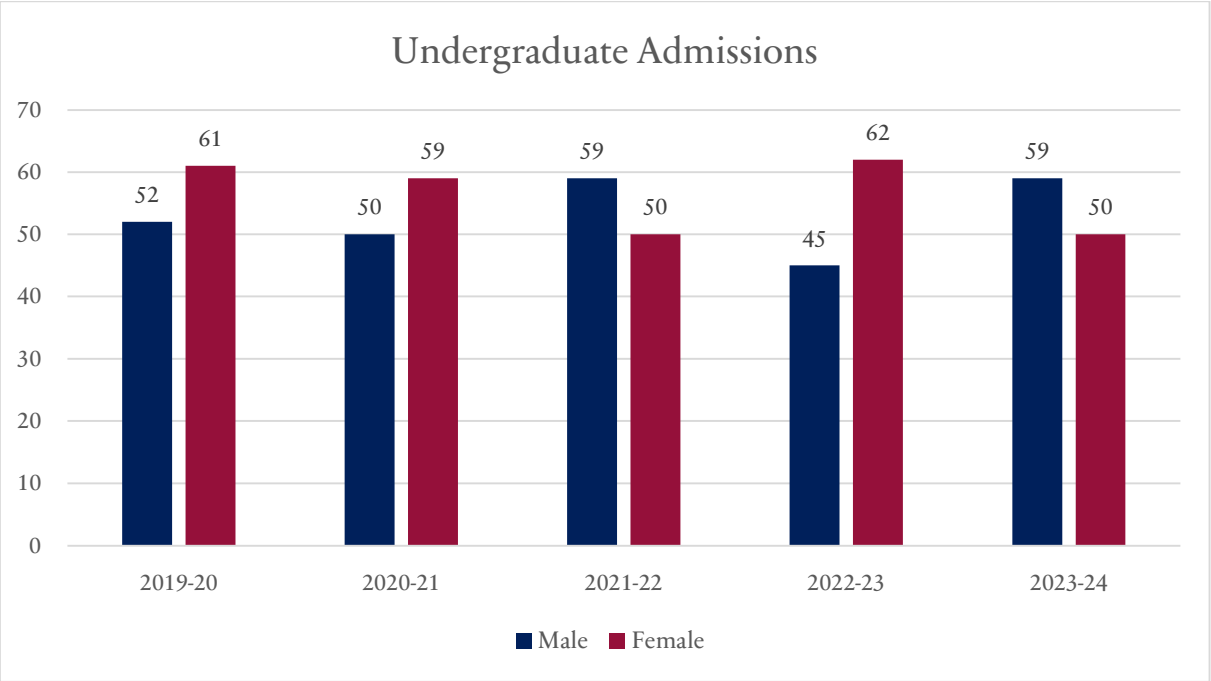
At the start of the past five academic years, the Trustees of the College comprised:

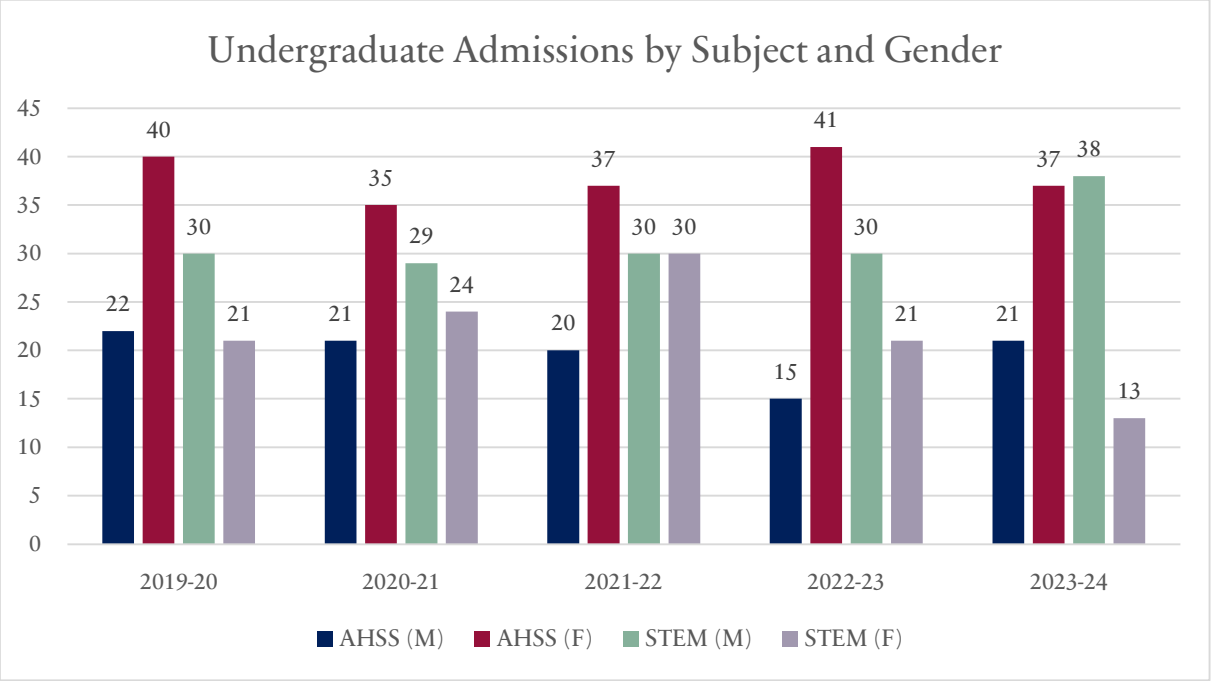


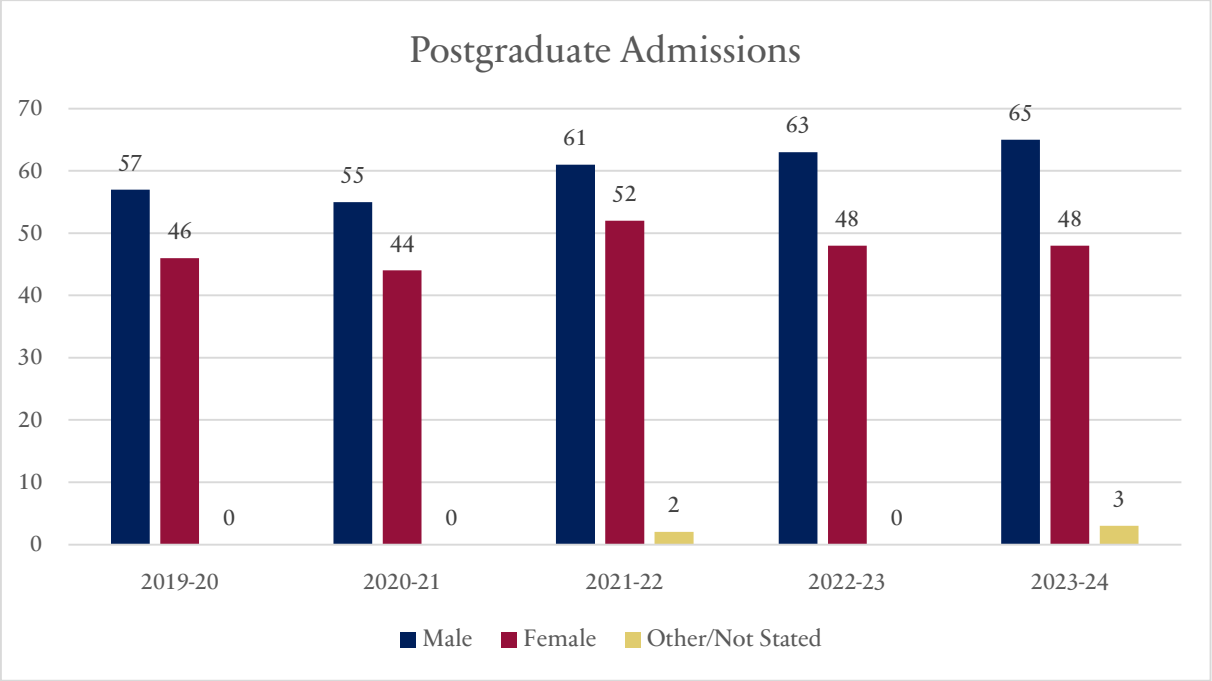
At the end of 2023-24, the four statutory Principal Officers (Master, Vice-Master, Senior Tutor and Bursar) were male, with women holding many senior positions of responsibility within the College, including Admissions Director, College Registrar, Development Director, Domestic Bursar, and the Heads of Housekeeping Services, Human Resources, IT and Student Wellbeing.

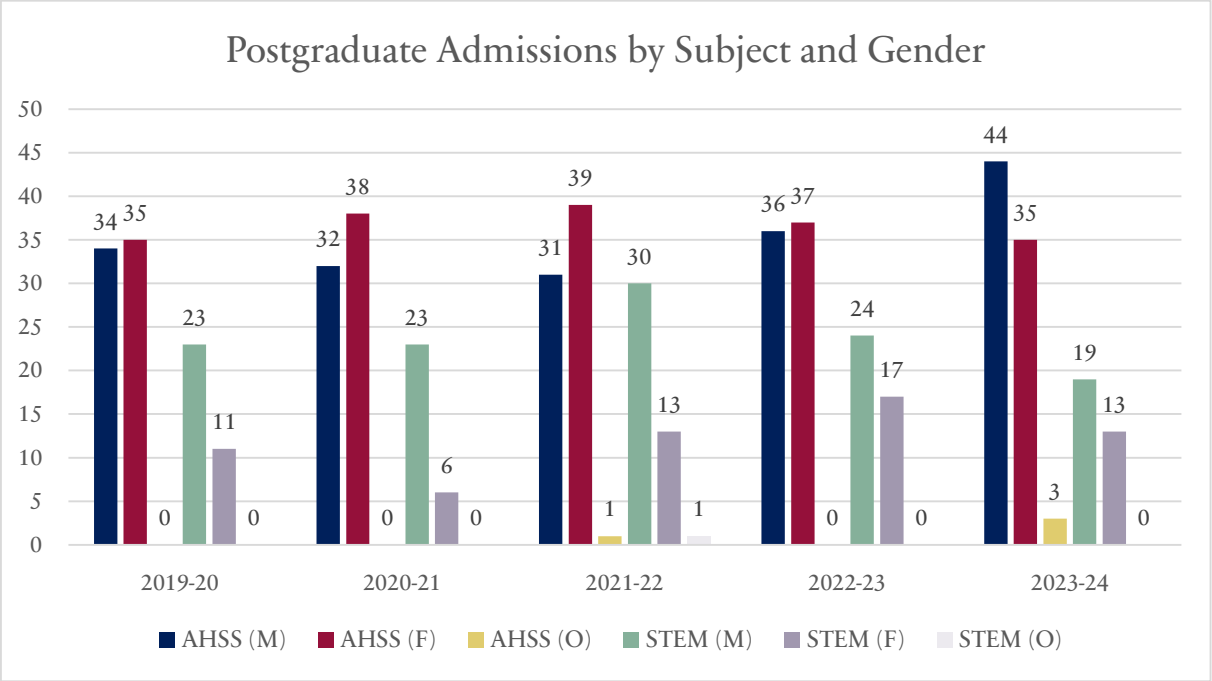


Undergraduate and postgraduate admissions by gender for the past five years are shown below:









The College currently does not collect data on other protected characteristics of its students, Fellows, academic and non-academic staff; however, in June 2024 the EDI Committee, at the request of its student representatives, conducted an anonymous student survey on issues of inclusion, inviting students to identify their protected characteristics and certain socio-economic indicators. The results will be analysed in 2024-25, and action plans prepared to address any concerns raised by students about feelings of exclusion. The EDI Committee will also give consideration to conducting similar surveys for academic and non-academic staff.

FINANCIAL – INCOME AND EXPENDITURE

14. Statement of Comprehensive Income and Expenditure (SOCIE) – Surplus / Deficit

The SOCIE shows an operating surplus (before other gains and losses) of £3.738 million for the year, compared with an operating surplus of £783k in 2022-23. The 2023-24 figures are significantly impacted by the removal of the provision required against the USS pension scheme of £3.010 million, which has the effect of flattering the operating surplus. On a like-for-like basis with 2022-23, excluding the USS pension adjustment, the operating surplus would be £728k.

The College also measures the underlying operational surplus or deficit by excluding donations income and exceptional costs. In 2023-24, the underlying deficit on this measure was £456k, which represents an improvement compared with the 2022-23 underlying deficit of £1.115 million. This resulted from the benefits of higher levels of conference and events activity, alongside higher investment income. However, the outlook for future years remains challenging due to inflationary pressures on staff costs, utilities and other expenditure whilst tuition fees from home fee status undergraduates remain fixed.

14.1. Income

The College had total income of £14.823 million in the year, an increase of £1.865 million (14%) from the £12.958 million for 2022-23.

	2023-24	2022-23	Variance
	£m	£m	£m
Student fees	3.193	3.051	0.142
Accommodation and catering charges to members	3.551	3.123	0.428
Conference and hospitality	2.012	1.345	0.667
Investment income	3.685	3.174	0.511
Donations and Endowments	2.317	2.216	0.102
Other	0.064	0.049	0.015
Total	**14.823**	**12.958**	**1.865**

Income from academic fees and charges increased by £142k (5%) principally because of the higher postgraduate per capita fee which increased from £4,761 to £5,123 per FTE student. There was also an increase in both the number of undergraduates on the unregulated fee and the average level of the unregulated fee, which generated an additional £79k of income altogether.

Income from accommodation, catering and conferences increased by a total of £1.095 million (25%) in the year, from £4.468 million in 2022-23 to £5.563 million in 2023-24. This was

predominantly due to increased conference income as a result of maximising the bookings of accommodation and spaces, increased events offered and more competitive pricing.

The increase of £511k (16%) in investment and endowment income comprises an increase in interest on deposit accounts (which generated an additional £101k across the year) and higher commercial property income of £130k. The increase in commercial property income reflects an early buy out of the lease of one of the properties. There was an increase in investment dividend income of £280k, predominantly due to the first full year of income from CUEF investments.

Other income increased by £15k from £49k last year to £65k this year.

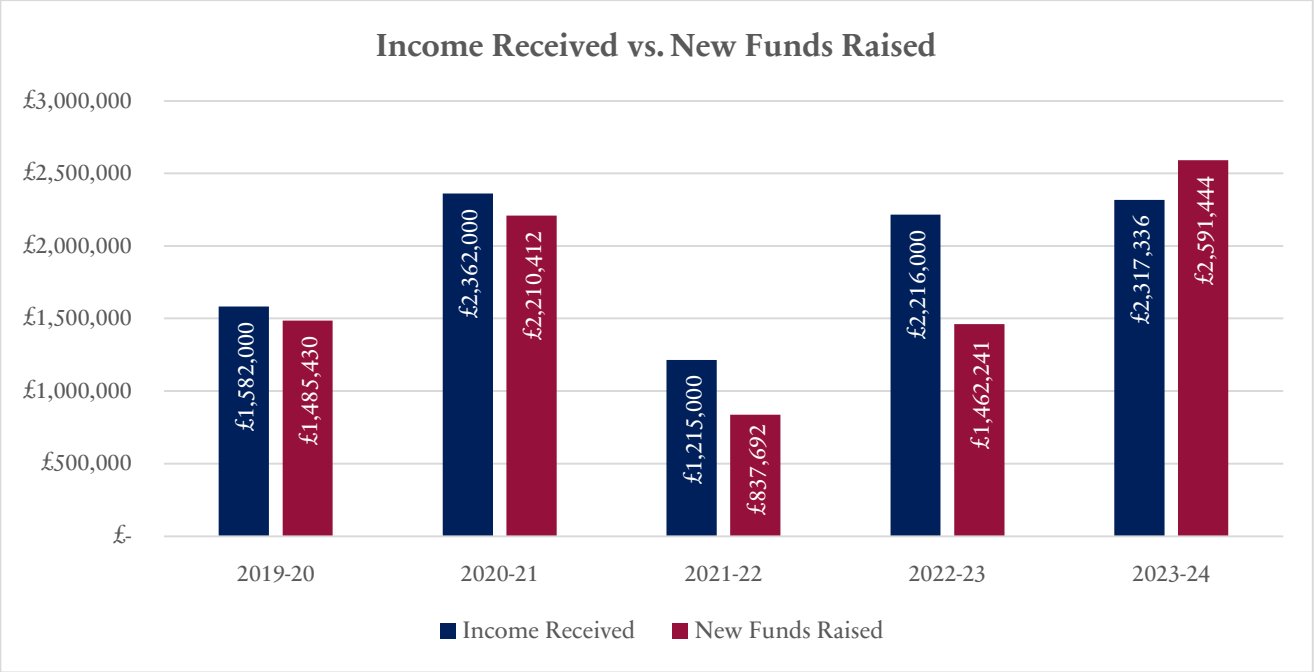
Academic fees cover only 51% of the cost of providing education, and this year the College ran a deficit of £3.012 million on education. The College is reliant on income from conferences, commercial property and dividends from investments, as well as donations, to fund the education deficit. With continuing upwards pressures on expenditure including teaching costs, building maintenance and utilities, the College has been, and continues to be, even more exposed to the deficit on education.

14.2. Donations and fundraising

The College's fundraising efforts are primarily directed at raising money from its alumni and supporters through major gifts, regular giving and legacies, in particular for the other priority areas of student support, teaching and research, college life, and buildings and environment.

All fundraising is carried out by the Development and Alumni Relations Office (DARO), with support from the wider Fellowship and student volunteers. The department reports quarterly results to Council and all its work is subject to oversight by a dedicated College committee, which meets three times per year. The College is registered with the Fundraising Regulator and was not the subject of any complaints to that body in 2023-24.

As income received can vary significantly, the chart below shows funds received over last five financial years (demonstrating the fluctuation from year to year). Income received is the money that has been received into the bank account. New funds raised are the new funds secured in a year, comprising both new single cash gifts and the full value (up to 5 years) of confirmed new pledge gifts. It excludes any cash payments against pledges secured in previous years.



The College is immensely grateful for the £2.317 million in donations and legacies received over the course of the year.

14.3. Expenditure

On the face of it, expenditure in 2023-24 decreased from the previous year by £1.091 million (9%), from £12.176 million in 2022-23 to £11.085 million in 2023-24. However, expenditure this year includes a favourable adjustment of £2.968 million in respect of the USS pension deficit. Excluding the impact of the USS pension fund deficit adjustment, however, expenditure increased by £1.877 million from £12.176 million in 2022-23 to £14.053 million in 2023-24.

It should also be noted that there were exceptional costs for the closure of the 1975 Sidney Sussex Pension Scheme, including additional fees and buy out costs. These costs are included in 'other expenditure'. Excluding both this and the USS adjustment, underlying costs therefore increased by a more modest £858k (7%).

	2023-24	**2022-23**	**Variance**
	£m	**£m**	**£m**
Education	6.151	5.667	(0.484)
Accommodation, Catering and Conferences	6.524	5.834	(0.690)
Other Expenditure	1.366	0.670	(0.696)
USS	(2.968)	0.000	2.968
Contribution under Statute G,II	0.012	0.005	(0.007)
Total	**11.085**	**12.176**	**1.091**

FINANCIAL – BALANCE SHEET

15. Total Net Assets

Total net assets in the year to 30 June 2024 increased by £15.9 million from £139.5 million to £155.4 million. This was driven principally by investment gains (£14.0 million out of the £15.9 million). In detail, the variations in net assets resulted from:

	2023-24
	£m
Investment movements*	14.316
Commercial Property Investment Movement	(0.830)
Sub-total- Investment Movements	13.486
Fixed assets	(0.577)
Cash movement	2.129
Sidney Sussex 1975 Pension scheme	(1.106)
USS Pension Scheme Provision	3.010
Other	(1.087)
Total	**£15.855**

* The Investment movements of £14.316m include gains on stocks and shares of £14.048m

The other large movement in the balance sheet was due to the favourable movement in the surplus/deficits of the two pension schemes in which the College participates, which on a net basis moved favourable by £1.9 million as both pension deficits were adjusted to zero.

15.1. Fixed Assets

The value of College's Fixed assets in the Balance sheet decreased by £577k from £57.5 million to £56.9 million. The depreciation charge of £1.064 million was offset by an increase in capital additions, which was predominantly the costs of £391k for the work up to 30 June 2024 on the replacement of the Blundell boilers.

15.2. Investments

Broadly the College has three categories of investments:

1) Securities portfolio (the Amalgamated Fund) which is managed for long term total return.
2) Commercial property, which comprises retail units that are integral to the College site, or student accommodation blocks. The College is unlikely to be able to sell any of this property, so it is managed for income over the long term.
3) Cash

The securities portfolio is invested in the Amalgamated Fund, which mainly consists of tracker funds held with BlackRock, plus holdings in the Charities Property Fund and Cambridge University Endowment Fund (CUEF).

The College's commercial property portfolio was revalued internally in June 2024, which resulted in a decrease in value from £15.9 million to £15.1 million. This followed an overall reduction in value of over £7 million over the previous three years. The valuation was undertaken on the basis of market value of rents using yields as published by third party property specialists such as Knight Frank and Savills and reflects the downward pressure on the rental incomes for retail property.

Movements in Investments	**June 2023 £ million**	**June 2024 £ million**	**Movement £ million**
Amalgamated Fund (securities)	86.05	101.33	15.28
Commercial Property	15.93	15.10	(0.83)
Other Investments	0.93	0.01	(0. 92)
Cash held for funds	0.07	0.03	(0.04)
Total	**102.98**	**116.47**	**13.49**

The total investment returns (annualised growth plus income) for the Amalgamated Fund were as follows for the 1-. 3-, 5- and 10-year periods to 30 June 2024:

Amalgamated Fund – Total return % p.a.	
1 year	22.19%
3 years	8.67%
5 years	7.83%
10 years	7.98%

15.3. Total Return Accounting

The College Statutes confer the power to adopt Total Return accounting for investment income. The College approved proposals for the implementation of Total Return accounting from 1 July 2022. In order to smooth the effects of short-term volatility in asset values, the income spending rule is based on a three-year rolling average of the quarter-end unit values of the Amalgamated Fund. To provide budget certainty and an opportunity to react to unanticipated changes in market conditions, the rolling average is lagged by two quarters. As an example, the expenditure in the year 2023-24 was based on the twelve quarter-end unit values from the quarter ended 31 March 2020 to the quarter ended 31 December 2022. The Total Return spending rule is currently set at 3.2% of the weighted average unit value of the Amalgamated Fund.

15.4. Ethical Investing

The College adheres to the Charity Commission guidance on ethical investments as a minimum standard but takes additional action on ESG (environmental, social and governance) considerations whenever it is possible and effective to do so within the College's fiduciary responsibilities. The College's current holdings are concentrated in publicly listed companies through passive market tracker funds. Where the College sees that within its fiduciary responsibilities it can contribute to changes in public discourse, it will exclude particular companies or sectors from its portfolio for ESG considerations. The College aims to appoint investment managers with ambitious shareholder engagement goals and methods, including those that combine divestment and engagement to good effect. The College's default position is to expect managers to vote in favour of ESG shareholder resolutions.

16. Financial Liabilities

16.1. Loans

During 2013-14, the College borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-53 and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of borrowings to net assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 2063 at a fixed interest rate of 2.26%. In June 2021, the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 2066 at a fixed interest rate of 2.24%.

16.2. Pension Fund and Pension Fund Deficits

The College has participated in two pension schemes, the Sidney Sussex 1975 Pension Scheme and the Universities Superannuation Scheme (USS). The Sidney Sussex 1975 Pension Scheme has been closed to new members since 2004 and was closed to new accruals in December 2023 following consultation. All College staff (academic and non-academic) on the payroll are auto-enrolled in the USS Scheme (subject to meeting the eligibility criteria) unless they choose to opt out.

As at 30 June 2024, both pension funds have a deficit of zero, which represented a net improvement of £1.9 million compared with 30 June 2023.

17. Reserves and Reserves Policy

The College's Reserves Policy ensures that the College has contingency funds that are both completely unrestricted in terms of use, and readily realisable at short notice to cover any unexpected but significant operating shortfall or other need for liquidity.

The College has agreed a dynamic target for free reserves, which adjusts automatically to changing circumstances, generating a revised target each financial year. This is calculated as set out below:

Category of Reserve	Calculation of target
Contingency for unexpected and significant income reduction or increased expenditure	Contingency to cover the equivalent of 40% of the total of the previous two years' operating expenditure, i.e. the cash commitments of the College excluding depreciation and exceptional costs, or balance sheet movements.
Contingency for covering the maintenance of the fabric of the estate	Contingency equivalent to the level of depreciation in the previous year.

Adding these two components together provides the total target free reserves for the year. Each year the calculation will change and require updating. The management of free reserves is overseen by the Finance and Needs Committee, which reports to College Council.

As at 30 June 2024, the College's free reserves were £13.4 million compared with target reserves of £10.2 million. This represents a significant increase in free reserves from £6.5 million in June 2023 to June 2024. This primarily reflects the increase in market value of the investments, the overall decrease in the pension provisions, and the receipt of unrestricted donations during the year.

PRINCIPAL RISKS AND UNCERTAINTIES

Members of the Council, as Trustees of the College, have ultimate responsibility for ensuring risk is managed effectively. The Council current risk management process was adopted in 2019-20, with a revised format introduced in 2023-24 to assess sub-risks individually rather than collectively, for more granular consideration and scoring. Regular risk reviews and updates are embedded in annual committee work plans.

The principal risks the College must continuously address are:

- The long-term ability to maintain and develop its educational and research activities;
- To attract the best academics, staff and students; and
- To maintain and renew its physical facilities, including improvements to its environmental sustainability.

There are always uncertainties regarding the future external environment within which the College will operate, most notably regarding higher education policy and funding.

Summary table of Sidney Sussex College risks in 2024

Risk	Raw risk score 2024	Residual risk score 2024	Residual risk score 2023	Residual score movement from 2023
Estates and facilities	20	16	12	↑
Financial Management	16	12	12	=
Academic staff	12	9	12	↓
Student admissions	12	9	12	↓
Student welfare	12	9	12	↓
Non-academic staff	12	9	12	↓
Health and Safety	12	9	9	=
IT	12	9	12	↓
Student academic performance and personal development	12	8	12	↓
Governance	12	6	6	=

Risk	Raw risk score 2024	Residual risk score 2024	Residual risk score 2023	Residual score movement from 2023
University and inter-collegiate relations	12	6	4	
Communications	9	6	9	
Donation and legacy income	6	6	6	

As indicated in the table above, due to the mitigation actions taken, all residual risk scores now fall within 'Amber' (moderate or major) or 'Green' (minor or insignificant).

'Red' (major or extreme) and 'Amber' risks are monitored at least once each term by the relevant risk owner via committee meetings, with the minutes of each committee presented to Council for information. 'Green' risks are generally considered acceptable and require no further action other than confirmation that the relevant controls in place remain effective.

The College recognises that in respect of eight risks 'raw' scores are only marginally below the threshold of 'Red'; therefore it will continue to monitor the mitigations in place and whether the likelihood or impact of any risks has continued to decrease. It will also continue its annual horizon-scanning exercise to identify whether any new risks are emerging so it can take appropriate steps at the earliest possible opportunity.

The annual risk management process begins at the end of Michaelmas Term with a high-level review by Council of the current and emerging major risks for the coming year. Risk owners and committees have an oversight role in reviewing the nature of the identified risks, effectiveness of controls and progress against agreed actions; they review and scored risks in Lent Term, and again in Easter Term following consideration by the Bursar and College Registrar to ensure consistency of scoring. The register is compiled and presented to the Audit Committee and Council for approval each Michaelmas Term.

Full details of all risk areas, risk descriptions and mitigating actions are held in the College's risk register.

PLANS FOR FUTURE PERIODS

18. College Vision and Strategy

The College has in 2023-24 commenced work on a multi-year strategy, articulating its vision for the future and the specific work to be undertaken to realise its ambitions.

Supporting strategies for specific themes – academic, financial, estates and sustainability, people, and wellbeing – will be developed and managed through the Council and its sub-committees. Strategies will include clearly defined actions to meet the goals identified.

19. Student Education and Wellbeing Support

The College continues to enhance its core student services, supporting students' educational and personal development, and their readiness for employment or further study. Its investments in the Student Wellbeing Strategy have led to transformational improvements in its offer of wellbeing and pastoral care from confirmation of offer to graduation. We will review the performance of our on-going involvement in the University's Foundation Year Programme to assess the impact of this initiative on participants' academic and personal resilience skills.

20. Buildings Maintenance, Improvements and Sustainability

The Council has committed to consistent spend on maintaining and improving the fabric of its buildings, A five-year rolling major works programme has been agreed and, in 2024-25, the budget for works has been increased by 78% to £980k.

The College recognises the importance of reducing its carbon footprint and investing in sustainability measures, including the recent replacement of legacy boilers, and the installation of secondary double glazing. Feasibility studies will be conducted into the use of air source heat pumps and installation of solar panels in part of the student accommodation, initially in order to learn and consider how to roll out further in the future.

Accessibility works to the main College site continue in accordance with the agreed priorities and input from student representatives. Recent works include a level entrance with automated door from Sidney Street, automated access to the College Bar and JCR, and ramp access to the JCR and Chapel Court 2 meeting room.

21. Governance

In 2023-24 the College began a review of its governance structures, implementing recommendations from the independent review against the Charity Governance Code. Initial work included a rationalisation of the number and responsibilities of committees to improve efficient decision-making by consolidating some smaller bodies, dividing larger bodies to allow adequate space to consider priority issues, and disbanding bodies which had completed their tasks, whilst creating one new standing committee to address an identified gap.

New processes were agreed by Council to improve engagement and focus, by regularly inviting Fellows and student representatives to submit agenda items before each meeting, and by adopting new agenda formats to prioritise decision-making and discussion of strategic issues. The Fellowship Committee has been specifically tasked with surveying Fellows about their engagement with College governance and events, and recommending further improvements.

Further work to meet the requirements of the Charity Governance Code review will continue in 2024-25, building on the foundations established since 2022. The College is mindful of the recent consultation on the Charity Governance Code and proposed new Code from early 2025, which will inform future developments. Looking ahead, the College will take the opportunity in the period to 2028 to review and, where possible, rationalise its Statutes and Ordinances in preparation for their decennial review.

This annual report was approved at the meeting of the Council on 6 November 2024.

Professor Martin Burton
Master

FINANCIAL STATEMENTS 2023-24

STATEMENT OF INTERNAL CONTROL

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

The system of internal control is risk based, so is designed to manage and mitigate, rather than eliminate, the risk of failure to achieve policies, aims and objectives.

The system of internal control is designed to identify the principal risks to the achievement of the College's policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively, and economically. The Council has responsibility for agreeing the risk assessment. Risk management is delegated to individual Committees and is overseen by the Audit Committee. The Audit Committee's and Council's review of the effectiveness of the system of internal control is informed by the work of the various Committees, the 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.

The Audit Committee sets aside part of each meeting for discussions without officers being present. It can carry out independent investigations of complaints and is a point of independent contact for the Auditors.

RESPONSIBILITIES OF THE COUNCIL

The Council is responsible for preparing the Annual Report and 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 Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing these financial statements, the Council is required to:

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

The Council is responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable it to ensure that the financial statements comply with the Statutes of the University of Cambridge. It is 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 Council is responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

INDEPENDENT AUDITORS' REPORT TO THE COUNCIL

Opinion

We have audited the financial statements of Sidney Sussex College (the 'College) for the year ended 30 June 2024 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 30 June 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Statutes of the University of Cambridge.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the

College's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information
The Council are responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our auditors' 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Statutes of the University of Cambridge
In our opinion based on the work undertaken in the course of the audit:

- The contribution due from the College to the University has been computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G,II, of the University of Cambridge.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Operating and Financial Review.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council
As explained more fully in the responsibilities of the Council statement set out on page 38, the Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council 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 Council are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 College through discussions with Trustees and other management, and from our knowledge and experience of the education sector;
- we obtained an understanding of the legal and regulatory framework applicable to the College and how the College is complying with that framework;
- we identified which laws and regulations were significant in the context of the College. The Laws and regulations we considered in this context were Charities Act 2011, the Statutes of the University of Cambridge and taxation legislation. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items;
- in addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the College's and the Group's ability to operate or to avoid material penalty; 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 College's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

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

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

- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policy 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;
- reviewing minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the College'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 directors 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/auditorsresponsibilties. This description forms part of our auditors' report.

Use of our report

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

Peters Elworthy & Moore

PETERS ELWORTHY & MOORE
Chartered Accountants and Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA
Date: 7 November 2024

Peters Elworthy & Moore is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES

1. 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, using the Recommended Cambridge College Accounts (RCCA) format; and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019.

The RCCA format was amended for 2023-24 in respect of pension provisions and as a result some 2022-23 expenditure figures have been restated. These changes did not alter the total comprehensive income for the year or the net assets at 30 June 2023.

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.

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

2. 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 which are included at valuation.

3. Going Concern

The College has undertaken detailed budgeting, forecasting and cash flow planning which is reviewed and monitored by the Finance and Needs Committee and Council. Forecasts have been prepared for the period to 2029 on a prudent basis and have considered the impact upon the College and its cash resources and unrestricted reserves. The College continues to review its cost base in order to combat the inflationary pressures on all expenditure. The College also has significant investments which could be realised if required.

Based upon their review the Trustees believe that the College will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore have continued to adopt the going concern basis in preparing the financial statements.

4. Consolidation of subsidiaries

Sidney Sussex College has two wholly owned subsidiaries, Sidney Sussex Limited and Sidney Sussex Hospitality Company Limited. Sidney Sussex Limited is a dormant company and Sidney Sussex Hospitality Company Limited has not been consolidated on the basis of materiality but has produced accounts that are available at Companies House.

5. Recognition of income

5.1. Academic fees

Academic fees are recognised in the period to which they relate and include all fees chargeable to students or their sponsors.

5.2. Grant income

Grants received from non-government sources (including research grants from non-government sources) are recognised within the 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 Statement of Comprehensive Income and Expenditure in line with such conditions being met.

5.3. 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 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. Restricted capital grants are released to general reserves upon completion of the capital project to which they relate.

Special Trust Funds are restricted funds that the College holds in trust. The College is not free to change the terms on which these funds were established, though, as a result of the new Statutes approved in February 2018, it does have relatively broad powers to use surplus income.

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.

Designated Funds are funds that have been given without restriction, which the Council has decided to designate for a specific purpose. Often this reflects the preferences of the donor. The Council is free to make and amend the regulations for these funds.

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

5.4. Investment income and change in value of investment assets

Investment income and change in value of investment assets is 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.

5.5. Total Return

The College operates a total return policy with regards to its endowment assets. Spendable income of 3.2% of the three year weighted average value of the investments, lagged by six months, is included as endowment income. Investment management costs are charged against income.

5.6. Other income

Income is received from a range of activities including accommodation, catering conferences and other services rendered.

5.7. Cambridge Bursary Scheme

In 2022-23, the Cambridge Bursaries given by the College to eligible students were made directly by the Student Loans Company (SLC). The College reimbursed the SLC for the full amount paid to their eligible students, and the College subsequently received a contribution from the University of Cambridge towards this payment. The College has shown the gross payment made to eligible students and a contribution from the University as Income under "Academic Fees and Charges". The numbers below include Foundation year bursaries

The net payment of £173,383 is shown within the Statement of Comprehensive Income and Expenditure as follows:

Income	(see note 1)	£171,074
Expenditure		£344,457

6. 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 comprehensive income and expenditure for the financial year.

7. Fixed assets

7.1. Land and buildings

Fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses.

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

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

7.2. Fixed assets

Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a 2% reducing balance basis.

Short Leasehold Buildings are depreciated over the life of the lease up to a maximum of 50 years.

Assets under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred and are recognised on a cash basis. They are not depreciated until they are brought into use.

Land held specifically for development, investment and subsequent sale is included in current assets at the lower of cost and net realisable value.

The cost of additions to operational property shown in the balance sheet includes the cost of land. Furniture, fittings, and equipment costing less than £5,000 per individual item is written off in the year of acquisition unless the aggregate value of related items exceeds £25,000. All other assets are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	2-25% reducing balance/straight line
Motor vehicles	20% straight line
Plant and equipment	15-25% reducing balance/straight line

7.3. Leased assets

Leases in which the College assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance leases are stated at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease, less accumulated depreciation, and less accumulated impairment losses. Lease payments are accounted for as described below.

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

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

7.4. Heritage assets

The College holds and conserves a number of collections, exhibits, artefacts, and other assets of historical, artistic or scientific importance. Heritage assets acquired before 1 July 2000 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 2000 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

8. Investments

Securities are included in the balance sheet at fair value on 30 June each year, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost.

Investment properties are included at fair valuation and the aggregate surplus or deficit in transferred to Unrestricted Reserves. An internal valuation was carried out as at 30 June 2023, calculated on the basis of the yields published by third party property specialists such as Knight Frank or Savills. A formal valuation of the commercial property holdings was last carried out by Cheffins, Chartered Surveyors, as at 30 June 2022. An formal independent valuation will be conducted at least every five years.

9. Stocks

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

10. 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.

11. Contingent liabilities and assets

A contingent liability arises from a past event that gives the College a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events, not wholly within the control of the College. Contingent liabilities also arise in circumstances where

a provision would otherwise be made but either it is not probable that an outflow of resources will be required, or the amount of the obligation cannot be measured reliably.

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

Contingent assets and liabilities are not recognised in the balance sheet but are disclosed in the notes.

12. 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.

13. 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.

14. 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. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or finance income as appropriate unless they are included in a hedging arrangement.

To the extent that the College enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date. The College does not apply any hedge accounting in respect of

forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

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

15. Taxation

The College is a registered charity (number 1137586) 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.

16. 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 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.

17. Pension costs

Retirement benefits for employees, who started after 2 January 2004, and for the majority of Fellows are provided by the Universities Superannuation Scheme (USS). Benefits for participating employees who started before 1 January 2004 are provided by the College's own scheme, Sidney Sussex 1975 Pension Scheme, but this is now closed to new entrants.

17.1. Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme. 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 profit and loss account 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 deficit on a technical provisions basis (as was the case following the 2020 valuation), the trustee 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 income statement. Further disclosures relating to the deficit recovery liability can be found in note 27.

17.2. Sidney Sussex College 1975 Pension Scheme

This is a defined benefit scheme which is externally funded and contracted out of the State Second Pension Scheme up to 31 March 2016. The funds are valued every three years by a professionally qualified independent actuary using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years, the actuary reviews the progress of the scheme. Pension costs are assessed in accordance with the advice of the actuary, based on the latest actuarial valuation of the scheme and is accounted for on the basis of charging the cost of providing pensions over the period during which the College benefits from the employees' and Fellows' services.

18. 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.

19. 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 in 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.

20. Critical accounting estimates and judgements

The preparation of the College's accounts requires College Officers 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.

College Officers 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 the probate stage.

Useful lives of property, vehicle, equipment, and furniture– Property, vehicle, equipment, and furniture 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.

Recoverability of debtors – The provision for doubtful debts is based on the College's estimate of the expected recoverability of those 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.

Investment property – Properties were revalued to their fair value at the reporting date by Cheffins Commercial. The valuation is based on the assumptions and judgements which are impacted by a variety of factors including market and other economic conditions. The revised valuation at 30 June 2023 was increased from £15.3 million to £15.9 million. Given the unknown future impact that COVID-19 might have on the real estate market, the valuation of the properties will be kept under frequent review.

Investments in Charities Property Fund – the College holds an investment in the Charities Property Fund Income Units which at the year-end was valued at £2.4 million.

Investments in the Cambridge University Endowment Fund – the College holds an investment in the Cambridge University Endowment Fund which at the year-end was valued at £6.5 million.

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.

College Officers are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements. Further details are given in note 26.

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit, results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with the resulting expense charged through the profit or loss account in accordance with section 28 of FRS 102.

At 31 July 2023, the institution's balance sheet included a liability of £3.01 million for future contributions payable under the deficit recovery agreement which was concluded on 30 September 2021, following the 2020 valuation when the scheme was in deficit. No deficit recovery plan was required from the 2023 valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the institution was no longer required to make deficit recovery contributions. The remaining liability of £3.01 million was released to the profit and loss account. Further disclosures relating to the deficit recovery liability can be found in note 26.

STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

		2024				2023 Restated			
	Note	Unrestricted £000	Restricted £000	Endowment £000	Total £000	Unrestricted £000	Restricted £000	Endowment £000	Total £000
Income									
Academic fees and charges	1	3,193			3,193	3,051			3,051
Accommodation, catering and conferences	2	5,563			5,563	4,468			4,468
Investment income	3	1,614	2	2,069	3,685	1,367	2	1,805	3,174
Endowment return transferred	3	1,787	570	(2,357)	-	1,519	574	(2,093)	-
Other income		64			64	49			49
Total income before donations and endowments		12,221	572	(288)	12,505	10,454	576	(288)	10,742
Donations		2,308	8		2,316	2,139	77		2,216
New endowments					-				-
Other capital grants for assets			2		2				-
Total income from donations and endowments		2,308	10	-	2,318	2,139	77	-	2,216
Total income		14,529	582	(288)	14,823	12,593	653	(288)	12,958
Expenditure									
Education	4	(5,623)	(528)		(6,151)	(4,996)	(585)		(5,581)
Accommodation, catering and conferences	5	(6,509)	(15)		(6,524)	(5,750)	(10)		(5,760)
Other expenditure	6	(1,325)	(27)	(14)	(1,366)	(699)	(49)	(15)	(763)
Change in USS Pension deficit recovery provision	8,16	2,968			2,968	(66)			(66)
Contribution under Statute G,II		(12)			(12)	(5)			(5)
Total expenditure	7	(10,501)	(570)	(14)	(11,085)	(11,516)	(644)	(15)	(12,175)
Surplus/(deficit) before other gains and losses		**4,028**	**12**	**(302)**	**3,738**	**1,077**	**9**	**(303)**	**783**
Gain/(loss) on disposal of fixed assets	9	6			6	0			
Gain/(loss) on investments	10	7,597	238	5,382	13,217	3,993	104	2,503	6,600
Surplus/(deficit) for the year		11,631	250	5,080	16,961	5,070	113	2,200	7,383
Other comprehensive income									
Actuarial gain/(loss) in respect of pension schemes	16	(1,105)			(1,105)	1,108			1,108
Total comprehensive income for the year		**10,526**	**250**	**5,080**	**15,856**	**6,178**	**113**	**2,200**	**8,491**

STATEMENT OF CHANGES IN RESERVES

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2023	**73,650**	**1,636**	**30,815**	**33,402**	**139,503**
Prior Year Adjustment: Change of Fund Classification	-	-			-
Surplus/(Deficit) from income and expenditure statement	11,631	250	5,080		16,961
Other comprehensive income	(1,105)				(1,105)
Release of restricted capital funds spent in the year					
Transfers to / from Reserves	(3,603)	(19)	(15)	3,636	-
Balance at 30 June 2024	**80,573**	**1,867**	**35,880**	**37,038**	**155,357**

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2022	**65,735**	**1,685**	**28,615**	**34,977**	**131,012**
Prior Year Adjustment: Change of Fund Classification	133	(133)			-
Surplus/(Deficit) from income and expenditure statement	5,070	113	2,200		7,383
Other comprehensive income	1,108				1,108
Release of restricted capital funds spent in the year					
Transfers to / from Reserves	1,604	(29)	-	(1,575)	-
Balance at 30 June 2023	**73,650**	**1,636**	**30,815**	**33,402**	**139,503**

The notes on pages 60 to 78 form part of these accounts

BALANCE SHEET

	Note	2024 £000	2023 £000
Non-current Assets			
Fixed assets	9	56,905	57,482
Heritage assets	9	463	462
Investments	10	116,468	102,982
Total non-current assets		173,836	160,926
Current assets			
Stocks	11	230	191
Trade and other receivables	12	1,031	1,653
Cash and cash equivalents	13	8,058	5,929
Total current assets		9,319	7,773
Creditors: amounts falling due within one year	14	(2,898)	(2,392)
Net current assets		6,421	5,381
Total Assets less current liabilities		180,257	166,307
Creditors: amounts falling due after more than one year	15	(24,900)	(24,900)
Provisions			
Pension provisions	16	-	(1,904)
Total net assets		**155,357**	**139,503**
Represented by:			
Restricted reserves			
Income and expenditure reserve – endowment reserve	17	35,880	30,815
Income and expenditure reserve – restricted reserve	18	1,866	1,636
		37,746	32,451
Unrestricted Reserves			
Income and expenditure reserve – unrestricted		80,573	73,650
Revaluation reserve		37,038	33,402
		117,611	107,052
Total Reserves		**155,357**	**139,503**

The notes on pages 60 to 78 form part of these accounts

CASH FLOW STATEMENT

	Note	2024 £000	2023 £000
Net cash inflow from operating activities	19	(2,418)	(3,443)
Cash flows from investing activities	20	5,202	2,419
Cash flows from financing activities	21	(698)	(698)
Increase/(decrease) in cash and cash equivalents in the year		2,086	(1,722)
Cash and cash equivalents at beginning of the year		5,998	7,720
Cash and cash equivalents at end of the year	22	8,084	5,998

The notes on pages 60 to 78 form part of these accounts

The financial statements were approved by the Master and Fellows on 6 November 2024 and signed on its behalf by:

Professor Martin Burton
Master

Mr Martin Pierce
Bursar

NOTES TO THE ACCOUNTS

1	Academic fees and charges	2024	2023
		£000	£000
	Colleges fees:		
	Fee income received at the Regulated Undergraduate rate	1,501	1,537
	Fee income received at the Unregulated Undergraduate rate	645	566
	Fee income received at the Graduate rate	876	801
	Cambridge Bursaries Income	171	147
	Total	3,193	3,051

2	Income from accommodation, catering and conferences		2024	2023
			£000	£000
	Accommodation	College members	3,269	2,848
		Conferences	1,332	881
	Catering	College members	282	275
		Conferences	680	464
	Total		5,563	4,468

3	Endowment return and investment income	2024	2023
		£000	£000
3a	**Analysis of Investment Income**		
	Total Return Contribution	2,356	2,093
	Other Investment Income	-	-
	Cash	383	282
	Land and buildings	1,239	1,109
	Total	3,979	3,484

3b	Analysis of Investment Gains	2024	2023
		£000	£000
	Gains/(losses) on endowment assets:		
	Quoted and other securities	14,378	6,365
	Gains/(losses) on other assets:		
	Quoted and other securities	(330)	(420)
	Gains/(losses) on Land and Buildings	(830)	655
	Total	13,218	6,600

3c	**Summary of Total Return**	**2024**	**2022**
		£000	**£000**
	Income from:		
	Quoted securities:		
	-equities	2,063	1,783
	(Losses)/gains on endowment assets (note b)	14,378	6,365
	Investment management costs	(14)	(15)
	Total Return for year	16,427	8,133
	Total return transferred to income and expenditure (note a)	(2,356)	(2,093)
	Unapplied total return for year included within SOCIE	14,071	6,040

	Memorandum of Unapplied Total Return	**2024** **£000**	**2023** **£000**
	Included within reserves, the following amounts represent the Unapplied Total Return of the College:		
	Unapplied Total Return at beginning of year	24,009	17,969
	Unapplied Total Return for the year	14,071	6,040
	Unapplied Total Return at end of year	38,080	24,009

4	**Education expenditure**	**2024** **£000**	**2023** **Restated** **£000**
	Teaching	2,454	2,242
	Tutorial	1,119	986
	Admissions	639	560
	Research	528	455
	Scholarships and awards	666	680
	Other educational facilities	745	659
	Total	6,151	5,581

5	**Accommodation, catering and conferences expenditure**		**2024** **£000**	**2023** **£000**
	Accommodation	College members	3,640	3,212
		Conferences	979	886
	Catering	College members	1,038	953
		Conferences	867	709
	Total		6,524	5,760

6 Other expenditure

	2024	2023 Restated
	£000	£000
Investment management costs	201	106
USS pension interest charge	69	101
Sidney Sussex Scheme 1975 Pension Scheme - exceptional costs for closure	512	-
Other general and administrative	583	556
Total	1,366	764

7a Analysis of 2023-24 expenditure by activity

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,937	2,908	306	6,151
Accommodation, catering and conferences	2,648	3,145	731	6,524
Investment management costs	-	201	-	201
Other	228	913	36	1,177
USS	(2,968)	-	-	(2,968)
Totals	2,845	7,167	1,073	11,085

Expenditure includes fundraising costs of £315k.

7b Analysis of 2022-23 expenditure by activity.
(**Restated**)

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,647	2,625	311	5,581
Accommodation, catering and conferences	2,298	2,719	744	5,760
Investment management costs	-	106	-	106
Other	195	426	36	657
USS	66	-	-	66
Totals	5,206	5,876	1,091	12,175

Expenditure includes fundraising costs of £354k.

7c Auditors' remuneration

	2024	2023
	£000	£000
Other operating expenses include:		
Audit fees payable to the College's external auditors	28	26
Other fees payable to the College's external auditors	1	1
Total	29	27

8a Staff Costs

Consolidated Staff costs:	College Fellows	Non-academic	2024 Total	2023 Restated Total
	£000	£000	£000	£000
Salaries	1,359	3,432	4,791	4,139
National Insurance	120	307	427	365
Pension costs	179	527	706	763
Net change in USS deficit recovery provision (see Note 16)	(862)	(2,217)	(3,078)	(134)
Sub-total of Pension Costs (see note 8b.)	(681)	(1,692)	(2,373)	629
Total	796	2,049	2,845	5,133

Based on the 2023 valuation of the Universities Superannuation Scheme (USS), the impact of the net change in the USS deficit recovery provision is a credit of £2,968k. This comprises a non-cash credit resulting from the change in assumptions, including the discount rate, of £69k (2023: £101k) and cash contributions made to reduce the deficit in the year of £110k (2023: £200k).

Average staff numbers	Average staff numbers 2024		Average staff numbers 2023	
	Number of Fellows	Full-time equivalents	Number of Fellows	Full-time equivalents
Academic	57	-	61	-
Non-academic	6	97	7	91
Total	63	97	73	91

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

	2024 Total £000	2023 Total £000
£100,001 - £110,000	1	-
£110,001 - £120,000	-	1
£120,001 - £130,000	-	1

Remuneration includes 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.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. This includes aggregated emoluments paid to key management personnel. Key management personnel for the College include the Master, Vice Master, Bursar, Senior Tutor and Development Director. Aggregated emoluments consist of salary and taxable benefits including any employer's pension contribution.

	2024 Total £000	2023 Total £000
Key management personnel	435	396

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

8b Pension Costs

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

Pension Costs	Employer Contributions 2024 £000	Provisions 2024 (Note 16) £000	Total 2024 £000	Employer Contributions 2023 £000	Provisions 2023 (Note 16) £000	Total 2023 £000
USS	670	(3,078)	(2,408)	628	(134)	494
Sidney Sussex 1975 Scheme	35		35	85	50	135
Other						
Total	705	(3,078)	(2,373)	713	(84)	629

9 Fixed assets

	Freehold Land and buildings	Leasehold Land and buildings	Vehicle, Equipment and Furniture	Assets in construction	2024 Total	2023 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At beginning of year	58,572	1,201	3,295	21	63,089	63,401
Additions			34	462	496	84
Transfers			92	(92)	-	(22)
Disposals			(9)		(9)	(374)
At end of year	58,572	1,201	3,412	391	63,576	63,089
Depreciation						
At beginning of year	(4,448)	(268)	(891)		(5,607)	(4,515)
Charge for the year	(859)	(28)	(186)		(1,073)	(1,092)
Eliminated on disposals			9		9	
At end of year	(5,307)	(296)	(1,068)		(6,671)	(5,607)
Net book value						
At end of year	**53,265**	**905**	**2,344**	**391**	**56,905**	**57,482**
At beginning of year	54,124	933	2,404	21	57,482	58,886

The insured value of land and buildings as at 30 June 2024 was £199m (2023: £181m).

Heritage assets

The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since 1 July 2000 have been capitalised. However, the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous four years were as follows:

	2024	2023	2022	2021	2020
	£000	£000	£000	£000	£000
Acquisitions purchased with specific donations		5			
Acquisitions purchased with College funds	1	22			
Total cost of acquisitions purchased	1	28			
Value of acquisitions by donation			200		
Total acquisitions capitalised	463	462	434	234	234

10 Investments

	2024 £000	2023 £000
Balance at beginning of year	102,982	92,272
Additions	900	6,500
Disposals	(510)	(1,765)
Transfers out	(79)	(10)
Gain/(loss)	13,218	6,600
Increase/(decrease) in cash balances held at fund managers	(43)	(615)
Balance at end of year	116,468	102,982
Represented by:		
Property	15,103	15,933
Property Held for Sale		
Quoted securities – equities	94,522	86,608
Fixed interest securities	-	-
Unquoted securities – equities	6,817	294
Cash on Short Term Deposit	26	69
Cash in hand and at investment managers	-	-
Other investments	-	79
	116,468	102,982

The College has two wholly owned subsidiaries. Sidney Sussex Limited, a dormant company and Sidney Sussex Hospitality Company, a conference business. All profits generated through Sidney Sussex Hospitality Company are covenanted back to the college.

11 Stocks and work in progress

	2024 £000	2023 £000
Goods for resale	202	124
Other stocks	28	67
Total	230	191

12 Trade and other receivables

	2024 £000	2023 £000
Members of the College	240	185
Other receivables	287	491
Prepayments and accrued income	623	1,111
Provision for bad debts etc	(119)	(134)
Total	1,031	1,653

13 Cash and cash equivalents

	2024 £000	2023 £000
Short-term money market investments	3,858	4,562
Current accounts	4,200	1,367
Total	8,058	5,929

14 Creditors: amounts falling due within one year

	2024 £000	2023 £000
Payments on account	601	277
Trade creditors	437	410
Taxation and Social Security	109	101
University fees	35	-
Contribution to Colleges Fund	12	5
Other creditors	286	410
Accruals and deferred income	1,418	1,189
Total	2,898	2,392

15 Creditors: amounts falling due after more than one year

	2024 £000	2023 £000
College Bond (30 year) 4.40% interest rate- maturing October 2043	2,900	2,900
College Bond (30 year) 4.45% interest rate- maturing January 2044	1,200	1,200
College Bond (40 year) 4.40% interest rate- maturing October 2053	2,300	2,300
Pensions Insurance Corporation Private Placement 2.26% interest rate-maturing December 2063	8,500	8,500
Pensions Insurance Corporation Private Placement 2.24% interest rate-maturing May 2066	10,000	10,000
Total	24,900	24,900

During 2013-14, the College borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-53 and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of Borrowings to net Assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 December 2063 at a fixed interest rate of 2.26%. In June 2021, the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 May 2066 at a fixed interest rate of 2.24%.

16 Pension provisions

	Sidney Sussex College 1975 Pension Scheme	USS	2024 Total	2023 Restated Total
	£000	£000	£000	£000
Balance at beginning of year	(1,106)	3,010	1,904	3,269
Movement in year:				
Current service cost including life assurance	-	-	-	135
Contributions	-	-	-	(363)
Other finance (income)/cost	-	69	69	105
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	1,106	-	1,106	(1,108)
Net change in underlying assumptions (see note 8)				
- Change in underlying assumptions		(2,968)	(2,968)	66
- USS Deficit contributions payable		(111)	(111)	(200)
Balance at end of year	-	-	-	1,904

See note 27 for further analysis

17 Endowment funds

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £000	Unrestricted permanent endowments £000	2024 Total £000	2023 Total £000
Balance at beginning of year				
Capital	18,838	11,977	30,815	28,615
New donations and endowments	-	-	-	-
Increase/(decrease) in market value of investments	3,109	1,971	5,080	2,200
Transfers to / from Reserves	(15)	-	(15)	-
Balance at end of year	21,932	13,948	35,880	30,815
Analysis by type of purpose				
Fellowship Funds	11,185		11,185	9,621
Scholarship Funds	4,145		4,145	3,546
Prize Funds	21		21	188
Financial Assistance Funds	325		325	279
Bursary Funds	287		287	244
Travel Grant Funds	278		278	239
Other Funds	5,493		5,493	4,721
General endowments		13,948	13,948	11,977
Total	21,932	13,948	35,880	30,815
Analysis by asset				
Property	-	-	-	-
Investments	21,932	13,948	35,880	30,815
Cash	-	-	-	-
Total	21,932	13,948	35,880	30,815

18 Restricted Reserves

Reserves with restrictions are as follows:

	Capital grants unspent £000	Permanent unspent and other restricted income £000	Restricted expendable endowment £000	2024 Total £000	2023 Total £000
Balance at beginning of year					
Capital	-	-	720	720	748
Accumulated income	-	851	65	916	937
	-	851	785	1,636	1,685
Prior Year Adjustment: Change of Fund Classification	2			2	(133)
New grants					-
New donations			8	8	77
Other investment income		549	21	570	576
Increase/(decrease) in market value of investments		130	109	239	104
Expenditure		(532)	(36)	(568)	(644)
Capital grants utilised	(2)			(2)	-
Transfers to / from Reserves		26	(45)	(19)	(29)
Balance at end of year	-	1,023	843	1,866	1,636
Comprising of:					
Capital	-	-	817	817	720
Accumulated income	-	1,023	26	1,049	916
	-	1,023	843	1,866	1,636
Fellowship Funds		329		329	295
Scholarship Funds		217		217	193
Prize Funds		11		11	9
Financial Assistance Funds		60	1	61	54
Bursary Funds		56	717	773	688
Travel Grant Funds		47	98	145	125
Other Funds		303	26	329	272
Total		1,023	843	1,866	1,636
Analysis by asset					
Property					
Investments		1,023	818	1,841	1,567
Cash		-	26	26	69
Total		1,023	843	1,866	1,636

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

	2024 £000	2023 £000
Surplus (deficit) for the year	16,961	7,383
Adjustment for non-cash items		
Depreciation	1,064	1,092
Loss/(gain) on disposal of fixed assets		374
Loss/(gain) on investments	(13,217)	(6,600)
Decrease/(increase) in stocks	(39)	7
Decrease/(increase) in trade and other receivables	621	(850)
Increase/(decrease) in creditors	506	99
Pension costs less contributions payable	(3,009)	(256)
Adjustment for investing or financing activities		
Investment income	(3,685)	(3,174)
Interest payable	698	698
Donations and Legacies	(2,316)	(2,216)
Donations for Capital Grants	(2)	-
Net cash inflow/(outflow) from operating activities	(2,418)	(3,443)

20 Cash flows from investing activities

	2024 £000	2023 £000
Current investment disposal	6	1,844
Non-current investment disposal	79	10
Investment income	3,685	3,174
Withdrawal of deposit	510	1,765
Payments made to acquire non-current fixed assets	(496)	(84)
Payments made to acquire non-current investment assets717	(900)	(6,500)
Donations and Legacies (excluding Donations in Kind)98	2,316	2,210
Donations for Capital Grants26	2	-
Total cash flows from investing activities	5,202	2,419

21 Cash flows from financing activities

	2024 £000	2023 £000
Interest paid	(698)	(698)
New secured loans	-	-
Repayments of amounts borrowed		
Total cash flows from financing activities	(698)	(698)

22 Analysis of cash and cash equivalents

	At beginning of year £000	Cash flows £000	At end of year £000
Cash at bank and in hand	5,998	2,086	8,084
Cash held at Fund Managers			
Net Funds	5,998	2,086	8,084

23 Capital commitments

	2024 £000	2023 £000
Capital commitments at 30 June 2024 are as follows:		
Authorised and contracted	617	62
Authorised but not yet contracted for	450	25

24 Lease obligations

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

	2024 £000	2023 £000
Land and buildings:		
Expiring within one year	2	2
Expiring in over 5 years	5	1

25 Reconciliation and analysis of net debt

	At 30 June 2023	Cash Flows	At 30 June 2024
	£000	**£000**	**£000**
Cash and cash equivalents	5,998	2,086	8,084
Borrowings:			
Amounts falling due within one year			
Secured loans	-	-	-
Unsecured loans	-	-	-
Bank overdraft	-	-	-
subtotal	-	-	-
Borrowings:			
Amounts falling after more than one year			
Secured loans	-	-	-
Unsecured loans	24,900	-	24,900
subtotal	24,900	-	24,900
Total	(18,902)	2,086	(16,816)

26 Financial Instruments

	2024	**2023**
	£000	**£000**
Financial assets		
Financial assets at fair value through Statement of Comprehensive Income		
Listed equity investments	101,329	86,608
Other equity investments	10	294
Financial assets that are debt instruments measured at amortised cost		
Cash and cash equivalents	8,084	5,998
Other debtors	408	542
Financial liabilities		
Financial liabilities measured at amortised cost		
Bank overdraft		
Loans	24,900	24,900
Trade creditors	437	410
Other creditors	1,043	793

27 Pension schemes

The College participates in two defined benefit schemes:

Universities Superannuation Scheme

The total cost charged to the profit and loss account is £3,008,825 (2022-23: £664,222).

Deficit recovery contributions due within one year for the College are £0 (2022-23: £242,704)

A deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. As set out in Note 16, no deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the profit and loss account.

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

Since the 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 of 111%.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles. (https://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%)	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:

	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. 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

Sidney Sussex College 1975 Pension Scheme

The College has operated a defined benefits plan, the Sidney Sussex College 1975 Pension Scheme. The scheme was closed to active members in December 2023 and all members were transferred to the USS pension scheme.

The College, as principal employer, gave notice that the scheme was to commence winding up on 30th September 2024.

There are no actuarial assumptions for 30th June 2024 as the liabilities of the scheme were due zero.
At June 2023, the liabilities of the plan were estimated for the purposes of FRS102 based on the results of the actuarial valuation as at 1 July 2020, adjusted for the different assumptions required under FRS102 and taking into consideration subsequent cash flows. There are no 2024 comparators.

The principal actuarial assumptions at the 30th June 2023 balance sheet date were as follows:

	2023
	% pa
Discount rate	5.15
Increase in salaries	3.05
RPI assumption	3.35
CPI assumption	2.55
Increases to deferred pensions in excess of the GMP	2.55
Increases to pensions in payment for service pre 6/4/97 in excess of GMP	3.35
Increases to pensions in payment for service from 6/4/97	3.25

Members are assumed to retire at the plan normal retirement age, which is 65.

The underlying mortality assumption is based upon 100% of the rates in the standard table known as S3LPA on a year of birth usage with CMI_2019 future improvement factors and a long-term rate of future improvement of 1.25% p.a. and no additional improvement (A=0%)

The amounts recognised in the Balance Sheet as at 30 June 2023 were as follows:

	2023
	£
Present value of defined benefit obligation	4,696,400
Fair value of plan assets	(5,801,900)
Net defined benefit liability/ (asset)	(1,105,500)

The amounts to be recognised in Profit and Loss for the year ending 30 June 2023 were as follows:

	2023
	£
Current service cost	135,400
Interest on the net defined benefit liability	4,200
Loss on plan changes	-
Losses (or gains) on settlements or curtailments	-
Total	139,600

Changes in the present value of the plan liabilities for the year ending 30 June 2023 were as follows:

	2023
	£
Present value of plan liabilities at beginning of period	5,509,600
Current service cost	135,400
Employee contributions	5,900
Benefits paid and DIS premiums	(73,800)
Interest on plan liabilities	210,600
Actuarial (gains)/losses	(1,091,300)
(Gain)/loss on plan changes	-
Curtailment (gain)/loss	-
Settlement	-
Present value of plan liabilities at end of period	4,696,400

Changes in the fair value of the plan assets for the year ending 30 June 2023 were as follows:

	2023
	£
Market value of plan assets at beginning of period	5,283,600
Contributions paid by the College	363,100
Employee contributions	5,900
Benefits paid and DIS premiums	(73,800)
Administrative expenses	-
Interest on plan assets	206,400
Return on assets, less interest included in Profit & Loss	16,700
Settlement	-
Market value of plan assets at end of period	5,801,900
Actual return on plan assets	223,100

The major categories of plan assets for the year ending 30 June 2023 were as follows:

	2023
Equities	74%
Property	3%
Corporate bonds	5%
With profit funds	4%
Cash	14%
Total	100%

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

Analysis of the re-measurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2023 were as follows:

	2023 £
Actuarial gain/(loss) on plan assets	16,700
Actuarial gain/(loss) on plan liabilities	1,091,300
Re-measurement of net defined benefit liability recognised in OCI	1,108,000

Movement in net defined benefit asset/ (liability) during the year ending 30 June 2023 were as follows:

	2023 £
Net defined benefit asset/(liability) at beginning of year	(226,000)
Recognised in Profit and Loss	(139,600)
Contributions paid by the College	363,100
Re-measurement of net defined benefit liability recognised in OCI	1,108,000
Net defined benefit asset/(liability) at end of year	1,105,500

28 Contingent Liabilities

No contingent liability has been recognised.

29 Related Party Transactions

Owing to the nature of the College's operations and the composition of the College Council, it is inevitable that transactions will take place with organisations in which a College Council member may have an interest. All transactions involving organisations in which a member of the College Council 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 the Remuneration Committee.

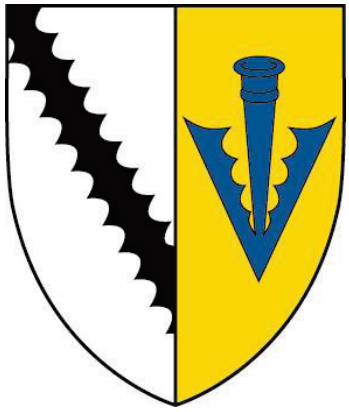
The salaries paid to Trustees (excluding employer's national insurance contributions and employer's pension contributions employers) in the year are summarised in the table below:

	From	To	2024 Number	2023 Number
	£0	£10,000	9	7
	£10,001	£20,000	0	3
	£20,001	£30,000	1	1
	£30,001	£40,000	1	-
	£40,001	£50,000	2	2
	£50,001	£60,000	3	2
	£60,001	£70,000	0	-
	£70,001	£80,000	3	1
	£80,001	£90,000	0	1
	£90,001	£100,000	1	1
		Total	20	18
	The total Trustee salaries were £664k for the year (2022-23: £538k)			
	The Trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £178k for the year (2022-232: £168k)			
	The Trustees were also paid expenses in respect of their teaching, research and other duties within the College which totalled £19k for the year. These expenses related to travel, College entertainment and research expenditure			
	The College has one trading and one dormant subsidiary undertaking which are not consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales. Under the exemption within section 33 of FRS 102, the College does not disclose transactions with wholly owned group companies that are related parties.			

THE COLLEGE OF THE LADY FRANCES SIDNEY SUSSEX IN THE UNIVERSITY OF CAMBRIDGE

England & Wales - Charity number 1137586

Accounts



SIDNEY SUSSEX COLLEGE
Sidney Street, Cambridge CB2 3HU

ANNUAL REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

Charity Registration Number: 1137586

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REFERENCE AND ADMINISTRATIVE DETAILS

Charity Trustees (Members of the Council)[1]

Ex-Officio Members:

Master:	Professor R Penty (to 31 Aug 2023); Professor M Burton (from 1 Sep 2023)
Vice Master:	Professor K Armstrong
	Dr Chris Doran (Acting from 6 Oct 2022 to 30 Jun 2023)
Senior Tutor:	Mr M Beber
Bursar:	Ms S Bonnett (to 13 Oct 2023); Mr M Pierce (from 14 Oct 2023)

Fellows Elected by and from Members of the Governing Body:

Ms A Baskerville (1 Sep 2022-31 Aug 2023)
Professor E Biagini (from 1 Sep 2023)
Dr F Bordin
Dr C Doran
Professor M Eilstrup-Sangiovanni
Dr B Fulda (to 31 Aug 2023)
Professor R Garcia-Mayoral
Dr H Groom
Dr T Lambert (from 1 Sep 2022)
Dr Ö Öner (to 31 Aug 2023)
Dr R Ranasinghe
Professor C Reynolds (to 31 Aug 2023)
Professor R Sepulchre (to 31 Aug 2022)
Dr R Stasch (to 31 Aug 2023)
Dr S Strelchuk (from 1 Sep 2023)
Dr C Sumnall (to 31 Aug 2022 and then from 1 Sep 2023)
Dr E Wilson-Lee (from 1 Sep 2023)

Four Elected Student Members:

JCR President:	Mr S Lu (to 31 Dec 2022)
	Ms A Morgan (from 1 Jan 2023)
MCR President:	Ms I Horvat Mineh (to 31 Mar 2023)
	Ms S Mahmood (from 1 Apr 2023)
JCR Vice-President:	Ms E Lawson-Todd (to 31 Mar 2023)
	Mr L Nicholas (from 1 Apr 2023)
Student Rep:	Ms S Mahmood (to 30 Sep 2022)
	Mr R Robertson (from 1 Oct 2022)

[1] In accordance with the Charity Commission Guidance, membership includes all those who were Trustees on 8 November 2023, the date the report was approved, and all those who had served as a Trustee during the 2022-23 financial year.

Governing Body

The names of the members of the Governing Body for the year ended 30 June 2023 were as follows:

Master: Professor R Penty

Professor A Al-Tabbaa
Professor K Armstrong
Dr T Aubry (to 31 Aug 2022)
Ms A Baskerville
Dr A Bates (from 1 Sep 2022)
Mr M Beber
Professor E Biagini
Dr S Bill (Professor since 1 Oct 2023)
Ms S Bonnett
Dr F Bordin
Dr P Carter
Dr L Cheke
Dr G Crossan
Dr S Dandelet (from 1 Sep 2022)
Dr T Demetriou
Dr C Doran
Dr R Duschinsky (Professor since 1 Oct 2023)
Dr A Eaton (from 1 Sep 2022)
Professor M Eilstrup Sangiovanni
Professor E Eiser
Professor A Flewitt
Dr P Flynn
Professor L Fruk
Dr B Fulda
Dr Y Galanakis
Dr N Ganany
Professor R Garcia-Mayoral
Professor G Gerstle (to 31 Aug 2022)
The Revd Dr B Gray
Professor A Greer (to 31 Aug 2022)
Dr B Groisman
Dr H Groom
Professor M Gurnell
Dr F Hall
Dr J Holley (to 31 Dec 2022)
Dr A Jackson
Dr T Lambert
Dr H Leggett (to 31 Aug 2022)
Dr J Longley
Professor P McHugh (to 31 Aug 2022)
Dr A Meghji (from 1 Sep 2022)
Dr F Muschitiello (to 31 Aug 2022)
Dr S Millington-Burgess (from 1 Sep 2022)
Professor A Neely
Dr M Noriega-Sánchez (Professor since 1 Oct 2023)
Dr Ö Öner
Professor M Pollitt
Professor M Ramage
Ms E Rampton
Dr R Ranasinghe
Professor C Reynolds
Dr C Roberts (to 31 Aug 2022)
Dr C Roddie
Dr C Scalliet
Dr A Schneider
Professor R Sepulchre
Dr J Seymour
Dr D Skinner
Dr R Stasch (Professor since 1 Oct 2023)
Dr S Strelchuk
Dr C Sumnall
Dr S Theil
Dr A Weller (from 1 Sep 2022)
Dr O Weller
Dr C Whitewoods (from 1 Sep 2022)
Dr E Wilson-Lee
Professor M Zernicka-Goetz

Elected student members of Council are also members of the Governing Body (see Council membership on previous page)

Senior officers for the 2022-23 financial year

Master:	Professor R Penty
Vice Master:	Professor K Armstrong
	Dr Chris Doran (Acting from 6 Oct 2022 to 30 Jun 2023)
Senior Tutor:	Mr M Beber
Bursar:	Ms S Bonnett

Principal advisers

Auditors:	Peters Elworthy & Moore Salisbury House Station Road Cambridge CB1 2LA
Bankers:	Barclays Bank plc Abacus House Castle Park Castle Hill Cambridge CB3 OAN
Buildings Consultants:	Pleasance, Hookham & Nix 1 Northampton Street Cambridge CB3 0AD
Property Managers:	Cheffins Commercial Clifton House 1-2 Clifton Road Cambridge CB1 7EA
Investment Managers:	BlackRock Investment Management (UK) Limited 12 Throgmorton Avenue London EC2N 2DL
Legal Advisers:	Mills & Reeve Botanic House 100 Hills Road Cambridge CB2 1PH

OPERATING AND FINANCIAL REVIEW

1. About Sidney Sussex

Sidney Sussex College was founded in 1596 under the will of Lady Frances Sidney, Countess of Sussex and is one of the ancient colleges of the University of Cambridge. Its purposes are the admission and education of students matriculated in the University of Cambridge and the promotion of academic research by its Fellows. It is an independent, self-governing, corporate body whose affairs are regulated by statutes approved by the King in Council (formerly by the Queen in Council). The College was formally registered with the Charity Commission on 25 August 2010. The College provides accommodation and catering for its junior members through most of the year, and for academic and other conferences during vacations.

Aims and objectives of the College

The College is a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief.

Education

The College provides, in conjunction with the University of Cambridge, an education for almost 650 undergraduate and postgraduate students, which is recognised internationally as being of the highest standard. This education is both academic and personal in the sense that it enhances the students' potential to become leaders and effective communicators, so preparing them to play full and effective roles in society. It is a central aim of the College to promote academic excellence, just as it is to guard freedom of thought and belief, for all its members and for the public good.

In pursuit of these benefits, the College:

- provides extensive teaching facilities, especially including individual or small-group supervision, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems;
- provides social, cultural, musical, recreational and sporting facilities enabling all students to realise their academic and personal potential to the full while studying at the College;
- is committed to the freedom of thought and expression;
- maintains an extensive library, so providing a valuable resource for students and Fellows of the College.

The College is committed to:

- admitting undergraduate and postgraduate students who have the highest potential for benefitting from the education provided by the College and the University;
- operating an outreach programme to raise educational aspiration, and to attract outstanding applicants who might not otherwise have considered entering Higher Education at all, so that they may be encouraged to apply to a University, to Cambridge in general and to Sidney Sussex College in particular. This programme involves an extensive round of visits to schools, school visits to the College, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website;
- setting out an admissions policy that ensures students are selected without regard to their gender, sexuality, social background, geographic location, religious commitment, ethnic origin or financial position. No student is excluded on the grounds, or as a result, of these factors;
- assisting undergraduates with limited financial means by providing bursary support through the Cambridge Bursary Scheme, which is operated jointly by Colleges and the University. For the academic year 2022-23, the number of awards made was 86 (2021-22: 88) out of a Home/EU undergraduate population of 351 (2021-22: 348). 43 (2022: 40) of the awards were at the maximum value of £3,500 (2021-22: £3,500); and the average value of the awards was £2,648 (2021-22: £2,500);
- supporting the costs of postgraduate students by providing substantial financial support. This includes studentships to fund fees and living costs and 'top-up' funding to fill funding shortfalls in students' funding packages;

- supporting all students through a grants scheme, assisting with the purchase of books and equipment, attendance at conferences, study and research grants and travel grants;
- operating a financial assistance scheme for all students in financial need.

In order to fund the provision of its educational objectives, the College charges the following fees:

- Home and qualifying EU undergraduates are charged a combined University and College fee of £9,250 (£9,250 in 2021-22), of which the College's share is £4,625 (£4,625 in 2021-22);
- Overseas undergraduates are charged a College fee of £10,350 (£9,840 in 2021-22);
- Postgraduates are charged a combined University and College fee, which varies according to the course. The total fee income is then allocated across Colleges at an equal average rate per student which for 2022-23 is £4,761 per postgraduate (£4,475 in 2021-22);
- Accommodation and meals are charged at reasonable rates;

Public benefit

The Council has complied with its duty regarding public benefit, showing regard to the Charity Commission's guidance. The College follows a rigorous and objective process for selecting members in partnership with the University of Cambridge.

In order to fulfil its charitable purposes of advancing education, religion, learning and research, the College employs Fellows in roles which include those of Teaching Officers, Directors of Studies, Tutors, and senior administrative officers. All Fellows in Classes 1, 2 and 3 are members of the College's Governing Body. The employment of the Master and Fellows is undertaken with the intention of furthering the College's aims, and their employment directly contributes to the fulfilment of those aims. The private benefit accruing to the Master and Fellows through salaries, stipends and employment related benefits is objectively reasonable, measured against academic stipends generally, and reviewed by the Remuneration and Benefits Committee which has at least two external members. Annual pay increases normally follow national settlements applying to the university sector. Without the employment of Fellows, the College could not fulfil its charitable aims as a College in the University of Cambridge.

As a not-for-profit organisation, the College sets its charges for members only as high as is necessary to cover costs. Bursaries and other financial support are offered to individuals wherever possible, in an effort to ensure that no one is dissuaded from applying, taking up a place or completing their studies because of financial need.

Religion

In pursuing its objective as a place of religion, the College carries forward the tradition, continuous since its foundation, of reflection upon the benefits, and moral and ethical commitments, entailed by religious belief, and upon the implications of that belief for the individual and society. It is, further, a central aim of the College to promote freedom of thought and belief among all its members, of any faith and none.

As part of this, the College:

- maintains, in accordance with its Statutes and the law of the land, its historic connection with the work of the Church of England, particularly through its Anglican services in College;
- maintains and supports the Chapel as a place of religious worship and holds a variety of religious services on weekdays and at weekends during term, which are open to the general public and to visitors;
- supports the emotional, spiritual and mental wellbeing of all members of the College community through its chaplaincy, and through the stimulus that the chapel can provide to all, regardless of whether they have a particular faith commitment or not, to reflect upon the ethical and wider dimensions of human existence and the accompanying social responsibilities;
- enriches its services in Chapel through its outstanding choral tradition carried forward by the College's Choir.

The College's religious services (in all senses of the word 'services') are available to every member of the College, and benefit the wider public through the openness of all rites (twice weekly Evensong), alongside a variety of other services, to all members of the public, through charitable collections undertaken by members of

the College, and through the promotion and dissemination into society at large of values and practices that foster moral, spiritual and ethical well-being.

Learning and research

Learning and research seek to increase the sum of human knowledge and to be applied to the benefit of society. It is a central aim of the College to promote academic excellence through research, and in doing so to uphold freedom of expression, thought and belief, for all its members and for the public good.

In carrying out its objective of advancing research, the College:

- usually offers two Research Fellowships per year tenable for a period of 3 years;
- provides College Teaching Officer posts, the duties of which require that a substantial proportion (at least 50%) of time be devoted to developing the Fellow's research. In 2022-23 there were 6.5 College Teaching Officers in post;
- supports research work pursued by its other Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials;
- encourages visits from other academics, from home and abroad, through its Visiting Fellowships and other similar programmes;
- maintains a library and College Archive, including important special collections of great value for which the College has a duty of perpetual and inalienable care, so providing a valuable resource of learning and scholarship.

With a view to improving access to learning and research:

- the academic staff of the College are recruited for their potential to contribute to the College's aim of promoting academic excellence, regardless of their gender, sexuality, social background, religious commitment, ethnic origin or financial position;
- the College supports and encourages the dissemination of research undertaken by members of the College to the public at large through the publication of papers in academic journals or other suitable means, including the mass-media of radio, television, journalism, web and social media;
- Research Fellowships, like College Teaching Fellowships, are awarded to outstanding academics at the early stages of their careers. Research Fellowships enable academics to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of an academic post. Teaching Fellowships combine a proportion of teaching and administrative duties with a similar opportunity to develop and focus on research.

2. Review of operations

2.1. Student numbers

During the 2021-22 academic year, the College admitted 109 (2021-22: 109) undergraduates and 114 (2021-22: 115) postgraduate students. The breakdown for each is shown in the tables below.

Undergraduate Admissions	**Arts**		**Sciences**		**Overall**	
	2022-23	**2021-22**	**2022-23**	**2021-22**	**2022-23**	**2021-22**
Male	21	21	38	29	59 (54%)	50 (46%)
Female	37	35	13	24	50 (46%)	59 (54%)
Total	**58**	**56**	**51**	**53**	**109**	**109**
Comprising:						
Home maintained school					62 (57%)	57 (52%)
Home independent school					26 (24%)	32 (29%)
Settled Status maintained school					0	1 (1%)
Settled Status independent school					0	1 (1%)
Pre-settled Status					0	2 (2%)
Overseas Status (EU)					0	2 (2%)
Overseas Status (non-EU)					21 (19%)	14 (13%)
Total					**109**	**109**

Postgraduate Admissions	**Arts**		**Sciences**		**Overall**	
	2022-23	**2021-22**	**2022-23**	**2021-22**	**2022-23**	**2021-22**
Male	36	31	24	30	63 (57%)	61 (53%)
Female	37	39	17	13	48 (43%)	52 (45%)
Other/Unknown	0	1	0	1		2 (2%)
Total	**73**	**71**	**41**	**44**	**114***	**115**

* Total does not include 8 MB/BChir, 2 VetMB and 2 MMath students, all of whom progress automatically from their undergraduate courses, and 2 visiting Fox Fellows.

In total, 412 (2021-2022: 402) undergraduate and 258 (220 full-time) (2021-2022: 269 [225 full-time]) postgraduate students were on the register.

2.2. Student support

In order to assist undergraduates from families with low incomes, the College provides financial support through the Cambridge Bursary Scheme which is operated jointly by Colleges and the University. In addition, the College provides a number of top-up bursaries. Undergraduates in the College received £346k (2021-22: £320k) in bursaries. In addition, the College provided £52k (2020-21: £88k) in study awards and financial assistance grants to students in financial need.

The College provided £214k (2021-22: £210k) in financial support to postgraduate students in order to assist with their costs. This is in the form of a limited number of full studentships, top-ups to external studentships and assistance with research expenses.

To raise educational aspiration and attract outstanding applicants, who might not otherwise have considered applying, the College operates an outreach programme. The programme includes visits to schools, visits by schools, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website. Excluding bursaries the College spent £127k (2021-22: £59k) on access activity in the year.

2.3. Academic achievements

A marking and assessment boycott by members of the University and College Union (UCU) delayed academic results for 2023. The University reported that, at the end of August 2023, “out of 4,090 undergraduate students in the Collegiate university who should have graduated in the summer, only 59% did so. For nine-month MPhils, only 45% were able to get their final marks. Of 7,275 non-finalist undergraduates, only 30% have been classed.” The University Examinations Offices set a deadline of 16 October 2023 for receipt of all approved

marks and class lists, but noted that in exceptional circumstances, extensions to the deadline may be agreed. Final results were not yet available from the University at the time of finalising this report.

2.4. Capital expenditure and maintenance

The maintenance of the College's operating assets requires a continuing financial commitment from the College.

As well as day-to-day reactive maintenance, the College also operates a planned maintenance refurbishment programme designed to maintain and improve the estate. In 2022-23 the College spent the budgeted £500k on this programme, principally on the refurbishment of 25, 26 and 27 Park Parade hostels and the further redecoration of Garden Court.

The College has budgeted £550k (10% increase from the previous year) for this programme for 2023-24. This will focus on the internal refurbishment of 4 and 6 Park Parade, the replacement of Z Staircase bathroom and kitchens, and priority accessibility works recommended by the Accessibility Working Group based on student feedback and an external accessibility audit conducted by AccessAble. An additional £76k has been approved for enabling works to replace the College's boilers as part of its decarbonisation and environmental sustainability programme.

2.5. Data handling

The College continues to monitor its data handling, reporting and Data Protection Statements in line with the UK General Data Protection Regulation (UK-GDPR).

2.6. Donations and fundraising

The College's fundraising efforts are primarily directed at raising money from its alumni and supporters through major gifts, regular giving and legacies. While unrestricted gifts are a current priority, enabling the College to direct fundraising where it is most needed, other priority areas are student support, teaching and research, college life, and buildings and environment. Despite on-going challenges in the recruitment market, and the continuing need to improve the operational side of the office, by the end of the financial year all team members were in post, which should place the team in a good position going forwards.

Given the circumstances, the College is immensely grateful for the £2.216 million in donations and legacies received over the course of the year.

As income received can vary significantly, the table below shows funds received over last five financial years which demonstrates the fluctuation from year to year.

SIDNEY	2018-19	2019-20	2020-21	2021-22	2022-23
Income received	£1.439m	£1.582m	£2.362m	£1.215m	£2.216m

All fundraising is carried out by the Development and Alumni Relations Office (DARO), with support from the wider Fellowship and student volunteers. The department reports quarterly results to Council and all its work is subject to oversight by a dedicated College committee, which meets three times per year. The College is registered with the Fundraising Regulator and was not the subject of any complaints to that body in 2022-23. The College has a Data Protection Statement which governs the use of any personal data held and how it is used, and the College ensures that alumni provide consent in its holding their personal data, in line with best practice methodology.

A new process was implemented this year to enable internal transfer of contact details from consenting students from the Tutorial Office to DARO as part of students' graduation arrangements, and DARO has worked hard to ensure that all consent information is up-to-date and stored in accordance with recommendations from the Information Commissioner's Office (ICO). The College does not seek support from the general public and takes active steps to respect the needs of any potential supporter who may be in a

vulnerable circumstance or require additional care and support to make an informed decision. A Donations, Solicitation and Approvals Policy was adopted this year by the Council, on the recommendation of the Development Committee, and placed on the College's website to provide transparency and reassurance for all prospective and current donors.

2.7. Equal opportunities

The College is committed to the principle and practice of equal opportunities and strives to be an equal opportunities employer. Building upon this, the College established an Equality, Diversity and Inclusion (EDI) working group in 2020-21 to develop a strategy for improving EDI within the College. During the 2021-22 academic year, the Working Group evolved its approach from one that was principally about listening to, and learning from, others, to one more focussed on actions that the College could implement. An EDI Policy Framework document was developed and adopted by Council on 30 June 2022 which establishes the College's values and commitments in relation to EDI and modalities for their implementation.

In 2022-23 the EDI Working Group was reconstituted as a standing Council Committee from the start of Lent Term 2023, and has moved into an active phase of work, focussing on the implementation and monitoring of the EDI Policy Framework, and a more detailed analysis of EDI norms and principles, with a particular emphasis on ensuring alignment with Codes applicable to a charitable organisation. The EDI Committee has formed a sub-committee to draft an equality, diversity and inclusion survey of students to have better quantifiable data from which to develop its recommendations.

2.8. Gender equality

Women undergraduates were first admitted to the College in 1976 and for the past two years women comprised 50% of undergraduate admissions and 44% of postgraduate admissions are women. 1% of postgraduate admissions were students who identified as 'other' or whose gender identification is unknown to the College.

The College appointed its first female Master in 1999, the first of the formerly all-male Cambridge Colleges to do so. At the start of the 2022-23 academic year, women comprised 38% of the current Fellowship and 35% of the Trustees of the College (11 male and 5 female Fellows, 2 male and 2 female students). Women held many positions of responsibility within the College during the same period, including Admissions Director, Bursar, College Registrar, Development Director, Domestic Bursar, Head of Student Wellbeing and four Heads of Department.

3. Review of financial performance

In 2022-23, the College returned fully to pre-pandemic operations, with conference activity resuming strongly and returning to pre-pandemic levels, and students in residence for the full academic year. However, the continued depression in income from commercial rental units and high levels of inflation, particularly for energy, heat and light, but also for staffing costs and food and drink, has had a significant and sustained financial impact.

3.1. Balance Sheet

Net assets this year increased by £8.5 million from £131.0 million to £139.5 million. This was driven by:

	2022-23
	£m
Investment Gains	5.9
Sidney Sussex 1975 Pension scheme	1.1
Commercial Property Investment Gains	0.7
Operating surplus/ (deficit)	0.8
Total	**8.5**

Two of the largest movements in the balance sheet are the increase in the market value of the shares held by the College, and the favourable movement in the surplus/deficits of the two pension schemes in which the College participates.

The market value of shares held by the College increased by £5.9 million from June 2022 to June 2023.

The USS pension provision has remained static at just over £3.0 million; however, the Sidney Sussex 1975 Pension Scheme provision has moved favourably by £1.3 million from a scheme deficit of £0.2 million to a scheme surplus of £1.1 million. This improvement is due to the increase in the discount rate used to value the liabilities from 3.8 % pa to 5.15% pa, which acts to reduce significantly the value placed on the Scheme's liabilities. There has also been growth in the market value of the plan assets of £0.5 million.

The College's commercial property portfolio was revalued internally in June 2023, which resulted in an increase in the valuation from £15.3 million to £15.9 million. This followed a decrease in value of over £7 million over the previous three years. The valuation was undertaken on the basis of market value of rents using yields as published by third party property specialists such as Knight Frank and Savills.

At the end of the 2020-21 financial year, the College secured a second long term debt issue by way of a private placement of £10.0 million from the Pensions Insurance Corporation (a loan of £8.5 million was secured in the 2019-20 financial year). The funds were received in June 2021 with a maturity date of 12 May 2066. The College's objective in securing the debt was to take advantage of the low interest rates at the time and gear the balance sheet to generate future unrestricted income for the College. The loan has created a short term cash reserve, which has alleviated the risk of liquidity issues arising from the significant and prolonged reduction in income during the COVID-19 pandemic. During the course of 2021-22 and 2022-23 the cash from these instruments has continued to be invested.

3.2. Statement of Comprehensive Income and Expenditure (SOCIE)

The SOCIE shows an operating surplus (before other gains and losses) of £0.783 million for the year, compared with an operating deficit of £2.197 million in 2021-22. The 2021-22 figures were significantly impacted by the increase in the provision required against the USS pension scheme of £1.747 million.

Other gains and losses in the year show a gain on investments of £6.6 million compared with a loss of £2.7 million in 2021-22. This year's increase is predominantly due to gains on the Amalgamated Fund (securities portfolio which is managed for long term total return) of £6.3 million, offset by losses on other investments of £0.4 million, alongside the £0.7 million increase in the commercial property valuation.

The College also measures the underlying operational surplus or deficit by excluding donations income and expenditure on major works. In 2022-23, the underlying operational deficit on this measure was £0.6m, which represents an improvement compared with the 2022 operational deficit of £1.3 million. This resulted from the

benefits of higher levels of conference and events activity. However, the outlook for 2023-24 and future years remains challenging due to inflationary pressures on staff costs, utilities and other expenditure whilst tuition fees from home fee status undergraduates remain fixed.

3.2.1. Income

The College had total income of £12.958 million in the year, an increase of £2.749 million (27%) from the £10.209 million for 2021-22.

	2022-23	2021-22	Variance
	£m	£m	£m
Student fees	3.051	2.850	0.201
Accommodation and catering charges to members	3.123	2.868	0.255
Conference and hospitality	1.345	0.623	0.722
Investment income	3.174	2.588	0.586
Donations and Endowments	2.216	1.215	1.101
Other	0.049	0.065	(0.016)
Total	**12.958**	**10.209**	**2.749**

Income from academic fees and charges increased by £0.201 million (7%) because of the higher postgraduate per capita fee which has increased from £4,475 to £4,767 per FTE student. There was also an increase in the numbers of undergraduates on the unregulated fee rate which generated an additional £0.100 million of income.

Income from accommodation, catering and conferences increased by a total of £0.977 million (28%) in the year. This is predominantly due to the return of conferences and guest room income to pre pandemic levels.

The increase of £0.586 million (23%) in investment and endowment income predominantly comprises an increase in interest on deposit accounts (which generated an additional £0.233 million across the year) and higher commercial property income of £0.166 million. The increase in commercial property income represents the removal of rent reductions and waivers for tenants during Covid-19 that had suppressed the income in the 2021-22 accounts. The College has recognised all the commercial rental income that was invoiced to the tenants, although there is still a significant doubtful debt provision for a small number who continue to have financial difficulties.

Donations and Endowment income increased by £1.001 million (82%) to £2.216 million. The 2022-23 income includes the final instalment of a significant annual pledge and also a substantial legacy which means that expected donations income for 2023-24 are likely to be lower. The College is extremely grateful for the donations and benefactions it receives as they enable the College to continue to provide high quality personalised teaching and other benefits to its students to deliver its charitable purpose, particularly in such financially challenging times.

Other income has decreased by £0.016 million from £0.065 million last year to £0.049 million this year.

Academic fees cover only 54% of the cost of providing education, and this year the College ran a deficit of £2.616 million on education. The College is reliant on income from conferences, commercial property and dividends from investments, as well as donations, to fund the education deficit. As such, the ongoing reduction in income from commercial rental income due to the COVID-19 pandemic has meant that the College has been, and continues to be, even more exposed to the deficit on education.

3.2.2. Expenditure

In 2022-23 expenditure decreased from the previous year by £0.231 million (2%) to £12.175 million. The 2021-22 expenditure included an adjustment of £1.747 million due to the USS provision increase. Excluding this, underlying costs therefore increased by £1.516 million (14%).

The increases in underlying costs came from a variety of areas and were largely due to inflationary pressures impacting staffing costs, utilities and food. However, more positively, it was also as a result of increased conference activity, associated with increased income under this heading. Expenditure on maintenance and

major projects resumed to pre-pandemic levels and there were significant increases in fundraising activity, professional fees, IT infrastructure expenditure and Wellbeing support.

3.3 Investments

Broadly the College has four categories of investments:

1) Securities portfolio (the Amalgamated Fund) which is managed for long term total return.
2) Commercial property, which comprises retail units that are integral to the College site, or student accommodation blocks. The College is unlikely to be able to sell any of this property, so it is managed for income over the long term.
3) Other investments, which have been donated to the College. The College aims to reduce any direct holdings and convert investments into the equity portfolio.
4) Cash

As shown in the table below, the College's investments increased in value by £10.71 million to £102.982 million.

These investments generated £3.174 million income during the year; a combination of equity returns, rent from commercial properties and bank interest.

During the year, £5 million additional funds were transferred from cash to investments for future College income. £1.5 million was disinvested from BlackRock, and £6.5 million was invested into the Cambridge University Endowment Fund. These funds came from the debt issue raised in June 2021 and receipts from the Darwin Green land sale.

3.3.1 Investment Asset Allocation

The proportions held in each investment category change over time as a result of investment performance and operational need:

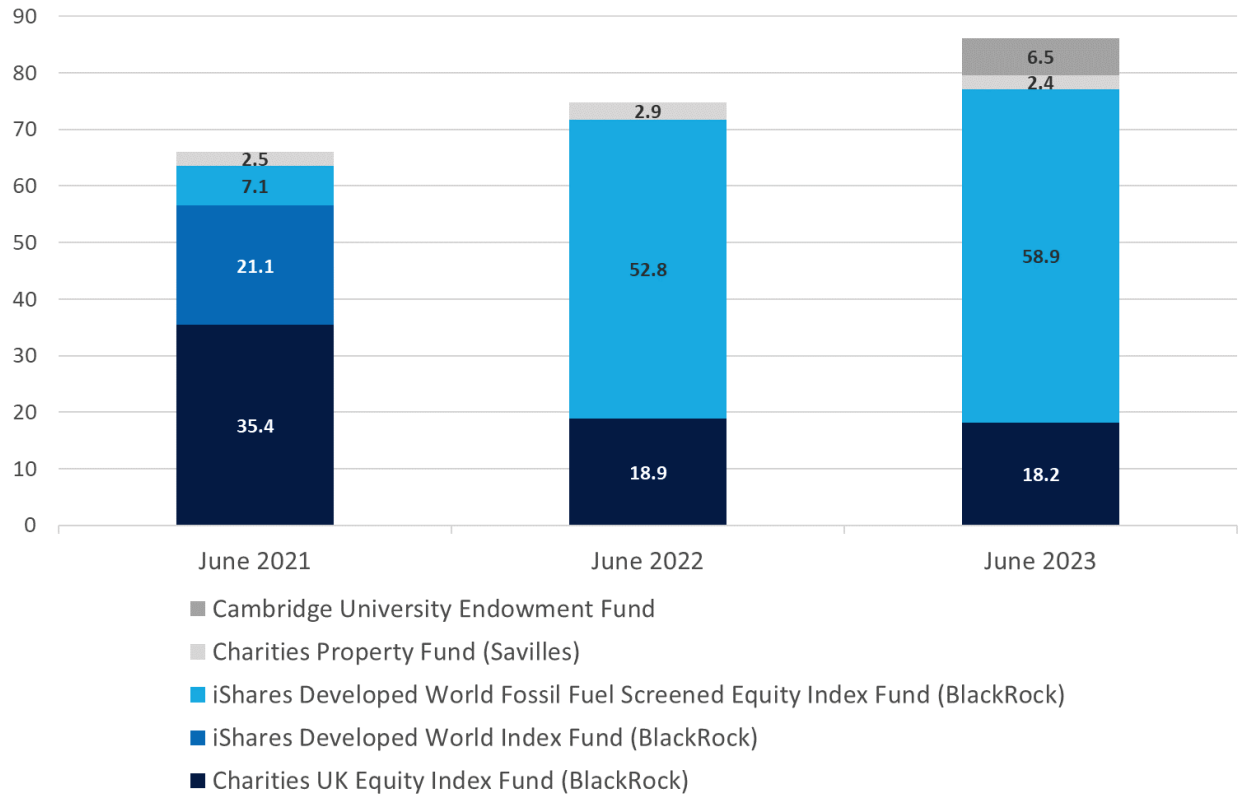
Movements in Investment Asset Allocation	June 2022 £ million	June 2023 £ million	Movement £ million
Charities UK Equity Index Fund (BlackRock)	18.94	18.19	(0.74)
iShares Developed World Index Fund (BlackRock)	0.00	0.00	0.00
iShares Developed World Fossil Fuel Screened Equity Index Fund (BlackRock)	52.82	58.92	6.09
Cash held pending transactions (BlackRock)	0.00	0.00	0.00
Charities Property Fund (Savills)	2.93	2.44	(0.48)
Cambridge University Endowment Fund	0.00	6.50	6.50
Sub-total: Amalgamated Fund	**74.68**	**86.05**	**11.37**
Commercial Property	15.28	15.93	0.66
Other Investments	1.63	0.85	(0.68)
Cash held for funds	0.68	0.07	(0.48)
Total	**92.27**	**102.98**	**10.71**

The Amalgamated Fund, in which the College's Special Trust Funds and Designated Funds are held, is a securities portfolio which predominantly comprises passive tracker funds managed by BlackRock; specifically in the Charity UK Index Fund and the iShares Developed World Fossil Fuel-screened Fund. There are also investments in the Charities Property Fund. During the year £1.5 million was disinvested from BlackRock Charities UK Equity Index Fund and £6.5 million was invested into the Cambridge University Endowment Fund.

The College has been moving towards this revised allocation in a phased approach over time. In 2022-23 it was agreed to add investment to the Cambridge University Endowment Fund (CUEF) to the portfolio to improve diversification by adding exposure to private equity and other assets. Currently the investment in CUEF represents 6% of the portfolio, however the Investment Committee has agreed a medium-term aim to increase to 30%.

The graph below illustrates the diversification of the portfolio over the last three years, moving away from a high weighting to the UK equity market, replacing the Developed World fund with a Fossil Fuel-screened Developed World Fund, and investing for the first time in CUEF.

Evolution of Strategic Asset allocation for the Amalgamated Fund



The total investment returns for the passive tracker funds held with BlackRock (90% of the Amalgamated Fund as at June 2023) are shown below for the periods to July 2023. The remaining 10% of the Amalgamated Fund at June 2023 was held in CUEF.

Period	Portfolio (%)	CPI (%)	Portfolio net of CPI (%)
1 Year	7.75	6.83	0.92
3 Years (Ann.)	11.28	6.30	4.98
5 Years (Ann.)	5.31	4.37	0.95

Source: BlackRock, data as at 30 June 2023

3.3.2 Total Return Accounting

The College Statutes, approved in 2018, confer the power to adopt Total Return accounting for investment income. The College approved proposals for the implementation of Total Return accounting from 1 July 2022. In order to smooth the effects of short-term volatility in asset values, the income spending rule is based on a three-year rolling average of the quarter-end unit values of the Amalgamated Fund. To provide budget certainty and an opportunity to react to unanticipated changes in market conditions, the rolling average will be lagged by

two quarters. As an example, the expenditure in the year 2022-23 was based on the twelve quarter-end unit values from the quarter ended 31 March 2019 to the quarter ended 31 December 2021. It was agreed that the Total Return draw down will be set at the level of 3.2% of the weighted average unit value of the Amalgamated Fund. The College approved that the initial Unapplied Total Return was calculated from June 2012 based on a review with the auditors of the data available.

The College adheres to the Charity Commission guidance on ethical investments as a minimum standard but will take additional action on ESG (environmental, social and governance) considerations whenever it is possible and effective to do so within the College's fiduciary responsibilities. The College's current holdings are concentrated in publicly listed companies through passive market tracker funds. Where the College sees that within its fiduciary responsibilities it can contribute to changes in public discourse, it will exclude particular companies or sectors from its portfolio for ESG considerations. The College aims to appoint investment managers with ambitious shareholder engagement goals and methods, including those that combine divestment and engagement to good effect. The College's default position will be to expect managers to vote in favour of ESG shareholder resolutions.

3.4 Reserves

The College's Reserves Policy ensures that the College has sufficient financial resources to continue to operate effectively under financially stressed conditions, but also constrains the extent to which reserves are built up from operating surpluses to help maintain inter-generational equity and balance the needs of current and future students.

The College's target for free reserves is set out below:

Reserve	Target Free Reserves	Rationale
Strategic initiative reserve	£2.5 million	To fund strategic initiatives such as investment in property and facilities for members of College – equivalent to approximately 5% of fixed assets.
Contingency Income and Expenditure	£2.5 million	Contingency to cover extreme/unexpected expenditure or cover shortfall in income – equivalent to approximately 25% of turnover.
Total	**£5.0 million**	

Available free reserves represent unrestricted general funds of the College. The calculation involves analysis of the composition of the total reserves shown in the Balance Sheet. In line with the Charity Commission definition, the College excludes the following categories in its calculation of free reserves:

- Restricted reserves (comprising special trust funds, restricted capital grants and permanent restricted endowment);
- Illiquid investments (which includes the College's commercial rental properties since they are integrated with student accommodation blocks);
- Fixed and heritage assets.

Additionally, the College excludes 'Designated Funds' (technically unrestricted funds but which the Council has designated for a particular purpose) from the free reserves calculation since these funds are not normally available for general expenditure.

Set out below is a table showing the historical trend in free reserves:

£ million	June 2018	June 2019	June 2020	June 2021*	June 2022	June 2023
Total reserves	**133.3**	**131.7**	**123.3**	**131.3**	**131.0**	**139.5**
Less: Restricted reserves	(34.1)	(34.5)	(31.9)	(32.1)	(30.3)	(32.5)
Less: Fixed/heritage assets	(49.6)	(53.0)	(57.0)	(60.1)	(59.3)	(57.9)
Less: Illiquid investments	(30.2)	(28.9)	(21.4)	(18.9)	(18.6)	(16.8)
Sub-total: Free Reserves including Designated Funds	**19.4**	**15.3**	**13.0**	**22.5**	**22.7**	**32.3**
Less: Designated funds	(14.4)	(15.1)	(17.5)	(21.1)	(21.6)	(25.9)
Available Free Reserves	**5.0**	**0.1**	**(4.5)**	**(0.9)**	**1.1**	**6.5**

**Note that for June 2021 figures, Free Reserves are stated after the Post Balance Sheet Event in which the impact of a new deficit recovery plan agreed for the USS pension scheme was included with an increase in the provision of £2.3 million for the obligation to fund the deficit. Before this adjustment, the Free Reserves were £1.3 million.*

As at 30 June 2023, the College's free reserves were £6.5 million compared with target reserves of £5.0 million. The significant increase from June 2022 to June 2023 primarily reflects the increase in market value of the investments, the overall decrease in the pension provisions, and the receipt of unrestricted donations during the year. The market values of the investments increased by £6.6 million of which £4.0 million is restricted or designated, the Sidney Sussex Pension Scheme provision improved by £1.3 million and the receipt of £1.2 million donations in the year with no restrictions have further increased the free reserves.

Whilst the return to target level of free reserves is welcome, the College recognises that continuing to operate at an operational deficit will erode the free reserves and remains focussed on maximising income and donations, reducing costs, using restricted income from Special Trust Funds and Designated Funds effectively, and investing in the Sidney Sussex Permanent Fund in order to improve financial resilience and recover from an operational deficit. The Sidney Sussex Permanent Fund was set up 2019-20 to build a permanent capital fund to generate additional unrestricted income for the College.

3.5 Pension funds

The College participates in two pension schemes, the Sidney Sussex 1975 Pension Scheme and the Universities Superannuation Scheme (USS). The Sidney Sussex 1975 Pension Scheme has been closed to new members since 2004 and at the June 2023 year-end has only four active members accruing benefits. All other College staff (academic and non-academic) on the payroll are auto-enrolled in the USS Scheme (subject to meeting the eligibility criteria) unless they choose to opt out. Further details of these schemes are set out on page 52under 'Pension costs'.

The Sidney Sussex 1975 Pension Scheme moved during the year from a deficit of £0.2 million to a surplus of £1.1 million due to the increase in the discount rate used to value the liabilities from 3.8% pa to 5.15% pa, which acts to reduce significantly the value placed on the Scheme's liabilities. There has also been growth in the market value of the plan assets of £0.5 million.

Meanwhile, the USS deficit funding provision was stable at £3.0 million (there was a small reduction of £32k).

Both pension funds underwent a triennial valuation in 2020. A valuation establishes whether, at a certain date, the scheme trustees believe the pension scheme will have enough money to be able to pay the pensions that the scheme's members are expecting, now and long into the future. Given the timing of the global COVID-19 pandemic, both valuations, particularly USS, were impacted by the financial uncertainty in the markets at the valuation date.

The July 2020 valuation for the Sidney Sussex 1975 Pension Scheme was completed in March 2021. The deficit reduction contributions were maintained at the pre-existing level of £294k per annum whilst the period of

the deficit recovery plan was reduced to seven years. The July 2023 valuation is not yet complete at the time of writing.

The 'snapshot' date for USS 2020 valuation was 31 March 2020. There has been no further update to the valuation in the intervening period, however further increases in employer and employee contributions came into effect from 1 October 2021.

Work is being undertaken in both schemes to deliver the next triennial valuations as at 31 March 2023 for USS and 1 July 2023 for the 1975 Sidney Sussex Pension Scheme.

Given the current favourable market conditions and the rising risks, costs and uncertainty due to the increasing regulatory burden and possible future volatility of markets, the Council approved a proposal to undertake a consultation in the latter half of 2023 to close the Sidney Sussex 1975 Pension Scheme to future accruals and consider an insurance buy-in / buy-out to exit the scheme.

4. Principal risks and uncertainties

Members of the Council, as Trustees of the College, have ultimate responsibility for ensuring risk is managed effectively within College. The Council implemented a revised risk management process in 2019-20, with regular reviews and updates now having become embedded in annual committee work plans.

The principal risks the College must continuously address are:

- The long-term ability to maintain and develop its educational and research activities;
- To attract the best staff and students; and
- To maintain and renew its physical facilities (including improvements to its environmental sustainability).

There are always uncertainties regarding the future external environment within which the College will operate, most notably regarding higher education policy and funding.

All the College's principal risks were heightened by the emergence of COVID-19 in 2020 and its continuing impact throughout 2021 and 2022. The residual scores for Student Welfare, Non-Academic Staff and Information Technology (the latter being the principal risk in 2022-23), have reduced due to mitigations implemented in the past year.

Summary table of Sidney Sussex College risks in 2023

Risk	Raw risk score 2023	Residual risk score 2023	Residual score movement from 2022
Information Technology	18	12	↓
Estates and facilities	16	12	=
Student academic performance and personal development	16	12	=
Academic staff	16	12	=
Student admissions	16	12	=
Financial Management	16	12	=
Student welfare	16	12	↓
Non-academic staff	16	12	↓
Communications	12	9	↓
Health and Safety	12	9	↓
Governance	12	6	=
Donation and legacy income	9	6	↓
University and inter-collegiate relations	6	4	=

As indicated in the table above, due to the mitigation actions taken, all residual risk scores now fall within 'Amber' (moderate or major) or 'Green' (minor or insignificant).

'Red' (major or extreme) and 'Amber' risks are monitored at least once each term by the relevant risk owner via committee meetings, with the minutes of each committee presented to Council for information. 'Green' risks are generally considered acceptable and require no further action other than confirmation that the relevant controls in place remain effective.

The College will not be complacent and recognises that in respect of eight risks 'raw' scores are only bmarginally below the threshold of 'Red'; therefore it will continue to monitor the mitigations in place and whether the likelihood or impact of any risks has continued to decrease. It will also continue its annual horizon-scanning exercise to identify whether any new risks are emerging so it can take appropriate steps at the earliest possible opportunity.

The annual risk management process begins at the end of Michaelmas Term with a high-level review by Council of the current and emerging major risks for the coming year. Risk owners and committees have an oversight role in reviewing the nature of the identified risks, effectiveness of controls and progress against agreed actions; they review and scored risks in Lent Term, and again in Easter Term following consideration by the Bursar and College Registrar to ensure consistency of scoring. The register is compiled and presented to the Audit Committee and Council for approval each Michaelmas Term.

Full details of all risk areas, risk descriptions and mitigating actions are held in the College's risk register.

5. Plans for future periods

The College is a permanent institution and an important constituent of the collegiate University of Cambridge. The charitable purpose is that the College is to be a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief.

College plans for the short and medium term include:

- developing a vision and strategy for the College;
- continually improving our core student services to support their education, personal development, and readiness for graduate employment or study;
- implementing the College's Student Wellbeing Strategy, with transformational improvements in wellbeing and pastoral care for all our students from confirmation of offer to graduation;
- ongoing participation in the University-wide Foundation Year Programme;
- reviewing opportunities for Fellows' engagement with academic and student wellbeing programmes, and active involvement in College governance;
- ongoing review and implementation of plans to recover from financial losses resulting from the pandemic and significant inflation increases; specifically to develop plans to return to break-even on operational income and expenditure;
- focus on developing alumni relations and philanthropic opportunities;
- implementing the College's Equality, Diversity and Inclusion (EDI) Policy Framework;
- developing, funding and implementing an environmental sustainability strategy for the College;
- developing a medium/long term estates refurbishment and maintenance plan to improve the quality of College accommodation and facilities, and building upon recent improvements to physical accessibility;

- continuous improvements to governance arrangements, including implementation of recommendations from independent review of the performance of the College against the Charity Commission's Code of Governance;

- implementing measures to improve College's resistance to cyber-security breaches.

This annual report was approved at the meeting of the Council on 8 November 2023

Professor Martin Burton
Master

CORPORATE GOVERNANCE

In February 2018 a revised set of Statutes for the College were approved by the Privy Council. The College is governed, under these Statutes, by two principal bodies:

- **The Governing Body**: comprises the Master, all Fellows in Class 1 (teaching), Class 2 (research) or Class 3 (administrative), and four elected students representing the junior members of the College. The Governing Body meets 6 to 8 times a year. It elects the College Council and supervises its work. In addition, it has the authority to make or amend the Statutes and Ordinances of the College and to resolve issues concerning their interpretation; to authorise any substantial alterations or additions to the College buildings or grounds; to hold the annual Audit Meeting; to elect and decide on the remuneration of the Master (subject to the Remuneration and Benefits Committee); and to elect the Vice-Master.

- **The College Council**: comprises the Master, three Fellows ex officio (the Vice-Master, Bursar and Senior Tutor), nine to twelve Fellows elected for three-year terms by the Annual Meeting of the Governing Body, and four junior members, three of whom are elected ex officio and one directly. The Council usually meets 9 times a year and deals with all matters of College administration not reserved to the Governing Body. The members of the College Council are the Charity Trustees of the College.

The Governing Body and the College Council are served by sub-committees of which the principal ones as set out in the Statutes and Ordinances are Audit Committee, Education and Pastoral Care Committee, Finance and Needs Committee, Investment Committee, Remuneration and Benefits Committee and Statutes and Ordinances Committee. The Audit, Investment and Remuneration and Benefits Committees contain members who are external to the College.

The **Finance and Needs Committee** is a standing committee of the Council, appointed annually, normally at the Annual Council Meeting. The Committee has the responsibility for the financial affairs of the College, including in the long-term, and for all aspects of financial policy, which includes priorities and resources for teaching needs identified by the Education and Pastoral Care Committee, financial strategy and policy, financial planning and resource management, including human resources, College accounts and suitable procedures for financial and other control. The Committee also acts as a remuneration and benefits committee for assistant staff, setting annual policy and pay bands.

The **Audit Committee** is a standing committee of the Governing Body, appointed annually, normally at the Annual Meeting. The Committee has the authority to seek out information and investigate any matter within its remit. Any member of the Committee, and any authorised agent of the Committee, may inspect the financial records of the College. The Committee scrutinises accounting policy and practice, alongside the internal systems of financial and other control set by the Finance and Needs Committee. It also sets policy and oversee procedures for risk assessment and risk management. It is its duty to manage the annual external audit of the College accounts and it has general oversight of the effectiveness of College governance, with authority to raise any matter of concern with the Governing Body.

The **Investment Committee** is a standing committee of the Council, also appointed annually. Within the terms of policies set by the Council and subject to any specific directions from the Council, the Committee manages cash, including the investment or realisation of operational cash, stocks and shares and other financial instruments, investment funds and land or any interests in land held by the College for investment purposes.

The **Remuneration and Benefits Committee** is a standing committee of the Governing Body. The Committee acts as an independent advisory body with power to set limits on the level of remuneration and other direct and indirect benefits (including the receipt of any salary, stipend, allowance, fund or facility, or any other benefit of a measurable value) of the Master, Fellows and Officers of the College, including the Trustees.

The **Education and Pastoral Care Committee** is a standing committee of the Council. The Committee has general superintendence of educational policy and provision in the College, keeping all aspects under review. In particular it monitors relevant University policies and general public policies on educational matters, considers proposals and makes recommendations on undergraduate and graduate admissions policy and practice, makes annual assessments of teaching needs and resources, and identifies any appropriate changes to teaching provision or admissions practice, including the addition or loss of teaching staff. The Committee

takes steps to maintain the quality of College teaching and its cost-effectiveness, and for that purpose takes due account of feedback from students, both through formal general consultation and in dialogue with students' representatives. It reports annually to the Council on the academic performance of undergraduate and postgraduate students and proposes measures which may help sustain and improve that performance including, through the appropriate channels (in particular the Graduate Tutors' Committee and Education Sub-Committee of the Senior Tutors' Committee) any aspects of the University's educational provision for postgraduates which gives rise to concern.

The **Statutes and Ordinances Committee** is a standing committee of the Governing Body. The Committee provides advice on legal matters which arise, whether within the College or from advice or consultations initiated by bodies in the collegiate University or beyond. It keeps the Statutes and Ordinances of the College under review in the light of University policy and practice, the law of the land and best practice, and makes recommendations for changes to the instruments of governance, providing appropriate draft instruments to give effect to such recommendations.

STATEMENT OF INTERNAL CONTROL

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

The system of internal control is risk based, so is designed to manage and mitigate, rather than eliminate, the risk of failure to achieve policies, aims and objectives.

The system of internal control is designed to identify the principal risks to the achievement of the College's policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively, and economically. The Council has responsibility for agreeing the risk assessment. Risk management is delegated to individual Committees and is overseen by the Audit Committee. The Audit Committee's and Council's review of the effectiveness of the system of internal control is informed by the work of the various Committees, the 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.

The Audit Committee sets aside part of each meeting for discussions without officers being present. It can carry out independent investigations of complaints and is a point of independent contact for the Auditors.

RESPONSIBILITIES OF THE COUNCIL

The Council is responsible for preparing the Annual Report and 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 Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing these financial statements, the Council is required to:

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

The Council is responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable it to ensure that the financial statements comply with the Statutes of the University of Cambridge. It is 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 Council is responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

INDEPENDENT AUDITORS' REPORT TO THE COUNCIL

Opinion

We have audited the financial statements of Sidney Sussex College (the 'College) for the year ended 30 June 2022 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 30 June 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Statutes of the University of Cambridge.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Council are responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our auditors' 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Statutes of the University of Cambridge

In our opinion based on the work undertaken in the course of the audit:

- The contribution due from the College to the University has been computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G,II, of the University of Cambridge.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Operating and Financial Review.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the responsibilities of the Council statement set out on page 28, the Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council 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 Council are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 College through discussions with Trustees and other management, and from our knowledge and experience of the education sector;
- we obtained an understanding of the legal and regulatory framework applicable to the College and how the College is complying with that framework;

- we identified which laws and regulations were significant in the context of the College. The Laws and regulations we considered in this context were Charities Act 2011, the Statutes of the University of Cambridge and taxation legislation. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items;
- in addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the College's and the Group's ability to operate or to avoid material penalty; 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 College's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

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

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

- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policy 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;
- reviewing minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the College'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 directors 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/auditorsresponsibilties. This description forms part of our auditors' report.

Use of our report

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

PETERS ELWORTHY & MOORE
Chartered Accountants and Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA
Date: 14 November 2023

Peters Elworthy & Moore 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, using the Recommended Cambridge College Accounts (RCCA) format; and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019.

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.

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 which are included at valuation.

Going Concern

The College has undertaken detailed budgeting, forecasting and cash flow planning which is reviewed and monitored by the Finance and Needs Committee and Council. Forecasts have been prepared for the period to 2028 on a prudent basis and have considered the impact upon the College and its cash resources and unrestricted reserves. The College continues to review its cost base in order to combat the inflationary pressures on all expenditure. The College also has significant investments which could be realised if required.

Based upon their review the Trustees believe that the College will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore have continued to adopt the going concern basis in preparing the financial statements.

Consolidation of subsidiaries

Sidney Sussex College has two wholly owned subsidiaries, Sidney Sussex Limited and Sidney Sussex Hospitality Company Limited. Sidney Sussex Limited is a dormant company and Sidney Sussex Hospitality Company Limited has not been consolidated on the basis of materiality but has produced accounts that are available at Companies House.

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 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 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 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. Restricted capital grants are released to general reserves upon completion of the capital project to which they relate.

Special Trust Funds are restricted funds that the College holds in trust. The College is not free to change the terms on which these funds were established, though, as a result of the new Statutes approved in February 2018, it does have relatively broad powers to use surplus income.

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.

Designated Funds are funds that have been given without restriction, which the Council has decided to designate for a specific purpose. Often this reflects the preferences of the donor. The Council is free to make and amend the regulations for these funds.

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

Investment income and change in value of investment assets
Investment income and change in value of investment assets is 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 operates a total return policy with regards to its endowment assets. Spendable income of 3.2% of the three year weighted average value of the investments, lagged by six months, is included as endowment income. Investment management costs are charged against income.

Other income
Income is received from a range of activities including accommodation, catering conferences and other services rendered.

Cambridge Bursary Scheme
In 2022-23, the Cambridge Bursaries given by the College to eligible students were made directly by the Student Loans Company (SLC). The College reimbursed the SLC for the full amount paid to their eligible students, and the College subsequently received a contribution from the University of Cambridge towards this payment. The College has shown the gross payment made to eligible students and a contribution from the University as Income under “Academic Fees and Charges”. The numbers below include Foundation year bursaries

The net payment of £140,987 is shown within the Statement of Comprehensive Income and Expenditure as follows:

Income (see note 1)	£147,467
Expenditure	£288,454

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 comprehensive income and expenditure for the financial year.

Fixed assets

Land and buildings
Fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses.

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

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

Fixed assets
Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a 2% reducing balance basis.

Short Leasehold Buildings are depreciated over the life of the lease up to a maximum of 50 years.

Assets under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred and are recognised on a cash basis. They are not depreciated until they are brought into use.

Land held specifically for development, investment and subsequent sale is included in current assets at the lower of cost and net realisable value.

The cost of additions to operational property shown in the balance sheet includes the cost of land. Furniture, fittings, and equipment costing less than £5,000 per individual item is written off in the year of acquisition unless the aggregate value of related items exceeds £25,000. All other assets are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	2-25% reducing balance/straight line
Motor vehicles	20% straight line
Plant and equipment	15-25% reducing balance/straight line

Leased assets
Leases in which the College assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance leases are stated at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease, less accumulated depreciation, and less accumulated impairment losses. Lease payments are accounted for as described below.

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

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

Heritage assets
The College holds and conserves a number of collections, exhibits, artefacts, and other assets of historical, artistic or scientific importance. Heritage assets acquired before 1 July 2000 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 2000 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets

are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

Investments

Securities are included in the balance sheet at fair value on 30 June each year, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost.

Investment properties are included at fair valuation and the aggregate surplus or deficit in transferred to Unrestricted Reserves. An internal valuation was carried out as at 30 June 2023, calculated on the basis of the yields published by third party property specialists such as Knight Frank or Savills. A formal valuation of the commercial property holdings was last carried out by Cheffins, Chartered Surveyors, as at 30 June 2022. An formal independent valuation will be conducted at least every five years.

Stocks

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

Contingent liabilities and assets

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

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

Contingent assets and liabilities are not recognised in the balance sheet but are disclosed in the notes.

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. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or finance income as appropriate unless they are included in a hedging arrangement.

To the extent that the College enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date. The College does not apply any hedge accounting in respect of forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

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

Taxation

The College is a registered charity (number 1137586) 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 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 costs

Retirement benefits for employees, who started after 2 January 2004, and for the majority of Fellows are provided by the Universities Superannuation Scheme (USS). Benefits for participating employees who started before 1 January 2004 are provided by the College's own scheme, Sidney Sussex 1975 Pension Scheme, but this is now closed to new entrants.

Universities Superannuation Scheme

The College participates in Universities Superannuation Scheme. 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 College 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 profit and loss account 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 profit and loss account.

Sidney Sussex College 1975 Pension Scheme

This is a defined benefit scheme which is externally funded and contracted out of the State Second Pension Scheme up to 31 March 2016. The funds are valued every three years by a professionally qualified independent actuary using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years, the actuary reviews the progress of the scheme. Pension costs are assessed in accordance with the advice of the actuary, based on the latest actuarial valuation of the scheme and is accounted for on the basis of charging the cost of providing pensions over the period during which the College benefits from the employees' and Fellows' services.

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 in 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 College Officers 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.

College Officers 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 the probate stage.

Useful lives of property, vehicle, equipment, and furniture– Property, vehicle, equipment, and furniture 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.

Recoverability of debtors – The provision for doubtful debts is based on the College's estimate of the expected recoverability of those 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.

Investment property – Properties were revalued to their fair value at the reporting date by Cheffins Commercial. The valuation is based on the assumptions and judgements which are impacted by a variety of factors including market and other economic conditions. The revised valuation at 30 June 2023 was increased from £15.3 million to £15.9 million. Given the unknown future impact that COVID-19 might have on the real estate market, the valuation of the properties will be kept under frequent review.

Investments in Charities Property Fund – the College holds an investment in the Charities Property Fund Income Units which at the year-end was valued at £2.4 million.

Investments in the Cambridge University Endowment Fund – the College holds an investment in the Cambridge University Endowment Fund which at the year-end was valued at £6.5 million.

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.

College Officers are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements. Further details are given in note 26.

As the College is contractually bound to make deficit recovery payments to the scheme, this is recognised as a liability on the balance sheet. The provision is currently based on the scheme deficit recovery plan agreed after the 2020 actuarial valuation, which defines the deficit payment required as a percentage of future salaries until 2038. These contributions will be reassessed within each triennial valuation of the scheme. The provision is based on College Officers' estimate of expected future salary inflation, changes in staff numbers and the prevailing rate of discount. Further details are set out in note 26.

STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Note	Unrestricted £000	Restricted £000	Endowment £000	2023 Total £000	Unrestricted £000	Restricted £000	Endowment £000	2022 Total £000
Income									
Academic fees and charges	1	3,051			3,051	2,850			2,850
Accommodation, catering and conferences	2	4,468			4,468	3,491			3,491
Investment income	3	1,367	2	1,805	3,174	1,903	17	668	2,588
Endowment return transferred	3	1,519	574	(2,093)	0	258	410	(668)	0
Other income		49			49	65			65
Total income before donations and endowments		10,454	576	(288)	10,742	8,567	427	0	8,994
Donations		2,139	77		2,216	1,144	11		1,155
New endowments					0				0
Other capital grants for assets					0		60		60
Total income from donations and endowments		2,139	77	0	2,216	1,144	71	0	1,215
Total income		12,593	653	(288)	12,958	9,711	498	0	10,209
Expenditure									
Education	4	(5,082)	(585)		(5,667)	(4,539)	(534)		(5,073)
Accommodation, catering and conferences	5	(5,824)	(10)		(5,834)	(5,076)	(1)		(5,077)
Other expenditure		(605)	(49)	(15)	(669)	(2,191)	(57)		(2,248)
Contribution under Statute G,II		(5)			(5)	(7)	0		(7)
Total expenditure	6	(11,516)	(644)	(15)	(12,175)	(11,813)	(592)		(12,405)
Surplus/(deficit) before other gains and losses		**1,077**	**9**	**(303)**	**783**	**(2,102)**	**(94)**	**0**	**(2,196)**
Gain/(loss) on disposal of fixed assets	8	0							
Gain/(loss) on investments	9	3,993	104	2,503	6,600	(1,160)	(36)	(1,461)	(2,657)
Surplus/(deficit) for the year		5,070	113	2,200	7,383	(3,262)	(130)	(1,461)	(4,853)
Other comprehensive income									
Actuarial gain/(loss) in respect of pension schemes	15	1,108			1,108	2,298			2,298
Total comprehensive income for the year		**6,178**	**113**	**2,200**	**8,491**	**(964)**	**(130)**	**(1,461)**	**(2,555)**

STATEMENT OF CHANGES IN RESERVES

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2022	**65,735**	**1,685**	**28,615**	**34,977**	**131,012**
Prior Year Adjustment: Change of Fund Classification	133	(133)			0
Surplus/(Deficit) from income and expenditure statement	5,070	113	2,200		7,383
Other comprehensive income	1,108				1,108
Release of restricted capital funds spent in the year					
Transfers to / from Reserves	1,604	(29)	0	(1,575)	0
Balance at 30 June 2023	**73,650**	**1,636**	**30,815**	**33,402**	**139,503**

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2021	**65,253**	**1,822**	**30,167**	**36,326**	**133,568**
Prior Year Adjustment: Change of Fund Classification	26	(26)			
Surplus/(Deficit) from income and expenditure statement	(3,262)	(130)	(1,461)		(4,853)
Other comprehensive income	2,298				2,298
Release of restricted capital funds spent in the year	60	(60)			0
Transfers to / from Reserves	1,360	78	(90)	(1,349)	0
Balance at 30 June 2022	**65,735**	**1,685**	**28,615**	**34,977**	**131,012**

The notes on pages 44 to 58 form part of these accounts

BALANCE SHEET

	Note	2023 £000	2022 £000
Non-current Assets			
Fixed assets	8	57,482	58,886
Heritage assets	8	462	434
Investments	9	102,982	92,272
Total non-current assets		160,926	151,592
Current assets			
Stocks	10	191	198
Trade and other receivables	11	1,653	2,647
Cash and cash equivalents	12	5,929	7,037
Total current assets		7,773	9,882
Creditors: amounts falling due within one year	13	(2,392)	(2,293)
Net current assets		5,381	7,589
Total Assets less current liabilities		166,307	159,181
Creditors: amounts falling due after more than one year	14	(24,900)	(24,900)
Provisions			
Pension provisions	15	(1,904)	(3,268)
Total net assets		**139,503**	**131,012**
Represented by:			
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	30,815	28,615
Income and expenditure reserve – restricted reserve	17	1,636	1,685
		32,451	30,300
Unrestricted Reserves			
Income and expenditure reserve – unrestricted		73,650	65,735
Revaluation reserve		33,402	34,977
		107,052	100,712
Total Reserves		**139,503**	**131,012**

The financial statements were approved by the Master and Fellows on 8 November 2023 and signed on its behalf by:

Professor M Burton
Master

Mr M Pierce
Bursar

The notes on pages 44 to 58 form part of these accounts

CASH FLOW STATEMENT

	Note	2023 £000	2022 £000
Net cash inflow from operating activities	18	(3,443)	(1,884)
Cash flows from investing activities	19	2,419	(7,559)
Cash flows from financing activities	20	(698)	(698)
Increase/(decrease) in cash and cash equivalents in the year		(1,722)	(10,141)
Cash and cash equivalents at beginning of the year		7,720	17,861
Cash and cash equivalents at end of the year	9 &12	5,998	7,720

The notes on pages 44 to 58 form part of these accounts

NOTES TO THE ACCOUNTS

1	**Academic fees and charges**	**2023**	**2022**
		£000	**£000**
	Colleges fees:		
	Fee income received at the Regulated Undergraduate rate	1,537	1,533
	Fee income received at the Unregulated Undergraduate rate	566	484
	Fee income received at the Graduate rate	801	749
	Cambridge Bursaries Income	147	84
	Total	3,051	2,850

2	**Income from accommodation, catering and conferences**		**2023**	**2022**
			£000	**£000**
	Accommodation	College members	2,848	2,565
		Conferences	881	358
	Catering	College members	275	303
		Conferences	464	265
	Total		4,468	3,491

3	**Endowment return and investment income**	**2023**	**2022**
		£000	**£000**
3a	**Analysis of Investment Income**		
	Total Return Contribution	2,093	1,566
	Other Investment Income	0	31
	Cash	282	49
	Land and buildings	1,109	943
	Total	3,484	2,588

3b	**Analysis of Investment Gains**	**2023**	**2022**
		£000	**£000**
	Gains/(losses) on endowment assets:		
	Quoted and other securities	6,365	(3,776)
	Gains/(losses) on other assets:		
	Quoted and other securities	(420)	(87)
	Gains/(losses) on Land and Buildings	655	257
	Total	6,600	(3,606)

3c	**Summary of Total Return**	**2023**	**2022**
		£000	**£000**
	Income from:		
	Quoted securities:		
	-equities	1,783	1,566
	(Losses)/gains on endowment assets (note b)	6,365	(3,776)
	Investment management costs	(15)	(33)
	Total Return for year	8,133	(2,243)
	Total return transferred to income and expenditure (note a)	(2,093)	(1,566)
	Unapplied total return for year included within SOCIE	6,040	(3,809)

	2023	2022
Memorandum of Unapplied Total Return	**£000**	**£000**
Included within reserves, the following amounts represent the Unapplied Total Return of the College:		
Unapplied Total Return at beginning of year	17,969	21,778
Unapplied Total Return for the year	6,040	(3,809)
Unapplied Total Return at end of year	24,010	17,969

4 Education expenditure

	2023	2022
	£000	**£000**
Teaching	2,267	2,051
Tutorial	1,003	915
Admissions	571	486
Research	480	481
Scholarships and awards	680	585
Other educational facilities	666	555
Total	5,667	5,073

5 Accommodation, catering and conferences expenditure

		2023	2022
		£000	**£000**
Accommodation	College members	3,252	2,887
	Conferences	898	775
Catering	College members	966	888
	Conferences	718	527
Total		5,834	5,077

6a Analysis of 2022-23 expenditure by activity

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,732	2,624	311	5,667
Accommodation, catering and conferences	2,372	2,718	744	5,834
Investment management costs	0	106	0	106
Other	195	337	36	568
Totals	5,299	5,785	1,091	12,175

Expenditure includes fundraising costs of £354k.

6b Analysis of 2021-22 expenditure by activity

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,474	2,283	316	5,073
Accommodation, catering and conferences	2,227	2,094	756	5,077
Investment management costs	0	60	0	60
Other	188	223	37	448
USS Provision Adjustment	1,747	0	0	1,747
Totals	6,636	4,661	1,109	12,405

Expenditure includes fundraising costs of £214k.

6c Auditors' remuneration

	2023 £000	2022 £000
Other operating expenses include:		
Audit fees payable to the College's external auditors	26	21
Other fees payable to the College's external auditors	1	5
Total	27	26

7 Staff costs

Consolidated	College Fellows £000	Other academic £000	Non-academic £000	2023 Total £000	2022 Total £000
Staff costs:					
Salaries	1,103	60	2,976	4,139	3,645
National Insurance	98	6	261	365	334
Pension costs	205	12	579	796	910
Sub-total	1,406	78	3,816	5,299	4,889
USS Provision Adjustment	0	0	0	0	1,747
Total	1,406	78	3,816	5,299	6,636

Average staff numbers	Average staff numbers 2023		Average staff numbers 2022	
	Number of Fellows	Full-time equivalents	Number of Fellows	Full-time equivalents
Academic	66	0	59	-
Non-academic	7	91	9	84
Total	73	91	68	84

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

	2023 Total £000	2022 Total £000
£100,001 - £110,000	0	0
£110,001 - £120,000	1	1
£120,001 - £130,000	1	0

Remuneration includes 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.

Key management personnel
Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. This includes aggregated emoluments paid to key management personnel. Key management personnel for the College include the Master, Vice Master, Bursar, Senior Tutor and Development Director. Aggregated emoluments consist of salary and taxable benefits including any employer's pension contribution.

	2023 Total £000	2022 Total £000
Key management personnel	396	334

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

8 Fixed assets

	Freehold Land and buildings	Leasehold Land and buildings	Vehicle, Equipment and Furniture	Assets in construction	2023 Total	2022 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At beginning of year	58,880	1,201	3,287	33	63,401	63,243
Additions			28	56	84	173
Transfers			46	(68)	(22)	
Disposals	(308)		(66)		(374)	(15)
At end of year	58,572	1,201	3,295	21	63,089	63,401
Depreciation						
At beginning of year	(3,570)	(241)	(704)		(4,515)	(3,413)
Charge for the year	(878)	(27)	(187)		(1,092)	(1,102)
Eliminated on disposals						
At end of year	(4,448)	(268)	(891)		(5,607)	(4,515)
Net book value						
At end of year	**54,124**	**933**	**2,404**	**21**	**57,482**	**58,886**
At beginning of year	55,310	960	2,583	33	58,886	59,831

The insured value of land and buildings as at 30 June 2023 was £181m (2022: £166m).

Heritage assets
The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since 1 July 2000 have been capitalised. However, the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous four years were as follows:

	2023 £000	2022 £000	2021 £000	2020 £000	2019 £000
Acquisitions purchased with specific donations	5				
Acquisitions purchased with College funds	22				
Total cost of acquisitions purchased	28				
Value of acquisitions by donation		200			
Total acquisitions capitalised	462	434	234	234	234

9 Investments

	2023 £000	2022 £000
Balance at beginning of year	92,272	84,154
Additions	6,500	51,785
Disposals	(1,765)	(39,913)
Depreciation		
Transfers out	(10)	(11)
Gain/(loss)	6,600	(3,606)
Increase/(decrease) in cash balances held at fund managers	(615)	(137)
Balance at end of year	102,982	92,272
Represented by:		
Property	15,933	15,278
Property Held for Sale		
Quoted securities – equities	86,608	75,789
Fixed interest securities	0	0
Unquoted securities – equities	294	433
Cash on Short Term Deposit	69	683
Cash in hand and at investment managers	0	0
Other investments	79	89
	102,982	92,272

The College has two wholly owned subsidiaries. Sidney Sussex Limited, a dormant company and Sidney Sussex Hospitality Company, a conference business. All profits generated through Sidney Sussex Hospitality Company are covenanted back to the college.

10 Stocks and work in progress

	2023 £000	2022 £000
Goods for resale	124	126
Other stocks	67	72
Total	191	198

11 Trade and other receivables

	2023 £000	2022 £000
Members of the College	185	257
Other receivables	491	401
Prepayments and accrued income	1,111	332
Provision for bad debts etc	(134)	(187)
Assets Held for Sale (Due less than 1 year)	0	1,844
Assets Held for Sale (Due greater than 1 year)	0	0
Total	1,653	2,647

12 Cash and cash equivalents

	2023 £000	2022 £000
Short-term money market investments	4,562	4,849
Current accounts	1,367	2,188
Total	5,929	7,037

13 Creditors: amounts falling due within one year

	2023 £000	2022 £000
Payments on account	277	208
Trade creditors	410	468
Taxation and Social Security	101	99
University fees	0	62
Contribution to Colleges Fund	5	7
Other creditors	410	396
Accruals and deferred income	1,189	1,053
Total	2,392	2,293

14 Creditors: amounts falling due after more than one year

	2023 £000	2022 £000
College Bond (30 year) 4.40% interest rate- maturing October 2043	2,900	2,900
College Bond (30 year) 4.45% interest rate- maturing January 2044	1,200	1,200
College Bond (40 year) 4.40% interest rate- maturing October 2053	2,300	2,300
Pensions Insurance Corporation Private Placement 2.26% interest rate- maturing December 2063	8,500	8,500
Pensions Insurance Corporation Private Placement 2.24% interest rate- maturing May 2066	10,000	10,000
Total	24,900	24,900

During 2013-14, the College borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-53 and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of Borrowings to net Assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 December 2063 at a fixed interest rate of 2.26%. In June 2021, the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 May 2066 at a fixed interest rate of 2.24%.

15 Pension provisions

	Sidney Sussex College 1975 Pension Scheme £000	USS £000	2023 Total £000	2022 Total £000
Balance at beginning of year	226	3,043	3,269	3,926
Movement in year:				
Current service cost including life assurance	135	564	699	2,525
Contributions	(363)	(698)	(1,061)	(993)
Other finance (income)/cost	4	101	105	110
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(1,108)	0	(1,108)	(2,300)
Balance at end of year	(1,106)	3,010	1,904	3,268

See note 26 for further analysis

16 Endowment funds

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £000	Unrestricted permanent endowments £000	2023 Total £000	2022 Total £000
Balance at beginning of year				
Capital	17,492	11,123	28,615	30,166
New donations and endowments	0	0	0	0
Increase/(decrease) in market value of investments	1,346	854	2,200	(1,461)
Transfers to / from Reserves	0	0	0	(90)
Balance at end of year	18,838	11,977	30,815	28,615
Analysis by type of purpose				
Fellowship Funds	9,621		9,621	8,945
Scholarship Funds	3,546		3,546	3,286
Prize Funds	188		188	174
Financial Assistance Funds	279		279	259
Bursary Funds	244		244	226
Travel Grant Funds	239		239	222
Other Funds	4,721		4,721	4,380
General endowments	0	11,977	11,977	11,123
Total	18,838	11,977	30,815	28,615
Analysis by asset				
Property	0	0	0	
Investments	18,838	11,977	30,815	28,613
Cash	0	0	0	2
Total	18,838	11,977	30,815	28,615

17 Restricted Reserves

Reserves with restrictions are as follows:

	Capital grants unspent £000	Permanent unspent and other restricted income £000	Restricted expendable endowment £000	2023 Total £000	2022 Total £000
Balance at beginning of year					
Capital	0	0	748	748	844
Accumulated income	0	825	111	937	978
	0	825	860	1,685	1,822
Prior Year Adjustment: Change of Fund Classification			(133)	(133)	(26)
New grants				0	60
New donations			77	77	11
Other investment income		555	21	576	427
Increase/(decrease) in market value of investments		55	49	104	(36)
Expenditure		(583)	(61)	(644)	(591)
Capital grants utilised				0	(60)
Transfers to / from Reserves		(1)	(28)	(29)	78
Balance at end of year	0	851	785	1,636	1,685
Comprising of:					
Capital	0	0	720	720	748
Accumulated income	0	851	65	916	937
	0	851	785	1,636	1,685
Fellowship Funds		295		295	296
Scholarship Funds		193		193	183
Prize Funds		9		9	7
Financial Assistance Funds		53	1	54	46
Bursary Funds		54	634	688	684
Travel Grant Funds		39	86	125	116
Other Funds		208	64	272	353
Total		851	785	1,636	1,685
Analysis by asset					
Property					
Investments		846	721	1,567	1,004
Cash		4	65	69	681
Total		851	785	1,636	1,685

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

	2023 £000	2022 £000
Surplus (deficit) for the year	7,383	(4,853)
Adjustment for non-cash items		
Depreciation	1,092	1,117
Loss/(gain) on disposal of fixed assets	374	0
Loss/(gain) on investments	(6,600)	2,657
Decrease/(increase) in stocks	7	(8)
Decrease/(increase) in trade and other receivables	(850)	433
Increase/(decrease) in creditors	99	235
Pension costs less contributions payable	(256)	1,640
Adjustment for investing or financing activities		
Investment income	(3,174)	(2,588)
Interest payable	698	698
Donations and Legacies	(2,216)	(1,155)
Donations for Capital Grants	0	(60)
Net cash inflow/(outflow) from operating activities	(3,443)	(1,884)

19 Cash flows from investing activities

	2023 £000	2022 £000
Current investment disposal	1,844	872
Non-current investment disposal	10	11
Investment income	3,174	2,588
Withdrawal of deposit	1,765	541
Payments made to acquire non-current fixed assets	(84)	(173)
Payments made to acquire non-current investment assets	(6,500)	(12,413)
Donations and Legacies (excluding Donations in Kind)	2,210	955
Donations for Capital Grants	0	60
Total cash flows from investing activities	2,419	(7,559)

20 Cash flows from financing activities

	2023 £000	2022 £000
Interest paid	(698)	(698)
New secured loans	0	0
Repayments of amounts borrowed		
Total cash flows from financing activities	(698)	(698)

21 Analysis of cash and cash equivalents

	At beginning of year £000	Cash flows £000	At end of year £000
Cash at bank and in hand	7,720	(1,722)	5,998
Cash held at Fund Managers			
Net Funds	7,720	(1,669)	5,998

22 Capital commitments

	2023 £000	2022 £000
Capital commitments at 30 June 2023 are as follows:		
Authorised and contracted	62	
Authorised but not yet contracted for	25	29

23 Lease obligations

At 30 June 2023 the College had commitments under non-cancellable operating leases as follows:

	2023 £000	2022 £000
Land and buildings:		
Expiring within one year	2	0
Expiring in over 5 years	1	1

24 Reconciliation and analysis of net debt

	At 1 July 2022	Cash Flows	At 30 June 20223
	£000	£000	£000
Cash and cash equivalents	(7,720)	(1,722)	5,998
Borrowings:			
Amounts falling due within one year			
Secured loans	0	0	0
Unsecured loans	0	0	0
Bank overdraft	0	0	0
subtotal	0	0	0
Borrowings:			
Amounts falling after more than one year			
Secured loans	0	0	0
Unsecured loans	24,900	0	24,900
subtotal	24,900	0	24,900
Total	(17,180)	(1,722)	(18,902)

25 Financial Instruments

	2023 £000	2022 £000
Financial assets		
Financial assets at fair value through Statement of Comprehensive Income		
Listed equity investments	86,608	75,789
Other equity investments	294	433
Financial assets that are debt instruments measured at amortised cost		
Cash and cash equivalents	5,998	7,720
Other debtors	542	2,315
Financial liabilities		
Financial liabilities measured at amortised cost		
Bank overdraft		
Loans	24,900	24,900
Trade creditors	410	468
Other creditors	793	772

26 Pension schemes

The College participates in two defined benefit schemes:

Universities Superannuation Scheme

The total cost charged to the profit and loss account is £664,222 (2021-22: £2,371,989). This includes £66,838 (2021-22: £56,158) outstanding contributions at the balance sheet date.

Deficit recovery contributions due within one year for the College are £242,704 (2021-22: £211,072)

As at the 30 June 2023, the latest available complete actuarial valuation of the Retirement Income Builder was at 31 March 2020 (the valuation date), which 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 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.

Universities Superannuation Scheme (Continued)

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 31 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:

	2023	**2022**
Discount Rate	5.52%	3.31%
Pensionable salary growth	5.00%	4.50%

Sidney Sussex College 1975 Pension Scheme

The College operates a defined benefits plan, the Sidney Sussex College 1975 Pension Scheme.

The liabilities of the plan have been estimated for the purposes of FRS102 based on the results of the actuarial valuation as at 1 July 2020, adjusted for the different assumptions required under FRS102 and taking into consideration subsequent cash flows.

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

	2023 % pa	**2022 % pa**
Discount rate	5.15	3.80
Increase in salaries	3.05	2.90
RPI assumption	3.35	3.20
CPI assumption	2.55	2.40
Increases to deferred pensions in excess of the GMP	2.55	2.40
Increases to pensions in payment for service pre 6/4/97 in excess of GMP	3.35	2.90
Increases to pensions in payment for service from 6/4/97	3.25	3.10

Members are assumed to retire at the plan normal retirement age, which is 65.

The underlying mortality assumption is based upon 100% of the rates in the standard table known as S3LPA on a year of birth usage with CMI_2019 future improvement factors and a long-term rate of future improvement of 1.25% p.a. and no additional improvement (A=0%) (2022: same)

Sidney Sussex College 1975 Pension Scheme (Continued)

The amounts recognised in the Balance Sheet as at 30 June 2023 (with comparative figures as at 30 June 2022) are as follows:

	2023	2022
	£	£
Present value of defined benefit obligation	4,696,400	5,509,600
Fair value of plan assets	(5,801,900)	(5,283,600)
Net defined benefit liability/ (asset)	(1,105,500)	226,000

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:

	2023	2022
	£	£
Current service cost	135,400	215,200
Interest on the net defined benefit liability	4,200	47,300
Loss on plan changes	-	-
Losses (or gains) on settlements or curtailments	-	-
Total	139,600	262,500

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:

	2023	2022
	£	£
Present value of plan liabilities at beginning of period	5,509,600	7,829,300
Current service cost	135,400	215,200
Employee contributions	5,900	7,300
Benefits paid and DIS premiums	(73,800)	(71,600)
Interest on plan liabilities	210,600	146,200
Actuarial (gains)/losses	(1,091,300)	(2,616,800)
(Gain)/loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Settlement	-	-
Present value of plan liabilities at end of period	4,696,400	5,509,600

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:

	2023	2022
	£	£
Market value of plan assets at beginning of period	5,283,600	5,188,100
Contributions paid by the College	363,100	379,300
Employee contributions	5,900	7,300
Benefits paid and DIS premiums	(73,800)	(71,600)
Administrative expenses	-	-
Interest on plan assets	206,400	98,900
Return on assets, less interest included in Profit & Loss	16,700	(318,400)
Settlement	-	-
Market value of plan assets at end of period	5,801,900	5,283,600
Actual return on plan assets	223,100	(219,500)

Sidney Sussex College 1975 Pension Scheme (Continued)
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:

	2023	2022
Equities	74%	78%
Property	3%	4%
Corporate bonds	5%	6%
With profit funds	4%	4%
Cash	14%	8%
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 re-measurement 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:

	2023	2022
	£	£
Actuarial gain/(loss) on plan assets	16,700	(318,400)
Actuarial gain/(loss) on plan liabilities	1,091,300	2,616,800
Re-measurement of net defined benefit liability recognised in OCI	1,108,000	2,298,400

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:

	2023	2022
	£	£
Net defined benefit asset/(liability) at beginning of year	(226,000)	(2,641,200)
Recognised in Profit and Loss	(139,600)	(262,500)
Contributions paid by the College	363,100	379,300
Re-measurement of net defined benefit liability recognised in OCI	1,108,000	2,298,400
Net defined benefit asset/(liability) at end of year	1,105,500	(226,000)

27 Contingent Liabilities

No contingent liability has been recognised.

28 Related Party Transactions

Owing to the nature of the College's operations and the composition of the College Council, it is inevitable that transactions will take place with organisations in which a College Council member may have an interest. All transactions involving organisations in which a member of the College Council 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 the Remuneration Committee.

The salaries paid to Trustees (excluding employer's national insurance contributions and employer's pension contributions employers) in the year are summarised in the table below:

	From	To	2023 Number	2022 Number
	£0	£10,000	7	13
	£10,001	£20,000	3	1
	£20,001	£30,000	1	-
	£30,001	£40,000	-	2
	£40,001	£50,000	2	2
	£50,001	£60,000	2	-
	£60,001	£70,000	-	1
	£70,001	£80,000	1	-
	£80,001	£90,000	1	1
	£90,001	£100,000	1	-
		Total	18	20

The total Trustee salaries were £538k for the year (2021-22: £388k)

The Trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £168k for the year (2021-22: £115k)

The Trustees were also paid expenses in respect of their teaching, research and other duties within the College which totalled £29k for the year. These expenses related to travel, College entertainment and research expenditure

The College has one trading and one dormant subsidiary undertaking which are not consolidated into these accounts. All subsidiary undertakings are 100% owned by the College and are registered and operating in England and Wales.
Under the exemption within section 33 of FRS 102, the College does not disclose transactions with wholly owned group companies that are related parties.

THE COLLEGE OF THE LADY FRANCES SIDNEY SUSSEX IN THE UNIVERSITY OF CAMBRIDGE

England & Wales - Charity number 1137586

Accounts

SIDNEY SUSSEX COLLEGE
Sidney Street, Cambridge CB2 3HU

ANNUAL REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

Charity Registration Number: 1137586

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REFERENCE AND ADMINISTRATIVE DETAILS

Charity Trustees (Members of the Council)

Ex-Officio Members:

Master:	Professor R Penty
Vice Master:	Professor G Gerstle (to 31 August 2021)
	Professor K Armstrong (from 1 September 2021)
Senior Tutor:	Mr M Beber
Bursar:	Ms S Bonnett

Fellows Elected by and from Members of the Governing Body:

Dr F Bordin
Dr C Doran
Dr M Eilstrup-Sangiovanni (from 1 Sep 2021)
Dr L Fruk (to 31 Aug 2021)
Dr B Fulda
Dr R Garcia-Mayoral
Dr H Groom (from 1 Sep 2021)
Dr Ö Öner
Dr R Ranasinghe (from 1 Sep 2021)
Prof C Reynolds
Dr C Roberts (to 31 Aug 2021)
Prof R Sepulchre (from 1 Sep 2021)
Dr J Seymour (to 31 Aug 2021)
Dr R Stasch
Dr C Sumnall (from 1 Sep 2021)

Four Elected Student Members:

JCR President:	Mr J Lowry (to 31 Dec 2021)
	Mr S Lu (from 1 Jan 2022)
MCR President:	Ms J Dadiya (to 22 May 2022)
	Ms I Horvat Mineh (from 23 May 2022)
JCR Vice-President:	Ms M Kazani
Student Rep:	Mr A Nashat Mettry (to 24 Oct 2021)
	Ms S Mahmood (from 25 Oct 2021)

Governing Body

The names of the members of the Governing Body for the year ended 30 June 2022 were as follows:

Master: Professor R Penty

Professor A Al-Tabbaa
Professor K Armstrong
Dr T Aubry
Ms A Baskerville
Mr M Beber
Professor E Biagini
Dr S Bill
Ms S Bonnett
Dr F Bordin
Dr P Carter
Dr L Cheke
Dr G Crossan
Dr T Demetriou
Dr C Doran
Dr R Duschinsky
Dr M Eilstrup Sangiovanni
Dr E Eiser
Professor A Flewitt
Dr P Flynn
Dr L Fruk
Dr B Fulda
Dr Y Galanakis
Dr N Ganany
Dr R Garcia-Mayoral
Professor G Gerstle
Dr B Gray
Professor A Greer
Dr B Groisman
Dr H Groom
Professor M Gurnell
Dr F Hall
Dr J Holley (from 1 Sep 2021)
Dr A Jackson
Dr R Jackson-Ravenscroft (to 31 Aug 2021)
Dr T Lambert
Dr H Leggett
Dr J Longley
Professor P McHugh
Dr F Muschitiello
Professor A Neely
Dr M Noriega-Sanchez
Dr Ö Öner
Professor M Pollitt
Dr M Ramage
Ms E Rampton
Dr R Ranasinghe
Professor C Reynolds
Dr C Roberts
Dr C Roddie
Dr C Scalliet
Dr A Schneider (from 1 Sep 2021)
Professor R Sepulchre
Dr J Seymour
Dr M Shirk (to 31 Aug 2021)
Dr D Skinner
Dr P Sliwa (to 31 Aug 2021)
Dr R Stasch
Dr S Strelchuk
Dr C Sumnall
Dr S Theil (from 1 Sep 2021)
Dr O Weller
Dr E Wilson-Lee
Professor M Zernicka-Goetz

Elected student members of Council are also members of the Governing Body (see Council membership on previous page)

Senior officers

Master:	Professor R Penty
Vice Master:	Professor G Gerstle (to 31 Aug 2021)
	Professor K Armstrong (from 1 Sep 2021)
Senior Tutor:	Mr M Beber
Bursar:	Ms S Bonnett

Principal advisers

Auditors:	Peters Elworthy & Moore Salisbury House Station Road Cambridge CB1 2LA
Bankers:	Barclays Bank plc Abacus House Castle Park Castle Hill Cambridge CB3 OAN
Buildings Consultants:	Pleasance, Hookham & Nix 1 Northampton Street Cambridge CB3 0AD
Property Managers:	Cheffins Commercial Clifton House 1-2 Clifton Road Cambridge CB1 7EA
Investment Managers:	BlackRock Investment Management (UK) Limited 12 Throgmorton Avenue London EC2N 2DL
Legal Advisers:	Mills & Reeve Botanic House 100 Hills Road Cambridge CB2 1PH

OPERATING AND FINANCIAL REVIEW

1. About Sidney Sussex

Sidney Sussex College was founded in 1596 under the will of Lady Frances Sidney, Countess of Sussex and is one of the ancient colleges of the University of Cambridge. Its purposes are the admission and education of students matriculated in the University of Cambridge and the promotion of academic research by its Fellows. It is an independent, self-governing, corporate body whose affairs are regulated by statutes approved by the King in Council (formerly by the Queen in Council). The College was formally registered with the Charity Commission on 25 August 2010. The College provides accommodation and catering for its junior members through most of the year, and for academic and other conferences during vacations.

Aims and objectives of the College

The College is a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief.

Education

The College provides, in conjunction with the University of Cambridge, an education for almost 650 undergraduate and postgraduate students, which is recognised internationally as being of the highest standard. This education is both academic and personal in the sense that it enhances the students' potential to become leaders and effective communicators, so preparing them to play full and effective roles in society. It is a central aim of the College to promote academic excellence, just as it is to guard freedom of thought and belief, for all its members and for the public good.

In pursuit of these benefits, the College:

- provides extensive teaching facilities, especially including individual or small-group supervision, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems;
- provides social, cultural, musical, recreational and sporting facilities enabling all students to realise their academic and personal potential to the full while studying at the College;
- is committed to the freedom of thought and expression;
- maintains an extensive library, so providing a valuable resource for students and Fellows of the College.

The College is committed to:

- admitting undergraduate and postgraduate students who have the highest potential for benefitting from the education provided by the College and the University;
- operating an outreach programme to raise educational aspiration, and to attract outstanding applicants who might not otherwise have considered entering Higher Education at all, so that they may be encouraged to apply to a University, to Cambridge in general and to Sidney Sussex College in particular. This programme involves an extensive round of visits to schools, school visits to the College, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website;
- setting out an admissions policy that ensures students are selected without regard to their gender, sexuality, social background, geographic location, religious commitment, ethnic origin or financial position. No student is excluded on the grounds, or as a result, of these factors;
- charging the following fees:
    - Home and EU undergraduates are charged a combined University and College fee of £9,250 (£9,250 in 2020-21), of which the College's share is £4,625 (£4,625 in 2020-21);
    - Overseas undergraduates are charged a College fee of £9,840 (£9,371 in 2020-21);
    - Postgraduates are charged a combined University and College fee, which varies according to the course. The total fee income is then allocated across Colleges at an equal average rate per student which for 2021-22 is £4,475 per postgraduate (£4,069 in 2020-21);
    - Accommodation and meals are charged at reasonable rates;

- assisting undergraduates with limited financial means by providing bursary support through the Cambridge Bursary Scheme, which is operated jointly by Colleges and the University. For the academic year 2021-22, the number of awards made was 88 (2020-21: 81) out of a Home/EU undergraduate population of 348 (2020-21: 340); 40 (2021: 44) of the awards were at the maximum value of £3,500 (2020-21: £3,500); and the average value of the awards was £2,500 (2020-21: £2,793);
- supporting the costs of postgraduate students by providing substantial financial support. This includes studentships to fund fees and living costs and 'top-up' funding to fill funding shortfalls in students' funding packages;
- supporting all students through a grants scheme, assisting with the purchase of books and equipment, attendance at conferences, study and research grants and travel grants;
- operating a hardship scheme for all students in financial need.

Public benefit

The Council has complied with its duty regarding public benefit, showing regard to the Charity Commission's guidance. The College follows a rigorous and objective process for selecting members in partnership with the University of Cambridge.

In order to fulfil its charitable purposes of advancing education, religion, learning and research, the College employs Fellows in roles which include those of Teaching Officers, Directors of Studies, Tutors, and senior administrative officers. All Fellows in Classes 1, 2 and 3 are members of the College's Governing Body. The employment of the Master and Fellows is undertaken with the intention of furthering the College's aims, and their employment directly contributes to the fulfilment of those aims. The private benefit accruing to the Master and Fellows through salaries, stipends and employment related benefits is objectively reasonable, measured against academic stipends generally, and reviewed by the Remuneration Committee which has at least two external members. Annual pay increases normally follow national settlements applying to the university sector. Without the employment of Fellows, the College could not fulfil its charitable aims as a College in the University of Cambridge.

As a not-for-profit organisation, the College sets its charges for members only as high as is necessary to cover costs. Bursaries and other financial support are offered to individuals wherever possible, in an effort to ensure that no one is dissuaded from applying, taking up a place or completing their studies because of financial hardship.

Religion

In pursuing its objective as a place of religion, the College carries forward the tradition, continuous since its foundation, of reflection upon the benefits, and moral and ethical commitments, entailed by religious belief, and upon the implications of that belief for the individual and society. It is, further, a central aim of the College to promote freedom of thought and belief among all its members, of any faith and none.

As part of this, the College:

- maintains, in accordance with its Statutes and the law of the land, its historic connection with the work of the Church of England, particularly through its Anglican services in College;
- maintains and supports the Chapel as a place of religious worship and holds a variety of religious services on weekdays and at weekends during term, which are open to the general public and to visitors;
- supports the emotional, spiritual and mental wellbeing of all members of the College community through its chaplaincy, and through the stimulus that the chapel can provide to all, regardless of whether they have a particular faith commitment or not, to reflect upon the ethical and wider dimensions of human existence and the accompanying social responsibilities;
- enriches its services in Chapel through its outstanding choral tradition carried forward by the College's Choir.

The College's religious services (in all senses of the word 'services') are available to every member of the College, and benefit the wider public through the openness of all rites (twice weekly Evensong), alongside a variety of other services, to all members of the public, through charitable collections undertaken by members of

the College, and through the promotion and dissemination into society at large of values and practices that foster moral, spiritual and ethical well-being.

Learning and research

Learning and research seek to increase the sum of human knowledge and to be applied to the benefit of society. It is a central aim of the College to promote academic excellence through research, and in doing so to uphold freedom of expression, thought and belief, for all its members and for the public good.

In carrying out its objective of advancing research, the College:

- usually offers two Research Fellowships per year tenable for a period of 3 years;
- provides College Teaching Officer posts, the duties of which require that a substantial proportion (at least 50%) of time be devoted to developing the Fellow's research. In 2021-22 there were 5.5 College Teaching Officers in post;
- supports research work pursued by its other Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials;
- encourages visits from other academics, from home and abroad, through its Visiting Fellowships and other similar programmes;
- maintains a library and College Archive, including important special collections of great value for which the College has a duty of perpetual and inalienable care, so providing a valuable resource of learning and scholarship.

With a view to improving access to learning and research:

- the academic staff of the College are recruited for their potential to contribute to the College's aim of promoting academic excellence, regardless of their gender, sexuality, social background, religious commitment, ethnic origin or financial position;
- the College supports and encourages the dissemination of research undertaken by members of the College to the public at large through the publication of papers in academic journals or other suitable means, including the mass-media of radio, television, journalism, web and social media;
- Research Fellowships, like College Teaching Fellowships, are awarded to outstanding academics at the early stages of their careers. Research Fellowships enable academics to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of an academic post. Teaching Fellowships combine a proportion of teaching and administrative duties with a similar opportunity to develop and focus on research**.**

2. Review of operations

2.1. Responding to COVID-19

The COVID-19 global pandemic, which emerged in early 2020, had a significant operational and financial impact on the College throughout the 2020-21 academic year, and impacts continued to be felt during 2021-22.

With the easing of national restrictions, the College was largely open for the start of Michaelmas Term, although remaining closed to the general public in line with many other Colleges. All College members were strongly encouraged to take up the offer of vaccinations, use face coverings in communal areas and take a lateral flow test before attending College events. Students were advised of expectation that they be in Cambridge for their studies, with the University adopting a policy on temporary permissions to study remotely, for which any applications were considered on a case-by-case basis in discussion with the student and the College. There was a return to in-person small-group teaching unless there was a strong reason to use online delivery.

The University made available regular asymptomatic COVID-19 testing for students throughout Michaelmas and Lent Terms, with symptomatic testing continuing into Easter Term. Support for students in College, particularly for those required to self-isolate, was made available through their Tutor, Director of Studies or the College Nurse. Spikes in infection levels were closely monitored in liaison with the University's COVID-19 Incident Management Team and with the JCR and MCR representatives. Rent rebates were available to isolating students who incurred additional rental charges by remaining in College accommodation beyond the end of their termly licence in order to complete periods of self-isolation.

A new Agile Working Policy was introduced for staff to enable ad hoc hybrid working patterns where appropriate, with agreement of the relevant Head of Department. College staff were required to inform their line manager and/or the Human Resources Manager if they were required to self-isolate, and all College members were reminded to report to the University using the University's COVID-19 monitoring form. A Staff Bulletin was introduced to keep staff apprised of all matters relating to the College, including the application of COVID-19 policies and protocols.

By the start of Easter Term, and in keeping with Government guidance, the College moved to managing COVID-19 as it would any other respiratory infection, advising those with symptoms to stay home, avoid contact with others and take sensible precautions. Requirements for regular testing and to report positive tests to the College and University ended, as did restrictions on capacity limits at College events and for general College visitors. COVID-19 signage was removed, and the wearing of face coverings was left to the individual as a matter of personal choice.

2.2. Student numbers

During the 2021-22 academic year, the College admitted 109 (2020-21: 113) undergraduates and 115 (2020-21: 103) postgraduate students. The breakdown for each is shown in the tables below.

Undergraduate Admissions	**Arts**		**Sciences**		**Overall**	
	2021-22	**2020-21**	**2021-22**	**2020-21**	**2021-22**	**2020-21**
Male	21	22	29	30	50 (46%)	52 (46%)
Female	35	40	24	21	59 (54%)	61 (54%)
Total	**56**	**62**	**35**	**51**	**109**	**113**
Comprising:						
Home maintained school					57 (52%)	58 (51%)
Home independent school					32 (29%)	24 (21%)
Settled Status maintained school					1 (1%)	
Settled Status independent school					1 (1%)	
Pre-settled Status					2 (2%)	
Overseas (EU) Status					2 (2%)	
Overseas Status					14 (13%)	15 (13%)
Total					**109**	**113**

Postgraduate Admissions	**Arts**		**Sciences**		**Overall**	
	2021-22	**2020-21**	**2021-22**	**2020-21**	**2021-22**	**2020-21**
Male	31	32	30	23	61 (53%)	55 (56%)
Female	39	38	13	6	52 (45%)	44 (44%)
Other/Unknown	1		1		2 (2%)	
Total	**71**	**70**	**44**	**26**	**115**	**99**

In total, 402 (2020-2021: 396) undergraduate and 269 (225 full-time) (2020-2021: 252 [214 full-time]) postgraduate students were on the register.

2.3. Student support

In order to assist undergraduates from families with low incomes, the College provides financial support through the Cambridge Bursary Scheme which is operated jointly by Colleges and the University. In addition, the College provides a number of top-up bursaries. Undergraduates in the College received £319,550 (2020-21: £335,329) in bursaries. In addition, the College provided £52k (2020-21: £88k) in study awards and hardship grants to students in financial need.

The College provided £210k (2020-21: £151k) in financial support to postgraduate students in order to assist with their costs. This is in the form of a limited number of full studentships, top-ups to external studentships and assistance with research expenses.

To raise educational aspiration and attract outstanding applicants, who might not otherwise have considered applying, the College operates an outreach programme. The programme includes visits to schools, visits by schools, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website. Excluding bursaries the College spent £59,000 (2020-21: £65,000) on access activity in the year.

2.4. Academic achievements

Academic results 2022

First Degrees	**No. of students**		**Results available to date as % of those who sat classed examinations**	
	2022	**2021**	**2022**	**2021**
Undergraduates who sat classed examinations	341	356	100%	
Classed results available	341	259	100%	100%
of which:				
All First including Distinctions (and Part III Maths Merits)	97	82	28.4%	31.7%
II.i and Fourth Year Merits (other than Part III Maths)	183	149	53.7%	57.5%
II undivided	18	3	5.3%	1.2%
II.ii and Fourth Year Honours Passes	29	23	8.5%	8.9%
III	9	1	2.6%	0.4%
Failures to satisfy the Examiners	5	1	1.5%	0.4%

The fulfilment of intellectual potential through pursuit of academic excellence is at the heart of Sidney's educational mission. The 2022 examination round was the first in three years free from pandemic-induced disruptions and adjustments. Several subjects - Geography, History, Manufacturing Engineering and Theology posted formidable group performances, with the students' *average* percentile ranking in the top 30%, several individual results in the top decile, and a proportion of Firsts well above the University average. Additionally, English, HSPS, Law and Veterinary Medicine achieved average percentiles in the top 40%. At the same time, COVID-19 faced students with extraordinary learning and personal challenges; these are bound to have played a role in the significant rise in the number of students needing to sit examinations under special conditions, to seek allowances for examinations in which they had not met the pass mark, or to intermit their studies. Sidney's experience is in line with the University's, with numbers in each of these categories at twice or more the average for pre-COVID-19 years.

Postgraduate qualifications

College members graduating in 2021-22 achieved 32 PhDs plus 1 DSc, 18 MBChir and Vet MBs, and 323 Masters-level degrees (2020-21: 16, 14 and 58 respectively) between them[1]. The number of postgraduate degrees conferred in 2021-22 was higher than in 2020-21 partly because, due to COVID-19, a number of students have elected to wait for an in-person graduation, and others have applied for extra time. The on-going pandemic disruption continued to affect both the timing of submission of research degrees, and the choices made by postgraduate students, once they had satisfied all conditions for the formal award of their degree, whether to defer conferment of the degree until they could receive it in person.

2.5. Capital expenditure and maintenance

The maintenance of the College's operating assets requires a continuing financial commitment from the College.

In July 2021 the major project involving the build of a new basement kitchen and creation of a new dining space was completed. This involved building a new basement underneath the Master's garden, relocation of the kitchen into the basement, expanding the existing servery and developing an additional new dining space. The total cost of the project was £12.3 million, of which £4.9 million was funded from donations and legacies, and the remaining £7.4 million from the College's free reserves. The facilities were brought into use from the start of Michaelmas Term 2021 and have provided impressive new facilities for College members and conference guests.

The College also operates a planned maintenance refurbishment programme designed to maintain and improve the estate. In 2021-22 the College spent the budgeted £0.4 million on this programme (including redecoration of Cromwell Court, Garden Court, 4 & 6 Park Parade, and the College's contribution to the shared Boat House renovations). £0.5 million is budgeted to be spent in 2022-23 (to include the refurbishment of 25, 26 and 27 Park Parade hostels and the further redecoration of Garden Court).

2.6. Data handling

The College continues to monitor its data handling, reporting and Data Protection Statements in light of the UK General Data Protection Regulation (UK-GDPR).

2.7. Donations and fundraising

The College's fundraising efforts are primarily directed at raising money from its alumni through major gifts, regular giving and legacies. While unrestricted gifts are actively encouraged in order for greater flexibility to direct funds to the greatest need, key pillars for College fundraising are student support, teaching and research, college life, and buildings and environment. COVID-19 continued to significantly impact fundraising and alumni relations during the 2021-22 financial year. This was further compounded by a change of office leadership, turnover of staff and a challenging recruitment market.

Given the circumstances, the College is immensely grateful for the £1,215,235 in donations and legacies received over the course of the year. Included in this amount was a donation in kind of an Enigma machine, valued by Bonhams at £200,000.

As income received can vary significantly, the table below shows funds received over last five financial years which demonstrates the fluctuation from year to year.

SIDNEY	2017-18	2018-19	2019-20	2020-21	2021-22
Income received	£2,119,467	£1,439,249	£1,582,116	£2,361,502	£1,215,235
Largest gift	£504,833	£125,000	£300,000	£410,209	£276,769

[1] The 58 Master level degrees do not include BAMENG, BAMSCI, or BAMMATH students of which there were 23.

All fundraising is carried out by the Development and Alumni Relations Office, with support from the leadership team. The department reports quarterly results to Council and all its work is subject to oversight by a dedicated College committee, which meets three times per year. The College is registered with the Fundraising Regulator and was not the subject of any complaints to that body in 2021-22. The College has a Data Protection Statement which governs the use of any personal data held and how it is used, and the College insists alumni provide consent in holding personal data. Furthermore, communication preferences are always adhered to. The College does not seek support from the general public and takes active steps to respect the needs of any potential supporter who may be in a vulnerable circumstance or require additional care and support to make an informed decision.

2.8. Equal opportunities

The College is committed to the principle and practice of equal opportunities and strives to be an equal opportunities employer. Building upon this, the College established an Equality, Diversity and Inclusion (EDI) working group in 2020-21 to develop a strategy for improving EDI within the College. During the 2021-22 academic year, the Working Group evolved its approach from one that was principally about listening to, and learning from, others, to one more focussed on actions that the College could implement, and developed an EDI Policy Framework document, adopted by Council on 30 June 2022, that establishes the College's values and commitments in relation to EDI and modalities for their implementation.

The 2022-23 phase of work will focus on the implementation and monitoring of the EDI Policy Framework, requiring a more detailed analysis of EDI norms and principles, with a particular emphasis on ensuring alignment with Codes applicable to a charitable organisation.

To support the development and implementation of the Policy Framework, and to underline the College's commitment to EDI issues, the Council has agreed in principle that the EDI Working Group will be reconstituted as a Council Committee from the start of Lent Term 2023. During the 2022-23 academic year the Group will make recommendations on its terms of reference and potential membership before a final decision is taken on its establishment as a Council Committee.

2.9. Gender equality

Women undergraduates were first admitted to the College in 1976 and for the past two years women have comprised 54% of undergraduate admissions; 45% of postgraduate admissions are women, and 2% of postgraduate admissions either identified as 'other' or whose gender identification is unknown to the College.

Women comprised 40% (11 male and 5 female Fellows, 1 male and 3 female students) of the Trustees of the College in 2021-22, up from 35% (11 male and 5 female Fellows, 2 male and 2 female students) at the start of 2020-21. The College appointed its first female Master in 1999, the first of the formerly all-male Cambridge Colleges to appoint a female Master. Women currently hold many positions of responsibility within the College, including Admissions Director, Bursar, College Registrar, Development Director, Domestic Bursar and numerous Heads of College Departments.

3. Review of financial performance

With the ending of the majority of COVID-19 restrictions in the summer of 2021, the College started to build back operations with conference activity resuming and students in residence for the full academic year. However, the financial impact of the pandemic has continued with a continued depression in income from commercial rents and dividends, and much lower conference activity than pre-pandemic levels.

Net assets this year decreased by £2.6 million from £133.6 million to £131.0 million. Income was still substantially lower than normal due to reduced conference income, significantly reduced rental income from commercial properties and lower dividend income from the College equity investments. The College remains committed to its principles for financial recovery to ensure that the focus of the financial management of the College is directed to its core purposes and activities, with a continued emphasis on controlling costs, generating income and rebuilding free reserves. This focus is increasingly important with the current significant inflationary pressures on costs and downwards pressures on commercial rental income, requiring greater emphasis on generating income from Conference activity and fundraising.

Two of the largest movements in the balance sheet are the decrease in the market value of the shares held by the College, slightly offset by combined movements in the two pension schemes that the College participates in.

The market value of the shares fell by £3.9 million from June 2021 to June 2022.

The USS pension provision has increased by £1.8 million to £3.0 million following the completion of the 2020 actuarial valuation, and a new deficit recovery plan having been agreed. However, this has been partially offset by a reduction in the provision for the Sidney Sussex 1975 Pension Scheme of £2.4 million to £0.2 million due to the increase in the discount rate used to value the liabilities from 1.85% pa to 3.80% pa, which acts to reduce significantly the value placed on the Scheme's liabilities.

The College's commercial property portfolio was revalued by the College's property managers, Cheffins Commercial, in June 2022 which resulted in a small increase in the valuation from £15.0 million to £15.3 million. This followed a decrease in value of £7.6 million over the previous two years. The valuation was undertaken on the basis of market value.

At the end of the 2020-21 financial year, the College secured a second long term debt issue by way of a private placement of £10.0 million from the Pensions Insurance Corporation (a loan of £8.5 million was secured in the 2019-20 financial year). The funds were received in June 2021 with a maturity date of 12 May 2066. The College's objective in securing the debt was to take advantage of the low interest rates at the time and gear the balance sheet to generate future unrestricted income for the College. The loan has created a short term cash reserve, which has alleviated the risk of liquidity issues arising from the drastic and prolonged reduction in income as a result of the COVID-19 pandemic. During the course of 2021-22 the cash from these debts has continued to be invested into BlackRock passive tracker funds on a monthly basis.

The Statement of Comprehensive Income and Expenditure (SOCIE) shows an operating deficit (before other gains and losses) of £2.197 million for the year, compared with an operating surplus of £1.322 million in 2020-21. The 2021-22 figures were significantly impacted by the increase in the provision required against the USS pension scheme of £1.8 million.

Other gains and losses in the year show a loss on investments of £2.7 million compared with a gain of £7.4 million in 2020-21. This year's loss is predominantly due to the decrease of £3.9 million in value of the equity investments offset by the £0.3 million increase in the commercial property valuation and a gain of £0.9 million arising from the earlier than expected receipts from the sale of Darwin Green land in July 2022.

3.1. Income

The College had total income of £10.209 million in the year, an increase of £0.570 million (6%) from the £9.639 million for 2020-21.

	2021-22	2020-21	Variance
	£m	£m	£m
Student fees	2.850	2.762	0.088
Accommodation and catering charges to members	2.868	1.872	0.996
Conference and hospitality	0.623	0.037	0.586
Investment income	2.588	2.177	0.411
Donations and Endowments	1.215	2.362	(1.147)
Other	0.065	0.429	(0.364)
Total	**10.209**	**9.639**	**0.570**

Income from academic fees and charges increased by £0.088 million (3%) because of higher postgraduate student numbers in 2021-22 than in 2020-21 (20 additional FTE students). Postgraduate per capita fee has also increased from £4,069 to £4,475 per FTE student.

Income from residences, catering and conferences increased by a total of £1.582 million (83%) in the year. As the restrictions from the pandemic have eased, students have been able to have the full academic year in residence and there has also been an increase in student vacation rent income. This has driven an increase in catering income from students. With almost no conference and hospitality business in the previous year, income from non-members increased to £0.623 million. This is still significantly short of the £1.379 million achieved in 2018-19 before the COVID-19 pandemic.

Overall there was a £0.411 million (19%) increase in investment and endowment income, comprising an increase in equity and interest income across the year of £0.218 million, and an increase in income of £0.193 million in commercial rental income. The increase in equity income was due to the increase value of the investments with cash from the long-term debt having been invested over the course of the year. A significant number of rent reductions and rent waivers have been provided to the Commercial tenants, and, although the College has recognised all the commercial rental income that was invoiced to the tenants, there is still a significant doubtful debt provision as a number continue to have financial difficulties as businesses deal with the impacts of the pandemic and the current economic situation. The commercial rental income of £0.943 million in this financial year is still significantly less than the £1.381 million achieved in 2019-20 before the effects of the COVID-19 pandemic were felt.

Following a very strong year in 2020-21 for donations and legacies, Donations and Endowments income has decreased by £1.147 million (49%) to £1.215 million. This is in part due to change of team and a challenging recruitment market, and significant yearly pledges came to an end in the previous financial year. The College is extremely grateful for the donations and benefactions it receives as they enable the College to continue to provide high quality personalised teaching and do things it could not otherwise do to deliver its charitable purpose, particularly in such financially challenging times.

Other income has decreased by £0.364 million from £0.429 million last year to £0.065 million this year. This large drop is due to the ending of the HMRC furlough scheme at the beginning of the financial year. This brings the value of other income back to normal pre-COVID-19 levels.

Academic fees cover only 56% of the cost of providing education, and this year the College ran a deficit of £2.2 million on education. The College is reliant on income from conferences, commercial property and dividends from investments, as well as donations, to fund the education deficit. As such, the reduction in income from conferences, commercial rent and dividend income due to the COVID-19 pandemic has meant that the College has been, and continues to be, even more exposed to the deficit on education.

Trustees remain committed to continue with the work started at the end of 2019-20 to reduce the short and medium term impacts on the College finances.

3.2. Expenditure

In 2021-22 expenditure increased from the previous year by £4.089 million (49%) to £12.406 million. The 2021-22 expenditure included an adjustment of £1.747 million due to the USS provision increase; excluding this, underlying costs therefore increased by £2.342 million (28%).

The increases in costs came from a variety of areas and were, in part, a result of full occupancy of the students in College during the academic year, and also increased conference activity. Expenditure on maintenance and major projects resumed to pre-pandemic levels and inflationary pressures on utility prices and food costs also started to impact the College's expenditure significantly.

3.3. Investments

The College's investments increased in value by £8.117 million to £92.271 million and generated £2.588 million income during the year; a combination of equity returns and rent from commercial properties. This movement in the value of investments includes the additional investment throughout the year of £12.413 million of new funds to be invested for future College income. These funds came from the debt issue raised in June 2021 and receipts from the Darwin Green land.

Broadly the College has four categories of investments:

1) Securities portfolio (amalgamated fund) which is managed for long term total return.
2) Commercial property which comprises retail units that are integral to the College site, or student accommodation blocks. The College is unlikely to be able to sell any of this property, so it is managed for income over the long term.
3) Other investments, which have been donated to the College. The College aims to reduce any direct holdings and convert investments into the equity portfolio.
4) Cash

The proportions held in each category change over time as a result of investment performance and operational need.

Movements in Investment Asset Allocation	**June 2021 £ million**	**June 2022 £ million**	**Movement £ million**
Charities UK Equity Index Fund (BlackRock)	35.41	18.94	(16.47)
iShares Developed World Index Fund (BlackRock)	21.09	0.00	(21.09)
iShares Developed World Fossil Fuel Screened Equity Index Fund (BlackRock)	7.08	52.82	45.74
Cash held pending transactions (BlackRock)	0.11	0.00	(0.11)
Charities Property Fund (Savilles)	2.47	2.93	0.46
Sub-total: Amalgamated Fund	**66.16**	**74.68**	**8.53**
Commercial Property	15.02	15.28	0.26
Other Investments	2.27	1.63	(0.64)
Cash held for funds	0.71	0.68	(0.03)
Total	**84.15**	**92.27**	**8.12**

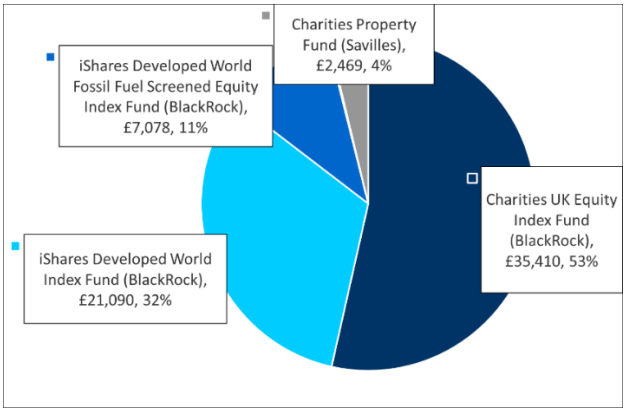
The Amalgamated Fund, in which the College's Special Trust Funds and Designated Funds are held, is a securities portfolio which predominantly comprises passive tracker funds managed by BlackRock; specifically in the Charity UK Index Fund and the iShares Developed World Fossil Fuel Screened Fund. There are also investments in the Charities Property Fund.

The target asset allocations agreed by the Investment Committee in November 2021 for investments within the College's passive tracker funds are as follows:

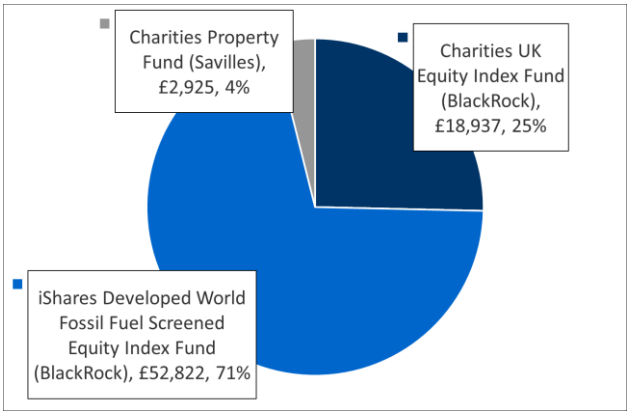
UK – BlackRock Charities UK Equity Index Fund	20%
World – iShares Developed World Fossil Fuel Screened Index Fund	80%

The College has been moving towards this revised allocation in a phased approach over time, as is illustrated in the two pie charts below:

June 2021



June 2022



Given the large falls in global market values in the year to June 2022, the total investment returns for the passive tracker funds are less than CPI over the last year, and the last three years.

Period	Portfolio (%)	CPI (%)	Portfolio net of CPI (%)
1 Year	-3.32	9.48	-12.79
3 Years (Ann.)	3.43	4.13	-0.69
5 Years (Ann.)	4.54	3.36	1.18

Source: BlackRock, data as at 30 June 2022

The College Statutes, approved in 2018, confer power for implementation of Total Return Accounting. During 2021-22 the College reviewed proposals to move to Total Return Accounting and approved implementation from 1 July 2022. In order to 'smooth' the effects of short-term volatility in asset values, the income spending rule will be based on a three-year rolling average of the quarter-end unit values of the Amalgamated Fund. To provide budget certainty and an opportunity to react to unanticipated changes in market conditions, the rolling average will be lagged by two quarters. As an example, the expenditure in the year 2022-23 will be based on the twelve quarter-end unit values from quarter ended 31 March 2019 to quarter ended 31 December 2021. It has been agreed that the Total Return draw down will be set at the level of 3.2% of the weighted average unit value of the Amalgamated Fund.

The College adheres to the Charity Commission guidance on ethical investments as a minimum standard but will take additional action on ESG considerations whenever it is possible and effective to do so within the College's fiduciary responsibilities. The College's current holdings are concentrated in publicly listed companies through passive market tracker funds. Where the College sees that within its fiduciary responsibilities it can contribute to changes in public discourse, it will exclude particular companies or sectors from its portfolio for ESG considerations. The College aims to appoint investment managers with ambitious shareholder engagement goals and methods, including those that combine divestment and engagement to good effect. The College's default position will be to expect managers to vote in favour of ESG shareholder resolutions.

3.4 Reserves

The College Reserves Policy ensures that the College has sufficient financial resources to continue, but also constrains the extent to which reserves are built up from operating surpluses to help maintain inter-generational equity and balance the needs of current and future students.

The College's target for free reserves is set out below:

Reserve	Target Free Reserves	Rationale
Strategic initiative reserve	£2.5 million	To fund strategic initiatives such as investment in property and facilities for members of College – equivalent to approximately 5% of fixed assets.
Contingency Income and Expenditure	£2.5 million	Contingency to cover extreme/unexpected expenditure or cover shortfall in income – equivalent to approximately 25% of turnover.
Total	**£5.0 million**	

Available free reserves represent unrestricted general funds of the College. The calculation involves analysis of the composition of the total reserves shown in the Balance Sheet. In line with the Charity Commission definition, the College excludes the following categories in its calculation of free reserves: restricted reserves (comprising special trust funds, restricted capital grants and permanent restricted endowment); illiquid investments (which includes the College's commercial rental properties since they are integrated with student accommodation blocks), and fixed and heritage assets. Additionally, the College excludes designated funds from the free reserves calculation as these are funds for which Council has designated a particular purpose which is generally driven by preferences expressed by donors and hence these funds are not normally available for general expenditure.

Set out below is a table showing the historical trend in free reserves:

£ million	June 2018	June 2019	June 2020	June 2021*	June 2022
Total reserves	**133.3**	**131.7**	**123.3**	**131.3**	**131.0**
Less: Restricted reserves	(34.1)	(34.5)	(31.9)	(32.1)	(30.3)
Less: Fixed/heritage assets	(49.6)	(53.0)	(57.0)	(60.1)	(59.3)
Less: Illiquid investments	(30.2)	(28.9)	(21.4)	(18.9)	(18.6)
Sub-total: Free Reserves including Designated Funds	**19.4**	**15.3**	**13.0**	**22.5**	**22.7**
Less: Designated funds	(14.4)	(15.1)	(17.5)	(21.2)	(21.8)
Available Free Reserves	**5.0**	**0.1**	**(4.5)**	**(1.0)**	**1.0**

**Note that for June 2021 figures, Free Reserves are stated after the Post Balance Sheet Event in which the impact of a new deficit recovery plan agreed for the USS pension scheme was included with an increase in the provision of £2.3 million for the obligation to fund the deficit. Before this adjustment, the Free Reserves were £1.3 million.*

As at 30 June 2022, the College's free reserves were £1.0 million compared with target reserves of £5.0 million. The increase from June 2021 (after the Post Balance Sheet Event) to June 2022 reflects the overall decrease in the pension provisions as the Sidney Sussex Pension Scheme provision decreased by £2.4 million and USS provision was £0.6 million lower than the June 2021 figure.

The College is focusing on maximising income and donations, reducing costs, effective use of restricted income from Special Trust Funds and Designated Funds, and investing in the Sidney Sussex Permanent Fund in order to recover from the impacts of the kitchen project and COVID-19, as well as the current spike in inflation, and rebuild its free reserves to the target level of £5 million. This is one of the key principles for financial recovery as approved by Council.

3.5 Pension funds

The College participates in two pension schemes, the Sidney Sussex 1975 Pension Scheme and the Universities Superannuation Scheme (USS). The College Pension Scheme has been closed to new members since 2004 and at the June 2022 year-end has only four active members accruing benefits. All other College members on the payroll are auto-enrolled in the USS Scheme (subject to meeting the eligibility criteria) unless they choose to opt out.

The Sidney Sussex 1975 Pension Scheme deficit decreased during the year from £2.642 million to £0.227 million due to the increase in the discount rate used to value the liabilities from 1.85% pa to 3.80% pa, which acts to reduce significantly the value placed on the Scheme's liabilities.

The USS deficit funding provision increased from £1.284 million to £3.042 million, following the completion of the 2020 actuarial valuation, and a new deficit recovery plan having been agreed.

Both pension funds underwent a triennial valuation in 2020. A valuation establishes whether, at a certain date, the scheme trustees believe the pension scheme will have enough money to be able to pay the pensions that the scheme's members are expecting, now and long into the future. Given the timing of the global COVID-19 pandemic, both valuations, particularly USS, were impacted by the financial uncertainty in the markets at the valuation date.

The July 2020 valuation for the Sidney Sussex 1975 Pension Scheme was completed in March 2021. The deficit reduction contributions were maintained at the existing level of £294,000 per annum whilst the period of the deficit recovery plan was reduced to seven years.

The 'snapshot' date for USS 2020 valuation was 31 March 2020. There has been no further update to the valuation in the intervening period. Further increases in employer and employee contributions came into effect from 1 October 2021 for the USS scheme.

4. Principal risks and uncertainties

Members of the Council, as Trustees of the College have ultimate responsibility for ensuring risk is managed satisfactorily within College. The Council reviewed the arrangements for managing risk in 2018-19 and revised the process, with implementation in 2019-20, and further embedding of the process in 2020-21.

The principal risks the College must continuously address are the long-term ability to maintain and develop its educational and research activities, to attract the best staff and students, and to maintain and renew its physical facilities.

There are always uncertainties regarding the future external environment within which the College will operate, most notably regarding higher education policy and funding.

All the College's principal risks were heightened by the emergence of COVID-19 in 2020 and its continuing impact throughout 2021. The residual score for Financial Management, the principal risk in 2021-21, has since lowered, but other risks, primarily related to the longer-term effects of the pandemic, have increased.

Summary table of Sidney Sussex College risks in 2022

Risk	Raw risk score 2022	Residual risk score 2022	Residual score movement from 2021
Student welfare	20	16	↑
Assistant staff	20	16	↑
Information Technology	18	15	↑
Student academic and personal development	20	12	↑
Academic staff	16	12	=
Student admissions	16	12	=
Communications	15	12	=
Financial Management	15	12	↓
Donation and legacy income	12	9	=
Estates and facilities	12	9	=
Health and Safety	12	8	↓
Governance	6	4	↓
University and inter-collegiate relations	6	4	=

The principal risks at 30 June 2022

As indicated in the table above, the principal risks and uncertainties that the College faces relate to student academic and personal development, student welfare and assistant staff, all of which show the continuing repercussions of the pandemic. Risk relating to Information Technology has also increased. The mitigation enacted to reduce the Financial Management risk identified in 2020 and 2021 has reduced its residual risk score, though it will continue to be monitored closely and managed, particularly in the light of the steep rise in energy costs and inflation.

The descriptions of the principal risks and key mitigating actions agreed to manage them in 2021-22, are summarised below:

Student Welfare

This risk relates to failures of student welfare and/or pastoral support leading to mental health, safeguarding or pecuniary issues for students. The risk can crystallise through situations as varied as overseas students being unable to self-fund due to changes in family circumstances, and of student(s) reporting incidents of sexual misconduct.

In mitigation, a Head of Student Wellbeing post was introduced to develop opportunities to promote student wellbeing and to identify mental health needs within the student population, design effective responses to those needs, build consensus for innovation and reform in the promotion of wellbeing and support for mental health, and manage and embed the resulting changes. The Head of Student Wellbeing will identify key success factors for the support of students, and design and implement a framework for the College's wellbeing strategy, which can be used to measure effectiveness of the post, including in mitigation of this risk.

Additional safeguarding training for student-facing staff has been led by the College's HR team, alongside broader safeguarding awareness-raising initiatives and policies, to ensure that staff are alert to issues affecting students' mental health, including financial hardship leading to exclusion from co- and extra-curricular activities, harassment and sexual misconduct, lack of social inclusiveness, and adjustments required for students with physical disabilities.

There has been a thorough review of College support for the new Foundation Year students. Undergraduate Freshers' Induction includes workshops on Developing Consent and on Unconscious Bias, and Social Media Guidelines are being developed. All students have access to information and education programmes such as Active By-Stander Training, Goodlad Initiative and Breaking the Silence. College rules and processes dealing with harassment and sexual misconduct are being reviewed to ensure consistency with, and ease of access to, the improved University processes. From the start of the 2022-23 academic year, Undergraduate Freshers will be offered a Preparation Week ahead of the start of term, a new initiative to assist with the transition to College life.

Assistant Staff

This risk is a failure to attract and retain appropriately skilled and capable staff needed to meet the on-going requirements of the College, and failure by the College to execute contractual obligations as an employer, to follow best HR practice, or to provide a safe and fair working environment. It would crystallise by an inability to recruit suitable candidates to advertised roles, leading to vacancies having to be re-advertised, particularly in Catering, Accommodation and Development, and to having to scale back College services due to understaffing. There have been significant issues in recruitment throughout 2021-22 with a number of posts needing to be readvertised, and in some cases remaining unfilled.

In mitigation, the College is reviewing all HR policies and procedures and implementing an ongoing process for regular review to ensure it remains aligned with current best practice. Pay reviews and organisational structures have been reviewed. A job evaluation exercise will be undertaken to compare the market rate, and social media will be used to broaden the reach of recruitment advertising campaigns. Job descriptions will be reviewed annually within the Professional Development Review (PDR) process, and a training programme will be developed to increase opportunities to build awareness of leader/manager responsibilities.

Information Technology

The risk is the potential for the loss or corruption of data, or loss of access to IT services. The crystallisation is the loss of knowledge and experience through recent high turnover of staff in the IT Team, leading to increased support times as new staff members learn Sidney systems. Risks also relate to continued use of legacy systems which are outdated and unsupported, and to users storing personal data on non-managed devices. External risks relate to global supply chain issues continuing to delay delivery of replacement hardware and the heightened potential for cyberattacks from Russia due to the war in Ukraine.

Mitigation measures include a new Cyber-incident Response Plan and Incident Management Policy, and updates to the Disaster Recovery runbook, and improvements to logging and reporting of issues and review of relevant policies. An IT Assistant post has been increased to a full time post to increase capacity within the IT Team. High-risk users will be spoken to directly and trained on access to Company Portal on portable devices, with the warning that remote access will be revoked in the event of non-compliance.

Other key risks

In addition to the principal risks described in detail, the table shows that the College identified five additional risks which in 2022 were also assessed as having a red 'raw' risk rating, but which have been ranked amber, and hence lower than the financial risk, in terms of 'residual' risk. This is largely due to the anticipated and cumulative effects of the mitigation being applied. These five risks are summarised in the table below in order of residual risk score (highest to lowest).

Risk	Risk description and incidences of crystallisation	Mitigating action in 2021-22
Student Academic and Personal Development ('raw' risk of 20)	This risk constitutes potential failure by the College to enable students to flourish academically and personally. The risk was heightened with the emergence of COVID-19 and the need for remote learning for significant periods and aspects of the learning experience throughout 2020 and 2021. Crystallisation of the risk has been seen in the continuing number of student allowances and intermissions and a third-party event being opposed by students because of views of the external organisation.	In addition to the key controls in place to manage this risk, the following additional actions have been pursued: the appointment of a Head of Student Wellbeing, advance budgeting of extra- and co-curricular student support with disbursements monitored by the Student Finance Officer, and consideration of how better to promote students' academic, co- and super-curricular achievements.

Risk	Risk description and incidences of crystallisation	Mitigating action in 2021-22
Academic Staff ('raw' risk of 16)	This risk constitutes potential failure to attract and retain high quality academic staff to deliver the College's teaching needs and to contribute to good college governance through engaged membership with Council, Governing body and their committees; as well as the College's ability to provide an attractive interdisciplinary scholarly community. Crystallisation of the risk has been seen in the lack of recent recruitments through the UTO scheme, and in individual Fellows requesting reduction in their teaching commitment.	In addition to some of the key controls to mitigate this risk, including regular review of teaching needs and UTO scheme opportunities, clear expectations and monitoring of contributions/stint of both CTOs and UTO Fellows, and flexibility in appointment terms, specific additional action in 2021-22 included a mandate for the EDI Working Group to explore measures to ensure equality, diversity and inclusion in the Fellowship (and staff), and future plans for systematic exploration of the scope for recruiting non-Teaching Officers embedded in individual University Faculties, Departments and University-affiliated research centres. Council is considering proposed changes to the terms and conditions of CTOs' employment and the role of CTOs in delivering the College's teaching and direction of studies.
Student admissions ('raw' risk of 16)	This risk constitutes potential deviations of actual admissions from target numbers, failure to identify candidates with best potential, failure to widen participation, failure to fulfil the University's Access Participation Plan obligations, and failure to comply with due process.	In addition to the key controls in place to manage this risk which include a transparent admissions process, University trained interviewers, and an outreach programme, the following additional actions were pursued in 2021-22: an innovative and engaging outreach programme including school visits and hosted residential events, with the first offer-holders and families open day held in Easter Term 2022, and College participation in the Foundation Year Programme.
Financial Management ('raw' risk of 15)	This risk constitutes potential risks to income, expenditure or investment performance as a result of external factors and/or ineffective financial management.	In addition to the existing controls in place to manage this risk through experienced, professionally qualified staff and guidance and control from the Finance and Needs, Investment and Audit Committees, and external auditors, and regular reviews of service support and the financial stability of the College's suppliers, the College has reviewed its Investment Manager and strategic asset allocation for the Sidney Sussex Pension Scheme and for passive funds held with BlackRock, introduced Total Return calculation, and reviewed the conferencing forecast and plans as the pandemic recedes. Planned work includes an exit strategy for the Sidney Sussex 1975 Pension Scheme (subject to market conditions) and improvement of financial management skills for non-financial managers, including development of a Financial Procedures Manual.

Risk	Risk description and incidences of crystallisation	Mitigating action in 2021-22
Communications ('raw' risk of 15)	This risk constitutes the potential for the College's communications activities to lead to damaging publicity, or the provision of inadequate or inaccurate information which impacts the College's reputation. Crystallisation of the risk was demonstrated by press attention to an inappropriate message made by a current student on a WhatsApp group for offer holders, and a Varsity journalist contacting the College regarding a complaint from a student with accessibility needs about the way the College handles requests from disabled students.	In addition to the existing controls in place to manage this risk, which includes a communications officer to manage day to day communications and a communications steering group to review communications data and to advise on policy decisions, it was decided that in 2020-21, a comprehensive review of the governance and accountability for communications across the College would be initiated. This work continued during the 2021-22 academic year but has been delayed by the recruitment of a new Communications Officer. A Communications Internship has been established to support communications activity while recruitment is underway. A crisis reputational management workshop was held in July 2022, attended by Principal Officers, the Admissions Director, College Registrar, Development Director, Domestic Bursar and the Communications and Web Officer.

5. Plans for future periods:

The College is a permanent institution and an important constituent of the collegiate University of Cambridge. The charitable purpose is that the College is to be a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief.

College plans for the short and medium term include:

- providing appropriate student support following the pandemic and ensuring the College educational provision fully returns to in-person delivery in terms of teaching, pastoral care and tutorial services;
- rebuilding the College community and the workforce in the aftermath of the COVID-19 pandemic and the resulting high turnover in staff;
- finalising and implementing the College's wellbeing strategy, delivering improvements in pastoral care and onboarding of students;
- continued review of the College's admissions strategy in the light of the University's Access and Participation Plan (APP), the wider Admissions Review initiated by the University which reported in 2021;
- participation in the University-wide Foundation Year Programme, the first year intake of which will be in 2022-23;
- review and implementation of recommendations for the structure and remuneration of teaching provision within the College;
- ongoing review and implementation of plans to recover from financial losses resulting from COVID-19 and the current spike in inflation; that is to return to break-even on surplus/deficit before major works and donations, and take appropriate measures to rebuild free reserves to meet the target level of £5 million;

- capitalising on the opportunities that the new basement kitchen, servery and dining hall, afford the College in terms of enhanced student dining, conference and alumni events;
- rebuilding conferencing income;
- building upon the work carried out by the newly established Equality, Diversity and Inclusion (EDI) working group to implement the College's recently adopted EDI Policy Framework and to embed this work in a new College committee as a successor to the Working Group;
- developing, funding and implementing an environmental sustainability strategy for the College;
- developing a medium/long term estates refurbishment and maintenance plan;
- recruitment and election of a new Master to succeed the current Master when his term ends in 2023;
- independent review of the performance of the College against the Charity Commission's Code of Governance and implementation of recommendations.

Approved at the meeting of the Council on 9 November 2022

Professor R Penty
Master

CORPORATE GOVERNANCE

In February 2018 a revised set of Statutes for the College were approved by the Privy Council. The College is governed, under these Statutes, by two principal bodies:

- **The Governing Body**: comprises the Master, all Fellows in Class 1 (teaching), Class 2 (research) or Class 3 (administrative), and four elected students representing the junior members of the College. The Governing Body meets 6 to 8 times a year. It elects the College Council and supervises its work. In addition, it has the authority to make or amend the Statutes and Ordinances of the College and to resolve issues concerning their interpretation; to authorise any substantial alterations or additions to the College buildings or grounds; to hold the annual Audit Meeting; to elect and decide on the remuneration of the Master (subject to the Remuneration and Benefits Committee); and to elect the Vice-Master.

- **The College Council**: comprises the Master, three Fellows ex officio (the Vice-Master, Bursar and Senior Tutor), nine to twelve Fellows elected for three-year terms by the Annual Meeting of the Governing Body, and four junior members, three of whom are elected ex officio and one directly. The Council usually meets 9 times a year and deals with all matters of College administration not reserved to the Governing Body. The members of the College Council are the Charity Trustees of the College.

The Governing Body and the College Council are served by sub-committees of which the principal ones as set out in the Statutes and Ordinances are Audit Committee, Education and Pastoral Care Committee, Finance and Needs Committee, Investment Committee, Remuneration and Benefits Committee and Statutes and Ordinances Committee. The Audit, Investment and Remuneration and Benefits Committees contain members who are external to the College.

The **Finance and Needs Committee** is a standing committee of the Council, appointed annually, normally at the Annual Council Meeting. The Committee has the responsibility for the financial affairs of the College, including in the long-term, and for all aspects of financial policy, which includes priorities and resources for teaching needs identified by the Education and Pastoral Care Committee, financial strategy and policy, financial planning and resource management, including human resources, College accounts and suitable procedures for financial and other control. The Committee also acts as a remuneration and benefits committee for assistant staff, setting annual policy and pay bands.

The **Audit Committee** is a standing committee of the Governing Body, appointed annually, normally at the Annual Meeting. The Committee has the authority to seek out information and investigate any matter within its remit. Any member of the Committee, and any authorised agent of the Committee, may inspect the financial records of the College. The Committee scrutinises accounting policy and practice, alongside the internal systems of financial and other control set by the Finance and Needs Committee. It also sets policy and oversee procedures for risk assessment and risk management. It is its duty to manage the annual external audit of the College accounts and it has general oversight of the effectiveness of College governance, with authority to raise any matter of concern with the Governing Body.

The **Investment Committee** is a standing committee of the Council, also appointed annually. Within the terms of policies set by the Council and subject to any specific directions from the Council, the Committee manages cash, including the investment or realisation of operational cash, stocks and shares and other financial instruments, investment funds and land or any interests in land held by the College for investment purposes.

The **Remuneration and Benefits Committee** is a standing committee of the Governing Body. The Committee acts as an independent advisory body with power to set limits on the level of remuneration and other direct and indirect benefits (including the receipt of any salary, stipend, allowance, fund or facility, or any other benefit of a measurable value) of the Master, Fellows and Officers of the College, including the Trustees.

The **Education and Pastoral Care Committee** is a standing committee of the Council. The Committee has general superintendence of educational policy and provision in the College, keeping all aspects under review. In particular it monitors relevant University policies and general public policies on educational matters, considers proposals and makes recommendations on undergraduate and graduate admissions policy and practice, makes annual assessments of teaching needs and resources, and identifies any appropriate changes to teaching provision or admissions practice, including the addition or loss of teaching staff. The Committee

takes steps to maintain the quality of College teaching and its cost-effectiveness, and for that purpose takes due account of feedback from students, both through formal general consultation and in dialogue with students' representatives. It reports annually to the Council on the academic performance of undergraduate and postgraduate students and proposes measures which may help sustain and improve that performance including, through the appropriate channels (in particular the Graduate Tutors' Committee and Education Sub-Committee of the Senior Tutors' Committee) any aspects of the University's educational provision for postgraduates which gives rise to concern.

The **Statutes and Ordinances Committee** is a standing committee of the Governing Body. The Committee provides advice on legal matters which arise, whether within the College or from advice or consultations initiated by bodies in the collegiate University or beyond. It keeps the Statutes and Ordinances of the College under review in the light of University policy and practice, the law of the land and best practice, and makes recommendations for changes to the instruments of governance, providing appropriate draft instruments to give effect to such recommendations.

STATEMENT OF INTERNAL CONTROL

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

The system of internal control is risk based, so is designed to manage and mitigate, rather than eliminate, the risk of failure to achieve policies, aims and objectives.

The system of internal control is designed to identify the principal risks to the achievement of the College's policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively, and economically. The Council has responsibility for agreeing the risk assessment. Risk management is delegated to individual Committees and is overseen by the Audit Committee. The Audit Committee's and Council's review of the effectiveness of the system of internal control is informed by the work of the various Committees, the 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.

The Audit Committee meets without officers being present and can carry out independent investigations of complaints and is a point of independent contact for the Auditors.

RESPONSIBILITIES OF THE COUNCIL

The Council is responsible for preparing the Annual Report and 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 Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing these financial statements, the Council is required to:

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

The Council is responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable it to ensure that the financial statements comply with the Statutes of the University of Cambridge. It is 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 Council is responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

INDEPENDENT AUDITORS' REPORT TO THE COUNCIL

Opinion

We have audited the financial statements of Sidney Sussex College (the 'College) for the year ended 30 June 2022 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 30 June 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Statutes of the University of Cambridge.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Council are responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our auditors' 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Statutes of the University of Cambridge

In our opinion based on the work undertaken in the course of the audit:

- The contribution due from the College to the University has been computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G,II, of the University of Cambridge.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Operating and Financial Review.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the responsibilities of the Council statement set out on page 28, the Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council 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 Council are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 College through discussions with Trustees and other management, and from our knowledge and experience of the education sector;
- we obtained an understanding of the legal and regulatory framework applicable to the College and how the College is complying with that framework;

- we identified which laws and regulations were significant in the context of the College. The Laws and regulations we considered in this context were Charities Act 2011, the Statutes of the University of Cambridge and taxation legislation. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items;
- in addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the College's and the Group's ability to operate or to avoid material penalty; 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 College's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

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

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

- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policy 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;
- reviewing minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the College'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 directors 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/auditorsresponsibilties. This description forms part of our auditors' report.

Use of our report

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

PETERS ELWORTHY & MOORE
Chartered Accountants and Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA
Date: 15 November 2022

Peters Elworthy & Moore 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, using the Recommended Cambridge College Accounts (RCCA) format; and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019.

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.

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 which are included at valuation.

Going Concern

Covid-19 has had a significant impact on the College's financial results as well as the uncertainties presented by the current macro-economic environment.

The College has undertaken detailed budgeting, forecasting and cash flow planning which is reviewed and monitored by the Finance and Needs Committee and Council. Forecasts have been prepared for the period to 2027 on a prudent basis and have considered the impact upon the College and its cash resources and unrestricted reserves. The College continues to review its cost base in order to combat the reduction in revenues and to extend financial headroom. The College also has significant investments which could be realised if required.

Based upon their review the Trustees believe that the College will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore have continued to adopt the going concern basis in preparing the financial statements.

Consolidation of subsidiaries

Sidney Sussex College has two wholly owned subsidiaries, Sidney Sussex Limited and Sidney Sussex Hospitality Company. Sidney Sussex Limited is a dormant company and Sidney Sussex Hospitality Company Ltd has not been consolidated on the basis of materiality but has produced accounts that are available at Companies House.

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 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 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 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. Restricted capital grants are released to general reserves upon completion of the capital project to which they relate.

Special Trust Funds are restricted funds that the College holds in trust. The College is not free to change the terms on which these funds were established, though, as a result of the new Statutes approved in February 2018, it does have relatively broad powers to use surplus income.

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.

Designated Funds are funds that have been given without restriction, which the Council has decided to designate for a specific purpose. Often this reflects the preferences of the donor. The Council is free to make and amend the regulations for these funds.

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

Investment income and change in value of investment assets
Investment income and change in value of investment assets is 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.

All investment income is credited to the Statement of Comprehensive Income and Expenditure in the period in which it is earned. It is then transferred to an Accumulated Income Account, from which the Council declares an annual dividend. This dividend forms the income for the Trust Funds for the year. The scheme is designed to smooth out fluctuations in Trust Fund income.

Other income
Income is received from a range of activities including accommodation, catering conferences and other services rendered.

Cambridge Bursary Scheme
In 2021-22, the Cambridge Bursaries given by the College to eligible students were made directly by the Student Loans Company (SLC). The College reimbursed the SLC for the full amount paid to their eligible students, and the College subsequently received a contribution from the University of Cambridge towards this payment. The College has shown the gross payment made to eligible students and a contribution from the University as Income under “Academic Fees and Charges”.

The net payment of £137,066 is shown within the Statement of Comprehensive Income and Expenditure as follows:

Income (see note 1)	£83,579
Expenditure	£220,645

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 comprehensive income and expenditure for the financial year.

Fixed assets

Land and buildings
Fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses.

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

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

Fixed assets
Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a 2% reducing balance basis.

Short Leasehold Buildings are depreciated over the life of the lease up to a maximum of 50 years.

Assets under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred and are recognised on a cash basis. They are not depreciated until they are brought into use.

Land held specifically for development, investment and subsequent sale is included in current assets at the lower of cost and net realisable value.

The cost of additions to operational property shown in the balance sheet includes the cost of land. Furniture, fittings, and equipment costing less than £5,000 per individual item is written off in the year of acquisition unless the aggregate value of related items exceeds £25,000. All other assets are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	2-25% reducing balance/straight line
Motor vehicles	20% straight line
Plant and equipment	15-25% reducing balance/straight line

Leased assets
Leases in which the College assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance leases are stated at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease, less accumulated depreciation, and less accumulated impairment losses. Lease payments are accounted for as described below.

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

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

Heritage assets
The College holds and conserves a number of collections, exhibits, artefacts, and other assets of historical, artistic or scientific importance. Heritage assets acquired before 1 July 2000 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 2000 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets

are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

Investments

Securities are included in the balance sheet at fair value on 30 June each year, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost.

Investment properties are included at fair valuation and the aggregate surplus or deficit in transferred to Unrestricted Reserves. A formal valuation of the commercial property holdings was carried out by Cheffins, Chartered Surveyors, as at 30 June 2022.

Stocks

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

Contingent liabilities and assets

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

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

Contingent assets and liabilities are not recognised in the balance sheet but are disclosed in the notes.

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. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or finance income as appropriate unless they are included in a hedging arrangement.

To the extent that the College enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date. The College does not apply any hedge accounting in respect of forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

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

Taxation

The College is a registered charity (number 1137586) 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 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 costs

Retirement benefits for employees, who started after 2 January 2004, and for the majority of Fellows are provided by the Universities Superannuation Scheme (USS). Benefits for participating employees who started before 1 January 2004 are provided by the College's own scheme, Sidney Sussex 1975 Pension Scheme, but this is now closed to new entrants.

Universities Superannuation Scheme

The College participates in Universities Superannuation Scheme. 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 College 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 profit and loss account 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 profit and loss account.

Sidney Sussex College 1975 Pension Scheme

This is a defined benefit scheme which is externally funded and contracted out of the State Second Pension Scheme up to 31 March 2016. The funds are valued every three years by a professionally qualified independent actuary using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years, the actuary reviews the progress of the scheme. Pension costs are assessed in accordance with the advice of the actuary, based on the latest actuarial valuation of the scheme and is accounted for on the basis of charging the cost of providing pensions over the period during which the College benefits from the employees' and Fellows' services.

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 in 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 College Officers 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.

College Officers 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 the probate stage.

Useful lives of property, vehicle, equipment, and furniture– Property, vehicle, equipment, and furniture 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.

Recoverability of debtors – The provision for doubtful debts is based on the College's estimate of the expected recoverability of those 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.

Investment property – Properties were revalued to their fair value at the reporting date by Cheffins Commercial. The valuation is based on the assumptions and judgements which are impacted by a variety of factors including market and other economic conditions. The revised valuation at 30 June 2022 was increased from £15.0 million to £15.3 million. Given the unknown future impact that COVID-19 might have on the real estate market, the valuation of the properties will be kept under frequent review.

Investments in Charities Property Fund – the College holds an investment in the Charities Property Fund Income Units which at the year-end was valued at £2.9 million.

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.

College Officers are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements. Further details are given in note 26.

As 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 currently based on the USS deficit recovery plan agreed after the 2020 actuarial valuation, which defines the deficit payment required as a percentage of future salaries until 2038. These contributions will be reassessed within each triennial valuation of the scheme. The provision is based on College Officers' estimate of expected future salary inflation, changes in staff numbers and the prevailing rate of discount. Further details are set out in note 26.

STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Note	Unrestricted £000	Restricted £000	Endowment £000	2022 Total £000	Unrestricted £000	Restricted £000	Endowment £000	2021 Total £000
Income									
Academic fees and charges	1	2,850			2,850	2,762			2,762
Accommodation, catering and conferences	2	3,491			3,491	1,909			1,909
Investment income	3a	1,903	17	668	2,588	1,468	33	676	2,177
Endowment return transferred		258	410	(668)	0	261	415	(676)	0
Other income		65			65	429			429
Total income before donations and endowments		8,567	427	0	8,994	6,829	448	0	7,277
Donations	3b	1,144	11		1,155	1,569	155		1,724
New endowments	3b				0			2	2
Other capital grants for assets	3b		60		60		636		636
Total income from donations and endowments		1,144	71	0	1,215	1,569	791	2	2,362
Total income		9,711	498	0	10,209	8,398	1,239	2	9,639
Expenditure									
Education	4	(4,539)	(534)		(5,073)	(3,724)	(514)		(4,238)
Accommodation, catering and conferences	5	(5,076)	(1)		(5,077)	(3,586)	(2)		(3,588)
Other expenditure		(2,191)	(57)		(2,248)	(442)	(37)		(479)
Contribution under Statute G,II		(7)	0		(7)	(12)			(12)
Total expenditure	6	(11,813)	(592)		(12,405)	(7,764)	(553)	0	(8,317)
Surplus/(deficit) before other gains and losses		**(2,102)**	**(94)**	**0**	**(2,196)**	**634**	**686**	**2**	**1,322**
Gain/(loss) on disposal of fixed assets	8								0
Gain/(loss) on investments	9 & 11	(1,160)	(36)	(1,461)	(2,657)	2,969	116	4,401	7,486
Surplus/(deficit) for the year		(3,262)	(130)	(1,461)	(4,853)	3,603	802	4,403	8,808
Other comprehensive income									
Actuarial (loss) in respect of pension schemes	15	2,298			2,298	1,460			1,460
Total comprehensive income for the year		**(964)**	**(130)**	**(1,461)**	**(2,555)**	**5,063**	**802**	**4,403**	**10,268**

STATEMENT OF CHANGES IN RESERVES

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2021	**65,253**	**1,822**	**30,167**	**36,236**	**133,568**
Prior Year Adjustment: Change of Fund Classification	26	(26)			
Surplus/(Deficit) from income and expenditure statement	(3,262)	(130)	(1,461)		(4,853)
Other comprehensive income	2,298				2,298
Release of restricted capital funds spent in the year	60	(60)			0
Transfers to / from Reserves	1,360	78	(90)	(1,348)	0
Balance at 30 June 2022	**65,735**	**1,685**	**28,615**	**34,977**	**131,012**

	Income and expenditure reserve			Revaluation	
	Unrestricted	Restricted	Endowment	reserve	Total
	£000	£000	£000	£000	£000
Balance at 1 July 2020	**55,233**	**6,031**	**25,664**	**36,372**	**123,300**
Surplus/(Deficit) from income and expenditure statement	3,603	802	4,403		8,808
Other comprehensive income	1,460				1,460
Release of restricted capital funds spent in the year	4,891	(4,891)			0
Transfers to / from Reserves	66	(120)	100	(46)	0
Balance at 30 June 2021	**65,253**	**1,822**	**30,167**	**36,326**	**133,568**

The notes on pages 44 to 58 form part of these accounts

BALANCE SHEET

	Note	2022 £000	2021 £000
Non-current Assets			
Fixed assets	8	58,886	59,831
Heritage assets	8	434	234
Investments	9	92,272	84,154
Total non-current assets		151,592	144,219
Current assets			
Stocks	10	198	190
Trade and other receivables	11	2,647	3,003
Cash and cash equivalents	12	7,037	17,040
Total current assets		9,882	20,233
Creditors: amounts falling due within one year	13	(2,293)	(2,058)
Net current assets		7,589	18,175
Total Assets less current liabilities		159,181	162,394
Creditors: amounts falling due after more than one year	14	(24,900)	(24,900)
Provisions			
Pension provisions	15	(3,268)	(3,926)
Total net assets		**131,012**	**133,568**
Represented by:			
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	28,615	30,166
Income and expenditure reserve – restricted reserve	17	1,685	1,822
		30,300	31,988
Unrestricted Reserves			
Income and expenditure reserve – unrestricted		65,735	65,254
Revaluation reserve		34,977	36,326
		100,712	101,580
Total Reserves		**131,012**	**133,568**

The financial statements were approved by the Master and Fellows on 9 November 2022 and signed on its behalf by:

Professor R Penty
Master

Ms S Bonnett
Bursar

The notes on pages 44 to 58 form part of these accounts

CASH FLOW STATEMENT

	Note	2022 £000	2021 £000
Net cash inflow from operating activities	18	(1,884)	(2,614)
Cash flows from investing activities	19	(7,559)	(3,282)
Cash flows from financing activities	20	(698)	9,526
Increase/(decrease) in cash and cash equivalents in the year		(10,141)	3,630
Cash and cash equivalents at beginning of the year		17,861	14,231
Cash and cash equivalents at end of the year	9 &12	7,720	17,861

The notes on pages 44 to 58 form part of these accounts

NOTES TO THE ACCOUNTS

1	**Academic fees and charges**	**2022 £000**	**2021 £000**
	Colleges fees:		
	Fee income received at the Regulated Undergraduate rate	1,533	1,528
	Fee income received at the Unregulated Undergraduate rate	484	468
	Fee income received at the Graduate rate	749	601
	Other income	0	46
	Cambridge Bursaries Income	84	119
	Total	2,850	2,762

2	**Income from accommodation, catering and conferences**		**2022 £000**	**2021 £000**
	Accommodation	College members	2,565	1,670
		Conferences	358	34
	Catering	College members	303	202
		Conferences	265	3
	Total		3,491	1,909

3	**Endowment and investment income**	**2022 £000**	**2021 £000**
3a	**Investments**		
	Income from:		
	Land and buildings	943	750
	Quoted securities	1,596	1,385
	Other interest receivable	49	42
	Total	2,588	2,177

	Represented by:	**2022 £000**	**2021 £000**
	Unrestricted Income	1,903	1,468
	Restricted Income	17	33
	Endowment income - Unrestricted Permanent	258	261
	Endowment income - Restricted Permanent	410	415
	Total	2,588	2,177

3b	**Donations and Endowments**	**2022 £000**	**2021 £000**
	Unrestricted General Donations	489	352
	Unrestricted Designated Donations	655	1,217
	Restricted Donations	11	155
	New Endowments	0	2
	Other capital grants for assets	60	636
	Total	1,215	2,362

4	**Education expenditure**	**2022 £000**	**2021 £000**
	Teaching	2,051	1,869
	Tutorial	915	630
	Admissions	486	446
	Research	481	257
	Scholarships and awards	585	589
	Other educational facilities	555	447
	Total	5,073	4,238

5	**Accommodation, catering and conferences expenditure**		**2022 £000**	**2021 £000**
	Accommodation	College members	2,887	2,074
		Conferences	775	607
	Catering	College members	888	670
		Conferences	527	237
	Total		5,077	3,588

6a Analysis of 2021-22 expenditure by activity

	Staff costs (note 7) £000	**Other operating expenses £000**	**Depreciation £000**	**Total £000**
Education	2,474	2,283	316	5,073
Accommodation, catering and conferences	2,227	2,094	756	5,077
Investment management costs	0	60	0	60
Other	188	223	37	448
USS Provision Adjustment	1,747	0	0	1,747
Totals	6,636	4,661	1,109	12,405

Expenditure includes fundraising costs of £214k.

6b Analysis of 2020-21 expenditure by activity

	Staff costs (note 7) £000	**Other operating expenses £000**	**Depreciation £000**	**Total £000**
Education	2,182	1,909	147	4,238
Accommodation, catering and conferences	2,071	1,165	352	3,588
Investment management costs	0	108	0	108
Other	179	187	17	383
USS Provision Adjustment	0	0	0	0
Totals	4,432	3,369	516	8,317

Expenditure includes fundraising costs of £224k.

6c Auditors' remuneration

	2022 £000	2021 £000
Other operating expenses include:		
Audit fees payable to the College's external auditors	21	21
Other fees payable to the College's external auditors	5	3
Total	26	24

7 Staff costs

Consolidated	College Fellows £000	Other academic £000	Non-academic £000	2022 Total £000	2021 Total £000
Staff costs:					
Salaries	1,067	60	2,518	3,645	3,434
National Insurance	100	6	228	334	296
Pension costs	254	12	644	910	702
Sub-total	1,421	78	3,390	4,889	4,432
USS Provision Adjustment	508	28	1,211	1,747	0
Total	1,929	106	4,601	6,636	4,432

Average staff numbers	Average staff numbers 2022		Average staff numbers 2021	
	Number of Fellows	Full-time equivalents	Number of Fellows	Full-time equivalents
Academic	59	-	61	-
Non-academic	9	84	9	91
Total	68	84	70	91

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

	2022 Total £000	2021 Total £000
£100,001 - £110,000	0	0
£110,001 - £120,000	1	1

Remuneration includes 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.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. This includes aggregated emoluments paid to key management personnel. Key management personnel for the College include the Master, Vice Master, Bursar, Senior Tutor and Development Director. Aggregated emoluments consist of salary and taxable benefits including any employer's pension contribution.

	2022 Total £000	2021 Total £000
Key management personnel	334	356

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

8 Fixed assets

	Freehold Land and buildings	Leasehold Land and buildings	Vehicle, Equipment and Furniture	Assets in construction	2022 Total	2021 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At beginning of year	58,880	1,201	3,162	0	63,243	59,762
Additions			140	33	173	3,587
Transfers						0
Disposals			(15)		(15)	(106)
At end of year	58,880	1,201	3,287	33	63,401	63,243
Depreciation						
At beginning of year	(2,671)	(214)	(528)	0	(3,413)	(3,002)
Charge for the year	(899)	(27)	(176)	0	(1,102)	(480)
Eliminated on disposals						69
At end of year	(3,570)	(241)	(704)	0	(4,515)	(3,413)
Net book value						
At end of year	**55,310**	**960**	**2,583**	**33**	**58,886**	**59,831**
At beginning of year	56,209	987	2,634	0	59,831	56,760

The insured value of land and buildings as at 30 June 2022 was £166m (2021: £153m).

Heritage assets
The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since 1 July 2000 have been capitalised. However, the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous four years were as follows:

	2022 £000	2021 £000	2020 £000	2019 £000	2018 £000
Acquisitions purchased with specific donations					
Acquisitions purchased with College funds					
Total cost of acquisitions purchased					
Value of acquisitions by donation	200				
Total acquisitions capitalised	434	234	234	234	234

9 Investments

	2022 £000	2021 £000
Balance at beginning of year	84,154	76,797
Additions	51,785	7,872
Disposals	(39,913)	(3,254)
Depreciation		
Transfers out	(11)	(3)
Gain/(loss)	(3,606)	7,227
Increase/(decrease) in cash balances held at fund managers	(137)	(4,485)
Balance at end of year	92,272	84,154
Represented by:		
Property	15,278	15,021
Property Held for Sale		
Quoted securities – equities	75,789	67,762
Fixed interest securities	0	0
Unquoted securities – equities	433	450
Cash on Short Term Deposit	683	821
Cash in hand and at investment managers	0	0
Other investments	89	100
	92,272	84,154

The College has two wholly owned subsidiaries. Sidney Sussex Limited, a dormant company and Sidney Sussex Hospitality Company, a conference business. All profits generated through Sidney Sussex Hospitality Company are covenanted back to the college.

10 Stocks and work in progress

	2022 £000	2021 £000
Goods for resale	126	143
Other stocks	72	47
Total	198	190

11 Trade and other receivables

	2022 £000	2021 £000
Members of the College	257	166
Other receivables	401	684
Prepayments and accrued income	332	637
Provision for bad debts etc	(187)	(251)
Assets Held for Sale (Due less than 1 year)	1,844	872
Assets Held for Sale (Due greater than 1 year)	0	895
Total	2,647	3,003

12 Cash and cash equivalents

	2022 £000	2021 £000
Short-term money market investments	4,849	10,686
Current accounts	2,188	6,354
Total	7,037	17,040

13 Creditors: amounts falling due within one year

	2022 £000	2021 £000
Payments on account	208	131
Trade creditors	468	237
Taxation and Social Security	99	83
University fees	62	19
Contribution to Colleges Fund	7	12
Other creditors	396	321
Accruals and deferred income	1,053	1,255
Total	2,293	2,058

14 Creditors: amounts falling due after more than one year

	2022 £000	2021 £000
College Bond (30 year) 4.40% interest rate- maturing October 2043	2,900	2,900
College Bond (30 year) 4.45% interest rate- maturing January 2044	1,200	1,200
College Bond (40 year) 4.40% interest rate- maturing October 2053	2,300	2,300
Pensions Insurance Corporation Private Placement 2.26% interest rate- maturing December 2063	8,500	8,500
Pensions Insurance Corporation Private Placement 2.24% interest rate- maturing May 2066	10,000	10,000
Total	24,900	24,900

During 2013-14, the college borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-53 and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of Borrowings to net Assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 December 2063 at a fixed interest rate of 2.26%. In June 2021, the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 May 2066 at a fixed interest rate of 2.24%.

15 Pension provisions

	Sidney Sussex College 1975 Pension Scheme £000	USS £000	2022 Total £000	2021 Total £000
Balance at beginning of year	2,642	1,284	3,926	5,685
Movement in year:				
Current service cost including life assurance	164	2,361	2,525	632
Contributions	(380)	(614)	(993)	(1,006)
Other finance (income)/cost	98	11	110	75
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(2,298)	0	(2,300)	(1460)
Balance at end of year	226	3,042	3,268	3,926

See note 26 for further analysis

16 Endowment funds

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £000	Unrestricted permanent endowments £000	2022 Total £000	2021 Total £000
Balance at beginning of year				
Capital	18,476	11,690	30,166	25,664
New donations and endowments	0	0	0	2
Increase/(decrease) in market value of investments	(894)	(567)	(1,461)	4,400
Transfers to / from Reserves	(90)	0	(90)	100
Balance at end of year	17,492	11,123	28,615	30,166
Analysis by type of purpose				
Fellowship Funds	8,945		8,945	9,434
Scholarship Funds	3,286		3,286	3,459
Prize Funds	174		174	183
Hardship Funds	259		259	272
Bursary Funds	226		226	238
Travel Grant Funds	222		222	233
Other Funds	4,380		4,380	4,656
General endowments	0	11,123	11,123	11,691
Total	17,492	11,123	28,615	30,166
Analysis by asset				
Property				
Investments	17,492	11,121	28,613	30,164
Cash		2	2	2
Total	17,492	11,123	28,615	30,166

17 Restricted Reserves

Reserves with restrictions are as follows:

	Capital grants unspent £000	Permanent unspent and other restricted income £000	Restricted expendable endowment £000	2022 Total £000	2021 Total £000
Balance at beginning of year					
Capital			844	844	773
Accumulated income		853	125	978	5,258
	0	853	969	1,822	6,031
Prior Year Adjustment: Change of Fund Classification			(26)	(26)	
New grants	60			60	636
New donations			11	11	155
Other investment income		410	17	427	447
Increase/(decrease) in market value of investments			(36)	(36)	116
Expenditure		(515)	(76)	(591)	(553)
Capital grants utilised	(60)			(60)	(4,891)
Transfers to / from Reserves		78		78	(120)
Balance at end of year	0	826	859	1,685	1,822
Comprising of:					
Capital			748	748	844
Accumulated income		826	111	937	978
		826	859	1,685	1,822
Fellowship Funds		296		296	320
Scholarship Funds		183		183	224
Prize Funds		7		7	7
Hardship Funds		45	1	46	43
Bursary Funds		55	629	684	745
Travel Grant Funds		32	84	116	123
Other Funds		208	145	353	359
Total		826	859	1,685	1,822
Analysis by asset					
Property					
Investments			1,004	1,004	1,003
Cash		826	(145)	681	820
Total		826	859	1,685	1,822

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

	2022 £000	2021 £000
Surplus (deficit) for the year	(4,853)	8,808
Adjustment for non-cash items		
Depreciation	1,117	516
Loss/(gain) on disposal of fixed assets		
Loss/(gain) on investments	2,657	(7,487)
Decrease/(increase) in stocks	(8)	(27)
Decrease/(increase) in trade and other receivables	433	(675)
Increase/(decrease) in creditors	235	614
Pension costs less contributions payable	1,640	(299)
Adjustment for investing or financing activities		
Investment income	(2,588)	(2,177)
Interest payable	698	474
Donations and Legacies	(1,155)	(1,726)
Donations for Capital Grants	(60)	(636)
Net cash inflow/(outflow) from operating activities	(1,884)	(2,614)

19 Cash flows from investing activities

	2022 £000	2021 £000
Current investment disposal	872	381
Non-current investment disposal	11	3
Investment income	2,588	2,177
Withdrawal of deposit	541	0
Payments made to acquire non-current fixed assets	(173)	(3,587)
Payments made to acquire non-current investment assets	(12,413)	(4,618)
Donations and Legacies (excluding Donations in Kind)	955	1,726
Donations for Capital Grants	60	636
Total cash flows from investing activities	(7,559)	(3,282)

20 Cash flows from financing activities

	2022 £000	2021 £000
Interest paid	(698)	(474)
New secured loans	0	10,000
Repayments of amounts borrowed		
Total cash flows from financing activities	(698)	9,526

21 Analysis of cash and cash equivalents

	At beginning of year £000	Cash flows £000	At end of year £000
Cash at bank and in hand	17,861	(10,141)	7,720
Cash held at Fund Managers			
Net Funds	17,861	(10,141)	7,720

22 Capital commitments

	2022 £000	2021 £000
Capital commitments at 30 June 2022 are as follows:		
Authorised and contracted		
Authorised but not yet contracted for	29	112

23 Lease obligations

At 30 June 2022 the College had commitments under non-cancellable operating leases as follows:

	2022 £000	2021 £000
Land and buildings:		
Expiring within one year	0	0
Expiring in over 5 years	1	1

24 Reconciliation and analysis of net debt

	At 1 July 2021	Cash Flows	At 30 June 2022
	£000	**£000**	**£000**
Cash and cash equivalents	17,861	(10,141))	(7,720)
Borrowings:			
Amounts falling due within one year			
Secured loans			
Unsecured loans			
Bank overdraft			
subtotal	0		
Borrowings:			
Amounts falling after more than one year			
Secured loans			
Unsecured loans	24,900	0	24,900
subtotal	24,900	0	24,900
Total	(7,039)	(10,141)	(17,180)

25 Financial Instruments

	2022 £000	2021 £000
Financial assets		
Financial assets at fair value through Statement of Comprehensive Income		
Listed equity investments	75,789	67,762
Other equity investments	433	450
Financial assets that are debt instruments measured at amortised cost		
Cash and cash equivalents	7,720	17,861
Other debtors	2,315	2,371
Financial liabilities		
Financial liabilities measured at amortised cost		
Bank overdraft		
Loans	24,900	24,900
Trade creditors	468	237
Other creditors	772	566

26 Pension schemes

The College participates in two defined benefit schemes:

Universities Superannuation Scheme

The total cost charged to the profit and loss account is £2,371,989 (2020-21: £511,144). This includes £56,158 (2020-21: £52,080) outstanding contributions at the balance sheet date.

Deficit recovery contributions due within one year for the College are £211,072 (2020-21: £156,328)

As at the 30 June 2022, the latest available complete actuarial valuation of the Retirement Income Builder was at 31 March 2020 (the valuation date), which 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 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.

Universities Superannuation Scheme (Continued)

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 31 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	4.50%	1.50%

Sidney Sussex College 1975 Pension Scheme

The College operates a defined benefits plan, the Sidney Sussex College 1975 Pension Scheme.

The liabilities of the plan have been estimated for the purposes of FRS102 based on the results of the actuarial valuation as at 1 July 2020, adjusted for the different assumptions required under FRS102 and taking into consideration subsequent cash flows.

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

	2022 % pa	**2021 % pa**
Discount rate	3.80	1.85
Increase in salaries	2.90	3.00
RPI assumption	3.20	3.30
CPI assumption	2.40	2.50
Increases to deferred pensions in excess of the GMP	2.40	2.50
Increases to pensions in payment for service pre 6/4/97 in excess of GMP	2.90	3.00
Increases to pensions in payment for service from 6/4/97	3.10	3.20

Members are assumed to retire at the plan normal retirement age.

The underlying mortality assumption is based upon 100% of the rates in the standard table known as S3LPA on a year of birth usage with CMI_2019 future improvement factors and a long-term rate of future improvement of 1.25% p.a. and no additional improvement (A=0%) (2021: same)

Sidney Sussex College 1975 Pension Scheme (Continued)

The amounts recognised in the Balance Sheet as at 30 June 2022 (with comparative figures as at 30 June 2021) are as follows:

	2022	2021
	£	£
Present value of defined benefit obligation	5,509,600	7,829,300
Fair value of plan assets	(5,283,600)	(5,188,100)
Net defined benefit liability	226,000	2,641,200

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:

	2022	2021
	£	£
Current service cost	215,200	135,700
Interest on the net defined benefit liability	47,300	60,600
Loss on plan changes	-	-
Losses (or gains) on settlements or curtailments	-	-
Total	262,500	196,300

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
	£	£
Present value of plan liabilities at beginning of period	7,829,300	8,734,400
Current service cost	215,200	135,700
Employee contributions	7,300	11,100
Benefits paid and DIS premiums	(71,600)	(410,100)
Interest on plan liabilities	146,200	124,700
Actuarial (gains)/losses	(2,616,800)	(766,500)
(Gain)/loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Settlement	-	-
Present value of plan liabilities at end of period	5,509,600	7,829,300

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:

	2022	2021
	£	£
Market value of plan assets at beginning of period	5,188,100	4,413,800
Contributions paid by the College	379,300	416,000
Employee contributions	7,300	11,100
Benefits paid and DIS premiums	(71,600)	(410,100)
Administrative expenses	-	-
Interest on plan assets	98,900	64,100
Return on assets, less interest included in Profit & Loss	(318,400)	693,200
Settlement	-	-
Market value of plan assets at end of period	5,283,600	5,188,100
Actual return on plan assets	(219,500)	757,300

Sidney Sussex College 1975 Pension Scheme (Continued)

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:

	2022	2021
Equities	78%	70%
Property	4%	4%
Corporate bonds	6%	6%
With profit funds	4%	4%
Cash	8%	16%
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 re-measurement 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:

	2022	2021
	£	£
Actuarial gain/(loss) on plan assets	(318,400)	693,200
Actuarial gain/(loss) on plan liabilities	2,616,800	766,500
Re-measurement of net defined benefit liability recognised in OCI	2,298,400	1,459,700

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:

	2022	2021
	£	£
Net defined benefit asset/(liability) at beginning of year	(2,641,200)	(4,320,600)
Recognised in Profit and Loss	(262,500)	(196,300)
Contributions paid by the College	379,300	416,000
Re-measurement of net defined benefit liability recognised in OCI	2,298,400	1,459,700
Net defined benefit asset/(liability) at end of year	(226,000)	(2,641,200)

27 Contingent Liabilities

No contingent liability has been recognised.

28 Related Party Transactions

Owing to the nature of the College's operations and the composition of the College Council, it is inevitable that transactions will take place with organisations in which a College Council member may have an interest. All transactions involving organisations in which a member of the College Council 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 the Remuneration Committee.

The salaries paid to Trustees (excluding employer's national insurance contributions and employer's pension contributions employers) in the year are summarised in the table below:

	From	To	2022 Number	2021 Number
	£0	£10,000	13	10
	£10,001	£20,000	1	-
	£20,001	£30,000	-	-
	£30,001	£40,000	2	1
	£40,001	£50,000	2	2
	£50,001	£60,000	-	-
	£60,001	£70,000	1	1
	£70,001	£80,000	-	1
	£80,001	£90,000	1	1
	£90,001	£100,000	-	-
		Total	20	16

The total Trustee salaries were £388k for the year (2020-21: £416k)

The Trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £115k for the year (2020-21: £130k)

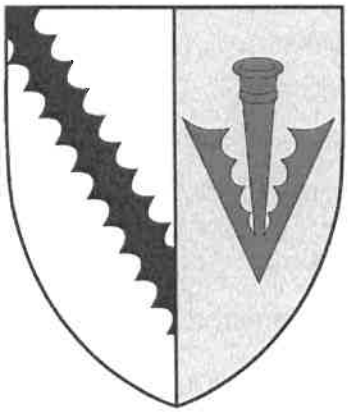
The Trustees were also paid expenses in respect of their teaching, research and other duties within the College which totalled £4.6k for the year. These expenses related to travel, College entertainment and research expenditure

The College has one trading and one dormant subsidiary undertaking which are not 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 COLLEGE OF THE LADY FRANCES SIDNEY SUSSEX IN THE UNIVERSITY OF CAMBRIDGE

England & Wales - Charity number 1137586

Accounts



SIDNEY SUSSEX COLLEGE
Sidney Street, Cambridge CB2 3HU

ANNUAL REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

Charity Registration Number: 1137586

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REFERENCE AND ADMINISTRATIVE DETAILS

Charity Trustees (Members of the Council)

Ex-Officio Members:

Master:	Professor R Penty
Vice Master:	Dr M Ramage (to 31 Aug 2020) / Professor G Gerstle (from 1 Sep 2020)
Senior Tutor:	Mr M Beber
Bursar:	Ms S Bonnett

Fellows Elected by and from Members of the Governing Body:

Professor A Al-Tabbaa (to 31 Aug 2020)
Professor K Armstrong (to 31 Aug 2020)
Dr F Lusa Bordin (from 1 Sep 2021)
Dr C Doran
Dr L Fruk
Dr B Fulda
Dr R Garcia Mayoral (from 1 Sep 2021)
Dr T Lambert (to 31 Aug 2020)
Dr C McTernan (to 31 Jan 2021)
Dr Ö Öner (from 1 Sep 2021)
Dr C Roberts
Dr J Seymour
Dr R Stasch

Four Elected Student Members:

JCR President:	Mr T Bryan (to 31 Dec 2020) / Mr J Lowry (from 1 Jan 2021)
MCR President:	Mr A Sharma (to 25 Jan 2021) / Mr V Velazahahn (from 26 Jan 2021)
JCR Vice-President:	Mr B Karsberg (to 31 Mar 2021) / Ms M Kazani (from 1 Apr 2021)
Student Rep:	Mr A Nashat Mettry (from 1 Oct 2020)

Governing Body

The names of the members of the Governing Body for the year ended 30 June 2021 were as follows:

Master: Professor R Penty

Professor A Al-Tabbaa
Professor K Armstrong
Dr T Aubry
Mr M Beber
Professor E Biagini
Dr S Bill
Ms S Bonnett
Dr F Bordin
Ms P Carter (from 1 Sep 2020)
Dr L Cheke
Dr G Crossan (from 1 Sep 2020)
Dr T Demetriou
Dr C Doran
Dr R Duschinsky
Dr M Eilstrup Sangiovanni
Dr E Eiser
Dr O Elder (to 30 Sep 2020)
Professor A Flewitt
Dr P Flynn
Dr L Fruk
Dr B Fulda
Dr Y Galanakis
Dr N Ganany (from 1 Sep 2020)
Dr R Garcia-Mayoral
Professor G Gerstle
Dr B Gray
Professor A Greer
Dr B Groisman
Dr H Groom (from 1 Sep 2020)
Professor M Gurnell
Dr F Hall
Dr A Jackson
Dr R Jackson-Ravenscroft
Professor M Lamb
Dr T Lambert
Dr H Leggett
Dr J Longley
Professor P McHugh
Dr C McTernan (to 31 Jan 2021)
Dr N Morrison (to 31 Aug 2020)
Dr F Muschitiello
Professor A Neely
Dr M Noriega-Sanchez
Dr Ö Öner
Professor M Pollitt
Dr M Ramage
Ms E Rampton
Dr R Ranasinghe (from 1 Sep 2020)
Professor C Reynolds
Dr C Roberts
Dr C Roddie
Ms H Saunders
Dr C Scalliet (from 1 Sep 2020)
Professor R Sepulchre
Dr J Seymour
Dr M Shirk
Dr D Skinner
Dr P Sliwa
Dr R Stasch
Dr S Strelchuk
Dr C Sumnall
Dr H Thompson (to 31 Aug 2020)
Dr O Weller
Dr E Wilson-Lee
Professor M Zernicka-Goetz

Elected student members of Council are also members of the Governing Body (see Council membership on previous page)

Senior officers

Master:	Professor R Penty
Vice Master:	Dr M Ramage (to 31 Aug 2020) / Professor G Gerstle (from 1 Sep 2020)
Senior Tutor:	Mr M Beber
Bursar:	Ms S Bonnett

Principal advisers

Auditors:	Peters Elworthy & Moore Salisbury House Station Road Cambridge CB1 2LA
Bankers:	Barclays Bank plc Barclays Corporate PO Box 885 Mortlock House Histon Cambridge CB24 9DE
Buildings Consultants:	Pleasance, Hookham & Nix 1 Northampton Street Cambridge CB3 0AD
Property Managers:	Cheffins Commercial Clifton House 1-2 Clifton Road Cambridge CB1 7EA
Investment Managers:	BlackRock Investment Management (UK) Limited 12 Throgmorton Avenue London EC2N 2DL
Legal Advisers:	Mills & Reeve Botanic House 100 Hills Road Cambridge CB2 1PH

OPERATING AND FINANCIAL REVIEW

1. About Sidney Sussex

Sidney Sussex College was founded in 1596 under the will of Lady Frances Sidney, Countess of Sussex and is one of the ancient colleges of the University of Cambridge. Its purposes are the admission and education of students matriculated in the University of Cambridge and the promotion of academic research by its Fellows. It is an independent, self-governing, corporate body whose affairs are regulated by statutes approved by the Queen in Council. The College was formally registered with the Charity Commission on 25 August 2010. The College provides accommodation and catering for its junior members through most of the year, and for academic and other conferences during vacations.

Aims and objectives of the College

The College is a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief.

Education

The College provides, in conjunction with the University of Cambridge, an education for almost 650 undergraduate and postgraduate students, which is recognised internationally as being of the highest standard. This education is both academic and personal in the sense that it enhances the students' potential to become leaders and effective communicators, so preparing them to play full and effective roles in society. It is a central aim of the College to promote academic excellence, just as it is to guard freedom of thought and belief, for all its members and for the public good.

In pursuit of these benefits, the College:

- provides extensive teaching facilities, especially including individual or small-group supervision, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems.
- provides social, cultural, musical, recreational and sporting facilities enabling all students to realise their academic and personal potential to the full while studying at the College.
- is committed to the freedom of thought and expression.
- maintains an extensive library, so providing a valuable resource for students and Fellows of the College.

The College is committed to:

- admitting undergraduate and postgraduate students who have the highest potential for benefitting from the education provided by the College and the University
- operating an outreach programme to raise educational aspiration, and to attract outstanding applicants who might not otherwise have considered entering Higher Education at all, so that they may be encouraged to apply to a University, to Cambridge in general and to Sidney Sussex College in particular. This programme involves an extensive round of visits to schools, school visits to the College, open days, taster days devoted to individual academic disciplines and admissions conferences for teachers, as well as extensive guidance and information available on the College website
- setting out an admissions policy that ensures students are selected without regard to their gender, sexuality, social background, geographic location, religious commitment, ethnic origin or financial position. No student is excluded on the grounds, or as a result, of these factors
- charging the following fees:
    - Home and EU undergraduates are charged a combined University and College fee of £9,250 (£9,250 in 2019-20), of which the College's share is £4,625 (£4,625 in 2019-20)
    - Overseas undergraduates are charged a College fee of £9,371 (£8,925 in 2019-20)
    - Postgraduates are charged a combined University and College fee, which varies according to the course. The total fee income is then allocated across Colleges at an equal average rate per student which for 2020-21 is £4,069 per postgraduate (£3,909 in 2019-20)
    - Accommodation and meals are charged at reasonable rates

- assisting undergraduates with limited financial means by providing bursary support through the Cambridge Bursary Scheme, which is operated jointly by Colleges and the University. For the academic year 2020-21, the number of awards made was 81 (2019-20: 66) out of a Home/EU undergraduate population of 340 (2019-20: 327); 46 (2020: 43) of the awards were at the maximum value of £3,500 (2019-20: £3,500); and the average value of the awards was £2,793 (2019-20: £2,885)
- supporting the costs of postgraduate students by providing substantial financial support. This includes studentships to fund fees and living costs and 'top-up' funding to fill funding shortfalls in students' funding packages
- supporting all students through a grants scheme, assisting with the purchase of books and equipment, attendance at conferences, study and research grants and travel grants
- operating a hardship scheme for all students in financial need.

Public benefit

The Council has complied with its duty regarding public benefit, showing regard to the Charity Commission's guidance. The College follows a rigorous and objective process for selecting members in partnership with the University of Cambridge.

In order to fulfil its charitable purposes of advancing education, religion, learning and research, the College employs Fellows in roles which include those of Teaching officers, Directors of Studies, Tutors, and senior administrative officers. All Fellows in Classes 1, 2 and 3 are members of the College's Governing Body. The employment of the Master and Fellows is undertaken with the intention of furthering the College's aims, and their employment directly contributes to the fulfilment of those aims. The private benefit accruing to the Master and Fellows through salaries, stipends and employment related benefits is objectively reasonable, measured against academic stipends generally, and reviewed by the Remuneration Committee which has at least two external members. Annual pay increases normally follow national settlements applying to the university sector. Without the employment of Fellows, the College could not fulfil its charitable aims as a College in the University of Cambridge.

As a not-for-profit organisation, the College sets its charges for members only as high as is necessary to cover costs. Bursaries and other financial support are offered to individuals wherever possible, in an effort to ensure that no one is dissuaded from applying, taking up a place or completing their studies because of financial hardship.

Religion

In pursuing its objective as a place of religion, the College carries forward the tradition, continuous since its foundation, of reflection upon the benefits, and moral and ethical commitments, entailed by religious belief, and upon the implications of that belief for the individual and society. It is, further, a central aim of the College to promote freedom of thought and belief among all its members, of any faith and none.

As part of this, the College:

- maintains, in accordance with its Statutes and the law of the land, its historic connection with the work of the Church of England, particularly through its Anglican services in College
- maintains and supports the Chapel as a place of religious worship and holds a variety of religious services on weekdays and at weekends during term, which are open to the general public and to visitors
- supports the emotional, spiritual and mental wellbeing of all members of the College community through its chaplaincy, and through the stimulus that the chapel can provide to all, regardless of whether they have a particular faith commitment or not, to reflect upon the ethical and wider dimensions of human existence and the accompanying social responsibilities
- enriches its services in Chapel through its outstanding choral tradition carried forward by the College's Choir.

The College's religious services (in all senses of the word 'services') are available to every member of the College, and benefit the wider public through the openness of all rites (twice weekly Evensong), alongside a variety of other services, to all members of the public, through charitable collections undertaken by members of

the College, and through the promotion and dissemination into society at large of values and practices that foster moral, spiritual and ethical well-being.

Learning and research

Learning and research seek to increase the sum of human knowledge and to be applied to the benefit of society. It is a central aim of the College to promote academic excellence through research, and in doing so to uphold freedom of expression, thought and belief, for all its members and for the public good.

In carrying out its objective of advancing research, the College:

- usually offers two Research Fellowships per year tenable for a period of 3 years
- provides College Teaching Officer posts, the duties of which require that a substantial proportion (at least 50%) of time be devoted to developing the Fellow's research. In 2020-21 there were 6.5 College Teaching Officers in post
- supports research work pursued by its other Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials
- encourages visits from other academics, from home and abroad, through its Visiting Fellowships and other similar programmes
- maintains a library and College Archive, including important special collections of great value for which the College has a duty of perpetual and inalienable care, so providing a valuable resource of learning and scholarship.

With a view to improving access to learning and research:

- the academic staff of the College are recruited for their potential to contribute to the College's aim of promoting academic excellence, regardless of their gender, sexuality, social background, religious commitment, ethnic origin or financial position
- the College supports and encourages the dissemination of research undertaken by members of the College to the public at large through the publication of papers in academic journals or other suitable means, including the mass-media of radio, television, journalism, web and social media
- Research Fellowships, like College Teaching Fellowships, are awarded to outstanding academics at the early stages of their careers. Research Fellowships enable them to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of an academic post. Teaching Fellowships combine a proportion of teaching and administrative duties with a similar opportunity to develop and focus on research.

2. Review of operations

2.1. Responding to COVID-19

The COVID-19 global pandemic which emerged in early 2020 continued to have a significant operational and financial impact on the College throughout the 2020-21 academic year. Although the College opened successfully for the start of the Michaelmas Term 2020, the introduction of a second national lockdown on 5 November 2020, and a third national lockdown on 6 January 2020, meant that the vast majority of teaching was delivered online during 2020-21. Students had to have a specific reason for being in residence during the Lent and some of Easter Term, which included not having an alternative place to live and study. Large numbers of staff continued to be put on furlough leave under the Coronavirus Job Retention Scheme, and remaining staff, including Fellows, continued to work from home, with the exception of skeleton operational support staff in College including Porters and housekeeping staff.

As in 2020, the College continued to benefit from very significant intercollegiate and University collaboration during 2021 when making decisions as to what College services and provision could be made available on a 'COVID-secure' basis over the course of the academic year. Regulations and national guidance continued to change frequently, each time requiring plans to be revised and updated.

The principal effects and challenges of the pandemic over the 2020-21 academic year were:

- shutting down a significant proportion of residential accommodation at the start of the Lent Term and making buildings safe, including management of student belongings which had been left over the Christmas vacation;
- ensuring clear communication to the various constituent groups within the College affected by the continued changes in the way that the College was operating;
- continuing to teach online, and provide study materials remotely;
- supporting the well-being of students remotely;
- helping implement, in terms of College logistics and student support, the asymptomatic testing programme for students in residence, which was being run by the University;
- more complicated and restricted graduation arrangements in the Easter Term;
- managing the financial consequences of the pandemic, which included:
    - continued loss of student accommodation and catering income, particularly during the Lent Term;
    - cancellation of the majority of conference events for 2021;
    - significant negative impact on rent received from commercial tenants;
    - negative impact on dividends from funds held in equities relative to pre-Covid returns.
- securing adequate supplies for College departments including those required for infection control;
- undertaking risk assessments, and ensuring staff were comfortable with the arrangements for working in COVID-secure environments in the College during the periods in which restrictions were lifted;
- ensuring that essential maintenance, and the College's kitchen refurbishment programme could continue in a COVID-secure manner.

Subsequent to the year-end, and since the Government lifted all national COVID-19 restrictions on 19 July 2021, Universities have been advised that there are no longer restrictions on the approach to teaching and learning in higher education providers as a result of COVID-19. This includes no requirement for social distancing or other measures within in person teaching. In the absence of these national restrictions, Higher Education providers are directed to continue to conduct risk assessments for their particular circumstances, and to implement sensible and proportionate control measures to reduce the risk from COVID to the lowest reasonably practical level. This includes having a contingency plan to deal with any identified positive cases of COVID-19 or outbreaks. Accordingly, for as long as it is required, the College will continue to carry out risk assessments for all its activities and regularly review its COVID policies and protocols.

2.2. Student numbers

During the 2020-21 academic year, the College admitted 109 (2019-20: 113) undergraduates and 99 (2019-20: 103) postgraduate students. The breakdown for each is shown in the tables below.

Undergraduate Admissions	Arts		Sciences		Overall	
	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20
Male	21	22	29	30	50 (46%)	52 (46%)
Female	35	40	24	21	59 (54%)	61 (54%)
Total	**56**	**62**	**53**	**51**	**109**	**113**
Comprising:						
Home maintained school					57 (52%)	58 (51%)
Home independent school					32 (29%)	24 (21%)
Settled Status maintained school					1 (1%)	16 (14%)
Settled Status independent school					1 (1%)	
Pre-settled Status					2 (2%)	
Overseas (EU) Status					2 (2%)	
Overseas Status					14 (13%)	15 (13%)
Total					**109**	**113**

Postgraduate Admissions	Arts		Sciences		Overall	
	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20
Male	32	34	23	23	55(56%)	57 (56%)
Female	38	35	6	11	44(44%)	46 (44%)
Total	**70**	**69**	**29**	**34**	**99**	**103**

In total, 396 (2019-2020: 384) undergraduate and 221 (2019-2020: 288) postgraduate students were on the register.

2.3. Student support

In order to assist undergraduates from families with low incomes, the College provides financial support through the Cambridge Bursary Scheme which is operated jointly by Colleges and the University. In addition, the College provides a number of top-up bursaries. Undergraduates in the College received £335,329 (2019-20: £236,000) in bursaries. In addition, the College provided £88k (2019-20: £33k) in study awards and hardship grants to students in financial need.

The College provided £151,000 (2019-20: £141,000) in financial support to postgraduate students in order to assist with their costs. This is in the form of a limited number of full studentships, top-ups to external studentships and assistance with research expenses.

To raise educational aspiration and attract outstanding applicants, who might not otherwise have considered applying, the College operates an outreach programme. The programme includes visits to schools, visits by schools, open days and published guidance for prospective applicants. Excluding bursaries the College spent £65,000 (2019-20: £101,000) on access activity in the year.

2.4. Academic achievements

Academic results 2021

First Degrees	No. of students		Results available to date as % of those who sat classed examinations	
	2021	2020	2021	2020
Undergraduates who sat classed examinations	356	130		
Classed results available	259	101	100%	78%
of which:				
All First including Distinctions (and Part III Maths Merits)	82	47	31.7%	46.5%
II.i and Fourth Year Merits (other than Part III Maths)	149	50	57.5%	49.5%
II undivided	3	0	1.2%	0%
II.ii and Fourth Year Honours Passes	23	3	8.9%	3%
III	1	0	0.4%	0%
Failures to satisfy the Examiners	1	1	0.4%	1%

The results in 2020 are not comparable with 2019 as the collegiate University moved to 'remote teaching only' in Easter term 2020, as a consequence of COVID-19, and no in-person examinations took place. Instead students were assessed according to Cambridge University's 'Principles and Policies for Modified Assessment'. Summative assessments were re-introduced for most students across all years of each Tripos in the 2021 examination round (the traditional in-person three-hour papers, however, were replaced by a combination of timed, on-line-proctored examinations, essay portfolios and dissertations due in early Easter Term, and open-book examinations held over longer windows varying from 24 hours to several days).

Postgraduate qualifications

College members graduating in 2020-21 achieved 16 PhDs, 14 MBChir and Vet MBs, and 58 Masters-level degrees (2019-20: 16, 13 and 51 respectively) between them[1]. The number of PG degrees conferred in 2019-20 is lower than in 2018-19 partly because, due to COVID-19, a number of students have elected to wait for an in-person graduation, and others have applied for extra time. The on-going pandemic disruption continued to affect both the timing of submission of research degrees, and the choices made by postgraduate students, once they have satisfied all conditions for the formal award of their degree, whether to defer conferment of the degree until they may receive it in person.

2.5. Capital expenditure and maintenance

The maintenance of the College's operating assets requires a continuing financial commitment from the College.

The major project that the College has been working on since 2015 is the ongoing build of a new kitchen and dining hall. This involves building a new basement underneath the Master's garden, relocation of the kitchen into the basement, expanding the current servery and developing an additional new dining space. In 2017-18 the preliminary costs of the project, including archaeology and ground works, were expensed at £1.9 million.

At the end of the 2020-21 financial year, the project reached completion with a further £3.2 million capital expenditure incurred on the project in the course of the year. This brings the total capital expenditure for the second phase of the project to £10.5 million which has been added to the College's fixed assets. Commencing in 2021-22, the equipment will be depreciated over a period of 15 years, with the remainder being depreciated over a 50 year period. In addition to the amount capitalised, there is a further £0.1 million in capital commitments (for example new furniture for the dining hall) and £0.3 million has been during the course of the project.

[1] The 58 Master level degrees do not include BAMENG, BAMSCI, or BAMMATH students of which there were 23.

Following the purchase of a new hostel in Park Parade for postgraduate accommodation in June 2019, the College commenced refurbishment of the property in March 2020.

This project was completed in October 2020, with the project slower to complete than planned due to site closure as a result of the COVID-19 pandemic and resulting national lockdown. The final capital expenditure on the project was £0.5 million in addition to the £1.1 million purchase costs.

The College also operates a planned maintenance programme designed to maintain and improve the estate. In 2020-21 the College spent £0.1 million on this programme. Due to the financial implications of the pandemic on the finances of the College, a decision was taken to defer some of the planned major projects in the 2020-21 financial year. This work was mainly focussed on offsite student accommodation and will be carried out in the 2021-22 financial year programme of works when the budgeted spend for the year is £0.4 million.

2.6. Data handling

The College continues to monitor its data handling, reporting and Data Protection Statements in light of the UK General Data Protection Regulation (GDPR).

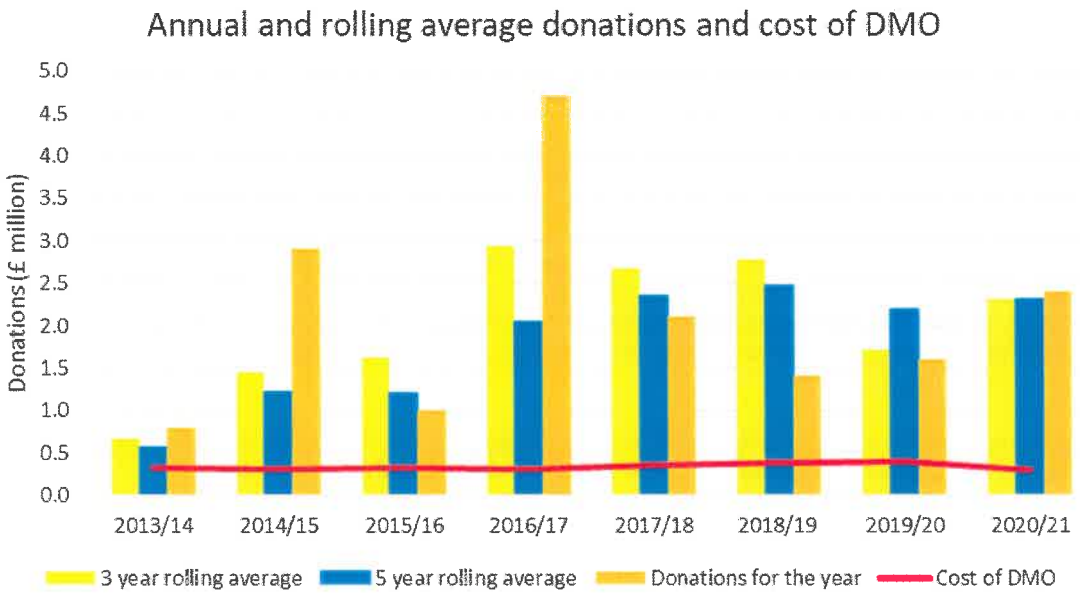
2.7. Donations and fundraising

The College's fundraising efforts are primarily directed at raising money from our alumni. Our fundraising approach ensures that we understand and respect individual alumni preferences for contact in relation to approaches seeking support as well as more generally. Key objectives for the College include teaching, research and student support. COVID-19 had a significant impact on fundraising and alumni relations at the College during the 2020-21 financial year. All face-to-face meetings with donors, as well as all events, were cancelled.

Given the challenging circumstances, the College is immensely grateful for the £2,361,502 in donations and legacies received over the course of the year (£1,582,115 in 2019-20). Included in this amount was £625,000 from two substantial and generous legacies. The cost of the Development and Membership Office (DMO), a College department, for the year was £311,000 compared with £368,000 in 2019-20. The DMO cost includes fundraising as well as alumni relations activity, such as reunions and other events and publications.

To date a total of just over £4 million has been donated specifically for the College's major building project, creating a new kitchen and dining hall, which was completed in Summer 2021.

As the amount received in donations can vary significantly from year to year, included below is a chart with three and five-year rolling averages of donations received, as well as the annual cost of the DMO.



All fundraising is carried out by the DMO, which reports quarterly results to Council, and all its work is subject to oversight by a dedicated College committee, which meets three times per year. The College is registered with the Fundraising Regulator and was not the subject of any complaints to that body in 2020-21, nor did the College receive complaints about its fundraising activities from any other source. The College does not seek support from the general public and takes active steps to respect the needs of any potential supporter who may be in a vulnerable circumstance or require additional care and support to make an informed decision.

2.8. Equal opportunities

The College is committed to the principle and practice of equal opportunities and strives to be an equal opportunities employer. Building upon this, the College set up a Equality, Diversity and Inclusion working group in 2020-21 to develop a strategy for improving equality, diversity and inclusion within the College.

3. Review of financial performance

This has been a second consecutive financially challenging year for the College with the full impact of the COVID-19 pandemic having a significant impact on the finances.

Whilst the net assets this year have increased by £10.3 million from £123.3 million to £133.6 million, income has been substantially lower than normal in this financial year due to minimal conference income, significantly reduced rental income from Commercial properties, reduced student rental and catering income in particular for the Lent term, and lower dividend income from the College equity investments. The financial impact of the pandemic will continue into the 2021-22 financial year and beyond, with again very low conference income, and a continued depression in income from commercial rents and dividends. The College has agreed principles for financial recovery to ensure that the focus of the financial management of the College is directed to its core purposes and activities, with a continued emphasis on controlling costs, generating income and rebuilding free reserves.

Two of the largest movements in the balance sheet are the increase in the market value of the shares held by the College offset by the downward revaluation of the College's commercial property portfolio.

The market value of the shares has risen by £9.6 million from June 2020 to June 2021.

The College's commercial property portfolio was again revalued by the College's property managers, Cheffins Commercial, in June 2021 which resulted in a decrease in the valuation from £17.4 million to £15.0 million - a movement of £2.4 million. This followed a decrease in value of £5.2 million in the previous year. The valuation was undertaken on the basis of Market Value. However, at the valuation date, Cheffins Commercial considered that they could attach less weight to previous market evidence for comparison purposes to inform opinions of value. Consequently, less certainty, and a higher degree of caution, should be attached to the valuation than would normally be the case. Given the unknown future impact that COVID-19 might have on the real estate market, the valuation of the properties will be kept under frequent review.

During the 2020-21 financial year, the College secured a second long term debt issue by way of a private placement of £10.0 million from the Pensions Insurance Corporation (a loan of £8.5 million was secured in the 2019-20 financial year). The funds were received in June 2021 with a maturity date of 12 May 2066. The College's objective in securing the debt was to take advantage of the current low interest rates and gear the balance sheet to generate future unrestricted income for the College. The loan has created a short term cash reserve, which has alleviated the risk of liquidity issues arising from the drastic and prolonged reduction in income as a result of the COVID-19 pandemic.

As a result of the change in market conditions, there was a fall in the provisions on both of the College's pension schemes.

The Statement of Comprehensive Income and Expenditure (SOCIE) shows an operating surplus (before other gains and losses) of £1.267 million for the year, compared with an operating surplus of £2.283 million in 2019-20. As well as the operational impact of COVID-19, the 2019-20 figures were significantly impacted by a reversal in the provisions required against the USS pension scheme.

Other gains and losses in the year show a gain on investments of £7.4 million compared with a loss of £9.4 million in 2019-20. This year's gain is predominantly due to the increase of £9.6 million in value of the equity investments offset by the £2.4 million decrease in the commercial property valuation.

3.1. Income

The College had total income of £9.639 million in the year, a decrease of £1.201 million (11%) from the £10.840 million for 2019-20.

	2020-21	2019-20	Variance
	£m	£m	£m
Student fees	2.762	2.706	0.056
Accommodation and catering charges to members	1.872	1.823	0.049
Conference and hospitality	0.037	1.201	(1.164)
Investment income	2.177	3.143	(0.966)
Donations and Endowments	2.362	1.582	0.780
Other	0.429	0.385	0.044
Total	**9.639**	**11.184**	**(1.201)**

Income from academic fees and charges increased by £0.056 million (2%) as a result of higher undergraduate student numbers in 2020-21 than in 2019-20. Postgraduate fee income has dropped despite a slight increase in the per Capita fee, due to lower student numbers.

Income from residences, catering and conferences decreased by a total of £1.115 million (37%) in the year. This is a direct consequence of the pandemic, with almost no conference and hospitality business in the year. The accommodation and catering charges for members is similar to 2019-20 levels, with both years having effectively lost most of one term of residence.

Overall there was a £0.966 million (31%) decrease in investment and endowment income, comprising a decrease in equity and interest income across the year of £0.335 million, and a decreased in income of £0.631 million in commercial rental income, due to a significant number of rent reductions and rent waivers provided. Although the College has recognised all the commercial rental income that was invoiced to the tenants, there is still a significant doubtful debt provision as a number have indicated that there continue to be financial difficulties as businesses deal with the impacts of the pandemic.

On a positive note, Donations and Endowments have increased by £0.780 million (49%) to £2.362 million. The College is extremely grateful for the donations and benefactions it receives as they enable the College to continue to provide high quality personalised teaching and do things it could not otherwise do to deliver its charitable purpose, particularly in such financially challenging times.

Other income has increased by £0.044 million from £0.385 million last year to £0.429 million this year. This includes the receipt of the funds from HMRC of £0.339 million for those staff that were furloughed during the financial year. This has helped to mitigate part of the effect of the loss in income from rent and catering during this period.

Academic fees cover only 65% of the cost of providing education, and this year the College ran a deficit of £1.5 million on education. The College is reliant on income from conferences, commercial property and dividends from investments, as well as donations, to fund the education deficit. As such, the reduction in income from conferences, commercial rent and dividend income due to the COVID-19 pandemic means that the College is even more exposed to the deficit on education.

The trustees remain committed to continue with the work started at the end of 2019-20 to reduce the short and medium term impacts on the College finances.

3.2. Expenditure

In 2020-21 expenditure decreased from the previous year by £0.240 million (3%) to £8.317 million.

However, the 2019-20 expenditure included a credit adjustment of £1.046 million due to the USS provision being reduced. Excluding this, underlying costs have therefore decreased by £1.286 million.

The reductions in costs have come from a variety of areas and are, in part, as a result of reduced occupancy of the College during the year, both students in residence and also minimal conference activity. With the

significantly lower occupancy and catering activity in College, there has been a focus on efficiency and the cost reductions reflect lower staffing, food and drink and maintenance costs.

3.3. Investment performance

The value of the investments increased by £7.357 million to £84.154 million and generated £2.177 million income during the year; a combination of equity returns and rent from commercial properties. This movement in the value of investments includes the additional investment in the last quarter of £4.618 million of funds to be invested for future College income. These funds came from the debt issue raised in 2019-20.

Of the quoted securities the greater part were held in Index Tracker Funds with BlackRock Investment Management (UK) Ltd. Cash not required for immediate investment or to cover expenditure is placed on short term deposit with a number of banks at various rates of interest.

Gross Performance 1 year	BlackRock Portfolio	Composite Benchmark
30 June 2021	21.17%	21.05%
30 June 2020	-6.44%	-5.59%
30 June 2019	3.79%	3.75%
30 June 2018	8.60%	8.63%
30 June 2017	20.42%	20.49%
30 June 2016	4.90%	5.52%

The College adheres to Charity Commission guidance on ethical investments. When investments are made in index tracker funds, the Investment Committee considers the Environmental, Social and Governance (ESG) credentials of the company that manages these funds.

The Investment Committee believes that it is more fruitful to engage with companies rather than adopt policies which force divestment according to inflexible criteria. The Investment Committee encourages all index fund managers who are appointed by the College to adopt the highest governance and corporate engagement standards when they invest the College's assets.

3.4 Reserves

The College Reserves Policy ensures that the College has sufficient financial resources to continue, but also constrains the extent to which reserves are built up from operating surpluses to help maintain inter-generational equity, and balance the needs of current and future students.

The College's target for free reserves is set out below:

Reserve	Target Free Reserves	Rationale
Strategic initiative reserve	£2.5 million	To fund strategic initiatives such as investment in property and facilities for members of College – equivalent to 5% of fixed assets.
Contingency Income and Expenditure	£2.5 million	Contingency to cover extreme/unexpected expenditure or cover shortfall in income – equivalent to 25% of turnover.
Total	**£5.0 million**	

Available free reserves represent unrestricted general funds of the College. The calculation involves analysis of the composition of the total reserves shown in the Balance Sheet. In line with the Charities Commission definition, the College excludes the following categories in its calculation of free reserves: restricted reserves (comprising special trust funds, restricted capital grants and permanent restricted endowment); illiquid investments (which includes the College's commercial rental properties since they are integrated with student accommodation blocks), and fixed and heritage assets. Additionally the College excludes designated funds from the free reserves calculation as these are funds for which Council has designated a particular purpose which is generally driven by preferences expressed by donors and hence not available for general expenditure.

Set out below is a table showing the historical trend in free reserves:

£ million	June 2017	June 2018	June 2019	June 2020	June 2021
Total reserves	**125.8**	**133.3**	**131.7**	**123.3**	**133.6**
Less: Restricted reserves	(43.5)	(34.1)	(34.5)	(31.9)	(32.1)
Less: Fixed/heritage assets	(46.1)	(49.6)	(53.0)	(57.0)	(60.1)
Less: Illiquid investments *	(29.2)	(30.2)	(28.9)	(21.4)	(18.9)
Sub-total: Free Reserves including Designated Funds	**7.1**	**19.4**	**15.3**	**13.0**	**22.5**
Less: Designated funds	(1.4)	(14.4)	(15.1)	(17.5)	(21.2)
Available Free Reserves	**5.7**	**5.0**	**0.1**	**(4.5)**	**1.3**

**Note that Illiquid investments have been re-stated to include the value of Darwin Green "Assets held for sale" in the balance sheet, noting that once the sale is realised, the proceeds are transferred to the Sidney Sussex Permanent Fund which is a fund designated by Council.*

As at 30 June 2021, the College's free reserves were £1.3 million compared with target reserves of £5.0 million. The increase from June 2020 to June 2021 reflects the increase in investment values, alongside the decrease in the pension provisions.

The College is focusing on maximising income and donations, reducing costs, effective use of restricted income from Special Trust Funds and Designated Funds, and investing in the Sidney Sussex Permanent Fund in order to recover from the impact of the kitchen project and COVID-19, and rebuild its free reserves to the target level of £5 million. This is one of the key principles for financial recovery as approved by Council.

3.5 Pension funds

The College participates in two pension schemes, the Sidney Sussex 1975 Pension Scheme and the Universities Superannuation Scheme (USS). The College Pension Scheme has been closed to new members since 2004 and at the June 2021 year-end has only five active members accruing benefits. All other College members on the payroll are auto-enrolled in the USS Scheme (subject to meeting the eligibility criteria) unless they choose to opt out.

The Sidney Sussex 1975 Pension Scheme deficit decreased during the year from £4.321 million to £2.642 million following changes in market conditions underlying the present value of plan liabilities

The USS deficit funding provision decreased from £1.364 million to £1.284 million, with payment made towards the deficit in the year and a small change in salary assumptions.

Both pension funds were due a triennial valuation in 2020. A valuation establishes whether, at a certain date, the scheme trustees believe the pension scheme will have enough money to be able to pay the pensions that the scheme's members are expecting, now and long into the future.

The July 2020 valuation for the Sidney Sussex 1975 Pension Scheme was completed in March 2021. The deficit reduction contributions were maintained at the existing level of £294,000 per annum whilst the period of the deficit recovery plan was reduced to seven years.

The 'snapshot' date for USS 2020 valuation is 31 March 2020. Given the timing of the global COVID-19 pandemic, both valuations, particularly USS, will be impacted by the financial uncertainty in the markets at the valuation date. Further increases in employer and employee contributions will come into effect from 1 October 2021 for the USS scheme.

4. Principal risks and uncertainties

Members of the Council as trustees of the College have ultimate responsibility for ensuring risk is managed satisfactorily within College. The Council reviewed the arrangements for managing risk in 2018-19 and revised the process, with implementation in 2019-20, and further embedding of the process in 2020-21.

The principal risks the College must continuously address are the long-term ability to maintain and develop its educational and research activities, to attract the best staff and students, and to maintain and renew its physical facilities.

There are always uncertainties regarding the future external environment within which the College will operate, most notably regarding higher education policy and funding.

All of the College's principal risks were heightened by the emergence of COVID-19 in 2020. However, although COVID-19 has continued to have impact in 2021, the residual scores for the majority of the College's risks have been either lowered or maintained at the same level, as the pandemic is managed nationally and internationally.

Summary table of Sidney Sussex College risks in 2021

Risk	Raw risk score 2021	Residual risk score 2021	Residual score movement from 2020
Financial Management	20	16	↓
Student welfare	20	12	↓
Student academic and personal development	20	12	↓
Academic staff	16	12	=
Student admissions	16	12	=
Health and Safety	16	12	=
Communications	15	12	=
Donation and legacy income	12	9	=
Estates and facilities	12	9	=
Assistant staff	15	8	↓
Information Technology	15	8	=
Governance	12	6	=
University and inter-collegiate relations	9	4	=

The principal risk in 2021

As indicated in the table above, the principal risk and uncertainty that the College faces, and the only risk assessed to have an overall residual red rating in 2021, is that related to financial performance. The description of this risk and key mitigating actions agreed to manage it in 2020-21, are summarised below:

Financial Performance

Description and crystallisation of risk: This risk encompasses risks to income, expenditure or investment performance as a result of external factors and/or ineffective financial management. Although both the raw and residual risk have been assessed as lower than they were in 2019-20, both ratings have an ongoing red assessment in 2020-21, and the risk has continued to crystallise in the following areas: Due to the continued impact of COVID-19 there were a significant number of tenants reporting financial difficulties resulting in delays to settlement of rents and/or requesting reductions and write off of amounts due, as well as a significant loss of income from student accommodation/catering charges and conferencing.

Mitigating action in 2020-21: In addition to the key controls in place to manage financial risk, the College agreed the following additional actions this year: to secure a further debt issue which has eased liquidity and provided an opportunity to leverage the balance sheet for future growth in unrestricted funds available to College; to review the strategic asset allocation for the College's index tracker funds held with Blackrock Investment Management (UK) Limited; to review the College and Trading Subsidiary Conferencing and Events income and profitability forecast and plans; to work closely with property agents and commercial tenants; and, to change the investment manager and strategic allocation for Sidney Sussex 1975 Pension Scheme as part of the plan for pension scheme deficit reduction.

Other key risks

In addition to the principal risk described above, the table above shows that the College identified eight additional risks which in 2021 were also assessed as having a red 'raw' risk rating, but which have been ranked amber, and hence lower than the financial risk, in terms of 'residual' risk. This is largely due to the anticipated and cumulative effects of the mitigation being applied. These eight risks are summarised in the table below in order of residual risk score (highest to lowest).

Risk	Risk description and incidences of crystallisation	Mitigating action in 2020-21
Student Welfare	This risk constitutes potential failures of student welfare and / or pastoral support leading to mental health, safeguarding or pecuniary issues for students.	Specific additional actions taken in 2020-21 to mitigate this risk have included the review of college rules and processes which deal with harassment and sexual misconduct, and other breaches of discipline, to ensure consistency with and ease of access to improved university processes; and the appointment of a Head of Student Wellbeing who will join the College in September 2021 and will develop a new strategy of mental health and well-being support for students.

Risk	Risk description and incidences of crystallisation	Mitigating action in 2020-21
Student Academic and Personal Development	This risk constitutes potential failure by the College to enable students to flourish academically and personally. The risk was heightened with the emergence of COVID-19 and the need for remote learning for significant periods and aspects of the learning experience throughout 2020 and 2021. Crystallisation of the risk has been seen in the increased number of student allowances and intermissions this year.	In addition to the key controls in place to manage this risk, the following additional actions have been pursued: the advance budgeting of extra and co-curricular student support; working with the JCR/MCR and the COVID-19 Operations Working Group to secure maximum scope for college facilities and student events; the implementation of a COVID supervisions policy to enable supervisions to take place face to face safely when it has been possible to offer this.
Academic Staff	This risk constitutes potential failure to attract and retain high quality academic staff to deliver the College's teaching needs and to contribute to good college governance through engaged membership with Council, Governing body and their committees; as well as the College's ability to provide an attractive interdisciplinary scholarly community.	In addition to some of the key controls to mitigate this risk, including regular review of teaching needs and UTO scheme opportunities, clear expectations and monitoring of contributions/stint of both CTOs and UTO Fellows, and flexibility in appointment terms, specific additional action in 2020-21 has included discussion at Council as to ways in which collegiality could be sustained under COVID restrictions, with regular Zoom meetings for Fellows and resumption of Formals during the periods when this has been possible.
Student admissions	This risk constitutes potential deviations of actual admissions from target numbers, failure to identify candidates with best potential, failure to widen participation, failure to fulfil the University's Access Participation Plan obligations, and failure to comply with due process. Sidney Sussex met three of the five widening participation targets for undergraduate admissions in 2021.	In addition to the key controls in place to manage this risk which includes a transparent admissions process, University trained interviewers, and an outreach programme, the following additional actions were pursued in 2020-21: The development of additional plans for outreach content on the website and YouTube; and the implementation of an online admissions interviews process within the context of the continuing COVID-19 situation. The Admissions Director will highlight the importance of the University targets to Directors of Studies in the 2022 admissions process.
Health & Safety	This risk constitutes potential failure to maintain a safe environment for college members, staff and visitors; it has been exacerbated in 2020-21 by COVID-19 and the return to work by most staff at the start, and for a period, of Michaelmas Term 2020.	In addition to the key controls in place to manage this risk, in 2020-21, the COVID task force via the Operation working group, has continued to be a forum for the active monitoring of the COVID situation in College and the regular review of a range of College COVID protocols and risk assessments.

Risk	Risk description and incidences of crystallisation	Mitigating action in 2020-21
Communication	This risk constitutes the potential for the College's communications activities to lead to damaging publicity, or the provision of inadequate or inaccurate information which impacts the College's reputation. In 2020-21, the College has continued to experience increased scrutiny from the press, mainly student press, in relation to admissions policy and COVID-19 management.	In addition to the existing controls in place to manage this risk, which includes a communications officer to manage day to day communications and a communications steering group to review communications data and to advise on policy decisions, it was decided that in 2020-21, a comprehensive review of the governance and accountability for communications across the College would be initiated. This will be ongoing during the 2021-22 academic year, to culminate in clear lines of responsibility and a broad communications plan for the College, incorporating multiple target audiences and communication channels.
Assistant staff	This risk constitutes the potential failure of the College to attract and retain appropriately skilled and capable staff needed to meet the ongoing requirements of the College, failure to execute the contractual obligations as an employer, and/or failure to follow best HR practice or provide a safe and fair working environment. The risk is likely to be an increasing one in the year ahead due to the increasing difficulty in recruiting staff as a result of both Brexit and the reopening of the economy after COVID lockdowns.	In addition to existing controls which include the regular review of HR policies and processes by Finance & Needs Committee which reports to Council , and ongoing liaison with outside sources such as the wider University, professional legal advisers, and the inter-collegiate HR Forum, the following actions have been initiated in 2020-21: the induction of a new full-time HR manager; the identification of training needs / training solutions, and the development of a system for monitoring/tracking training. COVID-19 has continued to increase the challenge of managing assistant staff in 2020-21 but the measures to help mitigate the COVID-19 situation have continued to embed successfully, including regular online team catch-ups and creation of an online portal with information regarding specific COVID-19 policies and communications.
Information Technology	This risk constitutes the potential loss or corruption of data, or loss of access to IT services; with the risk having been increased within the context of COVID by staff needing to work remotely.	In addition to the range of key controls for managing this risk, additional actions implemented in 2021 have included: the updating of policies and procedures to ensure best security practice, and carrying out a review of Azure data retention policies in order to implement best practice.

5. Plans for future periods:

The College is a permanent institution and an important constituent of the collegiate University of Cambridge. The charitable purpose is that the College is a place of education, religion, learning and research, and it aims to promote academic excellence and freedom of thought and belief.

College plans for the short and medium term include:

- ensuring that the College is, and remains, a COVID-19 secure environment for staff and students, through regular review of the College Risk Assessments and ongoing implementation and monitoring of agreed mitigating action in the light of evolving Department for Education and Public Health England advice
- continuing to develop proposals for improvements in pastoral care, following receipt of donor funding for this purpose, working with the newly recruited College Head of Student Wellbeing who commences work for the College in September 2021
- continued review of the College's admissions strategy in the light of the University's Access and Participation Plan (APP), the wider Admissions Review initiated by the University which reported in 2021, the government consultation on Post Qualification Assessment, and preparation for involvement in the University-wide foundation year programme, the first intake of which will be in 2022-23
- ongoing review and implementation of the structure and remuneration of teaching provision within the College
- capitalising on the opportunities that the completion in Summer 2021 of the project to build a new basement kitchen and create a new servery and dining hall, affords the College in terms of enhanced student dining, conference and alumni events
- ongoing implementation of plan to recover from COVID-19 financial losses by 2023-24; that is to return to break-even on surplus/deficit before major works and donations, and take appropriate measures to rebuild free reserves to meet the target level of £5 million
- building upon the work carried out by the newly established Equality, Diversity and Inclusion working group to develop a strategy for improving equality, diversity and inclusion within the College
- developing and implementing an environmental sustainability strategy and plan for the College
- developing a strategic framework for the College which will be based on a review of the challenges and achievements of the College, and consultation with key stakeholders
- succession planning for the Mastership, within the processes set out in the statutes, for when the current Master's term ends in 2023
- continuous improvements to governance arrangements, including an ongoing review of College policies and protocols

Approved at the meeting of the Council on 10 November 2021

Professor R Penty
Master

CORPORATE GOVERNANCE

In February 2018 a revised set of Statutes for the College were approved by the Privy Council. The College is governed, under these Statutes, by two principal bodies:

- **The Governing Body**: comprises the Master, all Fellows in Class 1 (teaching), Class 2 (research) or Class 3 (administrative), and four elected students representing the junior members of the College. The Governing Body meets 6 to 8 times a year. It elects the College Council and supervises its work. In addition, it has the authority to make or amend the statutes and ordinances of the College and to resolve issues concerning their interpretation; to authorise any substantial alterations or additions to the College buildings or grounds; to hold the annual Audit Meeting; to elect and decide on the remuneration of the Master (subject to the Remuneration and Benefits Committee); and to elect the Vice-Master.

- **The College Council**: comprises the Master, three Fellows ex officio (the Vice-Master, Bursar and Senior Tutor), nine to twelve Fellows elected for three-year terms by the Annual Meeting of the Governing Body, and four junior members, three of whom are elected ex officio and one directly. The Council usually meets 9 times a year, and deals with all matters of College administration not reserved to the Governing Body. The members of the College Council are the charity trustees of the College.

The Governing Body and the College Council are served by sub-committees of which the principal ones as set out in the Statutes and Ordinances are: Audit Committee, Education and Pastoral Care Committee, Finance and Needs Committee, Investment Committee, Remuneration and Benefits Committee and Statutes and Ordinances Committee. The Audit, Investment and Remuneration and Benefits Committees contain members who are external to the College.

The **Finance and Needs Committee** is a standing committee of the Council, appointed annually, normally at the Annual Council Meeting. The Committee has the responsibility for the financial affairs of the College, including in the long-term, and for all aspects of financial policy, which includes: priorities and resources for teaching needs identified by the Education and Pastoral Care Committee, financial strategy and policy, financial planning and resource management, including human resources, College accounts and suitable procedures for financial and other control. The Committee shall act as a remuneration and benefits committee for assistant staff, setting annual policy and pay bands.

The **Audit Committee** is a standing committee of the Governing Body, appointed annually, normally at the Annual Meeting. The Committee has the authority to seek out concerning information and investigate any matter within its remit. Any member of the Committee, and any authorised agent of the Committee, may inspect the financial records of the College. The Committee will scrutinise accounting policy and practice, alongside the internal systems of financial and other control set by the Finance and Needs Committee. It will also set policy and oversee procedures for risk assessment and risk management. It is its duty to manage the annual external audit of the College accounts and it has general oversight of the effectiveness of College governance, with authority to raise any matter of concern with the Governing Body.

The **Investment Committee** is a standing committee of the Council, also appointed annually. Within the terms of policies set by the Council and subject to any specific directions from the Council, the Committee manages cash, including the investment or realisation of operational cash, stocks and shares and other financial instruments, investment funds and land or any interests in land held for investment purposes.

The **Remuneration and Benefits Committee** is a standing committee of the Governing Body. The Committee acts as an independent advisory body with power to set limits on the level of remuneration and other direct and indirect benefits (including the receipt of any salary, stipend, allowance, fund or facility, or any other benefit of a measurable value) of the Master, Fellows and Officers of the College, including the Trustees.

The **Education and Pastoral Care Committee** is a standing committee of the Council. The Committee has general superintendence of educational policy and provision in the College, keeping all aspects under review. In particular it monitors relevant University policies and general public policies on educational matters, considers proposals and makes recommendations on undergraduate and graduate admissions policy and practice, makes annual assessments of teaching needs and resources and identifies any appropriate changes to teaching provision or admissions practice, including the addition or loss of teaching staff. The Committee

takes steps to maintain the quality of College teaching and its cost-effectiveness, and for that purpose take due account of feedback from students, both through formal general consultation and in dialogue with students' representatives. It reports annually to the Council on the academic performance of undergraduate and postgraduate students and proposes measures which may help sustain and improve that performance including, through the appropriate channels (in particular the Graduate Tutors' Committee and Education Sub-Committee of the Senior Tutors' Committee) any aspects of the collegiate University's educational provision for postgraduates which gives rise to concern.

The **Statutes and Ordinances Committee** is a standing committee of the Governing Body. The Committee provides advice on legal matters which arise, whether within the College or from advice or consultations initiated by bodies in the collegiate University or beyond. It keeps the Statutes and Ordinances of the College under review in the light of University policy and practice, the law of the land and best practice, and makes recommendations for changes to the instruments of governance, providing appropriate draft instruments to give effect to such recommendations.

STATEMENT OF INTERNAL CONTROL

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

The system of internal control is risk based, so is designed to manage and mitigate, rather than eliminate, the risk of failure to achieve policies, aims and objectives.

The system of internal control is designed to identify the principal risks to the achievement of the College's policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. The Council has responsibility for agreeing the risk assessment. Risk management is delegated to individual Committees and is overseen by the Audit Committee. The Audit Committee's and Council's review of the effectiveness of the system of internal control is informed by the work of the various Committees, the 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.

The Audit Committee meets without officers being present and can carry out independent investigations of complaints and is a point of independent contact for the Auditors.

RESPONSIBILITIES OF THE COUNCIL

The Council is responsible for preparing the Annual Report and 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 Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing these financial statements, the Council is required to:

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

The Council is responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable it to ensure that the financial statements comply with the Statutes of the University of Cambridge. It is 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 Council is responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

INDEPENDENT AUDITORS' REPORT TO THE COUNCIL

Opinion

We have audited the financial statements of Sidney Sussex College (the 'College) for the year ended 30 June 2021 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 30 June 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Statutes of the University of Cambridge.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Council are responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our auditors' 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Statutes of the University of Cambridge

In our opinion based on the work undertaken in the course of the audit:

- The contribution due from the College to the University has been computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G,II, of the University of Cambridge.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Operating and Financial Review.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the responsibilities of the Council statement set out on page 26, the Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council 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 Council are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 College through discussions with Trustees and other management, and from our knowledge and experience of the education sector;
- we obtained an understanding of the legal and regulatory framework applicable to the College and how the College is complying with that framework;

- we identified which laws and regulations were significant in the context of the College. The Laws and regulations we considered in this context were Charities Act 2011, the Statutes of the University of Cambridge and taxation legislation. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items;
- in addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the College's and the Group's ability to operate or to avoid material penalty; 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 College's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

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

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

- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policy 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;
- reviewing minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators and the College'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 directors 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/auditorsresponsibilties. This description forms part of our auditors' report.

Use of our report

This report is made solely to the College's Council as a body, in accordance with College's statutes, the Statutes of the University of Cambridge and the Charities Act 2011. Our work has been undertaken so that we might state to the Council those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the College's Council as a body, for our audit work, for this report, or for the opinions we have formed.

Peters Elworthy & Moore

PETERS ELWORTHY & MOORE
Chartered Accountants and Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA
Date: 16 November 2021

Peters Elworthy & Moore 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, using the Recommended Cambridge College Accounts (RCCA) format; and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019.
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.

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 which are included at valuation.

Going Concern

In light of the global pandemic that commenced in early 2020, the Trustees have specifically considered the impact of the COVID-19 (coronavirus) pandemic, including the extent to which the College has experienced disruption in its activities in the year. Whilst students returned in October 2020, the second lockdown in January 2021 caused further disruption which impacted on the College's ability to generate sufficient income from tuition fees, accommodation and catering and investment activities to meet its ongoing expenditure obligations. After the year end, following government announcements, some conference and Summer school activities were able to take place.

The College has undertaken additional budgeting, forecasting and cash flow planning which is reviewed and monitored by the Finance and Needs Committee and Council. Forecasts have been prepared for the period to 2026 which have been stress tested based on a number of scenarios and have considered the impact upon the College and its cash resources and unrestricted reserves. The College has reviewed its cost base in order to combat the reduction in revenues and to extend financial headroom. The College has made use of the Government Job Retention Scheme. The College also has significant investments which could be realised if required.

Based upon their review the Trustees believe that the College will have sufficient resources to meet its liabilities as they fall due for the foreseeable future and therefore have continued to adopt the going concern basis in preparing the financial statements.

Consolidation of subsidiaries

Sidney Sussex College has two wholly owned subsidiaries, Sidney Sussex Limited and Sidney Sussex Hospitality Company. Sidney Sussex Limited is a dormant company and Sidney Sussex Hospitality Company Ltd has not been consolidated on the basis of materiality but has produced accounts that are available at Companies House.

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 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 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 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. Restricted capital grants are released to general reserves upon completion of the capital project to which they relate.

Special Trust Funds are restricted funds that the College holds in trust. The College is not free to change the terms on which these funds were established, though, as a result of the new Statutes approved in February 2018, it does have relatively broad powers to use surplus income.

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.

Designated Funds are funds that have been given without restriction, which the Council has decided to designate for a specific purpose. Often this reflects the preferences of the donor. The Council is free to make and amend the regulations for these funds.

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

Investment income and change in value of investment assets
Investment income and change in value of investment assets is 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.

All investment income is credited to the Statement of Comprehensive Income and Expenditure in the period in which it is earned. It is then transferred to an Accumulated Income Account, from which the Council declares an annual dividend. This dividend forms the income for the Trust Funds for the year. The scheme is designed to smooth out fluctuations in Trust Fund income.

Other income
Income is received from a range of activities including accommodation, catering conferences and other services rendered.

Cambridge Bursary Scheme
In 2020-21, the Cambridge Bursaries given by the College to eligible students were made directly by the Student Loans Company (SLC). The College reimbursed the SLC for the full amount paid to their eligible students, and the College subsequently received a contribution from the University of Cambridge towards this payment. The College has shown the gross payment made to eligible students and a contribution from the University as Income under "Academic Fees and Charges".

The net payment of £107,250 is shown within the Statement of Comprehensive Income and Expenditure as follows:

Income (see note 1)	£119,000
Expenditure	£226,250

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 comprehensive income and expenditure for the financial year.

Fixed assets

Land and buildings
Fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses.

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

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

Fixed assets
Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings and Long Leasehold Buildings are depreciated on a 1% reducing balance basis.

Short Leasehold Buildings are depreciated over the life of the lease up to a maximum of 50 years.

Assets under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred and are recognised on a cash basis. They are not depreciated until they are brought into use.

Land held specifically for development, investment and subsequent sale is included in current assets at the lower of cost and net realisable value.

The cost of additions to operational property shown in the balance sheet includes the cost of land. Furniture, fittings and equipment costing less than £5,000 per individual item is written off in the year of acquisition unless the aggregate value of related items exceeds £25,000. All other assets are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	2-25% reducing balance/straight line
Motor vehicles	20% straight line
Plant and equipment	15-25% reducing balance/straight line

Leased assets
Leases in which the College assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance leases are stated at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease, less accumulated depreciation and less accumulated impairment losses. Lease payments are accounted for as described below.

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

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

Heritage assets
The College holds and conserves a number of collections, exhibits, artefacts and other assets of historical, artistic or scientific importance. Heritage assets acquired before 1 July 2000 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 2000 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

Investments

Securities are included in the balance sheet at fair value on 30 June each year, except for investments in subsidiary undertakings which are stated in the College's balance sheet at cost.

Investment properties are included at fair valuation and the aggregate surplus or deficit in transferred to Unrestricted Reserves. A formal valuation of the commercial property holdings was carried out by Cheffins, Chartered Surveyors, as at 30 June 2020.

Stocks

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

Contingent liabilities and assets

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

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

Contingent assets and liabilities are not recognised in the balance sheet but are disclosed in the notes.

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. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or finance income as appropriate, unless they are included in a hedging arrangement.

To the extent that the College enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date. The College does not apply any hedge accounting in respect of forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

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

Taxation

The College is a registered charity (number 1137586) 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 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 costs

Retirement benefits for employees, who started after 2 January 2004, and for the majority of Fellows are provided by the Universities Superannuation Scheme (USS). Benefits for participating employees who started before 1 January 2004 are provided by the College's own scheme, Sidney Sussex 1975 Pension Scheme, but this is now closed to new entrants.

Universities Superannuation Scheme

The College participates in Universities Superannuation Scheme. 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 College 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 profit and loss account 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 profit and loss account.

Sidney Sussex College 1975 Pension Scheme

This is a defined benefit scheme which is externally funded and contracted out of the State Second Pension Scheme up to 31 March 2016. The funds are valued every three years by a professionally qualified independent actuary using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years, the actuary reviews the progress of the scheme. Pension costs are assessed in accordance with the advice of the actuary, based on the latest actuarial valuation of the scheme and is accounted for on the basis of charging the cost of providing pensions over the period during which the College benefits from the employees' and Fellows' services.

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 in 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 College Officers 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.

College Officers 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 the probate stage.

Useful lives of property, vehicle, equipment and furniture– Property, vehicle, equipment and furniture 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.

Recoverability of debtors – The provision for doubtful debts is based on the College's estimate of the expected recoverability of those 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.

Investment property – Properties were revalued to their fair value at the reporting date by Cheffins Commercial. The valuation is based on the assumptions and judgements which are impacted by a variety of factors including market and other economic conditions. The revised valuation at 30 June 2021 was reduced from £17.4 million to £15.0 million. Given the unknown future impact that COVID-19 might have on the real estate market, the valuation of the properties will be kept under frequent review.

Investments in Charities Property Fund – the College holds an investment in the Charities Property Fund Income Units which at the year-end was valued at £2.5 million.

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.

College Officers are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving these financial statements. Further details are given in note 26.

As 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 currently based on the USS deficit recovery plan agreed after the 2018 actuarial valuation, which defines the deficit payment required as a percentage of future salaries until 2036. These contributions will be reassessed within each triennial valuation of the scheme. The provision is based on College Officers' estimate of expected future salary inflation, changes in staff numbers and the prevailing rate of discount. Further details are set out in note 26.

STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Note	Unrestricted £000	Restricted £000	Endowment £000	2021 Total £000	Unrestricted £000	Restricted £000	Endowment £000	2020 Total £000
Income									
Academic fees and charges	1	2,762			2,762	2,706			2,706
Accommodation, catering and conferences	2	1,909			1,909	3,024			3,024
Investment income	3a	1,468	33	676	2,177	2,223	55	865	3,143
Endowment return transferred		261	415	(676)	0	334	531	(865)	0
Other income		429			429	385			385
Total income before donations and endowments		6,829	448	0	7,277	8,672	586	0	9,258
Donations	3b	1,569	155		1,724	1,359	13		1,372
New endowments	3b			2	2			0	0
Other capital grants for assets	3b		636		636		210		210
Total income from donations and endowments		1,569	791	2	2,362	1,359	223	0	1,582
Total income		8,398	1,239	2	9,639	10,031	809	0	10,840
Expenditure									
Education	4	(3,724)	(514)		(4,238)	(3,978)	(438)		(4,416)
Accommodation, catering and conferences	5	(3,586)	(2)		(3,588)	(4,392)	0		(4,392)
Other expenditure		(442)	(37)		(479)	317	(42)		275
Contribution under Statute G,II		(12)			(12)	(24)			(24)
Total expenditure	6	(7,764)	(553)	0	(8,317)	(8,077)	(480)	0	(8,557)
Surplus/(deficit) before other gains and losses		**579**	**686**	**2**	**1,322**	**1,954**	**329**	**0**	**2,283**
Gain/(loss) on disposal of fixed assets	8				0				0
Gain/(loss) on investments	9 & 11	2,969	116	4,401	7,486	(6,958)	(68)	(2,398)	(9,424)
Surplus/(deficit) for the year		3,548	802	4,403	8,808	(5,004)	261	(2,398)	(7,141)
Other comprehensive income									
Actuarial (loss) in respect of pension schemes	15	1,460			1,460	(1,224)			(1,224)
Total comprehensive income for the year		**5,008**	**802**	**4,403**	**10,268**	**(6,228)**	**261**	**(2,398)**	**(8,365)**

STATEMENT OF CHANGES IN RESERVES

	Income and expenditure reserve			Revaluation reserve	Total
	Unrestricted	Restricted	Endowment		
	£000	£000	£000	£000	£000
Balance at 1 July 2020	**55,233**	**6,031**	**25,664**	**36,372**	**123,300**
Surplus/(Deficit) from income and expenditure statement	3,603	802	4,403		8,808
Other comprehensive income	1,460				1,460
Release of restricted capital funds spent in the year	4,891	(4,891)			0
Transfers to / from Reserves	67	(120)	100	(46)	0
Balance at 30 June 2021	**65,254**	**1,822**	**30,167**	**36,326**	**133,568**

	Income and expenditure reserve			Revaluation reserve	Total
	Unrestricted	Restricted	Endowment		
	£000	£000	£000	£000	£000
Balance at 1 July 2019	**55,204**	**5,953**	**27,960**	**42,548**	**131,665**
Surplus/(Deficit) from income and expenditure statement	(5,095)	352	(2,398)		(7,141)
Other comprehensive income	(1,224)				(1,224)
Release of restricted capital funds spent in the year	10	(10)			0
Transfers to / from Reserves	6,337	(264)	102	(6,175)	0
Balance at 30 June 2020	**55,232**	**6,031**	**25,664**	**36,373**	**123,300**

The notes on pages 42 to 56 form part of these accounts

BALANCE SHEET

	Note	2021 £000	2020 £000
Non-current Assets			
Fixed assets	8	59,831	56,760
Heritage assets	8	234	234
Investments	9	84,154	76,797
Total non-current assets		144,219	133,791
Current assets			
Stocks	10	190	163
Trade and other receivables	11	3,003	2,450
Cash and cash equivalents	12	17,040	8,925
Total current assets		20,233	11,538
Creditors: amounts falling due within one year	13	(2,058)	(1,444)
Net current assets		18,175	10,094
Total Assets less current liabilities		162,394	143,885
Creditors: amounts falling due after more than one year	14	(24,900)	(14,900)
Provisions			
Pension provisions	15	(3,926)	(5,685)
Total net assets		**133,568**	**123,300**
Represented by:			
Restricted reserves			
Income and expenditure reserve – endowment reserve	16	30,166	25,664
Income and expenditure reserve – restricted reserve	17	1,822	6,031
		31,988	31,695
Unrestricted Reserves			
Income and expenditure reserve – unrestricted		65,254	55,233
Revaluation reserve		36,326	36,372
		101,580	91,605
Total Reserves		**133,568**	**123,300**

The financial statements were approved by the Master and Fellows on 10 November 2021 and signed on its behalf by:

Professor R Penty
Master

Ms S Bonnett
Bursar

The notes on pages 42 to 56 form part of these accounts

CASH FLOW STATEMENT

	Note	2021 £000	2020 £000
Net cash inflow from operating activities	18	(2,614)	(2,828)
Cash flows from investing activities	19	(3,282)	(1,453)
Cash flows from financing activities	20	9,526	8,143
Increase/(decrease) in cash and cash equivalents in the year		3,630	3,862
Cash and cash equivalents at beginning of the year		14,231	10,369
Cash and cash equivalents at end of the year	9 &12	17,861	14,231

The notes on pages 42 to 56 form part of these accounts

NOTES TO THE ACCOUNTS

1 Academic fees and charges

	2021 £000	2020 £000
Colleges fees:		
Fee income received at the Regulated Undergraduate rate	1,528	1,474
Fee income received at the Unregulated Undergraduate rate	468	456
Fee income received at the Graduate rate	601	673
Other income	46	0
Cambridge Bursaries Income	119	103
Total	2,762	2,706

2 Income from accommodation, catering and conferences

		2021 £000	2020 £000
Accommodation	College members	1,670	1,514
	Conferences	34	802
Catering	College members	202	309
	Conferences	3	399
Total		1,909	3,024

3 Endowment and investment income

3a Investments

	2021 £000	2020 £000
Income from:		
Land and buildings	750	1,381
Quoted securities	1,385	1,672
Other interest receivable	42	90
Total	2,177	3,143

Represented by:

	2021 £000	2020 £000
Unrestricted Income	1,468	2,129
Restricted Income	33	48
Endowment income - Unrestricted Permanent	261	334
Endowment income - Restricted Permanent	415	632
Total	2,177	3,143

3b Donations and Endowments

	2021 £000	2020 £000
Unrestricted General Donations	352	440
Unrestricted Designated Donations	1,217	919
Restricted Donations	155	13
New Endowments	2	0
Other capital grants for assets	636	210
Total	2,362	1,582

4 Education expenditure

	2021 £000	2020 £000
Teaching	1,869	1,893
Tutorial	630	664
Admissions	446	457
Research	257	405
Scholarships and awards	589	487
Other educational facilities	447	510
Total	4,238	4,416

5 Accommodation, catering and conferences expenditure

		2021 £000	2020 £000
Accommodation	College members	2,074	2,390
	Conferences	607	682
Catering	College members	670	782
	Conferences	237	538
Total		3,588	4,392

6a Analysis of 2020-21 expenditure by activity

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,182	1,909	147	4,238
Accommodation, catering and conferences	2,071	1,165	352	3,588
Investment management costs	0	108	0	108
Other	179	187	17	383
USS Provision Adjustment	0	0	0	0
Totals	4,432	3,369	516	8,317

Expenditure includes fundraising costs of £224k.

6b Analysis of 2019-20 expenditure by activity

	Staff costs (note 7) £000	Other operating expenses £000	Depreciation £000	Total £000
Education	2,395	1,887	134	4,416
Accommodation, catering and conferences	2,395	1,677	320	4,392
Investment management costs	0	373	0	373
Other	191	215	16	422
USS Provision Adjustment	(1,046)	0	0	(1,046)
Totals	3,935	4,152	470	8,557

Expenditure includes fundraising costs of £236k.

6c Auditors' remuneration

	2021 £000	2020 £000
Other operating expenses include:		
Audit fees payable to the College's external auditors	21	22
Other fees payable to the College's external auditors	3	2
Total	24	24

7 Staff costs

Consolidated	College Fellows £000	Other academic £000	Non-academic £000	2021 Total £000	2020 Total £000
Staff costs:					
Salaries	1,015	35	2,384	3,434	3,791
National Insurance	100	2	194	296	325
Pension costs	207	4	491	702	865
Sub-total	1,322	41	3,069	4,432	4,981
USS Provision Adjustment	0	0	0	0	(1,046)
Total	1,322	41	3,069	4,432	3,935

Average staff numbers	Average staff numbers 2021		Average staff numbers 2020	
	Number of Fellows	Full-time equivalents	Number of Fellows	Full-time equivalents
Academic	61	-	65	-
Non-academic	9	91	9	100
Total	70	91	74	100

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

	2021 Total £000	2020 Total £000
£100,001 - £110,000	0	0
£110,001 - £120,000	1	1

Remuneration includes 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.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. This includes aggregated emoluments paid to key management personnel. Key management personnel for the College include the Master, Vice Master, Bursar, Senior Tutor and Development Director. Aggregated emoluments consist of salary and taxable benefits but exclude any employer's pension contribution.

	2021 Total £000	2020 Total £000
Key management personnel	356	346

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

8 Fixed assets

	Freehold Land and buildings	Leasehold Land and buildings	Vehicle, Equipment and Furniture	Assets in construction	2021 Total	2020 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At beginning of year	49,795	1,201	1,341	7,425	59,762	55,300
Additions			44	3,543	3,587	4,462
Transfers	9,085		1,883	(10,968)	0	
Disposals			(106)		(106)	
Transfer to SOCIE						
At end of year	58,880	1,201	3,162	0	63,243	59,762
Depreciation						
At beginning of year	(2,292)	(186)	(524)		(3,002)	(2,534)
Charge for the year	(379)	(28)	(73)		(480)	(468)
Eliminated on disposals			69		69	
At end of year	(2,671)	(214)	(528)		(3,413)	(3,002)
Net book value						
At end of year	**56,209**	**987**	**2,634**	**0**	**59,830**	**56,760**
At beginning of year	47,503	1,015	817	7,425	56,760	52,767

The insured value of land and buildings as at 30 June 2021 was £153m (2020: £140m).

Heritage assets
The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since 1 July 2000 have been capitalised. However, the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous four years were as follows:

	2021 £000	2020 £000	2019 £000	2018 £000	2017 £000
Acquisitions purchased with specific donations					
Acquisitions purchased with College funds					
Total cost of acquisitions purchased					
Value of acquisitions by donation					
Total acquisitions capitalised	234	234	234	234	234

9 Investments

	2021 £000	2020 £000
Balance at beginning of year	76,797	83,540
Additions	7,872	6,219
Disposals	(3,254)	(3,621)
Depreciation		
Transfers out	(3)	44
Gain/(loss)	7,227	(9,517)
Increase/(decrease) in cash balances held at fund managers	(4,485)	132
Balance at end of year	84,154	76,797
Represented by:		
Property	15,021	17,400
Property Held for Sale		
Quoted securities – equities	67,762	51,611
Fixed interest securities	0	1,934
Unquoted securities – equities	450	443
Cash on Short Term Deposit	821	5,306
Cash in hand and at investment managers	0	0
Other investments	100	103
	84,154	76,797

The College has two wholly owned subsidiaries. Sidney Sussex Limited, a dormant company and Sidney Sussex Hospitality Company, a conference business. All profits generated through Sidney Sussex Hospitality Company are covenanted back to the college.

10 Stocks and work in progress

	2021 £000	2020 £000
Goods for resale	143	134
Other stocks	47	29
Total	190	163

11 Trade and other receivables

	2021 £000	2020 £000
Members of the College	166	83
Other receivables	684	359
Prepayments and accrued income	637	351
Provision for bad debts etc	(251)	(231)
Assets Held for Sale (Due less than 1 year)	872	381
Assets Held for Sale (Due greater than 1 year)	895	1,507
Total	3,003	2,450

12 Cash and cash equivalents

	2021 £000	2020 £000
Short-term money market investments	10,686	7,695
Current accounts	6,354	1,230
Total	17,040	8,925

13 Creditors: amounts falling due within one year

	2021 £000	2020 £000
Payments on account	131	109
Trade creditors	237	316
Taxation and Social Security	83	87
University fees	19	66
Contribution to Colleges Fund	12	24
Other creditors	321	310
Accruals and deferred income	1,255	532
Total	2,058	1,444

14 Creditors: amounts falling due after more than one year

	2021 £000	2020 £000
College Bond (30 year) 4.40% interest rate- maturing October 2043	2,900	2,900
College Bond (30 year) 4.45% interest rate- maturing January 2044	1,200	1,200
College Bond (40 year) 4.40% interest rate- maturing October 2053	2,300	2,300
Pensions Insurance Corporation Private Placement 2.26% interest rate- maturing December 2063	8,500	8,500
Pensions Insurance Corporation Private Placement 2.24% interest rate- maturing May 2066	10,000	
Total	24,900	14,900

During 2013-14, the college borrowed from institutional investors, collectively with other Colleges, the College's share being £6.4 million. The loans are unsecured and repayable during the period 2043-2053, and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of Borrowings to net Assets, and has been in compliance with the covenant at all times since incurring the debt. In March 2020, the college secured a new long term loan for £8.5 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 December 2063 at a fixed interest rate of 2.26%. In June 2021, the college secured a further long term loan for £10 million with the Pensions Insurance Corporation (PIC) with a maturity date of 12 May 2066 at a fixed interest rate of 2.24%.

15 Pension provisions

	Sidney Sussex College 1975 Pension Scheme £000	USS £000	2021 Total £000	2020 Total £000
Balance at beginning of year	4,321	1,364	5,685	5,732
Movement in year:				
Current service cost including life assurance	132	500	632	(327)
Contributions	(416)	(590)	(1,006)	(1,087)
Other finance (income)/cost	65	10	75	143
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(1,460)	0	(1460)	1,224
Balance at end of year	2,642	1,284	3,926	5,685

See note 26 for further analysis

16 Endowment funds

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £000	Unrestricted permanent endowments £000	2021 Total £000	2020 Total £000
Balance at beginning of year				
Capital	15,678	9,986	25,664	27,960
New donations and endowments		2	2	
Increase/(decrease) in market value of investments	2,697	1,703	4,400	(2,398)
Transfers to / from Reserves	100	0	100	102
Balance at end of year	18,475	11,691	30,166	25,664
Analysis by type of purpose				
Fellowship Funds	9,434		9,434	8,077
Scholarship Funds	3,459		3,459	2,881
Prize Funds	183		183	157
Hardship Funds	272		272	232
Bursary Funds	238		238	202
Travel Grant Funds	233		233	199
Other Funds	4,656		4,656	3,930
General endowments		11,691	11,691	9,986
Total	18,475	11,691	30,166	25,664
Analysis by asset				
Property				0
Investments	18,476	11,688	30,164	25,664
Cash		2	2	0
Total	18,475	11,691	30,166	25,664

17 Restricted Reserves

Reserves with restrictions are as follows:

	Capital grants unspent £000	Permanent unspent and other restricted income £000	Restricted expendable endowment £000	2021 Total £000	2020 Total £000
Balance at beginning of year					
Capital			773	773	890
Accumulated income	4,126	991	141	5,258	5,063
	4,126	991	914	6,031	5,953
Prior Year Adjustment: Change of Fund Classification					
New grants	636			636	210
New donations			155	155	13
Other investment income	14	414	19	447	587
Increase/(decrease) in market value of investments			116	116	(68)
Expenditure	(9)	(439)	(105)	(553)	(480)
Capital grants utilised	(4,891)			(4,891)	(10)
Transfers to / from Reserves	124	(114)	(130)	(120)	(173)
Balance at end of year	0	852	969	1,821	6,031
Comprising of:					
Capital		0	844	844	773
Accumulated income		852	125	978	5,258
		852	969	1,822	6,031
Fellowship Funds		320	0	320	396
Scholarship Funds		224	0	224	295
Prize Funds		7	0	7	6
Hardship Funds		41	2	43	47
Bursary Funds		51	694	745	671
Travel Grant Funds		32	91	123	112
Other Funds		177	182	359	4,504
Total		852	969	1,822	6,031
Analysis by asset					
Property					
Investments			1,003	1,003	725
Cash		852	(33)	820	5,306
Total		852	969	1,822	6,031

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

	2021 £000	2020 £000
Surplus (deficit) for the year	8,808	(7,141)
Adjustment for non-cash items		
Depreciation	516	468
Loss/(gain) on disposal of fixed assets		
Loss/(gain) on investments	(7,487)	9,424
Decrease/(increase) in stocks	(27)	60
Decrease/(increase) in trade and other receivables	(675)	276
Increase/(decrease) in creditors	614	(276)
Pension costs less contributions payable	(299)	(1,271)
Adjustment for investing or financing activities		
Investment income	(2,177)	(3,143)
Interest payable	474	357
Donations and Legacies	(1,726)	(1,372)
Donations for Capital Grants	(636)	(210)
Net cash inflow/(outflow) from operating activities	(2,615)	(2,828)

19 Cash flows from investing activities

	2021 £000	2020 £000
Current investment disposal	381	926
Non-current investment disposal	3	(44)
Investment income	2,177	3,143
Withdrawal of deposit	3,254	3,621
Payments made to acquire non-current fixed assets	(3,587)	(4,462)
Payments made to acquire non-current investment assets	(7.872)	(6,219)
Donations and Legacies	1,726	1,372
Donations for Capital Grants	636	210
Total cash flows from investing activities	(3,282)	(1,453)

20 Cash flows from financing activities

	2021 £000	2020 £000
Interest paid	(474)	(357)
New secured loans	10,000	8,500
Repayments of amounts borrowed		
Total cash flows from financing activities	9,526	8,143

21 Analysis of cash and cash equivalents

	At beginning of year £000	Cash flows £000	At end of year £000
Cash at bank and in hand	14,231	3,630	17,861
Cash held at Fund Managers			
Net Funds	14,231	3,630	17,861

22 Capital commitments

	2021 £000	2020 £000
Capital commitments at 30 June 2021 are as follows:		
Authorised and contracted		3,859
Authorised but not yet contracted for	112	

23 Lease obligations

At 30 June 2021 the College had commitments under non-cancellable operating leases as follows:

	2021 £000	2020 £000
Land and buildings:		
Expiring within one year	0	0
Expiring in over 5 years	1	1

24 Reconciliation and analysis of net debt

	At 1 July 2020	Cash Flows	At 30 June 2021
	£000	£000	£000
Cash and cash equivalents	14,231	3,630	17,861
Borrowings:			
Amounts falling due within one year			
Secured loans			
Unsecured loans			
Bank overdraft			
subtotal	0	0	0
Borrowings:			
Amounts falling after more than one year			
Secured loans			
Unsecured loans	14,900	10,000	24,900
subtotal	14,900	10,000	24,900
Total	(669)	(6,370)	(7,039)

25 Financial Instruments

	2021 £000	2020 £000
Financial assets		
Financial assets at fair value through Statement of Comprehensive Income		
Listed equity investments	67,762	53,545
Other equity investments	450	443
Financial assets that are debt instruments measured at amortised cost		
Cash and cash equivalents	17,861	14,232
Other debtors	2,371	2,099
Financial liabilities		
Financial liabilities measured at amortised cost		
Bank overdraft		
Loans	24,900	14,900
Trade creditors	237	316
Other creditors	566	596

26 Pension schemes

The College participates in two defined benefit schemes:

Universities Superannuation Scheme

The total cost charged to the profit and loss account is £511,144 (2019-20: £441,424 was credited). This includes £52,080 (2019-20: £56,443) outstanding contributions at the balance sheet date.

Deficit recovery contributions due within one year for the College are £156,328 (2019-20: £61,940)

As at the 30 June 2021, the latest available complete actuarial valuation of the Retirement Income Builder was at 31 March 2018 (the valuation date), which was carried out using the projected unit method. Since the year end the valuation as at 31 March 2020 was signed and filed with The Pensions Regulator with an effective date of 1 October 2021. As the new valuation was not in place at the financial year end, any adjustment in the deficit provision will be reflected in the financial statements for the year ended 30 June 2022.

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 2018 valuation was the fifth valuation for the scheme 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%.

The key financial assumptions used in the 2018 valuation are described below. More detail is set out in the Statement of Funding Principles.

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%

Universities Superannuation Scheme (Continued)

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. The 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_2016 with a smoothing parameter of 8.5 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:

	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, which requires payment of 2% of salaries over the period 1 October 2019 to 30 September 2021 at which point the rate will increase to 6%. The 2021 deficit recovery liability provision reflects this plan. The liability figures have been produced using the following assumptions:

	2021	**2020**
Discount Rate	0.87%	0.73%
Pensionable salary growth	1.50%	1.00%

Sidney Sussex College 1975 Pension Scheme

The College operates a defined benefits plan, the Sidney Sussex College 1975 Pension Scheme.

The liabilities of the plan have been estimated for the purposes of FRS102 based on the results of the actuarial valuation as at 1 July 2020, adjusted for the different assumptions required under FRS102 and taking into consideration subsequent cash flows.

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

	2021 **% pa**	**2020** **% pa**
Discount rate	1.85	1.45
Increase in salaries	3.00	4.05
RPI assumption	3.30	3.05
CPI assumption	2.50	2.25
Increases to deferred pensions in excess of the GMP	2.50	2.25
Increases to pensions in payment for service pre 6/4/97 in excess of GMP	3.00	2.80
Increases to pensions in payment for service from 6/4/97	3.20	3.00

Members are assumed to retire at the plan normal retirement age.

Sidney Sussex College 1975 Pension Scheme (Continued)

The underlying mortality assumption is based upon 100% of the rates in the standard table known as S3LPA on a year of birth usage with CMI_2019 future improvement factors and a long-term rate of future improvement of 1.25% p.a. and no additional improvement (A=0%) (2020: S2LPA, CMI_2017, 1.25%, A=0%).

The amounts recognised in the Balance Sheet as at 30 June 2021 (with comparative figures as at 30 June 2020) are as follows:

	2021	2020
	£	£
Present value of defined benefit obligation	7,829,300	8,734,400
Fair value of plan assets	(5,188,100)	(4,413,800)
Net defined benefit liability	2,641,200	4,320,600

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	2020
	£	£
Current service cost	135,700	184,900
Interest on the net defined benefit liability	60,600	71,400
Loss on plan changes	-	-
Losses (or gains) on settlements or curtailments	-	-
Total	196,300	256,300

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	2020
	£	£
Present value of plan liabilities at beginning of period	8,734,400	7,770,500
Current service cost	135,700	184,900
Employee contributions	11,100	17,900
Benefits paid and DIS premiums	(410,100)	(62,300)
Interest on plan liabilities	124,700	176,400
Actuarial (gains)/losses	(766,500)	647,000
(Gain)/loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Settlement	-	-
Present value of plan liabilities at end of period	7,829,300	8,734,400

Sidney Sussex College 1975 Pension Scheme (Continued)

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:

	2021	2020
	£	£
Market value of plan assets at beginning of period	4,413,800	4,448,400
Contributions paid by the College	416,000	481,900
Employee contributions	11,100	17,900
Benefits paid and DIS premiums	(410,100)	(62,300)
Administrative expenses	-	-
Interest on plan assets	64,100	105,000
Return on assets, less interest included in Profit & Loss	693,200	(577,100)
Settlement		
Market value of plan assets at end of period	5,188,100	4,413,800
Actual return on plan assets	757,300	(472,100)

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	70%	82%
Property	4%	4%
Corporate bonds	6%	-
With profit funds	4%	-
Cash	16%	14%
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 re-measurement 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	2020
	£	£
Actuarial gain/(loss) on plan assets	693,200	(577,100)
Actuarial gain/(loss) on plan liabilities	766,500	(647,000)
Re-measurement of net defined benefit liability recognised in OCI	1,459,700	(1,224,100)

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
	£	£
Net defined benefit asset/(liability) at beginning of year	(4,320,600)	(3,322,100)
Recognised in Profit and Loss	(196,300)	(256,300)
Contributions paid by the College	416,000	481,900
Re-measurement of net defined benefit liability recognised in OCI	1,459,700	(1,224,100)
Net defined benefit asset/(liability) at end of year	(2,641,200)	(4,320,600)

27 Post Balance Sheet Event

Since the year end, following the completion of the 2020 actuarial valuation, a new deficit recovery plan has been agreed in respect of the USS pension scheme. A new Schedule of Contributions based on the 2020 actuarial valuation has been agreed, and become effective, post year end. This results in an increase of £2,286k in the provision for the obligation to fund the deficit on the USS pension which would instead be £3,570k. As the Schedule of Contributions was not in place at the financial year end this adjustment will be reflected in the Financial Statements for the year ended 30 June 2022. If the Joint Negotiating Committee (JNC) recommended deed on benefit changes has not been executed by 28 February 2022 then a different schedule of contributions would become applicable. If this were to happen then there would be an increase of £4,442k in the provision for the obligation to fund the deficit on the USS pension which would instead be £5,727k.

28 Contingent Liabilities

No contingent liability has been recognised.

29 Related Party Transactions

Owing to the nature of the College's operations and the composition of the College Council, it is inevitable that transactions will take place with organisations in which a College Council member may have an interest. All transactions involving organisations in which a member of the College Council 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 the Remuneration Committee.

The salaries paid to Trustees (excluding employer's national insurance contributions and employer's pension contributions employers) in the year are summarised in the table below:

From	To	2021 Number	2020 Number
£0	£10,000	10	7
£10,001	£20,000	-	2
£20,001	£30,000	-	-
£30,001	£40,000	1	1
£40,001	£50,000	2	4
£50,001	£60,000	-	-
£60,001	£70,000	1	2
£70,001	£80,000	1	-
£80,001	£90,000	1	1
£90,001	£100,000		
	Total	16	17

The total Trustee salaries were £416k for the year (2019-20: £497k)

The trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £130k for the year (2019-20: £154k)

The Trustees were also paid expenses in respect of their teaching, research and other duties within the College which totalled £6.7k for the year. These expenses related to travel, College entertainment and research expenditure

The College has one trading and one dormant subsidiary undertakings which are not 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.