UNIVERSITY OF BRIGHTON STUDENTS' UNION

England & Wales · Charity number 1164033

Details

Other names	UBSU (AKA BRIGHTON SU)
Status	Registered
Legal form	Charitable company
Company number	09628909
Registered	2015-10-20
Register	View on the Charity Commission register

Contact

Address	UOB Students' Union Cockcroft Building Lewes Road Brighton BN2 4GN
Phone	01273643196
Website	www.brightonsu.com

Activities

Objects: THE OBJECTS OF THE UNION ARE THE ADVANCEMENT OF EDUCATION OF STUDENTS AT THE UNIVERSITY OF BRIGHTON FOR THE PUBLIC BENEFIT BY:PROMOTING THE INTERESTS AND WELFARE OF STUDENTS OF BRIGHTON FOR THE PUBLIC BENEFIT DURING THEIR COURSE OF STUDY AND REPRESENTING, SUPPORTING AND ADVISING STUDENTS;BEING THE RECOGNISED REPRESENTATIVE CHANNEL BETWEEN STUDENTS AND THE UNIVERSITY OF BRIGHTON AND ANY OTHER EXTERNAL BODIES; ANDPROVIDING SOCIAL, CULTURAL, SPORTING AND RECREATIONAL ACTIVITIES AND FORUMS FOR DISCUSSIONS AND DEBATE FOR THE PERSONAL DEVELOPMENT OF ITS STUDENTS.

Activities: Brighton SU has a membership of 22,000+ students, for whom it: - provides representation, advice and support - promotes their interests and welfare - acts as the representative channel between students and the University - provides social, cultural, sporting and recreational activities and - provides forums for discussions and debate.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Amateur Sport
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Brighton And Hove
- East Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£2,714,244	£2,638,037	£-812,208	95
2024-07-31	£2,690,634	£2,672,649	£-924,157	90
2023-07-31	£2,732,904	£2,626,415	£-942,141	35
2022-07-31	£2,255,494	£2,213,496	£-1,048,630	34
2021-07-31	£1,760,023	£1,737,189	£-1,090,630	37

Trustees

Name	Role	Appointed
Alistair Welham		2019-09-13
Anthony Ononiba		2024-07-01
Debora Sanders		2025-04-01
Jonathan Tindall		2021-11-01
Marie-Christiane Olujohungbe		2023-10-23
Michele Kana		2025-06-28
Naomi Spence		2025-06-28
Osas Obasohan		2023-10-23
Raizza Rano		2025-04-01
Rosie Birch		2025-06-28
Talhah Atcha		2025-04-01

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UNIVERSITY OF BRIGHTON STUDENTS' UNION

England & Wales - Charity number 1164033

Accounts

Registered number: 09628909
Charity number: 1164033

UNIVERSITY OF BRIGHTON STUDENTS UNION

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2025

UNIVERSITY OF BRIGHTON STUDENTS UNION
(A company limited by guarantee)

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UNIVERSITY OF BRIGHTON STUDENTS UNION
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JULY 2025

The Trustees present their annual report together with the audited financial statements of the Company for the 1 August 2024 to 31 July 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

a. Policies and objectives

The charitable objectives for which the charitable company was established are:

The advancement of education of students at the University of Brighton for the public benefit by:

- The promotion of the interests and welfare of students of Brighton during their course of study and representing, supporting, and advising students.
- Recognition as the representative channel between students and the University of Brighton and any other external bodies; and
- The provision of social, cultural, sporting, and recreational activities and forums for discussion and debate for the personal development of its students.

b. Activities undertaken to achieve objectives

In pursuit of these objectives, we support and represent over 16,000 students.

We do this by:

- Gathering and sharing student feedback with the University to improve the student experience.
- Operating a support and advocacy service, providing individual advice and support to students.
- Enabling and encouraging democratic participation in student leadership elections.
- Enabling and encouraging student participation in activities, events and societies to increase their sense of belonging, aid continuation, and improve outcomes.
- Building communities and facilitating engagement between students to foster a high sense of belonging.
- Campaigning locally, regionally and nationally on issues impacting students; and
- Providing employment opportunities and training for students.

The trustees have taken The Charity Commission's guidance on public benefit into consideration in reviewing and managing the objectives and activities of the charity and are satisfied the information presented within this annual report demonstrates UBSU's public benefit.

Our Mission is: ***Making Student Life Better***

c. The use of volunteers and donated services

The charity makes considerable use of the services of volunteers to not only manage the charitable company at trustee level, but also to deliver activities and outcomes for the benefit of its beneficiaries. The charity is also reliant upon donated services, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

Achievements and performance

a. Main achievements of the Company

In 2024/25 over 7,500 students actively participated in our membership activities throughout the year with many students participating in multiple opportunities.

Our annual satisfaction results remain consistently high with a 93% average for the question does "BSU makes student life better".

The Big Plan - Five Strategic Themes

We are three years into our strategic priorities in The Big Plan with the following achievements.

b. Amplify the Student Voice

Student voices are the most powerful tool in creating positive change and celebrating success. The single voice is as important as the collective and we need as many as possible.

The pulse survey achieved nearly 1,000 responses over the year, providing vital feedback from students about their experiences and priorities. 650 volunteer student Course Representatives shared their insights, with over 120 attending our Representation Summits to explore feedback and suggestions on key issues.

2,005 students voted in our full-time officer elections, with a focus on achieving a much more even split of votes across campuses, which was achieved.

The National Student Survey results gave a 6% increase in our satisfaction levels with students, which was a just reward for all the hard work.

c. Defend Academic Quality

Students are paying significant money for their education, and we will work hard to ensure that they receive value for money and the highest quality of education possible.

The University acted on many of the Officers' campaign priorities including a change from module to component capping on resits and In-Year Module Retrieval (IYMR) for all years. Perhaps most impactful is the commitment to stop any new modules having exams, as they disadvantage many students, and do not represent authentic assessment.

In our monthly Pulse survey, the annual average for "BSU effectively represents my academic interests" rose for the third year running to 86%.

Achievements and performance (continued)

d. Promote Positive Wellbeing

Students are facing significant issues that challenge positive wellbeing. Individual students will also have unique challenges, and we will be by their side to support, advise and guide them.

Cost of living increases continue to hit students and remains the number one concern each month. Through a donation from the University, we opened BSU Essentials, a free food pantry for students in financial hardship. Nearly 1,000 students accessed this service.

Over one third of university students now declare a mental health or neurodivergence. We worked with the University to address physical and academic challenges that they all face.

e. Build Belonging and Community

There is a clear correlation between students that feel like they belong at university, and those that achieve their potential. We will bring students together to create strong connections and communities.

Societies had a fantastic year with the number rising from 110 active groups to 170 by the end of the year, with over 3000 members actively taking part, and increase of 900 students on the previous year.

A variety of free activities were put on across the campuses, particularly targeted at subject areas with higher drop out rates. We await the statistics to see if this was impactful.

The Officer team ran a number of events promoting and celebrating different cultures, through food, entertainment and dance. The Falmer fun day was a great success, ensuring students at the campus feel activities are available to them. Black History month events went across the University spaces, into the libraries and canteens. The Black Leadership programme was jointly created and launched, with external speakers and impactful sessions to inspire our students.

f. Boost Employability

We recognise that students choose University for many different reasons and have different desired outcomes. We will help our students to realise and achieve their own potential.

We worked closely with the University Careers and Employability team to run a Change Makers event, bringing students from across different courses and backgrounds together to tackle real-world challenges. We also met with local MPs to lobby for changes to the international student work visas.

Financial review

a. Financial results of activities and events

Total income for the year was £2,714,244 (23/24 – £2,690,633) which is an increase of £23,611 (0.88%). Income from cafes and shops fell by £3,625 (0.36%) and income from entertainment and events decreased by £4,523 (5.74%). UBSU continues to benefit from the financial support of the University of Brighton through the block grant which was £1,149,996 (23/24 - £1,149,996). Donations and Grants from other funders were £116,925 (23/24 - £87,528).

The revaluation of the provision for future pension deficit payments resulted in a gain of £35,741 (23/24 - £106,648 loss). This, in addition to the recovery plan cash payments of £98,907 during the year resulted in a total provision decrease of £134,647.

Total expenditure for the year was £2,638,037 (23/24 - £2,566,000) which is an increase of £72,037 (2.81%). Café and shop expenditure increased by £10,899 (1.08%) because of higher buying costs. The cost of Entertainment and events reduced by £5,567 (9.15%) reflecting further restructuring towards commission-based event sales. Academic experience, campus and community, and other student activities expenditure increased by a combined total of £54,477 (4.38%).

Funds increased by £111,948 during the year. These funds will be used to support the continued pursuit of our strategic priorities during 2025-26. The Minimum Reserve has been maintained at £100,000, in line with the Reserves Policy.

Cash decreased by £55,151 reflecting the SOFA surplus of £111,948 for the year adjusted for non-cash and working capital movements. Depreciation of £24,223 was added back, while an increase in debtors of £19,014, a decrease in stock of £869, a decrease in creditors of £13,547, and a reduction in the provision for liabilities of £134,647 resulted in a net outflow from operating activities. In addition, the charity invested £24,983 in the purchase of fixed assets during the year.

b. Reserves policy

Although the charitable company had no free reserves at 31 July 2025, excluding the pension deficit liability of £1,154,950 (23/24 - £1,289,597) free reserves would have been £288,325 (23/24 – £311,784).

The Trustees reviewed the UBSU Reserves Policy in 24/25. The policy follows Charity Commission guidelines and considers the risks associated with its activity and the financial impact of these risks on income and expenditure. The review concluded an appropriate minimum reserve level remains at no less than £100,000. At the end of 2024/25 UBSU had a minimum reserve of £100,000 (23/24 - £100,000) and a Development reserve of £188,325 (23/24 - £211,784). Development reserves are primarily held to support one-off strategic projects in line with the strategic plan and society activity throughout the year.

The trustees are committed to reviewing the Reserves Policy on an annual basis.

c. Going concern

As at 31 July 2025, the balance sheet showed net liabilities of £812,208 after recognising the SUSS pension deficit liability of £1,154,950.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2026 totaling £1,150,000 (2024/25: £1,149,996). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £260,011 (2023/24 - £315,162) in cash and bank deposits at the end of 2024/25 and had net current assets of £288,325 (2023/24 - £311,784). The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary generated a profit for the year of £68,362 (2023/24 – £89,741). Sales revenue was £1,143,624 (2023/24 - £1,159,671) and expenditure was £1,075,262 (2023/24 - £1,069,930). It is anticipated BSU Enterprise Limited will remain in profit after a strong start to trading in the 2025/26 financial year.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

d. Material investments policy

The trustees, having regard to the liquidity requirements of UBSU, have kept available funds as working capital.

e. Principal risks and uncertainties

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. Systems and procedures have been established to mitigate the financial and trading risks. Procedures are in place to ensure compliance with health and safety legislation in relation to staff, volunteers and participants in all activities of the Union.

Structure, governance and management

a. Constitution

UBSU is a registered charity, and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The Union was originally set up by the University of Brighton. It created its own unique constitution which was formally adopted on 30 April 2010 and it was registered as a charitable trust in England and Wales on 25 August 2010. The new charitable company was incorporated on 8 June 2015, took over all the activities of the charitable trust with effect from 31 July 2015, and was registered as a charity in England and Wales on 20 October 2015.

UBSU is governed by the rules and regulations set down in its company Memorandum and Articles of Association dated 8 June 2015.

b. Methods of appointment or election of Trustees

The management of the Group and the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

UBSU is administered by its Board of Trustees consisting of up to four Lay Persons, up to four Students and four Sabbatical Trustees (students elected annually by cross-campus secret ballot of the UBSU membership). The four sabbatical posts are President, Education Officer, Activities Officer and Communities Officer.

The sabbatical posts are full-time, remunerated posts as authorised by the Education Act 1994.

Business and employment decisions are the responsibility of the Board, as are the approvals of the annual budgets and accounts. The Board meets on a regular basis to receive reports and review the charity's performance. The board of trustees has delegated the day-to-day running of UBSU to a Chief Executive, named under 'Reference and Administrative details'. UBSU employs several full-time staff undertaking the management of its many activities and these staff are accountable to the Chief Executive in the performance of their duties.

The Sabbatical Trustees attend several training events designed to ensure they understand their role as Trustees. All external trustees and student trustees are also given an induction session before they join the Board which includes the role and responsibilities of trustees generally and in relation to Brighton Students' Union; conflicts of interest; and the principles of good governance.

d. Pay policy for key management personnel

Remuneration of UBSU's key management personnel is decided by the Trustee Board. These decisions are based on recommendations from the CEO following a review of the role against BSU's role evaluation scheme. The CEO's remuneration is decided by the trustees.

Structure, governance and management (continued)

e. Related party relationships

With the exception of the Sabbatical Officers (as discussed above), none of the trustees receive remuneration or other benefit from their work with the charity. Trustees are required to make declarations of interest at the start of every board meeting. In the current year no such related party transactions were reported.

The relationship between the University of Brighton and UBSU is established in the Regulations of the University. UBSU receives a block grant from the University of Brighton. UBSU occupies space in the buildings owned by the University inclusive of utilities, caretaking and cleaning staff. An estimated value to UBSU for this free serviced accommodation has been included in the financial statements at a conservative £302,452 (2023/24 £291,380). Although UBSU continues to generate supplementary funding from various mutual trading activities, it will remain dependent on the University of Brighton for support. The Education Act 1994 imposes a duty on the University of Brighton to ensure the financial viability of its student representative body and therefore the board of trustees considers this support will continue in the foreseeable future.

Plans for future periods

We will continue to follow our new strategic priorities:

Amplify the Student Voice
Student voices are the most powerful tool in creating positive change and celebrating success. The single voice is as important as the collective, and we need as many as possible.

We will;
- Improve the representative structures to receive louder and clearer student voices from across the University
- Ensure students feel that their voices are valued and acted upon
- Improve the feedback to all levels of the University.

Defend Academic Quality
Students are paying significant money for their education, and we will work hard to ensure that they receive value for money and the highest quality of education possible.

We will;
- Continue to lobby for clearer and more student centred academic regulations
- Ensure key University policies are consistently delivered
- Ensure support is in place for students moving campuses.

Promote Positive Wellbeing
Students are facing significant issues that challenge positive wellbeing. Individual students will also have unique challenges, and we will be by their side to support, advise and guide them.

We will;
- Champion positive mental wellbeing and support throughout the Union and University
- Provide proactive and reactive accommodation support
- Ensure BSU and University support services are meeting the current needs of our students.

Build Belonging and Community
There is a clear correlation between students that feel like they belong at University, and those that achieve their potential. We will bring students together to create strong connections and communities.

We will;
- Provide safe, inclusive spaces and activities to bring people together and help create connections
- Champion equity for all students throughout the Union and University
- Provide opportunities for students to build their social and cultural capital

Boost Employability
We recognise that students choose University for many different reasons, and have different desired outcomes. We will help our students to realise and achieve their own potential.

We will;
- Create more employment and volunteering opportunities for students across our organisation
- Increase awareness and articulation of skills learnt participating in BSU activities
- Lobby the University to increase employability opportunities and experiences for students

To support these aims, we have the following foundations:

Marketing
- Improve our marketing for the whole Union, our services and activities

Plans for future periods (continued)

- Ensure our virtual presence allows students to access information they need, when they need it
- Secure improved physical locations for our services

People

- Ensure that all our staff have the skills and support needed to succeed in their roles
- Encourage opportunities for innovation and change in order to deliver our aims
- Review our staff benefits to enable us to attract and retain a talented team

Responsible and Sustainable Union

- Secure financial sustainability to successfully deliver our strategic aims
- We will ensure that our IT systems and skill levels meet the needs of our operations
- Make ethical and sustainable decisions regarding partners, suppliers and our services

Reference and administrative details of the Company, its trustees and advisers

Trustees	A Welham J Wilson (resigned 27 June 2025) J Tindall O Atomon (resigned 27 June 2025) M-C Olujohungbe O Obasohan F Emmanuel (resigned 27 June 2025) A Ononiba D Dada (resigned 27 June 2025) D Sanders (appointed 1 April 2025) T Atcha (appointed 1 April 2025) R Rano (appointed 1 April 2025) N Spence (appointed 28 June 2025) M Kana, Chair (appointed 28 June 2025) R Birch (appointed 28 June 2025)
Company registered number	09628909
Charity registered number	1164033
Registered office	Cockcroft Building Lewes Road Brighton BN2 4GN
Independent auditors	TC Group One Bell Lane Lewes East Sussex BN7 1JU

The charity has made the following professional appointments:

Auditor	TC Group, One Bell Lane, Lewes, East Sussex, BN7 1JU
Banker	NatWest Bank, 8-11 Pavilion Buildings, Castle Square, Brighton, East Sussex BN1 1DP

The following staff are responsible for the day-to-day management of the charity:

Chief Executive	Laura Greenwood-Pearsons
Director of Commercial Services	Justin Brentnall
Director of Membership Services	Tom Foy

Laura Greenwood-Pearsons is the charitable company's correspondence contact.

Funds held as custodian

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. Funds of £11,825 were held on behalf of these clubs and groups as at 31 July 2025 – see note 16.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Company 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 Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . 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 Group and the Company and of their incoming resources and application of resources, including their income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

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

Disclosure of information to auditors

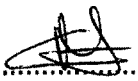
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, TC Group, have been appointed as the auditor to the charitable company and has indicated their willingness to continue in office.

Approved by order of the members of the board of Trustees and signed on their behalf by:



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M Kana

Date: 09/12/2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS UNION

Opinion

We have audited the financial statements of University of Brighton Students Union (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2025 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Company balance sheet, the Consolidated statement of cash flows and the related notes, 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 of the parent charitable company's affairs as at 31 July 2025 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent 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 AUDITORS' REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS UNION (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our 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 Trustees' report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 AUDITORS' REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS UNION (CONTINUED)

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 Group's and the parent 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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

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

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

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

Our approach was as follows:

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS UNION (CONTINUED)

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' 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 Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group

David Martin FCA (Senior statutory auditor)

for and on behalf of
TC Group

Offices: Lewes

Date: 16 December 2025

UNIVERSITY OF BRIGHTON STUDENTS UNION

(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	4	75,000	1,494,372	1,569,372	1,528,904
Charitable activities	5	-	1,070,855	1,070,855	1,079,003
Other trading activities	6	-	74,017	74,017	82,726
Total income		75,000	2,639,244	2,714,244	2,690,633
Expenditure on:					
Raising funds	7	-	128,600	128,600	120,856
Charitable activities		75,000	2,434,437	2,509,437	2,445,144
Total expenditure		75,000	2,563,037	2,638,037	2,566,000
Net movement in funds before other recognised gains/(losses)		-	76,207	76,207	124,633
Actuarial gains on defined benefit pension schemes		-	35,741	35,741	(106,648)
Net movement in funds		-	111,948	111,948	17,985
Reconciliation of funds:					
Total funds brought forward		-	(924,156)	(924,156)	(942,141)
Net movement in funds		-	111,948	111,948	17,985
Total funds carried forward		-	(812,208)	(812,208)	(924,156)

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 21 to 42 form part of these financial statements.

UNIVERSITY OF BRIGHTON STUDENTS UNION
(A company limited by guarantee)
REGISTERED NUMBER: 09628909

CONSOLIDATED BALANCE SHEET
AS AT 31 JULY 2025

	Note		2025 £		*2024 £*
Fixed assets					
Tangible assets	12		54,417		53,657
			54,417		53,657
Current assets					
Stocks	14	81,276		82,145	
Debtors	15	53,020		34,005	
Cash at bank and in hand		260,011		315,162	
		394,307		431,312	
Current liabilities					
Creditors: amounts falling due within one year	16	(105,982)		(119,528)	
Net current assets			288,325		311,784
Total assets less current liabilities			342,742		365,441
Net assets excluding pension liability			342,742		365,441
Defined benefit pension scheme liability			(1,154,950)		(1,289,597)
Total net liabilities			(812,208)		(924,156)
Charity funds					
Restricted funds	17		-		-
Unrestricted funds	17		(812,208)		(924,156)
Total funds			(812,208)		(924,156)

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Date: 09/12/2025

The notes on pages 21 to 42 form part of these financial statements.

UNIVERSITY OF BRIGHTON STUDENTS UNION
(A company limited by guarantee)
REGISTERED NUMBER: 09628909

COMPANY BALANCE SHEET
AS AT 31 JULY 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	12		54,417		53,657
Investments	13		2		2
			54,419		53,659
Current assets					
Stocks	14	81,276		82,145	
Debtors	15	53,020		81,758	
Cash at bank and in hand		260,011		315,162	
		394,307		479,065	
Current liabilities					
Creditors: amounts falling due within one year	16	(126,591)		(119,528)	
Net current assets			267,716		359,537
Total assets less current liabilities			322,135		413,196
Net assets excluding pension liability			322,135		413,196
Defined benefit pension scheme liability			(1,154,950)		(1,289,597)
Total net liabilities			(832,815)		(876,401)
Charity funds					
Restricted funds	17		-		-
Unrestricted funds	17	(879,791)		(876,401)	
Total funds			(832,815)		(876,401)

As permitted by s408 of the Companies Act 2006, the charity has not prepared its own Statement of financial activities and related notes as it prepares group accounts. The Company's net movement in funds for the year was £43,584 (2024 - £(71,756)).

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Date: 09/12/2025

The notes on pages 21 to 42 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2025

	2025 £	*2024* *£*
Cash flows from operating activities		
Net cash used in operating activities	(30,168)	67,327
Cash flows from investing activities		
Purchase of tangible fixed assets	(24,983)	(8,430)
Net cash used in investing activities	(24,983)	(8,430)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(55,151)	58,897
Cash and cash equivalents at the beginning of the year	315,162	256,265
Cash and cash equivalents at the end of the year	260,011	315,162

The notes on pages 21 to 42 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025

1. General information

The charitable company, which is a public benefit entity under FRS 102, is constituted as a company limited by guarantee, incorporated in England and Wales and governed by its Memorandum and Articles of Association. The members of the charitable company and the principal address are given in the Reference and Administrative Details of the Trustees' Annual Report. The nature of the charitable company's operations and principal activities are included on page 1.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

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

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

2.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements. Additional consideration by the trustees is disclosed within the Trustees' Report.

2. Accounting policies (continued)

2.3 Income

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

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

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the charitable company, where this can be quantified, and a third party is bearing the cost.

2.4 Expenditure

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

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

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Taxation

The Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. As such its income and gains fallings due under section 471 to 489 of the Corporation tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporate tax to the extent that they are applied to its charitable objectives.

2. Accounting policies (continued)

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Depreciation is provided on the following basis:

Fixtures and fittings	-	20% Straight line
Computer equipment	-	20% Straight line

2.7 Investments

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

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

2.8 Stocks

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

2.9 Debtors

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

2.10 Cash at bank and in hand

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

2. Accounting policies (continued)

2.11 Liabilities

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

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

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

2.12 Financial instruments

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

2.13 Pensions

The University of Brighton Students' Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit multi-employer pension scheme, which is externally funded and contracted out of the State Second Pension. SUSS is valued at least every three years by a professional qualified independent actuary with the rates of contribution payable being determined by the trustees of SUSS on the advice of the actuary. The 2022 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms intended to clear the ongoing funding deficit. As a consequence under FRS 102, the University of Brighton Students' Union has recognised a liability in the balance sheet equal to the net present value of future deficit reduction payments. These payments are discounted to the present value using the market yield on high quality bonds.

The charitable company also makes contributions into a group personal pension plan with Aegon and additionally participates in NEST. The Aegon scheme is available to certain employees, while the NEST scheme is available to all employees. The assets of those defined contribution pension schemes are held separately from those of the charitable company in independent trustee-administered funds. The amount charge to the Statement of financial activities in respect of pension costs is the contributions payable for the year.

2. Accounting policies (continued)

2.14 Fund accounting

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

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are those used by the scheme actuary in calculating the University of Brighton Students' Union's portion of the SUSS defined benefit pension scheme liability.

In the opinion of the trustees, there are no other estimates and underlying assumptions in the application of accounting policies that are considered to be critical, because they either require a significant amount of management judgement or the results are material to the charitable company's financial statements.

4. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations from other funders	75,000	41,925	116,925
Grant of serviced accommodation	-	302,451	302,451
Block grant from the University of Brighton	-	1,149,996	1,149,996
	75,000	1,494,372	1,569,372

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Donations from other funders	75,000	12,528	87,528
Grant of serviced accommodation	-	291,380	291,380
Block grant from the University of Brighton	-	1,149,996	1,149,996
	75,000	1,453,904	1,528,904

5. Income from working with students

	Unrestricted funds 2025 £	Total funds 2025 £
Cafes and shops	996,546	996,546
Entertainments and events	74,309	74,309
	1,070,855	1,070,855

5. Income from working with students (continued)

	Unrestricted funds 2024 £	*Total funds 2024* £
Cafes and shops	1,000,171	1,000,171
Entertainments and events	78,832	78,832
	1,079,003	1,079,003

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2025 £	**Total funds 2025** £
Commercial marketing sponsorship	74,017	74,017

	Unrestricted funds 2024 £	*Total funds 2024* £
Commercial marketing sponsorship	82,726	82,726

7. Raising funds

	Unrestricted funds 2025 £	Total funds 2025 £
Commercial activities:		
Direct costs	22,643	22,643
Direct staff costs	8,806	8,806
Support staff costs	19,523	19,523
Rent	500	500
Other support costs	77,128	77,128
	128,600	128,600

	Unrestricted funds 2024 £	*Total funds 2024 £*
Direct costs	16,289	16,289
Direct staff costs	6,335	6,335
Support staff costs	18,428	18,428
Rent	500	500
Other support costs	79,304	79,304
	120,856	120,856

8. Costs of working with students

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Cafes and shops	-	1,019,992	1,019,992
Entertainment and events	-	55,270	55,270
Academic experience, advice and wellbeing	-	420,522	420,522
Campus and community	75,000	-	75,000
Other student activities	-	801,338	801,338
Governance costs	-	137,315	137,315
	75,000	2,434,437	2,509,437

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Cafes and shops	-	1,009,093	1,009,093
Entertainment and events	-	60,836	60,836
Academic experience, advice and wellbeing	-	400,014	400,014
Campus and community	75,000	-	75,000
Other student activities	-	767,366	767,366
Governance costs	-	132,835	132,835
	75,000	2,370,144	2,445,144

9. Auditors' remuneration

	2025 £	*2024 £*
Fees payable to the Company's auditor for the audit of the Company's annual accounts	16,560	17,118
Fees payable to the Company's auditor in respect of:		
Taxation compliance services	805	750

10. Staff costs

	Group 2025 £	*Group 2024 £*	Company 2025 £	*Company 2024 £*
Wages and salaries	1,264,066	1,164,896	1,264,066	1,164,896
Social security costs	105,403	91,047	105,403	91,047
Contribution to defined contribution pension schemes	39,022	41,187	39,022	41,187
	1,408,491	1,297,130	1,408,491	1,297,130

Of the total Wages and salaries, £250,172 (2024: £204,581) relates to Casual student staff employed by the Group.

During the year, £40,825 (2024: £Nil) was paid in relation to termination payments. This amount has been included within Wages and salaries above. No amounts were outstanding at the year end in respect of these.

10. Staff costs (continued)

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

	Group 2025 No.	*Group 2024 No.*
Cafes and shops	5	5
Entertainments and events	1	1
Academic experience, advice and wellbeing	4	4
Campus and community	4	5
Office and management	11	11
Sabbatical Officers	4	4
Raising funds	1	2
Casual student staff	65	58
	95	90

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025 No.	*Group 2024 No.*
In the band £80,001 - £90,000	1	1

The total amount of employee benefits received by key management personnel for their services to the charitable company during the year amounted to £198,272 (2024: £186,673) and the charitable company incurred employers' national insurance contribution costs of a further £23,523 (2024: £20,537) in relation to the employment of these same members of staff.

11. Trustees' remuneration and expenses

During the year, the Sabbatical Trustees have been paid remuneration from an employment with the Company. The value of Trustees' remuneration and other benefits was as follows:

		2025 £
D Dada	Remuneration	23,613
	Pension contributions paid	302
A Ononiba	Remuneration	26,154
	Pension contributions paid	604
O Atomon	Remuneration	23,613
F Emmanuel	Remuneration	23,613
	Pension contributions paid	945

11. Trustees' remuneration and expenses (continued)

M Nana Kana	Remuneration	1,306
	Pension contributions paid	52
N Spence	Remuneration	2,772
	Pension contributions paid	111
R Birch	Remuneration	2,669
	Pension contributions paid	107

During the year ended 31 July 2025, Sabbatical Officer training costs totalled £4,712 (2024: £5,752).

12. Tangible fixed assets

Group and Company

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 August 2024	228,828	12,804	241,632
Additions	20,126	4,857	24,983
At 31 July 2025	248,954	17,661	266,615
Depreciation			
At 1 August 2024	182,484	5,491	187,975
Charge for the year	21,081	3,142	24,223
At 31 July 2025	203,565	8,633	212,198
Net book value			
At 31 July 2025	45,389	9,028	54,417
At 31 July 2024	46,344	7,313	53,657

13. Fixed asset investments

Company	Investments in subsidiary companies £
Cost or valuation	
At 1 August 2024	2
At 31 July 2025	2

Principal subsidiaries

The following was a subsidiary undertaking of the Company:

Name	Company number	Registered office or principal place of business	Principal activity
BSU Enterprise Limited	09242214	Cockcroft Building, Lewes Road, Brighton, England, BN2 4GN	Provision of commercial services

Class of shares	Holding	Included in consolidation
Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
BSU Enterprise Limited	1,143,624	(1,075,262)	68,362	20,609

14. Stocks

	Group 2025 £	*Group 2024 £*	Company 2025 £	*Company 2024 £*
Finished goods and goods for resale	81,276	82,145	81,276	82,145

15. Debtors

	Group 2025 £	*Group 2024 £*	Company 2025 £	*Company 2024 £*
Due within one year				
Trade debtors	38,828	5,988	38,828	5,988
Amounts owed by group undertakings	-	-	-	47,753
Prepayments and accrued income	14,192	28,017	14,192	28,017
	53,020	34,005	53,020	81,758

16. Creditors: Amounts falling due within one year

	Group 2025 £	*Group 2024 £*	Company 2025 £	*Company 2024 £*
Trade creditors	18,208	36,543	18,208	36,543
Amounts owed to group undertakings	-	-	20,609	-
Other taxation and social security	38,306	28,058	38,306	28,058
Other creditors	16,386	5,855	16,386	5,855
Clubs and societies funds	11,825	9,850	11,825	9,850
Accruals and deferred income	21,257	39,222	21,257	39,222
	105,982	119,528	126,591	119,528

Amounts owed by group undertakings are interest free, unsecured and repayable on demand.

17. Statement of funds

Statement of funds - current year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2025 £
Unrestricted funds						
Designated funds						
Capital reserve fund	53,657	-	(24,223)	24,983	-	54,417
Contingency reserve fund	100,000	-	-	-	-	100,000
Development reserve fund	211,784	-	-	(23,459)	-	188,325
SUSS pension deficit fund	(1,289,597)	-	-	134,647	-	(1,154,950)
	(924,156)	-	(24,223)	136,171	-	(812,208)
General funds						
General fund	-	2,639,244	(2,538,814)	(136,171)	35,741	-
Total Unrestricted funds	(924,156)	2,639,244	(2,563,037)	-	35,741	(812,208)
Restricted funds						
Retention fund	-	75,000	(75,000)	-	-	-
Total of funds	(924,156)	2,714,244	(2,638,037)	-	35,741	(812,208)

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 July 2024* £
Unrestricted funds						
Designated funds						
Capital reserve fund	70,631	-	(25,404)	8,430	-	53,657
Contingency reserve fund	100,000	-	-	-	-	100,000
Development reserve fund	164,374	-	-	47,410	-	211,784
SUSS pension deficit fund	(1,277,146)	-	-	(12,451)	-	(1,289,597)
	(942,141)	-	(25,404)	43,389	-	(924,156)
General funds						
General fund	-	2,615,633	(2,465,596)	(43,389)	(106,648)	-
Total Unrestricted funds	(942,141)	2,615,633	(2,491,000)	-	(106,648)	(924,156)
Restricted funds						
Retention fund	-	75,000	(75,000)	-	-	-
Total of funds	(942,141)	2,690,633	(2,566,000)	-	(106,648)	(924,156)

17. Statement of funds (continued)

The Capital reserve fund was set up to separately identify the charitable company's fixed assets that have been purchased from the charitable company's own restricted funds. Transfers are made to or from this fund to cover movements on unrestricted fixed assets such as additions, disposals and depreciation so that the closing balance on the fund represents the net book value to the unrestricted fixed assets involved.

The Contingency reserve fund was set up to set aside an amount to cover unforeseen or emergency expenditure. The amount carried forward in this fund is reviewed annually by the trustees.

The balance of the general fund that is not used for any other purposes is transferred to the Development reserve fund to be carried forward and used to further develop the charitable activities of the charitable company.

The SUSS pension deficit fund was set up to separately identify the reserves deficit arising from the need to account for a provision in respect of additional SUSS employer pension contributions required to be paid in future years by the charitable company that are intended to eliminate the ongoing and persistent deficit in the overall funding of the SUSS multi-employer defined benefit pension scheme.

18. Summary of funds

Summary of funds - current year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2025 £
Designated funds	(924,156)	-	(24,223)	136,171	-	(812,208)
General funds	-	2,639,244	(2,538,814)	(136,171)	35,741	-
Restricted funds	-	75,000	(75,000)	-	-	-
	(924,156)	2,714,244	(2,638,037)	-	35,741	(812,208)

Summary of funds - prior year

	Balance at 1 August 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 July 2024* £
Designated funds	(942,141)	-	(25,404)	43,389	-	(924,156)
General funds	-	2,615,633	(2,465,596)	(43,389)	(106,648)	-
Restricted funds	-	75,000	(75,000)	-	-	-
	(942,141)	2,690,633	(2,566,000)	-	(106,648)	(924,156)

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	54,417	54,417
Current assets	394,307	394,307
Creditors due within one year	(105,982)	(105,982)
Provisions for liabilities and charges	(1,154,950)	(1,154,950)
Total	(812,208)	(812,208)

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	*Total funds 2024* £
Tangible fixed assets	53,657	53,657
Current assets	431,312	431,312
Creditors due within one year	(119,528)	(119,528)
Provisions for liabilities and charges	(1,289,597)	(1,289,597)
Total	(924,156)	(924,156)

20. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2025 £	*Group 2024* £
Net income for the year (as per Statement of Financial Activities)	76,207	124,633
Adjustments for:		
Depreciation charges	24,223	25,404
Actuarial gains/(losses)	35,741	(106,648)
Decrease/(increase) in stocks	869	(171)
Decrease/(increase) in debtors	(19,014)	32,117
Decrease in creditors	(13,547)	(20,458)
(Decrease)/increase in provisions	(134,647)	12,450
Net cash provided by/(used in) operating activities	(30,168)	67,327

21. Analysis of cash and cash equivalents

	Group 2025 £	*Group 2024* £
Cash in hand	260,011	315,162

22. Analysis of changes in net debt

	At 1 August 2024	Cash flows	At 31 July 2025
	£	£	£
Cash at bank and in hand	315,162	(55,151)	260,011

23. Pension commitments

UBSU participates 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 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The Scheme underwent an actuarial valuation as at 30 June 2022 and shows 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 assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions were applied at 30 June 2022:

- The investment return would be 4.0% per annum before retirement and 2.0% per annum after retirement.
- Pensions accruing on the CARE basis would revalue at 3.6% per annum.
- Present and future pensions would increase at rates specific by Scheme rules with appropriate assumptions where these are dependent on inflation.

The 2022 Valuation recommended a monthly contribution requirement by each Participating Employer express in monetary terms intended to clear the ongoing funding deficit. Employer contributions were increased by 5% from 1 October 2023. Contributions will increase by a further 5% each year thereafter until the end of the deficit recovery period, which is expected to be in May 2037.

Surpluses or deficits which arise at future valuations will also impact on UBSU's future contribution commitment. In addition to the above contributions, UBSU also pays its share of the Scheme's levy to the Pension Protection Fund.

FRS 102 and Charities SORP (FRS102) requires the charitable company's share of past service shortfall is reflected in the financial statements. Based on the most recent valuation, the charitable company contribution to eliminating the shortfall was £98,907 for the year ended 31 July 2025 (2024: £94,197). The Statement of financial position as at 31 July 2025 includes a liability of £1,154,950 (2024: £1,289,597) which represents the net present value of all future contributions towards eliminating this shortfall for which a discount rate of 5.33% (2024: 4.13%) has been applied.

	Unrestricted funds 2025 £	Total funds 2025 £
Opening defined benefit obligation	1,289,597	1,289,597
Contributions towards the deficit	(98,906)	(98,906)
Revaluation of pension deficit	(35,741)	(35,741)
Closing defined benefit obligation	1,154,950	1,154,950

	Unrestricted funds 2024 £	*Total funds 2024* £
Opening defined benefit obligation	1,277,146	1,277,146
Contributions towards the deficit	(94,197)	(94,197)
Revaluation of pension deficit	106,648	106,648
Closing defined benefit obligation	1,289,597	1,289,597

24. Related party transactions

During the year, the charitable company undertook various transactions on behalf of its trading subsidiary, BSU Enterprise Limited, a company incorporated in England and Wales (Company registration number 09242214). At the balance sheet date, £20,609 (2024: £47,753) was owed to (2024: by) BSU Enterprise Limited. The subsidiary will recognise a Gift Aid donation in the next financial year of £20,607.

The Union is in receipt of a recurrent grant from the University of £1,149,996 (2024: £1,149,996) during the year ended 31 July 2025. The University also donated the use of University premises with a considered value of £302,451 (2024: £291,380). This is recognised within Facilities in Kind income.

There were no other related party transactions during the year.

UNIVERSITY OF BRIGHTON STUDENTS' UNION

England & Wales - Charity number 1164033

Accounts

Company Number: 09628909
Charity Number (England & Wales): 1164033

UNIVERSITY OF BRIGHTON STUDENTS' UNION

ANNUAL REPORT AND FINANCIAL STATEMENTS

31 JULY 2024

TRUSTEES' ANNUAL REPORT
For the year ended 31 July 2024

The trustees present their report and the financial statements of the University of Brighton Students' Union (which is also known as "UBSU" or "Brighton Students' Union") for the year ended 31 July 2024. The trustees' report serves the purpose of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting; Statement of Recommended Practice (applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

OBJECTIVES AND ACTIVITIES

Charitable objectives

The charitable objectives for which the charitable company was established are:

The advancement of education of students at the University of Brighton for the public benefit by:

- The promotion of the interests and welfare of students of Brighton during their course of study and representing, supporting, and advising students.
- Recognition as the representative channel between students and the University of Brighton and any other external bodies; and
- The provision of social, cultural, sporting, and recreational activities and forums for discussion and debate for the personal development of its students.

Charitable activities

In pursuit of these objectives, we support and represent over 16,000 students.

We do this by:

- Gathering and sharing student feedback with the University to improve the student experience.
- Operating a support and advocacy service, providing individual advice and support to students.
- Enabling and encouraging democratic participation in student leadership elections.
- Enabling and encouraging student participation in activities, events and societies to increase their sense of belonging, aid continuation, and improve outcomes.
- Building communities and facilitating engagement between students to foster a high sense of belonging.
- Campaigning locally, regionally and nationally on issues impacting students; and
- Providing employment opportunities and training for students.

The trustees have taken The Charity Commission's guidance on public benefit into consideration in reviewing and managing the objectives and activities of the charity and are satisfied the information presented within this annual report demonstrates UBSU's public benefit.

Our Mission is: ***Making Student Life Better***

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level, but also to deliver activities and outcomes for the benefit of its beneficiaries. The charity is also reliant upon donated services, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

ACHIEVEMENTS AND PERFORMANCE

In 2023/24 over 7,500 students actively participated in our membership activities throughout the year with many students participating in multiple opportunities.

Our annual satisfaction results remain consistently high with a 92% average for the question does "BSU makes student life better".

The Big Plan – Five Strategic Themes

We are 18 months into our strategic priorities in The Big Plan with the following achievements.

Amplify the Student Voice

Student voices are the most powerful tool in creating positive change and celebrating success. The single voice is as important as the collective and we need as many as possible.

The pulse survey achieved nearly 1,000 responses over the year, providing vital feedback from students about their experiences and priorities. 750 volunteer student Course Representatives shared their insights, with over 100 attending our Representation Summits to explore feedback and suggestions on key issues.

A fantastic 2,150 students voted in our full time officer elections, representing a 3% increase in turnout. This is the highest since 2017/18.

Defend Academic Quality

Students are paying significant money for their education, and we will work hard to ensure that they receive value for money and the highest quality of education possible.

The University acted on many of the Officer campaign priorities, with significant improvement in the academic regulations, such as the implementation of automatic extensions, rebranding of lecture capture to Recap, positional statement on authentic assessment and use of AI.

690 individual students received advice and advocacy from the Support team, regarding academic issues and University complaints.

In our monthly Pulse survey, the annual average for "BSU effectively represents my academic interests" rose to 83%.

Promote Positive Wellbeing

Students are facing significant issues that challenge positive wellbeing. Individual students will also have unique challenges, and we will be by their side to support, advise and guide them.

Cost of living increases continue to hit students and remains the number one concern each month. A conscious decision was made to remove as many costs as possible for activities this year. We also introduced a participation fund for students to request funding towards any extra curricular activities that did have costs, such as sports and field trips. We continued with the emergency food vouchers scheme and pantry, and introduced a winter care package and increased feminine hygiene products across campuses. Through this work we secured a £40K donation for 2024/25 to open a food bank.

Over one third of university students now declare a mental health or neurodivergence. We worked with the University to address physical and academic challenges that they all face.

Build Belonging and Community

There is a clear correlation between students that feel like they belong at university, and those that achieve their potential. We will bring students together to create strong connections and communities.

Societies had a fantastic year with the number rising from 30 active groups to 110 by the end of the year, with over 2100 members actively taking part. We particularly welcomed new societies based upon culture and academic studies.

90 "Give it a Go" activities were run across sites, with students able to participate in activities ranging from pottery painting to rock climbing.

The annual Culturefest event had good engagement with students celebrating and experiencing different foods, dances, clothes and music from around the world.

Boost Employability

We recognise that students choose University for many different reasons and have different desired outcomes. We will help our students to realise and achieve their own potential.

We ran targeted events for Post Graduate students and budding entrepreneurs to showcase their skills and collaborated with the university careers team to again provide free careers and employability sessions to help our student volunteers and staff to translate their skills and experiences into compelling CVs.

We increased the number of paid roles across our membership teams, to both enhance student insight and provide paid employment opportunities. There were 85 BSU student staff roles in total, with a survey score of 95% satisfaction in customer service from students, which is outstanding.

TRUSTEES' ANNUAL REPORT (continued)
For the year ended 31 July 2024

FINANCIAL REVIEW

Financial results of activities and events

Total income for the year was £2,690,634 (22/23 – £2,732,904 including actuarial revaluation of £99,074) which is a reduction of £42,270 (1.55%). Incomefrom cafes and shops increased by £83,220 (9%) and income from entertainment and events decreased by £45,436 (37%). UBSU continues to benefit from the financial support of the University of Brighton through the block grant which was £1,149,996 (22/23 - £1,122,000). Donations and Grants from other funders were £87,528 (22/23 - £85,250).

The revaluation of the provision for future pension deficit payments resulted in a loss of £106,648 (22/23 – profit of £99,074) reflecting the decrease in the interest rate used to discount future cash payments. This, in addition to the recovery plan cash payments of £94,197 during the year resulted in a total provision increase of £12,451.

Total expenditure for the year was £2,672,649 (22/23 - £2,626,415) which is an increase of £46,234 (1.76%). Café and shop expenditure increased by £27,174 (2.77%) in line with increased sales. The cost of Entertainment and Events reduced by £57,648 (48.65%) reflecting a move towards commission based event sales. Academic experience, campus and community, and other student activities expenditure increased by a combined total of £40,253 (3.12%).

Funds increased by £17,985 during the year. These funds will be used to support the continued pursuit of our strategic priorities during 2024-25. The Minimum Reserve has been maintained at £100,000, in line with the Reserves Policy.

Cash increased by £58,897, which reflects the SOFA surplus of £17,985 for the year, plus the decrease in the SUSS pension provision (£12,451), plus the decrease in debtors (£32,117) less the decrease in creditors (£20,458) and less increase in stock (£171) and add back depreciation charge (£25,404).

Reserves policy

Although the charitable company had no free reserves at 31 July 2024, excluding the pension deficit liability of £1,289,597 (22/23 - £1,277,146) free reserves would have been £365,439 (22/23 – £335,055).

The Trustees reviewed the UBSU Reserves Policy in 23/24. The policy follows Charity Commission guidelines and considers the risks associated with its activity and the financial impact of these risks on income and expenditure. The review concluded an appropriate minimum reserve level remains at no less than £100,000. At the end of 2023/24 UBSU had a minimum reserve of £100,000 (22/23 - £100,000) and a Development reserve of £211,782 (22/23 - £164,374). Development reserves are primarily held to support one-off strategic projects in line with the strategic plan and society activity throughout the year.

The trustees are committed to reviewing the Reserves Policy on an annual basis.

Investments policy

The trustees, having regard to the liquidity requirements of UBSU, have kept available funds as working capital.

TRUSTEES' ANNUAL REPORT (continued)
For the year ended 31 July 2024

Going concern

As at 31 July 2024, the balance sheet showed net liabilities of £924,156 after recognising the SUSS pension deficit liability of £1,289,597.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2025 totaling £1,150,000 (2023/24: £1,149,996). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £315,162 (2022/23 - £256,265) in cash and bank deposits at the end of 2023/24 and had net current assets of £311,783 (2022/23 - £264,374). The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary generated a profit for the year of £89,741 continuing a trend to return to normal after the pandemic (2022/23 – net loss £16,407). Sales revenue was £1,159,671 (2022/23 - £1,084,132) and expenditure was £1,069,930 (2022/23 - £1,100,539). It is anticipated BSU Enterprise Limited will remain in profit after a strong start to trading in the 2024/25 financial year.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. Systems and procedures have been established to mitigate the financial and trading risks. Procedures are in place to ensure compliance with health and safety legislation in relation to staff, volunteers and participants in all activities of the Union.

PLANS FOR FUTURE YEARS

We will continue to follow our new strategic priorities:

Amplify the Student Voice
Student voices are the most powerful tool in creating positive change and celebrating success. The single voice is as important as the collective, and we need as many as possible.

We will;
- Improve the representative structures to receive louder and clearer student voices from across the University
- Ensure students feel that their voices are valued and acted upon
- Improve the feedback to all levels of the University.

Defend Academic Quality
Students are paying significant money for their education, and we will work hard to ensure that they receive value for money and the highest quality of education possible.

We will;
- Continue to lobby for clearer and more student centred academic regulations
- Ensure key University policies are consistently delivered
- Ensure support is in place for students moving campuses.

Promote Positive Wellbeing
Students are facing significant issues that challenge positive wellbeing. Individual students will also have unique challenges, and we will be by their side to support, advise and guide them.

We will;
- Champion positive mental wellbeing and support throughout the Union and University
- Provide proactive and reactive accommodation support
- Ensure BSU and University support services are meeting the current needs of our students.

Build Belonging and Community
There is a clear correlation between students that feel like they belong at University, and those that achieve their potential. We will bring students together to create strong connections and communities.

We will;
- Provide safe, inclusive spaces and activities to bring people together and help create connections
- Champion equity for all students throughout the Union and University
- Provide opportunities for students to build their social and cultural capital

Boost Employability
We recognise that students choose University for many different reasons, and have different desired outcomes. We will help our students to realise and achieve their own potential.

We will;
- Create more employment and volunteering opportunities for students across our organisation
- Increase awareness and articulation of skills learnt participating in BSU activities
- Lobby the University to increase employability opportunities and experiences for students

To support these aims, we have the following foundations:

Marketing
- Improve our marketing for the whole Union, our services and activities
- Ensure our virtual presence allows students to access information they need, when they need it
- Secure improved physical locations for our services

People

- Ensure that all our staff have the skills and support needed to succeed in their roles
- Encourage opportunities for innovation and change in order to deliver our aims
- Review our staff benefits to enable us to attract and retain a talented team

Responsible and Sustainable Union

- Secure financial sustainability to successfully deliver our strategic aims
- We will ensure that our IT systems and skill levels meet the needs of our operations
- Make ethical and sustainable decisions regarding partners, suppliers and our services

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status and history

UBSU is a registered charity, and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The Union was originally set up by the University of Brighton. It created its own unique constitution which was formally adopted on 30 April 2010 and it was registered as a charitable trust in England and Wales on 25 August 2010. The new charitable company was incorporated on 8 June 2015, took over all the activities of the charitable trust with effect from 31 July 2015, and was registered as a charity in England and Wales on 20 October 2015.

UBSU is governed by the rules and regulations set down in its company Memorandum and Articles of Association dated 8 June 2015.

Organisational structure

UBSU is administered by its Board of Trustees consisting of up to four Lay Persons, up to four Students and four Sabbatical Trustees (students elected annually by cross-campus secret ballot of the UBSU membership). The four sabbatical posts of President, Education Officer, Activities Officer and Post Graduate Officer.

The sabbatical posts are full-time, remunerated posts as authorised by the Education Act 1994.

Business and employment decisions are the responsibility of the Board, as are the approvals of the annual budgets and accounts. The Board meets on a regular basis to receive reports and review the charity's performance. The board of trustees has delegated the day-to-day running of UBSU to a Chief Executive, named under 'Reference and Administrative details'. UBSU employs several full-time staff undertaking the management of itsmany activities and these staff are accountable to the Chief Executive in the performance of their duties.

The Sabbatical Trustees attend several training events designed to ensure they understand their role as Trustees. All external trustees and student trustees are also given an induction session before they join the Board which includes the role and responsibilities of trustees generally and in relation to Brighton Students' Union; conflicts of interest; and the principles of good governance.

TRUSTEES' ANNUAL REPORT (continued)
For the year ended 31 July 2024

Relationships with related parties and co-operation with other organisations

With the exception of the Sabbatical Officers (as discussed above), none of the trustees receive remuneration or other benefit from their work with the charity. Trustees are required to make declarations of interest at the start of every board meeting. In the current year no such related party transactions were reported.

The relationship between the University of Brighton and UBSU is established in the Regulations of the University. UBSU receives a block grant from the University of Brighton. UBSU occupies space in the buildings owned by the University inclusive of utilities, caretaking and cleaning staff. An estimated value to UBSU for this free serviced accommodation has been included in the financial statements at a conservative £291,380. Although UBSU continues to generate supplementary funding from various mutual trading activities, it will remain dependent on the University of Brighton for support. The Education Act 1994 imposes a duty on the University of Brighton to ensure the financial viability of its student representative body and therefore the board of trustees considers this support will continue in the foreseeable future.

Arrangements for setting remuneration of key management personnel

Remuneration of UBSU's key management personnel is decided by the Trustee Board. These decisions are based on recommendations from the CEO following a review of the role against BSU's role evaluation scheme. The CEO's remuneration is decided by the trustees.

Trustees' responsibilities in the preparation of financial statements

The trustees (who are also the directors of University of Brighton Students' Union for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 as at the balance sheet date, and of its income and expenditure for that year.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting 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 proper accounting records, which 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

Auditor

TC Group has been appointed as the auditor to the charitable company and has indicated its willingness to continue in office.

Statement as to disclosure of information to the auditor

The trustees at the date of approval of this trustees' annual report confirm that so far as each of them is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

REFERENCE AND ADMINISTRATIVE DETAILS

The trustees of the charity who are also the directors of the company have held office as follows:

Alistair Welham	
John Wilson	
Jonathan Tindall	
Osasu Atomon (Chair)	
Marie-Christiane Olujohungbe	(appointed 23 October 2023)
Osas Obasohan	(appointed 23 October 2023)
Favour Emmanuel	
Anthony Ononiba	(appointed 01 July 2024)
David Dada	(appointed 01 July 2024)
Lauren Harrison	(resigned 31 July 2024)
Ilia Mirsky Katz	(resigned Chair 30 June 2024)
Doris Ugochi Uche	(resigned 30 June 2024)
Elizabeth Quigg	(resigned 19 October 2023)

The principal address of the charity and the registered office of the company is Cockcroft Building, Lewis Road, Brighton, BN2 4GN.

The charity is registered under the Charity Commission number 1164033 and the company is incorporated with the company registration number 09628909 in England and Wales. Laura Greenwood-Pearsons is the charitable company's correspondence contact.

The charity has made the following professional appointments:

Auditor TC Group, One Bell Lane, Lewes, East Sussex, BN7 1JU
Banker NatWest Bank, 8-11 Pavilion Buildings, Castle Square, Brighton, East Sussex BN1 1DP

The following staff are responsible for the day-to-day management of the charity:

Chief Executive	Laura Greenwood-Pearsons
Director of Commercial Services	Justin Brentnall
Director of Membership Services	Tom Foy

TRUSTEES' ANNUAL REPORT (continued)
For the year ended 31 July 2024

EXEMPTIONS FROM DISCLOSURE

No exemptions from the disclosure requirements applicable to a larger charity have been taken in this trustees' annual report.

FUNDS HELD AS CUSTODIAN

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. Funds of £9,850 were held on behalf of these clubs and groups as at 31 July 2024 – see note 15.

This report was approved by the board of trustees on 12/12/2024, and was signed for and on behalf of the board by

Osasu Atomon

12/12/2024

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Other information

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and group and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of directors

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Our approach was as follows:

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

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

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

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

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

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 company's members those matters we are required to state to him 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 company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group

David Martin FCA (Senior Statutory Auditor)
For and on behalf of TC Group

Statutory Auditor

[DATE] 10 January 2025

Office: Lewes

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including Consolidated Income and Expenditure Account)
for the year ended 31 July 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	1,453,904	75,000	1,528,904	1,498,630
Charitable activities - working with students	4	1,079,004	-	1,079,004	1,041,220
Other trading activities	5	82,726	-	82,726	93,975
Investments	6	-	-	-	5
TOTAL		2,615,634	75,000	2,690,634	2,633,830
EXPENDITURE ON:					
Raising funds	7	120,856	-	120,856	108,275
Charitable activities:					
Working with students	8	2,370,145	75,000	2,445,145	2,518,140
TOTAL		2,491,001	75,000	2,566,001	2,626,415
Actuarial gains/(losses) on defined benefit pension scheme	16	(106,648)	-	(106,648)	99,074
NET INCOME FOR THE PERIOD & NET MOVEMENT IN FUNDS	10	17,985	-	17,985	106,489
RECONCILIATION OF FUNDS					
Total funds brought forward at 01 August 2023		(942,141)	-	(942,141)	(1,048,630)
TOTAL FUNDS CARRIED FORWARD AT 31 JULY 2024	17	(924,156)	-	(924,156)	(942,141)

BALANCE SHEETS
as at 31 July 2024

	Notes	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
FIXED ASSETS					
Tangible assets	11	53,657	53,657	70,631	70,631
Investments	12	-	2	-	2
		53,657	53,659	70,631	70,633
CURRENT ASSETS					
Stocks	13	82,145	82,145	81,974	81,974
Debtors	14	34,005	81,758	66,122	203,616
Cash at bank and in hand		315,162	315,162	256,265	256,265
		431,312	479,065	404,361	541,855
LIABILITIES					
Creditors: Amounts falling due within one year	15	(119,529)	(119,529)	(139,987)	(139,987)
NET CURRENT ASSETS		311,783	359,536	264,374	401,868
TOTAL ASSETS LESS CURRENT LIABILITIES		365,441	413,196	335,005	472,501
Provisions for liabilities	16	(1,289,597)	(1,289,597)	(1,277,146)	(1,277,146)
NET LIABILITIES		(924,156)	(876,401)	(942,141)	(804,645)
THE FUNDS OF THE GROUP AND CHARITY					
Restricted income funds	17	-	-	-	-
Unrestricted income funds	17	(924,156)	(876,401)	(942,141)	(804,645)
TOTAL GROUP AND CHARITY FUNDS	18	(924,156)	(876,401)	(942,141)	(804,645)

As permitted by S408 Companies Act 2006, the charity has not prepared its own Statement of Financial Activities and related notes as it prepares group accounts. The charity's loss for the year ended 31 July 2024 was £71,756 (2022/23 - £122,899 surplus).

The financial statements on pages 15 to 33 were approved by the trustees and authorised for issue on

12/12/ 2024, and are signed on their behalf by

Osasu Atomon

Company Number: 09628909

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended 31 July 2024

	Notes	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
CASH FLOWS FROM OPERATING ACTIVITIES:					
Net cash inflow/(outflow) from operating activities	19	67,327	67,327	(64,923)	(64,923)
		67,327	67,327	(64,923)	(64,923)
CASH FLOWS FROM INVESTING ACTIVITIES:					
Dividends, interest and rents from investments		-	-	5	5
Purchase of property, plant and equipment	11	(8,430)	(8,430)	(47,971)	(47,971)
Net cash used in investing activities		(8,430)	(8,430)	(47,966)	(47,966)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING YEAR		58,897	58,897	(112,889)	(112,889)
Cash and cash equivalents at the beginning of the reporting year		256,265	256,265	369,154	369,154
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING YEAR		315,162	315,162	256,265	256,265

The charitable company, which is a public benefit entity under FRS 102, is constituted as a company limited by guarantee, incorporated in England and Wales and governed by its Memorandum and Articles of Association. The members of the charitable company and the principal address are given in the Reference and Administrative Details of the Trustees' Annual Report. The nature of the charitable company's operations and principal activities are included on page 1.

1. ACCOUNTING POLICIES Basis of accounting

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The presentational currency is pounds sterling.

Going concern

As at 31 July 2024, the balance sheet showed net liabilities of £924,156 after recognising the SUSS pension deficit liability of £1,289,597.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2025 totaling £1,150,000 (2023/24: £1,149,996). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £315,162 in cash and bank deposits at the end of 2023/24 (2022/23 - £256,265) and had net current assets of £311,783 (2022/23 - £264,374). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary generated a profit for the year of £89,741 continuing a trend to return to normal after the pandemic (2022/23 – net loss £16,407). Sales revenue was £1,159,671 (2022/23 - £1,084,132) and expenditure was £1,069,930 (2022/23 - £1,100,539). It is anticipated BSU Enterprise Limited will remain in profit after a strong start to trading in the 2024/25 financial year.

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. BSU Enterprise Limited has also agreed a short-term loan from The University of Brighton Students' Union to cover short-term losses until the company has a distributable reserve. The directors continue to adopt the going concern basis of accounting in preparing the financial statements given this assessment.

Basis of consolidation

The statement of financial activities and the balance sheet consolidate the results of the activities of both the University of Brighton Students' Union and its wholly owned subsidiary undertaking, BSU Enterprise Limited.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

1. ACCOUNTING POLICIES (Continued)

Income

All income is recognised in the statement of financial activities when the charitable company is legally entitled to the funds, the receipt of those funds is probable, and the amount can be measured reliably and quantified with reasonable accuracy.

Income from grants, including government grants, where related to performance and specific deliverables, is accounted for as the charitable company earns the right to consideration by its performance.

Gifts in kind donated for distribution and/or utilisation are included at valuation and recognised as income when the related projects are undertaken. Gifts donated for resale are included as income when sold. Donated facilities are included at the value to the charitable company, where this can be quantified, and a third party is bearing the cost.

Expenditure

Expenditure is included in the statement of financial activities on an accruals basis.

Expenditure is allocated to the charitable company's principal activity, as the costs of raising funds or as governance costs where the costs can be identified as being directly related to those activities. All costs that cannot be so identified are categorised as support costs. Support costs are then allocated over the different categories of expenditure on the basis of estimated time spent by members of staff in those particular areas.

Grants payable are recognised in the year in which the approved offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised only when the conditions attaching to the award are fulfilled.

Governance costs are the costs associated in running the University of Brighton Students' Union as a United Kingdom charitable company and specifically include the costs of the external audit.

Taxation

University of Brighton Students' Union is a registered charitable company and as such its income and gains falling due under section 471 to 489 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporate tax to the extent that they are applied to its charitable objectives.

Termination Payments

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

1. ACCOUNTING POLICIES (Continued)

Tangible fixed assets

All tangible assets purchased at a cost of £1,000 or more and that have an expected useful economic life that exceeds one year are capitalised and classified as tangible fixed assets. Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Equipment - over five years.

Investments

All of the charitable company's fixed asset investments are carried in the balance sheet at cost less provisions for impairment. These assets are not readily realisable through sale and accordingly, a reliable market value cannot be ascertained.

Stocks

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

Liabilities

A contingent liability is disclosed for those grants, which do not represent liabilities, where the possible obligation, which arises from past events, will only be confirmed by the occurrence of one or more uncertain future events not wholly within the trustees' control. Provisions are recognised for those grants where there is uncertainty as to the timing or amount, and any uncertainty regarding the amount is more than one of the determining factors as a basis for reasonable estimation of the liability arising from that constructive obligation.

Leased assets and obligations

All of the charitable company's leases are "operating leases" and the annual rentals are charged to the statement of financial activities on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

1. ACCOUNTING POLICIES (Continued)

Financial instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial instruments are therefore classified and accounted for according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its liabilities.

Financial assets and liabilities

The charitable company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at fair value and thereafter are stated at amortised cost using the effective interest method.

Provisions for liabilities

Provisions are recognised when the charitable company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and that obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at a discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within finance costs.

Pension contributions

The University of Brighton Students' Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit multi-employer pension scheme, which is externally funded and contracted out of the State Second Pension. SUSS is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees of SUSS on the advice of the actuary. The 2022 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms intended to clear the ongoing funding deficit. As a consequence under FRS 102, the University of Brighton Students' Union has recognised a liability in the balance sheet equal to the net present value of future deficit reduction payments. These payments are discounted to the present value using the market yield on high quality bonds.

The charitable company also makes contributions into a group personal pension plan with Aegon and additionally, participates in NEST. The Aegon scheme is available to certain employees, while the NEST scheme is available to all employees. The assets of these defined contribution pension schemes are held separately from those of the charitable company in independent trustee-administered funds. The amount charged to the statement of financial activities in respect of pension costs is the contributions payable for the year.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

1. ACCOUNTING POLICIES (Continued)

Funds held as custodian

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. The cash balances in respect of these custodian activities are held in the charitable company's bank accounts together with a corresponding liability for the amounts involved. Prior to 18/19 the charitable company also acted as custodian for funds raised by student societies. These are now considered part of UBSU's financial activity and have now been incorporated into the Consolidated Statement of Financial Activities and Balance Sheet Reserves.

Fund accounting

The general fund comprises the accumulated surpluses of unrestricted income over expenditure, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

2 CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are those used by the scheme actuary in calculating the University of Brighton Students' Union's portion of the SUSS defined benefit pension scheme liability.

In the opinion of the trustees, there are no other estimates and underlying assumptions in the application of accounting policies that are considered to be critical, because they either require a significant amount of management judgement or the results are material to the charitable company's financial statements.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

3. DONATIONS AND LEGACIES	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Block grant from the University of Brighton	1,149,996		1,149,996	1,122,000
Donations from other funders	12,528	75,000	87,528	85,250
Grant of serviced accommodation	291,380		291,380	291,380
	1,453,904	75,000	1,528,904	1,498,630

4. INCOME FROM WORKING WITH STUDENTS	Unrestricted Total 2024 £	Unrestricted Total 2023 £
Cafes and shops	1,000,171	916,951
Entertainments and events	78,833	124,269
	1,079,004	1,041,220

5. OTHER TRADING ACTIVITIES	Unrestricted Total 2024 £	Unrestricted Total 2023 £
Commercial marketing sponsorship	82,726	93,975

6. INVESTMENTS	Unrestricted Total 2024 £	Unrestricted Total 2023 £
Bank interest	-	5

7. RAISING FUNDS	Unrestricted Total 2024 £	Unrestricted Total 2023 £
Commercial activities:		
Direct costs	16,290	11,394
Direct staff costs	6,335	4,431
Support staff costs	18,428	15,342
Rent	500	500
Other support costs	79,304	76,608
	120,856	108,275

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

COSTS OF WORKING WITH STUDENTS	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Analysed by activity:				
Cafes and shops	1,009,094		1,009,094	981,920
Entertainments and events	60,836		60,836	118,484
Academic experience, advice and wellbeing	400,014		400,014	358,703
Campus and community	-	75,000	75,000	75,000
Other student activities	767,367		767,367	854,528
Loss on revaluation of pension deficit	106,648		106,648	-
Governance costs	132,835		132,835	129,505
	2,476,793	75,000	2,551,793	2,518,140

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Analysed by type of costs:				
Direct costs	837,402		837,402	783,612
Direct staff costs	171,691		171,691	198,308
Support staff costs	839,888	75,000	914,888	895,942
Loss on revaluation of pension deficit	106,648		106,648	-
Rent	291,380		291,380	291,380
Other support costs	96,950		96,950	219,392
Governance costs	132,835		132,835	129,505
	2,476,793	75,000	2,551,793	2,518,140

Governance costs are made up as follows:	Total 2024 £	Total 2023 £
Sabbatical Officer salaries	109,215	109,300
Sabbatical Officer training	5,752	3,767
Auditors' remuneration - external audit	16,775	15,125
Auditors' remuneration - corporate tax compliance	750	688
Under accrual in respect of prior years	343	625
	132,835	129,505

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

9. STAFF COSTS	2024	2023
	No.	No.
The average monthly number of persons working with the charitable company (excluding trustees) during the year was:		
Cafes and shops	5	7
Entertainments and events	1	1
Academic experience, advice and wellbeing	4	4
Campus and community	5	6
Office and management	11	12
Sabbatical Officers	4	4
Raising funds	2	1
Casual student staff	58	63
	90	98

	£	£
Staff costs for the above persons:		
Wages and salaries	960,315	991,601
Social security costs	91,047	94,823
Pension costs - regular annual contributions	41,187	40,327
Pension costs - provision for pension deficit payments	106,648	-
Termination payments	-	10,780
Casual student staff	204,581	206,688
Other costs	3,630	18,592
	1,407,407	1,362,811

The total amount of employee benefits received by key management personnel for their services to the charitable company during the year amounted to £186,673 (22/23 - £228,352) and the charitable company incurred employers' national insurance contribution costs of a further £20,537 (22/23 - £25,787) in relation to the employment of these same members of staff. One member of staff received a salary plus employer contributions towards national insurance during the year of between £90,000 and £100,000.

The Sabbatical Trustees, who are also all employees, received employee benefits as authorised in the charitable company's governing document, for their representation, campaigning and support work they undertake as distinct from their role as trustees. Those employee benefits comprised:

	Gross salary	Employer pension contributions
	£	£
David Dada	2,551	-
Anthony Ononiba	2,551	-
Doris Uche	22,802	912
Ilia Mirsky Katz	22,802	912
Osasu Atomon	24,875	-
Favour Emmanuel	24,875	271

9. **STAFF COSTS (Continued)**

Other than as disclosed above, no trustees received remuneration for their services to the charitable company during the current year.

The Sabbatical Officers incurred normal business expenses for travel, subsistence and training during the course of their employment as Sabbatical Officers and reclaimed them through the normal employee expenses reimbursement procedures. The total of these expenses for all the Sabbatical Officers amounted to £5,752 (22/23 - £3,767).

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level but also to deliver services and other similar project outcomes and benefits to beneficiaries. The charitable company is also reliant upon donated services provided by its wide range of supporters, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

10 **NET INCOME FOR THE YEAR**	2024	2023
	£	£
Net income for the year is stated after charging:		
Depreciation	25,404	25,600

11 **TANGIBLE ASSETS**

Group	Equipment	Total
	£	£
Cost:		
01 August 2023	269,149	269,149
Additions	8,430	8,430
Disposals	(35,947)	(35,947)
31 July 2024	241,632	241,632
Depreciation:		
01 August 2023	198,518	198,518
Charge for the year	25,404	25,404
Disposals	(35,947)	(35,947)
31 July 2024	187,975	223,922
Net book value:		
31 July 2024	53,657	53,657
31 July 2023	70,631	70,631

12 INVESTMENTS

Charity	Union funds	BSU Enterprise Ltd	Total 2024	Total 2023
	£	£	£	£
Cost:				
01 August	-	2	2	2
Change	-	-	-	-
31 July	-	2	2	2

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary generated a profit for the year of £89,741 continuing a trend to return to normal after the pandemic (2022/23 – net loss £16,407). Sales revenue was £1,159,671 (2022/23 - £1,084,132) and expenditure was £1,069,930 (2022/23 - £1,100,539). It is anticipated BSU Enterprise Limited will remain in profit after a strong start to trading in the 2024/25 financial year.

13. STOCKS

	Group 2024	Charity 2024	Group 2023	Charity 2023
	£	£	£	£
Café supplies	13,442	13,442	20,527	20,527
Shop supplies	68,703	68,703	61,447	61,447
	82,145	82,145	81,974	81,974

14. DEBTORS

	Group 2024	Charity 2024	Group 2023	Charity 2023
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	5,988	5,988	27,414	27,414
Amounts due to group undertakings	(0)	47,753	-	137,494
Other debtors	-	-	1,425	1,425
Prepayments and accrued income	28,017	28,017	37,283	37,283
	34,005	81,758	66,122	203,616

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

15. CREDITORS	Group 2024	Charity 2024	Group 2023	Charity 2023
	£	£	£	£
Amounts falling due within one year:				
Trade creditors	(36,543)	(36,543)	(33,685)	(33,685)
Other taxes and social security costs	(33,914)	(33,914)	(38,071)	(38,071)
Clubs and societies funds	(9,850)	(9,850)	(8,584)	(8,584)
Accruals	(39,222)	(39,222)	(34,472)	(34,472)
Deferred income	-	-	(25,175)	(25,175)
	(119,529)	(119,529)	(139,987)	(139,987)
	(119,529)	(119,529)	(139,987)	(139,987)
Deferred income:				
Deferred income brought forward	25,175	25,175	26,766	26,766
Deferred income released to the statement of financial activities	(25,175)	(25,175)	(26,766)	(26,766)
Income received in advance during the period	-	-	25,175	25,175
Deferred income carried forward:	-	-	25,175	25,175

Deferred income included in the comparatives includes those funds received in advance for services to be delivered by the charitable company in the 2023/2024 financial year and primarily comprises booking fee income received in advance for the 2023 Freshers' Fair. All such income relating to future years is deferred.

16. PROVISION FOR LIABILITIES	2024 SUSS pension deficit provision	2023 SUSS pension deficit provision
	£	£
Balance at 1 August	1,277,146	1,465,922
Contributions towards the deficit	(94,197)	(89,702)
Revaluation of pension deficit	106,648	(99,074)
Balance at 31 July	1,289,597	1,277,146

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

17. THE FUNDS OF THE GROUP

AND THE CHARITY	01 August 2023	Income	Expenditure	Transfers between funds	31 July 2024
Group	£	£	£	£	£
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund		2,615,634	(2,572,245)	(43,389)	-
Designated funds:					
Capital reserve fund	70,631		(25,404)	8,430	53,657
Contingency reserve fund	100,000				100,000
Development reserve fund	164,374			47,410	211,782
SUSS pension deficit fund	(1,277,146)			(12,451)	(1,289,597)
	(942,141)	2,615,634	(2,597,649)	-	(924,158)
	(942,141)	2,690,634	(2,672,649)	-	(924,156)

THE FUNDS OF THE GROUP

AND THE CHARITY	01 August 2022	Income	Expenditure	Transfers between funds	31 July 2023
Group	£	£	£	£	£
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund		2,657,907	(2,525,815)	(132,092)	-
Designated funds:					
Capital reserve fund	48,260		(25,600)	47,971	70,631
Contingency reserve fund	100,000				100,000
Development reserve fund	269,032			(104,656)	164,374
SUSS pension deficit fund	(1,465,922)			188,776	(1,277,146)
	(1,048,630)	2,657,907	(2,551,415)	-	(942,141)
	(1,048,630)	2,732,907	(2,626,415)	-	(942,141)

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

17. **THE FUNDS OF THE GROUP AND THE CHARITY** (Continued)

The Capital reserve fund was set up to separately identify the charitable company's fixed assets that have been purchased from the charitable company's own unrestricted funds. Transfers are made to or from this fund to cover movements on unrestricted fixed assets such as additions, disposals and depreciation so that the closing balance on the fund represents the net book value to the unrestricted fixed assets involved.

The Contingency reserve fund was set up to set aside an amount to cover unforeseen or emergency expenditure. The amount carried forward in this fund is reviewed annually by the trustees.

The balance of the general fund that is not used for any other purposes is transferred to the Development reserve fund to be carried forward and used to further develop the charitable activities of the charitable company.

The SUSS pension deficit fund was set up to separately identify the reserves deficit arising from the need to account for a provision in respect of additional SUSS employer pension contributions required to be paid in future years by the charitable company that are intended to eliminate the ongoing and persistent deficit in the overall funding of the SUSS multi-employer defined benefit pension scheme.

18. **ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Group	Fixed assets £	Current assets £	Current liabilities £	Provisions for liabilities £	Total 2024 £
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	53,657				53,657
Contingency reserve fund		100,000			100,000
Development reserve fund		331,312	(119,529)		211,783
SUSS pension deficit fund				(1,289,597)	(1,289,597)
NET LIABILITIES	53,657	431,312	(119,529)	(1,289,597)	(924,156)

Charity	Fixed assets £	Current assets £	Current liabilities £	Provisions for liabilities £	Total 2024 £
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	53,657				53,657
Contingency reserve fund		100,000			100,000
Development reserve fund		379,067	(119,529)		259,538
SUSS pension deficit fund				(1,289,597)	(1,289,597)
NET LIABILITIES	53,657	479,067	(119,529)	(1,289,597)	(876,401)

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

ANALYSIS OF NET ASSETS
BETWEEN FUNDS
(continued)

Group	Fixed assets £	Current assets £	Current liabilities £	Provisions for liabilities £	Total 2023 £
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	70,631				70,631
Contingency reserve fund		100,000			100,000
Development reserve fund		304,361	(139,987)		164,374
SUSS pension deficit fund				(1,277,146)	(1,277,146)
NET LIABILITIES	70,631	404,361	(139,987)	(1,277,146)	(942,141)

Charity	Fixed assets £	Current assets £	Current liabilities £	Provisions for liabilities £	Total 2023 £
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	70,631				70,631
Contingency reserve fund		100,000			100,000
Development reserve fund		441,858	(139,987)		301,871
SUSS pension deficit fund				(1,277,146)	(1,277,146)
NET LIABILITIES	70,631	541,858	(139,987)	(1,277,146)	(804,645)

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

19. **RECONCILIATION OF NET INCOME TO NET CASH PROVIDED BY OPERATING ACTIVITIES**

	Group 2024	Charity 2024	Group 2023	Charity 2023
	£	£	£	£
Net income for the reporting period	17,985	17,985	106,488	106,488
Adjustments for:				
Dividends, interest and rents from investments	-	-	(5)	(5)
Depreciation charges	25,404	25,404	25,600	25,600
Increase in stock	(171)	(171)	(4,529)	(4,529)
Decrease in debtors	32,117	32,117	52,267	52,267
Decrease in creditors	(20,458)	(20,458)	(55,970)	(55,970)
Decrease /(increase) in provisions	12,451	12,451	(188,776)	(188,776)
Net cash used in operating activities	67,327	67,327	(64,923)	(64,923)

20. **RELATED PARTY TRANSACTIONS**

During the year, the charitable company undertook various transactions on behalf of its trading subsidiary, BSU Enterprise Limited, a company incorporated in England and Wales (Company registration number 09242214). The charitable company did not recognize any Gift Aid donations from BSU Enterprise Limited during the year due to the fact the trading subsidiary is in deficit. At the balance sheet date, £47,753 (2022/23 £137,494) was owed by BSU Enterprise Limited. This will be repaid during 24/25 when it is anticipated the trading subsidiary will generate a net profit.

There were no other related party transactions during the year.

21. **PENSION COMMITMENTS**

UBSU participates 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 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The Scheme underwent an actuarial valuation as at 30 June 2022 and shows 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 assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions were applied at 30 June 2020:-

- The investment return would be 4.0% per annum before retirement and 2.0% per annum after retirement.
- Pensions accruing on the CARE basis would revalue at 3.6% per annum.
- Present and future pensions would increase at rates specified by Scheme rules with appropriate assumptions where these are dependent on inflation.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 July 2024

The 2022 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit. Employer contributions were increased by 5% from 1 October 2023. Contributions will increase by a further 5% each year thereafter until the end of the deficit recovery period, which is expected to be in May 2037.

Surpluses or deficits which arise at future valuations will also impact on UBSU's future contribution commitment. In addition to the above contributions, UBSU also pays its share of the Scheme's levy to the Pension Protection Fund.

FRS102 and Charities SORP (FRS102) require the charitable company's share of past service shortfall is reflected in the financial statements. Based on the most recent valuation, the charitable company contribution to eliminating the shortfall was £94,197 for the year ended 31 July 2024 (2023: £89,702). The statement of financial position as at 31 July 2023 includes a liability of £1,277,146 (2021: £1,465,922) which represents the net present value of all future contributions towards eliminating this shortfall.

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UNIVERSITY OF BRIGHTON STUDENTS' UNION

England & Wales - Charity number 1164033

Accounts

Company Number: 09628909
Charity Number (England & Wales): 1164033

UNIVERSITY OF BRIGHTON STUDENTS' UNION

ANNUAL REPORT AND FINANCIAL STATEMENTS

31 JULY 2023

UNIVERSITY OF BRIGHTON STUDENTS' UNION

TRUSTEES' ANNUAL REPORT
for the year ended

The trustees present their report and the financial statements of the University of Brighton Students' Union (which is also known as "UBSU" or "the Union", and which also operates under the name "Brighton SU") for the year ended 31 July 2023. The trustees' report serves the purpose of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting; Statement of Recommended Practice (applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The charitable objectives for which the charitable company was established are:

The advancement of education of students at the University of Brighton for the public benefit by:

- The promotion of the interests and welfare of students of Brighton during their course of study and representing, supporting, and advising students
- Recognition as the representative channel between students and the University of Brighton and any other external bodies; and
- The provision of social, cultural, sporting, and recreational activities and forums for discussion and debate for the personal development of its students.

Charitable activities

In pursuit of these objectives, we support and represent over 19,000 students. We do this by:

- Operating a support and advocacy service providing individual advice and support to students through the Students' Union Support Service
- Working with students and the University to maintain and improve the quality of academic support to students
- Enabling and encouraging democratic participation in student leadership elections
- Encouraging student participation in activities, events and societies to increase their sense of belonging, aid continuation, and improve outcomes
- Building communities and facilitating engagement between students
- Working with students to run entertainments and events that improve the overall student experience; and
- Providing employment opportunities and training for students across departments.

The trustees have taken The Charity Commission's guidance on public benefit into consideration in reviewing and managing the objectives and activities of the charity and are satisfied the information presented within this annual report demonstrates UBSU's public benefit.

Our Mission is: ***Making Student Life Better.***

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level, but also to deliver activities and outcomes for the benefit of its beneficiaries. The charity is also reliant upon donated services, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

ACHIEVEMENTS AND PERFORMANCE

We were delighted to increase our annual National Student Survey satisfaction score by 20% this year, which is a testament to the continued hard work and dedication of the Union's staff and volunteers. Our annual results from our own survey had a 93.1% average for the question "BSU Makes student life better" which is extremely pleasing.

After six months of stakeholder research, in January 2023 we launched our new 3 year strategic vision – The Big Plan, which has defined Key Performance indicators.

The Five Strategic Themes

Amplify the Student Voice: Student voices are the most powerful tool in creating positive change and celebrating success. The single voice is as important as the collective, and we need as many as possible.

This year we extended the 700+ Course Representative system to create two 'Super Reps' per academic school. We meet with them monthly to get more focused feedback to and from the University. We also facilitated meetings between students and the University senior managers to discuss the implications of ongoing industrial action and redundancies.

We launched a monthly pulse survey which asked the same questions to different students each month. This allows us to track any immediate changes required to Union operations, and also highlight where we need to lobby the University for improvements. The survey also allows us to track our key performance indicators to ensure we remain inline with our Big Plan.

Following two referendums and a Trustee Board meeting, BSU has decided to disaffiliate from the National Union of Students UK. This will officially take place in December 2024 due to NUS rules and was due to the lack of value from the annual affiliation fee, and disagreement with central policies that felt misaligned from our own student member priorities.

Defend Academic Quality: Students are paying significant money for their education, and we will work hard to ensure that they receive value for money and the highest quality of education possible.

2022/23 saw significant disruption due to ongoing industrial action, including a marking and assessment boycott. We met regularly with the University to ensure that the impact was limited wherever possible. Where this has not been possible, we actively sought compensation and changes to academic regulations to ensure that all students could progress from one year of study to another.

Our Support Team have increasingly complex student cases, demonstrating the various challenges that impact students as students. The University introduced new academic processes for students who were not able to reach their potential in assessments. This required additional BSU resource to ensure we could appropriately respond and advocate for all the students who needed us.

In our monthly Pulse survey, the annual average for "BSU effectively represent my academic interests" was 81.9%

Promote Positive Wellbeing: Students are facing significant issues that challenge positive wellbeing. Individual students will also have unique challenges, and we will be by their side to support, advise and guide them.

Cost of living increases continue to hit students, and we launched the BSU Pantry which provides free essentials to any students that wants them. We also received a £10K grant from the Uni to provide free sanitary products and emergency food vouchers. WE continue to lobby the University to support the students in any way possible.

Build Belonging and Community: There is a clear correlation between students that feel like they belong at University, and those that achieve their potential. We will bring students together to create strong connections and communities.

We invested in more sophisticated systems to track student engagement with many of our activities, which has allowed further analysis of our impact on the attendees. This showed that we have above Uni Average participation for Black, Asian and mixed heritage students, Students from the lowest income areas, Students with a declared disability. This shows our activities are targeting the students who statistically require the additional support.

There continued to be a positive correlation between engagement in BSU activities and student progression (80% BSU, 69% Uni control group) and Continuation (95% BSU, 93% control group). Our own pulse survey had an annual average score of 92.56% for society members sense of belonging.

"Give It A Go" activities saw over 1,000 students participating in activities across all sites and societies are slowly returning to pre pandemic levels.

Boost Employability: We recognise that students choose University for many different reasons and have different desired outcomes. We will help our students to realise and achieve their own potential.

We developed a Skills programme to run alongside Give It A Go which were free careers and employability sessions to help students translate their skills and experiences into compelling CVs.

There continued to be a positive correlation between engagement in BSU activities and 'Good' Degree Outcome (90% BSU, 85% control group).

FINANCIAL REVIEW

Financial results of activities and events

Total income for the year was £2,732,904 (21/22 – £2,255,493) which is an increase of £477,411 (21.2%). Income from cafes and shops increased by £390,060 (74%) which reflects the trend to return to normal after the pandemic. Income from entertainment and events increased by £30,850 (33%), which includes income generated by societies of £5,800. UBSU continues to benefit from the financial support of the University of Brighton through the block grant, which remained the same at £1,122,000. Donations and Grants from other funders decreased by £61,899 (42%).

The revaluation of the provision for pension deficit payments resulted in income of £99,074 (21/22 – £18,196 expense) reflecting the increase in the interest rate used to discount future cash payments. This in addition to the recovery plan cash payments of £89,702 during the year resulted in a total provision decrease of £188,776.

Total expenditure for the year was £2,626,415 (21/22 - £2,213,496) which is an increase of £412,919 (18.7%). Café and shop expenditure increased by £390,300 (66%) in line with increased sales. Academic experience, campus and community, and other student activities expenditure increased by a combined total of £54,753 (4.4%) all which reflects the trend to return to normal activities after the pandemic.

Funds increased by £106,488 during the year. These funds will be used to support the continued pursuit of our strategic priorities during 2023-24. The Minimum Reserve has been maintained at £100,000, in line with the Reserves Policy.

Cash decreased by £112,889, which mainly reflects the SOFA surplus for the year (£106,488), add back the increase in the SUSS Pension provision (£188,776), plus the decrease in debtors as sales and marketing activity gains momentum before the start of 22/23 (£52,267) less decrease in creditors (£55,970) and increase in stock (£4,529) and add back depreciation charge (£25,600).

Reserves policy

Although the charitable company had no free reserves at 31 July 2023, excluding the pension deficit liability of £1,277,146 (21/22 - £1,465,922) free reserves would have been £335,005 (21/22 – £417,292).

The Trustees reviewed the UBSU Reserves Policy in 22/23. The policy follows Charity Commission guidelines and considers the risks associated with its activity and the financial impact of these risks on income and expenditure. The review concluded an appropriate minimum reserve level remains at no less than £100,000. At the end of 2022/23 UBSU had a minimum reserve of £100,000 (21/22 - £100,000) and a Development reserve of £164,374 (21/22 - £269,032). Development reserves are primarily held to support one-off strategic projects in line with the strategic plan and society activity throughout the year.

The trustees are committed to reviewing the Reserves Policy on an annual basis.

Investments policy

The trustees, having regard to the liquidity requirements of UBSU, have kept available funds in an interest-bearing deposit account bearing an interest rate of 0.01%.

Going concern

As at 31 July 2023, the balance sheet showed net liabilities of £942,141 after recognising the SUSS pension deficit liability of £1,277,146.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2024 totaling £1,150,000 (2022/23: £1,122,000). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £256,265 (2021/22 - £369,154) in cash and bank deposits at the end of 2022/23 and had net current assets of £264,374 (2021/22 - £369,031). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however reductions in activity post pandemic resulted in a net loss of £16,407 (2021/22 – net loss £60,490). Sales revenue was £1,084,132 (2021/22 - £711,537) and expenditure was £1,100,539 (2021/22 - £772,027). It is anticipated BSU Enterprise Limited will return to profit in 23/24 after making some significant changes to the trading outlets.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. Systems and procedures have been established to mitigate the financial and trading risks. Procedures are in place to ensure compliance with health and safety legislation in relation to staff, volunteers and participants in all activities of the Union.

PLANS FOR FUTURE YEARS

We will continue to follow our new strategic priorities:

Amplify the Student Voice
Student voices are the most powerful tool in creating positive change and celebrating success. The single voice is as important as the collective, and we need as many as possible.

We will;
- Improve the representative structures to receive louder and clearer student voices from across the University
- Ensure students feel that their voices are valued and acted upon
- Improve the feedback to all levels of the University.

Defend Academic Quality
Students are paying significant money for their education, and we will work hard to ensure that they receive value for money and the highest quality of education possible.

We will;
- Continue to lobby for clearer and more student centred academic regulations
- Ensure key University policies are consistently delivered
- Ensure support is in place for students moving campuses.

Promote Positive Wellbeing
Students are facing significant issues that challenge positive wellbeing. Individual students will also have unique challenges, and we will be by their side to support, advise and guide them.

We will;
- Champion positive mental wellbeing and support throughout the Union and University
- Provide proactive and reactive accommodation support
- Ensure BSU and University support services are meeting the current needs of our students.

Build Belonging and Community
There is a clear correlation between students that feel like they belong at University, and those that achieve their potential. We will bring students together to create strong connections and communities.

We will;
- Provide safe, inclusive spaces and activities to bring people together and help create connections
- Champion equity for all students throughout the Union and University
- Provide opportunities for students to build their social and cultural capital

Boost Employability
We recognise that students choose University for many different reasons, and have different desired outcomes. We will help our students to realise and achieve their own potential.

We will;
- Create more employment and volunteering opportunities for students across our organisation
- Increase awareness and articulation of skills learnt participating in BSU activities
- Lobby the University to increase employability opportunities and experiences for students

To support these aims, we have the following foundations:

Marketing
- Improve our marketing for the whole Union, our services and activities
- Ensure our virtual presence allows students to access information they need, when they need it
- Secure improved physical locations for our services

People

- Ensure that all our staff have the skills and support needed to succeed in their roles
- Encourage opportunities for innovation and change in order to deliver our aims
- Review our staff benefits to enable us to attract and retain a talented team

Responsible and Sustainable Union

- Secure financial sustainability to successfully deliver our strategic aims
- We will ensure that our IT systems and skill levels meet the needs of our operations
- Make ethical and sustainable decisions regarding partners, suppliers and our services

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status and history

UBSU is a registered charity, and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound up during the period of membership, or within one year thereafter.

The Union was originally set up by the University of Brighton. It created its own unique constitution which was formally adopted on 30 April 2010 and it was registered as a charitable trust in England and Wales on 25 August 2010. The new charitable company was incorporated on 8 June 2015, took over all the activities of the charitable trust with effect from 31 July 2015, and was registered as a charity in England and Wales on 20 October 2015.

UBSU is governed by the rules and regulations set down in its company Memorandum and Articles of Association dated 8 June 2015.

Organisational structure

UBSU is administered by its Board of Trustees consisting of up to four Lay Persons, up to four Students and four Sabbatical Trustees (students elected annually by cross-campus secret ballot of the UBSU membership). The four sabbatical posts of President, Education Officer, Activities Officer and Post Graduate Officer.

The sabbatical posts are full-time, remunerated posts as authorised by the Education Act 1994.

Business and employment decisions are the responsibility of the Board, as are the approvals of the annual budgets and accounts. The Board meets on a regular basis to receive reports and review the charity's performance. The board of trustees has delegated the day-to-day running of UBSU to a Chief Executive, named under 'Reference and Administrative details'. UBSU employs several full-time staff undertaking the management of its many activities and these staff are accountable to the Chief Executive in the performance of their duties.

The Sabbatical Trustees attend several training events designed to ensure they understand their role as Trustees. All external trustees and student trustees are also given an induction session before they join the Board which includes the role and responsibilities of trustees generally and in relation to Brighton Students' Union; conflicts of interest; and the principles of good governance.

Relationships with related parties and co-operation with other organisations

With the exception of the Sabbatical Officers (as discussed above), none of the trustees receive remuneration or other benefit from their work with the charity. Trustees are required to make declarations of interest at the start of every board meeting. In the current year no such related party transactions were reported.

The relationship between the University of Brighton and UBSU is established in the Regulations of the University. UBSU receives a block grant from the University of Brighton. UBSU occupies space in the buildings owned by the University inclusive of utilities, caretaking and cleaning staff. An estimated value to UBSU for this free serviced accommodation has been included in the financial statements at a conservative £291,380. Although UBSU continues to generate supplementary funding from various mutual trading activities, it will remain dependent on the University of Brighton for support. The Education Act 1994 imposes a duty on the University of Brighton to ensure the financial viability of its student representative body and therefore the board of trustees considers this support will continue in the foreseeable future.

Arrangements for setting remuneration of key management personnel

Remuneration of UBSU's key management personnel is decided by the Trustee Board. These decisions are based on recommendations from the CEO following an annual appraisal of the post holders. The CEO's remuneration is decided by the trustees.

Trustees' responsibilities in the preparation of financial statements

The trustees (who are also the directors of University of Brighton Students' Union for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 as at the balance sheet date, and of its income and expenditure for that year.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting 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 proper accounting records, which 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

Auditor

Knill James LLP has been appointed as the auditor to the charitable company and has indicated its willingness to continue in office.

Statement as to disclosure of information to the auditor

The trustees at the date of approval of this trustees' annual report confirm that so far as each of them is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

REFERENCE AND ADMINISTRATIVE DETAILS

The trustees of the charity who are also the directors of the company have held office as follows:

Sufia Begum (Chair)	(resigned 30 June 2023)
Alistair Welham	
John Wilson	
Jonathan Tindall	
Lauren Harrison	
Anuraj Karmacharya	(resigned 30 June 2023)
Anna Mcelhinney	(resigned 30 June 2023)
Ilia Mirsky Katz (Chair)	(appointed Chair 01 July 2023)
Doris Ugochi Uche	
Elizabeth Quigg	
Osasu Atomon	(appointed 01 July 2023)
Favour Emmanuel	(appointed 01 July 2023)

The principal address of the charity and the registered office of the company is Cockcroft Building, Lewis Road, Brighton, BN2 4GN.

The charity is registered under the Charity Commission number 1164033 and the company is incorporated with the company registration number 09628909 in England and Wales. Laura Greenwood-Pearsons is the charitable company's correspondence contact.

The charity has made the following professional appointments:

Auditor	Knill James LLP, One Bell Lane, Lewes, East Sussex, BN7 1JU
Banker	NatWest Bank, 8-11 Pavillion Buildings, Castle Square, Brighton, East Sussex BN1 1DP

The following staff are responsible for the day-to-day management of the charity:

Chief Executive	Laura Greenwood-Pearsons
Director of Commercial Services	Justin Brentnall
Director of Membership Services	Tom Foy

EXEMPTIONS FROM DISCLOSURE

No exemptions from the disclosure requirements applicable to a larger charity have been taken in this trustees' annual report.

FUNDS HELD AS CUSTODIAN

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. Funds of £8,584 were held on behalf of these clubs and groups as at 31 July 2023 – see note 15.

This report was approved by the board of trustees on 4/12/2023 2023, and was signed for and on behalf of the board by

Ilia Mirsky Katz

6/12 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

Opinion

We have audited the financial statements of University of Brighton Students' Union (the 'parent charitable company') and itssubsidiaries (the 'group') for the year ended 31 July 2023 which comprise Consolidated Statement of Financial Activities, the Group and Company Balance Sheets, the Group and Company Cash Flow Statements and notes tothe 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, includingFinancial 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 31 July 2023, 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 parent 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's or parent 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 UNIVERSITY OF BRIGHTON STUDENTS' UNION (Continued)

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION (Continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, 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 and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company, we identified that the principal risk of non-compliance with laws and regulations related to employment regulation and health and safety regulation, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the companies act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override controls), and determined that the principal risks were related to posting inappropriate journal entries and management bias in accounting estimates. Audit procedures performed included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings
- Performing audit procedures on the risk of management override of controls, including testing journal entries and other adjustments for appropriateness
- Evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION (Continued)

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 its 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 and the charitable company's members as a body, for our audit work, for thisreport, or for the opinions we have formed.

Knill James LLP

David W Martin FCA
For and on behalf of Knill James LLP, Statutory Auditor
Chartered Accountants
One Bell Lane
Lewes
East Sussex
BN7 1JU

Date: 6 December 2023

UNIVERSITY OF BRIGHTON STUDENTS' UNION

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including Consolidated Income and Expenditure Account)
for the year ended 31 July 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	1,423,630	75,000	1,498,630	1,543,347
Charitable activities - working with students	4	1,041,220	-	1,041,220	620,310
Other trading activities	5	93,975	-	93,975	91,756
Revaluation of pension deficit payments	16	99,074	-	99,074	-
Investments	6	5	-	5	81
TOTAL		2,657,904	75,000	2,732,904	2,255,494
EXPENDITURE ON:					
Raising funds	7	108,275	-	108,275	80,268
Charitable activities:					
Working with students	8	2,443,140	75,000	2,518,140	2,115,032
Provision for pension deficit payments	8			-	18,196
TOTAL		2,551,415	75,000	2,626,415	2,213,496
NET INCOME FOR THE PERIOD & NET MOVEMENT IN FUNDS	10	106,489	-	106,489	41,998
RECONCILIATION OF FUNDS					
Total funds brought forward at 01 August 2022		(1,048,630)	-	(1,048,630)	(1,090,628)
TOTAL FUNDS CARRIED FORWARD AT 31 JULY 2023	17	(942,141)	-	(942,141)	(1,048,630)

UNIVERSITY OF BRIGHTON STUDENTS' UNION

BALANCE SHEETS
for the year ended 31 July 2023

	Notes	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
FIXED ASSETS					
Tangible assets	11	70,631	70,631	48,261	48,261
Investments	12	-	2	-	2
		70,631	70,633	48,261	48,263
CURRENT ASSETS					
Stocks	13	81,974	81,974	77,445	77,445
Debtors	14	66,122	203,617	118,389	239,476
Cash at bank and in hand		256,265	256,265	369,154	369,154
		404,361	541,856	564,988	686,075
LIABILITIES					
Creditors: Amounts falling due within one year	15	(139,987)	(139,987)	(195,957)	(195,957)
NET CURRENT ASSETS		264,374	401,869	369,031	490,118
TOTAL ASSETS LESS CURRENT LIABILITIES		335,005	472,501	417,292	538,381
Provisions for liabilities	16	(1,277,146)	(1,277,146)	(1,465,922)	(1,465,922)
NET LIABILITIES		(942,141)	(804,645)	(1,048,630)	(927,541)
THE FUNDS OF THE GROUP AND CHARITY					
Restricted income funds	17	-	-	-	-
Unrestricted income funds	17	(942,141)	(804,645)	(1,048,630)	(927,541)
TOTAL GROUP AND CHARITY FUNDS	18	(942,141)	(804,645)	(1,048,630)	(927,541)

As permitted by S408 Companies Act 2006, the charity has not prepared its own Statement of Financial Activities and related notes as it prepares group accounts. The charity's surplus for the year ended 31 July 2023 was £122,899 (2021/22 - £102,448).

The financial statements on pages 15 to 35 were approved by the trustees and authorised for issue on 4/12 2023, and are signed on their behalf by

Ilia Mirsky Katz

Company Number: 09628909

UNIVERSITY OF BRIGHTON STUDENTS' UNION

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended 31 July 2023

	Notes	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
CASH FLOWS FROM OPERATING ACTIVITIES:					
Net cash (outflow)/inflow from operating activities	19	(64,923)	(64,923)	(35,402)	(28,212)
		(64,923)	(64,923)	(35,402)	(28,212)
CASH FLOWS FROM INVESTING ACTIVITIES:					
Dividends, interest and rents from investments		5	5	81	81
Purchase of property, plant and equipment		(47,971)	(47,971)	(45,326)	(45,326)
Net cash used in investing activities		(47,966)	(47,966)	(45,245)	(45,245)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING YEAR		(112,889)	(112,889)	(80,647)	(73,457)
Cash and cash equivalents at the beginning of the reporting year		369,154	369,154	449,801	442,610
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING YEAR	20	256,265	256,265	369,154	369,154

The charitable company, which is a public benefit entity under FRS 102, is constituted as a company limited by guarantee, incorporated in England and Wales and governed by its Memorandum and Articles of Association. The members of the charitable company and the principal address are given in the Reference and Administrative Details of the Trustees' Annual Report. The nature of the charitable company's operations and principal activities are included on page 1.

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

Going concern

As at 31 July 2023, the balance sheet showed net liabilities of £942,141 after recognising the SUSS pension deficit liability of £1,277,146.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2024 totaling £1,150,000 (2022/23: £1,122,000). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £256,265 (2021/22 - £369,154) in cash and bank deposits at the end of 2022/23 and had net current assets of £264,374 (2021/22 - £369,031). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however reductions in activity post pandemic resulted in a net loss of £16,407 (2021/22 – net loss £60,490). Sales revenue was £1,084,132 (2021/22 - £711,537) and expenditure was £1,100,539 (2021/22 - £772,027). It is anticipated BSU Enterprise Limited will return to profit in 23/24 after making some significant changes to the trading outlets.

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. BSU Enterprise Limited has also agreed a short-term loan from The University of Brighton Students' Union to cover short-term losses until the company has a distributable reserve. The directors continue to adopt the going concern basis of accounting in preparing the financial statements given this assessment

Basis of consolidation

The statement of financial activities and the balance sheet consolidate the results of the activities of both the University of Brighton Students' Union and its wholly owned subsidiary undertaking, BSU Enterprise Limited.

1. ACCOUNTING POLICIES (Continued)

Income

All income is recognised in the statement of financial activities when the charitable company is legally entitled to the funds, the receipt of those funds is probable, and the amount can be measured reliably and quantified with reasonable accuracy.

Income from grants, including government grants, where related to performance and specific deliverables, is accounted for as the charitable company earns the right to consideration by its performance.

Gifts in kind donated for distribution and/or utilisation are included at valuation and recognised as income when the related projects are undertaken. Gifts donated for resale are included as income when sold. Donated facilities are included at the value to the charitable company, where this can be quantified, and a third party is bearing the cost.

Expenditure

Expenditure is included in the statement of financial activities on an accruals basis.

Expenditure is allocated to the charitable company's principal activity, as the costs of raising funds or as governance costs where the costs can be identified as being directly related to those activities. All costs that cannot be so identified are categorised as support costs. Support costs are then allocated over the different categories of expenditure on the basis of estimated time spent by members of staff in those particular areas.

Grants payable are recognised in the year in which the approved offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised only when the conditions attaching to the award are fulfilled.

Governance costs are the costs associated in running the University of Brighton Students' Union as a United Kingdom charitable company and specifically include the costs of the external audit.

Taxation

University of Brighton Students' Union is a registered charitable company and as such its income and gains falling due under section 471 to 489 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporate tax to the extent that they are applied to its charitable objectives.

Termination Payments

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1. **ACCOUNTING POLICIES** (Continued)

Tangible fixed assets

All tangible assets purchased at a cost of £1,000 or more and that have an expected useful economic life that exceeds one year are capitalised and classified as tangible fixed assets. Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Equipment - over five years

Investments

All of the charitable company's fixed asset investments are carried in the balance sheet at cost less provisions for impairment. These assets are not readily realisable through sale and accordingly, a reliable market value cannot be ascertained.

Stocks

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

Liabilities

A contingent liability is disclosed for those grants, which do not represent liabilities, where the possible obligation, which arises from past events, will only be confirmed by the occurrence of one or more uncertain future events not wholly within the trustees' control. Provisions are recognised for those grants where there is uncertainty as to the timing or amount, and any uncertainty regarding the amount is more than one of the determining factors as a basis for reasonable estimation of the liability arising from that constructive obligation.

Leased assets and obligations

All of the charitable company's leases are "operating leases" and the annual rentals are charged to the statement of financial activities on a straight-line basis over the lease term.

1. **ACCOUNTING POLICIES** (Continued)

Financial instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial instruments are therefore classified and accounted for according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its liabilities.

Financial assets and liabilities

The charitable company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at fair value and thereafter are stated at amortised cost using the effective interest method.

Provisions for liabilities

Provisions are recognised when the charitable company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and that obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at a discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within finance costs.

Pension contributions

The University of Brighton Students' Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit multi-employer pension scheme, which is externally funded and contracted out of the State Second Pension. SUSS is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees of SUSS on the advice of the actuary. The 2013 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms intended to clear the ongoing funding deficit. As a consequence under FRS 102, the University of Brighton Students' Union has recognised a liability in the balance sheet equal to the net present value of future deficit reduction payments. These payments are discounted to the present value using the market yield on high quality bonds.

The charitable company also makes contributions into a group personal pension plan with Aegon and additionally, participates in NEST. The Aegon scheme is available to certain employees, while the NEST scheme is available to all employees. The assets of these defined contribution pension schemes are held separately from those of the charitable company in independent trustee-administered funds. The amount charged to the statement of financial activities in respect of pension costs is the contributions payable for the year.

1. ACCOUNTING POLICIES (Continued)

Funds held as custodian

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. The cash balances in respect of these custodian activities are held in the charitable company's bank accounts together with a corresponding liability for the amounts involved. Prior to 18/19 the charitable company also acted as custodian for funds raised by student societies. These are now considered part of UBSU's financial activity and have now been incorporated into the Consolidated Statement of Financial Activities and Balance Sheet Reserves.

Fund accounting

The general fund comprises the accumulated surpluses of unrestricted income over expenditure, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are those used by the scheme actuary in calculating the University of Brighton Students' Union's portion of the SUSS defined benefit pension scheme liability.

In the opinion of the trustees, there are no other estimates and underlying assumptions in the application of accounting policies that are considered to be critical, because they either require a significant amount of management judgement or the results are material to the charitable company's financial statements.

3. DONATIONS AND LEGACIES	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Block grant from the University of Brighton	1,122,000		1,122,000	1,122,087
Donations from other funders	10,250	75,000	85,250	147,149
Grant of serviced accommodation	291,380		291,380	274,111
	1,423,630	75,000	1,498,630	1,543,347

4. INCOME FROM WORKING WITH STUDENTS	Unrestricted Total 2023 £	Unrestricted Total 2022 £
Cafes and shops	916,951	526,891
Entertainments and events	124,269	93,419
	1,041,220	620,310

5. OTHER TRADING ACTIVITIES	Unrestricted Total 2023 £	Unrestricted Total 2022 £
Commercial marketing sponsorship	93,975	91,756

6. INVESTMENTS	Unrestricted Total 2023 £	Unrestricted Total 2022 £
Bank interest	5	81

7. RAISING FUNDS	Unrestricted Total 2023 £	Unrestricted Total 2022 £
Commercial activities:		
Direct costs	11,394	15,654
Direct staff costs	4,431	6,088
Support staff costs	15,342	15,231
Rent	500	500
Other support costs	76,608	42,795
	108,275	80,268

8. **COSTS OF WORKING WITH STUDENTS**

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Analysed by activity:				
Cafes and shops	981,920		981,920	591,620
Entertainments and events	118,484		118,484	180,407
Academic experience, advice and wellbeing	358,703		358,703	287,326
Campus and community	-	75,000	75,000	90,744
Other student activities	854,528		854,528	855,408
Loss on revaluation of pension deficit	-		-	18,196
Governance costs	129,505		129,505	109,526
	2,443,140	75,000	2,518,140	2,133,227

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Analysed by type of costs:				
Direct costs	783,612		783,612	349,384
Direct staff costs	198,308		198,308	242,237
Support staff costs	820,942	75,000	895,942	826,138
(Profit)/loss on revaluation of pension deficit	-		-	18,196
Rent	291,380		291,380	274,111
Other support costs	219,392		219,392	313,635
Governance costs	129,505		129,505	109,526
	2,443,140	75,000	2,518,140	2,133,227

Governance costs are made up as follows:

	Total 2023	Total 2022
	£	£
Sabbatical Officer salaries	109,300	90,108
Sabbatical Officer training	3,767	4,528
Auditors' remuneration - external audit	15,125	13,750
Auditors' remuneration - corporate tax compliance	688	1,140
Under accrual in respect of prior years	625	
	129,505	109,526

9. **STAFF COSTS**

	2023	2022
	No.	No.
The average monthly number of persons working with the charitable company (excluding trustees) during the year was:		
Cafes and shops	7	6
Entertainments and events	1	1
Academic experience, advice and wellbeing	4	11
Campus and community	6	3
Office and management	12	8
Sabbatical Officers	4	4
Raising funds	1	1
	35	34

Staff costs for the above persons:	£	£
Wages and salaries	991,601	930,080
Social security costs	94,823	88,557
Pension costs - regular annual contributions	40,327	38,125
Pension costs - provision for pension deficit payments	-	18,196
Termination payments	10,780	-
Other costs	18,592	26,711
	1,156,123	1,101,669

The total amount of employee benefits received by key management personnel for their services to the charitable company during the year amounted to £228,352 (21/22 - £209,649) and the charitable company incurred employers' national insurance contribution costs of a further £25,787 (21/22 - £24,525) in relation to the employment of these same members of staff. One member of staff received a salary plus employer contributions towards national insurance during the year of between £80,000 and £90,000.

The Sabbatical Trustees, who are also all employees, received employee benefits as authorised in the charitable company's governing document, for their representation, campaigning and support work they undertake as distinct from their role as trustees. Those employee benefits comprised:

	Gross salary	**Employer pension contributions**
	£	**£**
Sufia Begum	23,048	922
Anuraj Karmacharya	22,216	-
Doris Uche	24,190	594
Ilia Mirsky Katz	24,190	968
Osasu Atomon	2,430	-
Favour Emmanuel	2,430	-

9. **STAFF COSTS (Continued)**

Other than as disclosed above, no trustees received remuneration for their services to the charitable company during the current year.

The Sabbatical Officers incurred normal business expenses for travel, subsistence and training during the course of their employment as Sabbatical Officers and reclaimed them through the normal employee expenses reimbursement procedures. The total of these expenses for all the Sabbatical Officers amounted to £3,767 (21/22 - £4,528).

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level but also to deliver services and other similar project outcomes and benefits to beneficiaries. The charitable company is also reliant upon donated services provided by its wide range of supporters, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

10 **NET INCOME FOR THE YEAR**

	2023	2022
	£	£
Net income for the year is stated after charging:		
Depreciation	25,600	15,203

11 **TANGIBLE ASSETS**

Group	Equipment	Total
	£	£
Cost:		
01 August 2022	221,177	221,178
Additions	47,971	47,971
31 July 2023	269,148	269,149
Depreciation:		
01 August 2022	172,917	172,917
Charge for the year	25,600	25,600
31 July 2023	198,517	198,517
Net book value:		
31 July 2023	70,632	70,632
31 July 2022	48,261	48,261

12 INVESTMENTS

Charity	Union funds	BSU Enterprise Ltd	Total 2023	Total 2022
	£	£	£	£
Cost:				
01 August	-	2	2	2
Change	-	-	-	-
31 July	-	2	2	2

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however reductions in activity post pandemic resulted in a net loss of £16,407 (2021/22 – net loss £60,490). Sales revenue was £1,084,132 (2021/22 - £711,537) and expenditure was £1,100,539 (2021/22 - £772,027). It is anticipated BSU Enterprise Limited will return to profit in 23/24 after making some significant changes to the trading outlets.

13. STOCKS

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Café supplies	20,527	20,527	11,999	11,999
Shop supplies	61,447	61,447	65,446	65,446
	81,974	81,974	77,445	77,445

14. DEBTORS

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	27,414	27,414	64,281	64,281
Amounts due to group undertakings	-	137,494	-	121,087
Other debtors	1,425	1,425	2,952	2,952
Prepayments and accrued income	37,283	37,283	51,156	51,156
	66,122	203,617	118,389	239,476

15. CREDITORS	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Amounts falling due within one year:				
Trade creditors	(33,685)	(33,685)	(58,361)	(58,361)
Other taxes and social security costs	(38,071)	(38,071)	(25,716)	(25,716)
Clubs and societies funds	(8,584)	(8,584)	(57,526)	(57,526)
Accruals	(34,472)	(34,472)	(27,588)	(27,588)
Deferred income	(25,175)	(25,175)	(26,766)	(26,766)
	(139,987)	(139,987)	(195,957)	(195,957)
Deferred income:				
Deferred income brought forward	26,766	26,766	20,499	20,499
Deferred income released to the statement of financial activities	(26,766)	(26,766)	(20,499)	(20,499)
Income received in advance during the period	25,175	25,175	26,766	26,766
Deferred income carried forward:	25,175	25,175	26,766	26,766

Deferred income includes those funds received in advance for services to be delivered by the charitable company in the 2023/2024 financial year, and primarily comprises booking fee income received in advance for the 2023 Freshers' Fair. The charitable company receives commission income relating to the sale of NUS Loyalty cards, which can be for periods of up to three years in advance. All such income relating to future years is deferred.

16 PROVISION FOR LIABILITIES	2023 SUSS pension deficit provision	2022 SUSS pension deficit provision
	£	£
Balance at 1 August	1,465,922	1,531,692
Contributions towards the deficit	(89,702)	(83,966)
Revaluation of pension deficit	(99,074)	18,196
Balance at 31 July	1,277,146	1,465,922

17. THE FUNDS OF THE GROUP AND THE CHARITY

Group	01 August 2022 £	Income £	Expenditure £	Transfers between funds £	31 July 2023 £
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund		2,657,907	(2,525,815)	(132,091)	-
Designated funds:					
Capital reserve fund	48,260		(25,600)	47,971	70,631
Contingency reserve fund	100,000				100,000
Development reserve fund	269,032			(104,656)	164,374
SUSS pension deficit fund	(1,465,922)			188,776	(1,277,146)
	(1,048,630)	2,657,907	(2,551,415)	-	(942,141)
	(1,048,630)	2,732,907	(2,626,415)	-	(942,141)

THE FUNDS OF THE GROUP AND THE CHARITY

Group	01 August 2021 £	Income £	Expenditure £	Transfers between funds £	31 July 2022 £
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund		2,180,494	(2,123,292)	(57,202)	-
Designated funds:					
Capital reserve fund	18,138		(15,204)	45,326	48,260
Contingency reserve fund	100,000				100,000
Development reserve fund	322,926			(53,894)	269,032
SUSS pension deficit fund	(1,531,692)			65,770	(1,465,922)
	(1,090,628)	2,180,494	(2,138,496)	-	(1,048,630)
	(1,090,628)	2,255,494	(2,213,496)	-	(1,048,630)

17. **THE FUNDS OF THE GROUP AND THE CHARITY** (Continued)

The Capital reserve fund was set up to separately identify the charitable company's fixed assets that have been purchased from the charitable company's own unrestricted funds. Transfers are made to or from this fund to cover movements on unrestricted fixed assets such as additions, disposals and depreciation so that the closing balance on the fund represents the net book value to the unrestricted fixed assets involved.

The Contingency reserve fund was set up to set aside an amount to cover unforeseen or emergency expenditure. The amount carried forward in this fund is reviewed annually by the trustees.

The balance of the general fund that is not used for any other purposes is transferred to the Development reserve fund to be carried forward and used to further develop the charitable activities of the charitable company.

The SUSS pension deficit fund was set up to separately identify the reserves deficit arising from the need to account for a provision in respect of additional SUSS employer pension contributions required to be paid in future years by the charitable company that are intended to eliminate the ongoing and persistent deficit in the overall funding of the SUSS multi-employer defined benefit pension scheme.

18. **ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Group	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2023
	£	£	£	£	£
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	70,631				70,631
Contingency reserve fund		100,000			100,000
Development reserve fund		304,361	(139,987)		164,374
SUSS pension deficit fund				(1,277,146)	(1,277,146)
NET LIABILITIES	70,631	404,361	(139,987)	(1,277,146)	(942,141)

Charity	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2023
	£	£	£	£	£
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	70,631				70,631
Contingency reserve fund		100,000			100,000
Development reserve fund		441,858	(139,987)		301,871
SUSS pension deficit fund				(1,277,146)	(1,277,146)
NET LIABILITIES	70,631	541,858	(139,987)	(1,277,146)	(804,645)

ANALYSIS OF NET ASSETS BETWEEN FUNDS
(continued)

Group	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2022
	£	£	£	£	£
Restricted income funds:					
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	48,260				48,260
Contingency reserve fund		100,000			100,000
Development reserve fund		464,989	(195,957)		269,032
SUSS pension deficit fund				(1,465,922)	(1,465,922)
NET LIABILITIES	48,260	564,989	(195,957)	(1,465,922)	(1,048,630)

Charity	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2022
	£	£	£	£	£
Restricted income funds:					
General fund	2				2
Unrestricted income funds:					
Designated funds:					
Capital reserve fund	48,260				48,260
Contingency reserve fund		100,000			100,000
Development reserve fund		586,076	(195,957)		390,119
SUSS pension deficit fund				(1,465,922)	(1,465,922)
NET LIABILITIES	48,262	686,076	(195,957)	(1,465,922)	(927,541)

19. **RECONCILIATION OF NET INCOME TO NET CASH PROVIDED BY OPERATING ACTIVITIES**

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Net income for the reporting period	106,488	106,488	41,998	102,488
Adjustments for:				
Dividends, interest and rents from investments	(5)	(5)	(81)	(81)
Depreciation charges	25,600	25,600	15,204	15,204
Increase in stock	(4,529)	(4,529)	5,778	5,775
Decrease in debtors	52,267	52,267	(50,828)	(104,125)
Decrease in creditors	(55,970)	(55,970)	18,297	18,297
Increase in provisions	(188,776)	(188,776)	(65,770)	(65,770)
Net cash used in operating activities	(64,923)	(64,923)	(35,402)	(28,212)

20. **ANALYSIS OF CASH AND CASH EQUIVALENTS**

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Cash at bank and in hand	256,265	256,265	369,154	369,154

21. **FINANCIAL INSTRUMENTS**

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Carrying amount of financial assets:				
Equity instruments measured at fair value				
Debt instruments measured at amortised cost	27,414	27,414	64,281	64,281
Carrying amount of financial liabilities:				
Measured at amortised cost	139,987	139,987	110,843	110,843

22. **OPERATING LEASE COMMITMENTS**

	Group 2023	Charity 2023	Group 2022	Charity 2022
	£	£	£	£
Plant and machinery	-	-	-	-

23. RELATED PARTY TRANSACTIONS

During the year, the charitable company undertook various transactions on behalf of its trading subsidiary, BSU Enterprise Limited, a company incorporated in England and Wales (Company registration number 09242214). The charitable company did not recognize any Gift Aid donations from BSU Enterprise Limited during the year due to the fact the trading subsidiary made a net loss. At the balance sheet date, £137,494 was owed by BSU Enterprise Limited. This will be repaid during 23/24 when it is anticipated the trading subsidiary will generated a net profit.

There were no other related party transactions during the year.

24. PENSION COMMITMENTS

UBSU participates 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 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The Scheme is currently undergoing an actuarial valuation as at 30 June 2022 and shows 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 assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions were applied at 30 June 2020:-

- The investment return would be 4.0% per annum before retirement and 2.0% per annum after retirement.
- Pensions accruing on the CARE basis would revalue at 3.6% per annum.
- Present and future pensions would increase at rates specified by Scheme rules with appropriate assumptions where these are dependent on inflation.

The 2020 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit. Employer contributions were increased by 5% from 1 October 2023. Contributions will increase by a further 5% each year thereafter until the end of the deficit recovery period, which is expected to be in May 2037.

Surpluses or deficits which arise at future valuations will also impact on UBSU's future contribution commitment. In addition to the above contributions, UBSU also pays its share of the Scheme's levy to the Pension Protection Fund.

FRS102 and Charities SORP (FRS102) require the charitable company's share of past service shortfall is reflected in the financial statements. Based on the most recent valuation, the charitable company contribution to eliminating the shortfall was £89,702 for the year ended 31 July 2023 (2022: £83,966). The statement of financial position as at 31 July 2023 includes a liability of £1,277,146 (2021: £1,465,922) which represents the net present value of all future contributions towards eliminating this shortfall.

UNIVERSITY OF BRIGHTON STUDENTS' UNION

England & Wales - Charity number 1164033

Accounts

Company Number: 09628909
Charity Number (England & Wales): 1164033

UNIVERSITY OF BRIGHTON STUDENTS' UNION

ANNUAL REPORT AND FINANCIAL STATEMENTS

31 JULY 2022

UNIVERSITY OF BRIGHTON STUDENTS' UNION

TRUSTEES' ANNUAL REPORT
for the year ended 31 July 2022

The trustees present their report and the financial statements of the University of Brighton Students' Union (which is also known as "UBSU" or "the Union", and which also operates under the name "Brighton SU") for the year ended 31 July 2022. The trustees' report serves the purpose of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting; Statement of Recommended Practice (applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The charitable objectives for which the charitable company was established are:

The advancement of education of students at the University of Brighton for the public benefit by:

- The promotion of the interests and welfare of students of Brighton during their course of study and representing, supporting, and advising students
- Recognition as the representative channel between students and the University of Brighton and any other external bodies; and
- The provision of social, cultural, sporting, and recreational activities and forums for discussion and debate for the personal development of its students.

Charitable activities

In pursuit of these objectives, we support and represent over 19,000 students. We do this by:

- Operating a support and advocacy service providing individual advice and support to students through the Students' Union Support Service
- Working with students and the University to maintain and improve the quality of academic support to students
- Enabling and encouraging democratic participation in student leadership elections
- Encouraging student participation in activities, events and societies
- Building communities and facilitating engagement between students and local residents
- Working with students to run entertainments and events that improve the overall student experience; and
- Providing employment opportunities and training through UBSU run outlets.

The trustees have taken The Charity Commission's guidance on public benefit into consideration in reviewing and managing the objectives and activities of the charity and are satisfied the information presented within this annual report demonstrates UBSU's public benefit.

Our Mission is to ***Make Student Life Better.***

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level, but also to deliver activities and outcomes for the benefit of its beneficiaries. The charity is also reliant upon donated services, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

ACHIEVEMENTS AND PERFORMANCE

2021/22 marked the Union's 100 years since it started as the Brighton Student Association as part of Brighton Technical College, which later became University of Brighton. Due to the ongoing impact of the pandemic, it was inappropriate to fully celebrate this achievement, but we held a celebratory Union Awards evening, inviting back former staff and officers.

This year saw the gradual return of students to the campus following the pandemic. All areas of work were focused on getting the best experience possible for students under continued challenging circumstances.

The Five Strategic Themes

Education: Challenge the University to provide our students with the best education possible.

Most of the efforts this year were regarding the return to campus for as many students as possible. We used our numerous feedback tools such as the Survey Superheroes scheme to gain valuable feedback and insight, highlighting the areas of improvement needed throughout the University.

We successfully lobbied for the continuation of more student focused academic regulations, taking into account the continuing impact of the pandemic. This saw the University introduce the 'best of 80 credits' system to the majority of courses and also allowed self-certification on requests for extensions for the first time.

We supported nearly 1,000 students with academic issues throughout the year, ensuring that they had fair processes applied in a consistent and student focused manner.

Employability: Help our students stand out.

We continued to embed employability skills into the training and development of all our volunteers. Our 1,000+ society leaders, course reps, and post graduate research reps all have a section on employability skills embedded into their training. On completion of their role at the end of the academic year they also receive a certificate that outlines all of the employability skills they have gained throughout the year.

We worked more closely with the University employability team to ensure that employability skills are recognised throughout the curriculum, and helped students translate those skills into interviews.

Post Graduate students were offered work placements with the University, and we worked with all sides to achieve a fair and equitably situation for both the post graduate lecturer and undergraduate students.

Inclusive: Create a Union that is welcoming and relevant to all our students.

The Officer's main campaign for the year was 'Be Loud, Be Proud' which incorporated raising awareness of

challenges and celebrating diversity. Each month focused on a different demographic of students, including Black History month, Disability and carers, mental wellbeing, LGBTQ+ and culture and faiths.

Society membership returned to over 2,000 active members across the 50 societies which were able to meet again in person. This was hugely appreciated by all our society members, whilst also maintaining an online facility as required, to ensure no students were prevented from participating. 100 free memberships were given away to celebrate the Union's 100 year anniversary.

The Union took an active role in Brighton Pride, with staff and students participating in the Parade. This was the first in person event for 2 years, and continues to be an important show of pride and allyship to all our students.

We ran an extremely successful Culture Fest which saw 200 students from different backgrounds coming together to share experiences, food and traditions. This is an event which will continue in future years.

We more accurately recorded the number of students involved in our activities throughout the year. We particularly noted the interactions of students who were highly engaged:

3076 students were actively connected (society member, event attendee, support user, give it a go, voter)
1025 students were actively engaged (student staff, course rep, society committee, election candidate)
40 students were leaders (officers, trustees, award winners, student staff supervisors)

This will be tracked in more detail in coming years, including evaluating the movement up these groups.

Welfare: Support our students with their mental health and general wellbeing.

We proactively contacted nearly 7,000 students for a wellbeing check in message as students started returning to campus. This provided valuable feedback as well as giving those students an actual name for any future concerns.

There was significant concern regarding the apparent increase in drink spiking nationally. We worked alongside our partner nightclubs to ensure that they were doing all they could to keep students as safe as possible. We relaunched the student safe taxi scheme and provided students with information, advice, and free testing kits.

Communication: Be clear and transparent about who we are and what we do.

We have started to redevelop our website to make it clearer and more accessible. We have also reworked our social media channels to ensure that the right messages are in the right places. This work continues at pace to keep up with ever changing trends.

The Three Foundations

The five strategic themes are supported by three key foundations. We have developed these foundations throughout the year to ensure they best support the strategic themes.

Our People

Our people continue to be BSU's most valuable asset, and we acknowledge that the Union needs to provide a supportive environment to ensure that we retain our best staff. Over the past year we have continued to offer a hybrid working pattern for our staff, recognising individual needs and preferences wherever possible, whilst ensuring a high level of services remains for our students.

We continue to be committed to providing a work environment that is diverse, inclusive, and free from discrimination, and undertook a diversity audit of all our internal and external systems, including a staff survey.

The audit confirmed that there is no systemic discrimination or exclusionary behaviour embed within the organisation. It also found that BSU is a positive place to work, with 90% of staff saying that they would recommend working at BSU to a friend. This is an excellent position to be able to build on it's culture of proactive inclusion and increase opportunities for staff to contribute, develop and innovate in order to take the organization to the next level. We will continue to build upon this work over the coming year.

We reshaped our finance team during the year, following the resignation of the previous Director of Finance. A new Director was appointed in December 2021, Aksana Trifonos.

Responsible Union

We have maintained a stable financial position despite COVID-19 and a significant decrease in income. This was achieved through responsible decision making and accurate and timely financial reporting. The Development Fund and Minimum Reserve Fund are likely to be critical over the next few years as UBSU adjusts to new operating environments as a result of COVID-19 and potential national and international political decisions that could impact the University and UBSU.

We have reviewed, updated and introduced policies across all areas of governance as a result of our periodic review timetable.

Relationship with the University

Our relationship with the University has grown even stronger over the past year, with representation on the Covid Response committees and regular meetings with all academic schools and professional departments. We have been invited to speak at a number of University staff conferences about the student experience during covid and race and faith.

It remains a positive critical friend relationship that has led to positive changes for students, such as the introduction of self certification and anonymous exam boards.

FINANCIAL REVIEW

Financial results of activities and events

Total income for the year was £2,255,493 (20/21 – £1,760,023) which is an increase of £494,470 (28.2%). Income from cafes and shops increased by £449,363 (85%) which reflects the impact of the lifting Covid 19 restrictions. Income generated by Societies decreased to zero, although the shops and cafes were opened, there were still less students on campus who were joining the societies. Entertainments and Events income increased by £91,111 (98%) the festivals programme was resumed after all some of Covid 19 restrictions were lifted, although we still saw a reduced number of students on all campuses. UBSU continues to benefit from the financial support of the University of Brighton through the block grant, which increased by £54,000 (5%). Donations and Grants from other funders decreased by £146,950 (50%). UBSU has not received COVID-19 Job Retention Scheme Grants from HMRC due to the scheme has ended in 20/21, £122,542 was received in 20/21.

Total expenditure for the year was £2,213,495 (20/21 - £1,737,189) which is an increase of £476,306 (27%). Café and Shop expenditure increased by £341,759 (58%) in line with increased sales. Academic Experience, Campus and Community, and Other Student Activities expenditure decreased by a combined total of £15,523 (5%). All these decreases reflect UBSU's response to COVID-19 either through restrictions enforcing a reduction in physical activity, or through UBSU's attempt to manage expenditure during a period of reduced income. Entertainments and Events expenditure increased by £108,668 (60%) in line with increased income. The Provision for Pension deficit Payments increased by £18,196, reflecting a movement in the interest rate used to discount future cash payments. This was offset by a £83,966 recovery plan cash payment during theyear, resulting in a total provision decrease of £65,770.

Funds increased by £41,998 during the year. These funds will be used to support a new UBSU strategic plan that will be implemented in 2022-23. They will also be used to support the launch of a new UBSU venue. The Minimum Reserve has been maintained at £100,000, in line with the Reserves Policy.

Cash decreased by £46,958, which mainly reflects the SOFA surplus for the year (£41,998), minus the decrease in the SUSS Pension provision (£65,770), minus the increase in debtors as sales and marketing activity gains momentum before the start of 21/22 (£50,828) plus increase in creditors (£18,298) and movements in stock (£5,777) and depreciation charge (£,15,204).

Reserves policy

Although the charitable company had no free reserves at 31 July 2022, excluding the pension deficit liability of £1,465,922 (20/21 - £1,531,692), free reserves would have been £417,294 (20/21 – £441,064).

The Trustees reviewed the UBSU Reserves Policy in 21/22. The policy follows Charity Commission guidelines and considers the risks associated with its activity and the financial impact of these risks on income and expenditure. The review concluded an appropriate minimum reserve level remains at no less than £100,000. At the end of 2021/22 UBSU had a minimum reserve of £100,000 (20/21 - £100,000) and a Development reserve of £269,032 ((20/21 - £322,926). Development reserves are primarily held to support one-off strategic projects in line with the strategic plan and society activity throughout the year.

The trustees are committed to reviewing the Reserves Policy on an annual basis.

Investments policy

The trustees, having regard to the liquidity requirements of UBSU, have kept available funds in an interest-bearing deposit account bearing an interest rate of 0.01%.

Going concern

As at 31 July 2022, the balance sheet showed net liabilities of £1,048,630 after recognising the SUSS pension deficit liability of £1,465,922.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2023 totaling £1,122,000 (2021/22: £1,122,000). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £369,154 (2020/21 - £449,801) in cash and bank deposits at the end of 2021/22 and had net current assets of £369,031 (2020/21 - £422,926). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees have considered the impact of COVID-19 and any post-epidemic impacts and believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however, COVID restrictions resulted in significant reductions in activity and a net loss of £60,490 (2020/21 – net loss £60,599). Sales revenue was £711,537 (2020/21 - £114,908) and expenditure was £772,027 (2020/21 - £175,508). It is anticipated BSU Enterprise Limited will return to profit in 22/23 after making some significant changes to the trading outlets and opening a new venue.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. Systems and procedures have been established to mitigate the financial and trading risks. Procedures are in place to ensure compliance with health and safety legislation in relation to staff, volunteers and participants in all activities of the Union.

PLANS FOR FUTURE YEARS

In 2018/19 we created a new three-year Strategic Plan. This plan came to an end at the end of 2020/21. The Trustee Board took the decision to defer the development of a new three-year plan until 2022/23. We will use the five Strategic Themes and three Foundations of the existing plan to guide our activity during 2022/23, setting goals and objectives that align with this plan. We will also aim to focus our efforts transitioning to a post-pandemic environment as we return to campus.

The following section outlines the five Strategic Themes of the plan which are supported by our three key Foundations. The plan is underpinned by UBSU's Vision, Mission and Values;

Vision: All our students have the best experience imaginable

Mission: Making student life better

Values: Supportive, Transparent, Approachable, Dynamic, Inclusive

The five Strategic Themes within the plan, developed from student feedback are outlined below, with key objectives for listed underneath each one. These are underpinned by three key Foundations:

Education: Challenge the University to provide our students with the best education possible.

- Ensure course reps are well trained, supported and empowered to make a difference in their schools.
- Raise awareness of our education support service.
- Provide an accessible education support service that is responsive to evolving student needs.
- Challenge the University to ensure they meet their own strategic objective to put our students at the heart of everything they do.
- Support and empower our students to make change happen.

Employability: Help our students stand out.

- Help our students to identify and articulate the skills they develop when being a union volunteer or student staff member.
- Continue to provide student staff opportunities throughout our organisation.
- Challenge the University's Careers Service to ensure they provide the services that our students want and need.
- Ensure the development of an employability skills award scheme.

Inclusive: Create a Union that is welcoming and relevant to all our students.

- Create and deliver engagement plans to provide opportunities for all students to engage with us.
- Provide opportunities, societies, communities and events to suit all our students' backgrounds, hobbies and lifestyles.
- Get to know our students better in order to understand their needs.
- Create welcoming student spaces on all campuses and continue to campaign for the University to do the same.

Welfare: Support our students with their mental health and general wellbeing.

- Continually improve awareness of and access to resources, support and partner services.
- Challenge the University to provide appropriate services to support our students with mental health concerns.
- Actively campaign for the rights of our students, inside and outside the University community.

Communication: Be clear and transparent about who we are and what we do.

- Develop a clear brand identity so our students recognise our activities and services, and the quality of experience we provide.

- Produce targeted and relevant communications to our students.
- Increase our staging and officer presence across all our campuses.
- Invest in digital communications to adapt to the evolving needs of our students.

We have also identified the following key Foundations to support our work:

Our People

- Create and implement a People Plan to develop and support our team.
- Be an employer of choice and an organisation people are proud to work for.
- Ensure our people have up to date knowledge, skills, and support to carry out their roles.
- Create a culture that embodies our value and recognises outstanding work.
- Provide meaningful employment for students.

Responsible Union

- Have a decisive, diverse and engaged Trustee Board.
- Develop robust and transparent governance systems.
- Spend our money effectively to achieve our Strategic Plan.
- Focus on commercial services to ensure they provide value for money for all.
- Utilise all appropriate opportunities to increase our funds to support our core objectives.

Relationship with the University

- Work in collaboration with the University to maintain and strengthen our relationship.
- Improve our mutual understanding of each other.
- Development an operational agreement between us.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status and history

UBSU is a registered charity, and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound-up during the period of membership, or within one year thereafter.

The Union was originally set up by the University of Brighton. It created its own unique constitution which was formally adopted on 30 April 2010 and it was registered as a charitable trust in England and Wales on 25 August 2010. The new charitable company was incorporated on 8 June 2015, took over all the activities of the charitable trust with effect from 31 July 2015, and was registered as a charity in England and Wales on 20 October 2015.

UBSU is governed by the rules and regulations set down in its company Memorandum and Articles of Association dated 8 June 2015.

Organisational structure

UBSU is administered by its Board of Trustees consisting of up to four Lay Persons, up to four Students and four Sabbatical Trustees (students elected annually by cross-campus secret ballot of the UBSU membership). The four sabbatical posts of President, Education Officer, Activities Officer and Post Graduate Officer.

The sabbatical posts are full-time, remunerated posts as authorised by the Education Act 1994.

Business and employment decisions are the responsibility of the Board, as are the approvals of the annual budgets and accounts. The Board meet on a regular basis to receive reports and review the charity's performance. The board of trustees has delegated the day-to-day running of UBSU to a Chief Executive, named under 'Reference and Administrative details'. UBSU employs several full-time staff undertaking the management of its many activities and these staff are accountable to the Chief Executive in the performance of their duties.

The Sabbatical Trustees attend several training events designed to ensure they understand their role as Trustees. All external trustees and student trustees are also given an induction session before they join the Board which includes the role and responsibilities of trustees generally and in relation to Brighton Students' Union; conflicts of interest; and the principles of good governance.

Relationships with related parties and co-operation with other organisations

With the exception of the Sabbatical Officers (as discussed above), none of the trustees receive remuneration or other benefit from their work with the charity. Trustees are required to make declarations of interest at the start of every board meeting. In the current year no such related party transactions were reported.

The relationship between the University of Brighton and UBSU is established in the Regulations of the University. UBSU receives a block grant from the University of Brighton. UBSU occupies space in the buildings owned by the University inclusive of utilities, caretaking and cleaning staff. An estimated value to UBSU for this free serviced accommodation has been included in the financial statements at a conservative £274,111. Although UBSU continues to generate supplementary funding from various mutual trading activities, it will remain dependent on the University of Brighton for support. The Education Act 1994 imposes a duty on the University of Brighton to ensure the financial viability of its student representative body and therefore the board of trustees considers this support will continue in the foreseeable future.

Arrangements for setting remuneration of key management personnel

Remuneration of UBSU's key management personnel is decided by the Trustee Board. These decisions are based on recommendations from the CEO following an annual appraisal of the post holders. The CEO's remuneration is decided by the trustees.

Trustees' responsibilities in the preparation of financial statements

The trustees (who are also the directors of University of Brighton Students' Union for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 as at the balance sheet date, and of its income and expenditure for that year.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting 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 proper accounting records, which 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

Auditor

Knill James LLP has been appointed as the auditor to the charitable company and has indicated its willingness to continue in office.

Statement as to disclosure of information to the auditor

The trustees at the date of approval of this trustees' annual report confirm that so far as each of them is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

REFERENCE AND ADMINISTRATIVE DETAILS
The trustees of the charity, who are also the directors of the company, have held office as follows:

Rayan Badrie	(resigned 1 July 2022)
Sufia Begum (Chair)	
Jenniver Girgawi	(resigned 1 July 2022)
Hadi Hassoun	(resigned 1 July 2022)
Sean Heath	(resigned 1 November 2022)
Caroline Walmsley	(resigned 1 November 2022)
Alistair Welham	
John Wilson	
Jonathan Tindall	(appointed 1 November 2022)
Lauren Harrison	(appointed 1 November 2022)
Anuraj Karmacharya	(appointed 1 July 2022)
Anna Mcelhinney	(appointed 1 January 2022)
Ilia Mirsky Katz	(appointed 1 July 2022)
Doris Ugochi Uche	(appointed 1 July 2022)
Elizabeth Quigg	(appointed 14 February 2022)

The principal address of the charity and the registered office of the company is Watts Building, Lewes Road, Brighton BN2 4GJ.

The charity is registered under the Charity Commission number 1164033 and the company is incorporated with the company registration number 09628909 in England and Wales. Laura Greenwood-Pearsons is the charitable company's correspondence contact.

The charity has made the following professional appointments:

Auditor	Knill James LLP, One Bell Lane, Lewes, East Sussex, BN7 1JU
Banker	Barclays Bank Plc, 139 North Street, Brighton, East Sussex BN1 1SJ
	NatWest Bank, 8-11 Pavillion Buildings, Catsle Square, Brighton, East Sussex BN1 1DP

The following staff are responsible for the day-to-day management of the charity:

Chief Executive	Laura Greenwood-Pearsons
Director of Human Resources	Jaci Baker
Director of Commercial Services	Justin Brentnall
Director of Finance	Richard Burgess-Gamble (untill 5 December 2021)
	Aksana Trifonos (from 6 December 2021)

EXEMPTIONS FROM DISCLOSURE

No exemptions from the disclosure requirements applicable to a larger charity have been taken in this trustees' annual report.

FUNDS HELD AS CUSTODIAN

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. Funds of £57,526 were held on behalf of these clubs and groups as at 31 July 2022 – see note 15.

This report was approved by the board of trustees on 06/12/2022 2022, and was signed for and on behalf of the board by

Sufia Begum

09/12/2022 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

Opinion

We have audited the financial statements of University of Brighton Students' Union (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2022 which comprise Consolidated Statement of Financial Activities, the Group and Company Balance Sheets, the Group and Company Cash Flow Statements 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 31 July 2022, 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 parent 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's or parent 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 UNIVERSITY OF BRIGHTON STUDENTS' UNION (Continued)

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION (Continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, 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 and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company, we identified that the principal risk of non-compliance with laws and regulations related to employment regulation and health and safety regulation, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the companies act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override controls), and determined that the principal risks were related to posting inappropriate journal entries and management bias in accounting estimates. Audit procedures performed included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings
- Performing audit procedures on the risk of management override of controls, including testing journal entries and other adjustments for appropriateness
- Evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION (Continued)

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 its 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 and the charitable company's members as a body, for our audit work, for thisreport, or for the opinions we have formed.

Knill James LLP

David W Martin
For and on behalf of Knill James LLP, Statutory Auditor
Chartered Accountants
One Bell Lane
Lewes
East Sussex
BN7 1JU

Date: 9 Decem. 2022

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including Consolidated Income and Expenditure Account)
for the year ended 31 July 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	1,468,347	75,000	1,543,347	1,635,710
Charitable activities					
Working with students	4	620,310	-	620,310	89,036
Other trading activities	5	91,756	-	91,756	35,073
Investments	6	81	-	81	204
TOTAL		2,180,494	75,000	2,255,494	1,760,023
EXPENDITURE ON:					
Raising funds	7	80,268	-	80,268	43,681
Charitable activities:					
Working with students	8	2,040,032	75,000	2,115,032	1,677,640
Provision for pension deficit payments	8	18,196	-	18,196	15,868
TOTAL		2,138,496	75,000	2,213,496	1,737,189
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS	10	41,998	-	41,998	22,834
RECONCILIATION OF FUNDS					
Total funds brought forward at 1 August 2021		(1,090,628)	-	(1,090,628)	(1,113,462)
TOTAL FUNDS CARRIED FORWARD AT 31 JULY 2022	17	(1,048,630)	-	(1,048,630)	(1,090,628)

UNIVERSITY OF BRIGHTON STUDENTS' UNION

BALANCE SHEETS
for the year ended 31 July 2022

	Notes	Group 2022 £	Charity 2022 £	Group 2021 £	Restated Charity 2021 £
FIXED ASSETS					
Tangible assets	11	48,261	48,261	18,138	18,138
Investments	12	-	2	-	2
		48,261	48,263	18,138	18,140
CURRENT ASSETS					
Stocks	13	77,445	77,445	83,223	83,223
Debtors	14	118,389	239,476	67,561	135,346
Cash at bank and in hand		369,154	369,154	449,801	442,611
		564,988	686,075	600,583	661,180
LIABILITIES					
Creditors: Amounts falling due within one year	15	(195,957)	(195,957)	(177,659)	(177,659)
NET CURRENT ASSETS		369,031	490,118	422,926	483,521
TOTAL ASSETS LESS CURRENT LIABILITIES		417,292	538,381	441,064	501,661
Provisions for liabilities	16	(1,465,922)	(1,465,922)	(1,531,692)	(1,531,692)
NET LIABILITIES		(1,048,630)	(927,541)	(1,090,628)	(1,030,031)
THE FUNDS OF THE GROUP AND CHARITY					
Restricted income funds	17	-	-	-	-
Unrestricted income funds	17	(1,048,630)	(927,541)	(1,090,628)	(1,030,031)
TOTAL GROUP AND CHARITY FUNDS	**18**	(1,048,630)	(927,541)	(1,090,628)	(1,030,031)

As permitted by S408 Companies Act 2006, the charity has not prepared its own Statement of Financial Activities and related notes as it prepares group accounts. The charity's surplus for the year ended 31 July was £102,448 (2020/21 - £83,433).

The financial statements on pages 18 to 38 were approved by the trustees and authorised for issue on 06/12/2022 2022, and are signed on their behalf by

Sufia Begum

Company Number: 09628909

UNIVERSITY OF BRIGHTON STUDENTS' UNION

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended 31 July 2022

	Notes	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
CASH FLOWS FROM OPERATING ACTIVITIES:					
Net cash (outflow)/inflow from operating activities	19	(35,402)	(28,212)	(49,229)	(52,017)
		(35,402)	(28,212)	(49,229)	(52,017)
CASH FLOWS FROM INVESTING ACTIVITIES:					
Dividends, interest and rents from investments		81	81	204	204
Purchase of property, plant and equipment		(45,326)	(45,326)	-	-
Net cash used in investing activities		(45,245)	(45,245)	204	204
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING YEAR		(80,647)	(73,457)	(49,025)	(51,813)
Cash and cash equivalents at the beginning of the reporting year		449,801	442,610	498,826	494,424
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING YEAR	20	369,154	369,154	449,801	442,611

The charitable company, which is a public benefit entity under FRS 102, is constituted as a company limited by guarantee, incorporated in England and Wales and governed by its Memorandum and Articles of Association. The members of the charitable company and the principal address are given in the Reference and Administrative Details of the Trustees' Annual Report. The nature of the charitable company's operations and principal activities are included on page 1.

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2020 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2020.

Going concern

As at 31 July 2022, the balance sheet showed net liabilities of £1,048,630 after recognising the SUSS pension deficit liability of £1,465,922.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2023 totaling £1,122,000 (2021/22: £1,122,000). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £369,154 (2020/21 - £449,801) in cash and bank deposits at the end of 2021/22 and had net current assets of £369,031 (2020/21 - £422,926). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees have considered the impact of COVID-19 and any post-epidemic impacts and believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however, COVID restrictions resulted in significant reductions in activity and a net loss of £60,489 (20/21 – net loss £60,599). Sales revenue was £711,537 (20/21 - £114,908) and expenditure was £772,027 (20/21 - £175,508). It is anticipated BSU Enterprise Limited will return to profit in 22/23 after making some significant changes to the trading outlets and opening a new venue.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

Basis of consolidation

The statement of financial activities and the balance sheet consolidate the results of the activities of both University of Brighton Students' Union and its wholly owned subsidiary undertaking, BSU Enterprise Limited.

1. **ACCOUNTING POLICIES** (Continued)

Income

All income is recognised in the statement of financial activities when the charitable company is legally entitled to the funds, the receipt of those funds is probable, and the amount can be measured reliably and quantified with reasonable accuracy.

Income from grants, including government grants, where related to performance and specific deliverables, is accounted for as the charitable company earns the right to consideration by its performance.

Gifts in kind donated for distribution and/or utilisation are included at valuation and recognised as income when the related projects are undertaken. Gifts donated for resale are included as income when sold. Donated facilities are included at the value to the charitable company, where this can be quantified, and a third party is bearing the cost.

Expenditure

Expenditure is included in the statement of financial activities on an accruals basis.

Expenditure is allocated to the charitable company's principal activity, as the costs of raising funds or as governance costs where the costs can be identified as being directly related to those activities. All costs that cannot be so identified are categorised as support costs. Support costs are then allocated over the different categories of expenditure on the basis of estimated time spent by members of staff in those particular areas.

Grants payable are recognised in the year in which the approved offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised only when the conditions attaching to the award are fulfilled.

Governance costs are the costs associated in running the University of Brighton Students' Union as a United Kingdom charitable company and specifically include the costs of the external audit.

Taxation

University of Brighton Students' Union is a registered charitable company and as such its income and gains falling due under section 471 to 489 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporate tax to the extent that they are applied to its charitable objectives.

Termination Payments

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1. **ACCOUNTING POLICIES** (Continued)

Tangible fixed assets

All tangible assets purchased at a cost of £1,000 or more and that have an expected useful economic life that exceeds one year are capitalised and classified as tangible fixed assets. Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Equipment	- over five years

Investments

All of the charitable company's fixed asset investments are carried in the balance sheet at cost less provisions for impairment. These assets are not readily realisable through sale and accordingly, a reliable market value cannot be ascertained.

Stocks

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

Liabilities

A contingent liability is disclosed for those grants, which do not represent liabilities, where the possible obligation, which arises from past events, will only be confirmed by the occurrence of one or more uncertain future events not wholly within the trustees' control. Provisions are recognised for those grants where there is uncertainty as to the timing or amount, and any uncertainty regarding the amount is more than one of the determining factors as a basis for reasonable estimation of the liability arising from that constructive obligation.

Leased assets and obligations

All of the charitable company's leases are "operating leases" and the annual rentals are charged to the statement of financial activities on a straight-line basis over the lease term.

1. **ACCOUNTING POLICIES** (Continued)

Financial instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial instruments are therefore classified and accounted for according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its liabilities.

Financial assets and liabilities

The charitable company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at fair value and thereafter are stated at amortised cost using the effective interest method.

Provisions for liabilities

Provisions are recognised when the charitable company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and that obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at a discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within finance costs.

Pension contributions

The University of Brighton Students' Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit multi-employer pension scheme, which is externally funded and contracted out of the State Second Pension. SUSS is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees of SUSS on the advice of the actuary. The 2013 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms intended to clear the ongoing funding deficit. As a consequence under FRS 102, the University of Brighton Students' Union has recognised a liability in the balance sheet equal to the net present value of future deficit reduction payments. These payments are discounted to the present value using the market yield on high quality bonds.

The charitable company also makes contributions into a group personal pension plan with Aegon and additionally, participates in NEST. The Aegon scheme is available to certain employees, while the NEST scheme is available to all employees. The assets of these defined contribution pension schemes are held separately from those of the charitable company in independent trustee-administered funds. The amount charged to the statement of financial activities in respect of pension costs is the contributions payable for the year.

1. **ACCOUNTING POLICIES** (Continued)

Funds held as custodian

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. The cash balances in respect of these custodian activities are held in the charitable company's bank accounts together with a corresponding liability for the amounts involved. Prior to 18/19 the charitable company also acted as custodian for funds raised by student societies. These are now considered part of UBSU's financial activity and have now been incorporated into the Consolidated Statement of Financial Activities and Balance Sheet Reserves.

Fund accounting

The general fund comprises the accumulated surpluses of unrestricted income over expenditure, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

2. **CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

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

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

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are those used by the scheme actuary in calculating the University of Brighton Students' Union's portion of the SUSS defined benefit pension scheme liability.

In the opinion of the trustees, there are no other estimates and underlying assumptions in the application of accounting policies that are considered to be critical, because they either require a significant amount of management judgement or the results are material to the charitable company's financial statements.

3. DONATIONS AND LEGACIES	Unrestricted funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Block grant from the University of Brighton	1,122,087	-	1,122,087	1,067,500
Donations from other funders	72,149	75,000	147,149	294,099
Grant of serviced accommodation	274,111	-	274,111	274,111
	1,468,347	75,000	1,543,347	1,635,710

Of the total donations and legacies income for the year ended 31 July 2022 £75,000 is attributable to restricted funds and £1,468,347 to unrestricted funds.

4 INCOME FROM WORKING WITH STUDENTS	Unrestricted Total 2022	Unrestricted Total 2021
	£	£
Cafes and shops	526,891	77,528
Entertainments and events	93,419	2,308
Societies	-	9,200
	620,310	89,036

5 OTHER TRADING ACTIVITIES	Unrestricted Total 2022	Unrestricted Total 2021
	£	£
Commercial marketing sponsorship	91,756	35,073
	91,756	35,073

6 INVESTMENTS	Unrestricted Total 2022	Unrestricted Total 2021
	£	£
Bank interest receivable on short term cash deposits	81	204

7 RAISING FUNDS	Unrestricted Total 2022	Unrestricted Total 2021
	£	£
Commercial activities:		
Direct costs	15,654	19,548
Direct staff costs	6,088	7,602
Support staff costs	15,231	10,595
Rent	500	500
Other support costs	42,795	5,436
	80,268	43,681

8 COSTS OF WORKING WITH STUDENTS

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Analysed by activity:				
Cafes and shops	591,620	-	591,620	249,861
Entertainments and events	180,407	-	180,407	71,739
Academic experience, advice and wellbeing	287,326	-	287,326	278,535
Campus and community	15,744	75,000	90,744	162,395
Other student activities	855,408	-	855,408	817,040
Provision for pension deficit payments	18,196	-	18,196	15,868
Governance costs	109,526	-	109,526	98,070
	2,058,227	75,000	2,133,227	1,693,508

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Analysed by type of cost:				
Direct costs	349,384	-	349,384	244,454
Direct staff costs	167,237	75,000	242,237	633,009
Support staff costs	826,138	-	826,138	310,200
Provision for pension deficit payments	18,196	-	18,196	15,868
Rent	274,111	-	274,111	273,611
Other support costs	331,832	-	331,832	118,297
Governance costs	109,526	-	109,526	98,070
	2,058,227	75,000	2,151,423	1,693,508

Governance costs are made up as follows:

	Total 2022	Total 2021
	£	£
Sabbatical Officer salaries	90,108	81,859
Sabbatical Officer training	4,528	5,036
Trustees' expenses		65
Auditors' remuneration:		
External audit services	13,750	12,500
Corporate tax compliance services	1,140	1,100
(Over)/Under accrual in respect of prior years	-	(555)
	109,526	100,005

Of the total costs of working with students for the period to 31 July 2022 £75,000 is attributable to restricted funds and £2,058,227 is attributable to unrestricted funds.

9 STAFF COSTS

	2022	2021
	No.	No.
The average monthly number of persons working with the charitable company (excluding trustees) during the year was:		
Cafes and shops	6	8
Entertainments and events	1	1
Academic experience, advice and wellbeing	11	8
Campus and community	3	6
Office and management	8	9
Sabbatical Officers	4	4
Raising funds	1	1
	34	37

	£	£
Staff costs for the above persons:		
Wages and salaries	930,080	954,175
Social security costs	88,557	85,615
Pension costs - regular annual contributions	38,125	40,537
Pension costs - provision for pension deficit payments	18,196	15,868
Termination payments	-	11,968
Other costs	26,711	21,157
	1,101,669	1,129,320

The total amount of employee benefits received by key management personnel for their services to the charitable company during the year amounted to £209,649 (20/21 - £210,146) and the charitable company incurred employers' national insurance contribution costs of a further £24,525 (20/21 - £22,495) in relation to the employment of these same members of staff. One member of staff received a salary plus employer contributions towards national insurance and pension during the year of between £80,000 and £90,000.

The Sabbatical Trustees, who are also all trustees, received employee benefits as authorised in the charitable company's governing document, for their representation, campaigning and support work they undertake as distinct from their role as trustees. Those employee benefits comprised:

	Gross salary £	Employer pension contributions £
Ramy Badrie	19,795	-
Sufia Begum	21,502	860
Ilia Mirsky Katz	2,687	107
Jenniver Girgawi	19,879	-
Hadi Hassoun	19,795	-
Anuraj Karmacharya	2,687	107
Doris Uche	2,687	-

9. **STAFF COSTS** (Continued)

Other than as disclosed above, no trustees received remuneration for their services to the charitable company during the current year.

The Sabbatical Officers incurred normal business expenses for travel, subsistence and training during the course of their employment as Sabbatical Officers and reclaimed them through the normal employee expenses reimbursement procedures. The total of these expenses for all the Sabbatical Officers amounted to £4,528 (20/21 - £5,036).

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level but also to deliver services and other similar project outcomes and benefits to beneficiaries. The charitable company is also reliant upon donated services provided by its wide range of supporters, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

10 NET INCOME FOR THE YEAR

	2022	2021
	£	£
Net income for the year is stated after charging:		
Depreciation	15,203	9,105
Operating lease costs - equipment	-	3,118

11 TANGIBLE ASSETS

Group and charity	Equipment £	Total £
Cost:		
1 August 2021	175,852	175,852
Additions	45,326	45,326
31 July 2022	221,178	221,178
Depreciation:		
1 August 2021	157,714	157,714
Charge in the year	15,203	15,203
31 July 2022	172,917	172,917
Net book value:		
31 July 2022	48,261	48,261
31 July 2021	18,138	18,138

12 INVESTMENTS

	Union Funds 2022	Union Funds 2021
	£	£
Group		
Cost:		
1 August	-	-
Fair Value of assets transferred	-	-
31 July	-	-

Charity	Union Funds £	BSU Enterprise Limited £	Total 2022 £	Total 2021 £
Cost:				
1 August	-	2	2	2
Change	-	-	-	-
31 July	-	2	2	2

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however, COVID restrictions resulted in significant reductions in activity and a net loss of £60,490 (2020/21 – net loss £60,599). Sales revenue was £711,537 (2020/21 - £114,908) and expenditure was £772,027 (2020/21 - £175,508). It is anticipated BSU Enterprise Limited will return to profit in 2022/23 after making some significant changes to the trading outlets and opening a new venue.

13 STOCKS

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Café supplies	11,999	11,999	4,168	4,168
Shop supplies	65,446	65,446	79,055	79,055
	77,445	77,445	83,223	83,223

14 DEBTORS	Group 2022 £	Charity 2022 £	Group 2021 £	Restated Charity 2021 £
Amounts falling due within one year:				
Trade debtors	64,281	64,281	17,131	17,131
Amounts due to group undertakings	-	121,087	-	67,785
Other debtors	2,952	2,952	329	329
Prepayments and accrued income	51,156	51,156	50,101	50,101
	118,389	239,476	67,561	135,346

15 CREDITORS	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
Amounts falling due within one year:				
Trade creditors	58,361	58,361	26,488	26,488
other taxes and social security costs	25,716	25,716	9,595	9,595
Clubs and societies funds	57,526	57,526	69,860	69,860
Accruals	27,588	27,588	51,218	51,218
Deferred income	26,766	26,766	20,499	20,499
	195,957	195,957	177,660	177,660

Deferred income:				
Deferred income brought forward	20,499	20,499	22,404	22,404
Deferred income released to the statement of financial activities	(20,499)	(20,499)	(22,404)	(22,404)
Income received in advance during the period	26,766	26,766	20,499	20,499
Deferred income carried forward:	26,766	26,766	20,499	20,499

Deferred income includes those funds received in advance for services to be delivered by the charitable company in the 2021/2022 financial year, and primarily comprises booking fee income received in advance for the 2023 Freshers' Fair. The charitable company receives commission income relating to the sale of NUS Loyalty cards, which can be for periods of up to three years in advance. All such income relating to future years is deferred.

16 PROVISIONS FOR LIABILITIES	2022 SUSS pension deficit provision £	2021 SUSS pension deficit provision £
Balance at 1 August	1,531,692	1,590,158
Amounts provided during the year - see note 24	(65,770)	(58,466)
Balance at 31 July	1,465,922	1,531,692

17 THE FUNDS OF THE GROUPAND THE CHARITY

Group	1 August 2021 £	Income £	Expenditure £	Transfers between funds £	31 July 2022 £
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund	-	2,180,494	(2,123,292)	(57,202)	-
Designated funds:					
Capital reserve fund	18,138	-	(15,204)	45,326	48,260
Contingency reserve fund	100,000	-	-	-	100,000
Development reserve fund	322,926	-	-	(53,894)	269,032
SUSS pension deficit fund	(1,531,692)	-	-	65,770	(1,465,922)
	(1,090,628)	2,180,494	(2,138,496)	-	(1,048,630)
	(1,090,628)	2,255,494	(2,238,496)	-	(1,048,630)

Group	1 August 2020 £	Income £	Expenditure £	Transfers between funds £	31 July 2021 £
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund	-	1,685,023	(1,653,084)	(31,939)	-
Designated funds:					
Capital reserve fund	27,243	-	(9,105)	-	18,138
Contingency reserve fund	100,000	-	-	-	100,000
Development reserve fund	349,453	-	-	(26,527)	322,926
Sports Federation fund	-	-	-	-	-
SUSS pension deficit fund	(1,590,158)	-	-	58,466	(1,531,692)
	(1,113,462)	1,685,023	(1,662,189)	-	(1,090,628)
	(1,113,462)	1,760,023	(1,737,189)	-	(1,090,628)

17. **THE FUNDS OF THE GROUP AND THE CHARITY** (Continued)

The Capital reserve fund was set up to separately identify the charitable company's fixed assets that have been purchased from the charitable company's own unrestricted funds. Transfers are made to or from this fund to cover movements on unrestricted fixed assets such as additions, disposals and depreciation so that the closing balance on the fund represents the net book value to the unrestricted fixed assets involved.

The Contingency reserve fund was set up to set aside an amount to cover unforeseen or emergency expenditure. The amount carried forward in this fund is reviewed annually by the trustees.

The balance of the general fund that is not used for any other purposes is transferred to the Development reserve fund to be carried forward and used to further develop the charitable activities of the charitable company.

The SUSS pension deficit fund was set up to separately identify the reserves deficit arising from the need to account for a provision in respect of additional SUSS employer pension contributions required to be paid in future years by the charitable company that are intended to eliminate the ongoing and persistent deficit in the overall funding of the SUSS multi-employer defined benefit pension scheme.

ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Fixed assets £	Current assets £	Current liabilities £	Provisions for liabilities £	Total 2022 £
Restricted income funds:					
Unresticted income funds:					
Designated funds:					
Capital reserve fund	48,260	-	-	-	48,260
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	464,989	(195,957)	-	269,030
SUSS pension deficit fund	-	-	-	(1,465,922)	(1,465,922)
NET LIABILITIES	48,260	564,989	(195,957)	(1,465,922)	(1,048,630)

Charity	Fixed assets £	Current assets £	Current liabilities £	Provisions for liabilities £	Total 2022 £
Unresticted income funds:					
General fund	2	-	-	-	2
Designated funds:					
Capital reserve fund	48,260	-	-	-	48,260
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	586,076	(195,957)	-	390,119
SUSS pension deficit fund	-	-	-	(1,465,922)	(1,465,922)
NET LIABILITIES	48,262	686,076	(195,957)	(1,465,922)	(927,541)

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)

Group	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2021
	£	£	£	£	£
Restricted income funds:	-	-	-	-	-
Unrestricted income funds:					
General fund	-	-	-	-	-
Designated funds:					
Capital reserve fund	18,138	-	-	-	18,138
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	500,585	(177,659)	-	322,926
SUSS pension deficit fund	-	-	-	(1,531,692)	(1,531,692)
NET LIABILITIES	18,138	600,585	(177,659)	(1,531,692)	(1,090,628)

Charity	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Restated Total 2021
	£	£	£	£	£
Restricted income funds:	-	-	-	-	-
Unrestricted income funds:					
General fund	2	-	-	-	2
Designated funds:					
Capital reserve fund	18,138	-	-	-	18,138
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	561,182	(177,659)	-	383,523
SUSS pension deficit fund	-	-	-	(1,531,692)	(1,531,692)
NET LIABILITIES	18,140	661,182	(177,659)	(1,531,692)	(1,030,031)

19 RECONCILIATION OF NET INCOME TO NET CASH PROVIDED BY OPERATING ACTIVITIES

	Group 2022	Charity 2022	Group 2021	Restated Charity 2021
	£	£	£	£
Net income for the reporting period	41,998	102,488	22,833	83,432
Adjustments for:				
Dividends, interest and rents from investments	(81)	(81)	(204)	(204)
Depreciation charges	15,204	15,204	9,105	9,105
Decrease in stock	5,778	5,778	4,076	4,076
Increase in debtors	(50,828)	(104,128)	(28,963)	(92,350)
Increase in creditors	9,665	9,665	2,390	2,390
Increase in provisions	(65,770)	(65,770)	(58,466)	(58,466)
Net cash used in operating activities	(35,402)	(28,212)	(49,229)	(52,017)

20 ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2022	Charity 2022	Group 2021	Charity 2021
Cash at bank and in hand	369,154	369,154	449,801	442,611

21 FINANCIAL INSTRUMENTS

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Carrying amount of financial assets:				
Equity instruments measured at fair value				
Debt instruments measured at amortised cost	64,281	64,281	17,131	17,131
Carrying amount of financial liabilities:				
Measured at amortised cost	110,843	110,843	133,635	133,635

22. OPERATING LEASE COMMITMENTS

	Group 2022	Charity 2022	Group 2021	Charity 2021
	£	£	£	£
Plant and machinery:				
Payable within one year	-	-	1,000	1,000
Payable in two to five years	-	-	-	-
Payable in more than five years	-	-	-	-
	-	-	1,000	1,000

23. RELATED PARTY TRANSACTIONS

During the year, the charitable company undertook various transactions on behalf of its trading subsidiary, BSU Enterprise Limited, a company incorporated in England and Wales (Company registration number 09242214). The charitable company did not recognize any Gift Aid donations from BSU Enterprise Limited during the year due to the fact the trading subsidiary made a net loss. At the balance sheet date, £121,087 was owed by BSU Enterprise Limited. This will be repaid during 22/23 when it is anticipated the trading subsidiary will generated a net profit.

There were no other related party transactions during the year.

24. PENSION COMMITMENTS

UBSU participates 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 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The most recent Valuation of the Scheme was carried out as at 30 June 2020 and showed that the market value of the Scheme's assets was £119.1m with these assets representing 46% 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 £140.9m.

Whilst the assets have performed well, rising by over 17% over the previous three years, the liabilities have increased by a similar percentage. The sustained low yield on government bonds has continued to affect the liabilities, but the increase was driven in large part by the impact of resolving a legal issue relating to changes made to the scheme between 1988 and 1993 by the scheme Trustees at the time.

24. PENSION COMMITMENTS (Continued)

The assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions were applied at 30 June 2020:-

- The investment return would be 4.0% per annum before retirement and 2.0% per annum after retirement.
- Pensions accruing on the CARE basis would revalue at 3.6% per annum.
- Present and future pensions would increase at rates specified by Scheme rules with appropriate assumptions where these are dependent on inflation.

The 2020 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit. Employer contributions was increased by 15.4% from 1 October 2022. Contributions will increase by a further 5% each year thereafter until the end of the deficit recovery period, which is expected to be in August 2035. However, contributions due from October 2023 onwards will be reviewed following the next actuarial valuation.

Surpluses or deficits which arise at future valuations will also impact on UBSU's future contribution commitment. In addition to the above contributions, UBSU also pays its share of the Scheme's levy to the Pension Protection Fund.

FRS102 and Charities SORP (FRS102) require the charitable company's share of past service shortfall is reflected in the financial statements. Based on the most recent valuation, the charitable company contribution to eliminating the shortfall was £83,996 for the year ended 31 July 2022 (2021: £74,334). The statement of financial position as at 31 July 2022 includes a liability of £1,465,922 (2021: £1,531,692) which represents the net present value of all future contributions towards eliminating this shortfall.

UNIVERSITY OF BRIGHTON STUDENTS' UNION

England & Wales - Charity number 1164033

Accounts

University of Brighton Students' Union

Management Report
31 July 2021

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Date of audit	August 2021

Finance Staff involved in audit	Richard Burgess-Gamble

Date of report	September 2021

knilljames
chartered accountants

1. Statement of Responsibility

As a practising member firm of the Institute of Chartered Accountants in England and Wales (ICAEW), we are subject to its ethical and other professional requirements which are detailed at http://www.icaew.com/en/members/regulations-standards-and-guidance.

This report highlights the significant findings arising from the audit for the benefit of those charged with governance, as required by International Standard on Auditing (UK & Ireland) 260. Its contents have been discussed with the board of directors/trustees.

As auditors we are responsible for performing the audit, in accordance with International Standards on Auditing (UK & Ireland), which is directed towards forming and expressing an opinion on the financial statements that have been prepared by management with the oversight of those charged with governance. The audit of the financial statements does not relieve management or those charged with governance of their responsibilities for the preparation of the financial statements.

The contents of this report relate only to those matters which came to our attention during the conduct of our normal auditing procedures which are designed primarily for the purpose of expressing our opinion on the financial statements. Audits are not designed to test all internal controls or identify all areas of control weakness. However, where, as part of our testing, we identify any control weaknesses, we will report these to you. In consequence our work cannot be relied upon to disclose defalcations or other irregularities, or to include possible improvements in internal control that a more extensive special examination might identify.

To the fullest extent permitted by law, Knill James LLP will accept no responsibility or liability in respect of this report to any other party and shall not be liable for any loss, damage or expense of whatsoever nature which is caused by any person's reliance on representations in this report.

This report is released to University of Brighton Student's Union on the basis that it shall not be copied, referred to or disclosed, in whole or in part (save as otherwise permitted by agreed written terms), without our prior written consent.

2. Status of audit and opinion

Status	Our work is substantially complete and there are currently no matters of which we are aware which would require modification of our audit opinion, subject to the outstanding matters detailed below.
Outstanding matters	• Review of post balance sheet events until the date of approval of the financial statements • Letter of representation to be signed with the financial statements
Audit opinion	• Our anticipated audit report on the financial statements will be unmodified

3. Audit findings – Significant risks identified

	Risks identified in our audit plan	Commentary
1.	**Revenue recognition** • Under ISA 240 there is a presumed risk that revenue may be misstated due to the improper recognition of revenue	To ensure that revenue has been correctly recognised we have: • Carried out analytical review of all income streams • Carried out a proof in total review of the Grant Income • Carried out cut-off testing on all income streams • Conducted substantive testing of bankings, sales invoices and credit notes **Conclusion** Our testing has not identified any significant issues with respect to revenue recognition.
2.	**Management over-ride of controls** • Under ISA 240 there is a presumed risk that the risk of management over-ride of controls is present in all entities	To ensure that we gain reasonable assurance that management over-ride of controls has not resulted in a material misstatement or fraudulent activities within the financial statements, we have performed the following tests: • Review of accounting estimates, judgements and decisions made by management; • Testing of a sample of journal entries; • Identification of related parties of the entity and a review of the procedures in place to ensure that any related party transactions are approved, captured and correctly presented within the financial statements; • Review of unusual significant transactions. **Conclusion** Our testing has not identified any significant issues in respect of journal entries, related party transactions, or management over-ride of controls.

3. Audit findings – Significant risks identified (continued)

	Risks identified in our audit plan	Commentary
3.	**Fund accounting** • Any funds received with restrictions must only be spent in accordance with those restrictions. There is a risk that restricted funds are spent inappropriately	To ensure that restricted income is correctly recognised and appropriately spent for specific purposes we have performed the following tests: • Substantive testing of source documents for any new restrictions; • Discussions held with the finance team in relation to restrictions on income; • Review of minutes, etc. **Conclusion** All restricted funds were spent in the year, and our testing has not identified any restricted income inappropriately recognised or expenditure not authorised
4.	**Ultra vires acts**	To ensure that acts have not been carried out without authority, we have performed the following review: • Review of local news for acts carried out without authority; • Review of correspondence with regulatory bodies; • Review of transactions on a sample basis for potential ultra vires acts. **Conclusion** Our testing did not suggest any evidence of ultra vires acts

4. Other communication requirements

	Issue	Commentary
1.	**Matters in relation to fraud**	We have previously discussed the risk of fraud with the Trustees. We have not been made aware of incidents of fraud in the period, and no new issues have been identified during the course of our audit procedures.
2.	**Matters in relation to related parties**	We are not aware of any related party transactions which have not been disclosed.
3.	**Matters in relation to laws and regulations**	The principal laws and regulations with which the entity complies include: ○ Charities Statement of Recommended Practice (SORP) ○ Companies Act 2006. ○ HMRC ○ Health and safety and employment legislation ○ Data protection We are not aware of any significant incidences of non-compliance.
4.	**Written representations**	Standard representations are to be requested from management.
5.	**Disclosures**	Our review found no omissions in the financial statements.

4. Other communication requirements (continued)

	Issue	Commentary
6.	**Going concern**	Going concern is a fundamental accounting concept that underpins the preparation of financial statements. Under the going concern concept, it is assumed that an entity will continue in operation and that there is neither the intention nor the need to liquidate the business or to cease trading. In order to assess this we: • Obtained an understating of the entity's plans for the future; • Reviewed management's forecasts for at least the next 12 months post the expected signing date, including plans to deal with the impact of Covid19 • Reviewed the trustee report relating to the impact of Covid19 on the charity and its trading subsidiary and the conclusions reached on going concern **Conclusion** Nothing has arisen during the course of our work which suggests that management's use of the going concern concept is inappropriate.

5. Impact Assessment of Findings

Our findings, as detailed in section 6 of this report, have been analysed into the following four categories:

High	Considered to be critical, demonstrating fundamental risk or inefficiency, requiring immediate action
Medium	The entity may be subject to significant risk or inefficiency, warrants action of management
Low	Minor control or housekeeping issues, whereby improvements could be made to the efficiency of the control environment
Advisory	Points of note for the attention of board and management; no impact on the overall control environment, including any positive comments

Our review has not identified any matters that are required to be brought to your attention:

- The purpose of an audit is to express an opinion on the financial statements
- Our audit included consideration of internal control relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control
- The matters being reported here are limited to those deficiencies that we have identified during the course of our audit and that we have concluded are of sufficient importance to merit being reported to you in accordance with ISA 265
- If we had performed more extensive procedures on internal control, we might have identified more deficiencies to be reported

6. Internal controls and other matters

We have considered management's response to the internal control issues raised following the previous year's audit and we are content that the issues raised have been appropriately resolved. We have also considered the internal audit report completed in June 2020 and are satisfied that management has responded to the recommendations made.

7. Regulatory update

Government guidance on Coronavirus

The government has published updated coronavirus related guidance for the charity sector since the lifting of restrictions in July 2021. This covers a number of areas that the charity trustees should consider in response to the ongoing global pandemic. The guidance includes advice on keeping meetings as a remote practice, requirements of extending accounting deadlines and advice on supporting trading subsidiaries facing financial difficulty.

Full guidance available here:
https://www.gov.uk/guidance/coronavirus-covid-19-guidance-for-the-charity-sector

8. Conclusion

International Auditing Standard (ISA) 260, as well as other ISA's, prescribe matters which we are required to communicate to those charged with governance. This document outlines those key issues and other matters arising from the audit, which we consider should be communicated in writing rather than orally, together with an explanation of how these have been resolved.

We would like to take this opportunity to thank the board and the finance team for your assistance in completing our audit work.

KNILL JAMES LLP

Distribution of this report	Whilst we seek to ensure our audit findings are distributed to those individuals charged with governance, a minimum requirement exists for our findings to be distributed to all the trustees and those members of senior management with significant operational and strategic responsibilities. We are grateful for your specific consideration and onward distribution of our report to those charged with governance.

For further information contact:

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Charity Number (England & Wales): 1164033

UNIVERSITY OF BRIGHTON STUDENTS' UNION

ANNUAL REPORT AND FINANCIAL STATEMENTS

31 JULY 2021

UNIVERSITY OF BRIGHTON STUDENTS' UNION

TRUSTEES' ANNUAL REPORT
for the year ended 31 July 2021

The trustees present their report and the financial statements of the University of Brighton Students' Union (which is also known as "UBSU" or "the Union", and which also operates under the name "Brighton SU") for the year ended 31 July 2021. The trustees' report serves the purpose of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting; Statement of Recommended Practice (applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2020.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The charitable objectives for which the charitable company was established are:

The advancement of education of students at the University of Brighton for the public benefit by:

- The promotion of the interests and welfare of students of Brighton during their course of study and representing, supporting and advising students;
- Recognition as the representative channel between students and the University of Brighton and any other external bodies; and
- The provision of social, cultural, sporting and recreational activities and forums for discussion and debate for the personal development of its students.

Charitable activities

In pursuit of these objectives we support and represent over 21,000 students. We do this by:

- Operating a support and advocacy service providing individual advice and support to students through the Students' Union Support Service;
- Working with students and the University to maintain and improve the quality of academic support to students;
- Enabling and encouraging democratic participation in student leadership elections;
- Encouraging student participation in activities, events, partnerships and societies through Campus & Partnership teams;
- Supporting and developing student collectives and cooperatives to provide meaningful student opportunities;
- Building communities and facilitating engagement between students and local residents;
- Working with students to run entertainments and events that improve the overall student experience; and
- Providing employment opportunities and training through UBSU run cafes and shops.

The trustees have taken The Charity Commission's guidance on public benefit into consideration in reviewing and managing the objectives and activities of the charity and are satisfied the information presented within this annual report demonstrates UBSU's public benefit.

Our Mission is to ***Make Student Life Better.***

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level, but also to deliver activities and outcomes for the benefit of its beneficiaries. The charity is also reliant upon donated services, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

ACHIEVEMENTS AND PERFORMANCE

2020/21 represented the third year of our three-year Strategic Plan. We made great progress against our five Strategic Themes, supported by the development of our three key Foundations despite the challenging environment. Our progress was captured in the recent Student Crowd survey results which ranked UBSU as the third best students' union in the UK www.studentcrowd.com.

The Five Strategic Themes

Education: Challenge the University to provide our students with the best education possible.

We continued to work closely with colleagues across the University to try and minimise any negative impacts on teaching and learning during COVID-19 restrictions.

We increased the number of Course Representatives from 917 to 965 (5% increase). We also launched the Survey Superheroes Programme to gain additional insight from students through targeted surveys. We used the feedback from the Course representatives, and Survey Superheroes, along with feedback from focus groups to directly influence academic regulations, particularly relating to student assessments.

The 'On Your Side' campaign was launched in January 2021, providing an opportunity for students to chat to someone about their frustrations relating to the impact of COVID-19 restrictions on their education experience. The campaign also provided invaluable insight into the challenges faced by students and this evidence helped us lobby the University to ensure an adequate safety net was in place, to mitigate against the impact of COVID-19.

We continued to promote the education benefits of students' union involvement with 84.9% of students involved in Students' Union activities receiving 'good' degrees in comparison to 79.2% of the students who are not.

Employability: Help our students stand out.

We continued to embed employability skills into the training and development of all our volunteers. Our 1,000+ society leaders, course reps, and post graduate research reps all have a section on employability skills embedded into their training. On completion of their role at the end of the academic year they also receive a certificate that outlines all of the employability skills they have gained throughout the year.

We rain an online Course Rep conference with 60 attendees that had speakers from across the UK discussing topics such as equality, race, student rights and how to show case their experience when applying for jobs.

In partnership with funding from Santander Universities we launched an LGBTQ+ Leadership Training Programme where LGBTQ+ students attended a two day leadership training course followed by a number of small group coaching sessions.

Inclusive: Create a Union that is welcoming and relevant to all our students.

We elected our first Post Graduate Officer. This role was developed in response to analysis which suggested post graduate students are under-represented across the University activity.

We maintained a wide range of Societies with 1,200 active members. A slight reduction in the number of societies significantly outperformed the trend across many students' unions where in some cases society activity almost entirely ceased. We purchased professional zoom licenses which allowed them to meet as often as they wanted. While it is possible online events diluted the quality of society interaction, it broadened the accessibility to a wider demographic of student and provided an invaluable outlet for students constrained by COVID-19 restrictions.

BSU embraced online technologies to increase accessibility to many of its other services. Online student support appointments are now available, and this service will be maintained to enhance the physical service when University activity returns to campus.

We collaborated with the University to address Race and Faith issues, particularly focusing on terminology and highlighting areas of improvements needed Our role helped UBSU further our reputation for being a legitimate voice on behalf of students.

We launched an LGBTQ+ Leadership Training programme during the year, which was fully subscribed with a large waiting list.

We continued to higher-than-average engagement in our services from students specific demographics, such as Black, Asian and disabled students.

Welfare: Support our students with their mental health and general wellbeing.

We recognized the mental and physical strains COVID-19 placed on students and reached out to every student individually to make sure they were aware of the support they could access through UBSU, the University and any other third parties. Contact by a friendly voice from the UBSU reminded the students they were not alone and that we care about their wellbeing. About 10% of students responded to the initial message, with many more reaching out a few weeks or months later when they had questions. We also ran several virtual wellbeing activities throughout the year, providing further support during a challenging period.

Our campaign to raise awareness of Sexual Harassment gained significant momentum and importance over the year, and we ran seven fully subscribed virtual consent workshops.

Our 'On Your Side' campaign also provided information and support for students seeking help with housing and mental wellbeing during the year, with success in achieving rent refunds and rebates for students in University and private sector accommodation.

Communication: Be clear and transparent about who we are and what we do.

The importance of our online communication channels has never been more important than the last year. We took the opportunity to invest in our online communication platforms, purchasing professional Zoom licenses and using online events platforms. These have been used to host Society events, as well as several UBSU events, including the UBSU Awards Night. We developed a new Freshers' website with access to an online Freshers' Fair platform. We also made significant improvements to our existing website, which as a result has seen a 25% increase in hits to c. 100,000 per month.

We have also presented at a number of national conferences to discuss the impact of the pandemic on the student experience, and how the Union has responded to it.

The Three Foundations

The five strategic themes are supported by three key foundations. We have developed these foundations throughout the year to ensure they best support the strategic themes.

Our People

Our people are UBSU's most valuable asset.

We invested significant time and resource transitioning staff into remote working environments during the period of COVID-19 physical restrictions. We are constantly reviewing these arrangements with the aim of introducing the majority of our staff back into physical spaces during 2021/22 and where possible, adopting hybrid working. The welfare of our staff will remain the most important influence on all these staffing decisions, and our staff survey check ins showed high levels of satisfaction with the arrangements, support and communication in place.

We recognise the importance of both the mental and physical wellbeing of our staff. We reviewed our Employee Assistance Programme during the year and will be launching a new programme in 21/22, providing many additional services to our staff. Organisational culture can also have a significant impact on the wellbeing of our staff and we continue to pro-actively monitor all areas of the organization to ensure we create a positive and inclusive environment.

We are aware of the importance of good communication, especially during this last year when physical communication has been limited, and we have continued to maintain excellent communication with all our staff (those working and those on Furlough Leave) to ensure that everyone is kept up to date on any developments and

decisions made by the Government, the University, or UBSU. We will continue to listen to our staff and take whatever action we can to ensure they feel comfortable with their working arrangements.

We are committed to providing clarity to our people and have updated several HR related policies and procedures. All staff have been issued with new Terms and Conditions of Employment which are in line with the latest employment legislation.

Whilst COVID-19 has reduced our ability to provide as many employment opportunities for students as we normally do, we have pro-actively created employment opportunities for a limited number of students wherever possible. We anticipate being able to increase the number of students we employ as COVID-19 restrictions are removed, our cafes and shops re-open and physical activity on campus increases.

Our commercial income has significantly decreased during the COVID-19 pandemic, however, we have avoided a review of staffing levels through the utilization of the Government Job Retention Scheme and by re-deploying staff wherever possible.

We took opportunities presented by natural staff turnover during the year to review the structure of our finance team and our student engagement team. As a result we created a part time finance intern role for a current University of Brighton Business School student, and two Student Engagement Team intern roles for recent graduates.

We provide a comprehensive training program for all our staff and have taken advantage of many of the additional on-line learning tools that have become available since the start of COVID-19.

We recognise the importance of inclusion and diversity throughout our team and have appointed an external body to complete a Diversity Audit to look at all areas of the organisation. The results of the audit will influence the development of our People Strategy.

Responsible Union

We have maintained a stable financial position despite COVID-19 and a significant decrease in income. This was achieved through responsible decision making and accurate and timely financial reporting. The Development Fund and Minimum Reserve Fund are likely to be critical over the next few years as UBSU adjusts to new operating environments as a result of COVID-19 and potential national and international political decisions that could impact the University and UBSU.

We have reviewed, updated and introduced policies across all areas of governance as a result of our periodic review timetable.

Relationship with the University

Our relationship with the University has grown even stronger over the past year, with representation on the Covid Response committees and regular meetings with all academic schools and professional departments. We have been invited to speak at a number of University staff conferences about the student experience during covid and race and faith.

It remains a positive critical friend relationship that has directly led to positive changes for students, such as the implementation of the no detriment policy and significant reduction in accommodation costs.

FINANCIAL REVIEW

Financial results of activities and events

Total income for the year was £1,760,023 (19/20 – 2,979,067) which is a decrease of £1,219,044 (41%). Income from cafes and shops decreased by £873,136 (92%) which reflects the impact of COVID-19 restrictions. Income generated by Societies decreased by £33,656 (79%) for similar reasons. Entertainments and Events income decreased by £212,118 (99%) with no physical events taking place. While many online events did take place, their ability to generate revenue was limited. UBSU continues to benefit from the financial support of the University of Brighton through the block grant, which decreased by £54,000 (5%). Donations and Grants from other funders decreased by £15,698 (5%). £122,542 (19/20 - £141,271) was received from HMRC in the form of COVID-19 Job Retention Scheme Grants.

Total expenditure for the year was £1,737,189 (19/20 - £3,433,718) which is a decrease of £1,696,529 (49%). Café and Shop expenditure decreased by £853,094 (77%). While all permanent staff roles were retained, the lack of activity and revenue due to COVID-19 significantly decreased operating expenditure. Academic Experience, Campus and Community, and Other Student Activities expenditure decreased by a combined total of £61,749 (5%). All these decreases reflect UBSU's response to COVID-19 either through restrictions enforcing a reduction in physical activity, or through UBSU's attempt to manage expenditure during a period of reduced income. Entertainments and Events expenditure decreased by £100,018 (58%) which directly reflects the lack of physicalevents. The Provision for Pension deficit Payments increased by £15,868, reflecting a movement in the interestrate used to discount future cash payments. This was offset by a £74,334 recovery plan cash payment during theyear, resulting in a total provision decrease of £58,466.

Funds increased by £22,834 (2%) during the year. These funds will be used to support the transition to a post-pandemic environment in 21/22 and the return to campus. They will also be used to support the launch of a new UBSU venue. The Minimum Reserve has been maintained at £100,000, in line with the Reserves Policy.

Cash decreased by £49,025 (10%), which mainly reflects the SOFA surplus for the year (£22,834), minus the decrease in the SUSS Pension provision (£58,466), minus the increase in debtors as sales and marketing activity gains momentum before the start of 21/22 (£28,964).

Reserves policy

Although the charitable company had no free reserves at 31 July 2021, excluding the pension deficit liability of £1,531,692 (19/20 - £1,590,158), free reserves would have been £441,064 (19/20 – £476,696).

The Trustees reviewed the UBSU Reserves Policy in 20/21. The policy follows Charity Commission guidelines and considers the risks associated with its activity and the financial impact of these risks on income and expenditure. The review concluded an appropriate minimum reserve level remains at no less than £100,000. At the end of 2020/21 UBSU had a minimum reserve of £100,000 (19/20 - £100,000) and a Development reserve of £322,926 (19/20 - £349,453). Development reserves are primarily held to support one-off strategic projects in line with the strategic plan and society activity throughout the year. It is possible this fund will also be required to support a deficit in 2021/22 due to the impact of COVID-19.

The trustees are committed to reviewing the Reserves Policy on an annual basis.

Investments policy

The trustees, having regard to the liquidity requirements of UBSU, have kept available funds in an interest-bearing deposit account bearing an interest rate of 0.01%.

Going concern

As at 31 July 2021, the balance sheet showed net liabilities of £1,090,629 after recognising the SUSS pension deficit liability of £1,531,692.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2022 totaling £1,122,000 (2020/21: £1,067,500). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £449,801 (19/20 - £498,826) in cash and bank deposits at the end of 2020/21 and had net current assets of £422,926 (19/20 - £449,453). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees have considered the impact of COVID-19 and any post-epidemic impacts and believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however, COVID restrictions resulted in significant reductions in activity and a net loss of £60,599 (19/20 – net profit £36,136). Sales revenue was £114,908 (19/20 - £1,228,478) and expenditure was £175,508 (19/20 - £1,192,342). It is anticipated BSU Enterprise Limited will return to profit in 21/22 as COVID restrictions are removed, offsetting the 20/21 deficit.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. Systems and procedures have been established to mitigate the financial and trading risks. Procedures are in place to ensure compliance with health and safety legislation in relation to staff, volunteers and participants in all activities of the Union.

PLANS FOR FUTURE YEARS

In 2018/19 we created a new three-year Strategic Plan. This plan came to an end at the end of 2020/21. The Trustee Board took the decision to defer the development of a new three-year plan until 2021/22. We will use the five Strategic Themes and three Foundations of the existing plan to guide our activity during 2021/22, setting goals and objectives that align with this plan. We will also aim to focus our efforts transitioning to a post-pandemic environment as we return to campus.

The following section outlines the five Strategic Themes of the plan which are supported by our three key Foundations. The plan is underpinned by UBSU's Vision, Mission and Values;

Vision: All our students have the best experience imaginable

Mission: Making student life better

Values: Supportive, Transparent, Approachable, Dynamic, Inclusive

The five Strategic Themes within the plan, developed from student feedback are outlined below, with key objectives for listed underneath each one. These are underpinned by three key Foundations:

Education: Challenge the University to provide our students with the best education possible.

- Ensure course reps are well trained, supported and empowered to make a difference in their schools.
- Raise awareness of our education support service.
- Provide an accessible education support service that is responsive to evolving student needs.
- Challenge the University to ensure they meet their own strategic objective to put our students at the heart of everything they do.
- Support and empower our students to make change happen.

Employability: Help our students stand out.

- Help our students to identify and articulate the skills they develop when being a union volunteer or student staff member.
- Continue to provide student staff opportunities throughout our organisation.
- Challenge the University's Careers Service to ensure they provide the services that our students want and need.
- Ensure the development of an employability skills award scheme.

Inclusive: Create a Union that is welcoming and relevant to all our students.

- Create and deliver engagement plans to provide opportunities for all students to engage with us.
- Provide opportunities, societies, communities and events to suit all our students' backgrounds, hobbies and lifestyles.
- Get to know our students better in order to understand their needs.
- Create welcoming student spaces on all campuses and continue to campaign for the University to do the same.

Welfare: Support our students with their mental health and general wellbeing.

- Continually improve awareness of and access to resources, support and partner services.
- Challenge the University to provide appropriate services to support our students with mental health concerns.
- Actively campaign for the rights of our students, inside and outside the University community.

Communication: Be clear and transparent about who we are and what we do.

- Develop a clear brand identity so our students recognise our activities and services, and the quality of experience we provide.

- Produce targeted and relevant communications to our students.
- Increase our staging and officer presence across all our campuses.
- Invest in digital communications to adapt to the evolving needs of our students.

We have also identified the following key Foundations to support our work:

Our People

- Create and implement a People Plan to develop and support our team.
- Be an employer of choice and an organisation people are proud to work for.
- Ensure our people have up to date knowledge, skills, and support to carry out their roles.
- Create a culture that embodies our value and recognises outstanding work.
- Provide meaningful employment for students.

Responsible Union

- Have a decisive, diverse and engaged Trustee Board.
- Develop robust and transparent governance systems.
- Spend our money effectively to achieve our Strategic Plan.
- Focus on commercial services to ensure they provide value for money for all.
- Utilise all appropriate opportunities to increase our funds to support our core objectives.

Relationship with the University

- Work in collaboration with the University to maintain and strengthen our relationship.
- Improve our mutual understanding of each other.
- Development an operational agreement between us.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status and history

UBSU is a registered charity, and a company limited by guarantee, not having share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound-up during the period of membership, or within one year thereafter.

The Union was originally set up by the University of Brighton. It created its own unique constitution which was formally adopted on 30 April 2010 and it was registered as a charitable trust in England and Wales on 25 August 2010. The new charitable company was incorporated on 8 June 2015, took over all the activities of the charitable trust with effect from 31 July 2015, and was registered as a charity in England and Wales on 20 October 2015.

UBSU is governed by the rules and regulations set down in its company Memorandum and Articles of Association dated 8 June 2015.

Organisational structure

UBSU is administered by its Board of Trustees consisting of up to four Lay Persons, up to four Students and four Sabbatical Trustees (students elected annually by cross-campus secret ballot of the UBSU membership). The four sabbatical posts of President, Education Officer, Activities Officer and Post Graduate Officer.

The sabbatical posts are full-time, remunerated posts as authorised by the Education Act 1994.

Business and employment decisions are the responsibility of the Board, as are the approvals of the annual budgets and accounts. The Board meet on a regular basis to receive reports and review the charity's performance. The board of trustees has delegated the day-to-day running of UBSU to a Chief Executive, named under 'Reference and Administrative details'. UBSU employs several full-time staff undertaking the management of its many activities and these staff are accountable to the Chief Executive in the performance of their duties.

The Sabbatical Trustees attend several training events designed to ensure they understand their role as Trustees. All external trustees and student trustees are also given an induction session before they join the Board which includes the role and responsibilities of trustees generally and in relation to Brighton Students' Union; conflicts of interest; and the principles of good governance.

Relationships with related parties and co-operation with other organisations

With the exception of the Sabbatical Officers (as discussed above), none of the trustees receive remuneration or other benefit from their work with the charity. Trustees are required to make declarations of interest at the start of every board meeting. In the current year no such related party transactions were reported.

The relationship between the University of Brighton and UBSU is established in the Regulations of the University. UBSU receives a block grant from the University of Brighton. UBSU occupies space in the buildings owned by the University inclusive of utilities, caretaking and cleaning staff. An estimated value to UBSU for this free serviced accommodation has been included in the financial statements at a conservative £274,111. Although UBSU continues to generate supplementary funding from various mutual trading activities, it will remain dependent on the University of Brighton for support. The Education Act 1994 imposes a duty on the University of Brighton to ensure the financial viability of its student representative body and therefore the board of trustees considers this support will continue in the foreseeable future.

Arrangements for setting remuneration of key management personnel

Remuneration of UBSU's key management personnel is decided by the Trustee Board. These decisions are based on recommendations from the CEO following an annual appraisal of the post holders. The CEO's remuneration is decided by the trustees.

Trustees' responsibilities in the preparation of financial statements

The trustees (who are also the directors of University of Brighton Students' Union for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 as at the balance sheet date, and of its income and expenditure for that year.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting 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 proper accounting records, which 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

Auditor

Knill James L LP has been appointed as the auditor to the charitable company and has indicated its willingness to continue in office.

Statement as to disclosure of information to the auditor

The trustees at the date of approval of this trustees' annual report confirm that so far as each of them is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

REFERENCE AND ADMINISTRATIVE DETAILS

The trustees of the charity, who are also the directors of the company, have held office as follows:

Ramy Badrie	(resigned 25/06/2021)
Rayan Badrie	(appointed 30/06/2021)
Sufia Begum (Chair)	(appointed 21/06/2021)
Megan Donovan	(resigned 04/06/2021)
Jenniver Girgawi	(appointed 21/06/2021)
Hadi Hassoun	(appointed 21/06/2021)
Sean Heath	
Evangeline Solomon	(resigned 30/01/2021)
Caroline Walmsley	
Alistair Welham	
Dwayne Williams	(resigned 01/09/2021)
John Wilson	
Siham Ziada (Chair)	(resigned 25/06/2021)
Jonathan Tindall	(appointed 01/12/2021)
Lauren Harrison	(appointed 02/12/2021)

The principal address of the charity and the registered office of the company is Watts Building, Lewes Road, Brighton BN2 4GJ.

The charity is registered under the Charity Commission number 1164033 and the company is incorporated with the company registration number 09628909 in England and Wales. Laura Greenwood-Pearsons is the charitable company's correspondence contact.

The charity has made the following professional appointments:

Auditor	Knill James LLP, One Bell Lane, Lewes, East Sussex, BN7 1JU
Banker	Barclays Bank Plc, 139 North Street, Brighton, East Sussex BN1 1SJ

The following staff are responsible for the day-to-day management of the charity:

Chief Executive	Laura Greenwood-Pearsons
Director of Human Resources	Jaci Baker
Director of Commercial Services	Justin Brentnall
Director of Finance	Richard Burgess-Gamble

EXEMPTIONS FROM DISCLOSURE

No exemptions from the disclosure requirements applicable to a larger charity have been taken in this trustees' annual report.

FUNDS HELD AS CUSTODIAN

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. Funds of £69,860 were held on behalf of these clubs and groups as at 31 July 2021 – see note 15.

This report was approved by the board of trustees on the 3rd of December 2021, and was signed for and on behalf of the board by

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Sufia Begum
17/12/2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

Opinion

We have audited the financial statements of Brighton Students' Union (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2021 which comprise Consolidated Statement of Financial Activities, the Group and Company Balance Sheets, the Group and Company Cash Flow Statements 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 31 July 2021, 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 parent 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's or parent 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 UNIVERSITY OF BRIGHTON STUDENTS' UNION

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report. We have nothing to report in respect of the following matters in relation to which the [Companies Act 2006 requires us to report to you if, in our opinion:

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, 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 and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company, we identified that the principal risk of non-compliance with laws and regulations related to employment regulation and health and safety regulation, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the companies act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override controls), and determined that the principal risks were related to posting inappropriate journal entries and management bias in accounting estimates. Audit procedures performed included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings
- Performing audit procedures on the risk of management override of controls, including testing journal entries and other adjustments for appropriateness
- Evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNIVERSITY OF BRIGHTON STUDENTS' UNION

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 its 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 and the charitable company's members as a body, for our audit work, for thisreport, or for the opinions we have formed.

Knill James LLP

David W Martin
For and on behalf of Knill James LLP, Statutory Auditor
Chartered Accountants
One Bell Lane
Lewes
East Sussex
BN7 1JU

Date: 14 January 2022

Knill James LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(including Consolidated Income and Expenditure Account)
for the year ended 31 July 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	1,560,710	75,000	1,635,710	1,705,908
Charitable activities					
Working with students	4	89,036	-	89,036	1,207,946
Other trading activities	5	35,073	-	35,073	63,388
Investments	6	204	-	204	1,825
TOTAL		1,685,023	75,000	1,760,023	2,979,067
EXPENDITURE ON:					
Raising funds	7	43,681	-	43,681	38,298
Charitable activities:					
Working with students	8	1,602,640	75,000	1,677,640	2,695,682
Provision for pension deficit payments	8	15,868	-	15,868	699,738
TOTAL		1,662,189	75,000	1,737,189	3,433,718
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS	**10**	22,834	-	22,834	(454,651)
RECONCILIATION OF FUNDS					
Total funds brought forward at 1 August 2020		(1,113,462)	-	(1,113,462)	(658,811)
TOTAL FUNDS CARRIED FORWARD AT 31 JULY 2021	**17**	(1,090,628)	-	(1,090,628)	(1,113,462)

UNIVERSITY OF BRIGHTON STUDENTS' UNION

BALANCE SHEETS
for the year ended 31 July 2021

	Notes	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
FIXED ASSETS					
Tangible assets	11	18,138	18,138	27,243	27,243
Investments	12	-	2	-	2
		18,138	18,140	27,243	27,245
CURRENT ASSETS					
Stocks	13	83,223	83,223	87,299	87,299
Debtors	14	67,561	74,749	38,597	42,997
Cash at bank and in hand		449,801	442,611	498,826	494,424
		600,583	600,583	624,722	624,720
LIABILITIES					
Creditors: Amounts falling due within one year	15	(177,659)	(177,659)	(175,269)	(175,269)
NET CURRENT ASSETS		422,926	422,924	449,453	449,451
TOTAL ASSETS LESS CURRENT LIABILITIES		441,064	441,064	476,696	476,696
Provisions for liabilities	16	(1,531,692)	(1,531,692)	(1,590,158)	(1,590,158)
NET LIABILITIES		(1,090,628)	(1,090,628)	(1,113,462)	(1,113,462)
THE FUNDS OF THE GROUP AND CHARITY					
Restricted income funds	17	-	-	-	-
Unrestricted income funds	17	(1,090,628)	(1,090,628)	(1,113,462)	(1,113,462)
TOTAL GROUP AND CHARITY FUNDS	**18**	(1,090,628)	(1,090,628)	(1,113,462)	(1,113,462)

As permitted by S408 Companies Act 2006, the charity has not prepared its own Statement of Financial Activities and related notes as it prepares group accounts. The charity's surplus for the year ended 31 July was £22,834 (19/20 - £454,651 deficit).

The financial statements on pages 18 to 38 were approved by the trustees and authorised for issue on the 3rd of December 2021, and are signed on their behalf by

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Sufia Begum
17/12/2021

Company Number: 09628909

UNIVERSITY OF BRIGHTON STUDENTS' UNION

CONSOLIDATED STATEMENT OF CASH FLOWS
for the year ended 31 July 2021

	Notes	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
CASH FLOWS FROM OPERATING ACTIVITIES:					
Net cash (outflow)/inflow from operating activities	19	(49,229)	(52,017)	165,800	161,496
		(49,229)	(52,017)	165,800	161,496
CASH FLOWS FROM INVESTING ACTIVITIES:					
Dividends, interest and rents from investments		204	204	1,825	1,825
Purchase of property, plant and equipment		-	-	(14,270)	(14,270)
Net cash used in investing activities		204	204	12,445	12,445
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING YEAR		(49,025)	(51,813)	153,355	149,051
Cash and cash equivalents at the beginning of the reporting year		498,826	494,424	345,471	345,373
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING YEAR	20	449,801	442,611	498,826	494,424

The charitable company, which is a public benefit entity under FRS 102, is constituted as a company limited by guarantee, incorporated in England and Wales and governed by its Memorandum and Articles of Association. The members of the charitable company and the principal address are given in the Reference and Administrative Details of the Trustees' Annual Report. The nature of the charitable company's operations and principal activities are included on page 1.

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) **issued in October 2020 and** the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice **as it applies from 1 January 2020.**

Going concern

As at 31 July 2021, the balance sheet showed net liabilities of £1,090,629 after recognising the SUSS pension deficit liability of £1,531,692.

In considering the going concern basis of preparation of the financial statements, the trustees have reviewed the three-year finance plan. The plan aims to achieve at least a breakeven position across the three years of the plan.

The Union's main income streams are the University of Brighton in the form of subvention, and commercial trading activity from its outlets (cafes and shops) and student events. The University of Brighton has confirmed its support in the form of a Block Grant for the year ended 31 July 2022 totaling £1,122,000 (2020/21: £1,067,500). The Union's commercial activity provides a diversified and robust source of income. Costs associated with generating commercial income primarily vary with the level of commercial activity thus reducing the financial risks associated with this activity.

The Union held £449,801 (19/20 - £498,826) in cash and bank deposits at the end of 2020/21 and had net current assets of £422,926 (19/20 - £449,453). Free reserves are maintained in low risk, high liquidity deposit accounts ensuring cash will be readily available to support operating activity. The profile of the Union's income, expenditure, and cashflow is closely correlated, ensuring there are no periods of significant net cash outflow.

The Trustees have considered the impact of COVID-19 and any post-epidemic impacts and believe the current level of free reserves, along with close control of expenditure will be sufficient to manage any decreases in income over at least the next twelve months.

BSU Enterprise Limited is a trading subsidiary company wholly owned by UBSU. The trading subsidiary normally generates a net profit, however, COVID restrictions resulted in significant reductions in activity and a net loss of £60,599 (19/20 – net profit £36,136). Sales revenue was £114,908 (19/20 - £1,228,478) and expenditure was £175,508 (19/20 - £1,192,342). It is anticipated BSU Enterprise Limited will return to profit in 21/22 as COVID restrictions are removed, offsetting the 20/21 deficit.

On the basis of this information, the trustees consider the going concern basis to be appropriate.

Basis of consolidation

The statement of financial activities and the balance sheet consolidate the results of the activities of both University of Brighton Students' Union and its wholly owned subsidiary undertaking, BSU Enterprise Limited.

1. **ACCOUNTING POLICIES** (Continued)

Income

All income is recognised in the statement of financial activities when the charitable company is legally entitled to the funds, the receipt of those funds is probable, and the amount can be measured reliably and quantified with reasonable accuracy.

Income from grants, including government grants, where related to performance and specific deliverables, is accounted for as the charitable company earns the right to consideration by its performance.

Gifts in kind donated for distribution and/or utilisation are included at valuation and recognised as income when the related projects are undertaken. Gifts donated for resale are included as income when sold. Donated facilities are included at the value to the charitable company, where this can be quantified, and a third party is bearing the cost.

Expenditure

Expenditure is included in the statement of financial activities on an accruals basis.

Expenditure is allocated to the charitable company's principal activity, as the costs of raising funds or as governance costs where the costs can be identified as being directly related to those activities. All costs that cannot be so identified are categorised as support costs. Support costs are then allocated over the different categories of expenditure on the basis of estimated time spent by members of staff in those particular areas.

Grants payable are recognised in the year in which the approved offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised only when the conditions attaching to the award are fulfilled.

Governance costs are the costs associated in running the University of Brighton Students' Union as a United Kingdom charitable company and specifically include the costs of the external audit.

Taxation

University of Brighton Students' Union is a registered charitable company and as such its income and gains falling due under section 471 to 489 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporate tax to the extent that they are applied to its charitable objectives.

Termination Payments

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1. **ACCOUNTING POLICIES** (Continued)

Tangible fixed assets

All tangible assets purchased at a cost of £1,000 or more and that have an expected useful economic life that exceeds one year are capitalised and classified as tangible fixed assets. Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Equipment - over five years

Investments

All of the charitable company's fixed asset investments are carried in the balance sheet at cost less provisions for impairment. These assets are not readily realisable through sale and accordingly, a reliable market value cannot be ascertained.

Stocks

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

Liabilities

A contingent liability is disclosed for those grants, which do not represent liabilities, where the possible obligation, which arises from past events, will only be confirmed by the occurrence of one or more uncertain future events not wholly within the trustees' control. Provisions are recognised for those grants where there is uncertainty as to the timing or amount, and any uncertainty regarding the amount is more than one of the determining factors as a basis for reasonable estimation of the liability arising from that constructive obligation.

Leased assets and obligations

All of the charitable company's leases are "operating leases" and the annual rentals are charged to the statement of financial activities on a straight-line basis over the lease term.

1. **ACCOUNTING POLICIES** (Continued)

Financial instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial instruments are therefore classified and accounted for according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its liabilities.

Financial assets and liabilities

The charitable company's debtors and creditors that meet the definition of either a financial asset or a financial liability are initially recognised at fair value and thereafter are stated at amortised cost using the effective interest method.

Provisions for liabilities

Provisions are recognised when the charitable company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and that obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at a discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within finance costs.

Pension contributions

The University of Brighton Students' Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit multi-employer pension scheme, which is externally funded and contracted out of the State Second Pension. SUSS is valued at least every three years by a professionally qualified independent actuarywith the rates of contribution payable being determined by the trustees of SUSS on the advice of the actuary. The 2013 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms intended to clear the ongoing funding deficit. As a consequence under FRS 102, the University of Brighton Students' Union has recognised a liability in the balance sheet equal to the net present value of future deficit reduction payments. These payments are discounted to the present value using the market yield on high quality bonds.

The charitable company also makes contributions into a group personal pension plan with Aegon and additionally, participates in NEST. The Aegon scheme is available to certain employees, while the NEST scheme is available to all employees. The assets of these defined contribution pension schemes are held separately from those of the charitable company in independent trustee-administered funds. The amount charged to the statement of financial activities in respect of pension costs is the contributions payable for the year.

1. **ACCOUNTING POLICIES** (Continued)

Funds held as custodian

The charitable company acts as custodian for the funds raised by the students' many sports clubs. The charitable company is also custodian of the annual Raising and Giving (RAG) proceeds arising from the various fundraising events organised by the students each year and then distributed to the nominated charities involved. Finally, the charity is custodian of funds raised by students on certain courses to supplement their course activity. The cash balances in respect of these custodian activities are held in the charitable company's bank accounts together with a corresponding liability for the amounts involved. Prior to 18/19 the charitable company also acted as custodian for funds raised by student societies. These are now considered part of UBSU's financial activity and have now been incorporated into the Consolidated Statement of Financial Activities and Balance Sheet Reserves.

Fund accounting

The general fund comprises the accumulated surpluses of unrestricted income over expenditure, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

2. **CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

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

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

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are those used by the scheme actuary in calculating the University of Brighton Students' Union's portion of the SUSS defined benefit pension scheme liability.

In the opinion of the trustees, there are no other estimates and underlying assumptions in the application of accounting policies that are considered to be critical, because they either require a significant amount of management judgement or the results are material to the charitable company's financial statements.

3. DONATIONS AND LEGACIES	Unrestricted funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Block grant from the University of Brighton	1,067,500	-	1,067,500	1,122,000
Donations from other funders	219,099	75,000	294,099	309,797
Grant of serviced accommodation	274,111	-	274,111	274,111
	1,560,710	75,000	1,635,710	1,705,908

Of the total donations and legacies income for the year ended 31 July 2021 £75,000 is attributable to restricted funds and £1,560,710 to unrestricted funds.

4 INCOME FROM WORKING WITH STUDENTS	Unrestricted Total 2021	Unrestricted Total 2020
	£	£
Cafes and shops	77,528	950,664
Entertainments and events	2,308	214,426
Societies	9,200	42,856
	89,036	1,207,946

5 OTHER TRADING ACTIVITIES	Unrestricted Total 2021	Unrestricted Total 2020
	£	£
Commercial marketing sponsorship	35,073	63,388
	35,073	63,388

6 INVESTMENTS	Unrestricted Total 2021	Unrestricted Total 2020
	£	£
Bank interest receivable on short term cash deposits	204	1,825

7 RAISING FUNDS	Unrestricted Total 2021	Unrestricted Total 2020
	£	£
Commercial activities:		
Direct costs	19,548	13,524
Direct staff costs	7,602	5,219
Support staff costs	10,595	10,575
Rent	500	500
Other support costs	5,436	8,480
	43,681	38,298

8 COSTS OF WORKING WITH STUDENTS

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Analysed by activity:				
Cafes and shops	249,861	-	249,861	1,102,955
Entertainments and events	71,739	-	71,739	171,757
Academic experience, advice and wellbeing	278,535	-	278,535	282,815
Campus and community	87,395	75,000	162,395	246,407
Other student activities	817,040	-	817,040	790,497
Provision for pension deficit payments	15,868	-	15,868	699,738
Governance costs	98,070	-	98,070	101,251
	1,618,508	75,000	1,693,508	3,395,420

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Analysed by type of cost:				
Direct costs	244,454	-	244,454	1,029,288
Direct staff costs	558,009	75,000	633,009	825,935
Support staff costs	310,200	-	310,200	299,948
Provision for pension deficit payments	15,868	-	15,868	699,738
Rent	273,611	-	273,611	273,611
Other support costs	118,297	-	118,297	165,649
Governance costs	98,070	-	98,070	101,251
	1,618,508	75,000	1,693,508	3,395,420

Governance costs are made up as follows:

	Total 2021	Total 2020
	£	£
Sabbatical Officer salaries	81,859	87,812
Sabbatical Officer training	5,036	4,731
Trustees' expenses	65	2,558
Auditors' remuneration:		
External audit services	12,500	12,500
Corporate tax compliance services	1,100	1,100
(Over)/Under accrual in respect of prior years	(555)	(6,762)
	100,005	101,939

Of the total costs of working with students for the period to 31 July 2021 £75,000 is attributable to restricted funds and £1,6181,508 is attributable to unrestricted funds.

9 STAFF COSTS

	2021	2020
	No.	No.
The average monthly number of persons working with the charitable company (excluding trustees) during the year was:		
Cafes and shops	8	8
Entertainments and events	1	0
Academic experience, advice and wellbeing	8	8
Campus and community	6	9
Office and management	9	7
Sabbatical Officers	4	4
Raising funds	1	1
	37	37

	£	£
Staff costs for the above persons:		
Wages and salaries	954,175	1,133,848
Social security costs	85,615	81,333
Pension costs - regular annual contributions	40,537	40,381
Pension costs - provision for pension deficit payments	15,868	699,738
Termination payments	11,968	-
Other costs	21,157	37,015
	1,129,320	1,992,315

The total amount of employee benefits received by key management personnel for their services to the charitable company during the year amounted to £210,146 (19/20 - £213,553) and the charitable company incurred employers' national insurance contribution costs of a further £22,495 (19/20 - £22,910) in relation to the employment of these same members of staff. One member of staff received a salary plus employer contributions towards national insurance and pension during the year of between £80,000 and £90,000.

The Sabbatical Trustees, who are also all trustees, received employee benefits as authorised in the charitable company's governing document, for their representation, campaigning and support work they undertake as distinct from their role as trustees. Those employee benefits comprised:

	Gross salary	**Employer pension contributions**
	£	**£**
Ramy Badrie	19,084	-
Rayan Badrie	1,837	-
Sufia Begum	2,395	96
Megan Donovan	17,886	-
Jenniver Girgawi	2,395	-
Hadi Hassoun	2,395	-
Evangeline Solomon	10,540	-
Sihem Ziada	19,084	-

9. **STAFF COSTS** (Continued)

Other than as disclosed above, no trustees received remuneration for their services to the charitable company during the current year.

The Sabbatical Officers incurred normal business expenses for travel, subsistence and training during the course of their employment as Sabbatical Officers and reclaimed them through the normal employee expenses reimbursement procedures. The total of these expenses for all the Sabbatical Officers amounted to £5,036 (19/20 - £2,885).

In addition, three of the other trustees were reimbursed for expenses incurred on behalf of the charitable company during the year relating to travel to board meetings and postage of board approved documents, amounting to £65 (19/20 - £360) is included within governance costs.

The use of volunteers and donated services

The charity makes considerable use of the services of volunteers in order to not only manage the charitable company at trustee level but also to deliver services and other similar project outcomes and benefits to beneficiaries. The charitable company is also reliant upon donated services provided by its wide range of supporters, and those donated services which can be quantified, are recognised in the financial statements as donations in kind.

10 NET INCOME FOR THE YEAR

	2021	2020
	£	£
Net income for the year is stated after charging:		
Depreciation	9,105	12,828
Operating lease costs - equipment	3,118	3,118

11 TANGIBLE ASSETS

Group and charity	Equipment £	Total £
Cost:		
1 August 2020	332,740	332,740
Disposals	(156,888)	(156,888)
31 July 2021	175,852	175,852
Depreciation:		
1 August 2020	305,497	305,497
Disposals	(156,888)	(156,888)
Charge in the year	9,105	9,105
31 July 2021	157,714	157,714
Net book value:		
31 July 2021	18,138	27,243
31 July 2020	27,243	25,801

12 INVESTMENTS

	Union Funds 2021	Union Funds 2020
	£	£
Group		
Cost:		
1 August	-	-
Fair Value of assets transferred	-	-
31 July	-	-

Charity	Union Funds £	BSU Enterprise Limited £	Total 2021 £	Total 2020 £
Cost:				
1 August	-	2	2	2
Change	-	-	-	-
31 July	-	2	2	2

The charitable company owns the entire share capital of BSU Enterprise Limited, a company incorporated in England and Wales (Company registration number 09242214), through which commercial revenues are generated. For the year ended 31 July 2021, BSU Enterprise Limited had turnover of £114,908 and expenditure of £175,508 resulting in a net loss of £60,599. BSU Enterprise Limited normally generates a net profit, the whole of which is distributed by way of Gift Aid to the charitable company. At the end of a normal year BSU Enterprise Limited has net assets and shareholders' funds of £2. 2020/21 has been an exceptional year due to COVID and the net loss of £60,599 has been retained in the trading subsidiary, so BSU Enterprise Limited has net liabilities and negative shareholders' funds of £60,597 at 31 July 2021. It is anticipated BSU Enterprise Limited will return to generating a net profit in 2021/22.

13 STOCKS

	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Café supplies	4,168	4,168	1,381	1,381
Shop supplies	79,055	79,055	85,918	85,918
	83,223	83,223	87,299	87,299

The total stock purchased during the year was £37,498.

14 DEBTORS	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	17,131	17,131	14,861	14,861
Amounts due from group undertakings	-	7,188	-	4,400
Other debtors	329	329	22,361	22,361
Prepayments and accrued income	50,101	50,101	1,375	1,375
	67,561	74,749	38,597	42,997

15 CREDITORS	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Amounts falling due within one year:				
Trade creditors	26,488	26,488	(992)	(992)
Other taxes and social security costs	9,595	9,595	25,846	25,846
Clubs and societies funds	69,860	69,860	78,777	78,777
Accruals	51,217	51,217	49,234	49,234
Deferred income	20,499	20,499	22,404	22,404
	177,659	177,659	175,269	175,269
Deferred income:				
Deferred income brought forward	22,404	22,404	67,865	67,865
Deferred income released to the statement of financial activities	(22,404)	(22,404)	(67,865)	(67,865)
Income received in advance during the year	20,499	20,499	22,404	22,404
Deferred income carried forward:	20,499	20,499	22,404	22,404

Deferred income includes those funds received in advance for services to be delivered by the charitable company in the 2021/2021 financial year, and primarily comprises booking fee income received in advance for the 2021 Freshers' Fair. The charitable company receives commission income relating to the sale of NUS Loyalty cards, which can be for periods of up to three years in advance. All such income relating to future years is deferred.

16 PROVISIONS FOR LIABILITIES	2021 SUSS pension deficit provision	2020 SUSS pension deficit provision
	£	£
Balance at 1 August	1,590,158	961,218
Amounts provided during the year - see note 24	(58,466)	628,940
Balance at 31 July	1,531,692	1,590,158

17 THE FUNDS OF THE GROUP AND THE CHARITY

Group	1 August 2020	Income	Expenditure	Transfers between funds	31 July 2021
	£	£	£	£	£
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund	-	1,685,023	(1,653,084)	(31,939)	-
Designated funds:					
Capital reserve fund	27,243	-	(9,105)	-	18,138
Contingency reserve fund	100,000	-	-	-	100,000
Development reserve fund	349,453	-	-	(26,527)	322,926
SUSS pension deficit fund	(1,590,158)	-	-	58,466	(1,531,692)
	(1,113,462)	1,685,023	(1,662,189)	-	(1,090,628)
	(1,113,462)	1,760,023	(1,737,189)	-	(1,090,628)

Group	1 August 2019	Income	Expenditure	Transfers between funds	31 July 2020
	£	£	£	£	£
Restricted income funds:					
Retention fund	-	75,000	(75,000)	-	-
	-	75,000	(75,000)	-	-
Unrestricted income funds:					
General fund	-	2,904,067	(3,345,890)	441,823	-
Designated funds:					
Capital reserve fund	25,801	-	(12,828)	14,270	27,243
Contingency reserve fund	100,000	-	-	-	100,000
Development reserve fund	176,606	-	-	172,847	349,453
SUSS pension deficit fund	(961,218)	-	-	(628,940)	(1,590,158)
	(658,811)	2,904,067	(3,358,718)	-	(1,113,462)
	(658,811)	2,979,067	(3,433,718)	-	(1,113,462)

17. **THE FUNDS OF THE GROUP AND THE CHARITY** (Continued)

The capital grants fund was set up to recognise the funding received from the University of Brighton to be used to purchase fixed assets. Depreciation is charged to this fund such that the closing balance on the fund represents the net book value of the fixed assets involved.

The Sustainability grant fund was set up to recognise funding provided by the University of Brighton in order to support a program of activities, events and projects aimed at engaging students in sustainability and promoting environmentally conscious living (including Cooperatives, 'Green' volunteering and employment opportunities).

The Capital reserve fund was set up to separately identify the charitable company's fixed assets that have been purchased from the charitable company's own unrestricted funds. Transfers are made to or from this fund to cover movements on unrestricted fixed assets such as additions, disposals and depreciation so that the closing balance on the fund represents the net book value to the unrestricted fixed assets involved.

The Contingency reserve fund was set up to set aside an amount to cover unforeseen or emergency expenditure. The amount carried forward in this fund is reviewed annually by the trustees.

The balance of the general fund that is not used for any other purposes is transferred to the Development reserve fund to be carried forward and used to further develop the charitable activities of the charitable company.

The SUSS pension deficit fund was set up to separately identify the reserves deficit arising from the need to account for a provision in respect of additional SUSS employer pension contributions required to be paid in future years by the charitable company that are intended to eliminate the ongoing and persistent deficit in the overall funding of the SUSS multi-employer defined benefit pension scheme.

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2021
	£	£	£	£	£
Restricted income funds:	-	-	-	-	-
Unrestricted income funds:					
General fund	-	-	-	-	-
Designated funds:					
Capital reserve fund	18,138	-	-	-	18,138
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	500,585	(177,659)	-	322,926
SUSS pension deficit fund	-	-	-	(1,531,692)	(1,531,692)
NET LIABILITIES	18,138	600,585	(177,659)	(1,531,692)	(1,090,628)

Charity	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2021
	£	£	£	£	£
Restricted income funds:	-	-	-	-	-
Unrestricted income funds:					
General fund	2	-	-	-	2
Designated funds:					
Capital reserve fund	18,138	-	-	-	18,138
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	500,583	(177,659)	-	322,924
SUSS pension deficit fund	-	-	-	(1,531,692)	(1,531,692)
NET LIABILITIES	18,140	600,583	(177,659)	(1,531,692)	(1,090,628)

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)

Group	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2020
	£	£	£	£	£
Restricted income funds:					
Capital grants fund	-	-	-	-	-
Sustainability grant fund	-	-	-	-	-
Unrestricted income funds:					
General fund	-	-	-	-	-
Designated funds:					
Capital reserve fund	27,243	-	-	-	27,243
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	524,722	(175,269)	-	349,453
SUSS pension deficit fund	-	-	-	(1,590,158)	(1,590,158)
NET LIABILITIES	27,243	624,722	(175,269)	(1,590,158)	(1,113,462)

Charity	Fixed assets	Current assets	Current liabilities	Provisions for liabilities	Total 2020
	£	£	£	£	£
Restricted income funds:					
Capital grants fund	-	-	-	-	-
Sustainability grant fund	-	-	-	-	-
Unrestricted income funds:					
General fund	2	-	-	-	2
Designated funds:					
Capital reserve fund	27,243	-	-	-	27,243
Contingency reserve fund	-	100,000	-	-	100,000
Development reserve fund	-	524,720	(175,269)	-	349,451
SUSS pension deficit fund	-	-	-	(1,590,158)	(1,590,158)
NET LIABILITIES	27,245	624,720	(175,269)	(1,590,158)	(1,113,462)

19 RECONCILIATION OF NET INCOME TO NET CASH PROVIDED BY OPERATING ACTIVITIES

	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Net income for the reporting year	22,833	22,833	(454,651)	(454,651)
Adjustments for:				
Dividends, interest and rents from investments	(204)	(204)	(1,825)	(1,825)
Depreciation charges	9,105	9,105	12,828	12,828
Decrease in stock	4,076	4,076	16,617	16,617
Decrease in debtors	(28,963)	(31,751)	39,336	35,032
(Decrease) in creditors	2,390	2,390	(75,445)	(75,445)
Increase in provisions	(58,466)	(58,466)	628,940	628,940
Net cash from operating activities	(49,229)	(52,017)	165,800	161,496

20 ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Cash at bank and in hand	449,799	449,799	498,826	494,424

21 FINANCIAL INSTRUMENTS

	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Carrying amount of financial assets:				
Equity instruments measured at fair value	-	-	-	-
Debt instruments measured at amortised cost	17,131	17,131	18,697	18,697
Carrying amount of financial liabilities:				
Measured at amortised cost	133,635	133,635	116,480	116,480

22. OPERATING LEASE COMMITMENTS

The group and the charity have total future minimum lease payments as the lessee due under non- cancellable operating leases and relating to its photocopiers, as follows:

	Group 2021	Charity 2021	Group 2020	Charity 2020
	£	£	£	£
Plant and machinery:				
Payable within one year	1,000	1,000	3,118	3,118
Payable in two to five years	-	-	1,000	1,000
Payable in more than five years	-	-	-	-
	1,000	1,000	4,118	4,118

23. RELATED PARTY TRANSACTIONS

During the year, the charitable company undertook various transactions on behalf of its trading subsidiary, BSU Enterprise Limited, a company incorporated in England and Wales (Company registration number 09242214). During the year, the charitable company collected income of £114,908 and incurred costs of £175,508 on behalf of BSU Enterprise Limited. The charitable company did not recognize any Gift Aid donations from BSU Enterprise Limited during the year due to the fact the trading subsidiary made a net loss. At the balance sheet date, £67,785 was owed by BSU Enterprise Limited. This will be repaid during 20/21 when it is anticipated the trading subsidiary will generated a net profit.

There were no other related party transactions during the year.

24. PENSION COMMITMENTS

UBSU participates 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 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The most recent Valuation of the Scheme was carried out as at 30 June 2020 and showed that the market value of the Scheme's assets was £119.1m with these assets representing 46% 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 £140.9m.

Whilst the assets have performed well, rising by over 17% over the previous three years, the liabilities have increased by a similar percentage. The sustained low yield on government bonds has continued to affect the liabilities, but the increase was driven in large part by the impact of resolving a legal issue relating to changes made to the scheme between 1988 and 1993 by the scheme Trustees at the time.

24. PENSION COMMITMENTS (Continued)

The assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions were applied at 30 June 2020:-

- The investment return would be 4.0% per annum before retirement and 2.0% per annum after retirement.
- Pensions accruing on the CARE basis would revalue at 3.6% per annum.
- Present and future pensions would increase at rates specified by Scheme rules with appropriate assumptions where these are dependent on inflation.

The 2020 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit. Employer contributions will increase by 5% in October 2021 and then by 15.4% from 1st October 2021. Contributions will increase by a further 5% each year thereafter until the end of the deficit recovery period, which is expected to be in August 2035. However, contributions due from October 2023 onwards will be reviewed following the next actuarial valuation.

Surpluses or deficits which arise at future valuations will also impact on UBSU's future contribution commitment. In addition to the above contributions, UBSU also pays its share of the Scheme's levy to the Pension Protection Fund.

FRS102 and Charities SORP (FRS102) require the charitable company's share of past service shortfall is reflected in the financial statements. Based on the most recent valuation, the charitable company contribution to eliminatingthe shortfall was £74,334 for the year ended 31 July 2021 (2020: £70,798). The statement of financial position asat 31st July 2021 includes a liability of £1,531,692 (2020: £1,590,158) which represents the net present value of all future contributions towards eliminating this shortfall.