

## **University of Southampton Students' Union**

A company limited by guarantee

### **Trustees' report and financial statements**

31 July 2024

Company registration number	08034371
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Charity registration number	1148683
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# University of Southampton Students' Union

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# University of Southampton Students' Union

## Reference and Administration Information

### Trustees and advisers

#### Sabbatical Trustees

Ed Brooker [Chair]	Appointed 1 July 2023 (term concluded 30 June 2024)
Amy Moir	Appointed 1 July 2023 (term concluded 30 June 2024)
Marina Stasi	Appointed 1 July 2023 (term concluded 30 June 2024)
Lawrence Coomber	Appointed 1 July 2024
Rebecca Would	Appointed 1 July 2023
Emily Dugdale	Appointed 1 July 2024
Connor White	Appointed 1 July 2024

#### Student Trustees

Fiona Sunderland	Appointed 1 July 2022 (term concluded 30 June 2024)
Wilson Odek	Appointed 1 July 2023 (term concluded 30 June 2024)
Alice Robertson	Appointed 1 July 2023 (term concluded 30 June 2024)
Emily Bastable	Appointed 1 July 2023 (term concluded 30 June 2024)

#### External Trustees

Jim Anderson [Chair from 01 July 2024]  
Bhupinder Siran

#### Registered Office

University of Southampton Students' Union (also called "SUSU")  
Southampton  
Hampshire  
SO17 1BJ

#### Senior Leadership and Key Management Personnel

Sonia Cottrell	Chief Executive
Paul Davie	Chief Operating Officer (Company Secretary)
Chrissie Heaver	Director of Marketing & Events
Kirsten Wythe	Director of Membership Services

#### Auditors

Crowe U.K. LLP  
R+ Building  
2 Blagrove Street  
Reading RG1 1AZ

#### Bankers

Lloyds Group Plc  
1st Floor 3 Town Quay  
Southampton  
SO14 2AQ

#### Solicitors

Warner Goodman LLP  
8 College Place  
London Road  
Southampton  
SO15 2FF

# University of Southampton Students' Union

## Trustees' Report

### For the Year Ended 31 July 2024

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The Board of Trustees, who are also Directors of SUSU, present their annual report for the year ended 31 July 2024 under the Companies Act 2006 and the Charities Act 2011, together with the audited financial statements for that year. The format and content of the report and financial statements comply with the Companies Act 2006, the Charities Act 2011 and the Statement of Recommended Practice: 'Accounting and Reporting by Charities' SORP (FRS 102).

#### **TRUSTEES' REPORT**

##### **Structure, governance, and management**

###### **Charitable status**

SUSU is registered as a charity, and as a company limited by guarantee, in England and Wales.

###### **Articles of Association**

SUSU was first established in the Charter of the University of Southampton which specifies that "there shall be a Union of Students of the University". SUSU is incorporated as a Company limited by guarantee and registered as a Charity in England and Wales. The Laws, which previously governed SUSU, were replaced by the Memorandum and Articles of Association ('the Articles') on August 2012.

###### **Method of appointment of Trustees**

The management of SUSU is the responsibility of the Trustees who are elected or appointed under the terms of the Articles. The Sabbatical and Student Trustees are elected by a ballot of all full members of SUSU each year. These trustees operate on a 1-year term of office from the 1st of July to the following 30th of June, unless re-elected. They may be re-elected for one additional 1-year term.

SUSU is grateful for the contributions of our External Trustees, who are nominated and appointed by the Trustee Board. External Trustees serve a 3-year term and may usually be re-confirmed for one additional 3-year term only.

###### **Organisational structure and decision making**

The Annual General Meeting is the governing body of SUSU and, subject to the Rules and Articles of SUSU, has the power to make policy in the name of SUSU. Union Senate and students via referendum also have the power to make policy in the name of SUSU, subject to the Rules.

The Trustee Board is responsible for overseeing the management and administration of SUSU. The Board has ultimate responsibility for the governance, budget and employment issues of SUSU and the strategic direction of SUSU, much of which is delegated to officers and staff. The Trustee Board also delegates relevant decisions to relevant subcommittees that cover the areas of Finance & Resources, Audit & Risk and Executive Performance & Reward. These subcommittees have clearly defined terms of reference.

###### **Key management personnel remuneration policy**

The Board recognises its responsibilities to protect the reputation of SUSU, to reflect the values and ethos of SUSU as a students' union and registered charity, and therefore to ensure that the pay of its senior executives is fair, not excessive, and justifiable to the membership and wider stakeholders. The Board also adopts the principles of openness and transparency of senior executive pay, as recommended by the NCVO Inquiry into Charity Senior Executive Pay. The Board of Trustees therefore uses the following mechanisms to help meet these objectives and to support it in determining the pay of senior executives:

- The Board has established an 'Executive Performance and Reward Committee' with a remit to oversee and scrutinise the performance and remuneration of senior executives, on behalf of the Board.
- Finance & Resources Committee will on a periodic basis (and at least every three years) benchmark the pay of its senior executives against a cross section of other comparable UK students' unions (for example, comparable annual turnover and number of employees; comparable scope and scale of activity; and achievement of comparable quality measures and indicators such as applicable NSS results, comparable KPI's, achievement of Investor in People status and other quality standards).
- A clear Job Evaluation and Pay Policy, together with a Performance Management Policy, are in place to ensure consistency in decision making around pay.

# University of Southampton Students' Union

## Trustees' Report

### For the Year Ended 31 July 2024

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#### **Employee consultation and involvement**

Employees are consulted on issues of concern to them by means of a consultative committee (Staff Forum), regular team meetings, and regular updates, both by email and in person from the senior leadership team. Staff can submit questions to the senior leadership team, including anonymously, at any point. SUSU runs a staff survey each year to understand staff needs and concerns and develops an annual action plan based on this. SUSU also offers exit interviews for all core staff leaving the organisation and has adopted a procedure of 360-degree feedback for senior leadership.

SUSU has long-established fair employment practices in the recruitment, selection, retention, and training of staff. SUSU continually reviews employment policies in consultation with the staff team through Staff Forum.

#### **Relationship with the non-charitable subsidiary**

The charity has a wholly owned non-charitable subsidiary, SUSU Social Enterprises Limited, which was incorporated to carry out the non-member trading activities of SUSU. Further details are shown on the balance sheet and accompanying notes to the accounts. Net profits from this company are donated to the charity under Gift Aid, to leave no taxable profits in the trading company itself.

#### **Relationship with University of Southampton**

The relationship between the University of Southampton and SUSU is established in the University Charter and detailed in the constitutions of both organisations. The SUSU President and University of Southampton President & Vice Chancellor annually re-sign the Relationship Agreement which outlines the importance of the relationship between the two organisations.

SUSU receives a block grant from the University, which is regularly reviewed and renegotiated, as well as some additional funding on a project-by-project basis. All other transactions between the two parties are carried out on a commercial basis. There is no reason to believe that this or equivalent support from the University will not continue for the foreseeable future.

### **STRATEGIC REPORT**

#### **Objectives and Activities**

##### **a) Charitable objectives**

As stated in the Articles of Association, SUSU's objects are the advancement of education of students at the University of Southampton for the public benefit by:

1. promoting the interests and welfare of members at the University of Southampton during their course of study and representing, supporting, and advising members.
2. being the recognised representative channel between members and the University and any other relevant external bodies.
3. providing social, cultural, sporting, and recreational activities and forums for discussions and debate for the personal development of its members.
4. promoting and facilitating students' involvement in their wider community.
5. raising funds for other charitable organisations.

The objects are to be carried out in complete independence of all religious and political groups and in such a manner so as not to discriminate unreasonably between members.

The Trustees confirm that they have complied with the duty in Section 17 (5) of the Charities Act 2011 to have due regard to the guidance issued by the Charity Commission on public benefit.

##### **b) Strategies for achieving objectives**

We chose to conclude our strategy, Ambition 2025, during the year to allow focus on a new strategy for the future. Strategy creation during the year included workshops with key stakeholders to review our vision, values, and aims going forwards. We recognised that Ambition 2025, which originated during 2020 and COVID, was no longer fit for purpose in a post-COVID world where the pressures and demands for students have changed significantly.

# University of Southampton Students' Union

## Trustees' Report

### For the Year Ended 31 July 2024

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Our overall plans for the year are supported by individual plans for each Sabbatical Officer (approved by Union Senate), Plans for every staff team and specific strategies are developed by the senior leadership and approved by the Trustee Board for key areas of impact. We regularly monitor key performance indicators and report these to staff, trustees and the University.

#### **c) Activities for achieving objectives**

The identified missions cover our offers, services, and representation for our members across the areas of Social Enterprise, Representation, Advice and Activities as well as Facilities, Finance and People with key support from our Marketing & Digital teams.

#### **Achievements and performance**

##### **Social Enterprise**

The Shop continued to trade strongly in the year following the previous Easter 2023 refurbishment. In the year the Shop had 773,417 transactions and sold 142,245 lunchtime meal deals, saving members £188,647. We continued our partnership with "Too Good To Go" to reduce food waste, and 896 bags were collected through this scheme.

Our merchandise store, the Locker, saw strong demand during the year. 4,562 teddy bears were sold, along with 1,226 hoodies. Overall, the Locker served 9,500 students in the year. We continued our partnership with Teemill, a local supplier, to offer a sustainable and recyclable range of clothing.

Our Plant Pot café offer continued to develop during the year. The new smash burger was the most popular item on the menu along with fries. Our vegan cookies were also in high demand with 655 sold. Similar to the Shop, the Plant Pot used the "Too Good To Go" scheme and provided 194 bags through this.

The Stag's pub venue continued to offer a social destination for students including free pool and darts, with over 3,000 games of pool played. 1,500 songs were sung at our flagship Karaoke night. We sold over 16,000 pints of our own-brand Stag's lager in the year.

The Bridge café bar saw food curtailed until the second half of the year. 14,924 barista coffees were made, along with strong sales of the ever-popular tomato & mozzarella panini once food was relaunched. Our regular Monday interactive Quiz & Curry saw over £3,000 in prize money won by contestants during the year.

##### **Representation**

Student representation remains a key priority for us as an organisation and is our fundamental reason for existing.

We continued to run our programme of elections each term to elect a range of volunteer roles, both academic representatives and wider student experience and liberation roles, plus the important trustee and sabbatical positions. Overall, the elections held throughout the year successfully elected 350 student representatives. A total of 46,710 votes were cast by 8,296 individual students across all these elections. Our Spring elections remained the biggest single period of voting in the year, but all elections showed consistent levels of turnout. We also received 79 submissions through our 'You Make Change' system during the year, for a range of different issues affecting students.

##### **Advice & Lettings**

Our advisors worked on 3,648 (2023: 2,999) cases over the course of the year, including 1,471 Academic, 645 Finance, 628 Housing and 8900 appeals cases. The support the team provided will have been instrumental for many students in their ability to continue with their degree programmes.

We discontinued our Lettings service to our members within the year as a result of changes in the market and legislation making the service uncompetitive overall. We will continue to work with landlords to ensure properties meet our standards and offer housing advice to members.

# University of Southampton Students' Union

## Trustees' Report

### For the Year Ended 31 July 2024

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#### Activities & Events

Approximately 10,000 students joined a club or society during the year, a small increase on the previous year despite increasing costs affecting the student purse.

The resuming of activity also saw us increase the grants awarded to groups in recognition of a background of rising costs. Grants awarded totalled £381,812 (2023: £353,531). We continued to see a high demand for grants throughout the year, reflecting the return to regular activity.

We also continued with our "Give It a Go" initiative, launched in 2022, to provide new opportunities to students to try activities and experiences, aimed at postgraduate and international students in particular who are underrepresented in club and society membership. Alongside this we continued to provide an EDI Bursary for students from low socio-economic backgrounds to support them with joining sports clubs that previously may have been financially unaffordable for them.

We offered 371 different clubs and societies for our members to join, including 76 competitive and 54 intramural sports. The national British University College Sports (BUCS) league continued activity, and many of our groups competed across the country. We ended the year 28<sup>th</sup> in BUCS overall rankings. We continued our winning streak in the annual Varsity competition versus the University of Portsmouth.

Our Raise and Give (RAG) fundraising team of volunteers continued to raise funds during the year through their own initiatives and via fundraising carried out by clubs and societies in the year. The totals raised will benefit a range of charities including the three core charities for the year. A total of £164,743 (2023: £189,015) was raised by RAG.

We ran 353 events during the year and sold 28,856 tickets through our box office. Events included a full programme of Freshers' activity for the start of the year, along with Halloween and Christmas club nights. The year ended with our annual Graduation Ball with over 2,000 students attending to celebrate the end of their university studies.

We continued to celebrate our volunteers, joining with the University to create the Student Experience Awards, recognising the tremendous accomplishments of our volunteers. Over 300 nominations were received across the award categories. Our Academic Awards, celebrating both academic staff and academic representatives, received over 300 nominations across the five faculties of the University. Our Team Southampton Awards also received over 300 nominations to celebrate the sporting achievements of individuals and clubs during the year.

#### Overall

We saw continued engagement with students on a range of issues during the year, particularly against the backdrop of the impact of cost of living for students. We evolved schemes to support students, such as our food bank scheme, plus keeping our prices in our outlets low to provide the best value food & drink possible.

Our relationship with the University has never been stronger, and thanks to their continued block grant funding support we are well placed to deliver new activities for our members in the future. Our representation efforts saw higher levels of engagement compared to the previous year.

#### Financial review

##### a) Grant making policies

SUSU awards grants to many of its affiliated clubs and societies to help them to pursue their goals, in addition to providing indirect support through our staff and access to physical spaces. Grants are awarded against key pre-defined criteria and made each term. Grant funding increased from the previous year in recognition of increased costs for activity incurred by students, and SUSU awarded grants to our clubs & societies of £381,812 (2023: £353,531) during the year. We continued to provide the Equity, Diversity & Inclusivity Grant launched in the previous year, and awarded £1,400 (2023: £1,626) to support students in joining clubs & societies.

University of Southampton Students' Union  
Trustees' Report  
For the Year Ended 31 July 2024

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**b) Reserves policy**

The reserves policy of the University of Southampton Students' Union is to maintain a level of unrestricted cash funds, excluding those committed to or invested in tangible assets, which will enable SUSU to maintain the day-to-day operations of SUSU for a period of three months and can adjust, in a measured way, to any significant changes in resources. This target equates to the range of £400,000 – £800,000 of operating costs. SUSU currently has free reserves, as defined by the Charities Commission, of £759,061 (2023: £789,770).

**c) Principal funding**

The University of Southampton provides SUSU with an unrestricted block grant each year. For the year 2023-24 this amounted to £3,280,996 (2023: £2,887,320). The University did not provide any restricted grants in the year and contributions towards the cost of fixed asset purchases were £nil (2023: £nil).

**d) Material investments policy**

In deciding how and where to invest any surplus funds, it is SUSU's policy to take a risk averse stance, give due consideration to current Trustee Board directives and maximise returns on investments within the parameters set out therein. Surplus operating money will be held in interest-bearing bank deposit accounts on a regular basis. Monies may be held in a range of longer-term deposits, limited to a maximum term of 12 months and will be for no more than £250,000 in any single account or institution. Deposits over £100,000 or deposits made for periods longer than 6 months need approval from Finance & Resources Committee. There will always be sufficient money held on call to meet the financial requirements of SUSU for a period of one month.

Any requests for an overdraft or long-term loan facility from banks must be approved by the Trustee Board. There will be no investments in shares, gilts or bonds which are openly traded on the stock markets. Shares, gilts, or bonds may be held in companies with a direct connection to the aims of the Charity subject to confirmation of the ability of the invested entity to provide returns on the SUSU's investments. No money will be deposited outside of the UK. The amounts of deposits are included within the SUSU's management accounts.

**e) Principal risks and uncertainties and risk management**

SUSU has two sources of funding: the block grant from the University and commercial income from trading. We previously secured a new agreement with the University for a fixed block grant, not dependent on student numbers, to reduce the volatility in our income. In 2024/25 we will be seeking a new arrangement with the University.

Our trading areas continued to trade well overall, but we did see the impact of ongoing changes in student behaviour during the year due to the impact of the cost-of-living crisis on our students and continuing changes in behaviours. However, we were able to control our costs, and the experience has allowed us to better understand underlying costs and the measures available to us for managing these.

We continue to work on developing our risk management framework and have also been assessing our overall compliance with legislation and regulation beyond health & safety, to provide assurance to key stakeholders of our compliance with the law and best practice.

**f) Overall performance**

SUSU's gross income from all sources totalled £7,556,992 (2023: £6,847,493) against total expenditure of £7,572,085 (2023: £7,143,088). Revenues increased due to improved trading performance and an increase in the grant received from the University of Southampton. We operated a broadly balanced budget to provide a wide range of student benefits and, as a result, created an overall deficit of £15,093 (2023: £295,595 deficit). Expenditure also took place in the year relating to historic income received led to a large surplus in 2021-22. The total of all SUSU reserves decreased to £1,318,585 (2023: £1,333,678) due to expenditure on fixed assets and further expenditure relating to additional funding from the University of Southampton.

There are variances, both positive and negative, where activity has fluctuated within the year but overall, the financial impacts of these were as expected.



# University of Southampton Students' Union

## Trustees' Report

### For the Year Ended 31 July 2024

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The Trustees have agreed that the financial performance for the year 2023-24 was adequate.

#### **Plans for future periods**

Work is underway for a new strategy to replace "Ambition 25", with 2024-25 intended as a foundation year to allow us to fully deliver the new strategy in 2025-26 onwards. Gaining input from students to shape our work in the future will be a key component of the new strategy for all areas of SUSU.

We are continuing to adapt to changing student behaviours, and an increasingly changing world. Whilst supply chain issues have stabilised since 2023, costs remain high, and we are anticipating continued challenges around cost of living for our students. Student behaviour, and demographics, continues to change each year, presenting new challenges and opportunities for SUSU.

We are expecting to progress investment in our facilities by the University for the long-term and intend to continue to invest in new technology that is more energy efficient and supports our sustainability plans and commitments.

#### **External Affiliations**

Under the Education Act 1994, SUSU is required to report to its members, on an annual basis, all current external affiliations. SUSU was affiliated to the organisations shown below, together with the cost of affiliation in the year ending 31 July 2024:

- |  |         |
|--|---------|
| • Advice UK  | £380    |
| • British Universities and Colleges Sports (BUCS)        | £21,862 |
| • National Association of Student Money Advisors (NASMA) | £650    |

University of Southampton Students' Union  
Trustees' Report  
For the Year Ended 31 July 2024

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### Salary Information

In accordance with our Remuneration Policy, we have provided the numbers of full-time staff and gender, grouped by salary ranges earned during the year.

	Male	Female
£10,000 - £19,999	3	9
£20,000 - £29,999	13	26
£30,000 - £39,999	4	8
£40,000 - £49,999	1	3
£50,000 - £59,999	0	1
£60,000 - £69,999	1	1
£70,000 - £79,999	0	0
£80,000 - £89,999	0	1

### Fundraising Statement

SUSU does not work with any external party acting on our behalf to carry out fundraising activity and does not make direct fundraising appeals to our members. We are committed to upholding the Fundraising Regulator codes of practice for any fundraising activity carried out by our members and supported by us. We have received no complaints about our fundraising activities.

### Trustees' statement

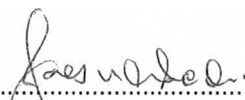
So far as each of the trustees and directors is aware, at the time the report is approved:

- There is no relevant audit information of which the company's auditors are unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

### Auditors

Crowe U.K. LLP have expressed their willingness to continue in office as auditors and a motion proposing their reappointment will be submitted to the forthcoming Annual General Meeting.

The Trustees Report, under the Charities Act 2011 and the Companies Act 2006, was approved by the Board of Trustees on 06 December 2024 including approving, in their capacity as company directors, the Report contained therein and is signed as authorised on its behalf by:



J Anderson  
Chair of Trustee Board

# University of Southampton Students' Union

## Statement of Trustees' Responsibilities

### For the Year Ended 31 July 2024

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

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **Independent Auditor's Report to the Members of University of Southampton Students' Union**

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### **Opinion**

We have audited the financial statements of University of Southampton Students' Union for the year ended 31 July 2024 which comprise the Group Statement of Financial Activities, the Group and Company Balance Sheets, the Group Cash Flow Statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 July 2024 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 and charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

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

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE UNIVERSITY OF SOUTHAMPTON STUDENTS' UNION  
(CONTINUED)**

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**Other information**

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

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

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

In light of the knowledge and understanding of the group and charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' 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 and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE UNIVERSITY OF SOUTHAMPTON STUDENTS' UNION (CONTINUED)**

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### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement on page 10 the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's or 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.

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

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

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

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

We obtained an understanding of the legal and regulatory frameworks within which the group and the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the group or charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the group or charitable company for fraud. The laws and regulations we considered in this context were General Data Protecting Regulations, Health and Safety and Safeguarding of students.

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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE UNIVERSITY OF SOUTHAMPTON STUDENTS' UNION  
(CONTINUED)**

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

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

**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 and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce

Senior Statutory Auditor

For and on behalf of

**Crowe U.K. LLP**

Statutory Auditor

**Reading**

**Dated : 11 December 2024**

University of Southampton Students' Union  
Consolidated Statement of Financial Activities  
For the Year Ended 31 July 2024

	Notes	Unrestricted Income £	Restricted Income £	Total 2024 £	Total 2023 £
<b>Income and endowments from:</b>					
<b>Donations:</b>					
- University Grants		3,280,996	-	<b>3,280,996</b>	2,887,320
- Other Grants		665,000	-	<b>665,000</b>	-
- Grant in kind from University		-	-	-	665,000
<b>Other Trading Activities:</b>					
- Rental income		6,233	-	<b>6,233</b>	6,709
- Sponsorship and marketing income		117,485	-	<b>117,485</b>	171,055
<b>Investment income</b>		-	-	-	-
<b>Charitable activities for students:</b>					
- Bars		629,552	-	<b>629,552</b>	758,896
- Catering		56,564	-	<b>56,564</b>	44,725
- Events		92,622	-	<b>92,622</b>	109,107
- Shops		2,513,564	-	<b>2,513,564</b>	2,034,841
- Lettings		28,227	-	<b>28,227</b>	36,547
- Student Activities		67,597	39,990	<b>107,587</b>	98,713
- Student Services		14,384	-	<b>14,384</b>	17,818
<b>Other income</b>	4	<u>44,778</u>	<u>-</u>	<u><b>44,778</b></u>	<u>16,762</u>
<b>Total income</b>		<u>7,517,002</u>	<u>39,990</u>	<u><b>7,556,992</b></u>	<u>6,847,493</u>
<b>Expenditure on</b>					
<b>Charitable Activities for students:</b>					
- Bars		1,014,650	-	<b>1,014,650</b>	1,165,479
- Catering		185,812	-	<b>185,812</b>	250,860
- Events		186,031	-	<b>186,031</b>	213,215
- Shops		2,984,690	-	<b>2,984,690</b>	2,502,136
- Lettings		235,357	-	<b>235,357</b>	261,562
- Student Activities		1,293,147	41,335	<b>1,334,482</b>	1,248,782
- Student Representation		1,544,103	-	<b>1,544,103</b>	1,433,478
- Student Services		<u>86,960</u>	<u>-</u>	<u><b>86,960</b></u>	<u>67,576</u>
<b>Total expenditure</b>	5	<u>7,530,750</u>	<u>41,335</u>	<u><b>7,572,085</b></u>	<u>7,143,088</u>
<b>Net income/(expenditure) before transfers</b>		(13,748)	(1,345)	<b>(15,093)</b>	(295,595)
Transfers between funds		-	-	-	-
<b>Net movement in funds</b>		(13,748)	(1,345)	<b>(15,093)</b>	(295,595)
Fund balances brought forward		<u>1,329,671</u>	<u>4,007</u>	<u><b>1,333,678</b></u>	<u>1,629,273</u>
<b>Fund balances carried forward</b>	17	<u><u>1,315,923</u></u>	<u><u>2,662</u></u>	<u><u><b>1,318,585</b></u></u>	<u><u>1,333,678</u></u>

All activities relate to continuing operations

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

The notes on pages 19 to 36 form part of these financial statements



University of Southampton Students' Union  
Consolidated Balance Sheet  
31 July 2024

	Notes	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	11	<u>559,495</u>	<u>544,018</u>
<b>Current assets</b>			
Stocks	13	160,459	171,065
Debtors	14	226,916	396,180
Cash at bank and in hand		<u>1,464,031</u>	<u>1,691,742</u>
		1,851,406	2,258,987
<b>Creditors: Amounts falling due within one year</b>	15	<u>(600,801)</u>	<u>(923,792)</u>
<b>Net current assets</b>		<u>1,250,605</u>	<u>1,335,195</u>
<b>Total assets less current liabilities</b>		<u>1,810,100</u>	<u>1,879,213</u>
<b>Creditors: Amounts falling due in more than one year</b>	16	<u>(491,515)</u>	<u>(545,535)</u>
<b>Total net assets</b>		<u>1,318,585</u>	<u>1,333,678</u>
<b>Charitable Funds</b>			
Restricted funds	17	2,662	4,007
Unrestricted funds			
General funds	17	<u>1,315,923</u>	<u>1,329,671</u>
<b>Total funds</b>		<u>1,318,585</u>	<u>1,333,678</u>

The surplus for the year in relation to the Union only was £16,860 (2023: deficit £266,583).

These financial statements were approved and authorised for issue by the Trustees and were signed on their behalf on 6 December 2024.

  
 .....  
 J Anderson  
 Chair of Trustee Board

The notes on pages 19 to 36 form part of these financial statements.

University of Southampton Students' Union  
Union Balance Sheet  
31 July 2024  
(Company Number: 08034371)

	Notes	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	11	559,495	544,018
Investments	12	<u>100</u>	<u>100</u>
		<u>559,595</u>	<u>544,118</u>
<b>Current assets</b>			
Stocks	13	160,459	171,065
Debtors	14	218,022	385,555
Cash at bank and in hand		<u>1,434,349</u>	<u>1,626,673</u>
		1,812,830	2,183,293
<b>Creditors:</b> Amounts falling due within one year	15	<u>(592,075)</u>	<u>(909,901)</u>
<b>Net current assets</b>		<u>1,220,755</u>	<u>1,273,392</u>
<b>Total assets less current liabilities</b>		<u>1,780,350</u>	<u>1,817,510</u>
<b>Creditors:</b> Amounts falling due in more than one year	16	<u>(491,515)</u>	<u>(545,535)</u>
<b>Total net assets</b>		<u>1,288,835</u>	<u>1,271,975</u>
<b>Charitable Funds</b>			
Restricted funds	17	2,662	4,007
Unrestricted funds			
General funds	17	<u>1,286,173</u>	<u>1,267,968</u>
<b>Total funds</b>		<u>1,288,835</u>	<u>1,271,975</u>

These financial statements were approved and authorised for issue by the Trustees and were signed on their behalf on 6 December 2024.

  
 .....  
 J Anderson  
 Chair of Trustee Board

The notes on pages 19 to 36 form part of these financial statements.

University of Southampton Students' Union  
Consolidated Cash Flow Statement  
For the Year Ended 31 July 2024

	Notes	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net movement in funds		(15,093)	(295,595)
Depreciation		155,560	147,288
Loss on the sale of Fixed Assets		4,202	-
Interest received		-	-
Decrease/(Increase) in stock		10,606	(56,977)
Decrease/(Increase) in debtors		169,264	(204,985)
(Decrease)/increase in creditors		(322,991)	151,474
Increase/(Decrease) in pension liability		<u>(54,020)</u>	<u>255,001</u>
<b>Net cash (used in)/provided by operating activities</b>		<u>(52,472)</u>	<u>(3,794)</u>
<b>Cash flows from investing activities</b>			
Interest receivable		-	-
Purchase of tangible fixed assets		<u>(175,239)</u>	<u>(247,621)</u>
<b>Net cash (used in) investing activities</b>		<u>(175,239)</u>	<u>(247,621)</u>
Change in cash and cash equivalents in the year		(227,711)	(251,415)
Cash and cash equivalents at the beginning of the year		<u>1,691,742</u>	<u>1,943,157</u>
<b>Total cash and cash equivalents at the end of the year</b>		<u>£ 1,464,031</u>	<u>£ 1,691,742</u>
		2024 £	2023 £
Cash at bank and in hand		<u>£ 1,464,031</u>	<u>£ 1,691,742</u>

**Analysis of changes in net funds:**

	At 1 August 2023 £	Cash flow £	At 31 July 2024 £
Cash	<u>1,691,742</u>	<u>227,711</u>	<u>1,464,031</u>

The notes on pages 19 to 36 form part of these financial statements

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

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**1. CHARITY INFORMATION**

The principal activities is campaigning, representation, provision of social activities and, the organisation of sporting and recreational activities and opportunities. University of Southampton Students' Union is an incorporated charity. (Charity registration no. 1148685, Company number: 08034371) domiciled in the UK. The registered office University of Southampton Students' Union, Southampton, Hampshire, SO17 1BJ.

**2. ACCOUNTING POLICIES**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

University of Southampton 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 note(s).

**2.2 Basis of consolidation**

The consolidated accounts include the trading activities, assets and liabilities of the group subsidiary company in accordance with the Charity SORP. Intra-group transactions and balances have been eliminated on consolidation.

As permitted by section 408 of the Companies Act 2006 and in accordance Charities SORP 2015, no separate Statement of Financial Activities has been presented.

**2.3 Going concern**

The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. In making their assessment the trustees have considered the impact of rising costs including the ability of the charity to continue to carry out its charitable objects, the impact on future income and cash collections and the financial position of the wider group. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

**2.4 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 Union and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

Investment income, gains and losses are allocated in the appropriate fund.

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

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## **2 ACCOUNTING POLICIES (continued)**

### **2.5 Income**

All incoming resources are included in the Statement of Financial Activities when the Union is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grants are accounted for under the performance model as permitted by the Charity SORP. Coronavirus Job Retention Scheme grant income is therefore recognised on a straight line basis over the furlough period for each relevant employee.

### **2.6 Expenditure**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the Union and include project management carried out at Headquarters. Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions that have not been met at the year-end are noted as a commitment, but not accrued as expenditure.

### **2.7 Tangible fixed assets and depreciation**

All assets costing more than £1,000 and with an expected useful life of over three years are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, on a straight line basis over their expected useful lives at the following rates:

Leasehold improvements	-	8-10 years
Equipment	-	3-5 years
Motor vehicles	-	5 years

Assets in the course of construction are not depreciated until they are brought into use.

Annually the trustees review the value of the assets recorded by the Union. They are satisfied that no assets require provision for impairment.

### **2.8 Investments**

Investments are stated at the lower of cost and net realisable value.

### **2.9 Operating leases**

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

### **2.10 Stocks**

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

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

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**2 ACCOUNTING POLICIES (continued)**

**2.11 Pensions**

The Union operates two defined benefits pension schemes, Universities Superannuation Scheme (USS) and the Pension and Assurance Scheme for Non-Academic Staff (PASNAS). The schemes are both multi-employer schemes where it is not possible, in the normal course of events, to identify on a consistent and reasonable basis, the share of underlying assets and liabilities belonging to individual participating employees. Therefore, as required by FRS 102, the Union accounts for these schemes as if they were defined contribution schemes. However, the Union also makes deficit contribution payments to PASNAS, as a participating employer, in accordance with FRS 102 these payments have been measured at fair value and included as a liability on the balance sheet.

Since 1 January 2019 the Union also participates in the University of Southampton Retirement Fund, a defined contribution scheme provided by Royal London, for certain non-academic staff.

The amount charged to the Statement of Financial Activities represents contributions payable to the schemes in respect of the accounting period.

**2.12 Financial instruments**

Basic financial instruments include debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. Note 22 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to trade debtors, amount owed by group undertakings, other debtors and cash equivalents, and financial liabilities referring to all creditor balances excluding deferred income and payments on account.

**2.13 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**3 JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

Preparation of the financial statements requires management to make judgements and estimates. The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are that of the PASNAS pension scheme deficit. A discount rate of 4.02% has been used in line with industry standards.

**4. Other income**

	2024 £	2023 £
Other income	<u>44,778</u>	<u>16,762</u>
	<u><u>44,778</u></u>	<u><u>16,762</u></u>

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

**5. Resources expended**  
**2024**

	<b>Staff</b>	<b>Depreciation</b>	<b>Other costs</b>	<b>Total 2024</b>	<i>Total 2023</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bars	414,740	44,235	555,675	<b>1,014,650</b>	1,165,479
Catering	143,477	3,851	38,484	<b>185,812</b>	250,860
Events	70,945	1,882	113,204	<b>186,031</b>	213,215
Shops	633,852	58,373	2,292,465	<b>2,984,690</b>	2,502,136
Lettings	143,754	2,823	88,780	<b>235,357</b>	261,562
Student activities	470,961	20,868	842,653	<b>1,334,482</b>	1,248,782
Student representation	895,928	23,528	624,647	<b>1,544,103</b>	1,433,478
Student services	<u>17,791</u>	<u>-</u>	<u>69,169</u>	<u><b>86,960</b></u>	<u>67,576</u>
<b>Total costs</b>	<u><b>2,791,448</b></u>	<u><b>155,560</b></u>	<u><b>4,625,077</b></u>	<u><b>7,572,085</b></u>	<u><i>7,143,088</i></u>

**2023**

	<i>Staff</i>	<i>Depreciation</i>	<i>Other costs</i>	<i>Total 2023</i>	<i>Total 2022</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>Bars</i>	408,923	40,591	715,965	1,165,479	1,105,359
<i>Catering</i>	209,888	5,101	35,871	250,860	146,330
<i>Events</i>	72,258	1,922	139,035	213,215	171,516
<i>Shops</i>	568,943	49,504	1,883,689	2,502,136	1,674,974
<i>Lettings</i>	142,702	2,883	115,977	261,562	178,422
<i>Student activities</i>	423,460	23,262	802,060	1,248,782	974,809
<i>Student representation</i>	837,123	24,026	572,329	1,433,478	1,266,893
<i>Student services</i>	<u>23,116</u>	<u>-</u>	<u>44,460</u>	<u>67,576</u>	<u>70,583</u>
<b>Total costs</b>	<u><b>2,686,413</b></u>	<u><b>147,289</b></u>	<u><b>4,309,386</b></u>	<u><b>7,143,088</b></u>	<u><i>5,588,886</i></u>

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

**6. Support costs included in Note 4  
2024**

	Staff	Premises	Other costs	Marketing	Total 2024	Total 2023
	£	£	£	£	£	£
Bars	179,981	190,026	59,627	4,102	<b>433,736</b>	419,125
Catering	-	-	-	-	-	-
Events	32,724	34,550	10,841	746	<b>78,861</b>	76,204
Shops	310,876	328,227	102,991	7,085	<b>749,179</b>	723,942
Lettings	49,086	51,825	16,262	1,119	<b>118,292</b>	114,306
Student activities	196,343	207,301	65,048	4,475	<b>473,167</b>	457,227
Student representation	<u>409,048</u>	<u>431,877</u>	<u>135,514</u>	<u>9,323</u>	<b><u>985,762</u></b>	<u>952,557</u>
<b>Total costs</b>	<u><b>1,178,058</b></u>	<u><b>1,243,806</b></u>	<u><b>390,283</b></u>	<u><b>26,850</b></u>	<b><u>2,838,997</u></b>	<u><b>2,743,361</b></u>

**2023**

	Staff	Premises	Other costs	Marketing	Total 2023	Total 2022
	£	£	£	£	£	£
Bars	181,754	175,451	58,688	3,232	419,125	340,526
Catering	-	-	-	-	-	-
Events	33,046	31,900	10,670	588	76,204	61,914
Shops	313,938	303,051	101,371	5,582	723,942	588,179
Lettings	49,569	47,850	16,006	881	114,306	92,870
Student activities	198,277	191,401	64,023	3,526	457,227	371,482
Student representation	<u>413,077</u>	<u>398,752</u>	<u>133,383</u>	<u>7,345</u>	<u>952,557</u>	<u>773,922</u>
<b>Total costs</b>	<u><b>1,189,661</b></u>	<u><b>1,148,405</b></u>	<u><b>384,141</b></u>	<u><b>21,154</b></u>	<u><b>2,743,361</b></u>	<u><b>2,228,893</b></u>

Premises costs include £665,000 (2023: £665,000) notional rent 'grant in kind' charged by the University.

Included within support costs are governance costs of £25,898 (2023: £21,141).



University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

**7. Net movement in fund**

	2024	2023
	£	£
Depreciation of owned tangible fixed assets	155,560	147,288
Loss on disposal of fixed assets	4,202	-
Audit of financial statements - parent company	19,670	17,965
- subsidiary company	2,270	1,955
Other remuneration to auditors- tax compliance		540
- other services	<u>3,960</u>	<u>6,235</u>

**8. Staff costs**

	2024	2023
	£	£
Wages and salaries	2,375,363	2,041,941
Social security costs	162,566	132,002
Employer's pension contributions (note 19)	253,519	513,204
Staff restructuring costs	<u>-</u>	<u>-</u>
Total costs	<u>2,791,448</u>	<u>2,687,147</u>

The average number of employees during the year was:

	2024	2023
	No	No
Core staff	68	56
Support staff	<u>127</u>	<u>110</u>
	<u>195</u>	<u>166</u>

The number of higher paid employees who were paid salaries in excess of £60,000 were:

	2024	2023
	No	No
In the bands:		
£60,001 - £70,000	2	1
£70,001 - £80,000	-	1
£80,001 - £90,000	<u>1</u>	<u>1</u>

The employees are in the University's pension scheme at a cost of £20,047 (2023: £21,424).

Termination payments of £15,349 (2023: £15,128) were made in the year comprising non-statutory/non-contractual payments.

The aggregate employee benefits of key management personnel was £433,999 (2023: £415,695). This relates to the senior leadership team and remunerated trustees.

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

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**9. Trustees' remuneration and expenses**

In addition to their role as a trustee of the Union, the sabbatical trustees perform a full-time role for a year to be the voice of the students. They listen to how students want things to be done, work with the Union staff, the volunteers, community groups and the Board of Trustees to put the suggestions into practice. The sabbatical trustees are appointed on the 1<sup>st</sup> of July and serve until the following 30<sup>th</sup> June and thus do not serve throughout the financial year.

	Number of trustees	Individual remuneration	Total remuneration
1 August 2023 – 30 June 2024	1	21,638	<b>21,638</b>
1 August 2023 – 30 June 2024	1	21,797	<b>21,797</b>
1 August 2023 – 31 July 2024	1	23,928	<b>23,928</b>
1 August 2023 – 30 June 2024	1	21,105	<b>21,105</b>
1 August 2023 – 8 August 2023	1	4,027	<b>4,207</b>
1 July 2024 – 31 July 2024	4	2,167	<b>8,668</b>
			<b>101,163</b>

The total trustee remuneration for the year ended 31 July 2024 was £101,163 (2023: £114,989)

During the year retirement benefits were accruing to 4 trustees (2023: 4) in respect of a defined contribution pension scheme. No trustee received any benefits in kind during the year (2022: none).

During the year no trustee received reimbursement of travel expenses totalling £Nil (2023: 1 trustee, £347).

**10. Corporation and capital gain tax**

The trustees consider that the Union satisfies the conditions of section 478 and 479 Corporation Tax Act 2010 and accordingly no liability arises to UK corporation tax on its activities.

University of Southampton Students' Union  
Notes to the Financial Statements  
For the Year Ended 31 July 2024

**11. Tangible fixed assets**  
**Group and Union**

	Leasehold Improvements	Assets under Construction	Equipment	Motor vehicles	Total
	£	£	£	£	£
<b>Cost</b>					
At 1 August 2023	2,733,868	20,276	1,454,430	3,935	4,212,509
Additions	47,244	17,650	110,345	-	175,239
Transfer	20,276	(20,276)	-	-	-
Disposals	<u>(14,790)</u>	<u>-</u>	<u>(77,745)</u>	<u>-</u>	<u>(92,535)</u>
At 31 July 2024	<u>2,786,598</u>	<u>17,650</u>	<u>1,487,030</u>	<u>3,935</u>	<u>4,295,213</u>
<b>Depreciation</b>					
At 1 August 2023	2,462,481	-	1,202,075	3,935	3,668,491
Adjustment on disposal	(13,513)	-	(74,820)	-	(88,333)
Charge for the year	<u>83,930</u>	<u>-</u>	<u>71,630</u>	<u>-</u>	<u>155,560</u>
At 31 July 2024	<u>2,532,898</u>	<u>-</u>	<u>1,198,885</u>	<u>3,935</u>	<u>3,735,718</u>
<b>Net book value</b>					
At 31 July 2024	<u>253,700</u>	<u>17,650</u>	<u>288,145</u>	<u>-</u>	<u>559,495</u>
At 31 July 2023	<u>271,387</u>	<u>20,276</u>	<u>252,355</u>	<u>-</u>	<u>544,018</u>

**12. Investments – Union only**

The investment shown in the Union balance sheet relates to £100 share capital in the wholly owned subsidiary company, SUSU Social Enterprises Limited (company number: 08837159), whose results are consolidated in these accounts. The subsidiary company was incorporated to carry out the non-member trading of the Union. The company had turnover in the year of £143,968 (2023: £206,049), a profit of £29,726 (2023: loss of £29,012). £61,678 (2023: £90,688) was gift aided to the Union. The company had net assets at the year-end of £29,750 (2023: net assets £61,702).

**13. Stock – group and Union**

	2024	2023
	£	£
Finished goods and goods for resale	<u>160,459</u>	<u>171,065</u>

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**14. Debtors**

	Group		Union	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	63,625	15,599	54,246	4,974
Amounts owed by clubs and societies	94,059	7,004	94,059	7,004
Amounts due from University of Southampton	15,136	30,026	15,136	30,026
Other debtors	21,136	265,290	21,622	265,290
Prepayments and accrued income	<u>32,960</u>	<u>78,261</u>	<u>32,960</u>	<u>78,261</u>
	<u><b>226,916</b></u>	<u><b>396,180</b></u>	<u><b>218,022</b></u>	<u><b>385,555</b></u>

**15. Creditors:** Amounts falling due within one year

	Group		Union	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	118,187	223,545	118,187	221,266
Amount owed to University of Southampton	139,893	128,063	139,893	128,063
Amount owed to clubs and societies	163,412	115,144	163,412	115,144
Social security and other taxes	46,425	37,885	41,139	32,015
Other creditors	15,282	34,886	15,282	34,886
Accruals and deferred income	<u>117,602</u>	<u>384,269</u>	<u>114,162</u>	<u>378,527</u>
	<u><b>600,801</b></u>	<u><b>923,792</b></u>	<u><b>592,075</b></u>	<u><b>909,901</b></u>

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**16. Creditors:** Amounts falling due after more than one year

	Group		Union	
	2024	2023	2024	2023
	£	£	£	£
Pension scheme funding deficit (note 19)	<u>491,515</u>	<u>545,535</u>	<u>491,515</u>	<u>545,535</u>
	<u>491,515</u>	<u>545,535</u>	<u>491,515</u>	<u>545,535</u>

**17. Statement of funds**

**Consolidated - 2024**

	Brought Forward	Incoming resources	Resources expenses	Transfers	Carried forward
	£	£	£	£	£
<b>Unrestricted funds</b>					
General funds	<u>1,329,671</u>	<u>7,517,002</u>	<u>(7,530,750)</u>	-	<u>1,315,923</u>
Total unrestricted funds	<u>1,329,671</u>	<u>7,517,002</u>	<u>(7,530,750)</u>	-	<u>1,315,923</u>
<b>Restricted funds</b>					
Capital Grant	4,117	-	(1,455)	-	2,662
RAG	<u>(110)</u>	<u>39,990</u>	<u>(39,880)</u>	-	-
Total restricted funds	<u>4,007</u>	<u>39,990</u>	<u>(41,335)</u>	-	<u>2,662</u>
Total funds	<u>1,333,678</u>	<u>7,556,992</u>	<u>(7,572,085)</u>	-	<u>1,318,585</u>

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**17. Statement of funds (continued)**

*Consolidated - 2023*

	<i>Brought Forward £</i>	<i>Incoming resources £</i>	<i>Resources expenses £</i>	<i>Transfers £</i>	<i>Carried forward £</i>
<i>Unrestricted funds</i>					
<i>General funds</i>	<u>1,617,154</u>	<u>6,804,637</u>	<u>(7,092,120)</u>	-	<u>1,329,671</u>
<i>Total unrestricted funds</i>	<u>1,617,154</u>	<u>6,804,637</u>	<u>(7,092,120)</u>	-	<u>1,329,671</u>
<i>Restricted funds</i>					
<i>Capital Grant</i>	7,239	-	(3,122)	-	4,117
<i>RAG</i>	<u>4,880</u>	<u>42,856</u>	<u>(47,846)</u>	-	<u>(110)</u>
<i>Total restricted funds</i>	<u>12,119</u>	<u>42,856</u>	<u>(50,968)</u>	-	<u>4,007</u>
<i>Total funds</i>	<u>1,629,273</u>	<u>6,847,493</u>	<u>(7,143,088)</u>	-	<u>1,333,678</u>

**Union - 2024**

	<b>Brought forward £</b>	<b>Incoming resources £</b>	<b>Resources expenses £</b>	<b>Transfers £</b>	<b>Carried forward £</b>
<b>Unrestricted funds</b>					
General funds	<u>1,267,968</u>	<u>7,434,712</u>	<u>(7,416,507)</u>	-	<u>1,286,173</u>
Total unrestricted funds	<u>1,267,968</u>	<u>7,434,712</u>	<u>(7,416,507)</u>	-	<u>1,286,173</u>
<b>Restricted funds</b>					
Capital Grant	4,117	-	(1,455)	-	2,662
RAG	<u>(110)</u>	<u>39,990</u>	<u>(39,880)</u>	-	-
Total restricted funds	<u>4,007</u>	<u>39,990</u>	<u>(41,335)</u>	-	<u>2,662</u>
Total funds	<u>1,271,975</u>	<u>7,474,702</u>	<u>(7,457,842)</u>	-	<u>1,288,835</u>

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**17. Statement of funds (continued)**

*Union - 2023*

	<i>Brought forward £</i>	<i>Incoming resources £</i>	<i>Resources expenses £</i>	<i>Transfers £</i>	<i>Carried forward £</i>
<i>Unrestricted funds</i>					
<i>General funds</i>	<u>1,526,439</u>	<u>6,689,276</u>	<u>(6,947,747)</u>	-	<u>1,267,968</u>
<i>Total unrestricted funds</i>	<u>1,526,439</u>	<u>6,689,276</u>	<u>(6,947,747)</u>	-	<u>1,267,968</u>
<i>Restricted funds</i>					
<i>Capital Grant</i>	7,239	-	(3,122)	-	4,117
<i>RAG</i>	<u>4,880</u>	<u>42,856</u>	<u>(47,846)</u>	-	<u>(110)</u>
<i>Total restricted funds</i>	<u>12,119</u>	<u>42,856</u>	<u>(50,968)</u>	-	<u>4,007</u>
<i>Total funds</i>	<u>1,538,558</u>	<u>6,732,132</u>	<u>(6,998,715)</u>	-	<u>1,271,975</u>

**Fund descriptions**

Restricted funds

The trustees believe that grants received for specific purposes should be identified separately within the reserves.

During the year the Union collected £39,900 (2023: £42,856). No cost was incurred to manage the fund and Union also donated £39,880 (2023: £47,846) to nominated external charities on behalf of RAG (Raise And Give).

Where third parties have helped to create assets for the Union, the value of their contribution to these assets is recorded as a capital grant fund. Each individual such contribution is amortised over the economic life of the funded asset by allocating depreciation charges against this fund. During the year no grants were received and depreciation of £1,455 on underlying assets was charged to this fund.

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**18. Analysis of net assets between funds**

**2024**

<b>Consolidated</b>	<b>Restricted funds £</b>	<b>Unrestricted Funds £</b>	<b>Total funds £</b>
Tangible fixed assets	2,633	556,862	559,495
Net current assets	-	1,250,605	1,250,605
Long term liabilities	-	(491,515)	(491,515)
	<u>2,633</u>	<u>1,315,952</u>	<u>1,318,585</u>

<b>Union</b>	<b>Restricted funds £</b>	<b>Unrestricted Funds £</b>	<b>Total Funds £</b>
Tangible fixed assets	2,633	556,862	559,495
Investments	-	100	100
Net current assets	-	1,220,755	1,220,755
Long term liabilities	-	(491,515)	(491,515)
	<u>2,633</u>	<u>1,286,202</u>	<u>1,288,835</u>

**2023**

<i>Consolidated</i>	<i>Restricted funds £</i>	<i>Unrestricted Funds £</i>	<i>Total funds £</i>
<i>Tangible fixed assets</i>	<i>4,117</i>	<i>539,901</i>	<i>544,018</i>
<i>Net current assets</i>	<i>(110)</i>	<i>1,335,305</i>	<i>1,335,195</i>
<i>Long term liabilities</i>	<i>-</i>	<i>(545,535)</i>	<i>(545,535)</i>
	<u><i>4,007</i></u>	<u><i>1,329,671</i></u>	<u><i>1,333,678</i></u>

<i>Union</i>	<i>Restricted funds £</i>	<i>Unrestricted Funds £</i>	<i>Total Funds £</i>
<i>Tangible fixed assets</i>	<i>4,117</i>	<i>539,901</i>	<i>544,018</i>
<i>Investments</i>	<i>-</i>	<i>100</i>	<i>100</i>
<i>Net current assets</i>	<i>(110)</i>	<i>1,273,502</i>	<i>1,273,392</i>
<i>Long term liabilities</i>	<i>-</i>	<i>(545,535)</i>	<i>(545,535)</i>
	<u><i>4,007</i></u>	<u><i>1,267,968</i></u>	<u><i>1,271,975</i></u>



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**19. Pension Schemes**

The Union has three separate pension arrangements; the Universities Superannuation Scheme (USS), the pension and assurance scheme (PASNAS) and the University of Southampton Retirement Fund (USRF), a defined contribution scheme provided by Royal London, for certain non-academic staff.

USS

The pension charge for the year includes £11,807 (2023 - £13,637) in relation to the USS.

The USS comprises two parts, USS Retirement Income Builder which is a defined benefit arrangement and USS Investment Builder which is a defined contribution arrangement. As explained in the accounting policies, due to insufficient information being available to enable the Union to use defined benefit accounting for the scheme, in accordance with the provisions of FRS 102 the scheme is accounted for as if it were a defined contribution scheme.

In the event of the withdrawal of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot be otherwise recovered) in respect of that employer will be spread across the remaining participating employers and reflected in the next actuarial valuation of the scheme.

During the year ended 31 July 2024, the 2023 actuarial valuation of the USS scheme was completed. The 2023 valuation was the seventh valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. This valuation was carried out using the project unit method. At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

More detail is set out in the Statement of Funding Principles which can be accessed on the USS website at [www.uss.co.uk/about-us/valuation-and-funding/2023-valuation](http://www.uss.co.uk/about-us/valuation-and-funding/2023-valuation).

Following the completion of the 2023 valuation, the USS scheme is now in a surplus position. From 1 January 2024, the contractual commitment to fund the previous deficit was removed.

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**19. Pension costs (continued)**

PASNAS

The Union contributes to a final salary defined benefit scheme for non-academic staff (PASNAS). The scheme is funded by contributions made in accordance with the recommendations of the scheme's actuaries. Following a consultation process, in May 2018 Council ratified a decision to close the scheme to new members as at 31 December 2018. All new eligible staff will be enrolled into a new defined contribution arrangement from 1 January 2019 (USRF).

The last formal triennial actuarial valuation of the scheme was performed as at 31 July 2021 and indicated that the scheme's assets represented 83% of the technical provisions corresponding to a deficit of £56,492,000. An estimate has been made for Guaranteed Minimum Pension (GMP) Equalisation and for the McCloud\* judgement in the current valuation.

\*The McCloud judgement relates to the transitional protection offered to some members of public sector final salary schemes when the schemes were reformed. The transitional protection allowed those members who were within 10 years of normal pension age to remain in their final salary scheme instead of being moved to the new career average arrangement with its higher pension age. As some members would be better off in the new scheme rather than the old the McCloud judgement requires that there is no reduction in benefits accrued or are receiving if already retired.

The 2021 valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit over a period of 8 years. These contributions also include an allowance for the cost of the ongoing administrative and operational expenses of running the Scheme. These contributions applied with effect from 1 January 2023 and will be formally reviewed following completion of the next valuation due with an effective date of 31 July 2024. Surpluses or deficits which arise at future valuations will also impact on the Union's future contribution commitment. In addition to the above contributions, the Union also pays its share of the Scheme's levy to the Pension Protection Fund.

In accordance with FRS102, the net present value of the future contributions required over 8 years to clear the funding deficit is £491,515 (2023: £545,535). In calculating this net present value, a discount rate of 4.02% representing the typical yield of high-quality corporate bonds has then been applied.

The total contributions paid into the scheme by the Union in respect of eligible employees for the year ended 31 July 2024 amounted to £63,061 (2023: £64,307). The movement in the deficit contribution liability in the year was a £54,019 increase (2023: £255,001 decrease).

USRF

Since 1 January 2019 the Union also participates in the University of Southampton Retirement Fund, a defined contribution scheme provided by Royal London Mutual Insurance Society Limited, for certain non-academic staff. The pension charge for the year includes £122,234 (2023: £99,027) in relation to the USRF.

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**20. Capital commitments**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
At 31 July the Union had capital commitments as follows:		
Authorised and contracted	<u>-</u>	<u>-</u>

**21 Related party transactions**

**University of Southampton**

The Union is in receipt of a recurrent grant from the University of £3,280,996 (2023: £2,557,953) together with other grants of £Nil (2023: £329,367). Transactions throughout the year resulted in a trading balance as at 31 July 2024 of £124,757 (2023: £98,037) owed to the University.

**SUSU Social Enterprises Limited**

The Union had transactions with the SUSU Social Enterprises Limited a 100% owned subsidiary of £61,678 (2023: £90,688) being gift aid payable, and as at 31 July 2024 the Union had a debtor balance of £485 (2023: £nil) owed by the subsidiary.

**22. Financial instruments**

<b>Group</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Financial assets measured at amortised cost	<b>1,658,472</b>	2,009,659
Financial liabilities measured at amortised cost	<b>587,888</b>	(832,959)
Financial liabilities measured at fair value	<u><b>491,515</b></u>	<u>(290,534)</u>
 <b>Union</b>	 <b>2024</b>	 <b>2023</b>
	<b>£</b>	<b>£</b>
Financial assets measured at amortised cost	<b>1,619,411</b>	1,933,965
Financial liabilities measured at amortised cost	<b>578,727</b>	(824,938)
Financial liabilities measured at fair value	<u><b>491,515</b></u>	<u>(290,534)</u>

Financial assets measured at amortised cost comprise trade debtors, amount owed by group undertakings, other debtors and cash equivalents.

Financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals excluding deferred income.

Financial liabilities measured at fair value comprise the pension scheme funding deficit.

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**23. Operating lease commitments**

At 31 July 2024 the Union had future minimum lease payments under non-cancellable operating leases as follows:

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<i>£</i>
Operating lease payments due within 1 year	<b>44,446</b>	<i>14,795</i>
Operating lease payments due between 2 and 5 years	<b><u>136,240</u></b>	<i><u>26,695</u></i>
	<b><u>180,686</u></b>	<i><u>41,490</u></i>

Lease payments recognised as an expense in the year totalled £45k.

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	Notes	Unrestricted Income £	Restricted Income £	Total 2023 £
<b>Income and endowments from:</b>				
<b>Donations:</b>				
- University Grants		2,887,320	-	2,887,320
- Other Grants		-	-	-
- Grant in kind from University		665,000	-	665,000
<b>Other Trading Activities:</b>				
- Rental income		6,709	-	6,709
- Sponsorship and marketing income		171,055	-	171,055
<b>Investment income</b>				
		-		
<b>Charitable activities for students:</b>				
- Bars		758,896	-	758,896
- Catering		44,725	-	44,725
- Events		109,107	-	109,107
- Shops		2,034,841	-	2,034,841
- Lettings		36,547	-	36,547
- Student Activities		55,857	42,856	98,713
- Student Services		17,818	-	17,818
<b>Other income</b>	4	<u>16,762</u>	<u>-</u>	<u>16,762</u>
<b>Total income</b>		<u>6,804,637</u>	<u>42,856</u>	<u>6,847,493</u>
<b>Expenditure on</b>				
<b>Charitable Activities for students:</b>				
- Bars		1,165,479	-	1,165,479
- Catering		250,860	-	250,860
- Events		213,215	-	213,215
- Shops		2,502,136	-	2,502,136
- Lettings		261,562	-	261,562
- Student Activities		1,197,814	50,968	1,248,782
- Student Representation		1,433,478	-	1,433,478
- Student Services		<u>67,576</u>	<u>-</u>	<u>67,576</u>
<b>Total expenditure</b>	5-6	<u>7,092,120</u>	<u>50,968</u>	<u>7,143,088</u>
<b>Net income/(expenditure) before transfers</b>		(287,483)	(8,112)	(295,595)
Transfers between funds		<u>-</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		(287,483)	(8,112)	(295,595)
Fund balances brought forward		<u>1,617,154</u>	<u>12,119</u>	<u>1,629,273</u>
<b>Fund balances carried forward</b>	17	<u>1,329,671</u>	<u>4,007</u>	<u>1,333,678</u>