

Charity # 1140278

University of Essex Students' Union
Annual Report and Accounts
FOR THE YEAR ENDED 31 July 2023

UNIVERSITY OF ESSEX STUDENTS' UNION

ANNUAL REPORT AND ACCOUNTS YEAR ENDED 31 July 2023

	Page
Administrative Information	2 - 3
Trustees' Annual Report	4 - 34
Independent Auditors' Report	35 - 38
Consolidated Statement of Financial Activities	39
Consolidated Balance Sheet	40
Charity Balance Sheet	41
Consolidated Cashflow Statement	42
Notes to the Financial Statements	43 - 58

UNIVERSITY OF ESSEX STUDENTS' UNION

ANNUAL REPORT AND ACCOUNTS YEAR ENDED 31 July 2023

Administrative information

Charitable Status

The University of Essex Students' Union is an unincorporated charity established under the Education Act 1994 and registered with the Charity Commission (No. 1140278) since 8 February 2011, when Students' Unions connected with exempt higher/further education institutions were removed by the Charities Act 1993 and operates as defined in s.20 of the Education Act 1994.

Principal Address

Wivenhoe Park
Colchester
Essex
CO4 3SQ

UNIVERSITY OF ESSEX STUDENTS' UNION – TRUSTEES

Sabbatical Trustees

Resigned at 30th June 2023

Callum Broadbent
Dorothy Akuamo
Nashwa Alsakka
Marcus Wong
Kwabena Agyemang
Adekanmbi Olamide
Ashahar Soomro

Appointed at 1st July 2023

Kieran Phillips
Mariam Masroor
Joseph Holmes
Oluwanifemi Wilson-Adu
Joar Blume-Robertsson
Tsz Ho Wong
Quratulain Muzammil

Student Trustees

Colchester Student Trustee

Resigned on 31st October 2022
Dauda Abdulsalam

Appointed at 20th September 2021

Gerardo Palmieri

Appointed at 12th October 2021

Lily-May Cameron

Appointed at 8th November 2022

Asha Ali

Appointed at 1st January 2023

Vlad Noskov

Ashley Sa

Appointed at 1st July 2023

Kwabena Agyemang

Southend Student Trustee

Vacant

Loughton Student Trustee

Vacant

External Trustees

Resigned 30th April 2023

Lee Rodwell

Appointed at 12th April 2018

Barry Van- Eupen

Appointed at 1st November 2021

Chantel Le Carpentier

UNIVERSITY OF ESSEX STUDENTS' UNION

ANNUAL REPORT AND ACCOUNTS YEAR ENDED 31 July 2023

UESU employs a Chief Executive to work closely with the Executive Officers and ensure effective management of the charity as head of a senior management team as follows:-

Chief Executive

Director of Finance & HR

Director of Commercial Services and Business Development

Director of Marketing, Engagement and Strategy

Director of Education, Activities and Welfare

Craig Stephens

Barbara Reynolds

Reeves Watson

Steve Haugh

Keith Rowland

The Trustee Board present their Annual Report for the year ended 31 July 2023, which includes the administrative information set out on page 1, together with the audited accounts for that year.

Auditors

Crowe U.K. LLP

Registered Auditors

Aquis House

49-51 Blagrove Street

Reading

Berks

RG1 1PL

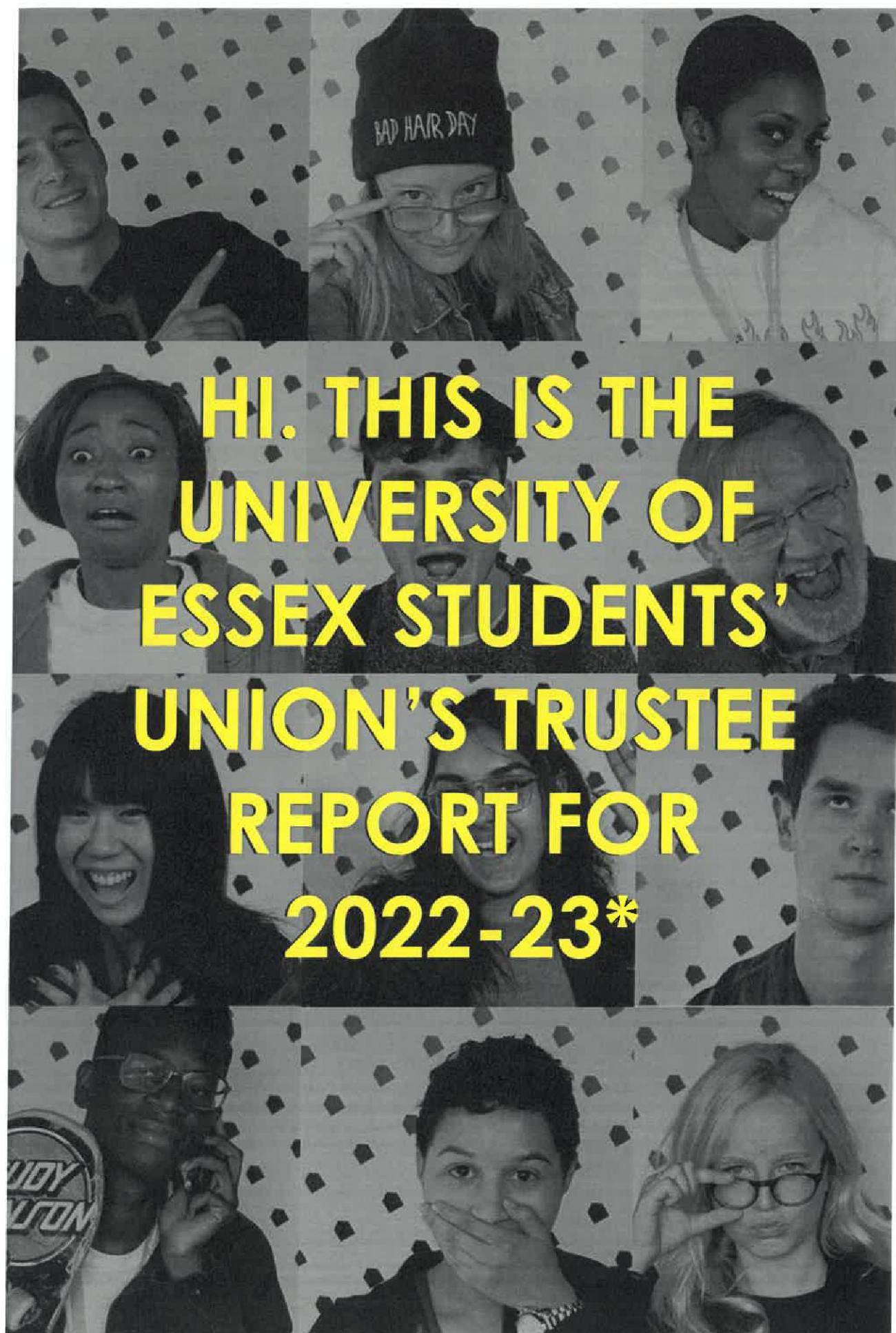
Bankers

Lloyds TSB Bank plc

27 High Street

Colchester

CO1 1DU



WELCOME

Hello and welcome to the University of Essex Students' Union's 2022-23 Trustee Annual Report.

If you find yourself reading this then you're probably either part of the Charities Commission, a University Council member, an SU Trustee Board member, a staff member of the SU, our auditors or one of our wonderful student members – we hope you find the report interesting.

If you're none of the above, then please drop us an email at su@essex.ac.uk and tell us what inspired you to read our report (we love making new friends)!

The past year has undoubtedly tested our resilience as we navigated through a series of challenges, a significant change in student demographics, protracted strikes, and an escalating cost of living crisis have, in their collective force, shaped our financial year. It is important that we acknowledge these challenges as they have had a direct and tangible impact on the spending capacity and choices of our student body.

In the face of these challenges, we remained steadfast in our commitment to enhancing the student experience and advocating for the welfare of our members. We adapted our services, launched new initiatives, and extended support wherever possible to mitigate the impact of these external factors.

The impact report attached to these accounts highlights the initiatives and activities that we carried out on our journey to become 'The World's most Student Centred Organisation'.

Highlights include:

- Achieved a **surplus of £151k** despite all of the challenges highlighted.
- Became a **Voluntary Real Living Wage Employer**.
- Attained a **79% satisfaction** rating for 'a sense of belonging' against the backdrop of a national average of 69%.
- **98%** of first year students surveyed stating that they felt welcomed or very welcomed to the University.
- Delivered over 330 events, activities, and campaigns for our members (excluding commercial events) across all 3 campuses.
- VTeam were put forward for a Kings Award for Volunteering (award announcement 14/11/23)
- Received national recognition in the **National Society and Volunteering Awards**
- Over 3,300 students provided feedback to our "Seriously, How Are You?" survey.
- Top 10 National ranking in the **WhatUni awards** (7th)
- 13th placed Students' Union in the **National Student Survey** (of all mainstream English Universities) and top 8% of all University Students' Unions.



Craig Stephens
CEO



Kieran Phillips
President 2023-24

HOW WE WORK

STRUCTURE, GOVERNANCE AND MANAGEMENT

The University of Essex Students' Union (UESU) is constituted under the Education Act 1994 as a charity (see page 1) with internal regulations or Rules approved by the governing body of University of Essex (the University).

UESU's charitable Objects under the Act, to advance the University's educational purposes by providing representation and support for the students at the University and are supplemented by the further Object of helping members to develop their own charitable activities as active participants in civil society.

UESU is administered by its Trustees of 13 students who are either appointed or elected annually by cross-campus secret ballot of the UESU membership and 3 Lay Trustees appointed through a recruitment process. The 7 posts of President, VP Education, VP Services and Communications, VP Student Activities, VP Welfare and Community, VP Southend and VP International are full-time sabbatical posts remunerated as authorised by the Education Act and cannot exceed two years duration for each holder. The 7 full-time Sabbaticals, 6 Student Trustees and 3 Lay Trustees are regarded as the Charity Trustees of UESU for the purposes of the Charities Act.

UESU operates on democratic principles, with a sabbatical team of the President and 6 Vice Presidents. These officers are held accountable for their work through a number of democratic processes, these include Parliament, all student meetings, specific liberation and sectional meetings and the AGM. General Union Policy is set via an online suggestion and discussion and a voting process supplemented with all student meetings where required.

The Trustees, assisted by sub-committees where appropriate, have delegated the day-to-day running of UESU to a Chief Executive, named above.

As the Charity Trustees, all Trustees receive an induction into their legal and administrative responsibilities, with an ongoing training programme as and when needed for issues arising during their term of office.

The following Trustee Board sub-committees are currently supporting the scrutiny work of the board.

Human Resources Committee

The Trustee Board has established a Human Resources Committee to scrutinise the Union's HR policies & procedures. The Committee will review methods to ensure effective running of the Trustee Board by supporting the recruitment of Lay Trustees. The Committee has the delegated responsibility for the recruitment, remuneration and objectives of the Chief Executive and for the ratification of new or material changes to HR Policies. The Committee will monitor and advise on the performance of the Union's HR Strategy.

Audit and Risk Committee

The Trustee Board has established an Audit & Risk Committee to provide an independent opinion on the effectiveness and adequacy of the Union's systems of risk management and internal controls to ensure maintenance of a sound system to safeguard stakeholders' interests and the organisation's assets and alerting the Board of Trustees to any emerging risk issues.

Union Performance Committee

In line with good governance practice the Trustee Board has established a Performance Committee to support them in their performance monitoring

responsibilities. The Committee will monitor and advise on operational performance, including trading and non-trading activities and review the outcomes of operating plans.

Tackling Racism Committee

The Trustee Board has established this new committee to bring about positive change through taking an action orientated approach. The Committee will report on the lived experience of our members in relation to racism, oversee the Union's work in tackling racism and becoming an anti-racist organisation, support the University to tackle racism and communicate the changes to our members.

Health and Safety Committee

The Trustee Board has established a Health & Safety Committee to provide an independent opinion on the effectiveness and adequacy of the Health & Safety Policy and internal controls to ensure maintenance of the process and to safeguard stakeholders' interests as well as alerting the Board of Trustees to any emerging risks.

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

The law applicable to charities in England and Wales 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 Charity and the Group and of the incoming resources and application of resources of the Group for that period.

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions, disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the Financial Statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution.

They are also responsible for safeguarding the assets of the Charity and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

KEY MANAGEMENT REMUNERATION

The key management of the Union are the Sabbatical officers and Directors, as named above. They are remunerated as per the pay structure agreed by the Board with the policy objective of ensuring that they are provided with appropriate incentives to encourage enhanced performance and are, in a fair and responsible manner, rewarded for their individual contributions to the Union's success.

The appropriateness and relevance of such remuneration is reviewed annually, including reference to comparisons with other organisations to ensure that the Union remains sensitive to the broader issues of pay and employment conditions elsewhere.

With the exception of the Chief Executive and the Sabbaticals, the pay and remuneration of the Directors is the decision of the Chief Executive, within the budget parameters agreed by the Trustee Board. The pay and remuneration of the Chief Executive is agreed by the Human Resources Committee as delegated by the Trustee Board. The pay and Conditions of the Sabbatical officers is the decision of the Officers Remuneration Committee.

The full Trustee Board meets every 6 weeks to receive reports from individual Officers, sub-committees, the Chief Executive, and the Director of Finance to review the Charity's performance, finances, administration, and to decide policy issues arising. University of Essex Students' Union (UESU) also employs a number of non-student full-time staff for the sake of continuity in the management of its many activities. Those staff are accountable to the Chief Executive for the performance of their duties.

RELATIONSHIP WITH UNIVERSITY OF ESSEX

The relationship between the University and the Union is established in the Regulations of the University and detailed in the Union's Rules approved by both organisations. The Union receives an annual Block Grant from the University, and part-occupies a building owned by the University and is charged rent for this use. Although the Union continues to generate supplementary funding from various mutual trading activities, it will always

be dependent on the University's support.

There is no reason to believe that this or equivalent support from the University will not continue for the foreseeable future, as the Education Act 1994 imposes a duty on the University to ensure the financial viability of its student representative body.

RISK MANAGEMENT

The Trustees have examined the major strategic, business and operational risks faced by University of Essex Students' Union. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the Charity faces. Budgetary and internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and participants on all activities organised by the Union. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board, with particular assistance from the Audit and Risk Committee, regularly review a risk register on a rolling basis (as per the risk register policy) to make sure that they remain relevant. The principal risks and uncertainties currently facing the Union are considered to be as follows:

- The possible reduction in funding by the University caused by
 - Their own financial health
 - Their perception of the value of the role of the Union
- The financial health of the University is dependent on HEFCE funding, which in turn is susceptible to factors

beyond the control of the Union, including:

- Government decisions in relation to immigration
 - Popularity driven by affordability and fee levels.
- Reputational damage in the unlikely event of a high-profile activity by a Trustee.

Our plans and strategies for managing risk include maintaining effective internal controls, risks register, incident reporting and monitoring systems and insurance cover wherever appropriate.

A group of students in white shirts and ties are celebrating, with confetti falling around them. The scene is set in a modern building with large windows. The students are smiling and looking at each other. A sign in the background reads "Information Centre".

OUR VISION:

**“WE WANT TO BE
THE WORLD’S MOST
STUDENT-CENTRED
ORGANISATION”**

AIMS, OBJECTIVES AND ACTIVITIES

The Trustees have agreed the following vision for the Students' Union:

"WE WANT TO BE THE WORLD'S MOST STUDENT-CENTRED ORGANISATION"

Within this vision the SU has the following long-term aims:

1. Promoting the interests and welfare of Students at the University of Essex during their course of study and representing, supporting and advising Students
2. Being the recognised representative channel between Students and University of Essex and any other external bodies; and
3. Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its Students.

In pursuit of these aims for the public benefit, UESU will ensure the diversity of its membership is recognised, valued and supported and has established departments and services for use by its members and to support its work with the University and other organisations on behalf of students. These include the SU Advice, Student Activities, Vteam (volunteering) the SU Homes (Lettings Office), SU Bar, Top Bar, The Greenhouse & The Kitchen (catering / coffee) Sub Zero and The Inbetween (nightclubs), the SU Lounge (Southend),

the SU Café and Corbett Theatre Bar (Loughton), Cine 10 (cinema), and the SU Shops (The Store, Everything Essex, & The Mini Store), The Atrium (social space for daytime and evening activities)

Executive Officers of UESU sit on almost every committee of the University and meet regularly with the Local Authority and other providers of public services affecting students.

UESU continues to represent the students at this University on relevant local, national, and international issues by maintaining a high proportion of student representatives. Student representatives now sit on and contribute to over 50 University committees and academic programme forums which allows the Students' Union to cater effectively to the needs of the students.

Student representatives are present on all policy and strategy making boards.

To further enhance the student experience, UESU attracts students from all walks of life to get involved in the Union, the University and the local community by actively promoting the benefits of volunteering in student-led activities. As a result, in 2022-23, 1,468 students volunteered to work on projects within the local community or within the University or Union.

When reviewing our objectives and planning our activities, we have given due consideration to the Charity Commission's general and relevant supplementary guidance on public benefit.



UNIVERSITY OF ESSEX STUDENTS' UNION IMPACT REPORT 2022-2023





COST OF LIVING SUPPORT

HELPING STUDENTS THROUGH A NATIONAL CRISIS

This year saw the combined impacts of the pandemic, Brexit and volatile financial markets lead to a cost of living crisis that has hit students especially hard.

Our student research work last year had already shown the signs of the coming crisis and resulted in cost of living being put at the top of this year's priorities in our 'Big Plan'.

In August, within their first weeks in office, the new Student Leader team presented to senior university staff and called for urgent partnership work to ensure that Essex students were supported through the months ahead.

Following a series of positive discussions, in October the University and SU jointly announced **an unprecedented package of financial support for students totalling more than £2.5m.**

The agreed package of support included:

- **A £1m uplift for the University hardship fund**, which has gone on to directly support more than 1,500 students in staying at university and managing to maintain their studies
- **Daily subsidised £2 hot meals** across the three campuses
- **An SU market stall selling essential grocery items at cost price,**
- **An SU pantry stocked with free emergency essential items** for students
- **The introduction of free 'Eat and Meet' sessions** where our students could come and enjoy a free hot meal at the same time as meeting other students

Our campaign was also covered extensively by the BBC and other media, with SU President Nashwa also invited to speak on the issue at the national Universities UK Conference.



ESSEX IS A LEADING SU

TOP TIER RANKINGS IN TWO NATIONAL TABLES

This year saw the Students' Union recognised nationally for the quality of our work with our 17,000 student members.

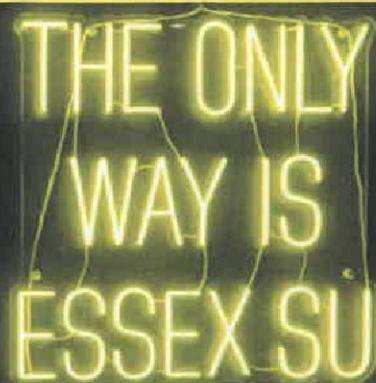
Each year the WhatUni Student Choice Awards recognise the best Students' Unions and this year we're proud to say that **Essex SU has been ranked as the 7th best SU in the country**, as voted for by students.

This marks the **5th year in a row that Essex SU has been voted in the top 10 nationally** and is a superb reflection of the hard work and dedication that our staff, student leaders and volunteers have shown in supporting our student members through an especially challenging period for students.

This year also saw us receive recognition for the incredible academic representation work undertaken by SU staff, student leaders and student representatives.

In this year's National Student Survey (NSS) **Essex SU was ranked 13th in the country for the quality of its academic representation**, based on feedback from more than 300,000 students across more than 500 institutions.

The National Student Survey ranking maintains another run of consistent top tier finishes over the past 6 years in a student-led metric, demonstrating further progress towards our vision of becoming The World's Most Student-Centred Organisation.



THE ONLY
WAY IS
ESSEX SU

NEW LOOK STUDENT VENUES

Following a huge amount of work from our Venues Team, this year has seen not one but **two significant redevelopments of our SU venues for students.**

The heart of Colchester students' social life for decades, **the SU Bar** received a dramatic new facelift ready for the start of the academic year, with new seating areas, decor and games.

At the same time our venues team were busy developing and launching a new night-time venue in the form of **The In-between**, a diverse, welcoming and inclusive space for alternative and community events.

CELEBRATING OUR GLOBAL UNIVERSITY

The University of Essex is proud to be a place where students and staff from more than 130 different nationalities come together to learn and live together.

To celebrate our international community we hosted a week-long series of SU events under the banner of **'One World Essex'**.

The festivities included cultural performances and dancing on the Squares, international quizzes, craft sessions and a colourful flag parade led by SU President, Nashwa Alsakka and the University of Essex Vice Chancellor, Anthony Forster.

8000+

Students attended our large scale belonging events

98%

Of first years found the University of Essex welcoming



BUILDING BELONGING

HELPING STUDENTS FEEL AT HOME IN ESSEX

This year the Students' Union has focused heavily on creating and maintaining a strong sense of belonging between students and the University of Essex.

National studies have shown that students who feel that they belong at university are more likely to feel satisfied with their university experience and more confident in their academic abilities. This in turn makes them less likely to drop out and more likely to succeed in their studies.

We kicked off the year with our most ambitious ever welcome campaign, specially designed to help students settle, meet each other and feel like they belong from the first week.

In total more than 8,000 students attended our large scale daytime belonging events and mixers across the three campuses, while several thousand more experienced the thrill of being surrounded by new friends in our Sub Zero nightclub in the first two weeks alone.

The impact of this welcome work across the SU and university is immediately clear; our official welcome survey found that **a staggering 98% of first year students** found the University of Essex either welcoming or very welcoming.



DEMOCRACY IN ACTION

Student democracy was again very active this year with elections hitting campuses as well as changes to the SU's student Parliament.

March saw student candidates having to contend with unseasonal snow in their campaigns for the **SU Leadership Election**. The result of their combined campaigning efforts were seen in **votes cast by more than 2,700 Essex students** and a new team of student leaders who will seek to continue the SU's good work for students in the 2023/4 academic year.

Following a student vote, the new year will also see a change to the SU's governing body, SU Parliament, which will be renamed as **SU Council** to be more relevant to students that have been familiar with the role of student councils in their education prior to university.



SPORTS TEAMS REACH NEW HEIGHTS

This has been a record-breaking year for the thousands of students that compete for the SU's Essex Blades sports teams.

The 2022/23 season saw the Essex Blades achieve our **highest ever points score in the national British Universities and Colleges Sports (BUCS) league** with a final total of 1,522 points, also leading to our **joint highest ever league ranking**.

The basis for these achievements were our incredible student-run Essex Blades sports teams, who this year boasted **3,082 student members** across **43 active clubs**, covering everything from American Football to Volleyball.



VOLUNTEERING SUCCESS

NATIONAL RECOGNITION FOR THE SU'S VTEAM

This year saw Essex students break new records for volunteering through the SU's vTeam at the same time as gaining significant national recognition for Essex's leading role in the sector.

Continuing an exceptional record of giving up their time for good causes, this year saw Essex students log a **record-breaking 46,114 hours of volunteering** through vTeam.

In total **1,468 individual Essex students volunteered** across 15 regular projects and 33 one-offs, providing much needed time and support for incredibly deserving causes including local community groups, schools and care homes.

This year also saw the SU's volunteering work achieve significant national recognition with vTeam winning **two first place awards at the National Student Volunteering Awards (NSVAs)** and our own **Alfie Benson** winning the 'Extra Mile Award' for his incredible volunteering work through vTeam.

To cap a year of volunteering achievements **vTeam has been shortlisted for the most prestigious volunteering award available, The King's Award for Volunteering.**

This award is the equivalent of the volunteering Oscars so to be shortlisted is an incredible reflection on the amazing work undertaken by our brilliant vTeam staff and our army of student volunteers.



A RECORD BREAKING HOLI

The sun was shining on May 10th as **more than 700 students** lit up the skies with a cloud of colour for the SU's biggest ever celebration of **Holi: the Festival of Colour**.

Having been postponed from March due to snow, it was great to see so many students take a break from their studies and enjoy the most colourful event of the year.

Of the 700+ attendees **63% were Postgraduate students** and **57% from India**, serving as another great example of how the SU's cultural Engagement events appeal more than ever to our changing demographic at Essex.



CELEBRATING STUDENT ROYALTY

In May we used the occasion of **King Charles' coronation** as an opportunity to celebrate campus royalty; our 17,000 student members!

We provided our members in Colchester and Southend with everything they needed to have their own celebration picnic over the coronation weekend, handing out **more than 1,000 free commemorative boxes** that contained food and drink from the different parts of the British Isles (and of course a shiny gold crown).

Then we rounded the weekend off with a **Royal Rave** in Sub Zero - an historic weekend in British history marked in very Essex SU style.



100+

The number of University meetings the SU represented students at this year

ACADEMIC REPRESENTATION

A VOICE FOR STUDENTS LOCALLY AND NATIONALLY

This year saw significant expansion of the invaluable academic representation that we provide to our 17,000 student members.

In a welcome development for student voice, the Office for Students announced the inclusion of **a new 'Student Submission'** as a key feature of this year's Teaching Excellence Framework. The submission offered a key opportunity to provide insights about Essex students' views and help inform the panel's assessment of student experience and student outcomes at our university.

Working from this brief our VP Education, Callum Broadbent led in the creation of a **landmark 10 page document** that was directly informed by the SU's extensive research and dialogue with our student members over the past four years.

At the same time as representing student voice at a strategic level, the SU's Education team was also on hand to support students at the most decisive (and stressful) point of the year: **exams.**

The aim of the SU's **Exams Mode: On** campaign was simple; help Essex students succeed by being there for them at the time when support is most needed.

In addition to comprehensive online and in-person support, running revision sessions, and providing advice and tips, the SU also ran **more than 20 live events** including an **SU Petting Farm** (pictured above), **free post-exam ice creams** by the Lakes, and our famous **SU Angels**, who personally delivered **more than 1,500 free hot drinks and motivational messages of support** to revising students.

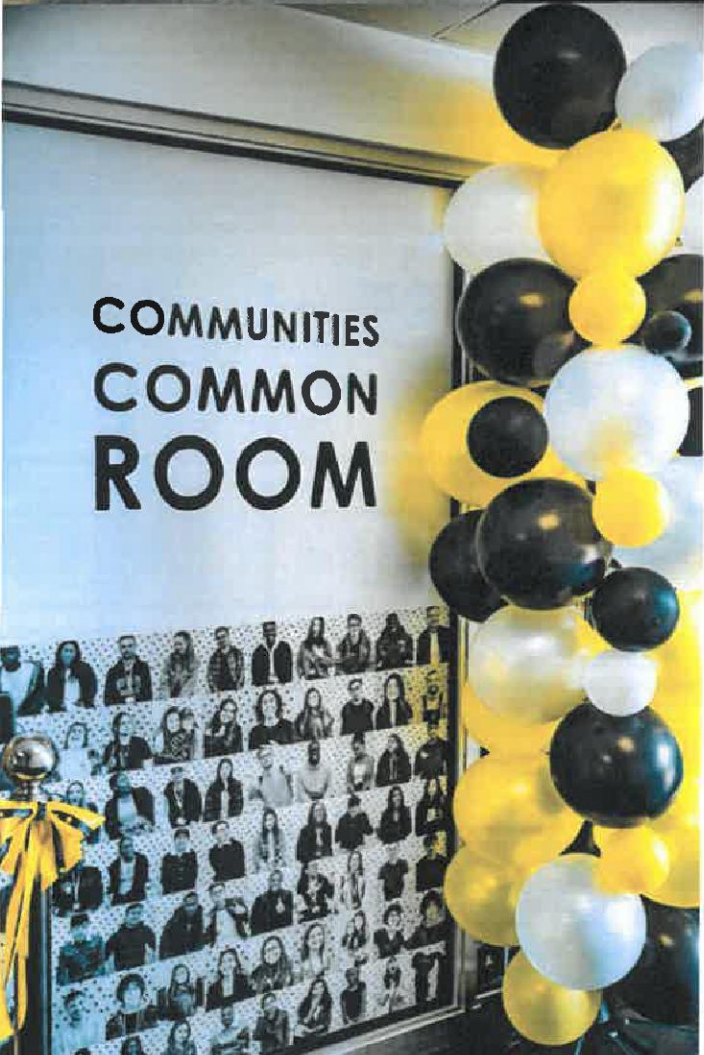


INTRODUCING THE ATRIUM

This year saw the opening of **The Atrium**, a brand new and much needed multi-purpose space for students.

The Atrium is a blank canvas for students and the SU to run whatever types of events they want, providing a platform for creativity, celebrations and forming connections.

In its first year The Atrium has already had a huge impact, welcoming more than 1,000 students to society events, film screenings, networking meet-ups, and craft sessions.



NEW COMMUNITIES COMMON ROOM

Following partnership working between the SU and the University, this year saw the official **opening of the Communities Common Room** on our Colchester campus.

Accessible by any student with a protected characteristic the Communities Common Room provides a space for individuals and communities to meet, study or just chill.

The room contains two soundproof pods, study desks, comfortable seating and beanbag areas and a kitchen with a fridge, microwave and an all important kettle for community cups of tea!



SU FOOTBALL FEST

BRINGING STUDENTS TOGETHER THROUGH FOOTBALL

The awarding of the 2022 Men's World Cup to Qatar attracted controversy for a number of reasons.

As an SU we recognised that FIFA's approach to this World Cup didn't align with our values, **so we decided to create a football festival that did.**

In partnership with the university we launched **SU Football Fest, a month of celebrations** designed to bring our richly diverse community of students together through football and promote LGBTQ+ rights and workers rights.

We created a campaign where our students were the stars, photographed in their national shirts accompanied by personal stories celebrating the positive impact of football in their own cultures.

We kicked off festivities with an international flag parade that led to our specially erected SU Football Fest Fanzone, home to an enormous TV screen, flags from each nation, plus seating and tables to accommodate up to 500 students.

In total more than 10,000 students booked to watch the games across our Fanzone and participating SU venues, while many more participated in a specially organised student football tournament or enjoyed our free giant inflatables and craft activities.

The unique approach and values of SU Football Fest also led to the project being picked up on by the press, including a BBC TV broadcast from the Fanzone and coverage on the BBC website.

A night scene of a fireworks display. In the foreground, there is a blue and white structure with the text 'WELCOME TO SU FIREWORKS' on it. Several people are standing near the structure. The background is filled with a large, vibrant fireworks display, with many bright orange and yellow bursts exploding in the dark sky. The overall atmosphere is festive and celebratory.

270

The number of events run by the SU's Engagement team this year

6,879

The number of individual Essex students reached by the SU's Engagement team

NEXT LEVEL ENGAGEMENT

CONNECTING STUDENTS AND CREATING MEMORIES

With increased levels of loneliness amongst students nationally, the need for the Students' Union to help students connect with each other has never been greater.

This year saw the SU's Engagement team rise to the challenge by taking the number and range of events and opportunities to the next level.

Highlights from an unprecedented year of engagement include:

- The incredible success of **SU Makes**, our craft sessions that have shown the increased student demand for quieter, more reflective activities, with hundreds of students participating in everything from pottery to journaling, building friendships along the way
- Our biggest ever SU Fireworks event, with an awe-inspiring display that wowed a crowd of **more than 4,600** whilst also achieving our highest ever satisfaction score for the event
- Significant further expansion of our student friendship app, Umii, which has so far enabled **more than 8,000 connections between Essex students**, many before even setting foot on campus

In total the Engagement team organised a **staggering 270 events** for students this year with a total of 17,074 registered attendees across them, equating to **6,879 individual students engaged with by the team in a single year.**



2022/23: COMPLETED IT

OUR FINANCIAL PERFORMANCE

PERFORMANCE SUMMARY

Excluding adjustments to the Defined Pension Scheme liability provision, the SU's unrestricted funds closed the 2022-23 fiscal year with a net surplus of £151.1k, £95.4k ahead of the budgeted surplus of £55.7k.

2022-23 has been both a challenging and rewarding year. The key factors affecting this year's performance have been:

- The shift in the demographic of the student population,
- A significant change in drinking culture,
- The cost of living crisis, and
- The return to pre-pandemic student footfall on campus.

Other factors include:

- the continuation of the University's hybrid working policy, with less staff on campus,
- the resumption of summer schools and conferences bringing additional summer trade, and
- an increase in PG students, increasing the summer student footfall.

The impact of these factors affected the SU's commercial trade in various ways. Whilst SU Bar and Sub Zero struggled to drive footfall coupled with a lower spend per head, we saw a steady growth in both coffee and retail sales. SU Homes experienced an increase demand for family housing, countered by a drop in demand from 2nd years.

The Commercial Services Division delivered total sales of £5.3m, £241.3k / 4% behind budget but £620.8k / 13% ahead of prior year. Contribution for the year, before management charges, totalled £639.4k, representing a shortfall £46.7k / 7% but an uplift of £481.9k / 33% against 2021-22.

University **Core Grant funding** for the year totalled £2.14m. The University also provided restricted grants to support a number of one off activities and events including a range of Cost of Living initiatives and SU Football Fest.

The Enabling Division delivered net savings of £50.7k against budget, primarily attributable to staff turnover including some in year savings arising out of the staffing restructure carried out in January 2023.

The Student Activities & Support Division ended their year with savings of £56.7k, primarily attributable to staff turnover, in particular the time taken to fill the new education posts arising out of the restructure. Student welfare cost were down as a direct result of the reduced number of Sub Zero nights, delivering savings in welfare assistants' staff costs and first aid provision.

STRATEGIC BUSINESS REVIEW

Following the financial challenges arising out of the pandemic and the changing commercial landscape as a result of the shift in student demographics and the cost of living crisis the Senior Leadership Team undertook a strategic review of its business model and organisational structure.

The aims of the review were:

- To ensure the SU remains financially sustainable in a changing and uncertain environment,
- To review its organisational structure with the aim of reducing its fixed overheads,
- To focus investment on those core services that provide the greatest impact and benefit to our members.

The outcomes were as follows:

Staff Restructure

A full review of the SU's staff structure was undertaken with a primary aim of

keeping the number of redundancies to a minimum whilst ensuring the SU remains operationally viable. The impact of the full restructure has delivered:

- Removal of the roles of Deputy Directors from the structure
- A reduction of the Senior Management Team headcount
- Investment in Education support
- **Annual net savings from 2023-24 of £157.5k**

Commercial rationalisation

Closure of SU services that have been in continual financial decline prior to the pandemic with no prospect of recovery:

- The Post Office (closed June 2023)
- The transfer of the Loughton Café and Corbett theatre Bar to the University from 1st August 2023.
- Based on the 2022-23 performance these closures will **achieve annual ongoing savings of at least £43.7k**

SUBSIDIARY PERFORMANCE

UESU Limited delivered a profit of £172.5k before a management charge of £151.4k. The remaining profit of £21.1k will fully offset the prior year losses of £7.4k, leaving £13.7k which will be paid over to the University of Essex Students' Union by way of Gift Aid. Sub Zero generated income totalling £898.1k, £32.5k / 26% short of budget and a profit of £154.8k, £73.3k behind budget. After a challenging start to the year, the strategic decision was made to discount the price of term passes and reduce the number of weekly events. This resulted in a reduction of direct event costs, enabling Sub Zero to perform to budget for the remainder of the year. Media Sales for the year exceeded budget by £7.7k.

Essex Student Lets Ltd (SU Homes) generated a profit of £44.5k before a management charge of £37.1k. The remaining profit of £7.4k will be offset

against prior year losses, reducing these to £16.3k. The 2022-23 fiscal year saw a significant shift in the student lettings market with the previously predictable "lettings season" moving from January - February to September - November, and an increase demand from international postgraduates which countered the reduction in demand from 2nd year under graduates many of whom took advantage of the increase in the University's campus accommodation. SU Homes closed 2022-23 with 195 let tenancies against a budgeted expectation of 193. Commission totalled £250.0k only £5.6k short of budget more than offset by cost savings resulting in profit exceeding budget by £5.7k

RESULTS

The consolidated unrestricted reserves, after taxation, amount to a deficit of £91,179 (2022: £407,002 deficit). Restated to exclude the Defined Benefit Pension Scheme liability provision, this year's results place the SU with unrestricted reserves of £756,438 (2022: £605,333).

Restricted funds that are not available for general purposes totalled £389,938 (2022: £374,362). These are restricted funds for Sports, Societies, Hardship Loans, and specific activities.

PENSION LIABILITY

The SU participates in three principal pension schemes for employees; they are the Universities Superannuation Scheme (USS), the Local Government Pension Scheme (LGPS) and the Superannuation Arrangement for the University of London (SAUL). All three schemes are defined benefit schemes which are externally funded and are contracted out of the State Second Pension (S2P). Each fund is valued every 3 years by professional qualified independent actuaries.

The USS and SAUL schemes are multi-employer schemes for which it is not possible to identify the assets and liabilities of the SU, due to their mutual nature. Therefore, they are accounted for as defined contribution retirement benefit schemes.

The Defined Benefit Pension Scheme liability arises because the SU has entered into a contractual commitment to fund past deficits with the USS Scheme. The Net Present Value of the Union's deficit contributions are therefore reflected as a liability on the balance sheet. This is based on the last complete actuarial valuation of 31st March 2020.

The SU reviews all employer updates issued by its pension providers, attends valuation briefings, and participates in all employer consultations.

Budgets and Forecasts take account of expected increases in employer pension contributions.

The University of Essex acts as Guarantor to the USS Trustee for all of the Union's financial obligations arising out of its participation in the USS pension scheme including all financial obligations consequent of the Union ceasing to participate in the USS scheme.

The University of Essex also acts as Guarantor in respect of all section 75 debt arising out of the Union's participation in the SAUL Pension Scheme.

RESERVES POLICY

In 2021 the Trustees and Directors reviewed the Reserves Policy and set a new target based on a 3 year recovery plan.

A Risk Identification approach was applied based on the following steps:

Step 1

Identification the risks to our Income streams

Step 2

Categorisation of our expenditure into fixed costs and flexible costs, core, and overhead

Step 3

Other solvency considerations:

- Cash flows
- Net Current Asset / Liability position

Step 4

What other risks or opportunities are on the horizon

- Capital Investment needs.
- Specific liabilities

The Trustee Board set Unrestricted Free Cash Reserves Target of £535k to be achieved by the end of the 2023-24 financial year. This target is made up as follows:

- £100k – funding for capital investment opportunities
- £185k – continuity of charitable activities / fluctuations in income
- £250k – working capital.

Unrestricted Free Cash Reserves are calculated as follows:

	Total Unrestricted Reserves
Less	Net Book Value of Fixed Assets
Add	Capital Grants not yet amortised.
=	Total Free Cash Unrestricted Reserves

And excludes the Defined Benefit Pension Scheme liability.

The consolidated Reserves Target for 2022-23 was set at 500k / 94% of the overall target, as part of a 3 year recovery plan. As at, 31st July 2023 Unrestricted Free Cash Reserves amounted to £540.0k (2022: £408.4k) representing 108% of the 2022-23 Reserves Policy target and 101% of the overall target, achieved a year earlier than planned.

A review of the Reserves Policy will be carried out during 2023-24 and revised targets agreed by the Trustee Board.

FUNDRAISING ACTIVITY

The SU is primarily funded by the University of Essex by way of an annual grant and by a number of commercial student services provided to our members.

The SU therefore does not engage in large scale fund raising activities such as mass mailings, telephone fundraising or door to door campaigns. The SU does not employ a professional fundraiser nor engage the

services of any third party to raise funds.

Fund raising activity is limited to funds raised by our Sports Clubs and Societies via the University of Essex's Alumni "Click" crowdfunding platform.

To this end the SU has not considered it necessary or appropriate to sign up to any regulatory code of fundraising practice.

The SU has not received any complaints about any aspect of its fundraising.

OUR PLANS FOR 2023-24

The Board has had a difficult year of dealing with the continuing impact of the pandemic, further strikes by academic staff and the cost of living crisis. It is hoped that 2023-24 is a year of growth and development with the following projects and initiatives being actioned to assist with this.

1. RETAIL REFURBISHMENT AND EXPANSION

Following the decision taken during the pandemic to close the Extra Store and then subsequently to close the Post Office a plan has been put in place to relocate Everything Essex into the larger Extra Store space and to turn the current Post Office/Everything Essex space into the new Activities/ Volunteering Office. These changes should see an upturn in both retail income generated and greater recognition for the Activities and VTeam brands.

2. ACADEMIC REPRESENTATION

The investment into our Education Department will see the recruitment of two new Education Managers which will give us the opportunity to have a greater influence on the quality of academic provision and improve the student voice at Essex and improve our position in the league tables.

3. REFURBISHED SUB ZERO

The Summer period will see an incredible amount of hard work from the Sub Zero team and Marketing to prepare the space for new and returning students. Including the installation of new lighting, photo booths, the new space will offer a modern nightclub experience.

4. POST GRADUATE STUDENTS BELONGING

With the increased number of students attending the University in

the last year, the SU continues to adapt its services to meet the specific needs of these students and help them to develop a sense of belonging at the University.

5. SPORT

Further development of the sporting provision at the University in conjunction with Essex Sport and the election of a new Sports Officer.

6. CINE 10

Investment in the seating within Cine 10 to improve the customer experience.

7. INFORMATION TECHNOLOGY

Working with the University to improve the IT infrastructure of the SU and updating its computer systems, to allow the SU to improve its environment for its staff.



**THAT'S ALL FOR NOW:
FIND OUT MORE ABOUT
WHAT WE'RE DOING
NOW AT:**

WWW.ESSEXSTUDENT.COM

UNIVERSITY OF ESSEX STUDENTS' UNION

ANNUAL REPORT AND ACCOUNTS YEAR ENDED 31 July 2023

PROVISION OF INFORMATION TO AUDITORS

The Trustees at the time when this Trustees' Report is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the Union's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as the Trustees in order to be aware of any information needed by the Union's auditors in connection with preparing their report and to establish that the Union's auditors are aware of that information.

This report was approved by the board on the 16/11/23 and signed on its behalf.



Kieran Phillips
President 2023-24

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNIVERSITY OF ESSEX STUDENTS' UNION

Opinion

We have audited the financial statements of University of Essex Students' Union ('the charity') and its Subsidiaries ('the group') for the year ended 31 July 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the 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 or parent charity's affairs as at 31 July 2023 and of its 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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



INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNIVERSITY OF ESSEX STUDENTS' UNION (CONTINUED)

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient and proper accounting records have not been kept by the parent charity; or
- the financial statements are not in agreement with the accounting records and returns; 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, the trustees 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 and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNIVERSITY OF ESSEX STUDENTS' UNION (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the Union were General Data Protection Regulation (GDPR) and Health and safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.



INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNIVERSITY OF ESSEX STUDENTS' UNION (CONTINUED)

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink that reads "Crowe U.K. LLP".

Crowe U.K. LLP
Statutory Auditor
Aquis House
49-51 Blagrove St
Reading

Date 28 November 2023.

Crowe U.K. LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR
(Including income and expenditure account)

	Not	Unrestricted	Restricted	Capital	Total	Total
		Income	Income	Grants	2023	2022
					£	£
Income and endowments from:						
Donations and Grants:						
Donations, University Grant, etc.		2,136,800	647,155	69,863	2,853,818	2,590,177
Grant of serviced accommodation	2c)	427,700	-	-	427,700	429,175
CJRS furlough grant		-	-	-	-	18,078
Other trading activities:						
Advertising and media		25,617	-	-	25,617	20,435
Investment income		19,608	-	-	19,608	21
Charitable activities for students:						
Bars, venues and entertainments		1,817,429	-	-	1,817,429	2,151,907
Shops and vending		2,525,365	-	-	2,525,365	1,836,340
Catering		659,240	-	-	659,240	369,658
Societies & clubs		7,806	175,001	-	182,807	145,040
Lettings		249,945	-	-	249,945	240,783
Other income resources		<u>6,176</u>	<u>-</u>	<u>-</u>	<u>6,176</u>	<u>58,886</u>
Total income		<u>7,875,686</u>	<u>822,156</u>	<u>69,863</u>	<u>8,767,705</u>	<u>7,860,500</u>
Expenditure on:						
Costs of raising funds:						
Finance costs		6,558	-	-	6,558	3,331
Charitable activities for students:						
Representation and campaigns		1,359,568	74,614	-	1,434,182	1,364,377
Advice & welfare		234,544	155,027	-	389,571	284,482
Volunteering		130,740	5,422	-	136,162	282,427
Activities, clubs and societies		303,557	443,015	-	746,572	718,740
Bars, venues and entertainments		2,175,866	112,055	-	2,287,921	2,690,457
Catering		639,059	4,404	-	643,463	454,865
Shops and vending		2,438,276	8,374	-	2,446,650	2,255,922
Lettings		<u>313,069</u>	<u>3,669</u>	<u>-</u>	<u>316,738</u>	<u>359,539</u>
Total expenditure	4-7	<u>7,601,237</u>	<u>806,580</u>	<u>-</u>	<u>8,407,817</u>	<u>8,414,140</u>
Net income/ (expenditure)		274,449	15,576	69,863	359,888	(553,640)
Transfers between funds:						
Capital grant amortisation and impairment	14	<u>41,374</u>	<u>-</u>	<u>(41,374)</u>	<u>-</u>	<u>-</u>
Net movement in funds		315,823	15,576	28,489	359,888	(553,640)
Fund balances brought forward		<u>(407,002)</u>	<u>374,362</u>	<u>172,283</u>	<u>139,643</u>	<u>693,283</u>
Fund balances carried forward		<u>(91,179)</u>	<u>389,938</u>	<u>200,772</u>	<u>499,531</u>	<u>139,643</u>

All of the above results are derived from continuing activities.

The notes on pages 43 to 58 form part of these financial statements

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

CONSOLIDATED BALANCE SHEET

		2023	2022
		£	£
	Notes		
Fixed assets			
Tangible fixed assets	8	<u>417,202</u>	<u>369,210</u>
Current assets			
Stocks in bars, shops & other outlets	10	175,428	159,538
Debtors & prepayments	11	157,777	220,215
Cash at bank & in hand		<u>1,879,730</u>	<u>1,729,535</u>
		<u>2,212,935</u>	<u>2,109,288</u>
Current liabilities			
Creditors: Amounts due within one year	12	<u>(1,282,989)</u>	<u>(1,326,520)</u>
Net current assets		<u>929,946</u>	<u>782,768</u>
Net assets excluding pension liability		<u>1,347,148</u>	<u>1,151,978</u>
Defined Benefit pension scheme liability		<u>(847,617)</u>	<u>(1,012,335)</u>
Total net assets		<u><u>499,531</u></u>	<u><u>139,643</u></u>
Representing Charitable Funds:-			
Capital Grants Fund			
University Grant for Refurbishment	13	200,772	172,283
Restricted Income Funds	14	389,938	374,362
Unrestricted Income Funds	15	<u>(91,179)</u>	<u>(407,002)</u>
Total Funds	16	<u><u>499,531</u></u>	<u><u>139,643</u></u>

Approved on behalf of the University of Essex Students' Union on 16/4/23 by:



Kieran Phillips - President



Barry Van-Eupen – Trustee

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

CHARITY BALANCE SHEET

		2023	2022
		£	£
	Notes		
Fixed assets			
Tangible fixed assets	8	417,202	369,210
Investments	9	<u>3</u>	<u>3</u>
		417,205	369,213
Current assets			
Stocks in bars, shops & other outlets	10	145,450	117,568
Debtors & prepayments	11	408,895	601,297
Cash at bank & in hand		<u>1,572,697</u>	<u>1,303,641</u>
		2,127,042	2,022,506
Current liabilities			
Creditors: Amounts due within one year	12	<u>(1,194,521)</u>	<u>(1,208,657)</u>
Net current assets		<u>932,521</u>	<u>813,849</u>
Net assets excluding pension scheme liability		1,349,726	1,183,062
Defined Benefit pension scheme liability		<u>(847,617)</u>	<u>(1,012,335)</u>
Total net assets		<u>502,109</u>	<u>170,727</u>
Representing Charitable Funds: -			
Capital Grants Fund			
University Grant for Refurbishment	13	200,772	172,283
Restricted Income Funds	14	389,938	374,362
Unrestricted Income Funds	15	<u>(88,601)</u>	<u>(375,918)</u>
Total Funds	16	<u>502,109</u>	<u>170,727</u>

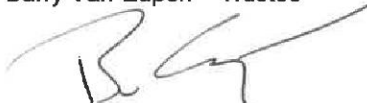
The surplus in the year relating to the parent charity was £331,382 (2022: £547,299 deficit).

Approved on behalf of the University of Essex Students' Union on 19/1/23 by:

Kieran Phillips - President



Barry Van-Eupen – Trustee



The notes on pages 43 to 58 form part of these financial statements

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

CONSOLIDATED STATEMENT OF CASHFLOWS

	2023 £	2022 £
Cash flows from operating activities:		
Net incoming / (outgoing) resources	359,888	(553,640)
Interest receivable	(19,608)	(21)
Interest payable	6,558	3,331
Capital grant movement	(69,863)	-
Depreciation	113,000	102,929
Impairment	-	74,984
(Increase) / decrease in stock	(15,890)	(29,890)
Decrease / (increase) in debtors	62,438	(86,299)
(Decrease) / increase in pension liability	(164,718)	473,324
(Decrease) / increase in creditors	<u>(43,531)</u>	<u>446,788</u>
Net cash provided by operating activities	<u>228,274</u>	<u>431,506</u>
Cash flows from investing activities		
Interest receivable	19,608	21
Interest payable	(6,558)	(3,331)
Capital grants received	69,863	-
Purchase of tangible fixed assets	<u>(160,992)</u>	<u>(285,557)</u>
Net cash (used in)/ provided by investing activities	<u>(78,079)</u>	<u>(288,867)</u>
Cash flows from financing activities		
Finance leases repayments	-	-
Finance lease interest	<u>-</u>	<u>-</u>
Net cash (used in) financing activities	<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the year	150,195	142,639
Cash and cash equivalents at the beginning of the year	<u>1,729,535</u>	<u>1,586,896</u>
Total cash and cash equivalents at the end of the year	<u>£1,879,730</u>	<u>£ 1,729,535</u>

Analysis of cash and cash equivalents:

	2023 £	2022 £
Cash at Bank	<u>1,879,730</u>	<u>1,729,535</u>

Analysis of Net Funds

	At the Start of the year	Cashflows	At the end of the year
Cash	1,729,535	150,195	1,879,730
	<u>1,729,535</u>	<u>150,195</u>	<u>1,879,730</u>

The notes on pages 43 to 58 form part of these financial statements

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS

1 Charity Information

The principal activities of The University of Essex Students' Union (UESU) are campaigning, representation, provision of social activities and, the organisation of sporting and recreational activities and opportunities. UESU is an unincorporated association and a registered charity number 1140278 domiciled in the UK. Its registered address is: Wivenhoe Park, Colchester, Essex, CO4 3SQ.

2 Accounting Policies

(a) Accounting convention

The financial statements have been prepared in accordance with 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 2015) – Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The accounts (financial statements) have been prepared to give a true and fair view and have departed from the *Charities (Accounts and Reports) Regulations 2008* only to the extent required to provide a true and fair view. This departure has involved following *Accounting and Reporting by Charities*, preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued on 16 July 2014 rather than the *Accounting and Reporting by Charities: Statement of Recommended Practice* effective from 1 April 2005, which has since been withdrawn.

UESU meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognized at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Consolidated financial statements ('group accounts') have been prepared in respect of the charity and its wholly owned subsidiaries, Essex Student Lets Limited, UESU Limited and SU Homes Limited. No separate SOFA has been presented for the parent as permitted by the Charities SORP.

(b) Going Concern

The charity has cash resources and is supported by the University of Essex. The Trustees consider that there are sufficient reserves at 31 July 2023 with additional support from the University if necessary, to manage any foreseeable downturn in the UK and global economy and that there is a reasonable expectation the Charity has adequate resources to continue in operational existence for the foreseeable future.

For this reason, the Trustees continue to adopt the 'going concern' basis in preparing the annual financial statements.

(c) Incoming resources

All income and capital resources are recognised in the accounts when the Charity is legally entitled to the income and the amount can be quantified with reasonable certainty.

Grants are accounted for under the performance model as permitted by the Charity SORP.

The University grant of free serviced accommodation on the campus is accounted for as income and expenditure of the year at an estimated value to University of Essex Students' Union by reference to the alternatives available on the commercial market.

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

- (d) **Resources expended**
Expenditure includes irrecoverable VAT. Charitable expenditure comprises the direct and indirect costs of delivering public benefit. Governance costs are those incurred for compliance with constitutional and statutory requirements, such as the annual audit, annual elections and training for sabbatical officers. The value of free serviced campus accommodation is apportioned on estimated floor space occupied. Other central overhead costs are apportioned to charitable and other projects/activities on a usage basis, pro rata to the total costs of each project or activity undertaken.
- (e) **Tangible fixed assets**
Fixed assets are stated at cost less accumulated depreciation. Assets are not capitalised below £2,500 cost per item. Depreciation is provided at the following annual rates in order to write the cost of assets off over their estimated useful lives:-
- | | |
|-----------------------------------|-------------------------------------|
| Building Developments | - 5% - 20% per annum straight line |
| Furniture, fittings and equipment | - 10% - 33% per annum straight line |
- (f) **Investments**
University of Essex Students' Union's fixed asset investments are valued at cost, as these assets are not readily saleable and a reliable market value is not readily ascertainable.
- (g) **Debtors**
Short term debtors are measured at transaction price, less any impairment
- (h) **Creditors**
Short term creditors are measured at the transaction price.
- (i) **Pension costs**
Retirement benefits to employees of the Union are provided through three pension schemes. These are the Local Government Pension Scheme (LGPS), the University Superannuation Scheme (USS) and the University of London (SAUL). All three schemes are defined benefit schemes.

LGPS

Under this scheme, pensions are based on final pensionable salary, and contributions are based on final salary. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, to identify on a consistent and reasonable basis, the share of underlying assets and liabilities belonging to individual participating employees. Therefore, as required by FRS102, the Union accounts for this scheme as if it were defined contribution scheme. The amount charged to the Statement of Financial Activities represents contributions payable to the scheme in respect of the accounting period.

SAUL

The actuarial valuation applies to SAUL as a whole and does not identify surpluses or deficits applicable to individual employers. As a whole, the market value of SAUL's assets at 31 March 2020 was £3,612 million representing 94% of the liabilities. The market value of SAUL's assets at 30 April 2021 was £4,369 million representing 109% of the estimated liabilities.

It is not possible to identify an individual Employer's Share of the underlying assets and liabilities of SAUL. The Union accounts for this scheme as if it were defined contribution scheme and pension costs are based on the amounts actually paid (i.e. Cash amounts) in accordance with paragraphs 28.11 of FRS102.

Although there was a technical Provisions deficit at 31 March 2020, allowing for post valuation experience to 30 April 2021, SAUL had a Technical Provision surplus. Therefore, no deficit contributions were required following the 2020 valuation and there is no defined benefit liability (i.e. the present value of any deficit contributions due to SAUL) to be recognised by the Union.

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

(i) Pension costs (continued)

USS

The latest available full actuarial valuation of the scheme was at 31 March 2020 ("the valuation date"), which was carried out using the projected unit method. The 2020 valuation was the sixth valuation for the USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions.

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. However, the Union has entered into an arrangement to clear the scheme deficit by 31 March 2028. The Net Present Value of the Union's contributions as part of this scheme are reflected as a liability on the balance sheet, which will reduce as they are paid.

(j) Taxation

No provision is made in these accounts for corporation tax as the union is exempt from such taxes as a result of its charitable status.

(k) Leased assets

Rentals payable under operating leases are charged as expenditure on a straight line basis over the period of the lease.

(l) Assets held under finance lease and hire purchase contracts

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

(m) Stock

Stock is valued at the lower of the cost and its net realisable value.

(n) Fund accounting

University of Essex Students' Union administers and accounts for a number of charitable funds, as follows:-

- (i) Unrestricted Funds** representing unspent income which may be used for any activity/purpose at the Trustees' own discretion;
- (ii) Designated Funds** set aside by the Trustees to be spent on some specific purpose at its own discretion;
- (ii) Restricted funds** raised and administered by University of Essex Students' Union for specific purposes as determined by students, such as Club and Societies Accounts, as well as revenue received for purposes specified by the donor and also (if not material enough to require a separate column in the SoFA) any small capital grants received from the University.

(o) Financial instruments

The charity holds only financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments include debtors, cash and creditors.

Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. The pension liability is valued at fair value with the movement processed through the Statement of Financial Activities.

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

NOTES TO THE ACCOUNTS, continued

3. Judgements in applying accounting policies and key sources of estimation uncertainty

Preparation of the financial statements requires management to make judgements and estimates. The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are that of the USS pension scheme deficit. A discount rate of 5.49% (2022: 3.33%) has been used in line with industry standards.

4. Total resources expended

	Cost of Sales	Staff Costs	Rent & Premises	Other Costs	Total
	£	£	£	£	£
Finance costs	-	-	-	6,558	6,558
Charitable activities					
Representation & campaigns	-	974,253	138,350	246,965	1,359,568
Advice & welfare	-	188,275	23,867	22,402	234,544
Volunteering	-	52,832	44,194	33,714	130,740
Activities, clubs and societies	-	257,717	-	45,840	303,557
Bars, venues and entertainments	655,141	887,717	153,177	479,831	2,175,866
Catering	263,201	261,169	36,006	78,683	639,059
Shops and vending	1,723,680	506,499	79,033	129,064	2,438,276
Lettings	-	215,997	29,908	67,164	313,069
Restricted Funds	-	190,304	-	616,276	806,580
Total costs	2,642,022	3,534,763	504,535	1,726,497	8,407,817
<i>Prior year - 2022</i>	<i>Cost of Sales</i>	<i>Staff Costs</i>	<i>Rent & Premises</i>	<i>Other Costs</i>	<i>Total</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Finance costs	-	-	-	3,331	3,331
Charitable activities					
Representation and campaigns	-	1,041,300	115,167	207,910	1,364,377
Advice & welfare	-	232,682	23,255	19,565	275,502
Volunteering	-	150,144	45,528	29,982	225,654
Activities, clubs and societies	-	257,892	-	55,825	313,717
Bars, venues and entertainments	757,699	1,237,986	160,468	534,304	2,690,457
Catering	152,397	218,524	25,793	58,151	454,865
Shops and vending	1,240,417	716,717	92,692	206,096	2,255,922
Lettings	-	259,256	29,322	70,961	359,539
Restricted Funds	-	48,312	-	422,464	470,776
Total costs	2,150,513	4,162,813	492,225	1,608,589	8,414,140

Included within other costs above is the group annual audit fee of £22,200 (2022: £18,300). Total cost of other services provided by the auditors in the year amounted to £4,750 (2022: £3,450). Affiliation costs for the year amounted to £12,301 (2022: £16,890).

Total governance costs included within other costs are £54,606 (2022: £46,835).

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

NOTES TO THE ACCOUNTS, continued

5. Central Overhead Costs included in Note 4

	Staff £	Rent & Premises £	Other £	Total £
Charitable activities				
Representation & campaigns	165,391	138,350	105,541	409,282
Advice & welfare	28,532	23,867	18,207	70,606
Volunteering	52,832	44,194	33,714	130,740
Activities, clubs and societies	-	-	-	-
Bars, venues and entertainments	251,140	145,275	126,458	522,873
Catering	62,071	35,906	31,255	129,232
Shops and vending	118,012	68,265	59,423	245,700
Lettings	51,702	29,908	26,034	107,644
Totals	<u>729,680</u>	<u>485,765</u>	<u>400,632</u>	<u>1,616,077</u>
2022				
	Staff £	Rent & Premises £	Other £	Total £
<i>Charitable activities</i>				
<i>Representation & campaigns</i>	379,799	115,167	75,842	570,808
<i>Advice & welfare</i>	76,691	23,255	15,314	115,260
<i>Volunteering</i>	150,144	45,528	29,982	225,654
<i>Activities, clubs and societies</i>	-	-	-	-
<i>Bars, venues and entertainments</i>	568,386	157,627	123,851	849,864
<i>Catering</i>	88,950	24,668	19,382	133,000
<i>Shops and vending</i>	298,640	82,820	65,074	446,534
<i>Lettings</i>	<u>105,733</u>	<u>29,322</u>	<u>23,039</u>	<u>158,094</u>
Totals	<u>1,668,343</u>	<u>478,387</u>	<u>352,484</u>	<u>2,499,214</u>

Central overhead costs are apportioned across charitable activities based on both direct commercial administration staff costs and core services staff cost percentages.

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

6. Staff Costs

	2023	2022
	£	£
Wages and salaries	3,137,621	3,144,952
Social security	239,284	235,298
Pension costs	132,989	762,186
Other staff costs	24,849	20,377
	<u>3,534,763</u>	<u>4,162,813</u>

The number of employees whose emoluments exceeded £60,000 was:

	2023	2022
	No.	No.
£60,000 - £70,000	2	3
£70,000 - £80,000	2	1
£90,000 - £100,000	<u>1</u>	<u>-</u>

The average staffing was as follows:

Full time	88	92
Students – term time only	178	168
Students – out of term	<u>34</u>	<u>31</u>

The staffing by FTE was as follows:

Full time	81	83
Students – term time only	<u>51</u>	<u>57</u>

Key management personnel comprise the Chief Executive, Directors and Sabbatical Trustees as noted on page 2. During the year, Key management personnel received aggregate remuneration (including employers NI and employers' pension) of £550,023 (2022: £481,713).

Redundancy costs totalled £25,001 (2022: £18,371).

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

7. Trustees' Remuneration and Expenses

The Union's sabbatical officers received the following amounts for the period 1 August 2022 to 31 July 2023, as authorised in the Union's governing document:

OLUWANIFEMI WILSON-ADU	1,850
CALLUM BROADBENT	19,847
DOROTHY AKUAMOA	19,847
NASHWA ALSAKKA	20,297
JOSEPH HOLMES	1,850
PAK SUN WONG	19,847
KWABENA AGYEMANG	19,847
OLAMIDE ADEKANBI	19,847
ASHAHAR SOOMRO	17,648
QURATULAIN MUZAMMIL	1,057
KIERAN PHILLIPS	1,850
TSZ HO WONG	1,850
JOAR BLUME-ROBERTSSON	1,850
MARIUM MASROOR	1,057

5 of this year's sabbatical officers received £1,850, 2 received £1,057 (2022: 3 received £1,674, 1 received £957) for 1 months remuneration in the year as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their trustee responsibilities. This work includes voicing student opinion with the institution and local community, defending and extending the rights of students through petitions, discussion with MPs and also organising and supporting student volunteers and service provision for them. The total employer costs for sabbatical officers in the year amounted to £160,703 (2022: £144,658).

Trustees were reimbursed a total of £5,514 (2022: £4,624) for the year in respect of personal travel and subsistence expenses.

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

8. Tangible Fixed Assets – Group and Charity

	Building Refurbishment £	Fixtures, fittings and equipment £	Total £
Cost			
At 1 August 2022	1,043,308	710,721	1,754,029
Additions	-	160,992	160,992
	<u>1,043,308</u>	<u>871,713</u>	<u>1,915,021</u>
At 31 July 2023			
Depreciation			
At 1 August 2022	900,095	484,724	1,384,819
Charge for the year	15,807	97,193	113,000
	<u>915,902</u>	<u>581,917</u>	<u>1,497,819</u>
At 31 July 2023			
Net Book Values			
- at 31 July 2023	<u>127,406</u>	<u>289,796</u>	<u>417,202</u>
- at 31 July 2022	<u>143,213</u>	<u>225,997</u>	<u>369,210</u>

9. Investments – Charity only

	2023 £	2022 £
At Cost		
Investment in UESU Limited	1	1
Investment in Essex Student Lets Limited	1	1
Investment in SU Homes Limited	<u>1</u>	<u>1</u>
	<u>3</u>	<u>3</u>

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

NOTES TO THE ACCOUNTS, continued

9. Investments (continued)

	UESU Ltd Reg No 07321517		Essex Student Lets Ltd Reg No 07413547	
	2023 £	2022 £	2023 £	2022 £
Trading Subsidiaries				
Turnover	915,788	1,236,266	249,945	240,783
Cost of sales	<u>(282,358)</u>	<u>(402,648)</u>	<u>-</u>	<u>-</u>
Gross profit	633,430	833,618	249,945	240,783
Administrative expenses	<u>(612,333)</u>	<u>(761,096)</u>	<u>(242,536)</u>	<u>(264,443)</u>
Net (loss)/ profit	<u>21,097</u>	<u>72,522</u>	<u>7,410</u>	<u>(23,660)</u>
Retained earnings	<u>13,674</u>	<u>(7,423)</u>	<u>7,410</u>	<u>(23,660)</u>

UESU Limited had net assets totalling £13,675 (2022: £7,422 *net liabilities*) at the year-end. UESU Limited undertakes certain trading activities on behalf of the Union.

Essex Student Lets Limited had net liabilities totalling £16,250 (2022: £23,660) at the year end. The company provides letting services to students.

The registered office for both subsidiaries is University of Essex Students' Union, Wivenhoe Park, Colchester, Essex, C04 3SQ.

10. Stocks	2023		2022	
	Group £	Charity £	Group £	Charity £
Stocks	<u>175,428</u>	<u>145,448</u>	<u>159,538</u>	<u>117,568</u>

11. Debtors	2023		2022	
	Group £	Charity £	Group £	Charity £
Trade debtors	20,343	14,010	12,623	8,208
Other debtors	6,566	6,566	14,663	14,663
Prepayments & accrued income	130,868	116,109	192,929	175,926
Intercompany debtors	<u>-</u>	<u>272,210</u>	<u>-</u>	<u>402,500</u>
	<u>157,777</u>	<u>408,895</u>	<u>220,215</u>	<u>601,297</u>

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

NOTES TO THE ACCOUNTS, continued

12. Creditors: Amounts due within one year	2023		2022	
	Group £	Charity £	Group £	Charity £
Trade creditors	359,661	359,501	753,215	752,812
Social security & other taxes	240,955	247,117	205,786	239,209
Other creditors	115,385	24,464	327,242	176,359
Accruals and deferred income	566,988	563,439	40,277	40,277
Intercompany creditors	-	-	-	-
	<u>1,282,989</u>	<u>1,194,521</u>	<u>1,326,520</u>	<u>1,208,657</u>

13. Capital Grants Fund	2023	2022
	£	£
At 1 August 2022	172,283	290,405
Received in year	69,863	-
Impairment	-	(74,337)
Amortisation	<u>(41,374)</u>	<u>(43,785)</u>
Balance at 31 July 2023	<u>200,772</u>	<u>172,283</u>

Capital grants are provided by the University to fund the capital requirements of the Union. These are being released to unrestricted funds over the useful economic lives of the assets to match the depreciation charge of the assets capitalised along with any losses on disposal of these assets.

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

NOTES TO THE ACCOUNTS, continued

14.	Restricted Funds – 2023	Brought Forward £	Income £	Expenditure £	Transfers £	Carried Forward £
	<i>Funds:</i>					
	Sports & Society Equipment Reserve	28,170	-	(637)	-	27,533
	Sports & Society Restricted Funds	247,083	175,001	(145,253)	-	276,831
	Student Experience Fund	51,531	795	(52,124)	-	202
	Essex Sport Board	95	294,814	(294,814)	-	95
	Sundry Other Funding	29,882	(5,077)	(2,313)	-	22,492
	Hardship Fund	10,763	50,000	(1,416)	(3,400)	55,947
	Volunteering Project Fund	5,504	-	-	-	5,504
	Cost of Living Fund	-	147,282	(150,682)	3,400	-
	Community Activities & Events Fund	1,334	5,518	(5,518)	-	1,334
	World Cup Fund	-	75,000	(75,000)	-	-
	Other Grant Funding	-	78,823	(78,823)	-	-
		<u>374,362</u>	<u>822,156</u>	<u>(806,580)</u>	<u>-</u>	<u>389,938</u>
14.	<i>Restricted Funds – 2022</i>	<i>Brought Forward £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Carried Forward £</i>
	<i>Funds:</i>					
	Sports & Society Equipment Reserve	28,977	-	(807)	-	28,170
	Sports & Society Restricted Funds	235,970	138,169	(127,056)	-	247,083
	Student Experience Fund	-	68,755	(17,224)	-	51,531
	Essex Sport Board	34,030	226,000	(259,935)	-	95
	Sundry Other Funding	22,435	9,877	(2,430)	-	29,882
	Hardship Fund	19,744	-	(8,981)	-	10,763
	Volunteering Project Fund	5,504	-	-	-	5,504
	Community Activities & Events Fund	40,677	15,000	(54,343)	-	1,334
		<u>387,337</u>	<u>457,801</u>	<u>(470,776)</u>	<u>-</u>	<u>374,362</u>

Sports & Society Equipment Reserve: this fund is restricted to the purchase/repair of equipment belonging to clubs & societies. It is made up of a general fund and funds raised for a specific club or society.

Sports & Society Restricted funds: this fund constitutes Club & Society balances carried forward to next year (made up of funds raised by the clubs/societies, Alumni Click funding and/or membership fees not spent in the year).

Student Experience Fund: One off University funding for specific events and activities to enhance the student experience in the 2021-22 and 2022-23 academic years.

Essex Sports Board: this fund has been set up to provide partly funded sports activities to students, including participation in the BUCS League and Just Play.

Sundry Other Funding: Small donations received from various sources, such as from local councils for specific volunteering projects or from sports bodies for a specific club activity.

Hardship Fund: A fund to provide short term small loans to students suffering from financial difficulties.

Volunteering Project Fund: HEFCE funding, via the University, for the SU's V-Team (Volunteering).

UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023

NOTES TO THE ACCOUNTS, continued

14. Restricted Funds – 2023 (continued)

Community Activities & Events Funds: One off University Grant to fund virtual and on-campus events and activities for students during the pandemic, the carried forward balance will be used to enhance the "welcome" activities for students at the start of the 2022-23 academic year.

15. Unrestricted Funds

	At 1 August 2022 £	Income £	Expenditure £	Transfers £	At 31 July 2023 £
Charity	(375,918)	6,709,953	(6,464,010)	41,374	(88,601)
Subsidiary funds	<u>(31,084)</u>	<u>1,165,733</u>	<u>(1,137,227)</u>	<u>-</u>	<u>(2,578)</u>
	<u>(407,002)</u>	<u>7,875,686</u>	<u>(7,601,237)</u>	<u>41,374</u>	<u>(91,179)</u>
	At 1 August 2021 £	Income £	Expenditure £	Transfers £	At 31 July 2022 £
Charity	40,284	5,925,650	(6,459,974)	118,122	(375,918)
Subsidiary funds	<u>(24,743)</u>	<u>1,477,049</u>	<u>(1,483,390)</u>	<u>-</u>	<u>(31,084)</u>
	<u>15,541</u>	<u>7,402,699</u>	<u>(7,943,364)</u>	<u>118,122</u>	<u>(407,002)</u>

16. Net Assets of the Funds of the Charity and Group

As at 31 July 2023	Fixed Assets £	Net Current Assets £	Long term liabilities £	Total £
Capital Grant Fund	200,772	-	-	200,772
Restricted Income Funds	-	389,938	-	389,938
Unrestricted funds	<u>216,433</u>	<u>542,583</u>	<u>(847,617)</u>	<u>(88,601)</u>
Charity	417,205	932,521	(847,617)	502,109
Subsidiary Reserves	<u>(3)</u>	<u>(2,575)</u>	<u>-</u>	<u>(2,578)</u>
Group	<u>417,202</u>	<u>929,946</u>	<u>(847,617)</u>	<u>499,531</u>
As at 31 July 2022	Fixed Assets £	Net Current Assets £	Long term liabilities £	Total £
Capital Grant Fund	172,283	-	-	172,283
Restricted Income Funds	-	374,362	-	374,362
Unrestricted funds	<u>196,930</u>	<u>439,487</u>	<u>(1,012,335)</u>	<u>(375,918)</u>
Charity	369,213	813,849	(1,012,335)	170,727
Subsidiary Reserves	<u>(3)</u>	<u>(31,081)</u>	<u>-</u>	<u>(31,084)</u>
Group	<u>369,210</u>	<u>782,768</u>	<u>(1,012,335)</u>	<u>139,643</u>

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

17. Leasing Commitments

At 31 July 2023 University of Essex Students' Union had future minimum lease payments under non-cancellable operating leases as detailed below:-

	2023 £	2022 £
Plant and machinery		
Within one year	51,915	5,464
Within two to five years	<u>126,736</u>	<u>10,928</u>
	<u><u>178,651</u></u>	<u><u>16,392</u></u>

Operating lease payments of £57,418 have been recognised as an expense in the year (2022: £33,037).

18. Capital Commitments

At 31 July 2023 there were capital commitments of £27,310 (2022: £Nil).

19. Control Relationship

Ultimate control of University of Essex Students' Union rests with its membership, represented by UESU Parliament.

20. Related Party Transactions

The following transactions with the University of Essex have taken place in the year:

- A recurrent core grant from the University of Essex of £2,136,800 (2022: £2,270,545), capital grants of £69,863 (2022: £Nil), other restricted grants of £783,319 (2022: £309,755) and a grant in lieu of rent £427,700 (2022: £429,175).
- The University has invoiced the Union for rent of £427,700 (2022: £429,175).

£6,104 was owing to the University at the year end (2022: £433,583).

The following transactions took place with the subsidiary companies in the year:

UESU Limited: The Union recharged expenses of £716,734 (2022: £986,190) and a management charge of £151,400 (2022: £200,000). UESU Limited made a gift aid donation to the Union of £13,674 (2022: £Nil). At year end, £209,418 was owing to the Union (2022: £310,544).

Essex Student Lets Limited: The Union recharged expenses of £195,647 (2022: £90,906) and a management charge of £37,100 (2022: £63,000) Essex Student Lets Limited made a gift aid donation to the union of £Nil (2022: £55,203). At year end, £62,793 was owing to the Union (2022: £91,956).

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

21. Pension Costs

The Students' Union has three principal pension schemes for employees. These are the Local Government Pension Scheme (LGPS), the University Superannuation Scheme (USS) and the Superannuation Arrangements of the University of London (SAUL).

Universities Superannuation Scheme (USS)

The latest available full actuarial valuation of the scheme was at 31 March 2018 ("the valuation date"), which was carried out using the projected unit method. The 2018 valuation was the fifth valuation for the USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions.

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

However the Union has entered into an arrangement to clear the scheme deficit by 31 March 2028. In accordance with FRS102, the net present value of the future contributions required until 2028 to clear funding deficit is £847,617 (2022: £1,012,335) to clear the fund by March 2028).

In calculating the net present value in the Financial Statements, a discount rate of 5.49% (2022: 3.33%) representing the typical yield of high quality corporate bonds has been applied. The following annual increases in salary have been used (taking into account expected staff changes and salary inflation).

The total contributions paid into the Scheme by the Union in respect of eligible employees for the year ended 31 July 2023 amounted to £227,854 (2022: £230,608).

Local Government Pension Scheme (LGPS)

The Essex County Council LGPS is a defined benefit scheme. The LGPS became a closed scheme in August 1997. As disclosed in note 2i) this is a multiemployer scheme which has been accounted for as a defined contribution scheme. The employer contribution rate for 2022-23 was 23.9% (2022: 26.3%). Employer's pension contributions charged during the year ended 31 July 2023 amounted to £4,874 (2022: £4,908).

Superannuation Arrangement of the University of London (SAUL)

The University of Essex Students' Union participates in the SAUL, which is a centralized defined benefit scheme within the UK and was contracted out of the Second State Pension (prior to April 2016).

SAUL is an independently- managed pension scheme for the non-academic staff of over 50 Colleges and institutions with links to higher education.

Pension benefits accrued within SAUL currently build up on a Career Average Revalued Earnings (CARE) basis.

The University of Essex Students' Union is not expected to be liable to SAUL for any other current participating employer's obligations under the Rule of SAUL, but in the event of an insolvency of any participating employer within SAUL, an amount of any pension shortfall (which cannot otherwise be recovered) in respect of that employer, may be spread across the remaining participating employers and reflected in the next actuarial valuation.

SAUL's statutory funding objective is to have sufficient and appropriate assets to meet the costs incurred by the trustee in paying SAUL's benefits as the fall due (the 'Technical Provision'). The Trustee adopts assumptions which, taken as a whole, are intended to be sufficiently prudent for pensions and benefits already in payment to continue to be paid and for the commitments which arise from Members' accrued pension rights to be met.

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

21. Pension Costs (continued)

The Technical Provisions assumptions include margins to allow for the possibility of events turning out worse than expected. However, the funding method and assumptions do not completely remove the risk that the Technical Provisions could be insufficient to provide benefits in the future.

A formal actuarial valuation of SAUL is carried out every three years by a professional qualified and independent actuary. The last actuarial valuation was carried out with an effective date of 31 March 2020. Informal reviews of SAUL's position, reflecting changes in market conditions, cashflow information and new accrual of benefits, are carried out between formal valuations.

The funding principles were agreed by the trustee and employers in June 2021 and will be reviewed again at SAUL's next formal valuation in 2023.

At the 31 March 2020 valuation SAUL was 94% funded on its Technical Provisions basis. However, market movements following the valuation date were positive and the trustee and the employers agreed to allow for post-valuation experience up to 30 April 2021. As SAUL was in surplus on its Technical Provisions basis at that date, no deficit contributions were required. However, the trustee and the employers have agreed that the ongoing Employer's contributions will increase from a rate of 16% of CARE Salaries to 19% of CARE Salaries from 1 April 2022 and to 21% of CARE Salaries from 1 January 2023.

Total employer contributions charged for active members during the year ended 31 July 2023 amounted to £102,359 (2022: £57,973).

**UNIVERSITY OF ESSEX STUDENTS' UNION
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2023**

NOTES TO THE ACCOUNTS, continued

22. Comparative Statement of Financial Activities

	Note	Unrestricted Income	Restricted Income	Capital Grants	Total 2022 £
<i>Income and endowments from:</i>					
<i>Donations and Grants:</i>					
- Donations, University Grant, etc.		2,270,545	319,632	-	2,590,177
- Grant of serviced accommodation	2c)	429,175	-	-	429,175
- CJRS furlough grant income		18,078	-	-	18,078
<i>Other trading activities:</i>					
- Advertising and media		20,435	-	-	20,435
- Investment income		21	-	-	21
<i>Charitable activities for students:</i>					
- Bars, venues and entertainment		2,151,907	-	-	2,151,907
- Shops and vending		1,836,340	-	-	1,836,340
- Catering		369,658	-	-	369,658
- Societies & clubs		6,871	138,169	-	145,040
- Lettings		240,783	-	-	240,783
Other income		<u>58,886</u>	<u>-</u>	<u>-</u>	<u>58,886</u>
Total income		<u>7,402,699</u>	<u>457,801</u>	<u>-</u>	<u>7,860,500</u>
<i>Expenditure on:</i>					
<i>Costs of raising funds:</i>					
- Finance costs		3,331	-	-	3,331
<i>Charitable activities for students:</i>					
- Representation and campaigns		1,364,377	-	-	1,364,377
- Advice centre		275,502	8,980	-	284,482
- Student activities and volunteering		225,654	56,773	-	282,427
- Clubs and societies		313,717	405,023	-	718,740
- Bars, ventures and entertainments		2,690,457	-	-	2,690,457
- Catering		454,865	-	-	454,865
- Shops and vending		2,255,922	-	-	2,255,922
- Lettings		<u>359,539</u>	<u>-</u>	<u>-</u>	<u>359,539</u>
Total expenditure	4-7	<u>7,943,364</u>	<u>470,776</u>	<u>-</u>	<u>8,414,140</u>
Net (expenditure) / income		(540,665)	(12,975)	-	(553,640)
<i>Transfers between funds:</i>					
Capital grant amortisation and impairment	14	<u>118,122</u>	<u>-</u>	<u>(118,122)</u>	<u>-</u>
Net movement in funds		(422,543)	(12,975)	(118,122)	(553,640)
Fund balances brought forward		<u>15,541</u>	<u>387,337</u>	<u>290,405</u>	<u>693,283</u>
Fund balances carried forward		<u>(407,002)</u>	<u>374,362</u>	<u>172,283</u>	<u>139,643</u>

