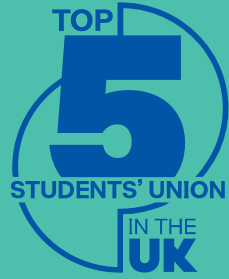


Making life better  
for students at Bucks



# ANNUAL REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

For the year ending 31 July 2025

Registered Charity Number: 1144820

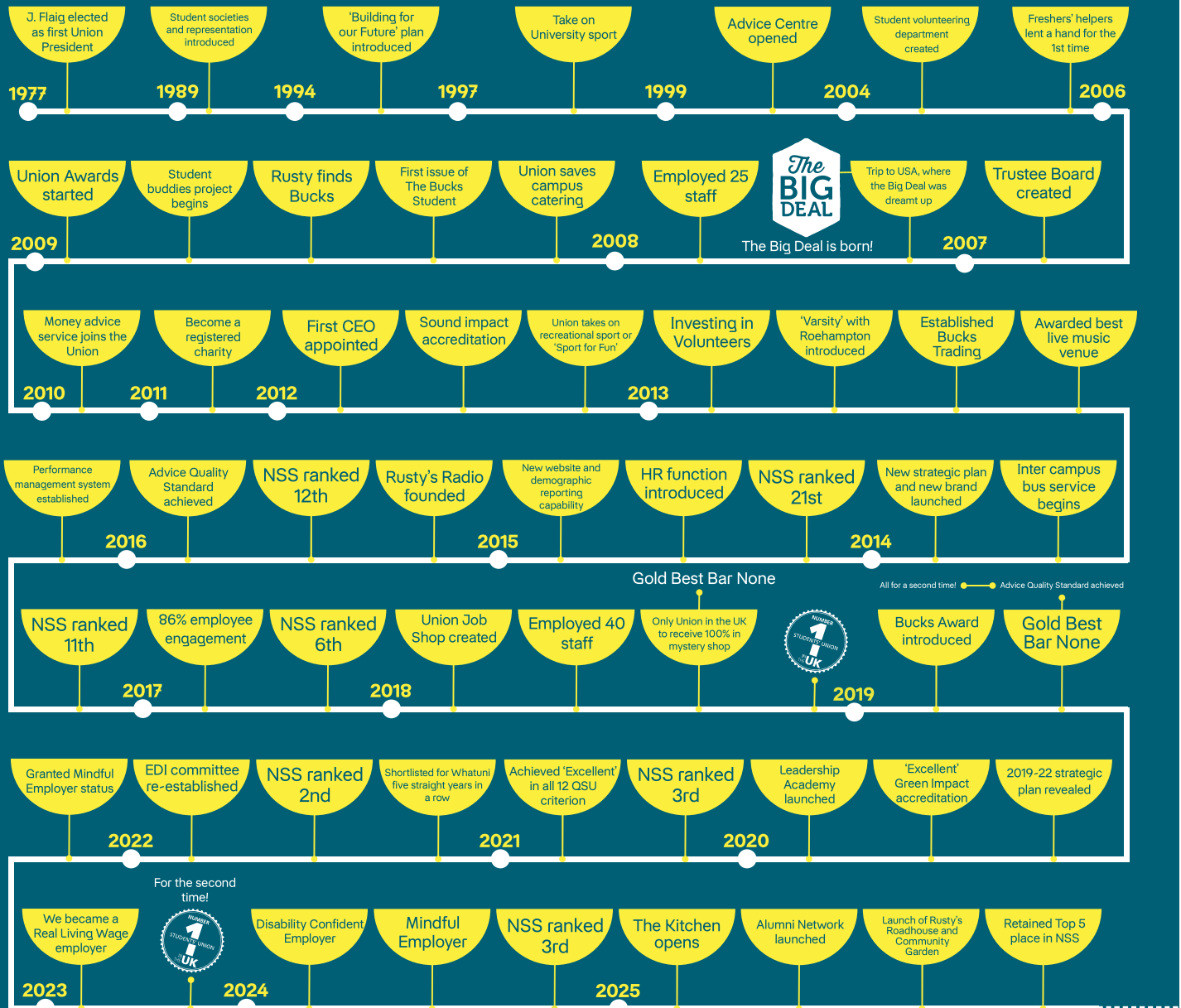
BUCKS STUDENTS' UNION



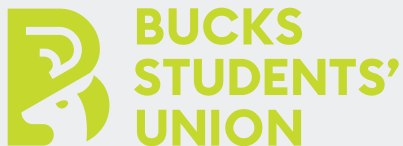
BUCKS  
STUDENTS'  
UNION

# OUR JOURNEY

We're proud of our journey over the last 50 years, bringing us to where it has today, and always striving to make life better for students at Bucks.



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# INTRODUCTION

## Presidents introduction to the Trustees' Report and Financial Statements for the year ending 31 July 2025



### From the outgoing President

I'm really pleased to introduce this year's Trustees' Report and Financial Statements. Looking back over my five years with Bucks Students' Union, first as a student, then as Vice President, and most recently as President, I feel incredibly proud and grateful. It has been a real privilege to serve this community and to see first-hand the difference the Union makes to students' lives.

What I'm most proud of is how far we've come together. The relationship we've built with the University continues to move forward in such a positive way, and the Union is truly valued as an integral part of life at BNU. Initiatives like the Big Deal remain a unique offer that sets us apart, and our ongoing cost-of-living support helps ensure every student can enjoy their time at university without barriers. None of this would have been possible without the passion, commitment, and kindness of so many brilliant people working together.

Bucks Students' Union is welcoming, ambitious, and tenacious, and I know it will continue to give our members the very best support, opportunities, and experiences. I'm proud to have played a small part in that journey, and I'm excited to see what the Union achieves next.

### Amy Pile

**Bucks Students' Union President and Chair of Trustees 2024-25**



### From our incoming President

I am honoured to have been elected as President of Bucks Students' Union and to take up this role for the year ahead. I would like to begin by thanking my predecessor and the outgoing officer team for their hard work and commitment over the past year. Their hard work has made sure that the Union keeps doing important things to represent, support, and empower our students.

As I step into this position, my focus will be on building upon the strong foundations already in place. I am determined to make sure that our Union keeps fighting for student voice, offering interesting opportunities, and providing important support services during this difficult time for many people in higher education.

Working alongside trustees, staff, and our student community, I look forward to contributing to the Union's growth and impact. Together, we will continue striving to create an inclusive, supportive, and inspiring environment where every student at BNU can thrive.

### Jean Marc Amagoua

**Bucks Students' Union President and Chair of Trustees 2025-26**



# MAKING LIFE BETTER FOR STUDENTS AT BUCKS

## Bucks Students' Union Trustee Board Report, 2024-25

Bucks Students' Union is an inspiring, dynamic and tenacious membership organisation where our primary objective is to make life better for students at Bucks.

When considering where to focus our attention, Trustees gave regard to the Charity Commission guidance on public benefit.

Bucks Students' Union started the academic year assured that we were in a strong position to achieve our objectives, whilst being realistic about the challenges we might face.

With the continuing cost-of-living crisis, the ongoing housing crisis, societal changes that have impacted on social behaviour, and a student body enlarged by new intakes of students, our team has coped remarkably in reacting to increased demand. This has led the Union to reconsider a number of our ways of working and to adapt to our evolving environment, learning many valuable lessons along the way.

Navigating the challenges, the Union has once again grown participation in activities and programmes, encouraged more students to contribute to our wider work and seen members make the most of their time at BNU.

As we draw a close to the second year of our three-year strategic plan, we are happy to report strong progress across our 6 priority themes:



# HIGHLIGHTS



As we draw to the end of the academic year and start to reflect on our progress and plan for the year ahead, we are starting to draft our annual report that sits alongside the audited accounts and financial statements, and we just wanted to share some of our achievements of the last 12 months.

Across 2024-25, together we have...

- Driven student engagement and participation to record levels, broadening our reach across the membership by providing accessible, and inclusive programmes of support, development and activity. With over 1,000 more individual members accessing Students' Union services, opportunities, activities and events, the Big Deal has never been more popular, and our wider services and support have never been more relevant.
- Consolidated our place in the Top 5 in the UK of the National Student Survey for both taught and registered students, where we outperformed sector averages for satisfaction across all student communities. That's 9 consecutive years in the top 5, showing a real commitment to the betterment of our members experience and our understanding of their evolving expectations.
- Secured generous grants, funding and support for 2025-26, safeguarding our ongoing financial viability and allowing the Union to further develop the services and support valuable to our members.
- Successfully launched the 'Student Voice Officer' network, improving our campaign work and better representing our diverse student body, across all campuses.
- Won support from the University for both a significant refurbishment project of our social spaces and for the full replacement of our vehicle fleet, making them safer, more reliable and more environmentally friendly.

- Worked effectively supporting our fantastic team, maintaining an employee engagement score of over 90%, ahead of our competitive set, the Students' Union sector and the third sector in general.
- Unveiled a refreshed visual brand that better represents our organisation, to an extremely positive response.
- Through a simple one-year plan we've successfully started to diversify our trading income, winning significant new contracts that will both grow revenue and allow us to positively improve our members' experience.
- Through new ways of working, and tenacious student leadership over a number of campaigns, we've secured big wins for our members across a wide spectrum of our work, including improvements in academic experience, cost-of-living, equality, diversity and inclusion, belonging and more.
- Continued to support our members with the cost-of-living through a plethora of creative and valuable initiatives, not least serving nearly 9,000 free hot meals when students really need them.
- Extended our services and opportunities beyond traditional term times to create a more supportive and equitable experience for care leavers, international student and those enrolling at different points of the year.
- Actively strengthened our relationship with the institution, opening new opportunities to explore further, impactful partnership working for the betterment of the student experience at BNU.
- Professionally and efficiently managed our financial resources to improve on our budgeted breakeven position, whilst delivering on our commitments, surpassing targets and investing in key provision.
- Gained sector recognition with national awards shortlisting and high-profile accreditations and kite marks including Gold Best Bar None, Green Impact, Advice Quality Standard, Mindful Employer, Mental Health at Work Commitment and Disability Confident Committed.
- Contributed over £250,000 in valuable, paid work for our members as we proudly continued as an accredited Real Living Wage Employer.
- Marshalled an incredible away Varsity win to retain the Roebuck trophy.
- Improved performance in research and survey responses around our positive impact on retention, belonging, academic support, recruitment and employability.
- Dynamically responded to opportunities, adopting innovative approaches to support institutional strategic imperatives, further supporting our new relationship.
- Begun to evidence the impact of our rapidly developing work around student leadership with all 4 Sabbatical Officers and three of this year's valedictorians being graduates of our 'Leadership Academy'.
- Enjoyed a year-on-year increase of 17% in participation in Union run activities by our Global Majority student community through further tactical changes in our programming, communications and delivery.
- Experienced further success with full time undergraduates where we saw participation from our Global Majority students grow to a high of 88% (+2% YoY).
- Through inclusive practices we have significantly increased the diversity of our Trustee Board, student leadership and staff teams.
- Continued to build on the 'Big Deal: International' - a programme of events, cultural celebrations, orientation, development and training, to better support our members from overseas has seen a significant growth in participation and engagement throughout our international student community. We can now proudly report that 95% of our international student community engaged with Students' Union programmes during 2024-25.
- Successfully re-launched Bucks Hire, our events hire business, which alongside Bucks Printing is starting to generate important revenue to support the charity's objectives.
- Through our collaborative approach, engaging with course teams to encourage support, we filled well over 73% of all available course representative positions, with other mechanisms in place to capture feedback from courses who found it difficult to elect reps. This enabled us to represent the views of our members from a truly well-informed base, resulting in improved performance in the National Student Survey for the institution.
- Nearly 20,000hrs of meaningful paid work created for our members at the real living wage.

# HIGHLIGHTS



- Our team have maintained our commitment to the Mental Health Framework, which will have a demonstrable impact on how we tackle issues surrounding mental health and how we support our members and staff. A further commitment to training has upskilled an even greater number of our team as Mental Health First Aiders.
- Achieved the status of 'Very Good' for the Green Impact accreditation, acknowledging our commitment and action to ethical and environmental issues and to operating responsibly.
- We delivered a quiet hour at our Freshers' Fair event for a more appropriate welcome and induction for our members with sensory conditions. Alongside this, we broadened our early evening and non-licensed events offer to become more inclusive for our diverse community.
- A robust approach to treasury management has yielded a previously unrealised source of income for the Union.
- We have grown participation amongst students from IMD quintiles 1 and 2, those from the most deprived backgrounds, by over 22% and those students now engage more frequently than their peers from more advantaged backgrounds, a testament to the value of the Big Deal and how we structure our programmes to ensure accessibility.
- Participation and engagement from our LGBTQ+ student community has risen by 26%, with 83% of the community across the entire university participating in 2024-25.
- Students who have a known or declared disability now engage with Students' Union support, activities or opportunities at a higher rate than their peers and these participation rates continue to grow.
- Measurable engagement from mature students has grown by 7% year on year as a percentage of the population, or growth of 21% of individual students from this group.

## In the next academic year, led by our new officer team, together we will be:

- Further improving our social spaces to meet our member's needs.
- Growing our cost-of-living support through lobbying, service development and partnership with the institution.
- Enhancing student safety across a wide range of initiatives.
- Creating more student part-time work opportunities.
- Launching significant new catering and hospitality services.
- Growing our event services and production business through the University's fantastic new Brunel Engine Shed facility.
- Developing our work around careers support, employability and work readiness.
- Further supporting new student cohorts, those enrolling across multiple entry points and apprentices.
- Building Students' Union entry support at the institution's new delivery sites in Nottingham and Oxford.
- Improving our all-round offer at Uxbridge through improved resources, services and opportunities.
- Opening a fantastic new community garden project to enhance our campuses, support bio-diversity and create a wider array of opportunities for students.
- Introducing more female sports teams and supporting opportunities.
- And much, much more....

We are once again able to celebrate a fine performance in the National Student Survey – where Bucks Students' Union was ranked in the Top 5 students' unions in UK higher education for the ninth consecutive year – providing a measure of our relevance and credibility amongst the membership and as a presentation of our high levels of engagement.

<b>2025</b>	Sheffield Suffolk Leeds Trinity West London <b>Bucks</b>	<b>2024</b>	Sheffield West London <b>Bucks</b> Sunderland Surrey	<b>2023</b>	<b>Bucks</b> West London Newman Sheffield Glyndwr
<b>2022</b>	West London <b>Bucks</b> Sheffield London Met Surrey	<b>2021</b>	West London St Andrews Sheffield Surrey <b>Bucks</b>	<b>2020</b>	West London Sheffield <b>Bucks</b> St Andrews Loughborough
<b>2019</b>	West London Sheffield <b>Bucks</b> Loughborough Nottingham Trent	<b>2018</b>	<b>Bucks</b> West London Loughborough Sheffield Keele	<b>2017</b>	West London Loughborough Keele Leeds <b>Bucks</b>

NSS rankings for UK students' unions 2017-25, within non-specialist universities

The following table provides a 10-year breakdown of student satisfaction with the Union, based on question 26 of the National Student Survey. As you can see from the table, students from a wide cross-section of demographics are consistently positive about the Union, exceeding the national average across the board, once again demonstrating how we outperform the sector and buck trends.

This data will support discussions we are having across the institution about retention, the Access and Participation Plan, attainment gaps and providing the best possible experience from September 2025. We believe this data demonstrates that working together, to promote student involvement in Students' Union activities, can help to make a significant contribution across a wide range of strategic imperatives for the University.



# BUCKS STUDENTS' UNION NSS PERFORMANCE 2016-24



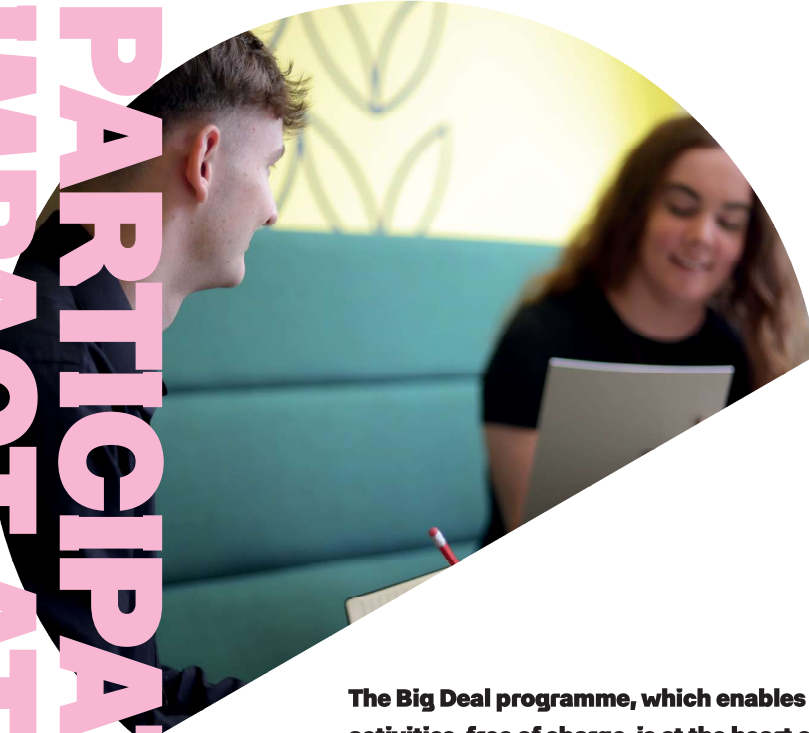
	2024-25			2023-24			2022-23		
	Bucks Students' Union ranking in UKHE - 5 <sup>th</sup>			Bucks Students' Union ranking in UKHE - 3 <sup>rd</sup>			Bucks Students' Union ranking in UKHE - 1 <sup>st</sup>		
	Bucks SU	Sector	Diff.	Bucks SU	Sector	Diff.	Bucks SU	Sector	Diff.
Q26 Students' Union satisfaction	83.5%	76%	+7.5%	83.47%	72.91%	+10.56	86.25%	75.9%	+10.35
Disability reported	78%	71.4%	+6.6%	81.25%	68.48%	+12.77	85.83%	67.77%	+18.06
Under 21 on entry	82.5%	74.5%	+8%	83.68%	71.52%	+12.16	88.76%	70.53%	+18.23
Mature students	81.5%	80.1%	+1.4%	81.2%	77%	+4.2%	82.38%	75.91%	+6.46
Black students	89.8%	79.8%	+10%	85.84%	77.45%	+8.27	88.52%	76.37%	+12.15
Asian students	84.2%	79.2%	+5%	90.84%	75.67%	+15.17	86.09%	75.04%	+11.05
Mixed students	79.2%	73.9%	+5.3%	76.74%	70.58%	+8.39	86.84%	68.35%	+18.49
White students	80.9%	74.5%	+6.4%	80.46%	71.48%	+8.89	84.95%	70.23%	+14.72
Female students	83.0%	78%	+5%	84.12%	75%	+9.12	86%	74.07%	+11.93
Male students	84.2%	73%	+11.2%	82.53%	69.72%	+12.81	86.71%	68.44%	+18.27

	2021-22			2020-21			2019-20		
	Bucks Students' Union ranking in UKHE – 2 <sup>nd</sup>			Bucks Students' Union ranking in UKHE – 5 <sup>th</sup>			Bucks Students' Union ranking in UKHE – 3 <sup>rd</sup>		
	Bucks SU	Sector	Diff.	Bucks SU	Sector	Diff.	Bucks SU	Sector	Diff.
Q26 Students' Union satisfaction	69.87%	52.55%	+17.32	65.92%	53.28%	+12.64	73.08%	55.99%	+17.09
Students with specific learning disabilities	62.96%	49.93%	+13.03	66.67%	51.66%	+15.01	69.51%	55.04%	+14.47
Students with disabilities	68.85%	48.09%	+20.76	59.26%	50.37%	+8.89	67.95%	52.54%	+15.41
Mature Students	68.03%	53.98%	+14.05	63.01%	53.87%	+9.14	73.78%	56.83%	+16.95
Young Students	72.09%	52.05%	+20.04	69.44%	53.09%	+16.35	72.22%	55.73%	+16.49
Black Students	79.49%	57.36%	+22.13	73.99%	57.09%	+16.9	79.25%	60.37%	+18.88
Asian Students	67.65%	59.08%	+8.57	70.18%	58.43%	+11.75	75.29%	60.91%	+14.38
White Students	65.89%	50.30%	+15.59	62.50%	51.81%	+10.69	70.71%	54.53%	+16.18
Female Students	71.85%	54.35%	+17.5	69.69%	56.06%	+13.63	73.17%	58.30%	+14.87
Male Students	65.00%	49.84%	+15.16	58.26%	49.04%	+9.22	72.88%	52.48%	+20.4

	2018-19			2017-18			2016-17		
	Bucks Students' Union ranking in UKHE – 1 <sup>st</sup>			Bucks Students' Union ranking in UKHE – 3 <sup>rd</sup>			Bucks Students' Union ranking in UKHE – 5 <sup>th</sup>		
	Bucks SU	Sector	Diff.	Bucks SU	Sector	Diff.	Bucks SU	Sector	Diff.
Q26 Students' Union satisfaction	73.53%	55.66%	+17.87	75.49%	56.47%	+19.02	69.26%	56.79%	+12.47
Students with specific learning disabilities	72.60%	55.89%	+16.71	71.26%	56.23%	+15.03	70.10%	57.10%	+13
Students with disabilities	57.95%	52.57%	+5.38	72.46%	53.59%	+18.87	70.00%	53.05%	+16.95
Mature Students	74.88%	55.70%	+19.18	74.95%	56.68%	+18.27	65.12%	55.13%	+9.99
Young Students	72.66%	55.65%	+17.01	75.90%	56.40%	+19.5	72.07%	57.37%	+14.7
Black Students	79.31%	60.34%	+18.97	80.83%	61.82%	+19.01	65.05%	62.03%	+3.02
Asian Students	72.34%	60.86%	+11.48	81.29%	62.12%	+19.17	71.69%	62.50%	+9.19
White Students	73.59%	54.07%	+19.52	73.05%	54.83%	+18.22	69.72%	55.12%	+14.6
Female Students	74.39%	58.00%	+16.39	78.11%	58.67%	+19.44	69.57%	59.15%	+10.42
Male Students	71.90%	52.12%	+19.78	69.82%	53.22%	+16.6	68.62%	53.39%	+15.23



# PARTICIPATION AND IMPACT AT BNU



**The Big Deal programme, which enables students to participate in all activities, free of charge, is at the heart of the Students' Union's offer for students at BNU and is one of the unique selling points for the institution.**

This unique offer delivers exceptional value and has a significant impact on satisfaction, recruitment, and retention whilst tackling challenges around equity, inclusivity, and the cost-of-living crisis.

We also believe that the work of the institution's Students' Union continues to contribute to the enhancement of the University's national reputation. This work is built on the foundations of the Big Deal which undoubtedly supports our strong performance year-on-year in the National Student Survey and at the Whatuni Student Choice Awards, amongst other nationally recognised accreditations and accolades.

It also sits alongside our volunteering programmes, outreach, charity fundraising and community facing events.

Furthermore, the strength of this programme in its inclusive approach, range and breadth adds great value to the narrative the Union can provide as an independent voice in the Access and Participation Plan, the Teaching Excellence Framework student written submission and within our commitment to the Students Futures Manifesto.

It was extremely rewarding when the University's department of Strategic Planning and Change confirmed once again this year, through analysing participation data, that students from widening participation backgrounds are participating at the same rates as their more advantaged peers, no matter their socio-economic backgrounds (IMD), which is far less likely to happen at other institutions. This goes some way to proving the Big Deal is successful in removing barriers and creating a level playing field and more inclusive environment at BNU.

We have clearly articulated the principles of our unique programme to ensure we remain focused on the impactful priorities of the Big Deal.

From events and entertainment, societies and sports to recreational activities and personal development, our programming is underpinned by the following objectives:

**Fun** - To enhance student life, bringing vibrancy to our campuses by creating a diverse and exciting extra and co-curricular experience that compares favourably with our competitors within the sector, making campus a place our students want to be.

**Accessibility** - To support inclusivity, celebrating our diverse student community by removing barriers to opportunity.

**Belonging** - To cultivate a sense of belonging through supporting and promoting a healthy community, active student groups and a University environment of which we can all be proud.

**Learning** - To develop and enhance opportunities that support our students' learning and course-based activity.

**Employability** - To develop our learners' confidence, transferable skills, graduate attributes and general employability through readily accessible paid employment, personal development programmes and volunteering opportunities.

**Wellbeing** - To enrich our members' physical and mental wellbeing through a wide-ranging portfolio of support, activity, welfare provision and personal development.

**Recruitment** - To maintain an easily communicable and marketable 'offer' as a unique selling point for the Institution.

## Satisfaction

In the Union's Membership Survey of 2024-25, which attracted responses from over 1,000 individual respondents from right across our current BNU student body, we asked our members to react to the statement 'Bucks Students' Union and the Big Deal makes life better for students at BNU.' 97% of BNU respondents agreed (+1% YoY).

91% of students believe 'The Students' Union has the power to create real change and make things happen at my university' (+1% YoY).

In a series of papers written in advance of this report, the Union has identified that schools within our institution, whose students have a deeper level of involvement with Union facilitated co-curricular programmes, commonly have higher levels of institutional satisfaction in the National Student Survey. To that end, through collaborative working and constructive engagement, we continue to partner with the schools, now colleges, which have previously demonstrated

lower levels of involvement to drive participation. We believe this year's results show some evidence of the success of that work.

## Recruitment

From the same survey, when asked if: 'The Big Deal, which includes free access to being part of a team or society, attending activities or going to events, additional skills sessions and trips, was a factor in me choosing to come to BNU.'

63% of students agreed that the Big Deal had a positive influence on them choosing to attend BNU. The financial implications of this are significantly positive for the institution (+2% YoY).

## Retention

In this year's survey, students who had indicated they had considered leaving BNU were asked: 'What role, if any, did involvement in Big Deal activities (i.e., being part of a team or society, attending activities or going to events, additional skills sessions and trips) play in your decision to remain at BNU?'

37% of students agreed that the Big Deal specifically had a positive influence on their decision to remain at BNU (+7% YoY).

A further 39% of students agreed that other Union services or support had a positive influence on them choosing to remain at BNU (+6% YoY).

In the most recent Membership Survey when asked 'What gives you a sense of belonging at BNU?' the Students' Union again featured prominently.

From the latest data available to us, 92% of 'young' students who were eligible to progress at level 4 had participated in Big Deal activities.

Of those who were not eligible to progress, fewer had engaged and of those who have withdrawn from their studies there was a far less substantial participation rate of 51%.

The Union suggests that the combined positive impact of the Big Deal, alongside our wider offer, on both recruitment and retention makes the programme a significant net contributor to the University's strong financial position.

# ENGAGEMENT AND PARTICIPATION WITH BUCKS STUDENTS' UNION SERVICES, PROGRAMMES AND ACTIVITIES

**Research conducted across the sector showed that engagement in students' union run co-curricular activities and programmes across the sector can be as high as equivalent to 60% of the full-time student body.**

Where institutions, such as BNU, are successful in supporting the 'widening participation agenda', this figure is more commonly around 50%. At institutions, or within faculties or schools, where there are higher instances of mature students, or where the courses are based around significant placement activity, this figure falls further.

However, thanks to the Big Deal and the breadth of our programmes, we have often outperformed the sector at BNU, with some schools showing engagement levels of over 90%, a proud record we hope to maintain and better.

Annually, we run reports which begin to explore the demographic data of students who have formally engaged and participated in Union services and activities.

We monitor such stats as one of a numerous series of temperature gauge checks to ensure we have an understanding of our reach and relevance across our entire membership. Regularly, this data comes from a range of sources, which include sign-ups and registers for recreational activities, developmental sessions and volunteering projects alongside everything from attendance and participation data from events, trips and meetings to memberships of sports teams, clubs and societies.

We can't always measure engagement with, or the impact of, large areas of our work such as awareness campaigns and lobbying of the institution, consumption of our print media and rich digital content or participation in all of our online provision. Nor do we record individual student data for every transactional interaction through our bars, cafes, retail, freshers' fair and other such services or events, nor individual instances of representation support and general advice, or casual consumption of activity, such as spectating at sports or society events. The data we do have does give us a reasonable 'snapshot' to work with, showing us where we have traction with the student body.

Beyond what we can measure, we take satisfaction levels from the National Student Survey and how we perform against the sector benchmarks amongst specific student groups as an indicator of our reach and relevancy.

As shown in the tables on pages 10-11, you'll see evidence of Bucks Students' Union outperforming the sector consistently over a number of years, across a range of key demographic groups. These levels of satisfaction are undoubtedly buoyed by BNU's unique Big Deal, allowing the Union to build programmes of activity that can appeal to, and cater for, the diverse requirements of our student population.

As University life returns to normal after the impact of the pandemic has subsided, we have data for measurable instances of participation from 6,150 individual students (+22% YoY).

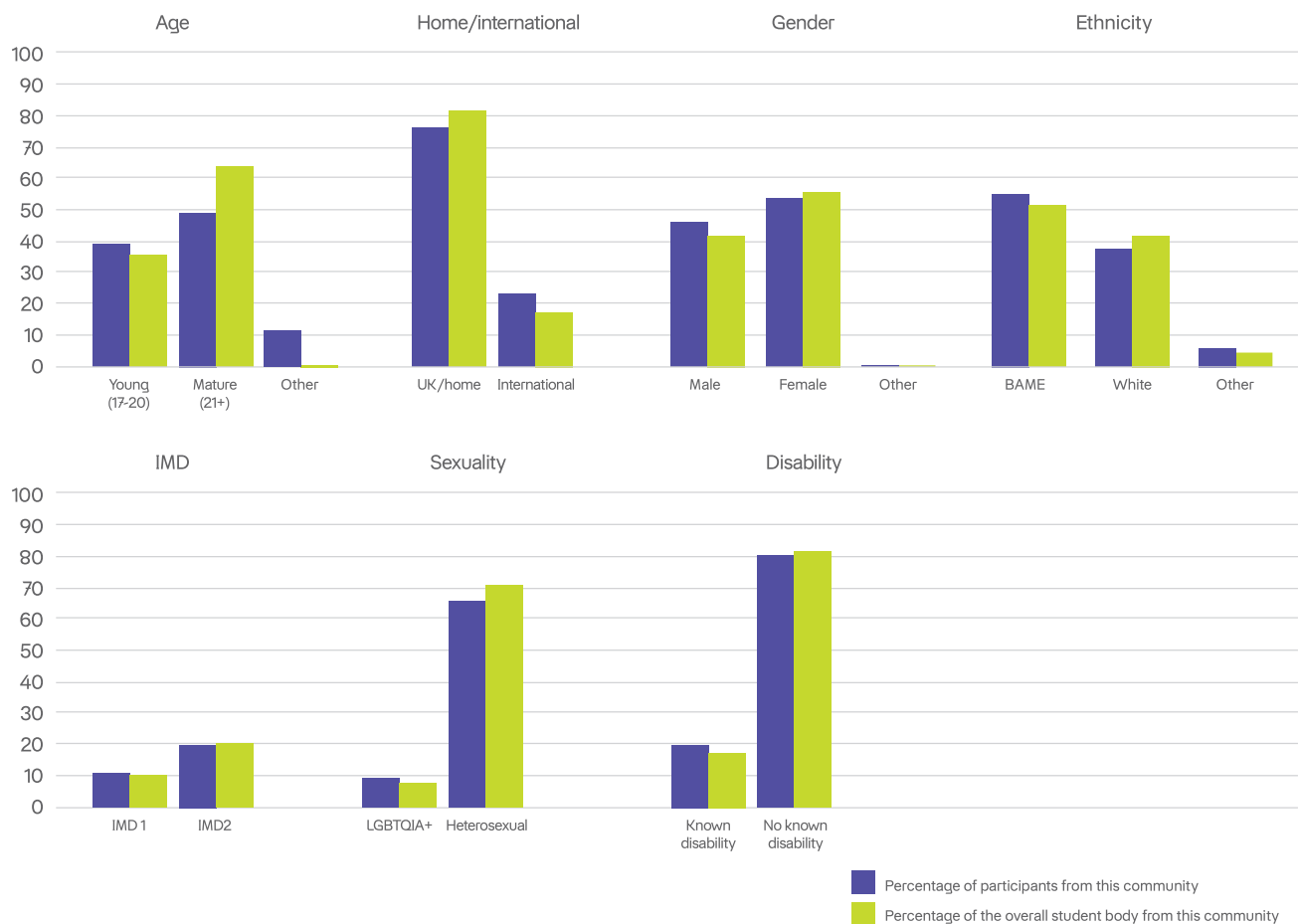
91% of full-time undergraduates have recordable engagement and participation with our services and programmes this year, with an increase of unique students of 25% YoY. Many of these students used a range of Union services and engaged with multiple activities on a regular basis.

This data includes involvement from students on hundreds different courses, at every level, across all schools and all modes of study. We aspire to attain even greater levels of engagement amongst individual parts of the offer but are reasonably satisfied that participation levels by demographic largely map well against the BNU student population.

Each Union department is forming plans to address any areas of under-representation in their service area and programmes in the next academic year.

From this data we can present the following breakdowns using the institution's groupings:

## Overall engagement and participation in Bucks Students' Union programmes, services and activities



# INVESTING IN OUR PEOPLE

Into the final year of the People Strategy for 2024-2026, progress is being made in the core themes that support the overall strategic plan:

- Embed our values in everything we do
- Attract the best people for our organisation
- Engage our employees
- Develop our people
- Perform to high standards and deliver great results
- Retain our talent

We maintain delivery of sector leading best practice for our most valuable resource and are reviewing some of our internal systems and procedures to ensure continuous development and success as we move into the next academic year.

## Employee Engagement

In the 2025 Employee Engagement Survey, 77 people responded to the survey out of a possible total of 79, a response rate of 97%. There was a positive engagement score of 91% which is:

- 6% above last year
- 6% above the peer benchmark
- 8% above the SU benchmark
- 15% above the third sector benchmark

There were many responses to be proud of in this year's survey and the Union will endeavour to maintain this positive engagement by continuing to involve staff strategically and socially at all levels within the organisation.

- 97% have the necessary knowledge and skills to promote equality, diversity and inclusion in their everyday work
- 95% state the organisation values diversity
- 95% trust and respect their manager
- 94% believe that this organisation delivers a high-quality service to its members
- 92% feel proud to work for this organisation

Increased scores were seen in 11 out of 13 topics with the greatest improvements compared to the 2024 survey in the areas of:

- Performance Management +10%,
- Engagement +8%
- Colleagues +7%
- Management +4%



## Staff Recruitment and Retention

Our total number of employees has increased significantly since this time last year with the addition of the Catering Team, the Nottingham delivery site and a higher number of student staff. With a fair mix of long serving, experienced employees and recent graduate Coordinators, the delivery of our offer will continue to be exciting yet stable, ensuring our members receive the best possible service.

We continue to see sources of additional benefit for our team and we have retained the following accreditations to demonstrate our commitment in continuing to be an employer of choice that understands the value and needs of its staff resource:

- Real Living Wage Employer
- Mental Health at Work Commitment
- Mindful Employer
- Disability Confident, Committed Employer

## Develop and Perform

We have invested significantly over the past year with employees gaining skills through Team Leader Apprenticeships, Mental Health First Aid and Investigation Training, alongside the core transferrable skills programme enabling them to fulfil the responsibilities of their roles.

A review of the performance management process, with a greater emphasis on skills and behaviours required for each department should result in the values of the organisation being truly embedded throughout all levels of the organisation.

We will continue to invest heavily in the paid employment of students and graduates in meaningful roles throughout our organisation providing them with essential income to support their student journey as well as crucial work experience and opportunities for development. Maintenance of the Real Living Wage will support this and continue to make us an employer of choice for our members.

For the coming year we, once again, forecast our salaried staff resource (including elected officers) to be less than 50% of our annual budgeted expenditure.



# 2024-25 AT BUCKS STUDENTS' UNION

**96%**

OF OUR MEMBERS ARE  
SATISFIED WITH THEIR OVERALL  
STUDENTS' UNION  
EXPERIENCE

**OVER 16,000**

HOURS OF  
VOLUNTEERING  
LOGGED

**230+ STUDENT REPS**

HAVE SPOKEN UP

**NEARLY 20,000**

HOURS OF MEANINGFUL PAID WORK  
CREATED FOR OUR MEMBERS AT  
THE REAL LIVING WAGE

**SHORTLISTED**

IN THE WHATUNI STUDENT  
CHOICE AWARDS, MAKING IT  
NINE YEARS IN A ROW

**OVER £16,400**  
**RAISED FOR CHARITY**

**5TH PLACE**

IN THE 2025 NATIONAL  
STUDENT SURVEY

**91%**

**POSITIVE ENGAGEMENT  
SCORE WITH OUR STAFF  
MEMBERS**

**455 MEMBERS**

INVOLVED IN  
COMPETITIVE  
SPORTS

**NEARLY 1,200**

MEMBERS  
INVOLVED IN  
SOCIETIES

**900 MEMBERS**

ATTENDING  
SPORT FOR FUN  
SESSIONS

**95%**

OF INTERNATIONAL  
STUDENTS HAVE ENGAGED  
WITH US

**91%**

**AGREE** THAT WE HAVE THE  
**POWER TO CREATE REAL  
CHANGE** AT THE  
UNIVERSITY

**6,000 HOURS**

OF SKILLS  
WORKSHOPS

**OVER 300**

EVENTS HOSTED IN  
SAFE AND INCLUSIVE  
SOCIAL SPACES

**MORE THAN 2,270**

OPPORTUNITIES  
TO PARTICIPATE IN  
RECREATIONAL  
ACTIVITIES

**OVER 1,200**

HOURS OFFERED TO  
SPORT TEAMS TO  
TRAIN & PLAY

**1,800 OPPORTUNITIES**

TO ENHANCE  
EMPLOYABILITY



# Financial review of the year

During 2024-25, the Students' Union has worked closely with Buckinghamshire New University to ensure that we could continue to offer our members a first-class experience.

For 2024-25 we are reporting a managed deficit of £179,253. In the financial year 2023-24 a sum of £207,000 was received at the year end, contributing to a surplus of £230,737 and the significant growth of our reserves. These monies were a pre-payment of our 2024-25 grant funding and therefore designated for expenditure in this year, on projects including rebranding, re-development of our social spaces, student facing projects and activities, together with fixed asset purchases. The planned expenditure and resulting deficit in this year are offset by sums held in reserves from the last financial year, allowing us to maintain levels of reserves within our agreed policies.

## Affiliations

During the year, the Union affiliated to the following organisations in order to support its core objectives:

	2024-25	2023-24
The National Union of Students (NUS)	£12,152	£11,576
NUS Services Ltd	£456	£456
British Universities & Colleges Sports Association	£5,096	£4,779

## Raise and Give (RAG)

Our members nominated and raised funds totalling £6,557 this year for a local charity – Wycombe Mind.

## BSU Trading Ltd (trading as Bucks Hire)

The Union's wholly owned subsidiary has been under review this year with significant plans for 2025-26 being developed. The profit for the year was £11,978 (2024: £24,668). The company has re-launched its venue and equipment hire business and reprofiled its printing operation with the expectation of improvement to its profit in 2025-26.

## Reserves Position

Trustees have reviewed the reserves policy and have taken the view that free reserves should not be less than £100,000 or more than £150,000. The amount of the free reserves is based upon the historical performance of the Students' Union in needing to access free reserves to cover unexpected events.

Following the transfers at end of year the Groups reserves on 31 July 2025 stand at:

Free reserves - £208,473 (2023-24 £230,737). In the 2025-26 financial year the Trustee Board will be redesignating up to £58,473 of Free Reserves to Designated Reserves.

Designated reserves - £56,720 (2023-24 £142,279)

Restricted reserves of £92,094 includes Clubs and Societies funds of £54,371 (2023-24 - £163,627 includes Clubs and Societies funds of £49,584)

## Going Concern

The Group is in a strong financial position, holding cash in hand of £514k leading into the 2025-26 financial year (£368k going into 2024-25).

University guaranteed combined grant income for 2025.26 has been confirmed at £2.667m and the University has confirmed that funding will remain stable in the financial years succeeding 2026. This, combined with strong free and designated reserves, gives the Trustees confidence that the Union has adequate resources to be able to operate its current undertakings for the foreseeable future and therefore continue to adopt the going concern basis of accounting in preparing the financial statements.

# Structure, governance and management

Bucks Students' Union is an unincorporated association, governed by its Constitution adopted on 7 November 2013 and updated in March 2022 to allow for up to four Officer Trustees. It is an independently registered charity since 11 November 2011 (number 1144820).

## Trustee Board

The Trustee Board is responsible for overall governance, and for the financial and strategic management of the Union.

The Trustee Board delegates the exercise of certain powers in connection with the management and administration of the Union as set out below. This is controlled by regular reporting back to the Trustee Board, to ensure all decisions made under delegated powers can be ratified by the full Trustee Board in due course. As a member driven democratic organisation, the health of our democratic accountability is of paramount concern.

## Union Council

Union Council (established in October 2012) is a consultative committee and policy forum that provides an important link between the management and officers of the Union and its membership. Union Council is open to all members, with attendance of more than 30 members per meeting. The membership can use this forum to hold the elected Officer Trustees to account, share ideas and provide feedback on their experiences.

## Finance and Staffing Committee

The Finance and Staffing Committee comprises the four Officer Trustees, one Student Trustee, one Lay Trustee and key management personnel and meets monthly to oversee budgets, performance and the Union team.

## Key Management Personnel

Bucks Students' Union employs a Chief Executive, Tristan Tipping, to work closely with the Officer Trustees and ensure effective management of the charity as head of the senior management team as follows:

Deputy Chief Executive	Matthew Kitching
Head of Communications and Marketing	Simon McDowell
Head of People and Development	Sarah Jackson
Finance Manager	Julie Ellis

Remuneration of the senior management team is based on Buckinghamshire New University's HERA points system. Each role is banded based on experience, responsibilities and qualification requirements.





## Trustees

The Trustee Board is comprised of eight elected and four appointed Trustees and is made up of three different categories:

- Officer Trustees who were elected by cross campus ballot in accordance with Section 22 of the Education Act 1994 and who serve a term of one year. Following the first year of representation Officer Trustees may ballot for re-election to serve a second term, after serving a second term, Officer Trustees must resign.
- Lay Trustees who were selected by an Appointments Committee and subsequently ratified by a special resolution at Union Council and who serve a term of four years.
- Student Trustees who are elected by cross campus ballot in accordance with Section 22 of the Education Act 1994 and who serve a maximum term of two years. Student Trustees can only remain in post whilst they are an enrolled student at the Buckinghamshire New University.

Effective partnership between Trustees and staff continues to contribute significantly to our success. To increase the effectiveness of the Trustees' roles and responsibilities, each has a portfolio of interests which require an understanding and a responsibility for specific aspects of the Union's work.

New Trustees receive an induction pack containing everything they need to know about the Union and its work to enable effective and informed decision-making. Trustee training sessions for new Trustees are held annually alongside strategic reviews and as and when needed for any other purpose. The Trustees continue to take seriously the legal requirements of their role and take regard of the guidance published by the Charity Commission on public benefit.

The Trustees who served during the year and up to the date of approval of the financial statements are set out on page 24.

# Principal risks and uncertainties

The Union's business risk register is regularly reviewed by Trustees and senior managers, and is analysed in categories as follows:

## **Corporate and strategic**

Ensuring the Constitution, strategic, team and individual plans are aligned, current, and approved. That policies and procedures are up to date, reviewed regularly and in line with governance and legal frameworks. Ensuring that communication between Trustees, senior management, staff, members and stakeholders is effective; that appropriate meetings take place with the required people to enable decision making.

The principal corporate and strategic risk for the Union is our relationship with Buckinghamshire New University. Union and University staff remain in regular contact both formally and informally to develop new and existing relationships and enable communication. The Union can demonstrate the positive impact we have with our membership and strives to ensure we communicate how this supports the University.

## **Data, Technological and ICT**

Safeguarding our data with passwords, restricting access to systems using multifactor authentication, and ensuring compliance with the requirements of GDPR. All critical systems are managed by the University and data is stored on the University networked services which are subject to security and backup. The Union also reviews the IT infrastructure to ensure it is maintained, upgraded and appropriate for use.

## **Financial**

Looking at the financial stability of the organisation and internal controls to safeguard our financial resources, ensuring that the Union is not open to financial malfeasance. Regular and timely reporting of financial information enables review and budgetary control and supports decision-making. Processes are regularly reviewed to ensure appropriate controls are in place to determine the legitimacy of financial transactions.

Our principal risk relates to the University reducing grant funding. As a result, the budgeting process is robust and includes confirmation of grants to be paid by the University. Regular contact with the University enables us to demonstrate how vital the Union is in contributing to students' overall experience whilst at the University.

## **Governance and legal**

Ensuring there are appropriate and adequate governance structures in place to meet the requirements of the Charities Act, enabling Trustees to make informed strategic decisions in such a way that we remain student led and accountable to the membership.

The principal risk with governance is ensuring that the Board of Trustees understand and meet their responsibilities, providing adequate governance control and decision making. The Board includes experienced Trustees and follows a robust recruitment process. The knowledge and understanding of Trustees is assessed annually and any training requirements are addressed.

## **Health and safety**

Assessing and reviewing the health and safety of our operations and activities. Reliance is placed upon the University's Health and Safety team, alongside a compulsory training programme for all employees.

In previous years, managing the risk of a pandemic was critical to our operations, and we ensured guidance issued by the Government was adhered to. We remain aware of the possibility of another pandemic and effective policies, practices and procedures to support and manage staff working remotely are in place in line with the University's policies.

## Human resources

Ensuring that our staff are appropriately qualified, experienced, trained and committed to their roles. The Union has a robust recruitment process and a timetable for regular performance reviews and appraisals. Training is made available for staff to ensure that everyone has the opportunity to develop their skills to enhance their performance.

The Charity has invested in ensuring that we follow best practice as far as equality, diversity and inclusion is concerned. The recruitment method has been totally reworked so that we can better reach all sectors of the population.

## Operations and activities

Ensuring that we deliver opportunities that are appropriate for our membership and develop the reputation of the organisation.

The principal risk for operations, activities and health and safety is the wellbeing of our membership and staff. The Union is actively involved with reviewing and maintaining risk registers for general risks, all activities, and events. As well as ensuring club and society committee members are aware of the responsibilities, they must safeguard their members. Health and safety training is available for clubs and societies, committee members and all staff. The Union actively ensures that appropriate insurance is in place that covers all current activities of the organisation.

# Statement of Trustees' responsibilities

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

Charity Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the situation of the group and the parent charity and of the incoming resources and application of resources, including the income and expenditure, of the group for that year.

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

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the group and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# Reference and administrative details of the Charity, its Trustees and Advisors

Bucks Students' Union is an unincorporated association and a registered charity number 1144820.

## PRINCIPAL OFFICE

Queen Alexandra Road  
High Wycombe  
Buckinghamshire  
HP11 2JZ

## AUDITOR

HW Fisher Audit  
Acre House  
11-15 William Road  
London  
NW1 3ER

## BANKERS

Santander UK Plc  
Bootle  
Merseyside  
L30 4GB

## TRUSTEES

### OFFICER TRUSTEES (REMUNERATED)

President, Amy Pile	Elected 1 July 2022	Retired 30 June 2025
President, Jean Marc Amagoua	Elected 1 July 2025	
Vice President, Wren Sell	Elected 1 July 2024	Retired 30 June 2025
Vice President, Harry Tomlinson	Elected 1 July 2024	Retired 30 June 2025
Vice President, Bethany Jackson	Elected 1 July 2024	
Vice President, Erin Cook	Elected 1 July 2025	
Vice President, Joseph Burrell	Elected 1 July 2025	

### STUDENT TRUSTEES

Jacob Afedi	Elected 1 July 2023	Retired 30 June 2025
Dee Whyte	Elected 1 July 2024	Retired 30 June 2025
Om Dadhwal	Elected 1 July 2024	Retired 30 June 2025
Ishia Jack	Elected 1 July 2024	Retired 30 June 2025
Ellie Lee	Elected 1 July 2025	
Ritamarly Benny	Elected 1 July 2025	
Adaeze Ubah	Elected 1 July 2025	
Sam Gupta	Elected 1 July 2025	

### LAY TRUSTEES

Tracy Smith	Appointed 1 October 2020	Retired 31 August 2024
Jennifer Noble (nee Wade)	Appointed 18 January 2024	
Christopher Smith	Appointed 18 January 2024	
Brandy Collins	Appointed 9 May 2024	
Kate Boulter	Appointed 1 October 2024	

This report was approved by Trustees on 07 Nov 2025 and signed on their behalf by:

*Jean Marc Amagoua*

**Jean Marc Amagoua**  
**President and Chair of Board of Trustees**

*Brandy Collins*

**Brandy Collins**  
**Lay Trustee**



# Independent Auditor's report to the Trustees

## Opinion

We have audited the financial statements of Bucks Students' Union (the 'Union') and its subsidiary (the 'group') for the year ended 31 July 2025 which comprise the consolidated statement of financial activities, charity statement of financial activities, consolidated and Union balance sheet, the consolidated statement of cash flows, and notes to the financial statements, including significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and Union's affairs as at 31 July 2025 and of their 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.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

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

## Conclusions relating to going concern

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

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

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

## Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



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

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

- the information in the financial statements is inconsistent in any material respect with the trustees' report; or
- 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 Trustees**

As explained more fully in the Statement of trustees' responsibilities, the trustees, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

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

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: the Charity SORP, FRS 102 and Charities Act 2011,
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, particularly those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as board minutes for discussions of irregularities including fraud
- Testing key revenue lines, in particular cut-off, for evidence of management bias
- Performing a physical verification of key fixed assets
- Obtaining third-party confirmation of material bank balances.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the Union.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [frc.org.uk/auditors-responsibilities](http://frc.org.uk/auditors-responsibilities). This description forms part of our auditor's report.

## Use of our report

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

*HW Fisher Audit*

### HW Fisher Audit

Chartered Accountants  
Statutory Auditor  
Acre House  
11-15 William Road  
London  
United Kingdom  
NW1 3ER

07 Nov 2025

Date: .....

HW Fisher Audit is eligible to act as auditor of the Union by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

# Consolidated Statement of Financial Activities

## For the year ended 31 July 2025

		Year ended 31 July 2025			Year ended 31 July 2024		
		Unrestricted funds	Restricted funds	Total 2025	Unrestricted funds	Restricted funds	Total 2024
Notes		£	£	£	£	£	£
Income from:							
Donations and legacies							
University and other grants	2	1,351,294	814,378	2,165,672	1,428,551	921,949	2,350,500
Other trading activities							
Raising funds		61,518	-	61,518	75,337	-	75,337
Charitable activities for students							
Communications		125	-	125	173	-	173
Campaigns and affiliations		71	-	71	212	1,517	1,729
Representation		2,955	-	2,955	3,625	-	3,625
Bars, shops and catering		182,290	-	182,290	250,380	-	250,380
Events and entertainments		44,648	-	44,648	-	26,407	26,407
Societies and clubs		8,771	38,920	47,691	7,895	46,747	54,642
Orientation and development		-	-	-	-	-	-
Transportation (incl intercampus bus)		315,831	-	315,831	466,834	-	466,834
		554,691	38,920	593,611	729,119	74,671	803,790
Investment income							
		11,453	-	11,453	7,804	-	7,804
Total incoming resources							
		1,978,956	853,298	2,832,254	2,240,811	996,620	3,237,431
Expenditure on:							
Raising funds							
	9	43,540	-	43,540	44,669	-	44,669
Charitable activities for students							
Communications		248,961	16,331	265,292	232,369	17,127	249,496
Campaigns and affiliations		43,981	3,923	47,904	39,186	3,815	43,001
Advice		156,151	10,224	166,375	143,957	10,658	154,615
Representation		247,994	59,490	307,484	261,771	31,321	293,092
Bars, shops and catering		344,068	28,644	372,712	376,776	31,554	408,330
Social activities and belonging		-	437,933	437,933	-	449,019	449,019
Societies and clubs		37,349	267,985	305,334	27,104	272,024	299,128
Provision of space and facilities		194,564	10,116	204,680	166,614	11,830	178,444
Volunteering		63,581	4,163	67,744	38,131	668	38,799
Orientation and development		310,102	50,807	360,909	185,312	121,296	306,608
Transportation (incl Intercampus bus)		316,944	588	317,532	488,754	1,655	490,409
Special projects (from Reserves)		79,544	34,627	114,171	-	-	-
	3	2,043,239	924,831	2,968,070	1,959,974	950,967	2,910,941
Total resources expended							
		2,086,779	924,831	3,011,610	2,004,643	950,967	2,955,610
Net income for the year							
		(107,823)	(71,533)	(179,356)	236,168	45,653	281,821
Transfer between funds	15	-	-	-	(18,511)	18,511)	-
Net movement in funds							
		(107,823)	(71,533)	(179,356)	217,657	64,164	281,821
Reconciliation of funds							
Fund balances brought forward		373,016	163,627	536,643	155,359	99,463	254,822
Fund balances carried forward		265,193	92,094	357,287	373,016	163,627	536,643

All income and expenditure derive from continuing activities

# Charity Statement of Financial Activities

## For the year ended 31 July 2025

Year ended 31 July 2025				Year ended 31 July 2024			
		Unrestricted funds	Restricted funds	Total 2025	Unrestricted funds	Restricted funds	Total 2024
Notes		£	£	£	£	£	£
<b>Income from:</b>							
<b>Donations and legacies</b>							
University and other grants	2	1,351,294	814,378	2,165,672	1,428,551	921,949	2,350,500
<b>Charitable activities for students</b>							
Communications		125	-	125	173	-	173
Campaigns and affiliations		71	-	71	212	1,517	1,729
Representation		2,955	-	2,955	3,625	-	3,625
Bar, shop and catering		182,290	-	182,290	250,380	-	250,380
Events and entertainments		44,648	-	44,648	-	26,407	26,407
Societies and clubs		8,771	38,920	47,691	7,895	46,747	54,642
Orientation and development		-	-	-	-	-	-
Transportation (incl Intercampus Bus)		315,831	-	315,831	466,834	-	466,834
		554,691	38,920	593,611	729,119	74,671	803,790
<b>Other income</b>							
Management fees		6,000	-	6,000	6,000	-	6,000
Donation from BSU Trading Ltd		24,668	-	24,668	9,299	-	9,299
Investment income		11,453	-	11,453	7,804	-	7,804
		42,121	-	42,121	23,103	-	23,103
<b>Total Incoming Resources</b>		<b>1,948,106</b>	<b>853,298</b>	<b>2,801,404</b>	<b>2,180,773</b>	<b>996,620</b>	<b>3,177,393</b>
<b>Expenditure on:</b>							
<b>Charitable activities for students</b>							
Communications		248,961	16,331	265,292	232,369	17,127	249,496
Campaigns and affiliations		43,981	3,923	47,904	39,186	3,815	43,001
Advice		156,151	10,224	166,375	143,957	10,658	154,615
Representation		247,994	59,490	307,484	261,771	31,321	293,092
Bars, shops and catering		344,067	28,644	372,711	376,776	31,554	408,330
Social activities and belonging		-	437,933	437,933	-	449,019	449,019
Societies and clubs		37,349	267,985	305,334	27,104	272,024	299,128
Provision of spare and facilities		194,564	10,116	204,680	166,614	11,830	178,444
Volunteering		63,581	4,163	67,744	38,131	668	38,799
Orientation and development		310,102	50,807	360,909	185,312	121,296	306,608
Transportation (incl Intercampus Bus)		316,944	588	317,532	488,754	1,655	490,409
Special projects (from Reserves)		79,544	34,627	114,171	-	-	-
<b>Total Resources Expended</b>	3	<b>2,043,238</b>	<b>924,831</b>	<b>2,968,069</b>	<b>1,959,974</b>	<b>950,697</b>	<b>2,910,941</b>
<b>Net income for the year</b>		<b>(95,132)</b>	<b>(71,533)</b>	<b>(166,665)</b>	<b>220,799</b>	<b>45,653</b>	<b>266,452</b>
Transfer between funds	15	-	-	-	(18,511)	18,511	-
<b>Net movement in funds</b>		<b>(95,132)</b>	<b>(71,533)</b>	<b>(166,665)</b>	<b>202,288</b>	<b>64,164</b>	<b>266,452</b>
<b>Reconciliation of Funds</b>							
Fund balances brought forward		348,371	163,627	511,998	146,083	99,463	245,546
<b>Fund balances carried forward</b>		<b>253,239</b>	<b>92,094</b>	<b>345,333</b>	<b>348,371</b>	<b>163,627</b>	<b>511,998</b>

All income and expenditure derive from continuing activities

# Consolidated and Union Balance Sheet

## As at 31 July 2025

	Notes	2025 Group £	2025 Union £	2024 Group £	2024 Union £
<b>Fixed assets</b>					
Investment	9	-	1	-	1
Tangible fixed assets	10	102,467	102,467	62,293	62,293
		<b>102,467</b>	<b>102,468</b>	62,293	62,294
<b>Current assets</b>					
Stocks		38,572	34,789	34,074	31,797
Debtors	11	390,294	389,027	282,036	279,892
Cash at bank and in hand		514,121	502,260	367,963	341,212
<b>Total Current assets</b>		<b>942,987</b>	<b>926,076</b>	684,073	652,901
<b>Current liabilities</b>					
Creditors: amounts due within one year	12	(688,167)	(683,211)	(209,723)	(203,197)
<b>Net current assets</b>		<b>254,820</b>	<b>242,865</b>	474,350	449,704
<b>Total net assets</b>		<b>357,287</b>	<b>345,333</b>	536,643	511,998
<b>Represented by</b>					
<b>Restricted funds</b>					
Students' societies and club funds		54,171	54,171	49,584	49,584
Other restricted funds		37,923	37,923	114,043	114,043
	13	<b>92,094</b>	<b>92,094</b>	163,627	163,627
<b>Unrestricted funds</b>					
General funds		208,473	196,519	230,737	206,092
Designated funds	14	56,720	56,720	142,279	142,279
		<b>265,193</b>	<b>253,239</b>	373,016	348,371
<b>Total reserves</b>		<b>357,287</b>	<b>345,333</b>	536,643	511,998

This report was approved by Trustees on 07 Nov 2025 and signed on their behalf by:

*Jean Marc Amagova*

**Jean Marc Amagova**  
**President and Chair of Board of Trustees**

*Brandy Collins*

**Brandy Collins**  
**Lay Trustee**

# Consolidated Statement of Cash Flows

## For the year ended 31 July 2025

	Notes	2025 £	2024 £
<b>Net cash provided by operating activities</b>	19	<b>208,008</b>	59,607
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	10	(61,851)	(18,624)
<b>Net cash used in investing activities</b>		<b>(61,851)</b>	(18,624)
<b>Change in cash and cash equivalents in the year</b>		<b>146,157</b>	40,983
Cash and cash equivalents brought forward at the start of the year		<b>367,963</b>	326,980
<b>Cash and cash equivalents carried forward at the end of the year</b>		<b>514,121</b>	367,963

# Notes to the financial statements

## 1. Accounting policies

### Accounting convention

The financial statements have been prepared in accordance with the charity's constitution, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic Ireland (FRS 102) effective January 2019".

The Union meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value.

The Union is a qualifying entity for the purposes of FRS 102, as a member of a group which prepares publicly available consolidated financial statements which are intended to give a true and fair view of the assets, liabilities, financial position and profit or loss of the group. The Union has therefore taken advantage of exemptions from the requirements of Section 7 of 'Statement of Cash Flows' of FRS 102 which would otherwise have required the separate disclosure of the Union's own cash flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these statements are rounded to the nearest £.

### Going concern

The Union is in a strong financial position and with consolidated cash in hand of £514k leading into the 2025-26 financial year (2024: £368k). Further guaranteed university grant income of £2.667m (2024: £2.058m excluding funding for capital expenditure) has already been approved and the University has confirmed funding will remain stable in the financial years succeeding 2025.

At the time of approving the financial statements for the year 2024-25, the Trustees are confident that they have a fair and reasonable expectation that the charity has adequate resources to be able to operate in its current undertakings for the foreseeable future. The Trustees therefore continue to adopt the going concern basis of accounting in preparing the financial statements.

### Incoming resources

All income and capital resources are recognised in the financial statements when the Charity is legally entitled to the income and the amount can be quantified with reasonable certainty. The University grant of free serviced accommodation on the campus is accounted for as income and expenditure of the year at an estimated value to Bucks Students' Union by reference to the alternatives available on the commercial market.

### Resources expended

Expenditure includes irrecoverable VAT. Charitable expenditure comprises the direct and indirect costs of delivering public benefit. Governance costs are those incurred for compliance with constitutional and statutory requirements, such as the annual audit, annual elections and training for Trustees. Overheads, including the value of free serviced campus accommodation is apportioned on the basis of the total costs of each project or activity undertaken.

### Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation. Assets costing below £1,000 per item are not capitalised. Equipment, fixtures and fittings are included at cost. Depreciation is provided at the following annual rates in order to write the cost of assets off over their estimated useful lives:

Building improvements	3 to 8 years
Motor vehicles	5 years
Fixtures and fittings	1 to 5 years
Office equipment	3 to 5 year



# Notes to the financial statements

## 1. Accounting policies (cont)

### Pension costs

Some of the permanent staff of the Union are employees of Buckinghamshire New University and as such are covered by the defined benefit pension scheme operated by that body. No share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS102, in these circumstances contributions are accounted for as if the scheme were a defined contribution scheme based on actual contributions paid through the year.

The Union also operates a defined contribution pension scheme and the pension charge of this scheme represents the amounts payable by the Union to the scheme in respect of the year. Differences between contributions payable in the year and paid are shown as accruals or prepayments in the balance sheet.

### Stock

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

### Financial Instruments

The Union has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. These financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

### Fund accounting

Bucks Students' Union administers and accounts for a number of charitable funds:

- i. Unrestricted funds representing unspent income which may be used for any activity/purpose within the Union's objectives at the Executive Committee's own discretion.
- ii. Designated funds set aside by the Executive Committee to be spent on a specific purpose at its own discretion.
- iii. Restricted funds raised and administered by Bucks Students' Union are for specific purposes as determined by students, such as club and society accounts, as well as grants received for purposes specified by the donor and also any small grants received from the University.

### Taxation

No provision is made in these financial statements for corporation tax due to the Union's charitable status, relevant tax relief and exemptions.

### Termination benefits

Termination benefits are accounted for where there is a commitment under legislation, or by contractual or other agreements with employees to make payments (or provide other benefits) to employees following the termination of their employment.

### Leased assets

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

### Valuation of investments

Investments in subsidiaries are measured at cost.

### Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

There are no critical accounting estimates or judgements during the year.

### Government grants

Government grants are recognised, under the performance model, at the fair value of the amount received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

# Notes to the financial statements

	Unrestricted 2025	Restricted 2025	Total 2025	Unrestricted 2024	Restricted 2024	Total 2024
	£	£	£	£	£	£
<b>2. Donations and Legacies</b>						
Block grant	625,836	-	625,836	607,608	-	607,608
University grant for rent	-	107,952	107,952	-	104,000	104,000
Big Deal	-	706,426	706,426	-	755,449	755,449
Other grants	725,458	-	725,458	820,943	62,500	883,443
	<b>1,351,294</b>	<b>814,378</b>	<b>2,165,672</b>	<b>1,428,551</b>	<b>921,949</b>	<b>2,350,500</b>

## 3. Group and Union 2025

	Cost of sales £	Staff costs £	Other costs £	Support costs £	Total 2025 £
Charitable activities for students					
Communications	-	156,891	32,671	75,728	265,290
Campaigns and affiliations	152	-	34,188	13,565	47,905
Advice	-	110,905	8,058	47,411	166,374
Representation	-	205,698	17,454	84,332	307,484
Bars, shops and catering	67,143	130,216	61,849	113,701	372,909
Social activities and belonging	793	100,852	315,145	20,844	437,634
Societies and clubs	2,972	121,306	168,324	12,732	305,334
Provision of space and facilities	-	143,161	14,608	46,911	204,680
Volunteering	-	30,366	18,074	19,305	67,745
Orientation and development	-	205,313	54,059	101,536	360,908
Transportation (incl Intercampus Bus)	-	-	303,039	14,493	317,532
Special projects (from Reserves)	-	-	114,171	-	114,171
<b>Total charitable activities for students</b>	<b>71,060</b>	<b>1,204,708</b>	<b>1,141,640</b>	<b>550,558</b>	<b>2,967,966</b>

## Group and Union 2024

	Cost of sales £	Staff costs £	Other costs £	Support costs £	Total 2024 £
Charitable activities for students					
Communications	-	148,200	37,332	63,964	249,496
Campaigns and affiliations	-	-	36,640	6,361	43,001
Advice	-	110,129	4,681	39,805	154,615
Representation	-	198,912	20,831	73,349	293,092
Bars, shops and catering	82,708	148,418	74,764	102,440	408,330
Social activities and belonging	316	122,237	306,621	19,845	449,019
Societies and clubs	1,494	117,814	167,692	12,128	299,128
Provision of space and facilities	-	101,262	32,998	44,184	178,444
Volunteering	-	29,108	7,196	2,495	38,799
Orientation and development	-	184,291	68,273	54,044	306,608
Transportation (incl Intercampus Bus)	-	-	375,714	114,695	490,409
<b>Total charitable activities for students</b>	<b>84,518</b>	<b>1,160,371</b>	<b>1,132,742</b>	<b>533,310</b>	<b>2,910,941</b>

# Notes to the financial statements

## 4. Support costs [included in note 3] 2025

	Staff costs	Rent and services	Other costs	Governance costs	Total 2025
	£	£	£	£	£
Charitable activities for students					
Communications	31,298	16,331	10,087	18,013	75,729
Campaigns and affiliations	5,606	2,925	1,807	3,227	13,565
Advice	19,595	10,224	6,315	11,278	47,412
Representation	35,529	17,938	11,079	19,786	84,332
Bars, shops and catering	46,991	24,519	15,144	27,046	113,700
Social activities and belonging	20,844	-	-	-	20,844
Societies and clubs	12,732	-	-	-	12,732
Provision of space and facilities	19,388	10,116	6,248	11,158	46,910
Volunteering	7,979	4,163	2,571	4,592	19,305
Orientation and development	43,908	21,148	13,062	23,328	101,446
Transportation (incl Intercampus Bus)	12,984	588	363	648	14,583
Total costs	256,854	107,952	66,676	119,076	550,558

Governance costs includes the audit fee of £20,000 and the Sabbatical Officers' total salary costs of £116,204.

## Support costs [included in note 3] 2024

	Staff costs	Rent and services	Other costs	Governance costs	Total 2024
	£	£	£	£	£
Charitable activities for students					
Communications	14,618	17,127	9,259	22,960	63,964
Campaigns and affiliations	1,454	1,703	920	2,284	6,361
Advice	9,097	10,658	5,762	14,288	39,805
Representation	17,614	19,344	10,458	25,933	73,349
Bars, shops and catering	23,412	27,429	14,827	36,772	102,440
Social activities and belonging	19,845	-	-	-	19,845
Societies and clubs	12,128	-	-	-	12,128
Provision of space and facilities	10,098	11,830	6,396	15,860	44,184
Volunteering	570	668	361	896	2,495
Orientation and development	14,903	13,585	7,344	18,212	54,044
Transportation (incl Intercampus Bus)	109,926	1,655	895	2,219	114,695
Total costs	233,665	103,999	56,222	139,424	533,310

Governance costs includes the audit fee of £19,000 and the Sabbatical officers' total salary costs of £113,971

## 5. Net income for the year

	2025	2024
Net income for the year is stated after charging	£	£
Depreciation	21,679	18,062
Loss of disposal of fixed assets	-	5,510
Auditor's remuneration	20,000	19,000
Auditor's remuneration for tax services	1,000	850

## 6. Staff costs

	2025	2024
	£	£
Wages and salaries	1,242,330	1,314,298
Social security	118,126	100,810
Pension costs	101,106	92,899
	1,461,562	1,508,007

During the year ending 31 July 2025 one employee earned over £80,000 and less than £90,000 per annum (2024: one employee earned over £70,000 and less than £80,000).

	2025	2024
Average staffing		
Salaried staff - number of full time equivalents	30	30
Students - number of full time equivalents	19	19
Students - number of full time equivalents	49	49

# Notes to the financial statements

## 7. Key Management Personnel

President	Jean Marc Amagoua (replacing Amy Pile)
Vice President for Achievement and Belonging	Joseph Burrell (replacing Wren Sell)
Vice President for Education and Welfare (Uxbridge & Aylesbury)	Bethany Jackson
Vice President for Education and Welfare (High Wycombe)	Erin Cook (replacing Harry Tomlinson)
Chief Executive Officer	Tristan Tipping
Deputy Chief Executive Officer	Matthew Kitching
Head of Communicatinos and Marketing	Simon McDowell
Head of People and Development	Sarah Jackson
Finance Manager	Julie Ellis (replacing Lesley Favager)

	2025 £	2024 £
Total employee benefits of key personnel	<b>509,281</b>	468,886

## 8. Trustee Remuneration and Expenses

The Trustee Board's Officer Trustees named in note 7, received remuneration of: £25,948 per year served (2024: £25,048), as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the institution and local community, defending and extending the rights of students through petitions, discussion with MPs and also organising and supporting student volunteers and service provision for them. The total salary and NI costs for the Officer Trustees amounted to £116,204 (2024: £105,295) and pension costs of £6,176 (2024: £1,546), which is included under governance costs in note 3.

There were no other Trustee benefits for the year (2024: £nil).

Members of the Trustee Board were reimbursed a total of no more than £300 for the year in respect of personal travel and subsistence expenses. (2024: £nil)

## 9. Union investments

	Subsidiary investment £	Total £
Net book value as at 31 July 2025	1	1
Net book value as at 31 July 2024	1	1

	2025 £	2024 £
Trading Subsidiary - BSU Trading Limited		
Turnover	<b>61,518</b>	75,337
Cost of sales	<b>23,248</b>	24,091
Gross profit	<b>38,270</b>	51,246
Administrative expenses (incl £6k management fee from Charity)	<b>26,292</b>	26,578
Surplus for the year	<b>11,978</b>	24,668

The Union controls 100% of the agreed investment in BSU Trading Limited, a registered company in England and Wales (08505399) that undertakes commercial activities outside the scope of the Union's constitution. The registered office of BSU Trading Limited is Queen Alexandra Road, High Wycombe, Buckinghamshire, HP11 2JZ. At the year ending 31 July 2025 the company had assets of £19,602 (2024: £33,066), liabilities of £7,648 (2024: £8,421) and capital and reserves of £11,954 (2024: £24,645).

# Notes to the financial statements

## 10. Tangible Fixed Assets

	Building improvements	Motor vehicles	Fixtures and fittings	Office equipment	Total	BSU Trading Ltd	Group
	£	£	£	£	£	£	£
Cost at 1 August 2024	97,559	57,271	180,787	5,073	340,690	4,589	345,279
Additions	-	-	61,851	-	61,851	-	61,851
Disposals	-	-	-	-	-	-	-
Cost at 31 July 2025	97,559	57,271	242,638	5,073	402,541	4,589	407,130
Depreciation at 1 August 2024	(94,617)	(57,271)	(121,609)	(4,900)	(278,397)	(4,589)	(282,986)
Charge for the year	(1,471)	-	(20,033)	(173)	(21,677)	-	(21,677)
Disposals	-	-	-	-	-	-	-
Depreciation at 31 July 2025	(96,088)	(57,271)	(141,642)	(5,073)	(300,074)	(4,589)	(304,663)
Net book value							
As at 31 July 2025	1,471	-	100,996	-	102,467	-	102,467
Net book value							
As at 31 July 2024	2,942	-	59,178	173	62,293	-	62,293

Assets held by BSU Trading Ltd fall into the category of 'Office Equipment'

## 11. Debtors

	Group 2025	Union 2025	Group 2024	Union 2024
	£	£	£	£
Trade debtors	319,698	316,725	233,530	229,492
Other debtors	34,117	33,732	10,947	11,630
Amounts owed by group undertakings	-	2,091	-	1,211
Prepayments and accrued income	36,479	36,479	37,559	37,559
	390,294	389,027	282,036	279,892

## 12. Creditors - Amounts due within one year

	Group 2025	Union 2025	Group 2024	Union 2024
	£	£	£	£
Trade creditors	219,769	218,173	74,632	73,380
Social security and other taxes	22,761	22,761	9,265	9,265
Other creditors	11,532	11,532	7,232	7,232
Accruals and deferred income	434,105	430,745	118,594	113,320
	688,167	683,211	209,723	203,197

# Notes to the financial statements

## 13. Restricted funds

	As at 1 August 2024	Incoming resources	Resources expended	Transfers	As at 31 July 2025
	£	£	£	£	£
Big Deal	328	814,378	(814,378)	-	328
Fixed asset depreciation fund - Big Deal	14,678	-	(8,591)	-	6,087
Fixed asset depreciation fund - social spaces	37,130	-	(7,529)	-	29,601
Clubs and societies	49,584	33,223	(28,636)	-	54,171
Student opportunities projects	60,000	-	(60,000)	-	-
Other restricted funds	1,907	107,952	(107,952)	-	1,907
	163,627	955,553	(1,027,086)	-	92,094

	As at 1 August 2023	Incoming resources	Resources expended	Transfers	As at 31 July 2024
	£	£	£	£	£
Big Deal	11,049	792,533	(803,641)	387	328
Fixed asset fund - Big Deal	2,068	-	(4,590)	17,200	14,678
Fixed asset fund - social spaces	39,831	-	(4,125)	1,424	37,130
Clubs and societies	46,015	36,070	(32,501)	-	49,584
Student opportunities projects	-	60,000	-	-	60,000
Other restricted funds	500	108,017	(106,110)	(500)	1,907
	99,463	996,620	(950,967)	18,511	163,627

The Big Deal is a funded programme of free skills development, sporting, recreational and social based activities for Union members. The scheme also rewards students who give their time to be representatives.

The Big Deal fixed asset fund represents the net book value of its assets against which depreciation is expensed.

A restricted fixed asset fund for social spaces has been created to represent the net book value of fixed assets held, against which future depreciation will be expensed.

In 2025, the Union received additional funding from the University to enable us to develop new opportunities to create student belonging and cohesion in the next academic year.

Clubs and societies refers to fundraised balances held on behalf of student run clubs and societies that are part of Bucks Students' Union.

Other restricted funds include:

Rent and Services in Kind (notional income and expenditure) £107,952, 2024: £104,000)

## 14. Designated funds 2025

	As at 31 July 2024	Incoming resources	Resources expended	Transfers	As at 31 July 2025
	£	£	£	£	£
Designated reserve for depreciation of assets and future purchase of assets	10,485	-	(5,559)	-	4,926
Fixed Asset purchases fund	30,000	-	(30,000)	-	-
Rebranding Project	20,000	-	(20,000)	-	-
Redevelopment of Venue	30,000	-	(30,000)	-	-
Designated fund for Special Projects	51,794	-	-	-	51,794
	142,279	-	(85,559)	-	56,720

## Designated funds 2024

	As at 31 July 2023	Incoming resources	Resources expended	Transfers	As at 31 July 2024
	£	£	£	£	£
Designated reserve for depreciation of assets and future purchase of assets	25,342	-	(14,857)	-	10,485
Fixed Asset purchases fund	-	-	-	30,000	30,000
Rebranding Project	-	-	-	20,000	20,000
Redevelopment of Venue	-	-	-	30,000	30,000
Designated fund for Special Projects	11,294	-	-	40,500	51,794
	36,636	-	(14,857)	120,500	142,279

The designated fund for special projects is a fund set aside to allow the Union to fund additional project opportunities in order to enhance our members' experience.



# Notes to the financial statements

## 15. Transfers between Funds

	Year ended 31 July 2025		
	General	Designated	Restricted
	£	£	£
	-	-	-
	Year ended 31 July 2024		
	General	Designated	Restricted
	£	£	£
Transfer balance on 'underpass fund' to special projects	-	500	(500)
To increase the fund for special projects	(40,000)	40,000	-
To designate funds for rebranding project	(20,000)	20,000	-
To designate funds for development of the Venue	(30,000)	30,000	-
Transfer on general fund to cover deficit on Big Deal fund	(17,587)	-	17,587
To create a fund for the purchase of fixed assets	(30,000)	30,000	-
Transfer cost of capital to capital fund	(1,424)	-	1,424
	(139,011)	120,500	18,511

## 16. Consolidated analysis of net assets between funds

### Year ended 31 July 2025

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	34,706	32,071	35,690	102,467
Net current assets	173,767	24,649	56,404	254,819
At 31 July 2025	208,473	56,720	92,094	357,287

### Year ended 31 July 2024

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	-	10,485	51,808	62,293
Net current assets	230,737	131,794	111,819	474,350
At 31 July 2024	230,737	142,279	163,627	536,643

Unrestricted funds include net funds from BSU Trading Limited of £1.

### Union analysis of net assets between funds

### Year ended 31 July 2025

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	34,706	32,071	35,690	102,467
Investment	1	-	-	1
Net current assets/(liabilities)	161,812	24,649	56,404	242,865
At 31 July 2025	196,519	56,720	92,094	345,333

### Year ended 31 July 2024

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	-	10,485	51,808	62,293
Investment	1	-	-	1
Net current assets	206,091	131,794	111,819	449,704
At 31 July 2024	206,092	142,279	163,627	511,998

# Notes to the financial statements

## 17. Related party transactions

For all Universities situated in the United Kingdom, including Buckinghamshire New University, Students' Unions are constituted under section 2 of the Education Act 1994.

The Union is in receipt of a recurrent grant from the University of £625,836 (2024: £607,608).

In addition, the Union received Big Deal grant of £763,426 and held for charitable activities (2024: £755,449) from the University relating to sporting and recreational activities, course representation and entertainments. Other grants of £765,458 (2024: £883,443) for specific operational costs, capital expenditure and projects were also received.

A further amount of £307,967 (2024: £466,400) was received to fund the provision of the intercampus bus service. This contracted service is shown as income under unrestricted Charitable Activities.

Transactions throughout the year resulted in a consolidated trading balance as at 31 July 2025 of £294,903 owed by the University to the Students' Union (2024: £188,934 owed to the University).

The Union have been given the use of University premises whose rental value is assessed at £107,952 (2024: £104,000). The University re-assessed the cost during 2024 and the cost is based on the total costs of these services for the entire High Wycombe Campus prorata to the relative proportion of the Campus the Union currently occupies.

BSU Trading Ltd is wholly owned by the Union (see note 9)

During the year management fees totalling £6,000 (2024: £6,000) were received from BSU Trading Ltd. At 31 July 2025 BSU Trading Ltd owed Bucks Students' Union £2,091 (2024: £1,211).

## 18. Pension costs

### Defined benefit scheme

The Union has contributed to the pension scheme operated by Buckinghamshire New University for staff members seconded to the Union. Full details of the pension arrangements are set out in the financial statements of Buckinghamshire New University.

The contributions paid into the scheme in respect of eligible employees by BSU amounted to £64,133 (2024: £63,543)

### Defined contribution schemes

The Union operates an auto-enrolment scheme with NEST. Contributions are set at 6% for the employer and a minimum of 6% for the employee. The Union cost of contributions amounted to £36,973 (2024: £30,247).

## 19. Reconciliation of net movements in funds to net cash flow from operating activities

	2025	2024
	£	£
Net (deficit)/surplus for the year	(179,356)	281,821
Add back depreciation charge	21,677	18,062
Disposal of fixed assets	-	5,510
Increase in stocks	(4,498)	(3,013)
Decrease in debtors	(108,258)	(171,825)
Increase/(decrease) in creditors	478,444	(70,948)
	<b>208,010</b>	<b>59,607</b>

## 20. Analysis of changes in Net Funds

The group had no debt during the year.

# WHAT OUR TEAM MEMBERS HAVE TO SAY...

**“The SU is a flexible and fair employer, it’s a fun and rewarding place to work”**

**“We have strong values and work to them, the Union does good work and helps people”**

**“I feel like I belong”**

**“It’s the sort of place you can have an impact, no matter what your role is”**

**“The culture of inclusivity and staff development”**

**“Every day is different”**

**“Everyone brings a different experience and background to the table”**

**“Understanding that our work makes a difference in current and post-university opportunities for students”**

**“It is a friendly environment to work in with competitive pay”**

**“Feeling valued and part of the team”**

**“The autonomy I have in structuring work in order to meet objectives and our relentless innovation”**

**“The opportunities to develop and learn new skills and gain new qualifications”**

# OUR MISSION

## Making life better for students at Bucks

To achieve our vision, Bucks Students' Union is wholly committed to the ongoing support and development of our members.

We will continuously build credibility with partners and stakeholders, being recognised as the voice for students at BNU.

We will respond dynamically to challenges facing our members and be the champion they rely on, trust and value.

Celebrating diversity, we will reach out to our membership to encourage broader participation and better understand their needs in order to effectively represent them.

We will work tenaciously to show our members the value of deeper engagement with Bucks Students' Union through the scope of our activities and opportunities.

We will identify valuable new opportunities for all our members and provide a robust platform on which they can play a leading role, developing the co-curricular experience and providing the inspiration for each and every one to make the most of their student journey.

We will equip our organisation with the resources and tools it needs to perform effectively and provide our teams with the knowledge and skills to reach their full potential. We will diversify our income to provide even greater financial stability and a broader base for our operations, which in turn, enables our organisation to grow and meet the demands of the membership.

# WHO ARE WE?

**We will be identified by the following ways of working. They are the characteristics and personality of our organisation and represent the behaviours we expect from our staff, volunteers and officers.**

## Inspiring

We inspire our members to actively participate in the broad range of Union services and developmental activities, including opportunities to help and motivate others, making their time at university a valuable and worthwhile experience, broadening horizons.

## Tenacious

The Union represents our members in a committed, determined and respectful way to consistently deliver the best for the students of BNU.

## Dynamic

We are a fast-moving, progressive and flexible organisation which is agile in responding to and meeting our members' needs. We address challenges and opportunities with energy and enthusiasm and encourage those around us to do the same.



# How will our members, partners and stakeholders describe us?

We asked our members what they most value from our organisation and what they expect from us as their Students' Union. These are the behaviors, attitudes, approaches, ways of working and values that we will role model throughout all that we do.

**Trustworthy**

**Dedicated**

**Supportive**

**Professional**

**Fun**

**Proactive**

**Innovative**

**Kind**

**Reliable**

**Authentic**

**Responsible**

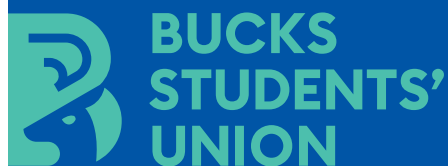
**Inclusive**

**Credible**

**Coherent**

**Passionate**

Making life better  
for students at Bucks



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Bucks Students' Union is a registered charity – no. 1144820