

Company Registration Number: 07366779  
Charity Registration Number: 1139462



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## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

The trustees, who are also directors of the charity for the purpose of the Companies Act 2006, present their annual report with the audited consolidated financial statements of the charity for the year ended 31 July 2024. The trustees confirm that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019).

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Company Number

07366779 (England and Wales)

##### Registered Charity Number

1139462

##### Registered Office

CUSU

1<sup>st</sup> Floor

4 Jordan Well

Coventry

West Midlands

CV1 5QT

Tel: 02477 655200

Fax: 02477 655239

[www.cusu.org](http://www.cusu.org)

##### External Trustees

The following trustees are also directors of the company:

<i>Name</i>	<i>Position</i>	<i>Appointed</i>	<i>Resigned</i>
<i>Mrs Jacqui Clements</i>	<i>Chair</i>	<i>30 September 2019</i>	
<i>Dr Furrkh Aslam</i>		<i>22 February 2019</i>	
<i>Mr James Hunt</i>		<i>1 September 2020</i>	
<i>Mr Jeremy Robinson</i>		<i>29 April 2021</i>	
<i>Mr Larry Coltman</i>		<i>29 April 2021</i>	
<i>Miss Naomi Smith</i>		<i>16 November 2022</i>	

##### Full time (Sabbatical) Officers

The Sabbatical Officers are elected in to office by the student population and to form the Executive Committee. The Sabbatical Officers that held office during the year are:

<i>Name</i>	<i>Position</i>	<i>Appointed</i>	<i>Term Expired</i>
<i>Panchami Satheesh</i>		<i>1 July 2023</i>	<i>30 June 2024</i>
<i>Julia Reszka</i>		<i>1 July 2023</i>	<i>30 June 2024</i>
<i>Aparna Golla</i>		<i>1 July 2023</i>	<i>30 June 2024</i>
<i>Akhil Sha</i>	<i>Deputy Chair</i>	<i>1 July 2023</i>	
<i>Promise Owai</i>		<i>1 July 2024</i>	
<i>Christopher Eban</i>		<i>1 July 2024</i>	
<i>Oduduabasi Umo-Odiong</i>		<i>1 July 2024</i>	

##### Student Trustees

The Student Trustees that held office during the year were:

<i>Name</i>	<i>Position</i>	<i>Appointed</i>	<i>Term Expired</i>
<i>Mr Lewis Callary</i>		<i>16 November 2022</i>	<i>30 June 2024</i>

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**TRUSTEES' ANNUAL REPORT  
FOR THE YEAR ENDED 31 JULY 2024**

**Management**

*Mr John Abell*

*Mr Paul Burt*

*Mr Daniel Connolly*

*Mr Michael Lappin*

*Mrs Emma Austin*

*Miss Elizabeth Collins*

*Mrs Devina Whitwell*

*Mrs Sarah Moore*

*Ms Adrien James*

*Chief Executive Officer*

*Chief Operating Officer*

*Director of Communications*

*Director of Enterprise*

*Head of Marketing and Communications*

*Director of Finance and Risk*

*Director of Employability*

*Director of People*

*Director of Membership Services and Portfolio management*

**Senior Statutory Auditor**

*Stephen Anderson FCCA (Senior Statutory Auditor)*

**Auditors**

Knox Cropper LLP

153-155 London Road

Hemel Hempstead

Hertfordshire HP3 9SQ

**Solicitors**

Anthony Collins Solicitors LLP

134 Edmund Street

Birmingham

B3 2ES

**Bankers**

The Co-Operative Bank plc

PO Box 101

1 Balloon Street

Manchester

M60 4EP

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

## STRUCTURE, GOVERNANCE AND MANAGEMENT

CUSU's purpose is to represent, promote and advance the educational, welfare, sporting, social and cultural interests of all students enrolled across Coventry University and the Coventry University Group (CUG) and be directed by those students.

CUSU represents the interests of Coventry and CUG students both locally and nationally and exists to encourage and enable the wide participation of all students in that representation.

### Governing document

The charity is a company limited by guarantee as defined by the Companies Act 2006 and does not have any share capital. The charity is governed by the Memorandum and Articles of Association. The guarantors are the members of CUSU, being registered students at Coventry University as defined by the Articles of Association.

During 2022/23 a detailed review of the Articles of Association was undertaken and a new governing document and by-laws were approved by the Charity Commission and adopted on 08 November 2022. The new articles allow for more digital decision making by officers and recognise that Coventry University is now a national group with multiple campuses in the U.K.

### Board of Trustees

CUSU is overseen by its Board of Trustees which is ultimately responsible for the governance of the charity and ensures that the Students' Union: complies with relevant legal frameworks, makes sound financial decisions, has a strategy that meets its charitable objectives.

The Board is responsible for the management, administration, governance, and strategy for CUSU. The Board operates on democratic principles, working for and with our members who are the students of Coventry University and the CU Group. The Board is legally responsible for CUSU and ensuring CUSU complies with relevant laws and legal frameworks.

The Board's power is subject to the decisions or policy made by the members via CUSU's democratic structures. The trustees may override the decisions or policy only on the grounds of financial considerations, charity or education law or other legal requirements or the reputation or best interests of CUSU.

The Board, assisted by sub-committees, has delegated the day-to-day operations of CUSU to the Chief Executive who is accountable to the Board and sub-committees. The Chief Executive is further assisted by a management team.

In 2023 /24 The Board of Trustees had 13 members comprising:

- Four full-time executive officers
- Three appointed student members
- Two members appointed by Coventry University Board of Governors
- Four external trustees

On 31 July 2024 there were 11 members in post. The new articles of association allow up to 18 members of Board so recruitment for new student members will begin in Q2 2024/25.

The Board met four times during the year to receive reports from sub-committees, officers and management to review CUSU's performance and administration. The Board also met for a strategy day.

### Sub-committees of Board of Trustees

The following sub-committees report to Board of Trustees:

- Commercial Services Board
- Finance and Audit Committee
- People and Culture Committee
- Governance and Appointments Committee

These committees each met a minimum of two times this year. The sub-committees contain trustees as well as external experts who provide support.

### Recruitment, appointment and training of new trustees

The Students' Union Articles of Association governs the terms of office, appointment process and responsibilities of the trustees. The trustees are provided with comprehensive training and briefings on their roles.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

#### Members of the Union Ordinary Members

Ordinary membership is open to all students who do not opt out of membership of CUSU under clause 22 (c) of the Education Act 1994 and are enrolled on any course at Coventry University or the CU Group, to Sabbatical Officers of CUSU, and where appropriate to students on Coventry University courses at other organisations.

Ordinary Members are entitled to propose, stand and vote in CUSU elections, and propose and vote on motions in referenda.

#### Associate Members

Associate Membership is open to all members of Coventry University, the CUG, CUSU staff, past students of the University and to other persons agreed to by the Executive Committee who shall determine the membership fee.

Associate Members may use most of the services of CUSU but shall not:

- Vote or stand in CUSU elections or meetings
- Hold officer or committee positions
- Represent CUSU in competitive sport
- Access the Advice Centre

Associate membership may be revoked by Executive Committee in accordance with CUSU disciplinary procedures.

#### Honorary Members

Honorary Membership is awarded to any persons considered appropriate by Executive Committee, and to members of Executive Committee on their last day of office unless considered otherwise by Executive Committee.

Honorary Members enjoy the rights of Associate Members without fee or charge. Honorary membership may be revoked by Executive Committee.

#### Executive Committees, Student Councils, All Student Meetings

CUSU operates on democratic principles, the voice of students is represented through a series of bodies. In 2023-24 those bodies were:

- Coventry Executive Committee
- Cross-Campus Executive Committee
- Student Council (known as Union Affairs Committee)
- Referenda

#### Union Affairs Committee

Union Affairs Committee comprises of four elected Sabbatical Officers, a Postgraduate Research rep, and an Executive Committee Officer for each college and location of the University and location in the CU Group.

This committee represent the interests of all members and CUSU to the University and other external bodies and directs the everyday affairs of CUSU in accordance with CUSU policy.

#### Sabbatical Officers

There are four elected Sabbatical Officers. These act as trustees of CUSU and directors of any company established by CUSU. As Trustees they are responsible for setting the strategic direction of CUSU and any company established by CUSU, as required by the Board of Trustees. During the year Union Affairs Committee decided to change the name of the President role to Welfare Officer to better reflect the remit of that role.

#### Executive Committee

The Executive Committees in each CUSU location represent the interests and direct the activities for students who study on those campuses and can propose policy and campaigns to Union Affairs Committee as required.

#### Election

The Union Affairs and Executive committees are elected by the ordinary members of CUSU by secret ballot. The union received nominations from 55 students and nominations were received for all of the 13 positions available. Candidates were more likely to be overseas and postgraduate students so next year we will aim to engage more UK and undergraduate students with the elections.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

Over the voting period 4,467 individuals voted. Turnout at 17% was higher than in previous years and higher than the sector average noted by the National Union of Students (NUS).

#### Policy

Union policies lapse after three years unless renewed by Union Affairs Committee. Members are notified of policies due to lapse and may speak in favour of renewing the motion. A simple majority vote is needed to renew it.

#### Referenda

Referenda are the highest decision-making body within CUSU. Voting is open to all ordinary members and if a referendum receives a total turnout of 5% of the membership, then the result is binding and overrules any previous decisions by the Union Affairs Committee, Local Executive Committees or Forum. If a lower level of turnout is achieved the result is not binding but is an indicative vote for Union Affairs Committee and Local Executive Committees. One referendum was held (on membership of NUS UK) however it wasn't quorate with only 131 students voting. Of these, 89% expressed a preference for the SU to stay a member of NUS UK.

### Relationship with Coventry University and other related parties

#### Coventry University Group

Coventry University is the owner of the premises called "The Hub" which it lets to CUSU under a licence agreement. Under the licence agreement the University provides services such as power, cleaning, custodial services and landlord's repairs. The provision of this licence has been valued as a Service in Kind.

CUSU also receives a Block Grant from the University as the Education Act 1994 imposes a duty on the University to ensure financial viability of its student representative body. There is no reason to believe that this or equivalent support from the University will not continue for the foreseeable future. This year the block grant rose by 8% to £2,190,240 including funding for cost of living rises for CUSU staff.

We at CUSU are thankful for the University's continuing support. Importantly, we continue to benefit from positive relationships with University staff at all levels and locations. We aspire to make a continued positive contribution to the lives of our members and the campus community.

The University plays an important role within CUSU, having representatives on the Board of Trustees, Management, CUSU Services and Finance sub-committees.

#### CUSU Services Limited

CUSU is the beneficial owner of CUSU Services Limited, a Company limited by shares incorporated on 11 July 2011. CUSU Services Limited manages the commercial aspects of CUSU including the lease of any commercial property. As the parent company CUSU prepared these consolidated financial statements incorporating CUSU Services Limited. CUSU provides management services to CUSU Services Limited for which a charge is made. The taxable profits of CUSU Services Limited are donated to CUSU under Gift Aid. CUSU Services works to diversify income to CUSU (charity) through the following business units:

- **Phoenix Commercial Development** – This unit works on events and new projects to integrate the work of CUSU in the areas in which it operates. This unit organises SU Digital, our annual sector conference.
- **Phoenix Creative** - Our creative agency delivers graphic design, illustration, print, digital, video and animation work. Phoenix Creative secured a significant contract this year with Birmingham Guild of Students, supporting them for 2 days a week, as well as completing work for several other SU's and universities including London Met University, Warwick SU and Imperial College Union
- **Phoenix Employability and Training** - This department has delivered University accredited modules for over 10 years through the University Add+Vantage scheme (though this activity is delivered through the Charity rather than CUSU Services – it is overseen by CUSU Services Board). Any surplus from the Add+Vantage scheme is reinvested to improve the educational experience of students.
- **Phoenix Partnerships** - This media sales and advertising arm of our business-to-business sales. We traditionally sell media and exhibition space to access our market of 35,000 students. This is through a range of traditional media sales and fair sales including Freshers' Fair. This unit works in partnership with a company called Native to develop this service.
- **Phoenix Catering** – We now operate outlets in Dagenham and Coventry designed to provide value food and drink to our members. This is run with support from NUS and is designed to operate on a break-even basis to support students through the cost-of-living crisis.

The surplus from our trading arm was slightly below budget as we focussed on developing Phoenix Catering as a significant new offer for students. We have now developed a new commercial services strategy and we are confident about significantly growing our offer over the course of the strategy.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

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#### Commercial Services Governance

It is acknowledged that the development of these services brings more risks to the organisation and these risks are considered and overseen by CUSU Services board and the Board of Trustees who have co-developed the new strategy.

#### Commercial Strategic Vision:

By 2027, CUSU Services will have developed new and existing enterprise ventures, that are reliable, relevant and sustainable for our students and our wider communities.

We will be recognised as an entrepreneurial trading subsidiary that is truly Powered by Students, accelerating their employability opportunities and development.

#### Commercial Services Review of the Year

The surplus from our trading arm was below budget due to several factors such as the decision to focus on developing catering this year as a break-even service to students. We took the decision to no longer organise the Coventry Festival of Running and Half Marathon due to a change in demand for these events nationally after the pandemic meaning that a long runup time would be needed to deliver a successful event.

#### National Union of Students (NUS)

CUSU has been engaged in the training and support provided by NUS UK in the last year through summer convention for elected officers, attendance at the national and other relevant conferences. CUSU continues to engage with NUS UK with various items of policy being submitted to National and Liberation Conferences over the last year. CUSU is also a member and active participant of NUS Charity to support staff.

## OBEJECTIVES AND CHARITABLE ACTIVITIES

#### Our Purpose

*The purpose of CUSU shall be to represent, promote and advance the educational, welfare, sporting, social and cultural interests of all students enrolled at Coventry University Group and be directed by the students of Coventry University Group.*

#### Equality and Diversity

One of our key values in the new strategy is that 'we will be inclusive'. In order to better achieve this, the SU undertook a comprehensive equality audit through an organisation called Watch This Space in 2023. Union Affairs Committee and Board of Trustees developed a roadmap of activity in 2023/24 to ensure we live to this value. As part of this we have further developed our communities of marginalised communities and students were specifically employed to develop activities and campaigns in the following areas:

- Disabled students
- Global Majority students
- International students
- LGBTQIA+ students
- Women students

The SU also contributed to the new Coventry University Group Access and Participation Plan which was developed over the summer of 2024 and will contain significant activities to support marginalised students when it becomes live.

#### Strategic plan

The trustees instruct the senior management team, as well as all established and casual staff, to achieve the aims and objectives of the charity. A new 4-year strategic plan for the organisation was launched in Q1 2022/23 containing detailed Key Performance Indicators to guide the growth of the organisation over the next four years.

#### Mission - Supporting Student Success

**Vision** - All students at Coventry University Group will fulfil their potential

**Values** - We will be helpful – We will be inclusive - We will be ethical

**Themes:** University Experience, Providing Support, Developing Skills, Creating Communities

**Enablers:** Governance and Relationships, Finance and Resources, Communications and Insight, People and Culture



## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

## OVERVIEW OF THE YEAR

The SU has now completed Year 2 of the strategic plan 'Your SU - Supporting Student Success 2022-26'. There were financial challenges in the year that impacted performance as costs were cut to recover from not receiving £300,000 of expected income in the Employability and Skills department but we believe this report shows overall progression against the plan and strong results. An end of year deficit of £150,000 against a budgeted deficit of £100,000 still leaves the SU in a strong financial position with approximately £1M in reserves (excluding the pension deficit).

The plan contains six strategic goals which will be in place until 2026 and a set of KPIs that are reviewed each year to ensure they remain relevant and ambitious. Of the 40 KPIs, the SU is currently achieving 20 with more on target to be achieved in 2024/25.

## 22 – 26 Strategic Goals

By August 2026 the SU will:

Goal	2024 Score
Support Coventry University Group to be in the top 25% of the NSS for overall satisfaction as measured by the Group's average positivity score in all NSS questions ranked across institutions (38% in 2022)	Achieving – 18%
Have over 70% of students who are satisfied with the SU as measured by the NSS (61% in 2022)	Achieving - 75.8%
Reduce in year undergraduate withdrawals to 2.5% (5% in 2022)	Failing – 10.3%
Have over 50% of students engage with an SU facilitated activity (17% in 2022)	Progressing – 35%
Have a turnover of over £5M and spend over 10% of this on student staff (£3.8M and 2% in 2022)	Progressing – £3.0M and 4.2%

## Membership Services Performance

One of the main challenges remains quality student engagement with extra-curricular activity as members become increasingly time poor. The SU is getting more students to engage with one-off activities but is still struggling to return volunteering and student society activity to pre-pandemic levels. There are positive signs – in 2023/24 the SU recruited, trained and rewarded over 1000 course reps for the first time since the pandemic.

Much of the work in 2023/24 was in preparation for 2024/25 as we begin the transferral of two university services to the SU and prepared to support the Phoenix+ extra-curricular employability initiative. Other new initiatives included supporting the University Group with the APP submission as well as developing a new online feedback tool to students. Both projects should make a large difference in future years.

Of most concern is the high in-year withdrawal rate of students. This is a sector wide issue (particularly with international students for both financial and visa reasons), however the SU can do more to stop students leaving in-year and we are working with the University Group on initiatives to reduce withdrawal.

## Student Voice

During the year we began trials of a new online feedback tool for students that will be key to our student voice work going forward. This was tested in one academic unit (CU Coventry). This will be fully launched in 2024/25.

As well as highlighting issues with the academic experience we are also keen to celebrate success. The SU ran 7 events in faculties and locations celebrating students, lecturers and support staff. This culminated in the SU awards dinner where 12 students or student groups were awarded for their overall success across the Group.

## Activities

The Activities team continued to deliver a wide ranging programme of events and supporting society activity over the year.

In 23/24, there were 77 active societies with 2070 memberships sold. Many students engage in more than one society therefore the number of individual student memberships sold was 1553 students.

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Societies are led through student committees. In 23/24 there were 275 committee members spread across roles including Treasurer, EDI Officer and President. All took part in a basic training programme with many doing further training in aspects of their role.

There were 35 events where external Speakers talked to Societies. Subjects covered included faith based talks, political discussions and industry-based career advice

The year was rounded off with an Activities Awards ceremony in April. The event was attended by 120 students and, from the 248 nominations received, a range of awards were given.

#### **Advice**

The SU Advice Service continues to be very busy as students, from all UK locations, come to Your SU for support across a number of issues. The Advice Centre received 4958 queries in 23/24, many of which were triaged at the first point of contact with 1128 cases being opened as a consequence of the queries.

Most cases were centred around academic issues with finance cases being the second most in demand category.

The Advice team maintained a proactive online presence throughout the year, engaging 6823 readers over the articles published.

Advisors managed to secure over £300,000 financial gains for students through work on cases of a financial nature such as benefit claims and compensation.

Of the students that were seen by the advice team, 68% of them completed a feedback form with 87% of that figure judging the advice given to be use or very useful.

#### **Sporting Success**

Sports are recovering from the post pandemic drop in engagement with the number of clubs holding firm at 35 and the numbers of members steady at c.1500. The 'Team Phoenix' performance clubs in 22/23 were men's and women's volleyball, men's and women's basketball and women's rugby. Each team has benefitted from extra strength and conditioning and support and resources dedicated to furthering their success.

The SU's national league teams that perform under the 'Flames' banner have had elements of success. The Flames men's basketball team has had two of its student players progress to play for the English national student basketball team. The Flames women's basketball team has had 250,000 impressions with a reach of 210,000 on social media.

Sport ran specific events for International Women's Day with dedicated events running across the different sports. Sports clubs have also begun to merge to be 'non gender specific' to reduce barriers to the membership and to benefit from economies of scale.

#### **Skills Delivery**

Your SU Skills team is experiencing a period of recovery following the pandemic and staff fluctuations. Despite these challenges, we continue to provide impactful experiences for students to engage with. This past year, 2,466 students signed up for our newsletter, with over 1,200 students actively engaging with our volunteering portal. Of these, 42 students attended the six volunteering taster days we offered, and 20 students participated in one of the five volunteering workshops where we supported them in finding suitable opportunities and explored potential career paths in the third sector.

Our annual volunteering fairs have continued to be a success, with over 70 students attending in Term 1 and a post-COVID record of 124 students at the February fair. The team continues to seek inventive ways to improve engagement, despite the increasing challenges faced by our time-poor students.

As we transition out of Add+vantage, we have seen healthy numbers in our modules, with 707 students achieving accreditation for modules such as Placements in Schools, Volunteering in the Community, Work Experience, and Graduate Employability Skills.

British Sign Language (BSL) is increasingly popular in the UK due to growing awareness of inclusivity and accessibility for the Deaf community. Legal recognition of BSL, campaigns for better accessibility, and social media awareness have driven this interest. At the SU, we recognise the many benefits of learning BSL. It fosters inclusivity on campus, enhances communication skills, and can be an asset in diverse career paths. Last year, 120 students engaged in the six BSL clubs we delivered during 2023-24, and BSL was one of the first sessions trialled under the new Phoenix+ employability programme.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

Digital badges are becoming an increasingly popular tool for businesses, universities, and schools to recognise skill acquisition in their recipients. The SU host an incredible Digital Badge programme with 110 types of Badges that span all departments. This Badge offering has awarded 3628 badges awarded to 1375 individual students. These verifiable and shareable credentials provide a visual representation of competencies, making it easier for individuals to showcase their skills to employers or peers.

#### **SU Financial Performance and Commercial Services**

Due to the high level of SU reserves, the trustees approved a £100,000 deficit budget for 2023/24. During the year the impact of the funding crisis in Higher Education on the sector and Coventry University Group became clear and a reforecast became necessary. This was mainly due to not receiving £300,000 in anticipated income from the University Group for providing skills training for students. This income will now be available to the SU in 2024/25.

This necessitated immediate cost-cutting and a reduction in headcount in the SU. These measures were taken early enough to allow an end of year approximate position of a £150,000 net deficit. This figure would have been much higher if decisive action had not been taken.

As the deficit figure was higher than budgeted, trustees have approved a break-even budget for 2024/25.

The SU is pleased that even with the emergency cost cutting initiatives undertaken, KPI performance in our themes and enablers remain strong.

#### **Commercial Performance**

Commercial income is growing steadily in terms of turnover and surplus but not at the rate outlined in the plan. In 2024/25 the SU will be running five catering outlets across four campuses which will provide better value for the University Group and students and the transferral of sports and venues provides significant new entrepreneurial options for the SU which will allow more income generation.

The SU continues to innovate – our annual digital conference for SU staff was the biggest ever with delegates from Europe, USA and Australia and our Creative Design Agency grew enough to employ extra staff.

#### **SU Block Grant**

The block grant will grow next year to approximately £3M as the SU takes on extra responsibility for new service delivery. The SU running services provides efficiencies for the University Group with over £200,000 in savings identified in 2024/25 across catering, Youell House and Sports.

We thank the University Group for its continued investment in the SU in these challenging financial times and believe that the results shown against the strategic plan provide a good return for the Group and positive benefits for students.

#### **Key Performance Indicators (KPIs)**

A range of KPIs have been developed across our themes and enablers to monitor progress of the organisation over the 4 years of the strategic plan. These are listed below with the targets and actuals.

##### **Theme – University Experience**

- We will ensure all students have a voice in improving every aspect of their academic experience.
- We identify and remove barriers to students succeeding in their course
- We will be experts in the student experience across all modes of delivery at Coventry University Group

The delay in launching the new online feedback tool has impacted delivery in this area but student satisfaction remains high – particularly amongst postgraduates.

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

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		21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
1	Coventry University Group (CUG) total satisfaction in NSS (rank)	42	17	22	38	36	34
2	CUG satisfaction score in PTES (%)	87	91	91	88	89	90
3	CUG score NSS female students difference from Teaching on My Course satisfaction (% points)	0.5	-0.8	-1.3	0	0	0
4	Students who raised feedback via an SU digital platform (%)	0	0	0	10	15	25
5	Students participating as collaborators in shaping the university experience through an SU feedback event (%)	-	8	7	12	15	18

**Theme – Providing Support**

- We will help students to navigate the complexity of university life
- We will help students overcome the challenges they face in their non-academic lives that impact their studies
- We will advocate for value-for-money in all aspects of student life

The restructure of the Advice Service at the start of the plan continues to provide positive results as our internal metrics remain high. We are pleased that information regarding mental health services was the highest growing score in the NSS as we worked with the University Group on advertising this to students. Withdrawal rates remain our key concern in this area (and across the plan) and we believe the Student Life/Belonging project should help address this as we encourage more students to engage with their peers.

		21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
1	In-year UGT withdrawal rates who have not returned to study in 12 months (%)	5.0	6.9	10.3	3.5	3	2.5
2	Students aware of SU campaigns in at least two areas (% - SU Survey)	59	87	70	65	68	71
3	% of students who engage in a 'Don't Drop Out, Drop In' intervention who remain in study for the academic year	-	69	45	73	75	77
4	% of students in NSS who respond positively to 'How well communicated was information about your university mental wellbeing support services?'	-	76	80	78	79	80
5	Advice Service client follow-up: Was the advice you received useful? (%)	50	91	87	60	70	80
6	Advice Service – Amount of financial gains achieved for students following Advice Service intervention (£)	47	-	304	70	85	100

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

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#### Theme – Creating Communities

- We will help students to find and create their communities
- We will celebrate our increasingly globalised learning community
- We will help students develop as active citizens who create positive social, civic and community impact

Although our engagement with students has grown, it is mostly with one off events rather than the traditional student activities of sports, societies and volunteering. We believe the development of academic societies will be key for encouraging students to see the benefits of extra-curricular activity as we tie this in with course activity and Phoenix+.

	21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
Students who have actively engaged with an SU facilitated activity (% - total number of students from 2,3,4,5)	17	28	35	30	39	50
Students who join sports clubs (%)	4	3	4	6	7	8
Students who join societies (%)	5	5	5	9	12	15
Students involved in volunteering projects (%)	3	1	2	5	6	7
Students attending an SU event (%)	8	20	28	13	18	23

#### Theme - Developing Skills

- We will help students recognise the experience, resilience and confidence they gain whilst at University
- We will provide opportunities for students to develop social capital through training, volunteering and work experience
- We will partner with Coventry University Group to help students transition into the employment, further study or career progression they deserve

We have fallen behind with our skills offer as we support managing the transition with the University Group from Add+Vantage to Phoenix+ where the majority of delivery has been pushed onto 2024/25. Financial Constraints have also impacted digital badges as the University no longer has a subscription for a premium model.

The operation of Priory Visitor Centre has allowed us to significantly increase the number of community collaborations and after the transfer of venue staff to the SU we can maximise opportunities from this building as we currently don't have the staff resource to take full advantage.

	21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
Students earning an SU Digital Badge (%)	3.2	6.8	5.4	12	16	20
Students who say the SU has helped them gain and develop skills (% - SU Survey)	32	28	35	40	45	50
Students completing an SU training course or module (%)	7	11	5	8.5	9.5	10



Number of significant community collaborations	20	22	45	30	35	40
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## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

#### Enabler – Governance and Relationships

With SU election turnout this year at 17% we have more than doubled the poor performance at the start of the strategic plan and are above the sector average of 16%. NSS results for the SU question remain above target however we have stood still with the sector improving so we will be developing approaches to improve the score in 2024/25 as part of the Student Life/Belonging project.

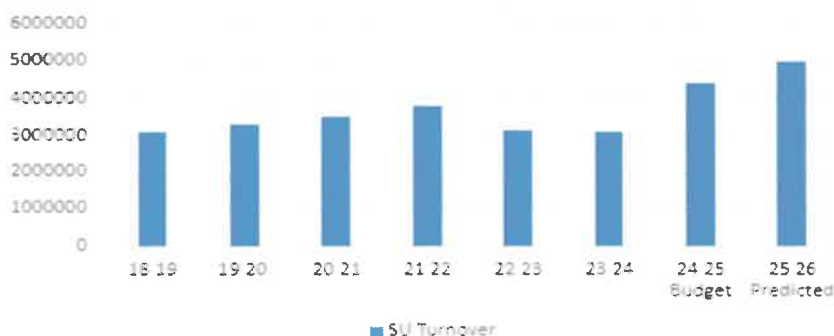
The SU received the WMCA Thrive at Work accreditation of Silver for work improving employee's health and wellbeing and we continue to grow our external press coverage with SU activity featured in national press and television including BBC Panorama. The SU has not progressed with publishing sector research studies due to a lack of resource.

		21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
1	Students satisfied with the SU in the NSS (%)	60.9	75.8	75.6	65.5	67.8	70
2	SU Election turnout (%)	8	15	17	12	14	16
3	Number of annual awards or quality marks achieved by the SU	0	0	1	1	1	1
4	Number of sector research studies published	0	0	0	2	3	4
5	Number of SU activities receiving positive sector or national media coverage	3	3	6	5	6	7

#### Enabler – Finance and Resources

Although turnover has stalled in the last 2 years, initiatives such as the sports and venues transfer, Phoenix+ and the growth of SU commercial services means we are confident we can reach the £5M target outlined in the strategic plan in 25 26.

#### SU Turnover



Commercial Services continue to grow steadily but not at the ambitious rate outlined in the plan. We are budgeting an £80K surplus from these in 2024/25. Catering continues to grow rapidly (there will be five SU catering outlets running in 2024/25) which provides turnover and better value and employment opportunities for students but this provides limited surplus.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

		21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
1	Your Students' Union total turnover (£k)	3800	3200	3020	4000	4500	5000
2	Surplus from CUSU Services (£k)	0	15	42	140	210	280
3	Number of new significant services launched per year developed with university or other SUs	0	0	0	1	0	1
4	Number of new campus outlets launched per year with benefits to students	1	1	3	1	1	1

#### Enabler – Communications and Insight

Enabling Single Sign On with Group systems has had a positive impact on access to our digital offer with over half of all students logging into the SU website. There are still significant and long-running data sharing issues with the University group which impacts the ability of the SU to reach its members which we hope to resolve in 2024/25.

		21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
1	Students who say they know how to engage with the SU (% student survey)	53	68	92	64	69	75
2	Students completing SU annual survey		800	1129	1300	1600	2000
3	Students logging into an SU website at least once (%)	32	50	54	40	45	50
4	Students aware of SU campaigns in at least two areas (% student survey)	59	87	62	65	68	71

#### Enabler – People and Culture

A strong set of results from our annual staff survey has meant we are generally on target in this area. Financial challenges are impacting the money we have available to employ more students however sports, venues and an increase in catering outlets means this should be remedied next year.

There has been an emphasis on improving EDI initiatives following an external review and this is beginning to make an impact however we still have work to do on eliminating the SU gender pay gap.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

		21-22	22-23	23-24 actual	23-24 target	24-25 target	25-26 target
1	Career staff who say that Your SU is a good place to work (%)	85	90	93	90	90	90
2	Career staff who say their manager motivates them to achieve their best (%)	83	85	83	88	90	90
3	Career staff who know what to do to help the SU meets its goals and objectives (%)	85	96	100	88	90	90
4	Career staff who frequently feel unacceptable levels of stress at work (%)	25	17	12	18	15	10
5	Amount paid to student staff as % of overall turnover (%)	2.0	3.8	4.2	6	8	10
6	Career staff Grade 6 and above from Global Majority background (%)	13	15	19	17	19	21
7	Career staff gender pay gap (%)	5.3	7.7	14.8	2.7	1.4	0

### 2024/25 Priorities

There are 7 priorities for the SU to continue progress against the plan in 2024/25:

1. We will need to work quickly to integrate sports and venues into the work of the SU and develop reporting structures for these areas. This also necessitates a refresh of the Strategic Plan to introduce physical activity metrics.
2. The digital feedback tool is now ready to launch across all UK campuses allowing students to more easily provide feedback and for the feedback loop to be closed.
3. We are in the process of restructuring Membership Services staff to save money and to allow a matrix management approach in London and Scarborough allowing more oversight and consistency of SU activity in these areas.
4. We are working with the University Group to develop a 'Student Life/Belonging Plan' for academic units giving us a much more targeted approach to extra-curricular activity and student satisfaction. This will mostly be achieved through attempting to rapidly grow academic societies (though this is resource heavy). More events, trips and guest speakers for students will encourage a better feeling of belonging to improve withdrawal and completion rates.
5. We will support the University Group with the continued roll out of the Phoenix+ scheme both through providing activities that tie into the framework and supporting the advertising of the scheme to students to ensure it becomes embedded in campus life.
6. We need to ensure that the increasing turnover of SU commercial services also means increasing surplus as we relaunch the SU Commercial Strategy.
7. To continue to cut costs to ensure we achieve a break-even budget or better.



## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

#### Statement of Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing CUSU's aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

In pursuit of its aims for the public benefit, CUSU will ensure the diversity of its membership is recognised, valued and supported. CUSU has established departments and services for the use of its members to support its work with the University and other organisations on behalf of students.

#### FINANCIAL REVIEW

##### Reserves policy

The Charity Commission defines reserves as "that part of a charity's income funds which can be made available to spend for any or all of the charity's purposes once it has met its commitments and covered other planned expenditure". The Trustees are aware of the general duty to apply charitable funds within a reasonable time of receiving them. Therefore to justify the holding of reserves the charity needs a reserves policy which is based on realistic assessment of the required reserves.

The board of trustees has identified that a minimum level of unrestricted funds should be set to counter balance trading uncertainty and provide a base level for stability. A target level of unrestricted funds has been set to allow for growth and for CUSU to take advantage of strategic opportunities for future growth. The current level of unrestricted funds should be set as follows:

Minimum level - 20% of Charity expenditure

Target level - 30% of Charity expenditure.

If our reserves exceed 40% of Charity Expenditure we budget to bring those reserves lower the following year unless the board of trustees have agreed a specific project we are saving for.

The board of trustees has approved CUSU's reserves policy and identified the following reasons to hold reserves:

- To provide financial stability to enable CUSU to continue to achieve its objective during challenging trading periods.
- To allow CUSU to take advantage of strategic development opportunities and plan for future growth.
- To enable CUSU to make investment decisions in accordance with the investment policy and enable CUSU to consider opportunistic investments which may not be within the strategic plan.

The Trustees also feel that additional funds should be set aside to meet longer term commitments such as leases and redundancy payments. With the current level of unrestricted reserves £551,172, the Trustees believe sufficient funds exist to allow the continued operation of the company in the event of a significant drop in funding. Funds not required on an immediate basis will be invested in line with the investment policy. Trustees review this policy formally on an annual basis.

##### Review of the current year financial activities

CUSU's unrestricted gross income from all sources for this period totalled £3,251,438 and total expenditure of £3,378,912 including trading income and expenses from CUSU Services Limited. Total expenditure was incurred on wide ranging student benefits that we have provided during the year leaving a deficit of £127,474.

##### Risk management

The major strategic, business and operational risks, to which the charity is exposed, as identified by the trustees are regularly reviewed and systems or procedures put in place to mitigate those risks.

Full risk reviews are regularly undertaken on a detailed risk register. A Risk Management Framework providing the mechanisms and systems to develop an overall approach to manage risks along with a risk appetite statement which are approved by the Board of Trustees and the Finance and Audit Committee annually.

The trustees have identified the reliance upon the Coventry University as the principal source of funding as a potential risk. CUSU would be in significant financial difficulty if this funding were to be reduced or withdrawn. To address this risk the trustees have established a Reserves Policy to ensure that funds are available for an orderly restricting to the new funding levels, the trustees are developing and implementing plans to generate new sources of income to lessen the reliance upon the University funding.

## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 JULY 2024

#### Going Concern

The trustees have considered the reserves policy above and the working capital requirements for a period of 12 month from the date of this report and have reasonable expectation that CUSU has adequate resources to continue its operation for the foreseeable future. Accordingly the trustees continue to adopt the going concern basis for the preparation of the annual report and accounts.

#### PLANS FOR FUTURE GROWTH

##### The future and Strategic Planning

The new strategic plan shows a series of objectives and KPIs to take the organisation through until 2026. The strategy will be monitored at regular intervals by the trustee board to ensure its relevance and it will be adapted if the needs of our membership change.

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Coventry University Students' Union Limited for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### TRUSTEES' STATEMENTS OF INFORMATION PROVIDED

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

The trustees' are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

#### ON BEHALF OF THE TRUSTEES

  
.....  
Jacquie Clements

29<sup>th</sup> November 2024

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### Opinion

We have audited the financial statements of the Coventry University Students Union Limited (the "Charitable Company") and its subsidiaries ("the Group") for the year ended 31 July 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Charity Balance Sheets, Consolidated Statement of Cash Flows 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 Group's and the Charitable Company's affairs as at 31 July 2024 and of the Group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis of 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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 Charitable Company'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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

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

In the light of the knowledge and understanding of the Group and the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the Charitable Company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the Charitable Company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of Trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on page 14, the trustees (who are also the directors of the Charitable Company for the purposes of company law) 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 trustees 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 trustees are responsible for assessing the Group's and Charitable Company'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 group or parent charity or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

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

- The Group is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to correctly account for restricted funds is of key significance.
- We gained an understanding of how the Group complied with its legal and regulatory framework, including the requirement to properly account for restricted funds through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the Group's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF  
COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**Use of the audit report**

This report is made solely to the Charitable Company's members in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's member 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 Charitable Company and the Charitable Company's members for our audit work, for this report or for the opinions we have formed.

Stephen Anderson FCCA (Senior Statutory Auditor)  
for and on behalf of Knox Copper LLP  
Chartered Accountants and Statutory Auditor  
153-155 London Road  
Hemel Hempstead  
Hertfordshire HP3 9SQ

29<sup>th</sup> November 2024

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2024**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2024 £</b>	<b>Total 2023 £</b>
<b>INCOMING AND ENDOWMENTS FROM</b>					
<b>Charitable activities</b>	5				
Sports clubs & societies		7,144	226,641	233,785	295,327
Democracy & representation		2,216,981	-	2,216,981	2,096,338
Volunteering & social work		359,854	-	359,854	697,331
Trading income	3	419,320	-	419,320	347,961
Investment income	4	21,498	-	21,498	8,672
<b>Total</b>		<b>3,024,797</b>	<b>226,641</b>	<b>3,251,438</b>	<b>3,445,629</b>
<b>EXPENDITURE ON</b>					
Fundraising trading costs	6	378,036	-	378,036	335,954
<b>Charitable activities</b>					
Sports clubs & societies	7	397,684	203,855	601,539	683,144
Democracy & representation	7	1,009,900	-	1,009,900	898,016
Volunteering & social work	7	514,171	-	514,171	624,378
Students' union advice centre	7	355,273	-	355,273	337,537
Other central services	7	392,968	-	392,968	430,227
Community & inclusion	7	127,025	-	127,025	180,681
<b>Total</b>		<b>3,175,057</b>	<b>203,855</b>	<b>3,378,912</b>	<b>3,489,937</b>
<b>Net income/(expenditure)</b>		<b>(150,260)</b>	<b>22,786</b>	<b>(127,474)</b>	<b>(44,308)</b>
<b>Other recognised gains/(losses)</b>					
Actuarial gains/(losses) on defined benefit schemes		54,674	-	54,674	(55,951)
<b>Net movement in funds</b>		<b>(95,586)</b>	<b>22,786</b>	<b>(72,800)</b>	<b>(100,259)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward	21	646,758	250,655	897,413	997,672
Total funds carried forward		<b>551,172</b>	<b>273,441</b>	<b>824,613</b>	<b>897,413</b>

All incoming resources and resources expended derived from continuing activities.

All gains and losses recognised in the year are included in the Statement of Financial Activities.

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**


**BALANCE SHEET  
AT 31 JULY 2024**

	<b>Note</b>	<b>2024 Group £</b>	<b>2024 Charity £</b>	<b>2023 Group £</b>	<b>2023 Charity £</b>
<b>FIXED ASSETS</b>					
Tangible assets	13	95,797	95,797	157,958	157,475
Investments	14	-	1	-	1
		<u>95,797</u>	<u>95,798</u>	<u>157,958</u>	<u>157,476</u>
<b>CURRENT ASSETS</b>					
Stocks	15	11,789	-	8,290	-
Debtors	16	243,825	496,513	335,331	641,551
Cash at bank and in hand		926,186	870,767	895,564	849,892
		<u>1,181,800</u>	<u>1,367,280</u>	<u>1,239,185</u>	<u>1,491,443</u>
<b>CREDITORS</b>					
Amounts falling due within one year	17	(114,217)	(72,582)	(91,318)	(74,697)
<b>NET CURRENT ASSETS</b>		<u>1,067,538</u>	<u>1,294,698</u>	<u>1,147,867</u>	<u>1,416,746</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>1,163,380</u>	<u>1,390,496</u>	<u>1,305,825</u>	<u>1,574,222</u>
<b>PROVISIONS FOR LIABILITIES</b>	18	(338,767)	(338,767)	(408,412)	(408,412)
<b>NET ASSETS</b>		<u>824,613</u>	<u>1,051,729</u>	<u>897,413</u>	<u>1,165,810</u>
<b>FUNDS</b>					
Unrestricted funds	21	551,172	778,288	646,758	915,155
Restricted funds	21	273,441	273,441	250,655	250,655
<b>TOTAL FUNDS</b>		<u>824,613</u>	<u>1,051,729</u>	<u>897,413</u>	<u>1,165,810</u>

The Trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 29<sup>th</sup> November 2024 and were signed on its behalf by:

  
Jacqui Clements  
Trustee

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**CONSOLIDATED CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 JULY 2024**

	Notes	2024 £	2023 £
<b>Cash flows from operating activities:</b>			
Net cash provided by / (used in) operating activities	1	11,008	8,447
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(1,884)	(11,757)
Interest receivable		21,498	8,672
Net cash provided by / (used in) investing activities		19,614	(3,085)
<b>Change in cash and cash equivalents in the reporting period</b>		30,622	5,362
Cash and cash equivalents at the beginning of the reporting period		895,564	890,202
<b>Cash and cash equivalents at the end of the reporting period</b>		926,186	895,564

**1. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(127,474)	(44,308)
<b>Adjustments for:</b>		
Depreciation charges	64,045	80,766
Interest receivable	(21,498)	(8,672)
Unwinding of discount	11,429	10,290
Deficit funding contributions	(26,400)	(25,144)
(Increase)/decrease in stocks	(3,499)	(4,818)
(Increase)/decrease in debtors	91,506	5,686
Increase/(decrease) in creditors	22,899	(5,353)
<b>Net cash provided by (used in) operating activities</b>	11,008	8,447

**2. Analysis of changes in net funds**

	As at 1 August 2023 £	Cash flow £	As at 31 July 2024 £
<b>Net cash</b>			
Cash at bank and in hand	895,564	30,622	926,186
<b>Total</b>	895,564	30,622	926,186



## COVENTRY UNIVERSITY STUDENTS' UNION LIMITED

### NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024

#### 1. GENERAL INFORMATION

Coventry University Students' Union Limited is a company limited by guarantee and is incorporated in England and Wales. It is also a registered charity as regulated by the Charity Commission for England and Wales. The address of the registered office is given in the company information on page 1 of these financial statements.

#### 2. ACCOUNTING POLICIES

##### Accounting convention

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The principal accounting policies of the Charity are set out below and have remained unchanged from the previous period.

##### Basis of consolidation

These financial statements consolidate the results, assets and liabilities of Coventry University Students' Union Limited and its wholly owned trading subsidiary CUSU Services Limited on a line by line basis. No separate Statement of Financial Activities or Income & Expenditure Account is presented for the Charity because it has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

##### Incoming resources

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### Fund accounting

Unrestricted funds consist of funds which the charity may use for general purposes at the Trustees' discretion; this includes designated funds which are designated for specific purposes.

Restricted funds represent income contributions which are allocated to a particular purpose in accordance with the donor's wishes.

All investment income, gains and losses are allocated to appropriate funds.

##### Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Group to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the items of expense to which it relates.

Governance costs are those incurred in connection with administration, strategic planning for the future, external audit, all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

##### Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation and any provision for impairment. Assets are not capitalised below £750 cost per item/set. Depreciation is provided at the following annual rates in order to write off the cost over the estimated useful life of the asset.

Motor vehicles excluding coaches and minibuses	- Straight-line over 3 years
Motor coaches and minibuses	- Straight-line over 5 years
Short leasehold	- Straight-line over 5 years
Improvements to property	- Straight-line over 5 years
Plant & machinery	- Straight-line over 3/5 years
Fixtures & Fittings	- Straight-line over 3/5 years

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
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**2. ACCOUNTING POLICIES cont....**

**Stocks**

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

**Investments**

Fixed asset investments are valued at cost less provision for impairment, as these assets are not readily saleable and reliable market value is not readily ascertainable.

**Financial instruments**

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the income statement.

**Provisions**

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

**Leasing commitments**

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

**Taxation**

Coventry University Students' Union Limited is a body of persons established for charitable purposes only and as such is a charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, Coventry University Students' Union Limited is potentially exempt from corporation tax on income and chargeable gains within categories covered by Part 11, Chapter 3 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. Coventry University Students' Union Limited receives no similar exemption in respect of Value Added Tax.

**Pension costs and other post-retirement benefits**

The Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary.

The most recent valuation of the Scheme was carried out as at 30 June 2022 and showed that the market value of the Scheme's assets was £106,697,000 with these assets representing 44% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £136,645,000.

The 2022 valuation recommended a monthly contribution requirement by each participating Union intended to clear the ongoing funding deficit ending in 2037, increasing by 5% each year.

The scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union.

Under FRS 102, where a scheme participates in a multi-employer defined benefit pension scheme that is in deficit and the employer has entered into an agreement to fund the deficit the entity shall recognise a liability for the contributions payable that arise from the agreement. As the agreement runs until 2037, a discount rate of 2.8% has been applied in determining the net present value of the contributions made in the period.

Coventry University Students' Union Limited also offers stakeholder pension schemes to student employees and the contributions are included as expenditure in the period.

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024**

**2. ACCOUNTING POLICIES cont.....**

**Going concern**

The trustees have considered the reserves policy mentioned in trustees report and the working capital requirements for the period of 12 months from the date of this report and have reasonable expectation that Coventry University Students' Union Limited as a group has adequate resources to continue its operations for the foreseeable future. Accordingly the trustees continue to adopt the going concern basis for the preparation of the annual report and accounts.

**Critical accounting judgements and key sources of estimation uncertainty**

Accounting judgements and estimates relate primarily to depreciation and asset valuations. The directors do not believe that any accounting judgements or estimates are significant to the reported results of the entity.

**3. ACTIVITIES FOR GENERATING FUNDS: TRADING INCOME**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bar & shop sales	159,823	113,223
Advertising & room hire	84,823	80,025
Events & other income	174,674	154,713
	<u>419,320</u>	<u>347,961</u>

**4. INVESTMENT INCOME**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank interest	21,498	8,672
	<u>21,498</u>	<u>8,672</u>

**5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

		<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
Ticket sales & membership fees	Sports clubs & societies	233,673	295,327
Other income	Democracy & representation	9,288	4,742
Grants	Democracy & representation	2,190,240	2,028,000
Grants	Democracy & representation	17,565	63,596
Grants	Volunteering & Social work	359,854	690,259
Grants	Volunteering & Social work	-	7,072
		<u>2,810,620</u>	<u>3,088,996</u>

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**6. COST OF GENERATING FUNDS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Purchases	78,805	54,043
Direct wages & salaries	246,502	204,514
Other costs of sales	37,342	66,293
Administrative costs	14,904	10,621
Depreciation	483	483
	<u>378,036</u>	<u>335,954</u>

These are relating to CUSU Services Limited for the year ended 31 July.

**7. CHARITABLE ACTIVITIES COSTS**

	<b>Direct costs</b>	<b>Support costs</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
	<b>(See note 8)</b>	<b>(See note 9)</b>	<b>Total</b>	<b>Total</b>
Sports clubs & societies	347,488	254,051	601,539	683,144
Volunteering & social work	260,120	254,051	514,171	624,378
Students' union advice centre	228,248	127,025	355,273	337,537
Democracy & representation	755,849	254,051	1,009,900	898,016
Other central services	138,917	254,051	392,968	430,227
Community & inclusion	-	127,025	127,025	180,681
	<u>1,730,622</u>	<u>1,270,254</u>	<u>3,000,876</u>	<u>3,153,983</u>

**8. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Staff costs	1,287,035	1,382,005
Hire of equipment & facilities	3,141	2,972
Insurance	1,189	992
Travelling & subsistence	9,077	9,746
Telephone	1,159	1,259
Other expenses	13,904	16,954
Agency costs	1,137	2,389
Subscriptions	58,096	58,743
Sports clubs and societies costs	203,855	259,629
University charges	28,741	59,532
Consultancy	37,733	3,990
Computers & Software	27,549	30,618
Coventry Sport	16,976	13,046
Special Projects	41,029	107,571
	<u>1,730,622</u>	<u>1,949,446</u>

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024**

**9. SUPPORT COSTS**

	<b>Management £</b>	<b>Governance £</b>	<b>2024 £ Total</b>	<b>2023 £ Total</b>
Sports clubs & societies	250,633	3,418	254,051	180,680
Democracy & representation	250,633	3,418	254,051	240,908
Volunteering & social work	250,633	3,418	254,051	240,908
Students' union advice centre	125,317	1,708	127,025	120,453
Other central services	250,633	3,418	254,051	240,908
Community & inclusion	125,317	1,708	127,025	180,680
	<u>1,253,166</u>	<u>17,088</u>	<u>1,270,254</u>	<u>1,204,537</u>

Management support costs, included in the above, are as follows:

	<b>Sports, clubs &amp; societies £</b>	<b>Democracy &amp; representation £</b>	<b>Volunteering &amp; social work £</b>	<b>SU advice centre £</b>	<b>Other Central Services £</b>	<b>Community &amp; inclusion £</b>	<b>2024 £ Total</b>	<b>2023 £ Total</b>
Sundries	26,155	26,155	26,155	13,078	26,155	13,078	130,776	148,360
Repairs and renewals	1,260	1,260	1,260	630	1,260	630	6,300	4,369
Travelling	4,666	4,666	4,666	2,333	4,666	2,333	23,330	19,273
Training	4,178	4,178	4,178	2,089	4,178	2,089	20,890	32,633
Staff costs	189,057	189,057	189,057	94,528	189,057	94,528	945,284	830,674
Office costs	12,605	12,605	12,605	6,303	12,605	6,303	63,026	63,094
Depreciation	12,712	12,712	12,712	6,356	12,712	6,356	63,560	80,285
	<u>250,633</u>	<u>250,633</u>	<u>250,633</u>	<u>125,317</u>	<u>250,633</u>	<u>125,317</u>	<u>1,253,166</u>	<u>1,178,688</u>

Governance support costs, included in the above, are as follows:

	<b>Sports, clubs &amp; societies £</b>	<b>Democracy &amp; representation £</b>	<b>Volunteering &amp; social work £</b>	<b>SU advice centre £</b>	<b>Other Central Services £</b>	<b>Community &amp; inclusion £</b>	<b>2024 £ Total</b>	<b>2023 £ Total</b>
Auditor's remuneration	2,888	2,888	2,888	1,443	2,888	1,443	14,438	21,819
AGM & other costs	530	530	530	265	530	265	2,650	4,030
	<u>3,418</u>	<u>3,418</u>	<u>3,418</u>	<u>1,708</u>	<u>3,418</u>	<u>1,708</u>	<u>17,088</u>	<u>25,849</u>

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024**

**10. TRUSTEES' REMUNERATION AND BENEFITS**

Sabbatical Officers perform full time roles within CUSU; they represent the students to Coventry University, external organisations and wider community. They work as co-ordinators between the students of Coventry University and Board of Trustees.

Each Sabbatical Officer is paid an annual salary and the total salaries paid to Sabbatical Officers during the year end 31 July 2024 were £101,453 (2023: £94,642).

**Trustees' expenses**

Officer trustees expenses paid during the year were £nil (2023: £nil) and these are accounted for under resources expended.

**11. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Auditor's remuneration	14,438	9,250
Depreciation – owned assets	64,045	80,766
Hire of plant and machinery & equipment	3,142	2,972
Operating leases relating to property		25,980
	<hr/>	<hr/>

**12. STAFF COSTS**

Total staff costs for the year for Coventry University Students' Union Limited and CUSU Services Limited were as follows:  
**GROUP**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	2,196,996	2,171,575
Social security costs	199,246	199,645
Other pension costs	80,343	81,017
	<hr/>	<hr/>
	2,476,585	2,452,237
	<hr/>	<hr/>

The average monthly number of employees during the year was 148 (2023: 126).

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
£60,001 - £70,000	2	1
£70,001 - £80,000	1	
	<hr/>	<hr/>
	3	1

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**13. TANGIBLE FIXED ASSETS**

**CHARITY**

	Improvements to property £	Fixtures and fittings £	Motor vehicles £	Office equipment £	Total £
<b>COST</b>					
At 1 August 2023	227,580	10,043	32,341	214,793	484,757
Additions	-	-	-	1,884	1,884
Disposals	-	(6,486)	(32,341)	(64,424)	(103,251)
At 31 July 2024	<u>227,580</u>	<u>3,557</u>	<u>-</u>	<u>152,253</u>	<u>383,390</u>
<b>DEPRECIATION</b>					
At 1 August 2023	90,415	8,500	32,341	196,026	327,282
Charge for the year	45,517	771	-	17,274	63,562
Depreciation eliminated on disposal	-	(6,486)	(32,341)	(64,424)	(103,251)
At 31 July 2024	<u>135,932</u>	<u>2,785</u>	<u>-</u>	<u>148,876</u>	<u>287,593</u>
<b>NET BOOK VALUE</b>					
At 31 July 2024	<u>91,648</u>	<u>772</u>	<u>-</u>	<u>3,377</u>	<u>95,797</u>
At 31 July 2023	<u>137,165</u>	<u>1,543</u>	<u>-</u>	<u>18,767</u>	<u>157,475</u>

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024**

**13. TANGIBLE FIXED ASSETS (continued)**

**GROUP**

	Improvements to property £	Office equipment £	Fixtures and fittings £	Motor vehicles £	Short leasehold £	Total £
<b>COST</b>						
At 1 August 2023	261,475	214,793	70,727	32,341	60,000	639,336
Additions	-	1,884	-	-	-	1,884
Disposals	(33,895)	(64,424)	(62,939)	(32,341)	(60,000)	(253,599)
At 31 July 2024	<u>227,580</u>	<u>152,253</u>	<u>7,788</u>	<u>-</u>	<u>-</u>	<u>387,621</u>
<b>DEPRECIATION</b>						
At 1 August 2023	124,310	196,026	68,701	32,341	60,000	481,378
Charge for year	45,517	17,274	1,254	-	-	64,045
Depreciation eliminated on d	(33,895)	(64,424)	(62,939)	(32,341)	(60,000)	(253,599)
At 31 July 2024	<u>135,932</u>	<u>148,876</u>	<u>7,016</u>	<u>-</u>	<u>-</u>	<u>291,824</u>
<b>NET BOOK VALUE</b>						
At 31 July 2024	<u>91,648</u>	<u>3,377</u>	<u>772</u>	<u>-</u>	<u>-</u>	<u>95,797</u>
At 31 July 2023	<u>137,165</u>	<u>18,767</u>	<u>2,026</u>	<u>-</u>	<u>-</u>	<u>157,958</u>

**14. INVESTMENTS**

	<b>GROUP</b>		<b>CHARITY</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
CUSU Services Limited	<u>-</u>	<u>-</u>	<u>1</u>	<u>1</u>

The audited financial statements of CUSU Services Limited for the year ended 31 July 2024 show following results:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Turnover	419,320	347,961
Cost of sales	<u>(357,959)</u>	<u>(311,468)</u>
Gross profit	61,361	36,493
Administrative expenses	<u>(20,077)</u>	<u>(24,487)</u>
Operating Profit	41,284	12,006
Interest receivable and similar Income	<u>-</u>	<u>1</u>
Retained profit/(loss)	<u>41,284</u>	<u>12,007</u>
Cumulative retained profits/(losses)	<u>(227,116)</u>	<u>(268,400)</u>



**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**15. STOCKS**

	<b>GROUP</b>		<b>CHARITY</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Shop stock	11,789	8,290	-	-
	<u>11,789</u>	<u>8,290</u>	<u>-</u>	<u>-</u>

**16. DEBTORS**

	<b>GROUP</b>		<b>CHARITY</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	172,142	285,061	75,748	215,689
Other debtors	71,683	50,270	420,765	425,862
	<u>243,825</u>	<u>335,331</u>	<u>496,513</u>	<u>641,551</u>

**Amounts falling due after more than one year:**

Amounts owed by group undertakings			366,659	398,505
			<u>366,659</u>	<u>398,505</u>

**17. CREDITORS: AMOUNTS FALLING DUE WITHING ONE YEAR**

	<b>GROUP</b>		<b>CHARITY</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade creditors	19,713	23,107	13,136	18,208
VAT	16,207	9,202	-	-
Other creditors	13,523	22,240	14,976	22,459
Accruals and deferred income	64,774	36,769	44,470	34,030
	<u>114,217</u>	<u>91,318</u>	<u>72,582</u>	<u>74,697</u>

**18. PROVISIONS FOR LIABILITIES**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Provisions</b>	<b><u>338,767</u></b>	<b><u>408,412</u></b>

The above provision relates to the deficit funding contributions the Union is required to make to SUSS (see notes 2 and 23).

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**19. DEFERRED INCOME**

Charity and group deferred income comprises grant funding for which entitlement to the income does not exist at the balance sheet date. Group deferred income also includes advance receipts for Coventry Half Marathon event held in November.

	£
Balance as at 1 August 2023	2,500
Amount released to income earned from charitable activities	(2,500)
Amount released to income earned from trading activities	-
Amount deferred in the year	16,283
Balance as at 31 July 2024	<u>16,283</u>

**20. OPERATING LEASE COMMITMENTS**

The following operating lease payments are committed to be paid:

	2024 £	2023 £
Expiring:		
Within one year	1,682	25,980
Between one and five years	-	2,165
	<u>1,682</u>	<u>28,145</u>

Operating lease commitments are relating to both to Coventry University Students' Union Limited & CUSU Services Limited

**21. MOVEMENT IN FUNDS**

**GROUP – Current Year**

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
<b>Unrestricted funds</b>			
General fund	1,055,170	(165,231)	889,939
Pension deficit liability	<u>(408,412)</u>	<u>69,645</u>	<u>(338,767)</u>
	646,758	(95,586)	551,172
<b>Restricted Funds</b>			
Clubs and Societies	250,655	22,786	273,441
<b>TOTAL FUNDS</b>	<u>897,413</u>	<u>(72,800)</u>	<u>824,613</u>

Total funds as at 31 July 2024 includes total funds of Coventry University Students' Union Limited £1,051,729 and net retained losses of CUSU Services Limited amounting (£227,116). The parent's company deficit for the financial year was £114,084 (2023 – deficit of £112,270).

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**21. MOVEMENT IN FUNDS (continued)**

Net movements in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Transfers £	Movement in funds £
<b>Unrestricted funds</b>				
General funds	3,024,797	(3,175,057)	(14,971)	(165,231)
Pension deficit liability	-	54,674	14,971	69,645
	<u>3,024,797</u>	<u>(3,120,383)</u>	<u>-</u>	<u>(95,586)</u>
<b>Restricted Funds</b>				
Clubs and Societies	226,641	(203,855)	-	22,786
	<u>226,641</u>	<u>(203,855)</u>	<u>-</u>	<u>22,786</u>
<b>TOTAL FUNDS</b>	<u>3,251,438</u>	<u>(3,324,238)</u>	<u>-</u>	<u>(72,800)</u>

The general fund represents all free reserves and comprises cumulative retained surpluses.

**GROUP - Prior Year**

	At 1.8.22 £	Net movement in funds £	At 31.7.23 £
<b>Unrestricted funds</b>			
General fund	1,141,591	(86,421)	1,055,170
Pension deficit liability	(367,315)	(41,097)	(408,412)
	<u>774,276</u>	<u>(127,518)</u>	<u>646,758</u>
<b>Restricted Funds</b>			
Clubs and Societies	223,396	27,259	250,655
	<u>223,396</u>	<u>27,259</u>	<u>250,655</u>
<b>TOTAL FUNDS</b>	<u>997,672</u>	<u>(100,259)</u>	<u>897,413</u>

Total funds as at 31 July 2023 includes total funds of Coventry University Students' Union Limited £1,165,810 and net retained losses of CUSU Services Limited amounting (£268,400).

Net movements in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Transfers £	Movement in funds £
<b>Unrestricted funds</b>				
General funds	3,158,741	(3,175,057)	(25,144)	(86,421)
Pension deficit liability	-	(66,241)	25,144	(41,097)
	<u>3,158,741</u>	<u>(3,288,259)</u>	<u>-</u>	<u>(127,518)</u>
<b>Restricted Funds</b>				
Clubs and Societies	286,888	(259,629)	-	27,259
	<u>286,888</u>	<u>(259,629)</u>	<u>-</u>	<u>27,259</u>
<b>TOTAL FUNDS</b>	<u>3,445,629</u>	<u>(3,545,888)</u>	<u>-</u>	<u>(100,259)</u>

The general fund represents all free reserves and comprises cumulative retained surpluses.

**COVENTRY UNIVERSITY STUDENTS' UNION LIMITED**  
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**22. RELATED PARTY TRANSACTIONS**

During the year Coventry University Students' Union Limited received a block grant of £1,710,018 (2023: £1,583,350) and other grants totalling £840,076 (2023: £1,134,909) from Coventry University.

In addition to Sabbatical Officers, the board of trustees considers the Chief Executive Officer, Chief Operating Officer, Director of Communications, Director of Union Development, Director of Enterprise, Director of Employability and Director of Finance and Risk to constitute key management. Their total cost to the employer (inc. Gross Salaries, Employers NI and Employers Pension) recognised in these financial statements was £353,522 (2023: £380,014).

Please note that the Chief Executive Officer's salary is paid via the Coventry University.

**23. PENSION COMMITMENTS**

The Union participates in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of students' unions and related bodies throughout the country. Benefits in respect of service up to 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The most recent valuation of the Scheme was carried out as at 30 June 2022 and showed that the market value of the Scheme's assets was £106,700,000 with these assets representing 44% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £136,600,000.

The assumptions which have the most significant effect upon the results of the valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions applied at 30 June 2022:-

- **Discount rate:** Bank of England gilt curve + 1.5% pa, linearly changing over a term of 13 years to gilts curve + 0.25% pa.
- **Pension increases:** A model of each increase, allowing for insurers' relative pricing of different caps and collars.

The 2022 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit by 1 May 2037 and will increase by at least 5% each year.

These contributions also include an allowance for cost of the ongoing administrative and operational expenses of running the Scheme of £5,038 pa. Surpluses or deficits which arise at future valuations will also impact on the Union's future contribution commitment. In addition to the above contributions, the Union also pays its share of the Scheme's levy to the Pension Protection Fund.

The liability provided for in respect of the SUSS pension deficit amounted decreased to £338,767 (2023: £408,412) at 31 July 2024 (see note 18).

The Union also has members in a defined contribution scheme.

The total contributions paid into all Schemes by Coventry University Students' Union Limited in respect of eligible employees for the year ended 31 July 2024 amounted to £80,343 (2023: £81,017).

**24. CONTROLLING PARTY AND MEMBERS LIABILITY**

Coventry University Students' Union Limited is a charitable company limited by guarantee. The members of the company have agreed to contribute £1 each to the assets of the company in the event of it being wound up.

Ultimate control of the company rests with its members.

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**25. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
<b>INCOMING AND ENDOWMENTS FROM</b>			
<b>Charitable activities</b>			
Sports clubs & societies	8,439	286,888	295,327
Democracy & representation	2,096,338	-	2,096,338
Volunteering & social work	697,331	-	697,331
Trading income	347,961	-	347,961
Investment income	8,672	-	8,672
<b>Total</b>	<u>3,150,069</u>	<u>286,888</u>	<u>3,445,629</u>
<b>EXPENDITURE ON</b>			
Fundraising trading costs	335,954	-	335,954
<b>Charitable activities</b>			
Sports clubs & societies	423,515	259,629	683,144
Democracy & representation	898,016	-	898,016
Volunteering & social work	624,378	-	624,378
Students' union advice centre	337,537	-	337,537
Other central services	430,227	-	430,227
Community & inclusion	180,681	-	180,681
<b>Total</b>	<u>3,230,308</u>	<u>259,629</u>	<u>3,489,937</u>
<b>Net income/(expenditure)</b>	(71,567)	27,259	(44,308)
<b>Reconciliation of funds</b>			
Total funds brought forward	774,276	223,396	997,672
Total funds carried forward	<u>646,758</u>	<u>250,655</u>	<u>897,413</u>