

READING UNIVERSITY STUDENTS' UNION

FINANCIAL STATEMENTS

31st JULY 2024

**Registered Charity Number 1158523
Registered Company Number 08840709**

READING UNIVERSITY STUDENTS' UNION FINANCIAL STATEMENTS YEAR ENDED 31st JULY 2024

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Reading University Students' Union Trustee and Administrative Information

Trustees	Jack Maddock (Co-Chair)	
	Debra Soper	
	Tim Bertram	
	Ray Ellison	
	Mike Phillips	
	Gwyneth James	
	Edward Gregory	until 21.07.24
	Aishath Ish Aa Sujau	until 21.07.24
	Shaniya Dyer	until 21.07.24
	Sophie Jordan	until 20.02.24
	Leighton Monty	until 21.07.24
	Rachel Ng	until 21.07.24
	Talor Boyd	until 21.07.24
	Thomas Hudson	until 21.07.24
	Jessica Sams	until 21.07.24
	Shreyas Gandhi	from 21.07.24
	James Haxell	from 22.07.24
	Eghoghon Ifidon	from 22.07.24
	Nathan Norris	from 22.07.24
	Emanuel Adoyeye	from 22.07.24
	Madison Rundle	from 22.07.24
	Salman Ali Agha	from 01.11.2024
	Tulsi Kumar	from 01.11.2024
	Sammy Darling	from 01.11.2024
	Tobe Okonkwo	from 05.11.2024

The Co-Chairs of Trustees were Jack Maddock, and Edward Gregory until 21.07.2024 and James Haxell from 22.07.24.

Charity registration number	1158523
Company registration number	8840709
Website	www.readingsu.co.uk
Registered address	Whiteknights Campus, Pepper Lane, Reading. RG6 6EH
Chief Executive Officer	Ceri Davies until 14 April 2024
Chief Executive Officer	Catherine Bodin from 15 April 2024
Company Secretary	Ceri Davies to 14 April 2024
Company Secretary	Catherine Bodin from 15 April 2024
Auditor	Critchleys Audit LLP, 23-28 Hythe Bridge Street, OX1 2EP
Bankers Barclays	Apex Plaza, Reading RG1 1AX
Solicitors	Barrett & Co LLP, 87 Castle Street, Reading. RG1 7SN

Reading University Students' Union Trustees' Report

The Board of Trustees, who act as Directors for the purposes of Company Law, present their Annual Report for the year ended 31 July 2024 which has also been prepared to meet the requirements for a directors' report and accounts for Companies Act Purposes. The administrative information is set out on page 1, together with the audited accounts for the year.

A: Structure, Governance & Management

Charitable status

Reading University Students' Union (Reading SU) is a company limited by guarantee registered in England and Wales (company number: 8840709) which was formally registered as a charity with the Charity Commission in September 2014 (charity registration number: 1158523). The Directors of Reading SU are its Trustees for the purposes of Charity Law and throughout this report are collectively referred to as the Trustees. Reading SU is governed by its Articles of Association which were amended in March 2022.

Governance

Reading SU is a students' union within the meaning of the Education Act 1994. The SU's Articles of Association are approved by the governing body of the University of Reading, which has a statutory duty to ensure that the organisation operates in a fair and democratic manner and is held to proper account for its finances. Reading SU is devoted to the educational interests and welfare of its student members and works alongside the University of Reading to achieve its aims. The Articles of Association and supporting Byelaws have been structured to give the Trustees authority to manage the affairs of the organisation in a professional manner. The Trustees give the utmost consideration to the views of the student members.

The objects of Reading SU are the advancement of education of Students at the University of Reading for the public benefit by:

- i. promoting the interests and welfare of Students at the University of Reading during their course of study and representing, supporting and advising Students;
- ii. being the recognised representative channel between Students and the University of Reading and any other external bodies; and
- iii. providing social, cultural, sporting and recreation activities and forums for discussions and debate for the personal development of its Students.

In shaping Reading SU's strategy and objectives the Trustees have considered the Charity Commission guidance on exercising of duty and power for the public benefit.

Board of Trustees

The Board of Trustees is responsible for the strategic direction, governance, and financial sustainability of Reading SU. The Board is made up of five Officer Trustees, four Student Trustees and five External Trustees. The Officer Trustees and two of the Student Trustees are elected by and from the students at the University of Reading each year, through a cross-campus secret ballot, and serve in office for one year. The External Trustees and the remaining two Student Trustees are appointed by the Board via the Appointments Committee. The External Trustees are recruited to bring a wider perspective and skill set from outside Reading SU.

A term in office for an External Trustee lasts up to four years and they may be reappointed for a second term of up to a total maximum of eight years. The Student Trustees are appointed for a term in office of one year and they must be a registered student for the duration of their term in office. Student Trustees can be appointed for a second year. They are selected based on their skills, knowledge and experience, taking into

account the demographics of the elected student Board members. Selection decisions of the appointments committee must be ratified by the Trustee Board.

The Trustee Board holds a minimum of four meetings per academic year and is responsible for establishing and delegating to committees.

Committees

The Trustee Board has 4 formally constituted committees:

1. Finance & Risk Committee has delegated responsibility from the Board of Trustees to oversee the finances of the organisation and to analyse and monitor risk management. Matters considered include financial and risk strategy, approval of annual budgets, ongoing monitoring of financial performance and quarterly review of the risk register.
2. People & Culture Committee has delegated responsibility from the Board of Trustees to oversee people, development and cultural matters of the organisation. Matters considered include Reading SU's people strategy and associated plans, staff satisfaction, employee related policies and procedures and work to improve equality, diversity and inclusion.
3. Remuneration Committee is responsible for considering the remuneration of the Chief Executive and Officer Trustees.
4. Appointments Committee is responsible for overseeing the appointment of External Trustees, Student Trustees and other key governance roles, such as Student Voice Chair and Subsidiary Board Directors.

The Board delegates day-to-day oversight of Little Learners Nursery to a Subsidiary Company Board, with a reporting line to the Finance & Risk Committee. Most operational decisions are delegated to the Leadership Team, which consists of the Officer Trustees and members of the Senior Leadership Team.

Training of Trustees

Upon appointment, all trustees receive an induction, which includes their legal obligations and other trustee responsibilities and is tailored according to their knowledge and experience. The Officer Trustees receive a more intensive and in-depth induction and training programme as they have a variety of responsibilities within the organisation, University, and local community in addition to their unpaid Trustee roles.

Senior Leadership Team

Reading SU employs a Chief Executive, Ceri Davies (until 14th April 2024) and Catherine Bodin (from 15th April 2024), who supports the Officer Trustees and the Board of Trustees. The day-to-day management of the organisation is delegated to the Chief Executive who manages Reading SU by implementing the policy and strategy adopted by and within a budget approved by the Trustees and, where appropriate advises the Trustees in relation to such policy, strategy, and budget.

The Chief Executive was supported during the year by a Senior Leadership Team consisting of:

- Richard Lines: Head of Business Development & Operations (until 6 October 2023)
- Kath Davey: Head of Student Voice & Engagement (until 31 August 2023)
- Annie Willmot: Head of Digital & Communications
- Jane Williams: Head of Finance & Resources
- Zena Facherty: Head of People (until 12 June 2024)
- Peter Brizio: Director of Commercial Enterprise (from 13 November 2023)
- Natalie Khan: Head of People and Culture (from 17 June 2024)

Student Council

Student Council is the democratic policy making body of Reading SU. It has the authority to represent the voice of students and set our policy as outlined in the Byelaws. Student Council receives updates from Officer Trustees and holds them accountable for their representative work. It considers ideas, campaigns and projects that impact the student experience. A referendum may be called on any issue by either a resolution of the Trustees, a majority vote of Student Council or a petition by at least 4% of the student members. Annually Reading SU holds a Student Members' meeting (known as The Big Student Update) in accordance with the Byelaws. During this meeting a report is from the Trustees, annual accounts are formally presented, affiliations are approved as required by the Education Act (1994), appointment of auditors is approved and questions are asked of the Trustees by our student members.

Relationship with the University of Reading

The relationship between the University of Reading (UoR) and Reading SU is established in a Students' Union Code of Practice which has been agreed by the governing body of the University. Reading SU is grateful for the financial contribution it receives from Reading University via an annual Block Grant which is subject to approval by the governing body of the University. Reading SU occupies premises owned by the UoR, which are provided free of charge. Reading SU is responsible for the day-to-day maintenance of its buildings. Reading SU also receives a range of administrative support which enable its operations to continue successfully. Reading SU continues to operate various trading activities for students; these are dependent on UoR's support, for which the organisation is grateful. There is no reason to believe that the support from UoR will not continue for the foreseeable future. Our University has a regulatory responsibility for oversight of the proper financial management of Reading SU under the Education Act 1994.

Relationship with Subsidiary Companies

Little Learners at RUSU Ltd (company number 03723877) and RUSU Trading Limited (company number 08308331) are both limited liability companies wholly owned by Reading Students' Union. Little Learners at RUSU Ltd operates a day nursery which provides childcare for students and staff at the University of Reading, and the local community. RUSU Trading Limited operates several services for non-students which are classed as non-primary purpose trading.

Relationship with the National Union of Students

Reading SU had been a member of the NUS and paid an annual affiliation fee to access training, resources and centrally negotiated purchasing agreements for many years. In 2022, however, the members of Reading SU voted in a referendum to leave NUS UK. However, they remain affiliated to the NUS Charity which allows them continued access to group purchasing and trading support services which benefit the Union's commercial operations. As a result of this decision Reading SU has strengthened its links with other students' union sector groupings and consultancy services to ensure that its elected representatives and staff have access to support and sector research and good practice.

B: Strategy

In 2021/22 Reading SU undertook a full strategic review and has continued to implement its new strategy, 'Helping Students have the Best Time' this year.

Purpose: Our top priority is making sure students at the University of Reading have the best time.

Vision: To be a strong, inclusive, and dynamic students' union that is central to the student experience.

To achieve this, Reading SU is focusing on building communities, facilitating opportunities, and harnessing the collective voice of students to effect positive change.

Values: How we do things is important and so underpinning our work are five key values:

1. **Student-led:** putting students at the heart of everything we do
2. **Purposeful:** being bold, principled and a force for good
3. **Inclusive:** challenge inequalities, create diverse spaces, activities and services that are accessible to all students from all backgrounds

4. **Sustainable:** championing sustainability in all that we do and harnessing opportunities to collectively make a difference
5. **Accountable:** ensuring we are transparent and fair in what we say and do. Ensuring democracy drives us.

Reading SU's work is also focused around four strategic themes, which will drive our work and allocation of resources over the coming years:

1. **Being the voice of students:** We will ensure an effective voice on the issues facing students and harness the collective power we have to achieve positive change
2. **Supporting students to succeed:** We want to help students on their journey. We will do this through providing support, advice, employment and personal development opportunities.
3. **Creating a sense of belonging and community:** We will facilitate opportunities for students to come together and encourage participation in our activity. We know it takes time to feel part of a community and we recognise our role in helping to make this happen in an inclusive way.
4. **Making university life fun:** We want to ensure students have the best time at Reading, making memories for life.

To transform the way we work and to underpin the strategic themes, we utilise eight foundations:

1. People & Culture
2. Wellbeing
3. Digital Transformation
4. Engaging Communications v. Resources & infrastructure
5. Partnership
6. Engagement & Outreach
7. Good Governance & Democracy

As part of the strategy Reading SU has committed to two overarching measures of success:

1. % of students that agree we have had a positive impact on their life during their time at the University of Reading (2020: 41%, 2021/22: 57%; 2022/23: 50%, 2023/24: 54%)
2. % of students that are satisfied with the students' union (2020: 49%, 2021/22: 72% 2022/23: 56%, 2023/24: 68%)

Being the voice of students:

- There was a 26.77% increase in voter turnout in our Leadership Elections this year. There were 2408 voters – the highest number of voters since 2020.
- We aimed to increase the participation of male students in the Spring Leadership Elections by 6%. We achieved an increase of 8% on last year, with 42.85% of candidates identifying as male (vs 46% of the student body).
- Our Environment & Ethics PTO worked with one of our UG Biological Sciences Senior Reps to run our first Climate Café, with eighteen students in attendance
- In our Spring Leadership Election, 41% of candidates identified as black or from other minority ethnic backgrounds, 18% identified as LGBTQ+, 41% of candidates were international students, 49% of candidates had a disability, and 14% of candidates were mature students
- One of our Henley Business School Senior Reps ran the UK Business School Representative Conference
- The Biological Sciences Senior Reps received funding from their school run student experience mindfulness sessions such as various art and crafts activities, as well as a Women in STEM event for women's history month – nominations in the Excellence Awards showed that students really appreciated their work this year

- Students submitted 486 nominations in the Excellence Awards – a 12.5% increase on last year. Students were in attendance to present five of the awards, with four students presenting the award for Built Environment
- We supported trans students in sharing their experiences of being trans on campus through six participatory focus groups. These sessions provided a platform for students to express their views on various aspects of university life, including community, safety, and academic experiences. The findings from these focus groups have been combined with insights gathered from trans staff and will form the basis of a comprehensive trans inclusion report, scheduled for release later this year.
- We conducted a study with the University of Reading and Reading Students' Union (July-August 2024), surveying 84 students via an online survey and two focus groups. The research explored rental property conditions, management, safety, and affordability in Reading. Key findings revealed concerns over poor property conditions, high costs, and inadequate management. The results helped shape Reading Borough Council's proposed changes to licensing conditions in the town.
- Ents committee was launched where students could attend and feedback/input ideas into our entertainment offerings in the venues. One being the return of 'cheese room' at Wednesday Union as well as more DJ sessions involving Reading Electronic Music Society.
- We introduced NPS Surveys in commercial spaces.

Supporting students to succeed:

- 1034 students were supported by our Advice Service in 2023/24 academic year (993 in 2022-23)
- After engaging with our Advice Service, students were £70,204.33 better off
- We helped 238 students through an Academic Misconduct process and 113 students through an Appeal
- We gave advice to 62 students on their housing contracts, and 186 students approached the service looking for help finding accommodation.
- We ran proactive events to promote advice issues, including Housing Talks, Housing Fair, Green Week, National Student Money Week and activities within the Take a Break promotion (including Fair Ground Games and the De-stress Room). All these activities were well received by students.
- 15 students received the Sporting Excellence Scholarship, consisting of a £1000 financial payment, free SportsPark gym membership and access to professional development/mentoring from SportsPark staff. This scheme was run and managed by Reading SU with the generous backing of the University Fundraising Team and colleagues at SportsPark.
- The 'help yourself' shelf, introduced in 2021-22, has continued to be popular with students; one highlight being providing crockery to students who had just moved into halls. In 2022/23, as part of our cost-of-living initiatives and sustainability goals, we started collecting free food from Co-op as part of a waste-saving scheme and giving this to students. This year we grew this to start collecting the food on more days of the week to benefit as many students as possible.

Creating a sense of belonging and community:

- 2694 students involved in societies (a 5.5% decrease from 22/23), 2586 involved in sports (an 11.5% increase from 22/23) and 286 involved in volunteering (a 68.2% increase from 22/23). Overall 5566 Student members of student groups; a 21.9% increase from 2022/23
- The Activities team was relocated from The Lounge to the Welcome Area, back in the main building.
- The Quiet Space was introduced as part of the Welcome Fairs and utilised Room 1 of The Lounge. The space provided all the info relevant to fairs but within a calm and quiet environment. This ran alongside Quiet Hour in the marquee but will replace it for the 2024/25 year.
- In total, The Lounge took in 235 (65.4% increase from 2022/23) student group bookings; largely down to having an additional bookable room in Room 1.
- Continuing with the Cost-of-Living efforts, the Activities Fund continued to help students with the cost of membership and associated costs to sports and societies. This received 46 applications and a further £4070 was distributed to 26 successful students.
- The first Girls Night In events were run by Shaniya, Activities & Opportunities Officer. The first was run in collaboration with SportsPark and saw the facility given over largely to female only activities for the evening. In total 98 students attended.

- Ran three landlord forums alongside the University, to help engage with landlords to ensure open channels of communication, and to ensure they are better informed about the rules and regulations as relate to student housing. The ultimate goal is to create better landlords for students.
- The Welfare Officer organised fortnightly “Treat Tuesday” activities, for students to come into the Students Union to undertake various craft-based activities. There was consistent attendance at these events, peaking at 30 students attending a session on “flower crown” making. This activity supported students’ wellbeing, as well as encouraging them into the Students’ Union spaces.
- At RSU, we’re dedicated to creating an inclusive space where everyone feels welcome, especially those from underrepresented groups. This year, we focused on bringing students from different backgrounds together through our Get-Together programme. It was great to see over 285 students join us in the first term alone, a big jump from last year, with 70% more attending. It’s been a great way for students to build friendships and strengthen our community.
- We had an evening footfall of 93,053 in our venue spaces providing a space for students to socialise and unwind from their studies. This is up from 91,508 the year prior.

Making university life fun:

- We delivered a year-long programme of diverse range events, which included our regular club nights, Quiz & Karaoke, patio sessions, LGBTQ+ events and much more.
- Across our evenings in the venue, we had a total attendance of over 93,000.
- A variety of themed weeks enabled our events programme to link to our wider campaigning work, including highlights such as Black History Month and International Women’s Day.
- The highlight of our calendar is the annual Summer Ball. We hosted the event over a huge footprint of our estate, including a funfair and large tent on the meadow, and enabled students to celebrate the end of the academic year on the Whiteknights campus in style.
- Reading SU continued the running of the 3sixty bus service to help students get to and from our regular club nights. The service is run by Reading Buses and has a bespoke route to serve key student accommodation areas. In addition, we provided the Safety Bus service, which is a minibus driven overnight by student staff, helping students to get home safely.
- 667 Reading students took part in our annual varsity sports competition between the University of Reading and Oxford Brookes. The event hosted here on campus included a wide range of indoor and outdoor sports and was well attended by athletes and supporters alike.

Services for Students:

- Reading has continued to provide a variety of services from many different outlets in and around the SU building. The main entertainment venues are the 3sixty venue, Café Mondial, Knights Café, Mojos Bar and the flexible Monterey Lounge. These venues give Reading SU an overall capacity of 2,600 people which enable the venue team to provide a wide range of vibrant student focused events from small activity group sessions to running the largest and most versatile nighttime venue in Reading.
- The main building is host to several franchise spaces including a hairdresser and food outlets. These facilities provide a range of services to students and a consistent income stream to support our strategic aims.
- We continue to operate Little Learners nursery with a “Good” OFSTED rating (March 2023), providing childcare for students alongside staff and the wider community.

C: Change Priorities

Progress has been made in our agreed change programme where Trustees agreed to designate funds to support the delivery of the strategy in five key areas; summarised updates are provided below:

1. Spaces

- a. We initiated a vast refurbishment program of works throughout our commercial spaces, which was designed and began on site in July of this year. The works will complete in the early 2024/25 year.

2. Brand & Identity

- a. The coffee shop at the front of the building was rebranded over the summer, and changed name to become 'Up!'. The rationale behind this was to make the space feel more visible across campus, refresh the business and generate new customers in the new year.

3. Digital Systems

- o Since the launch of SUMS (new membership system) and new website, we started using a number of modules to increase engagement, including:
 - i. Targeted emails: Average unique open rate of target emails was 46%, which was 40% better than that of emails sent to all members.
 - ii. SU Apps and push notification: Official launch in January 2024, together with events listing on SUMS. The number of App users reached 3,600.
 - iii. Elections
 - iv. Suggestions (to enable 'Have Your Say' logistics)
 - v. Survey
 - vi. Badges (to promote high-performing clubs and societies)
 - vii. Voucher
 - viii. Subscription (to enable summer ball priority logistics)

4. Student Voice & Support

- a. This year, we created a new role within our staff matrix, the Research and Insights Coordinator, with the aim of having increased capacity for generating and interpreting the student voice. This role has been instrumental in supporting our research efforts and identifying new ways of reaching out to students.
- b. We completed a n all student survey with an external company, Red Brick, which helped us to understand the impact of our strategy so far, and identify ways in which we could enhance it going forward.

5. Building Community

- a. With the significant changes to leadership, we ringfenced most of these funds ahead of a large-scale segmentation research project, commencing in September 2024.
- b. In response to student feedback, we developed and purchased a Union mascot, to help build recognition with the Students' Union, and as a result, continue to build community.

6. Cost of Living Fund

- a. We allocated funding from our free reserves for the benefit of students struggling the cost of living. Through this we developed a number of initiatives, such as creating cheaper sports and society memberships, giving out supermarket gift cards, and also free NUS cards. This was very well received by students and we will continue our efforts in this area in 2024/25. This work is delivered and funded in partnership with the University.

Further resources have been allocated to the 2024/25 academic year and SMT will review these to ensure impact is measured and any revisions which need to be made can be incorporated. The spend of the designated funds is reported to, and monitored by the Trustee Board.

D: Financial Review

The Consolidated Statement of Financial Activities outlines the income and expenditure for Reading SU during the financial year of 2023-24. Total income was £5,330,309 (2022-23 £5,109,712) and total expenditure before movement in pension deficit was £5,461,837 (2022-23 £5,179,172).

Income for Bars increased by 8% resulting in the overall contribution up by 3%. Unfortunately in catering, although Mojors bar did better the sales in the Coffee Shop declined sharply from January and did not increase even after the change in coffee brand. The overall result was an increased loss by £41,159. The Coffee shop has been rebranded over the Summer 2024 which is showing significantly better results. Overall the income for commercial (excluding Little Learners) increased by 4% but the overall contribution reduced by 5% as a result of increased costs and salaries.

The income for Little Learners increased by £89,810 – an increase of 11% - but the challenges of staffing and the use of agency, particularly at the beginning of the year resulted in a reduction of contribution of £5,527 (7%)

The Block Grant was the same as for 22/23. Bi-annual meetings have now been agreed with the University to discuss the Block Grant going forward.

Spending increased by £282,665 driven by the increase in salaries, in light of the 9% increase in the National Minimum wage, balanced by savings. This included £199,669 spend from Designated reserves of the Change Priority funds.

The final result for the year, before the movement in pension deficit, was a £117,058 deficit of which £199,669 was the expenditure on Designated.

Custodian Activities

Reading SU acts as a custodian for several activities:

- There is a balance of £32,674 restricted reserves for funds previously raised by JCR's. Reading SU intends to utilise these funds in Welcome weeks over the next few years.
- Funds raised by students under the Raising and Giving (RAG) initiative for distribution to nominated local and national charities. £616 was raised in the year.

Reserves Policy

The Reserves Policy was reviewed during 2023-24 by the Finance & Risk Committee and approved at Board level.

Reading SU sets the level of reserves which reflects circumstances based on:

- forecasts for levels of income for the current and future years, taking into account the reliability of each source of income and the prospects for developing new income sources.
- forecasts for expenditure for the current and future years on the basis of planned activity
- analysis of any future needs, opportunities, commitments or risks, where future income alone is likely to fall short of the amount of the anticipated costs
- assessment, on the best evidence reasonably available, of the likelihood of a shortfall arising which means that reserves are necessary, and the potential consequences for Reading SU not being able to make up the shortfall

The risks identified and the suggested requirement are detailed in the table below:

Risk	Risk Assessment	Suggested Requirement
Block Grant	Medium	£100,000
Commercial Contribution	High	£340,000
Working Capital	Low	£250,000
Student Clubs & Societies	Low	£10,000
Pension Deficit	Low	£100,000
Future Plans	Low	£50,000
Reserves Policy		£850,000

This will be reviewed and agreed by the Board on an annual basis.

The General Reserve amounts to £1,309,993. After the £850,000 reserves this leaves a balance of £459,993.

A balance of £300,113 is held in the Change Priorities projects from the original transfer agreed by the Board of £647,225 in 21/22. During 23/24 £700,000 was transferred to the Commercial Refurbishment Fund to deliver a “no nails” refurbishment of the commercial spaces. This work was carried out over the summer and straddled two financial years. The Capital commitment note 25 details the amount committed at year end.

Included in the Designated Reserves is the £1,039,501 long-term pension deficit provision and £184,000 University loan resulting in a Designated reserve balance of £9,368.

The Restricted Reserves totalling £322,167 includes the balances on Student activities and the JCR accounts.

Investments

The Trustees reviewed the Investment Policy in 23/24 and made the decision to invest £0.5M in a CCLA COIF Ethical Investment Fund with a target of achieving CPI plus 3% over a period of five years. The majority of Reading SU cash are held in Barclays Deposit accounts, monthly Treasury Deposits and £0.5M is held in a CCLA COIF Deposit account. Interest generated in 23/24 was £71,784 (21/22 £24,405)

Fundraising

The charity has no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Pension Liabilities

The defined benefit pension provision is included on the Balance Sheet to comply with the Charities SORP (FRS 102). The overall impact of this inclusion is a liability of £1,039.5k (2022-23 £1,343k.) Despite the inclusion of this substantial amount the considerable level of the accumulated reserves, noted above, ensure that Reading SU remains a going concern.

Risk Management

The Board of Trustees reviews the major strategic, operational and reputational risks faced by the organisation on an annual basis or as required. The Risk Management Policy notes the major risks and identifies both their probability and likely impact on the organisation. On behalf of the Trustees, Senior Managers regularly review major risks and mitigating measures. Financial and control risks are mitigated through a robust budget management process and supporting Financial Procedures for the authorisation and processing of transactions. Procedures are also in place to ensure the health and safety of staff, volunteers and participants in all activities organised by Reading SU.

The Trustees believe that all major risks are appropriately addressed. A Risk Assessment Policy is utilised which stipulates that each department to maintain their own Risk Register. This is reviewed and monitored at Senior Leadership Team level and then the top five risks are taken to the Finance & Risk committee at least twice a year.

Future Funding and Going Concern Assessment

The Trustee Board reviewed the going concern assumption by:

- Evaluating principal risks and uncertainties which includes the challenges to commercial income and the cost of living
- Preparing a three-year financial forecast based on current business as usual
- Looking at the impact on cash flow of the three-year financial forecast

In evaluating the going concern assumption, stress tests were applied to assess the potential impact of identified uncertainties. These were a reduction of £165.2K in commercial income in 2025/26 and £150K in 2026/27; the Block Grant not increasing in 2025/26 and decreasing by £37.2K in 2026/27; and the pension deficit increasing by a further £300K. In the unlikely event that all of these should crystallise together the total

financial impact on reserves could total c652K. The uncertainties identified above, do not individually or collectively cast significant doubt on Reading SU's ability to continue as a going concern.

Declaration

The Trustees who held office at the date of approval of this trustees' report confirm that they are aware of all the relevant audit information and that there is no relevant audit information which has not been supplied to the charity's auditors.

We wish to thank all staff and volunteers at Reading SU for their continued commitment and hard work to make this another successful year for our members.

Reading University Students' Union **Trustees' Report**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Reading University Students' Union for the purposes of Company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". Company law and Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue to operate.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the governing document.

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.

The Trustees confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies:

- So far as each Trustee is aware there is no relevant audit information (information needed by the Charity's auditors in connection with preparing their report) of which the Charity's auditors are unaware; and
- Each Trustee has taken all the steps necessary to make herself/himself aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

This report was approved by the Trustees and signed by order of the Board:

.....
Jack Maddock - Co Chair

.....
Date

Reading University Students' Union **Independent Auditors' Report**

Opinion

We have audited the financial statements of Reading University Students' Union (the 'charitable company') for the year ended 31st July 2024 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31st July 2024 and of its group's 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 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 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.

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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Reading University Students' Union **Independent Auditors' Report**

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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, 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 has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the 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 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 trustees' 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' exemptions in preparing 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 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 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

Reading University Students' Union **Independent Auditors' Report**

considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

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.

Robert Kirtland (Senior Statutory Auditor)
For and on behalf Critchleys Audit LLP, Statutory Auditor
First Floor, Park Central, 40-41 Park End Street
Oxford
OX1 1JD

Reading University Students' Union
Consolidated Statement of Financial Activities
(Including the Income and Expenditure Accounts)
For the Year Ended 31st July 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOME AND ENDOWMENTS					
Grant Income					
Grants and Donations	2	1,727,335	-	1,727,335	1,727,335
Charitable Activities					
Student Social Venues and Events	3	1,680,451	-	1,680,451	1,629,748
Student Activities (Clubs and Societies)	3	39,472	524,582	564,054	569,720
Student Democracy and Representation	3	2,300	-	2,300	2,200
Little Learners (Nursery)	3	923,310	-	923,310	833,499
Other Trading Activities					
Franchised Space	4	47,130	-	47,130	55,903
Business Development	4	235,887	-	235,887	182,652
Commercial Trading	4	54,436	-	54,436	68,662
Interest Receivable		70,130	-	70,130	24,405
Other		25,276	-	25,276	15,588
Total Income		<u>4,805,727</u>	<u>524,582</u>	<u>5,330,309</u>	<u>5,109,712</u>
EXPENDITURE					
Charitable Activities					
Student Social Venues and Events	5	1,970,143	-	1,970,143	1,870,307
Student Activities (Clubs and Societies)	5	649,925	539,052	1,188,977	1,196,908
Student Democracy and Representation	5	277,765	-	277,765	287,405
Student Development	5	-	-	-	131,118
Advice Services	5	331,572	-	331,572	309,346
Digital and Communications	5	407,375	-	407,375	287,450
Affiliations	5	18,313	-	18,313	47,679
Governance	5	168,820	-	168,820	115,736
Little Learners (Nursery)	5	854,870	-	854,870	761,990
Raising Funds					
Franchised Space	6	3,185	-	3,185	3,328
Business Development	6	106,039	-	106,039	117,961
Commercial Trading	6	64,263	-	64,263	49,944
Marketing and Sponsorship	6	82,674	-	82,674	-
Total Operating Expenditure		<u>4,934,943</u>	<u>539,052</u>	<u>5,473,996</u>	<u>5,179,172</u>
Net Operating Income/(Expenditure)		(129,217)	(14,470)	(143,687)	(69,461)
Gain on investments		12,159	-	12,159	-
Movement in Pension Deficit		32,984	-	32,984	167,412
Transfers between Funds		(5,405)	5,405	-	-
Net Movement in Funds		<u>(89,479)</u>	<u>(9,065)</u>	<u>(98,544)</u>	<u>97,952</u>
Reconciliation of Funds					
Total Funds brought Forward		<u>1,408,841</u>	<u>331,232</u>	<u>1,740,073</u>	<u>1,642,121</u>
Funds Carried Forward		<u>1,319,362</u>	<u>322,167</u>	<u>1,641,529</u>	<u>1,740,073</u>

All transactions noted above derive from continuing operations.

A full Comparative SOFA for 2023 is included in note 26.

Reading University Students' Union
Consolidated Balance Sheet
As At 31st July 2024

		Consolidated		Parent	
		2024	2023	2024	2023
		£	£	£	£
Fixed Assets	10		733,428		477,999
Investments	11		512,159		4
			<u>1,245,587</u>		<u>477,503</u>
CURRENT ASSETS					
Stocks	12	92,099	111,490	91,840	111,235
Debtors	13	120,062	145,554	110,896	149,422
Cash at Bank and In Hand		2,118,833	3,041,274	1,942,242	2,871,952
		<u>2,330,994</u>	<u>3,298,318</u>	<u>2,144,978</u>	<u>3,132,609</u>
CREDITORS:					
Amounts falling due within one year	14	(765,551)	(521,690)	(677,220)	(452,204)
		<u>1,565,443</u>	<u>2,776,628</u>	<u>1,467,758</u>	<u>2,680,405</u>
CREDITORS:					
Amounts falling due in more than one year	15	(130,000)	(184,000)	(130,000)	(184,000)
PROVISION FOR LIABILITIES	16	(1,039,501)	(1,343,241)	(1,039,501)	(1,343,241)
NET ASSETS		<u>1,641,529</u>	<u>1,740,073</u>	<u>1,535,027</u>	<u>1,630,667</u>
RESERVES					
General Funds	21	1,309,994	2,305,397	1,203,496	2,195,991
Designated Fund	21	9,368	(896,556)	9,368	(896,556)
Restricted Fund	22	322,167	331,232	322,167	331,232
Total Reserves		<u>1,641,529</u>	<u>1,740,073</u>	<u>1,535,031</u>	<u>1,630,667</u>

These financial statements were approved by the Board of Trustees on and are signed on their behalf by:

.....
Salman Ali Agha - Chair of Finance

.....
Jack Maddock - Co Chair

Company Number 08840709

Reading University Students' Union
Consolidated Statement of Cash Flows
For the Year Ended 31st July 2024

Note	2024 £	2023 £
Cash Flows from Operating Activities		
Net movement of funds for the period	(98,544)	97,952
Adjustments for:		
Depreciation	152,705	224,374
Interest received from investments	(70,130)	(24,405)
Decrease/(Increase) in Stock	19,390	(9,202)
Decrease in Debtors	25,492	12,657
Increase/(Decrease) in Pension Provision	(303,740)	(167,412)
Increase/(Decrease) in Other Creditors	231,702	8,964
Net Cash provided by Operating Activities	<u>(43,125)</u>	<u>142,928</u>
Cash Flows from Investing Activities		
Interest received from investments	70,130	24,405
Payments to acquire fixed assets	(395,446)	(255,695)
Payments to acquire investments	(500,000)	-
Net Cash provided by Investing Activities	<u>(825,316)</u>	<u>(231,290)</u>
Cash Flows from Financing Activities		
Loan Repaid	(54,000)	(54,000)
Additional Loans in year	-	-
Net Cash provided by Financing Activities	<u>(54,000)</u>	<u>(54,000)</u>
Change in cash and equivalents in the period	(922,441)	(142,362)
Cash and equivalents at the start of the period	<u>3,041,274</u>	<u>3,183,636</u>
Cash and equivalents at the end of the period	<u>2,118,833</u>	<u>3,041,274</u>

1. ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with the Charity's governing document, which is the Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 2019). The Union is a Public Benefit Entity as defined by FRS 102.

Going Concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. As detailed in the Trustees Report, in forming this opinion, they have considered a period of at least twelve months from the date of approval of these financial statements.

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value over the useful economic life of that asset as follows:

Other Equipment	5 – 10 years
Bars	5 – 10 years
Shops	5 – 10 years
Office and Facilities	3 – 10 years
Motor Vehicles	3 years

Stocks

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

Operating Lease Agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

Pension Costs

The Union participated in the Student Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. This scheme is now closed to future accrual. The fund continues to be valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable in respect of the past deficit being determined by the trustees on the advice of the actuary. The scheme operates as a pooled arrangement. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under FRS 102 the discounted value of contributions payable in respect of past service deficit have been provided for.

The National Union of Students Pension Scheme (NUSPS), and the National Employment Savings Trust (NEST) are defined contribution schemes and are accounted for in the year in which they are due.

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

Investments

Investments are stated at cost less any provision for diminution in value.

Taxation

No provision is made in these accounts for tax as the Union is entitled to the exemptions available to charities provided all income is applied for charitable purposes.

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the results of the two subsidiary companies, Little Learners @ RUSU Ltd and RUSU Trading Ltd.

2. DONATIONS AND GRANTS

	2024 £	2023 £
Annual Grant	1,727,335	1,727,335
	1,727,335	1,727,335

3. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Student Social Venues and Events	1,680,451	-	1,680,451	1,629,748	-	1,629,748
Student Activities	39,472	524,582	564,054	56,831	512,889	569,720
Democracy & Representation	2,300	-	2,300	2,200	-	2,200
Little Learners Nursery	923,310	-	923,310	833,499	-	833,499
	2,645,533	524,582	3,170,115	2,522,278	512,889	3,035,167

The Nursery is operated by a subsidiary company, Little Learners Ltd, which is 100% owned by Reading University Students' Union.

4. OTHER TRADING ACTIVITIES

	2024 £	2023 £
Franchised Space	47,130	55,903
Business Development	235,887	182,652
Commercial Trading	54,436	68,662
	337,453	307,217

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Costs £	Support Costs £	2024 Total £	Direct Costs £	Support Costs £	2023 Total £
Student Social Venues and Events	1,583,519	386,624	1,970,143	1,554,383	315,924	1,870,307
Student Activities	985,689	203,288	1,188,977	1,011,529	185,380	1,196,908
Student Development	-	-	-	131,118	-	131,118
Democracy and Representation	152,038	125,727	277,765	177,550	109,855	287,405
Advice Services	215,896	115,676	331,572	207,844	101,502	309,346
Digital and Communication	173,977	233,398	407,375	166,174	121,276	287,450
Affiliations	18,313	-	18,313	47,679	-	47,679
Governance	168,820	-	168,820	115,736	-	115,736
Little Learners Nursery	826,124	28,746	854,870	732,034	29,956	761,990
	4,124,378	1,093,459	5,217,837	4,144,846	863,893	5,007,939

6. EXPENDITURE ON OTHER TRADING ACTIVITIES

	Direct Costs £	Support Costs £	2024 Total £	Direct Costs £	Support Costs £	2023 Total £
Franchised Space	-	3,185	3,185	-	3,328	3,328
Business Development	57,831	48,208	106,039	85,238	32,453	117,691
Commercial Trading	47,143	17,120	64,263	38,131	11,813	49,944
Marketing and Sponsorship	82,674	-	82,674	-	-	-
	187,648	68,513	256,161	123,369	47,594	170,763

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

7. SUPPORT COSTS

	Support Staff	Repairs, Maintenance & Cleaning	Office Costs	Other Costs	2024 Total	2023 Total
	£	£	£	£	£	£
Student Social Venues and Events	244,086	49,985	96,550	(3,997)	386,624	315,924
Student Activities	128,472	26,236	50,678	(2,098)	203,288	185,380
Democracy and Representation	76,709	17,189	33,203	(1,374)	125,727	109,855
Advice Services	76,978	13,570	26,213	(1,085)	115,676	101,502
Digital and Communication	179,866	18,773	36,261	(1,502)	233,398	121,276
Little Learners Nursery	28,746	-	-	-	28,746	29,956
Franchised Space	3,185	-	-	-	3,185	3,328
Business Development	37,244	3,845	7,427	(308)	48,208	32,453
Commercial Trading	9,380	2,714	5,243	(217)	17,120	11,813
	784,666	132,312	255,575	(10,581)	1,161,972	911,487

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

8. NET INCOMING RESOURCES

The net incoming resources is stated after charging:

	2024	2023
	£	£
Depreciation of tangible fixed assets	152,705	224,374
Operating Lease rentals	100	200
Audit Fees	<u>15,300</u>	<u>12,000</u>

9. STAFF COSTS AND KEY MANAGEMENT PERSONNEL

	2024	2023
	£	£
Permanent Staff		
Gross Salaries	1,809,155	1,622,800
Termination payments	10,000	71,349
Employers N.I.	177,890	148,635
Employers Pension	73,200	74,093
Part Time Students	<u>409,753</u>	<u>347,665</u>
Total Staff Costs	<u>2,479,998</u>	<u>2,264,542</u>

The average number of permanent staff in the year was 66 (2023: 66)

The average number of temporary student staff in the year was 100 (2023:79)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £70,000 was nil (2023: one).

The total employee benefits (including employer pension and employer national insurance costs) of the key management personnel which consists of nine managers was £296,362 (2023: five managers, £279,456).

Expenses totalling £1,113 were paid to trustees during the period (2023: £777).

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

10. TANGIBLE FIXED ASSETS

	Venues	Other	Office and Facilities	Nursery	Total
Cost	£	£	£	£	£
At 1 st August 2023	342,129	1,043,861	798,476	38,886	2,223,352
Additions	25,027	368,575	1,844	-	395,446
Disposals	(3,736)	(30,043)	(131,797)	-	(165,576)
At 31st July 2024	363,420	1,382,393	668,523	38,886	2,453,222
Depreciation					
At 1 st August 2023	255,797	785,391	665,779	25,699	1,732,666
Charge for the Year	29,673	82,443	36,222	4,366	152,704
Disposals	(3,736)	(30,043)	(131,797)	-	(165,576)
At 31st July 2024	281,734	837,792	570,204	30,065	1,719,794
Net Book Value					
At 31st July 2024	81,686	544,602	98,320	8,821	733,428
At 31 st July 2023	86,322	258,470	132,697	13,187	490,686

Included within this balance is the Net Book Value of all assets purchased using the designated Future Projects fund, which is £243,623 at 31 March 2023 (2023: £243,623).

11. INVESTMENTS

	2024 £	2023 £
Subsidiary Companies:		
Little Learners @ RUSU Limited	2	2
RUSU Trading Limited	2	2
	4	4
Ethical investment fund:		
Brought forward as at 1 August 2023	-	-
Additions	500,000	-
Change in market value	12,159	-
Carried forward as at 31 July 2024	512,159	-

Little Learners at RUSU Limited (Company Number: 03723877) operates a nursery. The results of the subsidiary are consolidated in these accounts and are set out in notes 3 and 5. The net assets of the company at the year end amounted to £106,502 (2023: £109,410).

RUSU Trading Limited (Company Number: 08308331) was incorporated on 27th November 2012 and commenced to trade on 1st August 2015. The company was dormant throughout 2022/23. The net assets of the company at the year end amounted to £2.

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

12. STOCKS

	Consolidated		Parent	
	2024	2023	2024	2023
	£	£	£	£
Bars	42,036	48,296	42,036	48,296
Merchandise	25,271	22,998	25,271	22,998
Sports Kit	21,193	31,940	21,193	31,940
Catering	3,345	8,001	3,340	8,001
Nursery	255	255	-	-
	<u>92,099</u>	<u>111,490</u>	<u>91,840</u>	<u>111,235</u>

13. DEBTORS

	Consolidated		Parent	
	2024	2023	2024	2023
	£	£	£	£
Trade Debtors	51,997	51,373	43,384	45,522
Other Debtors	7,720	22,689	7,719	23,304
Intercompany Balance	-	-	(397)	9,259
Prepayment and Accrued Income	60,345	71,493	60,190	71,337
	<u>120,062</u>	<u>145,555</u>	<u>110,896</u>	<u>149,422</u>

14. CREDITORS: Amounts falling due within one year

	Consolidated				Parent			
	2024		2023		2024		2023	
	£	£	£	£	£	£	£	£
University Loans		54,000		54,000		54,000		54,000
Trade Creditors		167,328		105,566		162,707		94,465
Other Creditors including Taxation:								
PAYE Social	58,858		46,062		58,858		46,062	
Security								
Other Creditors	195,538		77,262		120,531		28,845	
Holiday Pay accrual	31,182		16,351		31,182		16,351	
Accruals and								
Deferred Income	258,645		222,449		249,942		212,481	
		<u>544,223</u>		<u>362,124</u>		<u>460,513</u>		<u>303,739</u>
		<u>765,551</u>		<u>521,690</u>		<u>677,220</u>		<u>452,204</u>

Reading University Students' Union
Notes to the Financial Statements
For the Year Ended 31st July 2024

15. **CREDITORS:** Amounts falling due after one year

	Consolidated		Parent	
	2024	2023	2024	2023
	£	£	£	£
University Loans	130,000	184,000	130,000	184,000
	<u>130,000</u>	<u>184,000</u>	<u>130,000</u>	<u>184,000</u>

The Union currently has two interest free loans with the University which are repayable in instalments. As at July 2024, £25,000 is repayable in instalments until 2027 and £105,000 is repayable in instalments until 2028.

16. **PROVISION FOR LIABILITIES**

	Consolidated		Parent	
	2024	2023	2024	2023
	£	£	£	£
Pension Provision	1,039,501	1,343,241	1,039,501	1,343,241
	<u>1,039,501</u>	<u>1,343,241</u>	<u>1,039,501</u>	<u>1,343,241</u>

17. **PENSIONS**

The Union participated in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of students' unions and related bodies throughout the country. Benefits in respect of service up to 30th September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1st October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30th September 2011 the scheme closed to future accrual.

The most recent valuation of the Scheme was carried out as at 30 June 2022 and showed that the market value of the Scheme's assets was £106.7m with these assets representing 44% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £136.6m.

The 2022 valuation saw scheme Trustees take steps to ensure that the level of contributions will remain affordable for participating employers. The regular increase of 5% due in October 2023 will proceed as they had planned, with a subsequent increase of 5% each 1 October until the end of the deficit recovery period, which is now expected to be in May 2037. This is an extension from August 2035. Contributions due from 1 October 2026 onwards will be reviewed following the next actuarial valuation, due with an effective date of 30 June 2025. These contributions also include an allowance for the cost of the ongoing administrative and operational expenses of running the Scheme. 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 14 years to clear the funding deficit is £1,039,501 (2023: £1,343,241).

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In calculating this net present value, the extension of the deficit recovery period and then the annual increases of 5% have been taken into account and a discount rate of 6.1% representing the typical yield of high-quality corporate bonds has then been applied. The total contributions paid into the scheme in respect of the funding deficit for the period ended 31st July 2024 were £356,964 (2023: nil).

From 1st October 2011 the Union has participated in the National Union of Students Pension Scheme, NUSPS, which is a defined contribution scheme. This scheme was closed to new entrants on 31st January 2014. From 1st February 2014 new staff are automatically enrolled in the National Employment Savings Trust (NEST). Contributions to these schemes are accounted for in the year in which they are due and amounted to £53,893 (2023: £53,507).

18. COMMITMENTS UNDER OPERATING LEASES

At 31st July 2024 the company had total commitments under non-cancellable operating leases as set out below:

	2024		2023	
	Land & Buildings	Other Items	Land & Buildings	Other Items
	£	£	£	£
<i>Operating Leases which expire</i>				
:				
Within 1 year	100	-	200	-
After more than 5 years	1,100	-	1,100	-
	<u>1,200</u>	<u>-</u>	<u>1,300</u>	<u>-</u>

The above amount relates to the lease on the nursery building which was renewed during the prior year and runs until March 2024 and the lease on the Student Union building which runs until 2036. Other accommodation is provided free of charge by the University. Were the Union to pay for additional space it uses for its operations this charge would increase by up to £675,000.

19. DONATIONS

The Union made no donations to external bodies during the year except where collections were made on behalf of various charities and lodged with the Union prior to payment to the charity.

20. RELATED PARTY TRANSACTIONS

The Union is in receipt of a recurrent grant from the University of Reading of £1,727,335 (2023: £1,727,335). The Union also received loans from the University in previous years, and in 2024 made repayments totalling £54,000 (2023: £54,000).

In addition, the Union occupies its building under a lease from The University of Reading for a charge of £100 per year until 25th March 2036 under an agreement whereby the Union maintains the building in a good state of repair.

The trustees of the Union are the members of the Trustee Board. The Officer Trustees of the Trustee Board receive remuneration for their services as provided for within the Constitution.

Reading University Students' Union
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21. UNRESTRICTED FUNDS

	Balance B/F 2023	Income	Expenditure	Transfers	Balance C/F 2024
DESIGNATED FUNDS					
Capital Equipment Fund	243,623	-	(83,405)	362,093	522,311
Commercial refurbishment	-	-	-	383,592	383,592
University Loan Fund	(238,000)	-	-	54,000	(184,000)
Spaces	109,740	-	(15,255)	(1,003)	93,482
Brand and Identity	31,358	-	(9,663)	(17,623)	4,072
Digital Systems	66,863	-	(6,249)	-	60,614
Student Voice	68,700	-	(13,533)	-	55,167
Building Community	91,668	-	(4,892)	-	86,776
Pension Reserves	(1,343,243)	-	(32,984)	336,724	(1,039,503)
Cost of Living Fund	33,649	-	(12,352)	(12,190)	9,107
UoR#Bit	9,086	-	(5,816)	-	3,270
Student Engagement Fund	30,000	-	(15,520)	-	14,480
	(896,556)	-	(199,669)	1,105,593	9,368
UNRESTRICTED FUNDS					
General Funds	2,195,987	3,870,227	(3,825,574)	(1,037,148)	1,203,496
Little Learners Reserve	109,410	923,310	(852,368)	(73,850)	106,502
	2,305,397	4,793,537	(4,677,942)	(1,110,998)	1,309,994
	1,408,841	4,793,537	(4,877,611)	(5,405)	1,319,362

Funding of Capital Expenditure

The Capital Equipment Fund represents the Unions investments in fixed assets. All capitalised assets acquired from other designated funds (e.g. Future Project Fund, Spaces, etc) are represented by the Capital Equipment Fund and appropriate transfers are made. Fixed assets depreciation is charged against this fund.

University Loan Fund

The University Loan Fund represents the amount still owed to the University to repay loans which have financed fixed asset acquisitions.

Spaces

The Spaces fund is intended to be used to reconfigure several spaces in the summer of 2024, including:

- a new helpdesk
- repurposing the study to a student activities hub
- general uplift of the space
- upgrade of venues spaces
- reallocation of some outlets
- improved office space
- new furniture

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Brand and Identity

The Brand and Identity fund has been designated and used for rebranding across the Union. It was used for the design, physical assets and cultural elements of the project to ensure that it was fully comprehensive in scope.

Digital Systems

The Digital Systems fund will cover the upgrade of the IT network and facilities, as well as the investment in a new online membership system and a range of improvements to membership services. This has been partially achieved with further work planned.

Student Voice

The Student Voice fund will be used to research project capacity and provide improvements to the Union's advice and policy systems. It will also help to make democratic improvements (linked to digital systems), and to fund a salaried role within the data and insights team.

Building Community

The Building Community fund is to be used for a community engagement project with Halls, to provide targeted interventions for EDI, to provide support for a Belonging Project associated with The Lounge, and to fund comprehensive segmentation research which will give the Union an in-depth understanding of our student community, upon which we can make decisions, develop and implement initiatives.

Pension Reserve

The Pension Reserve represents the pension provision in respect of the SUSS Scheme of £1,039,501. See note 16 for details of the pension liability.

Commercial Refurbishment

In the summer of 2024, the Union completed a refurbishment project of its commercial spaces, comprising of 3SIXTY, Mojos Bar and Kitchen, Glitch and Flex, the downstairs toilets and corridor, and the accessibility lift. This project directly responded to student feedback about these spaces and has given the Union a better foundation to provide an improved student experience in these areas.

Cost of Living Fund

This fund was created as a match fund to the University's of the same name. The joint initiative was founded to address student concerns about the rise in the cost of living, and create meaningful projects and interventions to support students struggling financially throughout their time at university. To date, the fund has been used for initiatives such as free Aldi vouchers, free student discount cards, subsidised membership to sports clubs and societies, and free breakfasts.

Student Engagement Fund

This fund was created to provide access to financial resource for strategic projects developed by the Officer team. To date, the fund has been used to support a number of initiatives including enhancements for Welcome 2023, and resources for a campaign called 'Girls Nights In'.

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UNRESTRICTED FUNDS COMPARATIVE

	Balance B/F 2022	Income	Expenditure	Transfers	Balance C/F 2023
DESIGNATED FUNDS					
Capital Equipment Fund	159,182	-	(154,223)	238,663	243,623
University Loan Fund	(292,000)	-	-	54,000	(238,000)
Spaces	350,825	-	(36,166)	(204,969)	109,740
Brand and Identity	51,000	-	(19,642)	-	31,358
Digital Systems	72,600	-	(5,737)	-	66,863
Student Voice	68,700	-	-	-	68,700
Building Community	104,100	-	(12,432)	-	91,668
Pension Reserves	(1,510,653)	-	-	167,412	(1,343,243)
Cost of Living Fund	-	23,167	(32,022)	42,504	33,649
UoR#Bit	-	-	(5,214)	14,300	9,086
Student Engagement Fund	-	-	-	30,000	30,000
	(996,246)	23,167	(265,386)	341,911	(896,556)
UNRESTRICTED FUNDS					
General Funds	2,180,133	3,740,155	(3,502,144)	(222,156)	2,195,987
Little Learners Reserve	144,279	833,499	(757,030)	(111,339)	109,410
	2,324,412	4,573,656	(4,459,174)	(333,495)	2,305,397
	1,328,166	4,596,823	(4,524,564)	8,416	1,408,841

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22. RESTRICTED FUNDS

	Balance B/F 2023	Income	Expenditure	Transfers	Balance C/F 2024
Student Activities	309,276	514,582	(522,763)	5,405	306,500
Activities Balance	15,896	-	(2,069)	-	13,827
Sporting Balances	3,220	10,000	(12,720)	-	500
Volunteering	1,340	-	-	-	1,340
Good Lads	1,500	-	(1,500)	-	-
	<u>331,232</u>	<u>524,582</u>	<u>(539,052)</u>	<u>5,405</u>	<u>322,167</u>

RESTRICTED FUNDS COMPARATIVE

	Balance B/F 2022	Income	Expenditure	Transfers	Balance C/F 2023
Student Activities	294,099	498,889	(475,296)	(8,416)	309,276
Activities Balances	15,896	-	-	-	15,896
Sporting Balances	2,620	12,500	(11,900)	-	3,220
Volunteering	1,340	-	-	-	1,340
Good Lads	-	1,500	-	-	1,500
	<u>313,955</u>	<u>512,889</u>	<u>(487,196)</u>	<u>(8,416)</u>	<u>331,232</u>

Student Activities

These are the funds held for the Student clubs and societies. Income is in the form of club membership and income to hold events. Expenditure is on running the club or society including coaching and training, hiring venues, purchase of equipment and the running of events.

CSE Activities Fund

Funds given by the University Alumni Department to fund Sports and Societies projects.

Sporting Excellence

These are annual funds from the university alumni to be used for Scholarships for Sports students.

Volunteering – Shenley Foundation

Funding from the Shanley Foundation to support student volunteering projects.

Good Lads

This is a grant from Reading Borough Council to fund Equality, Diversity and Inclusion training.

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23. SURPLUS FOR THE FINANCIAL YEAR

At permitted by section 408 Companies Act 2006, Reading University Students' Union's individual Statement of Financial Activities has not been included in these financial statements. The surplus for the year is made up as follows:

	2024	2023
	£	£
Reading University Students' Union's individual deficit for the financial year	<u>(95,636)</u>	<u>(132,827)</u>

24. CONTROLLING PARTY

The Union is controlled by the Trustee Board, up to 10 members of which are subject to democratic election by the voting membership of the Union. The ultimate control of the Union is vested under the constitution in the membership in General meeting. As such no single person or entity controls the Union. The Trustee Board also contains a minimum 4 externally appointed Trustees.

25. CAPITAL COMMITMENTS

At the year end the Union had committed to building refurbishment works and other capital projects totalling £455,918 (2023: £nil).

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26. COMPARATIVE SOFA 2023

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
INCOME AND ENDOWMENTS			
Grant Income			
Grants and Donations	1,727,335	-	1,727,335
Charitable Activities			
Student Social Venues and Events	1,629,748	-	1,629,748
Student Activities (Clubs and Societies)	56,831	512,889	569,720
Student Democracy and Representation	2,200	-	2,200
Little Learners (Nursery)	833,499	-	833,499
Other Trading Activities			
Franchised Space	55,903	-	55,903
Business Development	182,652	-	182,652
Commercial Trading	68,662	-	68,662
Interest Receivable	24,405	-	24,405
Other	15,588	-	15,588
Total Income	<u>4,596,823</u>	<u>512,889</u>	<u>5,109,712</u>
EXPENDITURE			
Charitable Activities			
Student Social Venues and Events	1,870,307	-	1,870,307
Student Activities (Clubs and Societies)	709,712	487,196	1,196,908
Student Democracy and Representation	287,405	-	287,405
Advice Services	131,118	-	131,118
Digital and Communications	287,450	-	287,450
Affiliations	47,679	-	47,679
Governance	115,736	-	115,736
Little Learners (Nursery)	761,990	-	761,990
Raising Funds			
Franchised Space	3,328	-	3,328
Business Development	117,961	-	117,961
Commercial Trading	49,944	-	49,944
Total Operating Expenditure	<u>4,691,976</u>	<u>487,196</u>	<u>5,179,172</u>
Net Operating Income/(Expenditure)	(95,153)	25,693	(69,461)
Movement in Pension Deficit	167,412	-	167,412
Transfers between Funds	8,416	(8,416)	-
Net Movement in Funds	<u>80,675</u>	<u>17,277</u>	<u>97,952</u>
Reconciliation of Funds			
Total Funds brought Forward	<u>1,328,166</u>	<u>313,955</u>	<u>1,642,121</u>
Funds Carried Forward	<u>1,408,841</u>	<u>331,232</u>	<u>1,740,073</u>