

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

The Trustees present their annual report together with the audited financial statements of the University of Sussex Students' Union for the year to 31 July 2025. The Trustees confirm that the Annual report and financial statements of the charitable company and group comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

The Higher Education sector and students' unions are continuing to go through some of the biggest changes in a lifetime, with reductions in the numbers of students, changes to students' needs and expectations and more regulation.

Despite this uncertainty, Sussex students' union continues to provide for Sussex students in so many ways.



What do students think of their students' union?

The annual survey of third year undergraduates, the National Student Survey, has seen some significant increases in student satisfaction over the last few years for Sussex Students' Union.

- Our score for 2025 is 76.9 (74.5 in 2024). Up 2.4% on last year and on benchmark (also 74.5%).
- In terms of how we compare with other unions we were 97th in 2022, 71st in 2023, 61st in 2024, and 55th in 2025



Engagement in societies, sports clubs, volunteering and the union's student elections remains high and 92% of student staff working at the students' union would recommend the organisation as a place to work.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Over 5000 students attended the Freshers Fair, providing opportunities for students to connect with student volunteers over shared interests.



The new Climate Assembly, a unique, student-led initiative aimed at making a real impact on sustainability at the university and beyond, worked with faculty, staff, and fellow students to shape projects on initiatives such as community kitchens, improved green education and overcoming barriers to student engagement.

Challenge Week was launched. Led by the Sports, Societies, and Events Officer, seven sports clubs took the chance to be involved in the USSU 'Challenge Week', to raise funds for their club.



Men's Rugby, Women's Rugby, Cricket, Ultimate Frisbee, Volleyball and Mountaineering took part in a special week of activities to raise funds for their clubs, featuring all sorts of fun events, including a bracing outdoor dip at Brighton's Sealanes pool.



We partnered with Swytch to give 10 students the chance to be part of a trial project aimed at encouraging more people to get to campus by bicycle, with a free e-bike conversion kit.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)
FOR THE YEAR ENDED 31 JULY 2025

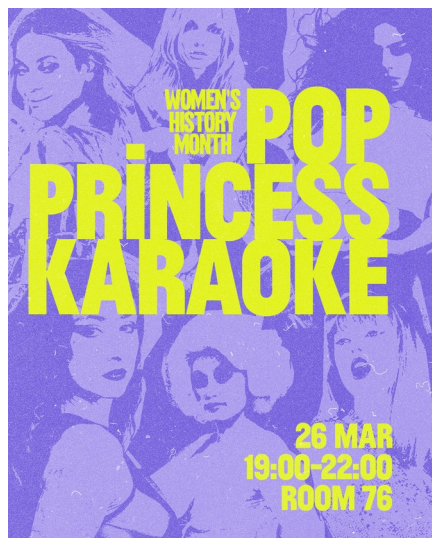


The International Students' Officer and the International Students' Committee celebrated International Students' Day with a special event in Library Square. The Officer organised and **chaired an international students career event.**



Your SU supported the international 16 Days of Activism Against Gender-Based Violence campaign. Activities included

- Consent training
- Roundtable discussion - A dialogue on disability and gender-based violence
- The Chatroom - Discussion on gender-based rights
- 16 days x International Day of Solidarity with the Palestinian People



What do you get when you mix the Era's Tour, Renaissance Tour, Chappell Roan, and Charli XCX? Pop Princess Karaoke – The Ultimate Sing-Along Night! Elected officers organised a high-energy, glitter-fuelled celebration to close out Women's History Month.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Elections

As the Students' Union is a democratic and representative body, run *for* students and *by* students, it holds two major elections each academic year. In 2024/25, the Union conducted the Autumn Elections in October 2024, during which 120 elections were held over two days for a variety of roles, including Student Reps, Part-Time Officers, Union Council Members, and members of key committees. The Spring Leadership Elections followed in March–April 2025, with 2,258 students voting, the second-highest turnout since 2018, to elect six Full-Time Officers, three Part-Time Officers, and three student trustees. Fourteen complaints were recorded, a notable decrease from previous years. The election was marked by a respectful and supportive culture among candidates.

Volunteering

Buddy Scheme



This year, the Buddy Scheme ran from April 2024 to April 2025. 229 students signed up as participants, and 110 students signed up to be volunteers. 824 students attended our events across the year. Looking at these numbers, it can be safely said that Buddy Scheme has built back effectively in terms of post-COVID event attendance.

The demographic data of the students taking part in the Buddy Scheme indicates a significant portion of the Buddy Scheme volunteers are from the UK, whilst proportionally, there are a lot fewer UK students in the overall pool signed up to the scheme.

This year the Buddy Scheme website was updated with important security and server upgrades, streamlining the sign-up forms, and tweaking the front page of the website. These changes went live towards the end of the academic year to hopefully have a positive impact on the academic year ahead.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Language Cafe



This year, we ran 20 Language Cafes. These occurred weekly on Tuesday evenings in Dine Central. We have offered a total of 20 languages at some point: Arabic, Bangla, BSL (British Sign Language), Cantonese, English, Farsi (Persian), Filipino, French, German, Indonesian, Italian, Japanese, Mandarin, Norwegian, Romanian, Russian, Spanish, Swahili, Swedish, and Turkish.

In total, 1,729 students attended this year, an increase of 19% on last year. This further represents a tenth of all students at Sussex. This demonstrates the growing demand for multilingual community spaces like the Language Cafe on campus. This year, we had 94 student volunteers attend a training session and the Cafe to teach.

The One World Week Language Cafe event is an essential part of our yearly calendar, and exemplifies all that the Language Cafe stands for in terms of intercultural exchange and sharing of cultures. The session ran very well, with 105 attendees recorded, excluding volunteers. The purpose of the session was to increase mixing between tables, and promote cultural exchanges between languages and cultures.

We distributed two feedback forms this year and the main areas of praise across both Autumn and Spring feedback collections.

- The ability to learn and practice a language regularly for free
- Meeting and interacting with new people in a friendly, social atmosphere
- Being able to practise with native speakers is very useful
- The volunteers are friendly, helpful and approachable
- The community spirit is strong

Here are some direct quotes that sum up what the Language Cafe is all about:

"I love enthusiasm of participants! It's fun to think of my mother tongue and make them understand!"

"I love the sense of community. I especially love the range of learning presented. When I first came last year, I was terrified thinking I was going to be left behind in the dust by fast French speakers. But I was surprised to find myself surrounded by welcoming people willing to accommodate to all stages of learning. And I'm glad to know that that has continued into this year."

"Can improve my English in a safe space"

"The community our language table has created. We all have a great time and laugh a lot while learning too."

"Being able to sign with others as not many people know the language. The disability inclusion - feels like a safe space. The hot drinks."

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

"I enjoy seeing my friends at the language cafe. I look forward to it and the structure of it every week, and it is fun and I like the fact that I can freestyle my teaching as I see best."

"I deeply enjoy being able to share my knowledge with others."



Student Voice and Officers

The International Students' Officer successfully started up an education campaign on students rights. The Student Voice Team reformed the Union's approach to supporting students on key committees and supported the 2024/25 full time officers with campaign and manifesto priorities. In facilitation representation for students, the Union Council met monthly to set campaign priorities and the Student Rep Scheme saw the highest number of recruited reps ever recorded for the Union as the new recruitment trial was launched in September 2024.

Advice

Our advice team supported 800 students with new cases, including helping one student with a complaint to the OIA (Office of the Independent Adjudicator) for which they were awarded £2,000. The top three categories of cases were academic appeals followed by academic conduct and private rented sector housing issues.

We continued to employ students in the service with two Advice Assistant roles. They contributed to new ways of working including providing webinars on advice topics and producing communications for students on subjects such as appeals and exceptional circumstances.

Some feedback from students:

"Super helpful and friendly, gave me lots of info about housing, which was a great"

"The adviser cleared up the situation for me, explaining what to expect and what to do"

"It felt like the Advice Service were the only people listening to me at a time I was really struggling. They guided me through a complicated issue with my course, speaking to them helped me to keep going when I had seriously considered giving up and leaving Uni".

The Race Equity Advocates (REAs)

Our Race Equity Advocates from the following two schools: Media, Arts & Humanities (MAH) and the Business School at Sussex (BSS) have made remarkable strides in creating and implementing strategies aimed at reducing the attainment and awarding gap among ethnically minoritised student communities.

A great deal of partnership working has been undertaken to plan for the significant changes in the REA programme for 2025/6.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

This partnership emerges from the recent integration of the REA Project within the University's approved Access and Participation Plan (APP) 2025-2029, with the objective to address the current awarding gap:

- To reduce the ethnicity awarding gaps between minoritised ethnic groups and white students.
- By 2030 the awarding gap between black and white students will have reduced to no more than 12%.
- By 2030 the awarding gap between Asian and white students will have reduced to no more than 5%.
- By 2030 the awarding gap between mixed ethnicity and white students will have reduced to no more than 6%.

The project will continue to employ students as Race Equity Advocates (REAs) who will work through co-creation with colleagues across the University to:

- explore, understand and record the experiences of black, Asian and minority ethnic students in academic Faculties,
- create and review Faculty Race Equity Action Plans and support in the delivery and evaluation of these where appropriate, and
- support the development of practical solutions to issues faced by black, Asian and minority ethnic students within their Faculties and across the wider University community.

In the longer term, the project is expected to help improve student outcomes for students from black, Asian and minority ethnic backgrounds, and narrow existing ethnicity degree awarding gaps.

Sport Clubs - Highlights:

Sussex Netball 1s: This year has been a historic one for Sussex Netball. The team achieved promotion to Tier 1 for the first time in the club's history, marking a major milestone. They also reached the South East Cup Final and triumphed in a thrilling Varsity victory against Brighton.

The Women's Rugby Committee also enjoyed an excellent year, the club demonstrated outstanding commitment to fundraising and community engagement, raising £1,210 during Challenge Week and an additional £700 through an auction for Oasis charity. The team also successfully secured a grant from the RFU to train committee members as referees and established a sponsorship with Clinique through their "Game Face" initiative, which provided new equipment and kit.

The Men's Basketball Club has thrived both on and off the court. Their standout achievement was organising a charity basketball tournament, which successfully raised over £500 for charity. Their hard work has significantly strengthened the club's community presence and team cohesion.

The Men's Football 3s enjoyed an undefeated league run, creating an exceptional environment and team culture throughout the season. Under the leadership of the Coach, the team not only maintained strong camaraderie but also won the league in an unbeaten campaign, a remarkable accomplishment that reflects dedication, teamwork, and consistent excellence.

Sussex Sailing, this year marked a series of firsts for Sussex Sailing. The team achieved their first-ever BUCS victories and recorded their best finish in BUCS qualifiers to date.

Sussex Dance celebrated the most successful year in the club's history. The team achieved multiple first-place finishes across various categories and placed highly in numerous others.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Varsity



Sussex has clinched the Varsity trophy once again! With a final score of 10-7, our athletes have secured victory over Brighton for the ninth consecutive year, cementing our dominance in the Varsity rivalry. This year's competition was nothing short of dramatic, with breathtaking performances across every discipline. Volleyball was a Sussex masterclass, as both the men's and women's teams swept Brighton 3-0. Our archers took victory by the slimmest of margins, winning on golds after a 1898-1898 draw. In pole fit, Sussex soared to 69.64 points, outscoring Brighton's 63.5, while netball delivered a nail-biting 34-33 win. The pool belonged to Sussex, with our swimmers storming to a 54-34 victory, and the climbing squad edged out Brighton 9-8 in a tightly contested battle on the walls. Varsity wasn't without its heartbreaks. Women's football fought hard but fell 0-7, and men's rugby was overcome 12-24. But with crucial victories in badminton (10-7) and women's rugby (12-7), Sussex proved yet again that teamwork, passion, and resilience define our Varsity legacy.

A huge congratulations to every athlete who played their heart out, every supporter who cheered us on, and everyone who made this competition possible. Nine years of Sussex dominance—and we're not stopping anytime soon.

Societies

This year has been an exceptional one for our student societies, with remarkable achievements across a wide range of communities and interests. Below are some of the key highlights from the year:

The South Asian Students Society organised a highly successful Diwali celebration, which brought together a diverse group of students and staff. The event had a positive impact and celebrated culture, community, and togetherness across campus.

The History Society has had an outstandingly active year, hosting 25 events and maintaining a weekly newsletter to engage members. The committee has created an inclusive and welcoming environment, providing a space for academic discussion, social connection, and shared interest in history.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

The Freedom From Torture Society made a significant contribution to community outreach by hosting a Refugee Open Day Event, which provided local asylum seekers and refugees with a guided tour of the Sussex campus.

The Friends of Palestine and Arab Society co-hosted "Alf Leila W Leila: A Thousand and One Nights", a beautiful celebration of Arab heritage, unity, and resilience. The event successfully brought together Arab and non-Arab students, promoting cultural appreciation and solidarity. The Friends of Palestine Society has also been actively raising awareness and building a strong sense of community, encouraging understanding and advocacy through their initiatives and events.

The Sikh Society delivered one of the most remarkable events of the year, the Langar event. The students cooked and served food for over 600 people on campus, transforming the space with decorations and hospitality that reflected Sikh cultural values of service and equality. The event ran seamlessly from start to finish and gained widespread recognition, even being featured on ITV News. It brought together students and staff from across campus, creating a memorable and cultural experience.

The Japan Society has had an engaging year, hosting numerous events that introduced Japanese culture to students. In addition to cultural activities, the society has also worked to create career opportunities and networks for members interested in Japan-related fields.

As a new society this year, the Walking and Hiking Society has achieved impressive growth, building a strong and supportive membership. They have organised a variety of successful meet-ups and outdoor events, promoting wellbeing, community, and connection with nature.

The Forest Food Garden team has made outstanding progress in sustainable gardening initiatives, running inspiring workshops that have engaged students throughout the year. They have also successfully organised a music event to benefit the wider campus community, combining creativity with sustainability and student wellbeing.

Equity, Diversity and Inclusion

- Launch of new EDI structure following consultation and report from Social Justice Collective
- Had our first EDI all staff Forum and developed an EDI Action Plan
- New EDI structures in place aiming to put more onus for leading EDI initiatives on SLT, managers and HR rather than all staff and teams taking responsibility, to support Staff Networks and marginalised staff
- All teams and full time staff now have EDI actions as well as anti-racism action plans
- Continued to deliver anti-racism training
- Senior managers undertook EDI Leadership training
- This work is ongoing!

Trading

In 2025 the Company Board approved the union's first commercial trading strategy, with a three-year plan to develop our venues and retail services and to explore new forms of income.

After an extensive search and recruitment process, four new non-executive directors were appointed to the Company Board. Their knowledge and experience was invaluable in working with elected officers to develop and approve the commercial strategy.

The overall performance was positive and had resulted in an increased surplus from a target of **£55,000 to an end result of £66,000**. This was attributed to increased trading during graduation, a strong retail performance with the Co-op and Union Shop surpassing targets and proactive management of costs. The work of the management team in achieving this was recognised and praised.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

It was noted that Falmer Bar only narrowly missed its target, but this was in the landscape of 2000 fewer students compared to the prior year, and 800+ fewer students living on campus.

With these challenging and changing trading conditions, the Company Board took the difficult decision to close the Northfield Bar for 2025/6 and to combine the Union Arch merchandising store with the Falmer House Union Shop.

Governance

The Trustee Board appointed three new external trustees to the Board in May 2025 and thanked the two outgoing external trustees for their support, volunteering and counsel over the last four years.

The Trustee Board approved a 12-month shorter working week trial, set a timescale for developing a new union strategy, invested in a new finance system and a student expenses app, as well as overseeing the union's financial and legal duties.

Reserves Policy

The reserves level of unrestricted funds is set at £374,000, with an absolute operating minimum set at £137,000.

Financial Review

The students' union's gross income from all sources totalled £6,476,585 (2024: £6,738,838). Expenditure was £6,591,127 (2024: £6,660,859).

The reserves figure has decreased by £114,542 and now sits at £625,091 (2024: £739,633). This is made up of unrestricted funds of £385,703, restricted funds totalling £71,887 and designated funds of £167,501.

The gross cash balance at the end of the year totalled £747,773, a decrease of £136,153 compared to 2024. Both debtors and creditors at the year-end were higher than in 2024.

Statement of disclosure to auditor

So far as each person who was a trustee at the date of approving this report are aware, there is no relevant audit information of which the group's auditor is unaware. Additionally, the trustees individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the group's auditor is aware of that information.

This report was approved by the Trustees on and signed on their behalf, by:

Esther Adeyemo
Trustee
Date

Registered Company number: 07695765 (England and Wales)

Registered Charity number: 1147242

**CONSOLIDATED FINANCIAL STATEMENTS
FOR
UNIVERSITY OF SUSSEX STUDENTS' UNION
(LIMITED BY GUARANTEE)
FOR THE YEAR END 31 JULY 2025**

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Esther Adeyemo, Officer Lilly Cattini Collins, Student (appointed 11 July 2025) Ella Goodchild, Officer (appointed 11 July 2025) Samuel Kilgour, External Trustee (appointed 1 May 2025) Lydia Knowles, Officer (appointed 11 July 2025) Frances McEntee, Officer (appointed 11 July 2025) Thomas Mitchell, External Trustee (appointed 1 May 2025) Elena Southard, Officer Lewis Wilson, Officer Xiaolei Xu, Officer (appointed 1 May 2025) Max Mazo, Student
Charity Number	1147242
Company Number	07695765
Registered Office & Principal Address	Falmer House University of Sussex Brighton East Sussex BN1 9QF
Auditors	TC Group The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN
Bank	Barclays Bank Plc 77 South Road Haywards Heath West Sussex RH16 4LB

CONTENTS

	Page
Trustees' Report (Incorporating Directors Report)	1
Statement of Trustees' Responsibilities	11
Report of the Independent Auditors	12
Consolidated Statement of Financial Activities	16
Consolidated Balance Sheet	17
Charity Balance Sheet	18
Consolidated Cash Flow Statement	19
Notes to the Financial Statements	20

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

The Trustees present their annual report together with the audited financial statements of the University of Sussex Students' Union for the year to 31 July 2025. The Trustees confirm that the Annual report and financial statements of the charitable company and group comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

The Higher Education sector and students' unions are continuing to go through some of the biggest changes in a lifetime, with reductions in the numbers of students, changes to students' needs and expectations and more regulation.

Despite this uncertainty, Sussex students' union continues to provide for Sussex students in so many ways.



What do students think of their students' union?

The annual survey of third year undergraduates, the National Student Survey, has seen some significant increases in student satisfaction over the last few years for Sussex Students' Union.

- Our score for 2025 is 76.9 (74.5 in 2024). Up 2.4% on last year and on benchmark (also 74.5%).
- In terms of how we compare with other unions we were 97th in 2022, 71st in 2023, 61st in 2024, and 55th in 2025



Engagement in societies, sports clubs, volunteering and the union's student elections remains high and 92% of student staff working at the students' union would recommend the organisation as a place to work.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Over 5000 students attended the Freshers Fair, providing opportunities for students to connect with student volunteers over shared interests.



The new Climate Assembly, a unique, student-led initiative aimed at making a real impact on sustainability at the university and beyond, worked with faculty, staff, and fellow students to shape projects on initiatives such as community kitchens, improved green education and overcoming barriers to student engagement.

Challenge Week was launched. Led by the Sports, Societies, and Events Officer, seven sports clubs took the chance to be involved in the USSU 'Challenge Week', to raise funds for their club.



Men's Rugby, Women's Rugby, Cricket, Ultimate Frisbee, Volleyball and Mountaineering took part in a special week of activities to raise funds for their clubs, featuring all sorts of fun events, including a bracing outdoor dip at Brighton's Sealanes pool.



We partnered with Swtch to give 10 students the chance to be part of a trial project aimed at encouraging more people to get to campus by bicycle, with a free e-bike conversion kit.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)
FOR THE YEAR ENDED 31 JULY 2025

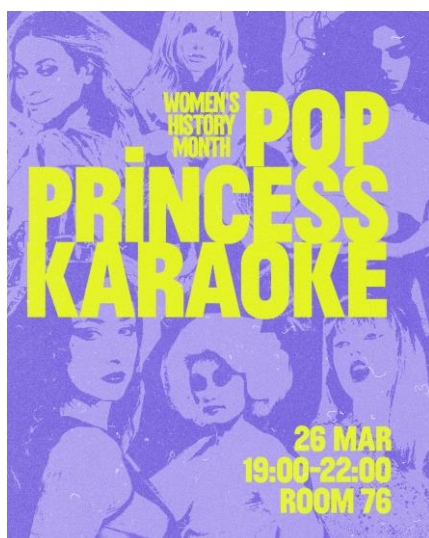


The International Students' Officer and the International Students' Committee celebrated International Students' Day with a special event in Library Square. The Officer organised and **chaired an international students career event.**



Your SU supported the international 16 Days of Activism Against Gender-Based Violence campaign. Activities included

- Consent training
- Roundtable discussion - A dialogue on disability and gender-based violence
- The Chatroom - Discussion on gender-based rights
- 16 days x International Day of Solidarity with the Palestinian People



What do you get when you mix the Era's Tour, Renaissance Tour, Chappell Roan, and Charli XCX? Pop Princess Karaoke – The Ultimate Sing-Along Night! Elected officers organised a high-energy, glitter-fuelled celebration to close out Women's History Month.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Elections

As the Students' Union is a democratic and representative body, run *for* students and *by* students, it holds two major elections each academic year. In 2024/25, the Union conducted the Autumn Elections in October 2024, during which 120 elections were held over two days for a variety of roles, including Student Reps, Part-Time Officers, Union Council Members, and members of key committees. The Spring Leadership Elections followed in March–April 2025, with 2,258 students voting, the second-highest turnout since 2018, to elect six Full-Time Officers, three Part-Time Officers, and three student trustees. Fourteen complaints were recorded, a notable decrease from previous years. The election was marked by a respectful and supportive culture among candidates.

Volunteering

Buddy Scheme



This year, the Buddy Scheme ran from April 2024 to April 2025. 229 students signed up as participants, and 110 students signed up to be volunteers. 824 students attended our events across the year. Looking at these numbers, it can be safely said that Buddy Scheme has built back effectively in terms of post-COVID event attendance.

The demographic data of the students taking part in the Buddy Scheme indicates a significant portion of the Buddy Scheme volunteers are from the UK, whilst proportionally, there are a lot fewer UK students in the overall pool signed up to the scheme.

This year the Buddy Scheme website was updated with important security and server upgrades, streamlining the sign-up forms, and tweaking the front page of the website. These changes went live towards the end of the academic year to hopefully have a positive impact on the academic year ahead.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Language Cafe



This year, we ran 20 Language Cafes. These occurred weekly on Tuesday evenings in Dine Central. We have offered a total of 20 languages at some point: Arabic, Bangla, BSL (British Sign Language), Cantonese, English, Farsi (Persian), Filipino, French, German, Indonesian, Italian, Japanese, Mandarin, Norwegian, Romanian, Russian, Spanish, Swahili, Swedish, and Turkish.

In total, 1,729 students attended this year, an increase of 19% on last year. This further represents a tenth of all students at Sussex. This demonstrates the growing demand for multilingual community spaces like the Language Cafe on campus. This year, we had 94 student volunteers attend a training session and the Cafe to teach.

The One World Week Language Cafe event is an essential part of our yearly calendar, and exemplifies all that the Language Cafe stands for in terms of intercultural exchange and sharing of cultures. The session ran very well, with 105 attendees recorded, excluding volunteers. The purpose of the session was to increase mixing between tables, and promote cultural exchanges between languages and cultures.

We distributed two feedback forms this year and the main areas of praise across both Autumn and Spring feedback collections.

- The ability to learn and practice a language regularly for free
- Meeting and interacting with new people in a friendly, social atmosphere
- Being able to practise with native speakers is very useful
- The volunteers are friendly, helpful and approachable
- The community spirit is strong

Here are some direct quotes that sum up what the Language Cafe is all about:

"I love enthusiasm of participants! It's fun to think of my mother tongue and make them understand!"

"I love the sense of community. I especially love the range of learning presented. When I first came last year, I was terrified thinking I was going to be left behind in the dust by fast French speakers. But I was surprised to find myself surrounded by welcoming people willing to accommodate to all stages of learning. And I'm glad to know that that has continued into this year."

"Can improve my English in a safe space"

"The community our language table has created. We all have a great time and laugh a lot while learning too."

"Being able to sign with others as not many people know the language. The disability inclusion - feels like a safe space. The hot drinks."

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

"I enjoy seeing my friends at the language cafe. I look forward to it and the structure of it every week, and it is fun and I like the fact that I can freestyle my teaching as I see best."

"I deeply enjoy being able to share my knowledge with others."



Student Voice and Officers

The International Students' Officer successfully started up an education campaign on students rights. The Student Voice Team reformed the Union's approach to supporting students on key committees and supported the 2024/25 full time officers with campaign and manifesto priorities. In facilitation representation for students, the Union Council met monthly to set campaign priorities and the Student Rep Scheme saw the highest number of recruited reps ever recorded for the Union as the new recruitment trial was launched in September 2024.

Advice

Our advice team supported 800 students with new cases, including helping one student with a complaint to the OIA (Office of the Independent Adjudicator) for which they were awarded £2,000. The top three categories of cases were academic appeals followed by academic conduct and private rented sector housing issues.

We continued to employ students in the service with two Advice Assistant roles. They contributed to new ways of working including providing webinars on advice topics and producing communications for students on subjects such as appeals and exceptional circumstances.

Some feedback from students:

"Super helpful and friendly, gave me lots of info about housing, which was a great"

"The adviser cleared up the situation for me, explaining what to expect and what to do"

"It felt like the Advice Service were the only people listening to me at a time I was really struggling. They guided me through a complicated issue with my course, speaking to them helped me to keep going when I had seriously considered giving up and leaving Uni".

The Race Equity Advocates (REAs)

Our Race Equity Advocates from the following two schools: Media, Arts & Humanities (MAH) and the Business School at Sussex (BSS) have made remarkable strides in creating and implementing strategies aimed at reducing the attainment and awarding gap among ethnically minoritised student communities.

A great deal of partnership working has been undertaken to plan for the significant changes in the REA programme for 2025/6.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

This partnership emerges from the recent integration of the REA Project within the University's approved Access and Participation Plan (APP) 2025-2029, with the objective to address the current awarding gap:

- To reduce the ethnicity awarding gaps between minoritised ethnic groups and white students.
- By 2030 the awarding gap between black and white students will have reduced to no more than 12%.
- By 2030 the awarding gap between Asian and white students will have reduced to no more than 5%.
- By 2030 the awarding gap between mixed ethnicity and white students will have reduced to no more than 6%.

The project will continue to employ students as Race Equity Advocates (REAs) who will work through co-creation with colleagues across the University to:

- explore, understand and record the experiences of black, Asian and minority ethnic students in academic Faculties,
- create and review Faculty Race Equity Action Plans and support in the delivery and evaluation of these where appropriate, and
- support the development of practical solutions to issues faced by black, Asian and minority ethnic students within their Faculties and across the wider University community.

In the longer term, the project is expected to help improve student outcomes for students from black, Asian and minority ethnic backgrounds, and narrow existing ethnicity degree awarding gaps.

Sport Clubs - Highlights:

Sussex Netball 1s: This year has been a historic one for Sussex Netball. The team achieved promotion to Tier 1 for the first time in the club's history, marking a major milestone. They also reached the South East Cup Final and triumphed in a thrilling Varsity victory against Brighton.

The Women's Rugby Committee also enjoyed an excellent year, the club demonstrated outstanding commitment to fundraising and community engagement, raising £1,210 during Challenge Week and an additional £700 through an auction for Oasis charity. The team also successfully secured a grant from the RFU to train committee members as referees and established a sponsorship with Clinique through their "Game Face" initiative, which provided new equipment and kit.

The Men's Basketball Club has thrived both on and off the court. Their standout achievement was organising a charity basketball tournament, which successfully raised over £500 for charity. Their hard work has significantly strengthened the club's community presence and team cohesion.

The Men's Football 3s enjoyed an undefeated league run, creating an exceptional environment and team culture throughout the season. Under the leadership of the Coach, the team not only maintained strong camaraderie but also won the league in an unbeaten campaign, a remarkable accomplishment that reflects dedication, teamwork, and consistent excellence.

Sussex Sailing, this year marked a series of firsts for Sussex Sailing. The team achieved their first-ever BUCS victories and recorded their best finish in BUCS qualifiers to date.

Sussex Dance celebrated the most successful year in the club's history. The team achieved multiple first-place finishes across various categories and placed highly in numerous others.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

Varsity



Sussex has clinched the Varsity trophy once again! With a final score of 10-7, our athletes have secured victory over Brighton for the ninth consecutive year, cementing our dominance in the Varsity rivalry. This year's competition was nothing short of dramatic, with breathtaking performances across every discipline. Volleyball was a Sussex masterclass, as both the men's and women's teams swept Brighton 3-0. Our archers took victory by the slimmest of margins, winning on golds after a 1898-1898 draw. In pole fit, Sussex soared to 69.64 points, outscoring Brighton's 63.5, while netball delivered a nail-biting 34-33 win. The pool belonged to Sussex, with our swimmers storming to a 54-34 victory, and the climbing squad edged out Brighton 9-8 in a tightly contested battle on the walls. Varsity wasn't without its heartbreaks. Women's football fought hard but fell 0-7, and men's rugby was overcome 12-24. But with crucial victories in badminton (10-7) and women's rugby (12-7), Sussex proved yet again that teamwork, passion, and resilience define our Varsity legacy.

A huge congratulations to every athlete who played their heart out, every supporter who cheered us on, and everyone who made this competition possible. Nine years of Sussex dominance—and we're not stopping anytime soon.

Societies

This year has been an exceptional one for our student societies, with remarkable achievements across a wide range of communities and interests. Below are some of the key highlights from the year:

The South Asian Students Society organised a highly successful Diwali celebration, which brought together a diverse group of students and staff. The event had a positive impact and celebrated culture, community, and togetherness across campus.

The History Society has had an outstandingly active year, hosting 25 events and maintaining a weekly newsletter to engage members. The committee has created an inclusive and welcoming environment, providing a space for academic discussion, social connection, and shared interest in history.

The Freedom From Torture Society made a significant contribution to community outreach by hosting a Refugee Open Day Event, which provided local asylum seekers and refugees with a guided tour of the Sussex campus.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

The Friends of Palestine and Arab Society co-hosted “Alf Leila W Leila: A Thousand and One Nights”, a beautiful celebration of Arab heritage, unity, and resilience. The event successfully brought together Arab and non-Arab students, promoting cultural appreciation and solidarity. The Friends of Palestine Society has also been actively raising awareness and building a strong sense of community, encouraging understanding and advocacy through their initiatives and events.

The Sikh Society delivered one of the most remarkable events of the year, the Langar event. The students cooked and served food for over 600 people on campus, transforming the space with decorations and hospitality that reflected Sikh cultural values of service and equality. The event ran seamlessly from start to finish and gained widespread recognition, even being featured on ITV News. It brought together students and staff from across campus, creating a memorable and cultural experience.

The Japan Society has had an engaging year, hosting numerous events that introduced Japanese culture to students. In addition to cultural activities, the society has also worked to create career opportunities and networks for members interested in Japan-related fields.

As a new society this year, the Walking and Hiking Society has achieved impressive growth, building a strong and supportive membership. They have organised a variety of successful meet-ups and outdoor events, promoting wellbeing, community, and connection with nature.

The Forest Food Garden team has made outstanding progress in sustainable gardening initiatives, running inspiring workshops that have engaged students throughout the year. They have also successfully organised a music event to benefit the wider campus community, combining creativity with sustainability and student wellbeing.

Equity, Diversity and Inclusion

- Launch of new EDI structure following consultation and report from Social Justice Collective
- Had our first EDI all staff Forum and developed an EDI Action Plan
- New EDI structures in place aiming to put more onus for leading EDI initiatives on SLT, managers and HR rather than all staff and teams taking responsibility, to support Staff Networks and marginalised staff
- All teams and full time staff now have EDI actions as well as anti-racism action plans
- Continued to deliver anti-racism training
- Senior managers undertook EDI Leadership training
- This work is ongoing!

Trading

In 2025 the Company Board approved the union's first commercial trading strategy, with a three-year plan to develop our venues and retail services and to explore new forms of income.

After an extensive search and recruitment process, four new non-executive directors were appointed to the Company Board. Their knowledge and experience was invaluable in working with elected officers to develop and approve the commercial strategy.

The overall performance was positive and had resulted in an increased surplus from a target of **£55,000 to an end result of £66,000**. This was attributed to increased trading during graduation, a strong retail performance with the Co-op and Union Shop surpassing targets and proactive management of costs. The work of the management team in achieving this was recognised and praised.

It was noted that Falmer Bar only narrowly missed its target, but this was in the landscape of 2000 fewer students compared to the prior year, and 800+ fewer students living on campus.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE DIRECTORS REPORT)

FOR THE YEAR ENDED 31 JULY 2025

With these challenging and changing trading conditions, the Company Board took the difficult decision to close the Northfield Bar for 2025/6 and to combine the Union Arch merchandising store with the Falmer House Union Shop.

Governance

The Trustee Board appointed three new external trustees to the Board in May 2025 and thanked the two outgoing external trustees for their support, volunteering and counsel over the last four years.

The Trustee Board approved a 12-month shorter working week trial, set a timescale for developing a new union strategy, invested in a new finance system and a student expenses app, as well as overseeing the union's financial and legal duties.

Reserves Policy

The reserves level of unrestricted funds is set at £374,000, with an absolute operating minimum set at £137,000.

Financial Review

The students' union's gross income from all sources totalled £6,476,585 (2024: £6,738,838). Expenditure was £6,591,127 (2024: £6,660,859).

The reserves figure has decreased by £114,542 and now sits at £625,091 (2024: £739,633). This is made up of unrestricted funds of £385,703, restricted funds totalling £71,887 and designated funds of £167,501.

The gross cash balance at the end of the year totalled £747,773, a decrease of £136,153 compared to 2024. Both debtors and creditors at the year- end were higher than in 2024.

Statement of disclosure to auditor

So far as each person who was a trustee at the date of approving this report are aware, there is no relevant audit information of which the group's auditor is unaware. Additionally, the trustees individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the group's auditor is aware of that information.

This report was approved by the Trustees on and signed on their behalf, by:

Esther Adeyemo

Trustee

Date:

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 JULY 2025

The Trustees, who are also the directors of University of Sussex Students' Union for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Company law requires the Trustees' to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and group for that year.

In preparing these accounts, 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; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS

Opinion

We have audited the financial statements of University of Sussex Students' Union ('the charitable company') and its subsidiary ('the group') for the year ended 31 July 2025 which comprise the Consolidated Statement of Financial Activities, the Group Balance Sheet, the Charity Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 July 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the director's report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the directors and other management (as required by auditing standards), and discussed with the directors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the group's operations, the control environment and business performance, including the key drivers for management's remuneration;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the group has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those procedures and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit/>. This description forms part of our auditor's report.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Mark Cummins FCCA (Senior Statutory Auditor)

for and on behalf of TC Group

Statutory Auditors

Office: Sussex

Dated:

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 JULY 2025

		Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
	Notes	£	£	£	£	£
INCOME FROM:						
Charitable activities	3	1,744,645	203,667	5,084	1,953,396	2,035,928
Other trading activities	4	4,513,247	-	-	4,513,247	4,692,876
Investments	5	9,942	-	-	9,942	10,034
Total income		6,267,834	203,667	5,084	6,476,585	6,738,838
EXPENDITURE ON:						
Raising funds – trading expenditure		3,091,910	-	-	3,091,910	3,247,709
Charitable activities	6	3,271,653	227,564	-	3,499,217	3,413,150
Total expenditure		6,363,563	227,564	-	6,591,127	6,660,859
Net income / (expenditure) and Net movement in funds		(95,729)	(23,897)	5,084	(114,542)	77,979
Reconciliation of funds						
Total funds brought forward		481,432	191,398	66,803	739,633	661,654
Total funds carried forward		385,703	167,501	71,887	625,091	739,633

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 36 form part of these financial statements.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

CONSOLIDATED BALANCE SHEET

AS AT 31 JULY 2025

			2025	2024
	Notes	£	£	£
FIXED ASSETS				
Tangible assets	15		108,227	97,229
CURRENT ASSETS				
Stock	17	76,126		78,023
Debtors	18	177,772		89,007
Cash at bank and in hand		747,773		883,926
		1,001,671		1,050,956
CURRENT LIABILITIES				
Creditors due within one year	19	(476,474)		(390,219)
NET CURRENT ASSETS			525,197	660,737
TOTAL ASSETS LESS CURRENT LIABILITIES			633,424	757,966
Creditors: amounts falling due after more than one year	20		(8,333)	(18,333)
TOTAL NET ASSETS			625,091	739,633
CHARITY FUNDS	21			
Restricted funds		71,887		66,803
Designated funds		167,501		191,398
Unrestricted funds		385,703		481,432
		625,091		739,633

The Group was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 151 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised by the Board of Trustees on _____ and signed on their behalf by:

.....
Esther Adeyemo
 Trustee
 Company Number – 07695765

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

CHARITY BALANCE SHEET

AS AT 31 JULY 2025

			2025	2024
	Notes	£	£	£
FIXED ASSETS				
Tangible assets	15		24,841	11,035
Investments	16		2	2
			<u>24,843</u>	<u>11,037</u>
CURRENT ASSETS				
Debtors	18	227,551		220,254
Cash at bank and in hand		<u>408,126</u>		<u>528,407</u>
		635,677		748,661
Creditors due within one year	19	<u>(107,087)</u>		<u>(141,375)</u>
NET CURRENT ASSETS			528,590	607,286
TOTAL NET ASSETS			<u>553,433</u>	<u>618,323</u>
CHARITY FUNDS	21			
Restricted funds			71,887	66,803
Designated funds			167,501	191,398
Unrestricted funds			<u>314,045</u>	<u>360,122</u>
			<u>553,433</u>	<u>618,323</u>

The Union was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 151 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised by the Board of Trustees on _____ and signed on their behalf by:

.....
Esther Adeyemo

Trustee

Company Number – 07695765

The notes on pages 20 to 36 form part of these financial statements

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

CONSOLIDATED CASH FLOW

FOR THE YEAR ENDED 31 JULY 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by / (used in) in operating activities	23	(85,753)	191,646
Cash flows from investing activities			
Dividends, interest and rent from investments		9,942	10,034
Interest paid		(593)	(845)
Purchase of tangible fixed assets	15	(49,749)	(22,356)
Net cash used in investing activities		(40,400)	(13,167)
Cash flows from financing activities			
Repayments of borrowings		(10,000)	(10,000)
Net cash provided by financing activities		(10,000)	(10,000)
Change in cash and cash equivalents in the year		(136,153)	168,479
Cash and cash equivalents at the beginning of the year		883,926	715,447
Cash and cash equivalents at the end of the year		747,773	883,926

The notes on pages 20 to 36 form part of these financial statements

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

1 STATUTORY INFORMATION

The union is a charitable company, limited by guarantee, registered in England and Wales. In the event of the union being wound up, the liability in respect of the guarantee is limited to £1 per member of the Union. The members of the company are the Trustees. These, along with the charitable company's registered number and address, can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Charities SORP (FRS102) – Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial reporting Standard applicable in the UK (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK (FRS 102) and the Companies Act 2006.

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

University of Sussex Students' Union meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Union and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The union has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going Concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future, and there are no material uncertainties relating to going concern. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Income

All income is recognised once the Union has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the consolidated statement of financial activities on an accruals basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income where they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

2.3 Income (continued)

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Union's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Union which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spend, and depreciation charges allocated on the portion of asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and included costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Groups objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible asset into its intended working condition should be included in the measurement of cost.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

2.6 Tangible fixed assets and depreciation (continued)

At each reporting date the Union assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	20-33% straight line
Office equipment	20-33% straight line
Computer equipment	20-33% straight line
Societies and clubs equipment	20-33% straight line

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost included all direct costs and an appropriate proportion of fixed and variable overheads.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand include cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Union anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

2 ACCOUNTING POLICIES (continued)

2.12 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.13 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

2.14 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against such funds are charged against the specific fund. The aim and use of each restricted fund is set in the notes to the financial statements.

2.16 Judgements and key sources of estimation uncertainty

In the application of the company'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.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the opinion of the directors there are no significant judgements or areas of estimation uncertainty.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
University grant – general funds	1,725,708	-	-	1,725,708	1,818,771
University – other funding	18,937	-	-	18,937	6,897
Other grant income	-	-	5,084	5,084	5,150
Activities, clubs and societies	-	48,883	-	48,883	61,772
Membership fees	-	154,784	-	154,784	143,338
	<u>1,744,645</u>	<u>203,667</u>	<u>5,084</u>	<u>1,953,396</u>	<u>2,035,928</u>
Total 2024	1,812,899	205,110	17,919	2,035,928	

4 OTHER TRADING ACTIVITIES

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
University – accommodation, utilities and cleaning	1,064,000	-	-	1,064,000	1,064,000
Other grant income	-	-	-	-	5,000
Catering and management charges	494,274	-	-	494,274	733,833
Other income	81,237	-	-	81,237	59,843
Sales and operating income	2,840,714	-	-	2,840,714	2,702,926
Publications and advertising	33,022	-	-	33,022	127,274
	<u>4,513,247</u>	<u>-</u>	<u>-</u>	<u>4,513,247</u>	<u>4,692,876</u>
Total 2024	4,661,800	31,076	-	4,692,876	

5 INVESTMENT INCOME

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment income	9,942	-	-	9,942	10,034

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

6 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Representation and democracy (Note 7)	982,668	-	-	982,668	1,011,153
Publications (Note 8)	384,098	-	-	384,098	357,082
Activities, clubs and societies (Note 9)	1,606,636	227,564	-	1,834,200	1,749,928
Governance costs (Note 10)	298,251	-	-	298,251	294,987
	<u>3,271,653</u>	<u>227,564</u>	<u>-</u>	<u>3,499,217</u>	<u>3,413,150</u>
Total 2024	<u>2,968,157</u>	<u>204,306</u>	<u>30,273</u>	<u>3,202,736</u>	

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Representation and democracy					
Permanent staff costs	189,698	-	-	189,698	200,875
Sabbatical officers	183,621	-	-	183,621	178,050
NUS affiliation	30,850	-	-	30,850	30,850
Campaigns and conferences	51,368	-	-	51,368	83,339
Support costs (Note 11)	527,131	-	-	527,131	518,039
	<u>982,668</u>	<u>-</u>	<u>-</u>	<u>982,668</u>	<u>1,011,153</u>
Total 2024	<u>930,594</u>	<u>-</u>	<u>30,273</u>	<u>960,867</u>	

8 EXPENDITURE ON CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Publications					
Permanent staff costs	85,613	-	-	85,613	83,931
Administrative costs	4,251	-	-	4,251	1,273
Student media	10,745	-	-	10,745	23,369
Union marketing	2,804	-	-	2,804	5,850
Website	38,072	-	-	38,072	4,231
Support costs (Note 11)	242,613	-	-	242,613	238,428
	<u>384,098</u>	<u>-</u>	<u>-</u>	<u>384,098</u>	<u>357,082</u>
Total 2024	<u>333,936</u>	<u>-</u>	<u>-</u>	<u>333,936</u>	

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

9 EXPENDITURE ON CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
ACTIVITIES, CLUBS AND SOCIETIES					
Permanent staff costs	129,122	-	-	129,122	103,420
Administration	1,805	-	-	1,805	861
Entertainments, expenditure & events	39,166	-	-	39,166	35,005
Freshers week events	45,100	-	-	45,100	62,659
Sports club expenditure	4,667	-	-	4,667	4,633
Sports club funding	149,847	-	-	149,847	126,556
Club and society expenditure	196	-	-	196	198
Club and society fundraising	-	227,564	-	227,564	204,306
BUSA and regional affiliation	17,053	-	-	17,053	13,647
Support costs (Note 11)	1,219,680	-	-	1,219,680	1,198,643
	1,606,636	227,564	-	1,834,200	1,749,928
Total 2024	1,429,261	204,306	-	1,633,567	

10 EXPENDITURE ON CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Governance costs					
Audit and accountancy	10,000	-	-	10,000	10,000
Consultancy services	72,071	-	-	72,071	72,556
Professional services	34	-	-	34	13
Support costs (Note 11)	216,146	-	-	216,146	212,418
	298,251	-	-	298,251	294,987
Total 2024	274,366	-	-	274,366	

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

11 EXPENDITURE ON CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Support costs					
Depreciation	7,309	-	-	7,309	14,609
Equipment and kit	29,031	-	-	29,031	26,660
Insurance	23,917	-	-	23,917	20,059
IT and computer costs	40,653	-	-	40,653	40,916
Other costs	43,670	-	-	43,670	24,063
Premises costs	48,857	-	-	48,857	360
Staff costs	801,341	-	-	801,341	858,534
Training	40,603	-	-	40,603	25,378
Travel and subsistence	19,839	-	-	19,839	10,238
University - accommodation, utilities and cleaning	1,064,000	-	-	1,064,000	1,064,000
Venues and facilities	86,350	-	-	86,350	82,711
	<u>2,205,570</u>	<u>-</u>	<u>-</u>	<u>2,205,570</u>	<u>2,167,528</u>

12 AUDITOR'S REMUNERATION

	Total 2025 £	Total 2024 £
Fees payable to the Union's current auditor for the audit	<u>18,900</u>	<u>16,500</u>

13 STAFF COSTS

	Group 2025 £	Group 2024 £	Union 2025 £	Union 2024 £
Wages and salaries	2,499,851	2,490,848	1,228,269	1,277,818
Social security costs	184,183	164,826	118,732	112,691
Contribution to defined contribution pension schemes	54,119	49,515	42,394	34,302
	<u>2,738,153</u>	<u>2,705,189</u>	<u>1,389,395</u>	<u>1,424,811</u>

The average number of persons employed by the Union during the year was as follows:

	Group 2025 No	Group 2024 No	Union 2025 No	Union 2024 No
University of Sussex Students' Union	34	34	34	34
University of Sussex Students Union Trading Ltd	9	9	-	-
	<u>43</u>	<u>43</u>	<u>34</u>	<u>34</u>

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

13 STAFF COSTS (CONTINUED)

The number of employees' whole benefits (excluding employer pension costs) exceeded £60,000 was 1 (2024: 1).

	Group 2025 No	Group 2024 No
In the band £60,001 - £70,000	1	-
In the band £70,001 - £80,000	1	1
	<u>2</u>	<u>1</u>

All key management personnel for the year are the Trustees, CEO, Deputy CEO and Head of Student Representation. The aggregate remuneration of key management personnel was £399,079 (2024: £443,311).

14 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES – 31 JULY 2024

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
INCOME FROM:				
Charitable activities	1,812,899	205,110	17,919	2,035,928
Other trading activities	4,661,800	31,076	-	4,692,876
Investments	10,034	-	-	10,034
Total income	<u>6,484,733</u>	<u>236,186</u>	<u>17,919</u>	<u>6,738,838</u>
EXPENDITURE ON:				
Raising funds – trading expenditure	3,247,709	-	-	3,247,709
Charitable activities	3,178,571	204,306	30,273	3,413,150
Total expenditure	<u>6,426,280</u>	<u>204,306</u>	<u>30,273</u>	<u>6,660,859</u>
Net income/(expenditure) and Net movement in funds	58,453	31,880	(12,354)	77,979
Fund balances brought forward as restated	422,979	159,518	79,157	661,654
Fund balances carried forward	<u>481,432</u>	<u>191,398</u>	<u>66,803</u>	<u>739,633</u>

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

15 TANGIBLE FIXED ASSETS

Group	Freehold Fittings £	Office Equipment £	Computer Equipment £	Total £
Cost or valuation				
At 1 August 2024	364,466	149,895	32,218	546,579
Additions	3,374	25,260	21,115	49,749
Disposals	(1,719)	(18,946)	(10,803)	(31,468)
At 31 July 2025	366,121	156,209	42,530	564,860
Depreciation				
At 1 August 2024	309,050	115,398	24,902	449,350
Charge for the year	19,176	13,855	5,720	38,751
Disposals	(1,719)	(18,946)	(10,803)	(31,468)
At 31 July 2025	326,507	110,307	19,819	456,633
Net book value				
At 31 July 2025	39,614	45,902	22,711	108,227
At 31 July 2024	55,416	34,497	7,316	97,229

Union	Freehold Fittings £	Office Equipment £	Computer Equipment £	Total £
Cost or valuation				
At 1 August 2024	85,200	14,620	32,218	132,038
Additions	-	-	21,115	21,115
Disposals	(1,719)	-	(10,803)	(12,522)
At 31 July 2025	83,481	14,620	42,530	140,631
Depreciation				
At 1 August 2024	84,238	11,863	24,902	121,003
Charge for the year	264	1,325	5,720	7,309
Disposals	(1,719)	-	(10,803)	(12,522)
At 31 July 2025	82,783	13,188	19,819	115,790
Net book value				
At 31 July 2025	698	1,432	22,711	24,841
At 31 July 2024	962	2,757	7,316	11,035

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

16 FIXED ASSET INVESTMENTS

Union	Investments in subsidiary company £
Cost or valuation	
At 1 August 2024	2
At 31 July 2025	2
Net book value	
At 31 July 2025	2
At 31 July 2024	2

17 STOCKS

	Group 2025 £	Group 2024 £
Finished goods and goods for sale	76,126	78,023

18 DEBTORS

	Group		Union	
	2025	2024	2025	2024
	£	£	£	£
Due within one year				
Trade debtors	53,387	46,431	38,832	42,722
Amounts owed by group undertakings	-	-	122,729	148,998
Other debtors	14,822	6,300	32,920	11,739
Prepayments and accrued income	109,563	36,276	33,070	16,795
	177,772	89,007	227,551	220,254

19 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Union	
	2025	2024	2025	2024
	£	£	£	£
Bank loan and overdrafts	10,000	10,000	-	-
Trade creditors	106,270	158,586	37,231	81,525
Other taxation and social security	71,956	70,486	26,437	24,988
Other creditors	37,948	15,217	4,710	2,506
Accruals and deferred income	250,300	135,930	38,709	32,356
	476,474	390,219	107,087	141,375

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

20 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Union	
	2025	2024	2025	2024
	£	£	£	£
Bank loan and overdrafts	8,333	18,333	-	-
	8,333	18,333	-	-

The loan is a Coronavirus Bounce Back Loan. The loan is repayable in equal instalments over 60 months. The loan was interest free for the first twelve months and then payable at 2.5%.

21 STATEMENT OF FUNDS

	Balance at 1 August 2024	Income	Expenditure	Transfers	Balance at 31 July 2025
	£	£	£	£	£
Unrestricted funds					
General funds	481,432	6,267,834	(6,363,563)	-	385,703
	481,432	6,267,834	(6,363,563)	-	385,703
Designated funds					
Clubs & Societies	191,398	203,667	(227,564)	-	167,501
	191,398	203,667	(227,564)	-	167,501
Restricted funds					
University grant	5,693	-	-	-	5,693
Sussex fund (Alumni)	25,267	-	-	-	25,267
Community social fund	626	-	-	-	626
Role models	9,820	-	-	-	9,820
Sport projects	476	-	-	-	476
Good night owls	15,345	-	-	-	15,345
IT licences	9,440	-	-	-	9,440
Research Focus Groups	136	-	-	-	136
Give it a go fund	-	4,000	-	-	4,000
Ramadan funding	-	1,084	-	-	1,084
	66,803	5,084	-	-	71,887
Total funds	739,633	6,476,585	(6,591,127)	-	625,091

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

21 STATEMENT OF FUNDS (CONTINUED)

Statement of funds prior year

	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 July 2024 £
Unrestricted funds					
General funds	422,979	6,484,733	(6,426,280)	-	481,432
	422,979	6,484,733	(6,426,280)	-	481,432
Designated funds					
Clubs & Societies	159,518	236,186	(204,306)	-	191,398
	159,518	236,186	(204,306)	-	191,398
Restricted funds					
University grant	5,693	-	-	-	5,693
Sussex fund (Alumni)	25,267	-	-	-	25,267
Community social fund	626	-	-	-	626
Role models	9,820	-	-	-	9,820
Sport projects	476	-	-	-	476
Good night owls	17,576	3,460	(5,691)	-	15,345
BAME ambassador	10,259	12,854	(23,113)	-	-
IT licences	9,440	-	-	-	9,440
Research Focus Groups	-	1,605	(1,469)	-	136
	79,157	17,919	(30,273)	-	66,803
Total funds	661,654	6,738,838	(6,660,859)	-	739,633

The Clubs & Societies Fund is collected by sport clubs and societies from activities and memberships to support the running of the student-led groups in their purpose and activities.

The University grant is made up of annual funding from the University to support the services and activities provided by the Students' Union.

The Sussex Fund (Alumni) provides the Student Union with funding to support projects that enhance the student experience.

The Community Social Fund was again a proposal for a number of different student society projects, almost all of which were completed in the year.

Role Models the Union receives funding for expenses and for 1 or 2 staff members to run the Role Models programme. The programme is a peer mentoring scheme within local schools, where out university students run workshops for their young students on Mental Health and Wellbeing.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

21 STATEMENT OF FUNDS (CONTINUED)

Sports Project is to deliver social and recreational rugby sessions on campus that appeal to, and engage, new participants, and those returning to the sport.

Good Night Owls to train and support student volunteers to go out late at night in Brighton to help students in trouble while out on the town.

BAME ambassador / Race equity to gather feedback from BAME students on how life/student experience can be improved for BAME students on campus.

IT Licenses support from the university to fund licences for Zoom, LinkedIn Learning and Microsoft 365.

The Research Focus Groups is made up of funds from the University to run focus groups to assist with the Students' Union researcher for reports supporting work carried out by the Students' Union.

Give it a go fund is funding to cover the costs of club & society memberships and equipment for students who may otherwise not be able to participate due to financial constraints.

Ramadan funding is to support the Islamic community on campus during the month of Ramadan.

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

22 ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

Analysis of net assets between funds – current period

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	108,227	-	-	108,227
Current assets	762,283	167,501	71,887	1,001,671
Creditors due within one year	(476,474)	-	-	(476,474)
Creditors due after one year	(8,333)	-	-	(8,333)
	385,703	167,501	71,887	625,091

Analysis of net assets between funds – prior period

	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	97,229	-	-	97,229
Current assets	792,755	191,398	66,803	1,050,956
Creditors due within one year	(390,219)	-	-	(390,219)
Creditors due after one year	(18,333)	-	-	(18,333)
	481,432	191,398	66,803	739,633

23 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Group 2025 £	Group 2024 £
Net income/expenditure for the period (as per SoFA)	(114,542)	77,979
Adjustments for:		
Depreciation charges	38,751	43,486
Loss on disposal of fixed assets	-	2,707
Interest payable	593	845
Investment income	(9,942)	(10,034)
Decrease / (increase) in stocks	1,897	15,097
Decrease / (increase) in debtors	(88,765)	74,630
(Decrease) / increase in creditors	86,255	(13,064)
Net cash provided by/(used in) operating activities	(85,753)	191,646

24 ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2025 £	Group 2024 £
Cash in hand	747,773	883,926
Total cash and cash equivalents	747,773	883,926

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

25 ANALYSIS OF CHANGES IN NET DEBT - GROUP

	At 1 August 2024	Cash flows	At 31 July 2025
	£	£	£
Cash at bank and in hand	883,926	(136,153)	747,773
Debt due within one year	(10,000)	-	(10,000)
Debt due after one year	(18,333)	10,000	(8,333)
	<u>855,593</u>	<u>(126,153)</u>	<u>729,440</u>

26 PENSION CONTRIBUTIONS

The group operates a combined pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £54,119 (2024 : £49,515). Contributions totalling £710 (2024 : £886) were payable to the fund at the balance sheet date and are included in creditors.

27 OPERATING LEASE COMMITMENTS

At 31 July 2025 the Group and the Union had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group		Union	
	2025	2024	2025	2024
	£	£	£	£
Not later than 1 year	920	12,909	-	-
	<u>920</u>	<u>12,909</u>	<u>-</u>	<u>-</u>

28 RELATED PARTY TRANSACTIONS

One or more trustees have been paid remuneration or received other benefits from an employment with the charity. These staff members only receive remuneration in respect of services they provide under their contracts of employment. No trustee received any reimbursements for expenditure (2024: Nil). The value of trustees' remuneration and other benefits was as follows:

	2025	2024
R Linehan	-	27,026
N Tickner	-	27,539
R Kunisue	-	29,901
M Murray	-	27,176
N Bahl	30,142	29,325
S Jackson	-	27,736
E Southard	30,053	2,343
A Alexander-Sefre	29,150	2,343
L Wilson	29,391	2,343
J Orlebar-Earle	28,760	2,365
E Adeyemo	31,627	2,343
E Goodchild	2,473	-
L Knowles	2,473	-
F McEntee	2,473	-
	<u>186,542</u>	<u>180,440</u>

UNIVERSITY OF SUSSEX STUDENTS' UNION (LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

29 CONTROLLING PARTY

The charitable company is controlled by the Board of Trustees, who are also directors under company law.

30 PRINCIPAL SUBSIDIARIES

The following was a subsidiary undertaking of the Union

Name	Company Number	Registered office or principal place of business	Principal activity
University of Sussex Students' Union Trading Limited	02146582	Falmer House, University of Sussex, Brighton, BN1 9QF	Trading Activities

Class of shares	Holding	Included in consolidation
Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income	Expenditure	Net assets
	£	£	£
University of Sussex Students' Union Trading Limited	3,179,077	3,228,734*	71,660

*includes £100,474 from prior year profits