



**DARWIN COLLEGE
CAMBRIDGE**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024**

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FOR THE YEAR ENDED 30 JUNE 2024

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PRELIMINARY INFORMATION

Body Corporate:

The Master and Fellows of Darwin College in the University of Cambridge

Address:

Silver Street, Cambridge CB3 9EU

Charity Registration Number:

1141105

Charity Trustees:

The College's Trustees for Financial Year 2023-24 were:

Dr M R W Rands	Master
Professor F E Karet	Vice-Master
Dr S Baker	Vice-Master
Dr D J Needham	Dean
Mr J T Dix	Bursar
Professor A F Blackwell	
Professor R P Cowburn	
Professor J B Rowe	
Professor C van Ruymbeke	
Ms C L Edmonds	(to 12 July 2023)
Ms N Hartley	(from 12 July 2023)
Ms S Maziliauskas	(to 12 July 2023)
Mr M Schneider	(to 15 November 2023)
Mr J Bickler	(from 15 November 2023)
Mr P van der Jagt	(from 15 November 2023)

Principal Advisers:

Auditors:

Peters, Elworthy & Moore
Salisbury House
Station Road
Cambridge CB1 2LA

Bankers:

Barclays Bank plc (Corporate Banking)
Mortlock House
Histon
Cambridge CB4 9DE

Property Managers:

Cheffins, Chartered Surveyors
Clifton House
1 & 2 Clifton Road
Cambridge CB1 7EA

Investment Fund Managers:

Cazenove Capital Management Ltd
12 Moorgate
London EC2R 6DA

University of Cambridge Investment
Management Limited
The Old Schools
Trinity Lane
Cambridge CB2 1TN

REPORT OF THE TRUSTEES

INTRODUCTION

The College

Darwin College was founded in 1964 as the first graduate college in the University of Cambridge. The College was created an Approved Foundation on 29 January 1965, and was incorporated by Royal Charter dated 9 June 1976 as a Body Politic and Corporate under the name and style of "The Master and Fellows of Darwin College in the University of Cambridge". The College is an educational charity. It enjoyed exemption from registration from its foundation until 2010 when changes in charity law required it to become registered with the Charity Commission, which it has been since 4 April 2011. The main College site is at Silver Street, Cambridge, CB3 9EU.

Aims and Objectives of the College

The College's principal object under its Charter is to advance education, learning and research in the University of Cambridge. It pursues this objective by:

- Promoting and fostering excellence in academic education and learning through providing a community of scholarship for its graduate students.
- Creating and nurturing a vibrant and supportive research community for its Fellows, graduate students, other members, and visitors.
- Maintaining and enhancing the endowment, benefactions, buildings, grounds, and facilities of the College for the continuing benefit of current and future generations of members.

The maintenance of the College's financial viability for the present and long term, and of its independence and autonomy within the collegiate university, are consistent with and necessary conditions for the fulfilment of its charitable purposes.

Public Benefit

The College provides, in conjunction with the University of Cambridge, an educational and support base for over 700 post-graduate students, and very occasionally undergraduate-status students in specific disciplines. The education under the Cambridge collegiate system is recognised internationally as being of the very highest standard. Whether through teaching or research or a combination of these, this education challenges and develops students academically, fosters leadership qualities and interpersonal skills, and prepares them to play full and effective roles in society, be this in the UK or in the 71 other countries from which the membership is currently drawn. Although only sixty years old, the College already numbers Nobel prize winners amongst its Fellows and alumni.

In particular, the College provides:

- Physical and technical facilities supporting its students in their individual study regimes, as well as supporting teaching activities in the wider University, and for seminars and a public lecture series of international renown;
- Pastoral, well-being, administrative, and academic support for its students through the Deanery with tutoring and mentoring provided by Fellows; and

- Social, cultural, sporting, musical and recreational facilities, enabling students to balance fully their academic and personal lives, and develop their potential, whilst studying in Cambridge.

The College advances research by:

- Providing currently 25 research fellowships and around 50 post-doctoral research associateships to outstanding researchers in the early stages of their careers; these appointments enable them to develop and focus intensively on their post-doctoral research work, in that crucially formative period prior to their taking on teaching duties in an academic post or research leadership roles elsewhere;
- Demonstrating the value of research degrees for addressing global challenges, and their potential impact on the knowledge economy both in the UK and internationally;
- Supporting the work of all its Fellows by creating and promoting international and interdisciplinary contact both informally and in seminars and lectures;
- Fostering academic networking, and access to and involvement in cutting-edge research, particularly by providing facilities for outstanding academics from other universities all over the world to make extended stays as Visiting Fellows and Visiting Researchers;
- Inducting the next generation of academics and researchers into a research culture which is inclusive and diverse; and
- Offering access to invaluable resources for all members of the College, particularly in the provision and maintenance of a Study Centre and Library, and extensive IT facilities.

Members of, and academic visitors to, the College, both students and Fellows, are the prime beneficiaries. They are directly engaged in education, learning and research and the College's students are the recipients of such direct financial support as the College is able to provide to those of limited financial means. More widely, other beneficiaries include students and academic staff from other Cambridge Colleges and the University of Cambridge. Academics from other higher-education institutions and returning alumni members of the College are given opportunities to undertake interdisciplinary research and establish contacts, attend educational events at the College, and make use of its academic facilities; in parallel, the wider public is encouraged to attend certain educational activities provided by the College such as lectures, seminars and concerts.

These activities serve to reinforce and underpin life-long learning. A particular example is the Annual Darwin College Lecture Series, now in its 38th year, which runs for eight weeks each Lent Term, and attracts audiences of many hundreds drawn from the general public as well as the student and academic community. Since 2007 most of the lectures have been made available online for a global audience, and cumulative downloads to date exceed one million. The theme of the 2024 lectures series was "Revolution" which explored the concept from a variety of angles. The lectures are collated, edited and published by the College with Cambridge University Press, and the volumes entitled *Food* (2022) and *Revolution* (2023) are being finalised for publication in 2025. The College has now added a series of termly public seminars known as the Erasmus Seminars to its educational and research activities which included speakers on *The Dawn of Artificial Intelligence*, *The Cambridge Room: engagement and inclusion in spatial planning* and *Where to begin? Replicating the Human Genome*.

The College's pursuit of public benefit has been enhanced with the implementation of an Equity Diversity and Inclusion plan which seeks to ensure its policies and practices meet or exceed societal expectations in this area, and through the improvement and professionalisation of its communications function and a relaunch of its communication channels for better engagement with society more widely.

In fulfilling its charitable purposes of advancing education, learning and research, the College draws on its senior officers such as Master, Vice-Masters, Dean, and Bursar who receive stipends. These serve with other Fellows as charity trustees through being members of the College Council. Other stipendiary senior officers include the Development Director. Any employment and remuneration of the Master and Fellows is undertaken with the intention of furthering the College's aims and such employment directly contributes to the fulfilment of those aims. The private benefit accruing to the Master and Fellows through stipends and related benefits is objectively reasonable, measured against academic stipends generally; moreover, annual pay increases normally follow national settlements applying to the university sector. Without the services of its Master and Fellows, the College could not fulfil its charitable aims as a College in the University of Cambridge.

ACHIEVEMENTS AND PERFORMANCE

Academic Results and Student Body Profile

College members graduating in the 2023-24 academic year achieved 115 PhDs and 219 Masters-level degrees (2023: 72 and 263 respectively). Three former students who had graduated in absentia during the COVID-19 pandemic returned to Cambridge to attend celebrations of the award of their degrees, and two students participated in person in graduation ceremonies by way of a celebration of their completion of studies (and later formally graduated *in absentia*) under the arrangements made in consequence of the industrial action by academic staff which had delayed exam marking.

In the 2023-24 academic year there were 738 student members of the College (for all or part of the year) (2023: 788). Of these 574 were fee-paying post-graduate students (including 30 who paid fees directly to the Judge Business School) and 164 were post-graduate students writing up or under examination (from whom the College receives no fees). The College's fee income in the year, under current arrangements within the collegiate University, is based on its number of fee-paying post-graduate students adjusted to a full-time equivalent, which for the year was 515.28 (2023: 512.77). 55.31% of fee-paying students were fully funded and 3.30% partially funded as to their combined graduate fees from sources of which the University or College is aware; the balance were self-funded or funded from sources of which the College is not formally aware.

Financial Overview

The College's income comprises academic fees, charges for student accommodation and catering services, investment income, and individual and corporate donations and bequests. Its expenditure comprises the costs of education, of providing and maintaining student residences and catering, of investment and property management, and of development fundraising and alumni relations; and expenditure includes all staff costs and depreciation. In the 2023-24 year the costs of educational, accommodation and catering provision and general operations exceeded the associated unrestricted income from fees, rents and charges giving a deficit of £441,487 (2023: deficit of £548,007). The College relies upon donations and income from its endowment to turn this operational deficit into a surplus which can be invested and expended over time to maintain and improve its services and facilities. The College made a surplus on its unrestricted activities (after endowment income, donations, grants but before other gains and losses) of £911,308 (2023: £718,366). Donations of £373,189 (2023: £565,102) and a grant from the Colleges Fund of £848,000 (2023: £184,000) were gratefully received in the year, and government grants of £374,610 were received for decarbonisation projects. These amounts are mainly subject to use for restricted or endowment purposes. The accounts for the year also include appreciable unrealised capital gains on investments and favourable movements on pension provisions.

The net assets of the College at 30 June 2024 were £86,507,110 (2023: £81,818,712).

The College's restricted and endowment reserves at 30 June 2024 were £33,029,753 having increased in the year from £30,003,829. The restricted reserves comprise £10,754,919 of restricted or trust funds for defined educational purposes and £22,274,834 of endowment funds or general corporate capital funds, the income from which is essential to fund the deficit which would otherwise arise on the College's academic activities and student services and to provide resources for capital and other College projects. The College's unrestricted reserves have increased to £53,477,357 from £51,814,883. This total includes the College's cash reserves and some investment assets, but the great majority of such funds are fixed assets in the form of the College's operational land and buildings. The College's total reserves are reduced by a provision for pension liabilities of £693,697 (2023: £1,082,530).

The College has issued £13million of unsecured fixed interest rate debt raised by way of private placings. The weighted average rate of interest is 3.06% and repayment of the capital is due in the period 2043-2058. This funding was raised for the purpose of further investment in revenue generating operational assets for the College and was applied in 2022 to the purchase of the 44 flats known as Causewayside on Fen Causeway, Cambridge.

Benefactions and Donations

The College is most grateful for donations and bequests (including of royalties), from alumni and from other supporters and organisations. This generosity enables the College to extend and enhance its support for students and Fellows, for the Darwin College Lecture Series, and for its physical estate. Plans for an ambitious fundraising campaign to support the vision of the College Strategic Plan were prepared in this financial year and launched to potential donors in September 2024. The target is to raise £40million in new gifts plus an additional £20million in future pledges of legacy gifts.

Over the course of the year £641,510 (2023: £320,253) was raised. A total of 540 (2023: 407) individual and organisational donors contributed in the year at a variety of levels. The College is immensely grateful to them for their support.

The College spent £294,990 (2023: £331,989) on fundraising and alumni relations in the year. These costs are incurred as the College supports a fast-growing – and global – community of alumni and prepares for the new fundraising campaign. The College invests in communicating with alumni and other supporters through the College magazine, The Darwinian, as well as making use of electronic and social media.

The College is registered with Fundraising Regulator and follows its Code of Fundraising Practice. The following information is provided under the Code and in line with Charity Commission guidance. The College raises money through telephone fundraising, direct mail (by post and email) and in person one-to-one meetings. The College employs a professional Director of Development to lead fundraising activity. The work of the Director and development team is overseen by an internal committee and the Director reports directly to the Master of the College. New staff and others involved with fundraising are trained on the Code as part of induction and are required to comply with the Code. There were no compliance issues or complaints about fundraising during the year. The College did not employ any 'on behalf of' fundraising staff or contractors during the year. The College protects vulnerable people and members of the public from undue pressure to make donations and intrusion into their privacy by:

- Training staff involved in fundraising activities about what vulnerabilities might be encountered and how to recognise them;

- Allowing potential donors (usually alumni) to opt-out in advance of any or all fundraising campaigns – through sending email and postal notifications with details of how to inform the College;
- Maintaining contact preferences for alumni on a database and checking this when selecting people to approach to ask for donations;
- Training anyone who asks for donations how to ask and (if during a telephone fundraising call) to ask only once; and
- Not persisting with requests for meetings about fundraising when no response is consistently received after several attempts to make contact.

Endowment and Investment Performance

The College's financial investments are comprised of its invested endowment. The College, as a permanently endowed charity, adopts a long-term time horizon when making investments of its endowment. The College is advised on investment matters, via the Finance (and Investments) Committee, by its fund managers and independent external members co-opted to the Committee.

The return in the year on the College's corporate capital (unrestricted endowment) fund and on its (restricted endowment) trust pool fund was 10.4% net of fees (2023: 2.1%). No withdrawal of invested capital from these funds was required or made in the year. On 1 July 2023 the College adopted total return accounting for its invested endowment whereby no distinction is made between income and capital returns and the College receives into its income and expenditure account a percentage of the total investment assets (currently 3.25%) subject to a smoothing formula over time. The total return transferred to the income and expenditure account for the year was £1,079,368 (2023 dividends received on quoted securities: £789,932). All investment income received is applied in the pursuit of the charitable objects of the College.

The College encourages socially responsible investment, and monitors its investments against environmental, social and governance standards. Under its investment policy it will not invest in entities where: the investment may conflict, or be inconsistent, with primary aims, objectives and activities of the College; the investment might alienate the College's supporters or potential supporters; the investment may be reputationally damaging; the investment is considered by the Trustees to be unethical; or the investment might otherwise hamper the work of the College. In pursuance of this policy the College recognises that climate change is a real and present danger, and encourages debate on the appropriate response by the College to the risks climate change represents. The College seeks to support sustainability, carbon reduction, the development of renewable energy sources, and action to mitigate the effects of adverse climate change. Consequently, its investments are held in funds which are regularly assessed and monitored for their sustainability credentials.

Reserves policy

The College intends to continue to pursue its objectives in perpetuity. It therefore aims to protect and maintain the real value of its permanent corporate and trust capital, and to continue to increase its unrestricted funds and reserves for the long term, whilst seeking an equitable funding balance between the interests and aspirations of present members and those yet to come, and also retaining an ability to cope with sudden unforeseen financial upheavals and to take advantage of unexpected opportunities. Any new donations or bequests to the College are added to the unrestricted funds unless the donor has made it clear that the funds are to be used for a specific purpose.

The College's free reserves stood at the year end at £6,066,327 (2023: £5,067,785), being its unrestricted reserves and long-term debt totalling £66,477,357 less the amount committed to functional assets (represented by the total of its tangible fixed assets) of £60,411,030. Free reserves provide a notional measure of resources available for general purposes which are not restricted or committed. The College seeks to ensure that its free reserves approximate or exceed one year's expenditure at current levels. Free reserves at the year-end represented 85% unrestricted expenditure incurred during the year (2023: 70%). Long-term debt is excluded from the calculation on the basis that the College will accrue sufficient additional reserves to repay the debts when due.

Capital Expenditure

The capital expenditure which was incurred during the year arose mainly in connection with the College's degasification projects. The degasification work at Frank Young House, the College's 26 bed hostel on Wordsworth Grove, was successfully completed and commissioned. A Public Sector Decarbonisation Fund grant part funded the work which involved replacing the glazing, upgrading insulation and installing air source heat pumps. A similar project, similarly funded, was planned during the year for Gwen Raverat House, a 56 bed hostel off Newnham Road, and was commenced shortly after the year end.

Building Renewals and Maintenance

The College's buildings on its main site are mainly eighteenth and nineteenth century with modern additions, and adapted houses and purpose-built student hostels off-domus. The routine maintenance of the buildings is carried out according to a comprehensive long-term rolling maintenance programme which seeks to ensure timely refurbishment, to a standard to minimise unplanned and costly remedial works, carried out within tight budget controls.

The College's two largest off-site owned hostels will shortly be degasified as referred to in the preceding section. This work carries with it a significant element of the renewal of services in the buildings and refurbishment of the fabric.

In September 2024 a detailed planning application was submitted for major work across the main site, to decarbonise the provision of heating and hot water using river source heat, to improve the thermal performance of the buildings with improved glazing, insulation, and other fabric upgrades, to completely refit the college kitchens, to improve the circulation and spatial qualities of the Hermitage interior, and to build a new social space under the Hall. The engineering and architectural design work was part funded by a Public Sector Low Carbon Skills Fund grant. A decision on the planning application is expected in early 2025 and work has commenced to consider the financing and sequencing of the works over the coming years.

Pensions

The College has members of staff in the Universities' Superannuation Scheme (USS), a defined contribution workplace pension scheme, and the Cambridge Colleges' Federated Pension Scheme (CCFPS) (closed to new members).

The College had 18 active USS members at 30 June 2024, although many Fellows will be USS members though their employment by the University. The USS valuation as at 31 March 2023 valued the assets of the scheme at £73.1 billion and valued its technical provisions at £65.7 billion, indicating a surplus of £7.4 billion (and a funding ratio of 111%). The College is, taken apart from the University, a very

small employer within the scheme. It has considered how to deal with the issues of conflict of interest for Fellows and Trustees should the College wish to take an active part in USS consultations regarding the scheme.

The most recent actuarial review of the CCFPS was as at 30 June 2024. The College's overall benefit funding liability has decreased to £693,697 (2023: £824,307).

Principal Risks and Uncertainties

The main risks and uncertainties facing the College are those connected with the following matters:

- Economic and political factors, including:
 - the availability of sources of funding for graduate study, particularly in the arts and humanities, and particularly following the UK's departure from the European Union;
 - threats to the continuing attractiveness of the University to the diverse global academic elite, whether as applicant students, post-doctoral researchers, or academics;
 - the need to minimise reputational risk through high standards and appropriate policies in areas in which the College might be the focus of political, activist or media attention;
- Social, environmental and health factors, including:
 - increasing societal concerns regarding student mental health and well-being where the College must ensure that its pastoral functions adapt and remain effective;
 - the impact of climate change generally including the pressures associated with the College's need to undertake major and expensive decarbonisation work and meet its net carbon zero commitment by 2032;
 - the threat to public health represented by any re-emergence of COVID-19 or another similar global pandemic;
- Local factors, including:
 - the high cost of living in Cambridge for students and staff;
 - issues relating to the City of Cambridge, including a shortage of affordable housing, congestion, and deficiencies in public transport which will add to the challenges of recruiting and retaining College staff and will increase operating costs.

The College reviews risks generally at an institutional level and at an operational level. Major risks to which the College is or may be exposed from time to time are reviewed regularly by all College committees within their terms of reference, and reported to College Council and Governing Body. A risk register is maintained to monitor, mitigate or remove major risks as they are identified. Operational risks are reviewed at a departmental level and appropriate procedures put in place to monitor and control such risks.

Plans for the future

In 2023-24 the College began to implement the Strategic Plan for Darwin College 2022-2032, as approved by College Council and endorsed by the Governing Body in 2022. The Plan sets out five strategic priority areas: strengthening the College's contribution to academic excellence and research impact; fostering a diverse and inclusive College community; enhancing the College estate, facilities and services; expanding and diversifying College revenue; and acting on and promoting solutions to global challenges, including sustainability. The Council carries out an annual review of progress against the goals agreed to achieve progress in each of these five priority areas. To deliver key elements of the Strategy, a major fundraising campaign has been launched in September 2024 with a goal to raise £60 million to support the College. To date £9.7 million has been secured in a combination of gifts and

legacy pledges towards postgraduate studentships and decarbonising and enhancing the College estate. To celebrate the College's achievements and contribution to education, research and society more widely since its foundation in 1964, a number of highly popular and successful in-person and on-line events were organised for College members, alumni and the general public throughout 2024.

GOVERNANCE

Corporate Governance

The following statement is provided by the Trustees to enable readers of the financial statements to obtain a better understanding of the management of the College's resources and audit oversight.

The College is a registered charity (Registered Number 1141105) and subject to regulation by the Charity Commission for England and Wales. The College Council provides the trustees of the charity and they are responsible for ensuring compliance with charity law. The Trustees are advised in meeting those duties by a number of Committees, and internal and external professionally qualified advisers. Members of the College Council forming the Trustee Body during the year to 30 June 2024 are indicated at Page 2.

The Principal Officers of the College under Statute are the Master, Vice-Master, Dean, and Bursar, and the holders of these offices during the year are identified on Page 2. Two joint Vice-Masters continue to share the duties of the office, and of whom Professor F E Karet serves as Vice-Master for statutory purposes.

The Governing Body, comprising the Master and Fellows under Titles A, C, D, and E, holds at least six meetings a year, with the November/December meeting being the Annual Meeting.

The College Council comprises the Master, Vice-Masters, Dean, and Bursar ex-officio, four Fellows elected by the Governing Body, and three students. The current Student Association President is a member ex-officio, and two further student members are elected directly by the student body each year. The College Council meets on a regular basis throughout the year and is responsible for the everyday administration of the College in all matters not allocated by Statute to the Governing Body or the Finance Committee. The College Council makes regular reports to each meeting of the Governing Body.

The Finance (and Investments) Committee, composed of the Master, Vice-Master, and Bursar ex-officio, and three Fellows elected by the Governing Body to serve from the beginning of a given academic year, manages the College investments and, with a directly elected student representative, controls and administers the revenues and expenditures in accordance with College Statutes, Ordinances, and the Charities Act. When acting as the Investment Committee, the membership is reinforced by up to three external members, and the College's investment managers are in attendance.

It is the specified duty of the Finance Committee to keep under constant review the effectiveness of the College's internal systems of financial and other controls; to advise the Trustees on the appointment of external auditors; to give initial consideration to reports submitted by the auditors; to monitor the implementation of recommendations made by the auditors; and to make periodic formal Reports to the Trustees and Governing Body.

Registers of Interests in a form prescribed by the College's Conflicts of Interest Policy are maintained for the Trustees, and Related Party forms are obtained from the Trustees and senior staff as part of the annual audit. The declaration of interests is a formal agenda item at the beginning of every College meeting.

Statement on Internal Control

The Trustees are responsible for ensuring a sound system of internal control that supports the achievement of policies, aims and objectives while safeguarding public and other funds and assets for which the charity holds responsibility, in accordance with College Statutes and Ordinances, and the Charities Act 2006.

The systems of internal control are designed to identify the principal risks bearing on the achievement of aims, objectives and policies, to evaluate the nature and extent of those risks, and to ameliorate and control them efficiently, effectively and economically. The systems of internal control are structured realistically to identify and control most of the risks of failure to achieve aims, objectives and policies, rather than attempt to eliminate risk entirely; it therefore provides reasonable, but not absolute, assurance of effectiveness. These processes were in place for the year ended 30 June 2024 and throughout the period to the date of approval of the financial statements.

The Trustees are responsible for reviewing the effectiveness of the systems of internal control. The Trustees' continual review of the effectiveness of the systems is informed by the work of the various Committees, the Bursar, and the College Officers who hold responsibility for the development and application of an internal control framework and for the investigation and resolution of any comments raised by the external auditors in their post audit and other reports.

General Responsibilities of the Trustees

The Trustees are responsible for the preparation of the Annual Report and financial statements in accordance with applicable law and having regard to United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The College Statutes and Ordinances, and those of the University of Cambridge, require the Governing Body to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State that applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a 'going-concern' basis, unless inappropriate to presume that the College would continue in operation.

The Trustees are responsible for keeping accounting records which, at any time, disclose with reasonable accuracy the financial position of the College and enable them to ensure that the financial statements comply with the Statutes of the University of Cambridge. They are also responsible for safeguarding the assets of the College and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 20 November 2024



J T Dix, Bursar

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF DARWIN COLLEGE

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

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

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report of the Trustees.

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

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

Responsibilities of the trustees

As explained more fully in the responsibilities of the trustees' statement set out on page 11, 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 College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the College through discussions with Trustees and other management, and from our knowledge and experience of the education sector;
- we obtained an understanding of the legal and regulatory framework applicable to the College and how the College is complying with that framework;
- we obtained an understanding of the College's policies and procedures on compliance with laws and regulations, including documentation of any instances of non-compliance;
- we identified which laws and regulations were significant in the context of the College. The Laws and regulations we considered in this context were Charities Act 2011, the Statutes of the University of Cambridge and taxation legislation. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items;
- in addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the College's and the Group's ability to operate or to avoid material penalty; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

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

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

- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policy were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and

- reviewing correspondence with relevant regulators and the College's legal advisors.

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

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

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

Use of our report

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



PETERS ELWORTHY & MOORE

Chartered Accountants and Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

Date: 2 December 2024

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

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Statutes of the College and of the University of Cambridge, using the Recommended Cambridge College Accounts (RCCA) format; and applicable United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019.

The Statement of Comprehensive Income and Expenditure includes activity analysis in order to demonstrate that all fee income is spent for educational purposes. The analysis required by the SORP is set out in note 6.

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

Basis of accounting

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

Going Concern

The financial statements have been prepared on a going concern basis. The College has prepared forecasts beyond the 30 June 2024 year-end up to December 2025. The College has also set a detailed budget plan for the financial year 2024-25. This financial planning work has included an analysis of the College's unrestricted liquid resources, and together these financial plans demonstrate that the College has sufficient resources to meet liabilities as they fall due. The Trustees consider preparation of these financial statements using a going concern basis to be appropriate.

Recognition of income

Academic fees

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

Restricted grant income

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

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

Donations and endowments

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

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

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

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

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

Investment income and change in value of investment assets

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

Other income

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

Cambridge Bursary Scheme

In 2024-25, payment of the Cambridge Bursaries to eligible students was made directly by the Student Loans Company (SLC). As a consequence, the College reimbursed the SLC for the full amount paid to their eligible students and the College subsequently received a contribution from the University of Cambridge towards this payment.

The net payment of £1,750 is shown within the Statement of Comprehensive Income and Expenditure as follows:

Income (see note 1)	£1,750
Expenditure	£3,500

Tangible fixed assets

Land and buildings

Fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to 1 July 2014, the date of transition to FRS 102, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

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

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

Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a straight-line basis over their expected useful lives of between 50 and 100 years.

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

Furniture, Fittings and Equipment

Furniture, fittings and equipment in excess of £5,000 are capitalised and depreciated over their estimated useful lives.

Leased assets

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

Investment properties

Investment properties are professionally revalued every 5 years to their fair value at the reporting date. Interim valuations are carried out annually using the Land Registry price index for residential properties and the Frank Knight Intelligence Prime Yield Guide for commercial properties to arrive at the year-end values.

Investments

Fixed asset investments are included in the balance sheet at fair value. Investments that are not listed on a recognised stock exchange are carried at historical cost less any provision for impairment in their value/market value.

Stocks

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

Provisions

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

Contingent liabilities and assets

A contingent liability arises from a past event that gives the College a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events, not wholly within the control of the College. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

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

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

Financial Instruments

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

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

Financial Assets

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

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

Other financial assets, including investments in equity instruments, which are not subsidiaries or joint ventures, are initially measured at fair value which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the Statement of Comprehensive Income and Expenditure. Where the investment in equity instruments

is not publicly traded and where the fair value cannot be reliably measured, the assets are measured at cost less impairment. Investments in property or other physical assets do not constitute a financial instrument and are not included.

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

Financial Liabilities

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

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

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

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

Taxation

The College is a registered charity (number 1141105) and also a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Sections 478 to 488 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

The College receives no similar exemption in respect of Value Added Tax.

Contribution under Statute G, II

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

Pension costs

Universities Superannuation Scheme (USS)

The institution participates in Universities Superannuation Scheme. The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the income and expenditure account.

Cambridge Colleges Federated Pension Scheme (CCFPS)

The College participates in the Cambridge Colleges Federated Pension Scheme, a defined benefit scheme. Pension costs are assessed in accordance with the advice of the actuary, based on the latest actuarial valuation of the Scheme and are accounted for on the basis of providing pensions over the period during which the College benefits from the employees' services.

Employment benefits

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

Reserves

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

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

Critical accounting judgements

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

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

Income recognition

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

Useful lives of property, plant and equipment

Property plant and equipment represent a significant proportion of the College's total assets. Therefore, the estimated useful lives can have a significant impact on the depreciation charged and the College's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experiences with similar assets, professional advice and anticipation of future events. Details of the carrying values of property, plant and equipment are shown in note 8.

Retirement benefit obligations

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in note 26.

FRS 102 makes the distinction between a group pension plan and a multi-employer pension scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme. The accounting for a multi-employer scheme, where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit, results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and the resulting expense in income and expenditure in accordance with section 28 of FRS 102. The Trustees are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the financial statements.

STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Note	2024				2023			
		Unrestricted	Restricted	Endowment	Total	Unrestricted £	Restricted £	Endowment £	Total £
Income									
Academic fees & charges	1	2,708,722	-	-	2,708,722	2,504,087	-	-	2,504,087
Residences & catering	2	4,194,141	-	-	4,194,141	4,138,712	-	-	4,138,712
Investment Income	3	80,022	34,015	1,401,630	1,515,667	685,618	217,250	-	902,868
Endowment return transferred	3	773,609	305,759	(1,079,368)	-	-	-	-	-
Total income before donations & endowments		7,756,494	339,774	322,262	8,418,530	7,328,417	217,250	-	7,545,667
Donations		253,225	119,964	-	373,189	396,755	168,347	-	565,102
New endowments		-	-	-	-	-	-	-	-
Capital grant from Colleges Fund		-	-	848,000	848,000	184,000	-	-	184,000
Other capital grants for assets		-	374,610	-	374,610	-	1,106	-	1,106
Total income		8,009,719	834,348	1,170,262	10,014,329	7,909,172	386,703	-	8,295,875
Expenditure									
Education	4	2,785,997	285,131	-	3,071,128	2,455,328	310,257	-	2,765,585
Residences & catering	5	4,032,404	-	-	4,032,404	4,110,522	-	-	4,110,522
Other expenditure	6	525,949	-	14,075	540,024	624,956	-	-	624,956
Change in USS pension deficit recovery provision contributions	8, 16	(245,939)	(19,411)	-	(265,350)	-	-	-	-
Total Expenditure		7,098,411	265,720	14,075	7,378,206	7,190,806	310,257	-	7,501,063
Surplus/(Deficit) before other gains and losses		911,308	568,628	1,156,187	2,636,123	718,366	76,446	-	794,812
Gains/(Losses) on disposal of fixed assets		-	-	-	-	-	-	-	-
Gains/(Losses) on investments		353,767	249,929	1,407,040	2,010,736	(5,720)	(4,952)	65,145	54,473
Surplus/(Deficit) for the year		1,265,075	818,557	2,563,227	4,646,859	712,646	71,494	65,145	849,285
Other comprehensive income									
Actuarial gain/(loss) in respect of pension schemes		41,539	-	-	41,539	(39,435)	-	-	(39,435)
Total comprehensive income for the year		1,306,614	818,557	2,563,227	4,688,398	673,211	71,494	65,145	809,850

DARWIN COLLEGE
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024
STATEMENT OF CHANGES IN RESERVES

	Income and Expenditure reserve			
	Unrestricted	Restricted	Endowment	Total
	£	£	£	£
Balance at 1 July 2023	51,814,883	5,090,516	24,913,313	81,818,712
Surplus/(Deficit) from income and expenditure statement	1,265,075	818,557	2,563,227	4,646,859
Other comprehensive income	41,539	-	-	41,539
Release of restricted capital funds spent in year	355,860	(355,860)	-	-
Balance at 30 June 2024	53,477,357	5,553,213	27,476,540	86,507,110

	Income and Expenditure reserve			
	Unrestricted	Restricted	Endowment	Total
	£	£	£	£
Balance at 1 July 2022	51,140,566	5,020,128	24,848,168	81,008,862
Surplus/(Deficit) from income and expenditure statement	712,646	71,494	65,145	849,285
Other comprehensive income	(39,435)	-	-	(39,435)
Release of restricted capital funds spent in year	1,106	(1,106)	-	-
Balance at 30 June 2023	51,814,883	5,090,516	24,913,313	81,818,712

DARWIN COLLEGE
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024
BALANCE SHEET AS AT 30 JUNE 2024

	Note	2024 £	2023 £
Fixed Assets			
Tangible Assets	9	60,441,030	59,747,098
Investment Assets	10	37,790,364	35,796,023
		<u>98,231,394</u>	<u>95,543,121</u>
Current Assets			
Stock	11	51,893	49,561
Debtors	12	1,167,148	1,066,780
Cash	13	2,344,789	613,300
		<u>3,563,830</u>	<u>1,729,641</u>
Creditors	14	<u>1,594,417</u>	<u>1,371,520</u>
Net Current Assets/(Liabilities)		<u>1,969,413</u>	<u>358,121</u>
Creditors: more than one year	15	(13,000,000)	(13,000,000)
Provisions			
Pension provision	16	(693,697)	(1,082,530)
Net Assets		<u>86,507,110</u>	<u>81,818,712</u>
Restricted Reserves			
Income and expenditure reserve - endowment reserve	17	27,476,540	24,913,313
Income and expenditure reserve - restricted reserve	18	5,553,213	5,090,516
		<u>33,029,753</u>	<u>30,003,829</u>
Unrestricted Reserves			
Income and expenditure reserve - unrestricted		53,477,357	51,814,883
		<u>53,477,357</u>	<u>51,814,883</u>
Total Reserves		<u>86,507,110</u>	<u>81,818,712</u>

These accounts were approved by the Trustees on 20 November 2024 and are signed on their behalf by:

M.R.W. Rands

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Dr M Rands, Master

DARWIN COLLEGE
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024

CASH FLOW STATEMENT

	Note	2024 £	2023 £
Net cash inflow from operating activities	20	1,715,503	299,955
Cash flows from investing activities	21	(377,910)	(16,880,835)
Cash flows from financing activities	22	393,896	395,295
Increase/(Decrease) in cash and cash equivalents in the year		1,731,489	(16,185,585)
Cash and cash equivalents at beginning of the year		613,300	16,798,885
Cash and cash equivalents at end of the year	13	2,344,789	613,300

DARWIN COLLEGE
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024
NOTES TO THE ACCOUNTS

1 Academic fees and charges	2024	2023
	£	£
Colleges fees:		
Fee income received at the Regulated undergraduate rate	11,670	26,432
Fee income received at the Unregulated rate	52,500	58,100
Fee income received at the Graduate fee rate	2,607,728	2,382,465
Other income	36,824	37,090
Total	2,708,722	2,504,087
2 Income from Accommodation and Catering	2024	2023
	£	£
Accommodation College members	3,436,367	3,426,118
Catering College members	757,774	722,595
Total	4,194,141	4,138,712
3 Endowment return and investment income		
3a Analysis	2024	2023
	£	£
Total Return Contribution (see note 3b)	1,079,368	-
Other investment income:		
Land and buildings	83,888	95,374
Quoted securities	830	789,932
Other interest receivable	29,319	17,562
Total	1,193,405	902,868
3b Summary of total return	2024	2023
Income from:	£	£
Quoted and other securities and cash	1,401,630	-
Gain/(Losses) on investments (see note 10)	2,123,441	-
	3,525,071	-
Investment management costs	(14,075)	-
Total return for the year	3,510,996	-
Total return transferred to income & expenditure	(1,079,368)	-
Unapplied total return for the year	2,431,628	-
4 Education expenditure	2024	2023
	£	£
Teaching	172,895	176,651
Tutorial	524,589	408,992
Admissions	722,998	606,828
Research	287,904	344,777
Scholarships and awards	461,224	400,550
Other educational facilities	901,518	827,787
Total (Note 7)	3,071,128	2,765,585

DARWIN COLLEGE
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024

5 Accommodation and Catering Expenditure	2024	2023
	£	£
Accommodation College members	2,641,097	2,742,270
Catering College members	1,391,307	1,368,252
Total (Note 7)	4,032,404	4,110,522

6 Other Expenditure	2024	2023
	£	£
Loan interest	393,896	395,295
Investment management fees and administration	10,092	114,050
USS pension interest charge	7,127	12,460
Other general and administrative expenditure	114,834	103,151
Total (Note 7)	525,949	624,956

7a Analysis of 2023/2024 expenditure by activity

	Staff costs (note 8)	Other operating expenses	Depreciation	Total
	£	£	£	£
Education	1,404,123	1,302,193	364,812	3,071,128
Accommodation and catering	1,514,432	1,666,744	851,228	4,032,404
Other	101,539	424,410	-	525,949
Change in USS pension deficit recovery provision contributions	(265,350)	-	-	(265,350)
Total	2,754,744	3,393,347	1,216,040	7,364,131

Expenditure includes fundraising costs of £308,440. This expenditure includes the costs of alumni relations.

7b Analysis of 2022/2023 expenditure by activity

	Staff costs (note 8)	Other operating expenses	Depreciation	Total
	£	£	£	£
Education	1,233,717	1,130,736	401,132	2,765,585
Accommodation and catering	1,430,152	1,744,394	935,976	4,110,522
Other	86,345	538,611	-	624,956
Change in USS pension deficit recovery provision contributions	(130,671)	-	-	(130,671)
Total	2,619,543	3,413,741	1,337,108	7,370,392

Expenditure includes fundraising costs of £331,989. This expenditure includes the costs of alumni relations.

DARWIN COLLEGE
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 JUNE 2024

7c Auditors' remuneration	2024	2023
	£	£
Other operating expenses include:		
Audit fees payable to the College's external auditors	29,580	27,396
Other fees payable to the College's external auditors	1,698	1,572

8a Staff costs	Academic	Non-Academic	2024	2023
	£	£	Total	Total
	£	£	£	£
Salaries	426,812	2,000,124	2,426,936	2,280,059
National Insurance	35,946	237,007	272,953	252,693
Pension costs	66,768	253,437	320,205	217,462
Net change in USS deficit recovery provision (see Note 16)	(245,230)	(20,120)	(265,350)	(130,671)
Net pension cost	(178,462)	233,317	54,855	217,462
Total	284,296	2,470,448	2,754,744	2,750,214

Based on the 2024 valuation of the Universities Superannuation Scheme (USS), the impact of the net change in the USS deficit recovery provision is a credit of £265,350 (2023: £130,671). This comprises a non-cash credit resulting from the change in assumptions, including the discount rate, of £7,127 (2023: £12,460) and cash contributions made to reduce the deficit in the year of £10,016 (2023: £22,887).

	2024	2024	2023	2023
	Number of	Full-time	Number of	Full-time
	Fellows	equivalents	Fellows	equivalents
Academic	21		23	
Non-academic		57		56
Total	21	57	23	56

At the Balance Sheet date the Governing Body comprised of 70 Fellows, of which 9 served as Trustees on College Council. During the year the average number of Fellows receiving remuneration was 21 as shown above. The Trustees received no remuneration in their capacity as Trustees of the Charity.

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

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

Remuneration includes salary, employer's national insurance contributions, employer's pension contributions plus any taxable benefits either paid, payable or provided, gross of any salary sacrifice arrangements.

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8b	Key Management Personnel	2024	2023
		£	£
	Aggregated remuneration of key management personnel	280,167	257,147

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

8c	Pension Costs		2024	2023
	Employer contributions	Provisions (Note 16)	Total	Total
	£	£	£	£
USS	192,745	(5,082)	187,663	227,799
CCFPS	71,611	(265,350)	(193,739)	(50,936)
Other	60,931	-	60,931	40,599
	<u>325,287</u>	<u>(270,432)</u>	<u>54,855</u>	<u>217,462</u>

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9 Fixed assets

Tangible fixed assets

	Land	College Buildings	Assets Under Construction	Fixtures, Fittings & Equipment	Motor Vehicles	2024 Total £	2023 Total £
	£	£	£	£	£		
Cost or valuation							
At beginning of year	35,263,254	30,822,101	559,731	102,599	10,524	66,758,209	48,439,629
Transfer from assets under construction	-	-	-	-	-	-	-
Additions at cost	-	1,108,528	753,105	48,339	-	1,909,972	18,543,580
Disposal at cost	-	-	-	-	-	-	(225,000)
At end of year	35,263,254	31,930,629	1,312,836	150,938	10,524	68,668,181	66,758,209
Depreciation							
At beginning of year	64,108	6,326,798	559,731	49,950	10,524	7,011,111	5,332,140
Transfer to current assets	-	-	-	-	-	-	352,000
Charge for the year	64,108	1,129,102	-	22,830	-	1,216,040	1,337,108
Written back on disposal	-	-	-	-	-	-	(10,137)
At end of year	128,216	7,455,900	559,731	72,780	10,524	8,227,151	7,011,111
Net book value							
At end of year	35,135,038	24,474,729	753,105	78,158	-	60,441,030	59,747,098
At beginning of year	35,199,146	24,495,303	-	52,649	-	59,747,098	43,107,489

Land includes long leasehold land purchased last year costing £12,821,500 on a 200 year lease.

The insured value of freehold buildings as at 30 June 2024 was £52,280,618 (2023: £56,895,658).

Capital expenditure contracted for at the balance sheet date but not recognised in the financial statements in respect of assets under construction was £nil (2023: £nil)

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10 Investments	2024	2023
	£	£
Balance at beginning of year	35,796,023	35,934,564
Additions	3,087,827	35,909,748
Disposals	(1,893,668)	(35,479,201)
Gain/(Loss)	1,992,435	(408,792)
Increase/(Decrease) in cash balances held at fund managers	(1,192,253)	(160,296)
Balance at end of year	37,790,364	35,796,023
Represented by:		
Property	2,580,000	2,580,000
Quoted securities - equities	84,850	2,052,668
Fixed interest securities	-	-
Cash in hand at investment managers	30,565	1,222,818
Other	35,094,949	29,940,537
	37,790,364	35,796,023
11 Stocks	2024	2023
	£	£
Goods for resale	51,893	49,561
12 Trade and other receivables	2024	2023
	£	£
Members of the College	481,372	429,259
University fees	-	-
Other receivables	360,324	369,197
Prepayments and accrued income	325,452	268,324
	1,167,148	1,066,780
13 Cash and cash equivalents	2024	2023
	£	£
Short-term money market investments	-	-
Bank deposits	1,990,339	618,541
Current accounts	353,323	(6,435)
Cash in hand	1,127	1,194
	2,344,789	613,300

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14 Creditors: amounts falling due within one year	2024	2023
	£	£
Trade creditors	408,164	290,673
Members of the College	227,095	198,834
University fees	270,118	288,179
Other creditors	181,045	107,932
Accruals and deferred income	507,995	485,902
	<u>1,594,417</u>	<u>1,371,520</u>

15 Creditors: amounts falling due after more than one year	2024	2023
	£	£
Private Placement	13,000,000	13,000,000

During 2013-14, the College borrowed from institutional investors, collectively with other Colleges, the College's share being £3 million. The loans are unsecured and repayable during the period 2043-2053, and are at fixed interest rates of approximately 4.4%. The College has agreed a financial covenant of the ratio of Borrowings to Net Assets and has been in compliance with the covenant at all times since incurring the debt.

During 2017-18, the College borrowed from institutional investors, collectively with two other Colleges, the College's share being £10 million. The loans are unsecured and repayable during 2058, and are at fixed interest rates of approximately 2.62%. The College has agreed a financial covenant of the ratio of Borrowings to Net Assets and has been in compliance with the covenant at all times since incurring the debt.

16 Pension provisions	CCFPS	USS	2024	2023
	£	£	Total	Total
	£	£	£	£
Balance at beginning of year	824,307	258,223	1,082,530	1,215,064
Movement in year:				
Current service cost including life assurance	215,611	42,022	257,633	345,978
Contributions	(304,682)	(34,895)	(339,577)	(387,276)
Other finance (income)/cost	-	-	-	-
Actuarial loss/(gain) recognised in Statement of Comprehensive Income and Expenditure	(41,539)	-	(41,539)	39,435
Net change in underlying assumptions (see Note 8):				
- Change in underlying assumptions	-	(255,334)	(255,334)	(107,784)
- USS deficit contributions payable	-	(10,016)	(10,016)	(22,887)
Balance at end of year	<u>693,697</u>	<u>-</u>	<u>693,697</u>	<u>1,082,530</u>

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17 Endowment funds

			2024	2023
	Restricted permanent endowments	Unrestricted permanent endowments	Total	Total
	£	£	£	£
Balance at beginning of year:				
Capital	4,899,177	20,014,136	24,913,313	24,848,168
New donations and endowments	-	848,000	848,000	-
Increase/(Decrease) in market value of investments	302,529	1,412,697	1,715,226	65,145
Transfer of funds	-	-	-	-
Balance at end of year	5,201,706	22,274,833	27,476,539	24,913,313
Analysis by type of purpose				
Fellowship Funds	3,009,019	-	3,009,019	2,834,016
Scholarship and Studentship Funds	1,196,946	-	1,196,946	1,127,332
Bursary Funds	692,918	-	692,918	652,618
Travel Grant Funds	274,437	-	274,437	258,476
Other Funds	28,386	-	28,386	26,735
General endowments	-	22,274,833	22,274,833	20,014,136
	5,201,706	22,274,833	27,476,539	24,913,313
Analysis by asset				
Property			2,580,000	2,580,000
Investments			24,896,539	22,333,313
Cash			-	-
			27,476,539	24,913,313

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18 Restricted Reserves

Reserves with restrictions are as follows:	2024		2023	
	Capital grants unspent	Permanent unspent & other restricted income	Restricted expendable endowment	Total
	£	£	£	£
Balance at beginning of year	-	3,081,928	2,008,588	5,090,516
New grants	-	-	-	-
New donations	374,610	119,964	-	494,574
Total investment return applied	-	241,642	64,117	305,759
Total investment return retained	-	145,596	104,333	249,929
Other investment income	-	22,980	11,035	34,015
Increase/(Decrease) in market value of investments	-	-	-	(4,952)
Expenditure	-	(210,044)	(55,676)	(265,720)
Capital grants utilised	(355,860)	-	-	(355,860)
Transfer to unrestricted	-	-	-	-
Balance at end of year	18,750	3,402,066	2,132,397	5,553,213
Analysis of other restricted funds/donations by type of purpose				
Fellowship Funds	-	1,435,869	17,686	1,453,555
Scholarship and Studentship Funds	-	1,304,711	2,114,711	3,419,422
Bursary Funds	-	583,576	-	583,576
Travel Grant Funds	-	59,598	-	59,598
Other Funds	-	18,312	-	18,312
General	18,750	-	-	18,750
	18,750	3,402,066	2,132,397	5,553,213
Analysis by asset				
Property			-	-
Investments			4,743,777	4,467,883
Cash			809,436	622,633
			5,553,213	5,090,516

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19 Memorandum of Unapplied Total Return	2024	2023
	£	£
Included within reserves the following amounts represent Unapplied Total Return of the College:		
Unapplied Total Return at the beginning of year	12,030,491	-
Unapplied Total Return for the year (see note 3b)	2,431,628	-
Unapplied Total Return at the end of year	14,462,119	-
20 Reconciliation of surplus for the year to net cash inflow from operating activities	2024	2023
	£	£
Surplus/(Deficit) for the year	4,688,398	809,850
Adjustment for non-cash items		
Depreciation	1,216,040	1,337,108
Investment management costs	-	-
(Gain)/loss on endowments and investment property	(2,010,736)	(54,473)
(Increase)/Decrease in stocks	(2,332)	(3,516)
(Increase)/Decrease in trade and other receivables	(100,368)	(398,952)
Increase/(Decrease) in creditors	222,896	40,635
Pension costs less contributions payable	(388,833)	(132,534)
Adjustment for investing or financing activities		
Investment income	(1,515,667)	(902,868)
Interest payable	(393,896)	(395,295)
Loan fees paid	-	-
Net cash inflow from operating activities	1,715,503	299,955
21 Cash flows from investing activities	2024	2023
	£	£
Non-current investment disposal	1,911,969	36,157,329
Investment income	1,515,667	902,868
Endowment funds invested	(3,087,827)	(35,909,748)
(Increase)/Decrease in cash balances held at fund managers	1,192,253	160,296
Payments made to acquire non-current fixed assets	(1,909,972)	(18,543,580)
Total cash flows from investing activities	(377,910)	(17,232,835)
22 Cash flows from financing activities	2024	2023
	£	£
Interest paid	393,896	395,295
New loan	-	-
New loan fees paid	-	-
Total cash flows from financing activities	393,896	395,295

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23 Consolidated reconciliation and analysis of net debt	At 1 July 2023 £	Cash flows £	At 30 June 2024 £
Cash and cash equivalents	613,300	1,731,489	2,344,789
Borrowings - amounts due within one year	-	-	-
Borrowings - amounts due after more than one year			
Unsecured loans	13,000,000	-	13,000,000
Net total	(12,386,700)	1,731,489	(10,655,211)

See note 15 for further details of the £13m unsecured debt, raised by private placements, at fixed interest-rates and repayable 2043 - 2058.

24 Financial Instruments	2024 £	2023 £
Financial Assets		
<i>Financial assets at fair value through Statement of Comprehensive income</i>		
Listed equity investments	35,169,798	31,983,202
<i>Financial assets that are equity instruments measured at cost less impairment</i>		
Other equity investments	10,001	10,001
<i>Financial assets that are debt instruments measured at amortised cost</i>		
Cash and cash equivalents	2,344,789	613,300
Cash in hand at investment managers	30,565	1,222,818
Other debtors	1,167,148	714,780
Financial Liabilities		
<i>Financial liabilities measured at amortised cost</i>		
Loans	13,000,000	13,000,000
Trade creditors	408,164	290,673
Other creditors	1,186,253	1,080,848

The fair values of the assets and liabilities held at fair value through profit and loss at the balance sheet date are determined using quoted prices.

25 Lease obligations	2024 £	2023 £
At 30 June 2024 the College had annual commitments under non-cancellable operating leases as follows:		
Land and buildings:		
Expiring within one year	190,764	185,207
Expiring between two and five years	398,869	589,632
Expiring in over five years	-	-

26 Pensions

The College participates in two defined benefit schemes, the Universities' Superannuation Scheme (USS) and the Cambridge Colleges' Federated Pensions Scheme (CCFPS). The assets of the schemes are held in separate trustee-administered funds. The total pension cost for the 12 months to 30 June 2024 was £264,356 (2023: £277,303).

26a Universities' Superannuation Scheme

The total cost charged to the profit and loss account is £71,611 (2023: £79,735).

Deficit recovery contributions due within one year for the institution are £nil (2023: £42,472).

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

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

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

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles.

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

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

2023 valuation

Mortality base table	101% of SAPS S2PMA "light" for males and 95% of S3PFA for females
Future improvements to mortality	CMI_2019 with a smoothing parameter of 7.5, an initial addition of 0.4%p.a., 10% w2020 and w2021 parameters, and a long term improvement rate of 1.8% p.a. for males and 1.6% p.a. for females.

The current life expectancies on retirement at age 65 are:

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

26b Cambridge Colleges' Federated Pension Scheme

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

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

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

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

The underlying mortality assumption is based upon the standard table known as S3PA on a year of birth usage with CMI_2022 future improvement factors and a long-term rate of future improvement of 1.25% per annum, a standard smoothing factor (7.0) and no allowance for additional improvements (2023: S3PA with CMI_2021 future improvement factors and a long-term future improvement rate of 1.25% per annum, a standard smoothing factor (7.0) and no allowance for additional improvements). This results in the following life expectancies:

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

Members are assumed to retire at their normal retirement age (65) apart from in the following indicated cases:

	Male	Female
Active Members – Option 1 Benefits	64	64
Deferred Members – Option 1 Benefits	63	62

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

Employee Benefit Obligations

The amounts recognised in the Balance Sheet as at 30 June 2024 (with comparative figures as at 30 June 2023) are as follows:

	2024 £	2023 £
Present value of plan liabilities	(4,989,570)	(4,809,499)
Market value of plan assets	4,295,873	3,985,192
Net defined benefit asset/(liability)	(693,697)	(824,307)

The amounts to be recognised in the Statement of Comprehensive Income and Expenditure for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows.

	2024 £	2023 £
Current service cost	152,547	201,958
Administrative costs	19,152	19,152
Interest on net defined benefit (asset)/liability	43,912	32,673
(Gain)/Loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Total	215,611	253,783

Changes in the present value of the plan liabilities for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:

	2024 £	2023 £
Present value of plan liabilities at beginning of period	4,809,499	5,357,246
Current service cost	152,547	201,958
Employee contributions	21,566	21,872
Benefits paid	(243,116)	(261,993)
Interest on plan liabilities	248,331	202,866
Actuarial (gains)/losses	743	(712,450)
(Gain)/Loss on plan changes	-	-
Curtailment (gain)/loss	-	-
Present value of plan liabilities at end of period	4,989,570	4,809,499

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Changes in the fair value of the plan assets for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:

	2024	2023
	£	£
Market value of plan assets at beginning of period	3,985,192	4,518,616
Contributions paid by the College	304,682	307,541
Employee contributions	21,566	21,872
Benefits paid	(243,116)	(261,993)
Administrative expenses paid	(23,943)	(25,013)
Interest on plan assets	204,419	170,193
Return on assets, less interest included in the Statement of Comprehensive Income and Expenditure	47,073	(746,024)
Market value of plan assets at end of period	<u>4,295,873</u>	<u>3,985,192</u>
 Actual return on plan assets	 251,492	 (575,831)

The major categories of plan assets for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:

	2024	2023
Equities	46%	49%
Bonds & Cash	42%	38%
Property	12%	13%
Total	<u>100%</u>	<u>100%</u>

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

Analysis of the remeasurement of the net defined benefit liability recognised in Other Comprehensive Income (OCI) for the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:

	2024	2023
	£	£
Return on assets, less interest included in the Statement of Comprehensive Income and Expenditure	47,073	(746,024)
Expected less actual plan expenses	(4,791)	(5,861)
Experience gains and losses arising on plan liabilities	(16,860)	(521,444)
Changes in assumptions underlying the present value of plan liabilities	16,117	1,233,894
Remeasurement of net defined benefit liability recognised in OCI	<u>41,539</u>	<u>(39,435)</u>

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Movement in net defined benefit asset/(liability) during the year ending 30 June 2024 (with comparative figures for the year ending 30 June 2023) are as follows:

	2024	2023
	£	£
Net defined benefit asset/(liability) at beginning of year	(824,307)	(838,630)
Recognised in the Statement of Comprehensive Income and Expenditure	(215,611)	(253,783)
Contributions paid by the College	304,682	307,541
Remeasurement of net defined benefit liability recognised in OCI	41,539	(39,435)
Net defined benefit asset/(liability) at end of year	<u>(693,697)</u>	<u>(824,307)</u>

Funding Policy

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

The last such actuarial valuation was as at 31 March 2023. This showed that the plan's assets were insufficient to cover the liabilities on the funding basis. A Recovery Plan has been agreed with the College, which commits the College to paying contributions to fund the shortfall.

These deficit reduction contributions are incorporated into the plan's Schedule of Contributions dated 27 June 2024 and are as follows:

- Annual contributions of not less than £120,556 per annum payable for the period from 1 July 2024 to 31 March 2030.

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

27 Related Party Transactions

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

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

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

Fellows are remunerated for pastoral, educational and other duties within the College. Fellows are billed for any private catering. The Trustees remuneration is overseen by a Remuneration Sub-Committee of the College's Finance Committee, whose membership comprises independent external members, Fellows who are not Trustees, and the Bursar.

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

From:	To:	Number of Fellows	
		2024	2023
£0	£10,000	9	6
£10,001	£20,000	-	-
£20,001	£30,000	-	-
£30,001	£40,000	-	-
£40,001	£50,000	-	1
£50,001	£60,000	1	1
£60,001	£70,000	-	-
£70,001	£80,000	1	-
£80,001	£90,000	1	1
Total		12	9

The total Trustee salaries were £238,645 for the year (2023: £212,381)

The Trustees were also paid other taxable benefits (including associated employer National Insurance contributions and employer contributions to pensions) which totalled £63,278 for the year (2023: £63,742)

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