UNIVERSITY OF DERBY STUDENTS' UNION

England & Wales · Charity number 1169283

Details

Status	Registered
Legal form	Charitable company
Company number	10279393
Registered	2016-09-20
Register	View on the Charity Commission register

Contact

Address	University Of Derby Kedleston Road Derby DE22 1GB
Phone	01332591520
Website	www.derbyunion.co.uk

Activities

Objects: THE UNION'S OBJECTS ARE THE ADVANCEMENT OF EDUCATION OF STUDENTS AT THE UNIVERSITY OF DERBY FOR THE PUBLIC BENEFIT BY:PROMOTING THE INTERESTS AND WELFARE OF STUDENTS AT THE UNIVERSITY OF DERBY DURING THEIR COURSE OF STUDY AND REPRESENTING, SUPPORTING AND ADVISING STUDENTS;BEING THE RECOGNISED REPRESENTATIVE CHANNEL BETWEEN STUDENTS AND THE UNIVERSITY OF DERBY 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.ENDEAVOURING TO ENSURE THAT NO STUDENT IS DISADVANTAGED OR RECEIVES LESS FAVOURABLE TREATMENT

Activities: The Union of Students is responsible for the Programme and College Representative structures which support the advancement of education for students of the University of Derby in ensuring academic quality and development is maintained. The Union provides access to sports, society and volunteering activities for students and a confidential and independent Advice service.

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Classification

- **How:** Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Derby City
- Derbyshire
- Staffordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£2,746,160	£2,862,585	£869,372	108
2024-07-31	£2,743,782	£2,693,863	£749,027	102
2023-07-31	£2,527,419	£2,572,808	£713,689	82
2022-07-31	£2,416,546	£2,489,472	£777,140	46
2021-07-31	£1,658,064	£1,497,759	£850,066	47

Trustees

Name	Role	Appointed
ANTHONY ATHERTON DAVID	Chair	2020-03-31
Andy Winter		2024-10-21
Anshika Anshika		2025-06-30
Bradie McDaid		2024-10-21
Darren Cassidy		2025-07-01
Eleanor Humphrey		2025-06-30
Hamna Amjad		2025-07-01
Kaeda Hipkiss		2025-06-30
Rosie Smith		2022-09-08
Samuel Ifeoluwa Oluwadare		2025-06-30

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UNIVERSITY OF DERBY STUDENTS' UNION

England & Wales - Charity number 1169283

Accounts

Derby Union of Students

(A company limited by guarantee)

Report and Financial Statements

For the Year Ended 31st July 2025

Charity number 1169283

Company number 10279393

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS CHARITY TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 JULY 2025

Charitable Status:

The University of Derby Students' Union (UDSU), referred to throughout this document as the Union, is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). The Union is a company limited by guarantee in England and Wales, with the company number 10279393.

Principal Office:

The University of Derby Students Union
Kedleston Road
Derby
DE22 1GB

Officer Trustees:

These are known by, and will be referred to within the achievement overview, by several names including Executive Officers. They were elected to office by the student population to hold office from the 4th of July 2024 to 5th of July 2025. The Executive Officer Trustees during the financial period are:

Holly Lloyd	President (Appointed 4 July 2024. Term ended 3 July 2025)
Jack McGuinness	Vice President Welfare (Appointed 4 July 2024. Term ended 3 July 2025)
Gabriela Gretkowska	Vice President Activities (Appointed 4 July 2024 Term ended 3 July 2025)
Pournami Padmanabhan	Vice President Education (Appointed 4 July 2024. Resigned 30 May 2025)
Anshika Anshika	President (Appointed 4 July 2025)
Shauna Celeste Kaeda Hipkiss	Vice President Welfare (Appointed 4 July 2025)
Eleanor Humphrey	Vice President Activities (Appointed 4 July 2025)
Samuel Ifeoluwa Oluwadare	Vice President Education (Appointed 4 July 2025)

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Other Trustees:

External Trustees

Tony Atherton	Chairperson
Rosie Smith	
Andy Winter	Appointed 5 April 2025
Bradie McDaid	Appointed 5 April 2025
Nicola Hartley	Resigned 1 April 2025

Student Trustees

Pieter van Ellewee	Resigned 7 March 2025
Aliyu Aminu Baba	Appointed 23 April 2025, Resigned 1 July 2025
Kiara Henry	Appointed 12 April 2025, Resigned 1 July 2025

Senior Leadership Team

Emma Taylor-Large	Chief Executive
Martin Beaumont	Head of Operations
Kay Jones	Head of Finance (Appointed 1 September 2024)
Cassie O'Boyle`	Head of Membership (Appointed 1 September 2024)

Auditors

Sumer Auditco Limited
1 Waterside Place, Basin Square
Brimington Road
Chesterfield
S41 7FH

Bankers

Barclays Bank
Sir Frank Whittle Road
Derby
DE1 9UU

Solicitors

Smith Partnerships
Norman House
Friar Gate
Derby
DE1 1NU

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Trustees' Report

The Trustees present their report and the audited financial statements of the charity for the year ended 31 July 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by charities" (FRS 102) in preparing the annual report and financial statement of the charity.

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

1. Our Aims and Objectives

The main aim of the Union as set out by the organisation's constitution is the advancement of education of students at The University of Derby for the public benefit by:

- Promoting the interests and welfare of students at The University of Derby during their course of study and representing, supporting and advising students; and
- Being the recognised representative channel between students and The University of Derby and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students; and
- Endeavouring to ensure that no student is disadvantaged.

The Union of Students at the University of Derby aims to represent and advocate for students, ensuring their voices are heard in decision-making processes within the university. The Union seeks to enhance the student experience by offering support, services, and activities that promote well-being, personal development, and a sense of community. This includes providing access to advice services, organising events and campaigns, supporting student clubs and societies, and working to improve student safety, welfare, and academic experiences, to ultimately enhance the overall student experience.

In establishing our goals and planning activities, the Trustees confirm that they have adhered to the duty outlined in section 17 of the Charities Act 2011, ensuring consideration of the public benefit guidance provided by the Charity Commission.

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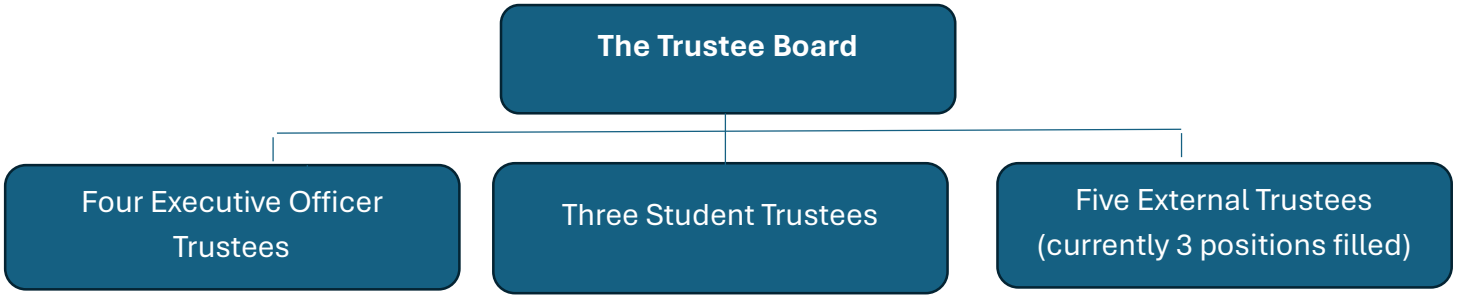
Ensuring our work delivers our aims

Annually we review our aims and objectives, reflecting on the year, analysing data, listening to student feedback, and working in partnership with our stakeholders to ensure we remain 'relevant' and strive to have an 'impact on every student' as set out in our strategic plan.

2. Structure, Governance and Management

Under the legal name of The University of Derby Students' Union (UDSU), the Union is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). On 30 September 2016 the Union completed a transfer to become a Company Limited by Guarantee and incorporated in England and Wales (no.10279393). The Union is led by students, for students with a purpose to be a Union dedicated to the educational interests and welfare of its members. The governing document is its constitution adopted on the 30 June 1992 and last amended in February 2023 as part of a governance review of trustee proceedings; approved at the Annual General Meeting (February 2023).

The composition of the Board:
The Trustee Board is made up of a mixture of Executive Officer Trustees, Student Trustees and External Trustees.



Both Student Trustees and External Trustees are appointed by the Board (and ratified by Scrutiny Panel) to ensure a balance of skills and experience. External Trustees remain in office for a term of three years. Both can serve a maximum of two consecutive terms, although for Student Trustees this is if they remain a student for the duration of this time.

Whilst the Officer Trustees are elected annually by cross campus ballot based on a portfolio-based manifesto, they also act in their capacity as a Trustee of the organisation. They can serve a maximum of two years in office.

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Responsibility is cascaded from the Trustee Board and committee structure of the Union to the management and staff team of the Union.

The Union employs full-time staff to ensure effective management of its activities and to implement the policy decisions made by the Trustees. A clear staff structure is in place, and all staff are ultimately accountable to the Chief Executive, who in turn is accountable to the Board of Trustees.

To ensure its success, the Union takes substantial steps each year to provide Officer Trustees with a fulfilling experience that aligns with the organisation's needs, whilst supporting their development. This includes comprehensive internal training and informative induction sessions at the start of their elected term.

Officers also participate in regional and national training opportunities, and the Union is a member of both the National Union of Students, a national representative and campaigning organisation. In addition, the Union are subscribed to WonkHE, a national policy making body, for further support throughout the year.

There are two representatives from the Union that also receive specific training to assist their participation and engagement as Governors of the University.

Staffing for this period

Towards the end of 2023, the Union transitioned from being led by two interim Co-CEOs, filled by the Head of Membership and Head of Operations, to appointing a permanent CEO in July 2024, with Emma Taylor-Large promoted into the role.

From September 2024, the Union welcomed a complete Senior Leadership Team (SLT), with Kay Jones joining as Head of Finance and Cassie O’Boyle as Head of Membership. The appointment of a full SLT has been a welcome development, allowing the Union to shift focus from operational resilience to strategic planning and shaping the future direction of the organisation. This strengthened leadership structure will ultimately benefit our membership by enabling a more proactive and coordinated approach to delivering services, enhancing the student experience, and ensuring that the Union’s resources and activities are aligned with the needs and priorities of our students.

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Strategy

Throughout the year, the Union worked collaboratively with students, trustees, and staff to co-create a new Union of Students Strategic Plan 2025–2028, officially launched in September 2025. The strategy sets out a clear vision of ***supporting students to make the most of their University of Derby experience*** and a mission **to *empower students at the University of Derby to shape their own journey by providing opportunities, support, and a strong community* where they can thrive.**

The plan is structured around four connected priorities, which together reflect the full student journey and include:

- **Student Life**
- **Student Communities**
- **Student Voice**
- **Student Employability**

It focuses on ensuring students feel supported, connected, and confident, with access to opportunities that enhance wellbeing, belonging, and future success.

To support delivery, four organisational enablers have been established: **Finance, Data and Insight, Communication, and People and Culture**. These will ensure the Union remains financially sustainable, evidence-led, and equipped with the right culture and resources to deliver meaningful outcomes for students.

The development and launch of this new strategic plan will directly benefit the membership by ensuring that Union activity is purposeful, student-centred, and designed to enhance every aspect of the student experience at Derby.

As part of the new strategy, we have also established a refreshed set of Values:

- **We are better together**
- **We care for each other**
- **We share success**
- **We are positive**.

These values will guide how we work, make decisions, and engage with students, staff, and stakeholders. They provide a clear framework for the culture we aspire to, ensuring that the Union remains collaborative, supportive, and inclusive. By embedding these values across the organisation, we are confident they will underpin our success and help us deliver a connected, meaningful, and enriching experience for every student at the University of Derby.

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3. Related party relationships

The relationship with the University continues to be a positive one. This is outlined and reinforced via a standing Partnership Agreement which was fully reviewed and updated by both Trustee Board and the University Executive and agreed in February 2025. The Officers engage at all major University Committees, and the University believes the Union is integral to ensuring the student voice at Derby is heard and represented.

This commitment is further evidenced by ongoing commitment for Executive Officer Trustees to Co-Chair several University meetings, including Student Voice Committee, and the Learning and Teaching Committee. In addition, the President and Vice President Education reside over all committees and sub-committees of the University Governing Council.

The Union is primarily funded by the University through a block grant, which amounted to £1,046,460 for the 2024/25 financial period, remaining unchanged from 2023/24. Given the current financial climate and cuts to other university departments, the Union's SLT was pleased with this outcome, recognising the value the University places on the Union.

Over the past year, continued investment in the Union has enabled us to lay the foundations for the future. We have prepared to deliver a new strategic plan, are ready to launch a revised student representation structure, and created new student roles within our membership services. A key development has been our commitment to becoming a data-driven organisation, demonstrated by the creation of a new Data and Insight role. We have placed a strong focus on building thriving student communities, investing in this area to enhance engagement and belonging. Alongside this, we have reviewed our commercial operations and introduced efficiencies to ensure long-term financial stability.

Moving forward, the Union will focus on delivering only those commercial services that provide genuine value, whether by generating strong commercial returns or by offering student experiences and opportunities that justify their financial cost.

The Union is grateful to the University for its continued support and investment in the Union through the block grant; it acknowledges that the University provide a significant proportion of the Union's space on a rent-free basis, enabling more activity with the block grant provided.

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4. Key Achievements

The Union has made strong progress across several strategic goals this year, with several KPIs exceeding their 2025 targets. Satisfaction with the Union reached 87%, well above the 65% goal, and our advice service continues to receive excellent feedback, with 96% rating it good or excellent.

Engagement has also increased, with 2,506 students participating across membership services – ahead of our target. Survey responses also rose by 5%, showing stronger student involvement in our feedback processes.

There are still areas to improve which our new Strategic Plan covers. While we engaged 1,513 students outside of Kedleston Road, we did not reach our target of 2,000. Although this is disappointing, we welcome the opportunities the new Cavendish building will bring. Our presence on the programme board has secured us the Blends outlet and dedicated space for student groups, and we fully intend to utilise these opportunities to ensure a strong Union presence on site. Participation in elections and voting also remains a challenge, and we are currently limited in our ability to report on engagement from underrepresented groups due to gaps in demographic data.

However, we are progressing conversations with the University around data sharing to help improve how we collect and analyse data, which will strengthen our reach and the delivery of our activity.

We have seen promising results around safety and accessibility but recognise there is more work to do. We are analysing feedback to ensure our events and services are inclusive and reflect the needs of our diverse student body.

Overall, we have built strong foundations as we move into the first full year of delivering our new strategy.

Annually the Union creates an impact report which details the achievements of the Union across all both Membership and Operational teams. Please find this detailed over the following pages for 2024/25.

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Impact Report

Union of Students' Impact Report for the year 2024/25



UNION OF STUDENTS

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Union of Students' Mission Statement

Empowering students at the University of Derby to shape their own journey by providing opportunities, support, and a strong community where they can thrive

Union organisational priorities

Introduction from the CEO

The Union of Students is pleased to present its Impact Report for the 2024/25 academic year, following a year of both challenge and positive transformation.



Throughout the past year, we have continued to navigate financial pressures, most notably the rising costs associated with increases to the National Minimum Wage and National Insurance contributions. In response, we have proactively adapted our operations to maintain financial stability whilst safeguarding the services that matter most to students.

This has also been a year of strategic renewal. We have strengthened our Senior Leadership Team and laid the foundations for a refreshed and ambitious Strategic Plan. Under new leadership, we have taken a more engaged and data-led approach to better understand students' needs, priorities and expectations. A key milestone has been our Student Voice Review, which engaged over 1,500 students. Alongside this, we piloted our Core Community project to explore innovative ways of supporting and connecting students, with a particular focus on underrepresented groups. Our annual student survey, completed by over 1,000 students, alongside initiatives to go out and talk to students about their experience across all campuses, has helped place student voice at the core of our future direction. These insights are shaping a renewed commitment to ensuring every student finds a place where they feel they belong and that the Union remains a sustainable, inclusive, and student-led organisation.

> *This has also been a year of strategic renewal. We have strengthened our Senior Leadership Team and laid the foundations for a refreshed and ambitious Strategic Plan.*

As we prepare to launch our new Strategic Plan, we are also reviewing how we deliver our core functions, especially across our Voice and Activities teams, exploring more sustainable, innovative, and impactful ways of working. At the centre of this new direction is a renewed focus on building community, ensuring every student feels a sense of belonging, has access to meaningful opportunities, can see their voice actively shaping their university experience, and prepare them for life beyond it.

This report outlines the impact we have made in 2024/25, our performance against key KPIs, and sets out our priorities and KPIs for 2025/26. With continued support, we are confident we can deliver a student experience that places community, voice, and belonging at its heart.

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Strategic Priority 1

Awareness and Understanding of the Union of Students

Awareness and understanding of the Union of Students is important to ensure that every student sees the relevance of our work to enhancing their student experience. By improving our visibility across sites and promoting all that we offer, from support services and representation to opportunities for involvement and development, we aimed to strengthen our visibility and value across the student community. This priority helps ensure that more students know who we are, what we do, and how we can positively impact their time at university.

Strategic Goals

- *Identify existing touch points and create new touch points for students to ensure their relevance*
- *Establish a clear communication strategy for all Union activity, aligned to the student journey*
- *Ensure broader student representation in feedback and democratic processes*



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Project 1

Welcome Activity

Each year, the Union plans a series of events and activities to welcome the new cohort of students, for both September and January starters. This is designed to provide an introduction to the University, the Union and the Derby community, highlighting what we offer throughout the year to enhance their university experience.

Aims

This year, we aimed to make as many students aware of the Union as possible, increasing the number of students who access our services. Every university student is automatically a member of the Union, so we strive to introduce them to the Union at the earliest opportunity so they can get involved as soon as possible.

KPIs

- *Incrementally increase student engagement across the Union's membership services by 5% annually, including activities, voice, advice, and communication channels.*
- *The percentage of students saying the Union of Students allows them to feel part of a community increases by 5% year on year.*
- *Satisfaction with the Union's accessibility and inclusivity at events and activities will increase annually, with a target of at least 80% by July 2025*





Intake Day

At this years' Intake Day, we created a 'Union Zone' that showcased everything the Union has to offer, with each department running their own stall. This was an opportunity for students to learn more about the ways they can get involved and enrich their university experience. We also had showcases from our Cheerleading and Brazilian Jui-Jitsu clubs to give students an insight into what some of our clubs get up to.

Freshers' Fairs

In both September and February, we host Freshers' Fairs to welcome new students to the University of Derby and give them a taste of the student lifestyle they can expect during their time here. This includes an introduction to the Union, showcasing how we can help them whilst at university, with services such as the C-Scheme, our impartial advice service and our student voice mechanisms that are designed to put students in a position wherein they can enact change.

The September Freshers' Fair is the larger of the two as it spans over two days. Day one saw 1,729 students visit across the day, and day two saw 806. This is a 37% increase in footfall from our 2023 September Freshers' Fair. Throughout the day, the February Freshers' Fair attracted around 400 students.





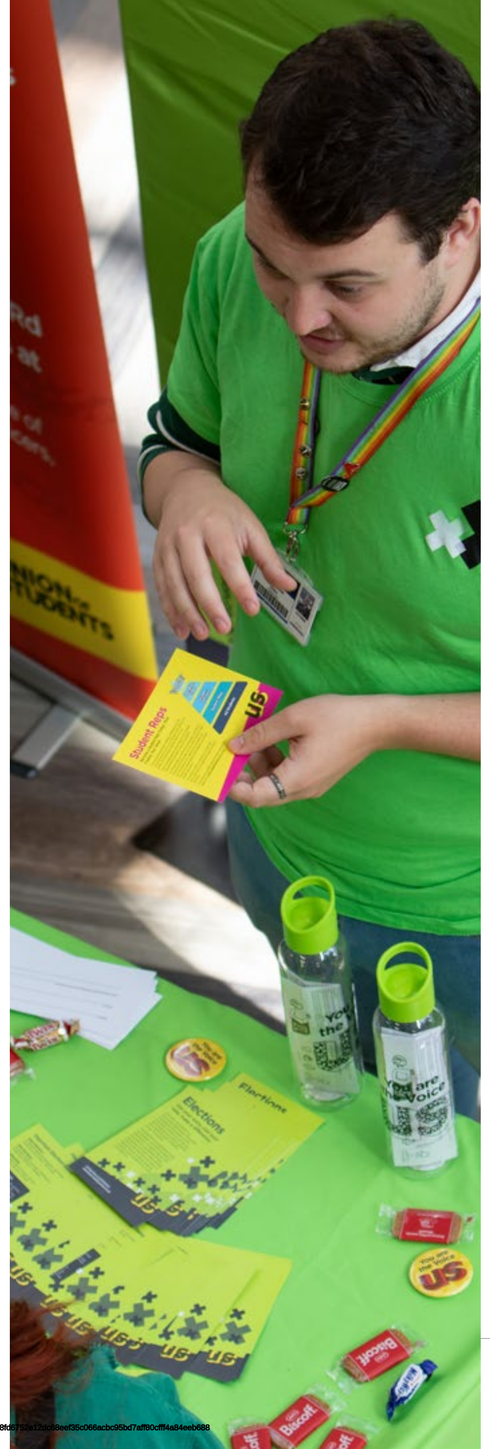
At our Freshers' Fairs, we encourage students to follow us on social media so they can keep up to date with everything they can get involved in. In September, we gave out tote bags and Mentos to students who followed us and gained a total of 740 new Instagram followers and 204 new TikTok followers from both fair days. In February, we worked with our external partners and fair stall holders to create a Freshers' Fair hamper to giveaway through Instagram. We gained 66 new followers on Instagram and 42 on TikTok. By signposting students to our social channels, we are encouraging them to join our online community, a place where student feedback is sought out and valued.

Induction Talks

Through hosting induction talks in lectures at the start of the two terms, we were able to get in front of students at the start of their university journey to introduce ourselves. We delivered 61 induction talks in September and January across all sites.



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Project 2

Student Voice Review and Mechanisms

This year, we made the decision to review our Student Voice mechanisms to ensure that they reflect the needs and wants of our students. Through obtaining student feedback, we are planning to implement new and updated mechanisms that will improve the ease of giving feedback whilst ensuring they are accessible and relevant to all students.

Aims

The main aim of this project is to give students the opportunity to shape their university experience, ensuring that the new updated schemes are both fit for purpose and student-led. By reviewing our processes, students will feel more encouraged to engage with our feedback outlets, such as our annual Union Survey, knowing that they influenced the way we hear and respond to student voice.

KPIs

- *The percentage of the student body filling in the Union Survey increases by 5% annually.*
- *10% increase students participating in elections and voting*

This project began with a research phase where we reached out to students through the distribution of a survey and hosted pop-up ‘Have Your Say Cafe’ events, from which we were able to gain feedback from 877 students. The second phase of this project involved reviewing the feedback, picking out any patterns and common themes.

Recommendations from student feedback are currently under review ahead of changes being made for the new academic year.



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Project 3

Advice Pop-ups

The Advice team host a variety of pop-ups throughout the year across campuses and accommodation sites to highlight the support on offer for students and raise awareness amongst students around our external partners. Our Advisors are on hand to support students across a wide range of topics and issues, so we strive to make all students aware that they can come to us for guidance.

Aims

Our Advisors aim to get in front of as many students as possible to ensure that students understand what support they can access through the Union. These pop-ups aim to cover the entirety of the Advice service, showcasing the breadth of support the team can provide.

KPIs

- *Incrementally increase student engagement across the Union's membership services by 5% annually, including activities, voice, advice, and communication channels.*
- *The number of students accessing our advice and support service increases annually with 90% of students rating the service as good or excellent.*



Advice Freshers' event

During Freshers' Fortnight, the Advice team hosted a mocktail and quiz evening. This event was designed to provide students with a non-drinking activity they could get involved with during freshers, aiming to negate the stereotype that freshers is just for going out clubbing.

SVLO Roadshow

The Advice team undertook an SVLO Roadshow to promote the support available from our independent Sexual Violence Liaison service. The aim of this was to raise awareness of SVLO trends to ensure affected students know where they can go for support, including external partners SV2 and SARC, as well as our own internal SVLOs.

The Advice team have engaged with approximately 60 students at their pop-up stalls across four sites.

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House Party

Every year, the Advice team host a ‘house party’ with the aim to increase students’ knowledge around their housing rights, sharing tips and resources to help protect them. With help from the Marketing team, the event this year was elevated to cover the entire breadth of the Advice service. We set up the Atrium to replicate a house set-up, allocating each Advice branch a relevant room:

- *The Advice service and Student Living team as the office*
- *The SVLO service, C-Scheme and sexual health services as the bedroom*
- *The wellbeing services as the living room (with crafts, films and a ‘beer’ pong activity)*
- *The Community Pantry as the kitchen*

We set up gazebos in the Atrium for each room, which peaked students’ curiosity and drew students in to see what was happening. This, combined with marketing through digital channels attracted 101 students to the event; the Advice team were on-hand to answer any questions and highlight the services available to students, so everyone who attended left with a better understanding of how the Union can support them during their time at university.







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Strategic Priority 2

Supporting Students' Needs

The Union is committed to making sure every student feels supported and safe throughout their university experience. As students face growing financial, academic, social, and emotional pressures, we've adapted our services to meet them where they are both physically and emotionally. This has meant going beyond our physical spaces, forming meaningful partnerships, and creating services that are accessible, inclusive, and reflective of the diverse experiences within our student community.

Strategic Goals

- *Be where the students are - the Union is more than a building or campus; we need to engage with students where they are*
- *Provide activities and services accessible to all students to ensure the full breadth of the Union is understood*



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Project 1

Partnerships

The Union is partnered with a variety of organisations that help us support students across a wide range of areas. These partnerships offer a variety of services and resources for our students.

Aims

The aim of our partnerships is to expand what we can offer students and provide them with as much support and guidance as we can, with partners who are knowledgeable and trustworthy.

KPIs

- ↗ *At least 80% of students, when surveyed, will report feeling safe when attending Union activities by July 2025.*

Advice partners

1625 Outreach

Outreach 1625 provide non-judgmental, fact-based information and support surrounding drug and alcohol use. Their aim is to empower young people and young adults with the knowledge and skills to make informed choices and stay safe.

They offer monthly pop-up stalls at the Kedleston Road campus for students to speak with them and offer 1-1 targeted intervention meetings, which students can access by self-referral or are referred by Advisors.

Legal Triage

The Legal Triage Clinic is run by a Senior Academic in the Law programme. They offer fortnightly appointments exclusively for University of Derby students who have a legal issue they require advice about. The Clinic can offer guidance and signpost to alternative services.

SV2

SV2 is a Derbyshire based charity service who provide support to anyone who has experienced any form of sexual violence or abuse. They also offer a counselling services for both adults and children. The Union SVLO Service has joint referral pathways to SV2, allowing us to refer students between us when needed.

SARC

The Derbyshire SARC provides free, confidential healthcare, and compassionate support for adults who have experienced any form of sexual assault. They offer forensic medical examinations, holistic examinations and can store forensic samples. The Union SVLO Service has joint referral pathways to SV2, allowing us to refer students between us when needed.



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Partnering with the city to support student nightlife

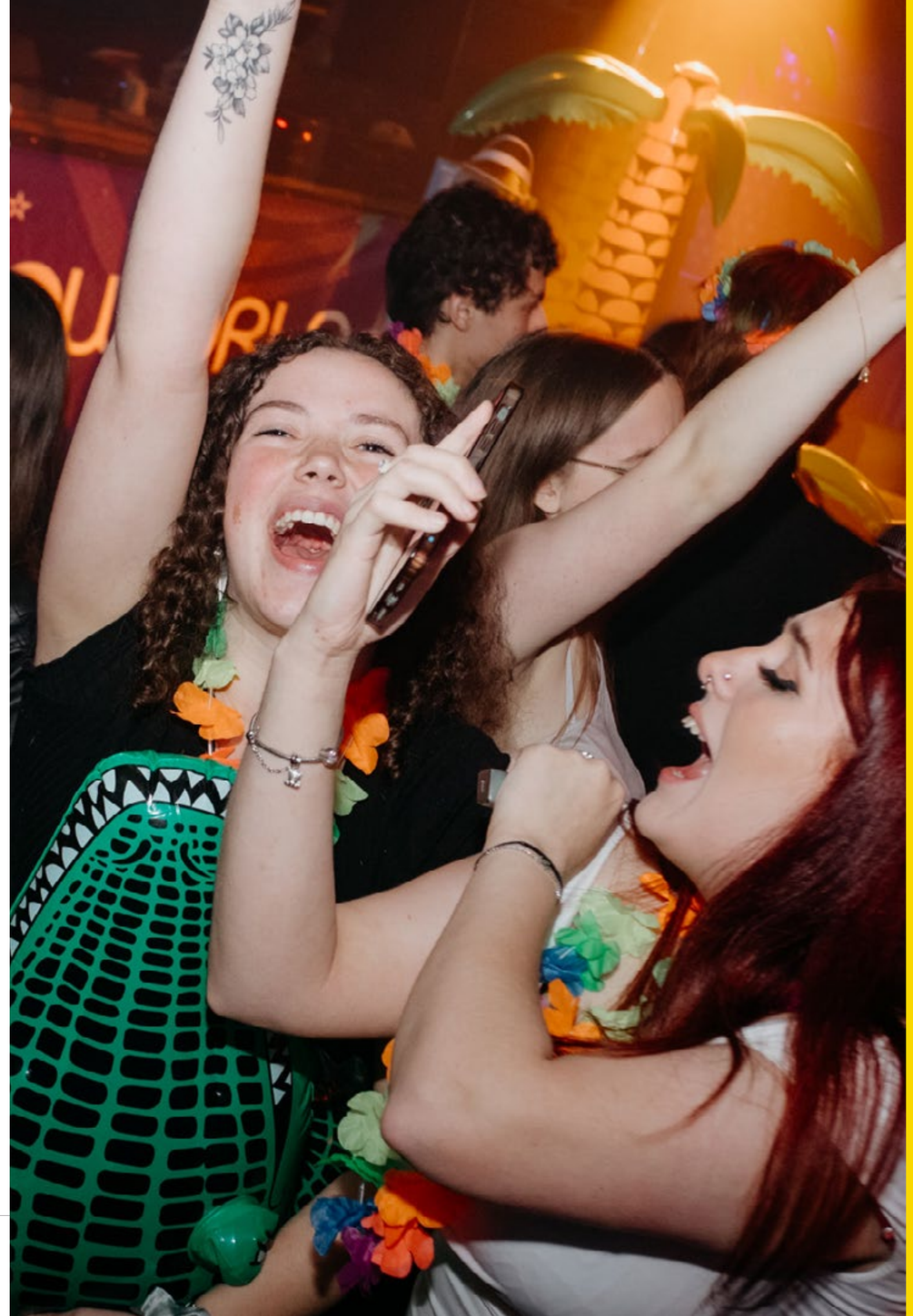
Stonegate

We have a partnership with Stonegate to facilitate a student-only club night. Through this partnership, we are able to offer students a safe clubbing experience. We also work with Stonegate to create two weeks' worth of nightlife events during Freshers' Fortnight to provide students with a range of events, from quizzes to themed club nights with celebrity special guests. With Stonegate facilitating these events, we are able to create a memorable freshers experience with a trusted and reliable partner.

Committee members for our sports clubs, societies and student-led services also receive committee cards that offer free entry into Popworld on our Wednesday student night.

Tea and Toast

We have partnered with Saint Werburgh's Church to incorporate their Tea and Toast provision into our student night. Every Wednesday, they will be located outside of Popworld offering free tea and toast to students between 11.00pm and 2.00am. The aim of this is to provide a safe space for students to gather their bearings after leaving the club, with the volunteers being a friendly face that can wait with students as they make their arrangements for getting home safely.



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Project 2

Student Safety

Student safety is a key priority of the Union, which is why we go the extra mile to ensure that our students feel safe both on and off campus.

Aims

We want students to feel safe during their time at university, whether they're commuting for lectures or attending our affiliate student night. Our aim is to offer as much security and support as we can to students, ensuring that they are always safe and know where they can access help.

KPIs

- ↗ *At least 80% of students, when surveyed, will report feeling safe when attending Union activities by July 2025.*

Club Nights

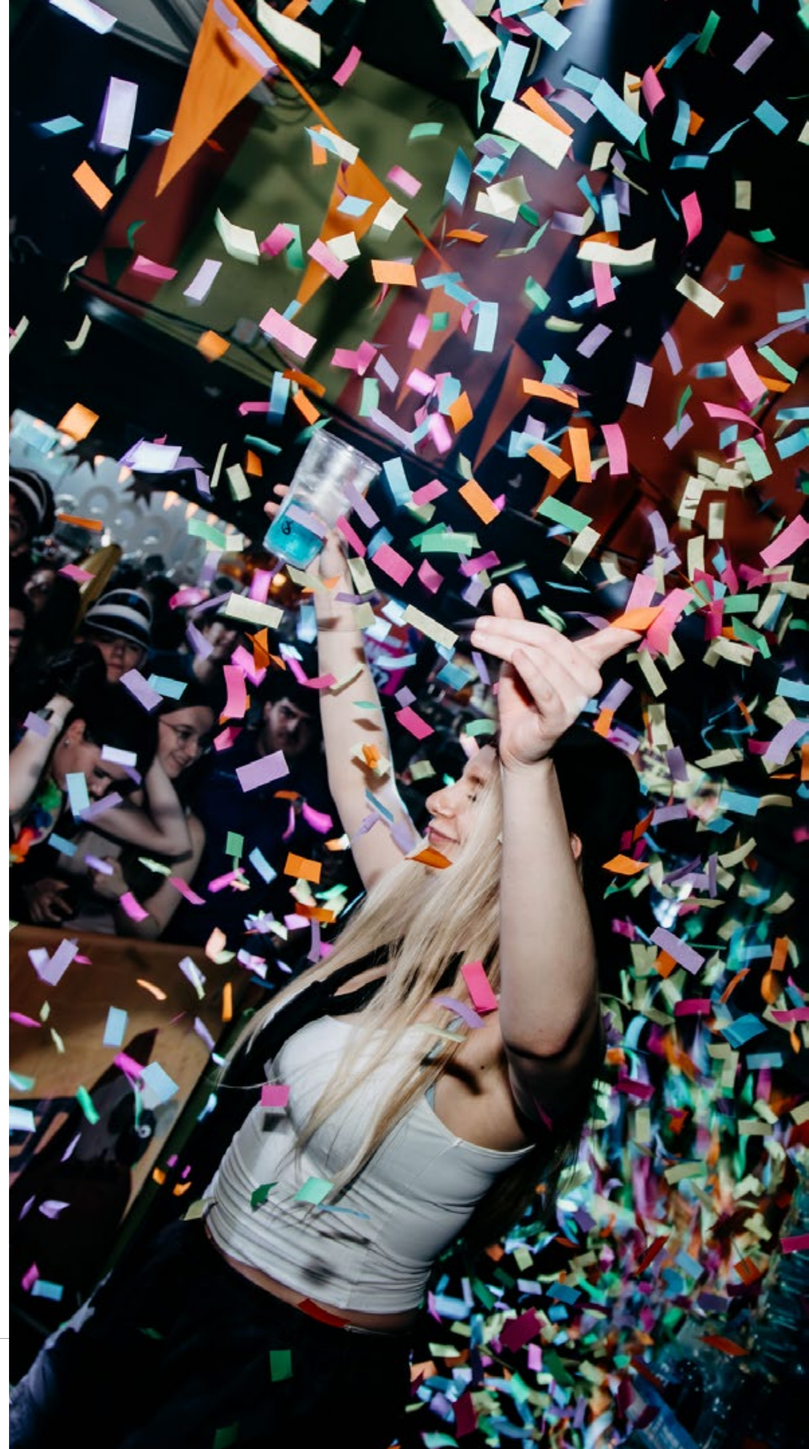
Our partnership with Stonegate allows us to host a student-only night at Popworld, one of their city centre venues. The door staff check for student IDs to ensure that the night is purely for students and not open to the public. This helps create a more comfortable clubbing environment for students to enjoy.

As well as being exclusive to students, we also work with Stonegate to offer additional safety precautions for our student nights. We offer free spikeys (anti-spiking drink stoppers that can be used on bottled drinks) and drink toppers in all Stonegate venues to ensure that students can keep their drinks covered to help prevent spiking. These are available at all times on the bar in Popworld and can be requested at any other Stonegate venue from a member of staff. The 'Ask for Angela' scheme is also implemented in Stonegate venues, with all staff trained to react and respond to the situation accordingly and posters in the toilets so students are aware that the scheme is in use.

SA&SV Awareness Week

Sexual Assault and Sexual Violence Week is recognised annually by the Union through raising awareness of the support available to students, including our Sexual Violence Liaison Officer (SVLO) service, which is accessible to all students.

Advisor and SVLO Zoe Lancaster organised a free women's self-defence session with our Brazilian Jui-Jitsu club to provide students with the skills and confidence to defend themselves should they need to, as well as a crafts evening that acted as a safe space for open discussion.



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Alcohol Awareness Week

This year we hosted an event during alcohol awareness week to highlight the importance of knowing your limits and encourage students to avoid relying on alcohol, especially during stressful times such as around university deadlines and exams. We set up an engaging activity, having students navigate a remote-controlled robot through an obstacle course whilst wearing beer goggles, which attracted the attention of students as they walked through the Atrium. Several external organisations were invited to the event to help showcase the services and resources available to students should they need to access any alcohol related support.

Training

Our Advisors have hosted a variety of workshop training sessions for students throughout the year covering a variety of topics, including:

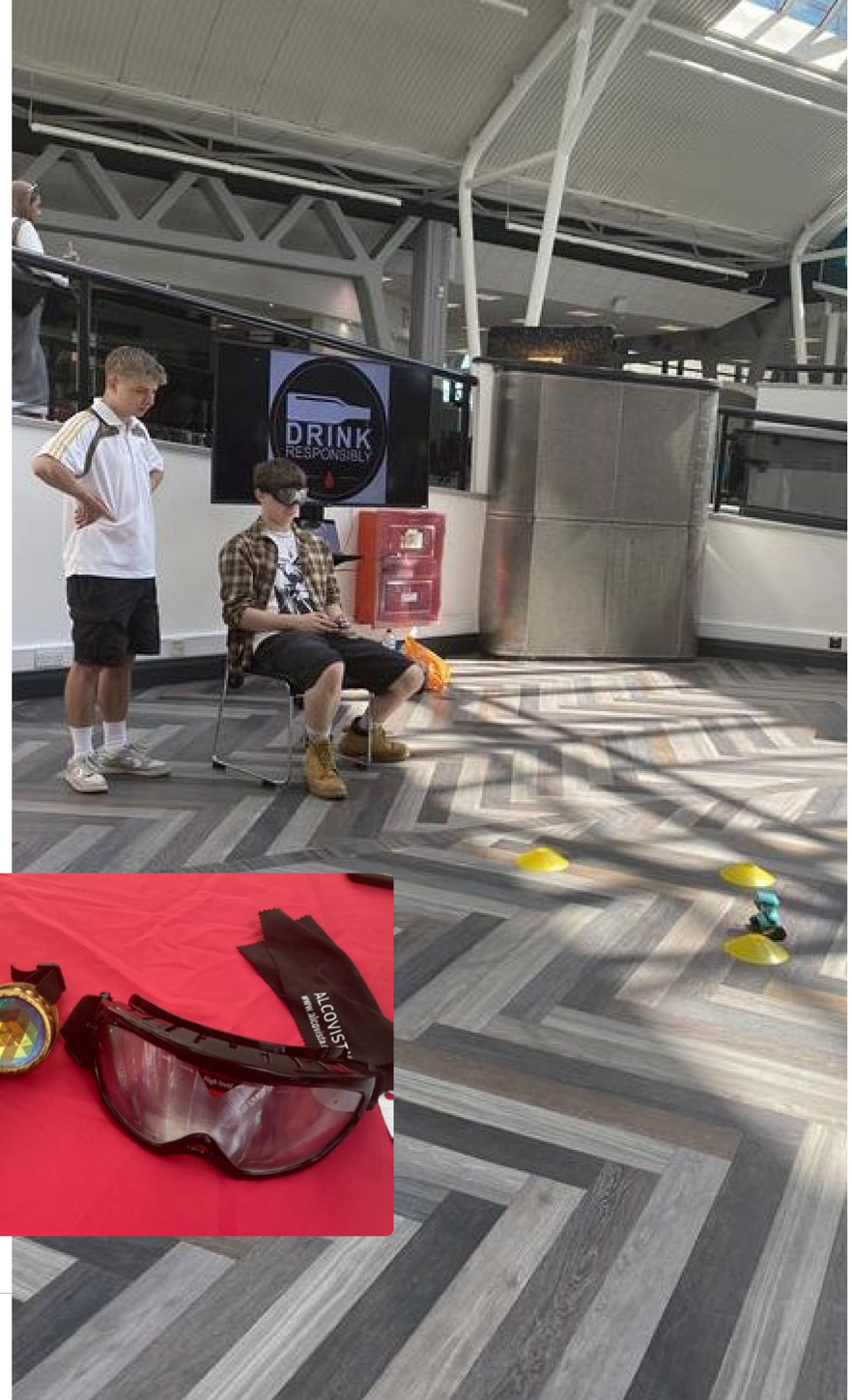
- *Budgeting*
- *Consent*
- *Mental health*
- *Eating Disorders*
- *Bullying vs Banter*
- *Active Bystanders*
- *EDI*

Sexual harassment training

The SVLO service delivers an annual session to radiography students ahead of placement to offer guidance on what to do should they experience any form of sexual violence/harassment whilst on placement. The session aims to empower students to speak up if they need to.

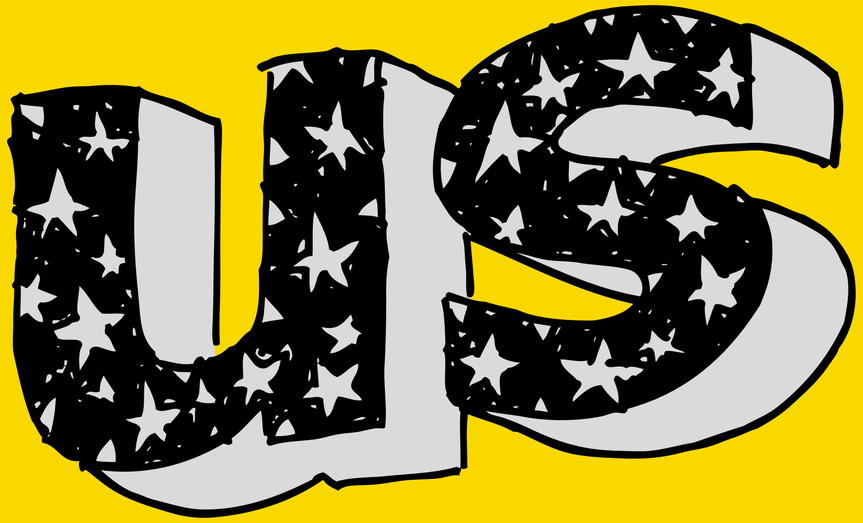
Advisor domestic violence training

Every Union Advisor undertook domestic violence training to ensure that they are equipped with the right knowledge and resources to support those who have experienced domestic violence to a high standard and with confidence.





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Strategic Priority 3

Accessibility and Inclusion

The Union believes every student should feel welcomed, included, and able to get involved, regardless of background, identity, or circumstance. That's why Accessibility and Inclusion is one of our key strategic priorities. This year, we have introduced projects and initiatives designed to make it easier for all students to engage with the Union, find their people, and feel like they belong. Whether it is through inclusive events, faith-based celebrations, quiet zones at Freshers', or projects led by our brilliant Student Officers, we are championing a student experience where everyone feels seen, heard, and valued.

Strategic Goals

- *Increase participation and engagement of students from underrepresented groups to ensure students feel part of a community, increasing their sense of belonging*
- *Work with students to ensure that we offer opportunities that are fully accessible*
- *Create a vibrant and inclusive student community by identifying and leveraging resources that empower students to connect, collaborate, and create meaningful experiences*



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Project 1

Core Communities

The Core Communities project was created to help students find communities and create friendships with like-minded students. It is split into categories (Faith & Belief, Liberation & Equality, General Interest, Nationalities & Cultures, Academic and Service) based off demographics that students may be part of.

Aims

This project aims to help students build their own networks and ensure that students from underrepresented groups feel part of a community. We want to provide opportunities for the whole student body to get involved, no matter how they identify.

KPIs

- *Incrementally increase student engagement across the Union's membership services by 5% annually, including activities, voice, advice, and communication channels.*
- *Increase memberships of clubs, societies, SLS and volunteering activities by underrepresented students by 5%. (Dependent on demographic data)*
- *The percentage of students saying the Union of Students allows them to feel part of a community increases by 5% year on year.*



Events

Throughout March, we held six events to kickstart six Core Community groups, which were selected based on feedback from past events and significant widely observed holidays/events

- *A lunch for Post Graduate Research students, where PGR students joined us, discussing how we can help improve their student experience over lunch.*
- *A women's paint and sip evening as part of our Women's History Month celebrations.*
- *A Holi celebration for our Indian Community*
- *A litter picking walk for our Sustainability Community during Go Green Week*
- *A sensory board making session for our Disabled and Neurodivergent Community*
- *An Iftar to celebrate Ramadan for our Muslim Community*

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These events were designed to bring together the pre-existing communities and signpost them towards our newly formed Core Community groups, which act as an official group that students can be part of to make new connections and friends based off their identity, culture, beliefs and interests. Across these events, we engaged with 77 students.

We signposted students to join an interest list for when the Core Communities officially launch, and from the events we had 43 students sign up to express their interest. This is the first step towards creating spaces for students to connect, increasing participation and engagement of students from underrepresented groups to ensure students feel part of a community with an increased sense of belonging.





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Project 2

Student Officer Spotlight

This year, our Student Officers have gone above and beyond for their fellow students, helping to support and represent them at the highest levels. A standout Officer this year had been James Eames, our Disabilities Officer. He has spent the year championing for the necessary changes to make the university experience accessible for all, and we are very proud of the work he has done within the university.

To help make the University's accessibility provisions more widely known amongst students, James created and distributed leaflets and posters that provided accurate, up-to-date information on the accessibility of our buildings, including entrances, routes, and facilities.

For Disability History Month, James worked with the Marketing team to share some information about the history of British Sign Language (BSL) in an article, as well as an interactive story takeover on our Instagram page. This quizzed students on some facts around BSL and also had them guessing what some common signs meant. Across these polls we had an average of 61 students engage.

James met with us to offer student feedback on how to make future events like Freshers' Fair more accessible, which we were able to take onboard and implement to ensure the event was accessible and wouldn't infringe on the accessibility needs of students who were on campus and not attending the fair. This feedback will be valuable for the planning of future events.

Recently, James was invited to speak in Parliament about the experiences of students with disabilities. He outlined the struggles that disabled students often face at university and encouraged other universities to empower disabled students, using their experiences to help improve all aspects of the university journey so that disabled students are not disadvantaged.



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Project 3

Inclusive Events/Making Events Inclusive

Events are a big part of our offering, so we strive to make them as inclusive as possible so every student has the opportunity to attend. We also aim to host a wide variety of events that cover a range of cultures, beliefs and interests. Throughout the academic year, we host various events that we welcome all students to join us for to connect with the Union and our community, bringing students together to enrich their university experience. As a Union, we strive to be intentionally inclusive, ensuring that any accessibility needs are not an afterthought and are engrained in our event planning.

Aims

Where possible, we remove barriers, such as cost and accessibility, from our events to ensure that as many students as possible can attend, whilst maintaining a high level of value to students. Students are at the heart of everything we do, so we aim to ensure that our events reflect the wants and needs of current students.

Our student community is diverse and rich with cultures from all around the world, which we want to celebrate! We aim to host a range of events that cater to the interests and traditions of our students, helping them celebrate and connect with each other.

KPIs

- *Incrementally increase student engagement across the Union's membership services by 5% annually, including activities, voice, advice, and communication channels.*
- *The percentage of students saying the Union of Students allows them to feel part of a community increases by 5% year on year.*
- *Satisfaction with the Union's accessibility and inclusivity at events and activities will increase annually, with a target of at least 80% by July 2025*



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Freshers' Welcome Buddies

To offer additional support to students who need it, we employed six students as Freshers' Welcome Buddies; their role was to offer support navigating the Freshers' Fair and act as a friendly face to students who may appreciate it. Across the two fair days, they engaged with over 70 students, acting as an approachable Union presence that students could seek support from.

Quiet Hour and Quiet Zone

We understand that Freshers' Fair can be very busy and sometimes overwhelming, which is why for our September fair we implemented a quiet opening hour where overall volume was reduced so that students could navigate the fair without feeling overwhelmed. We also set up a dedicated quiet zone so that students could take a break from the fair. This was run by a group of society committee members and featured zen music, games, beanbags and a calm environment where students could have a breather whilst still enjoying the freshers' atmosphere.

Ear Plugs

Our EDI Champions reflected on the needs of students who may experience sensory overload, so now students can pick up a free pair of ear plugs at every Union event. We appreciate that some of our events have high volume levels, so we wanted to make an adjustment that would make them more accessible, allowing students to get involved.



Diwali

Vice President (Education) Pournami organised and hosted a Diwali celebration this year to share and celebrate Indian culture. The celebration brought Indian traditions to the University of Derby, including rangoli making, diya painting and traditional Indian snacks and sweets.



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Liberation Months

Each academic year, we celebrate five Liberation Months that provide an opportunity for us to recognise and celebrate demographics that are often overlooked. We hold a minimum of one event per liberation month and seek input from students within these demographics to understand more about what they would like to see.

Black History Month in October

Union President Holly hosted a Black History Month Fair to celebrate black culture, inviting local and student-owned businesses to showcase their products. Vice President (Education) Pournami organised and led a group of students on a trip to participate in an African drumming session at the National Justice Museum in Nottingham.

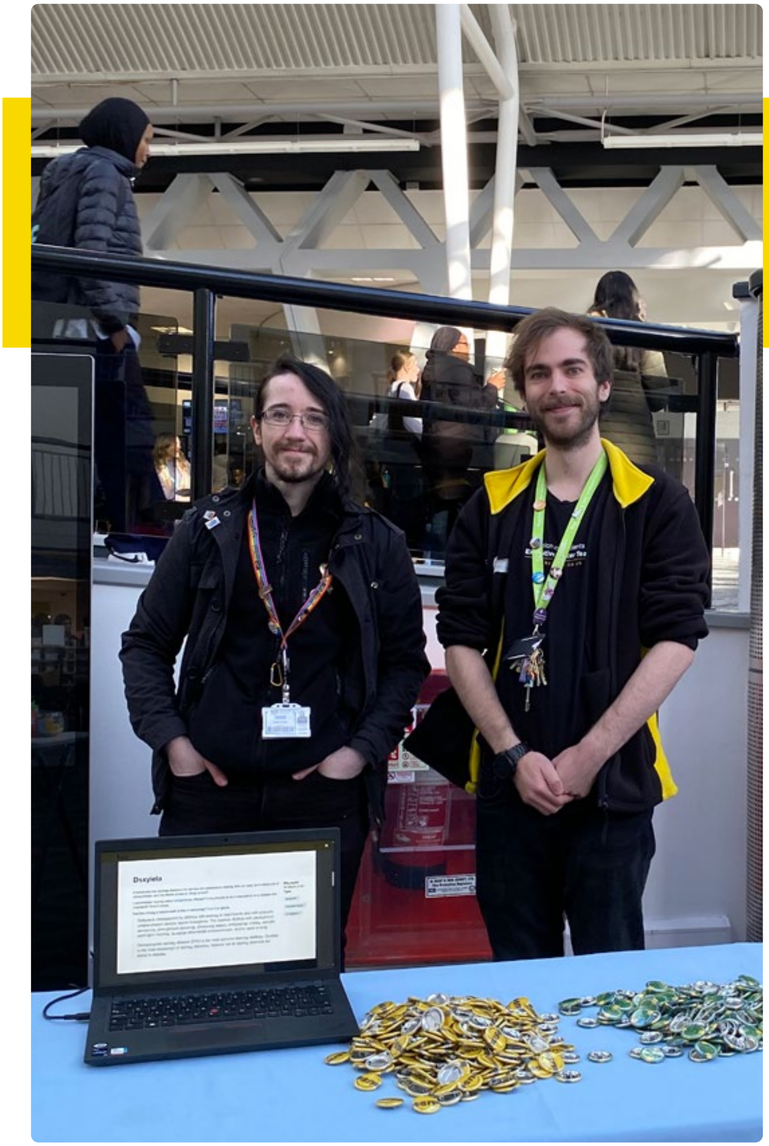


Disability History Month, mid-November to mid-December

Working with our Disabilities Officer, Vice President (Welfare) Jack organised a Disability History Month pop-up in the Atrium, offering students the chance to use a dyslexia simulator and learn more about the impact of hidden disabilities. We engaged with 60 students, which provided a valuable insight into how we can offer better support to those with additional needs.

LGBT History Month in February

Vice President (Education) Pournami organised a clothes swap to provide students with clothes that match their chosen identity. Recognising the current cost of living crisis that so many students face, we wanted to give away items for free to anyone who needed them; we had a suggested donation of £2 per item, but students were encouraged to only donate if they were able to do so. This initiative was well-received by students and many left with several new items and a better understanding of the Union and what we offer. The Executive Officer team also collaborated to host a quiz to raise money for Derbyshire LGBT+.



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Staff commemorated LGBT+ History Month by attending the ceremony to raise the Progress Pride flag at the beginning of the month.

Women's History Month in March

Union President Holly organised a Hands of Change event to celebrate Women's History Month. All female identifying students and staff were invited to leave a painted handprint on a large display wall, and we welcomed 54 women to leave their mark to signify the importance of celebrating the strength and power of the women in our community. A sweet treat was provided to all who took part, and we were able to have some meaningful conversations, encouraging more students to get involved and find their space within our community.

Faith and Belief Month in May

Vice President (Education) Pournami hosted a rooftop picnic to celebrate Faith and Belief Month, encouraging students to join us for light refreshments and free goodie bags. This event aimed to create a space for open discussions around religion, allowing students to share their personal beliefs and connect with others. Students were also encouraged to submit their favourite spiritual songs to a playlist to help spread some musical joy and share songs that are meaningful to their faith.





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Project 4

International Students' Support

We want all international students to have an enjoyable experience at university, which is why we strive to make their transition as smooth as possible and offer support where we can.

Aims

We want all students to feel supported throughout their university journey, but there are times when international students may need additional support as they settle into their new home and lifestyle. With this in mind, we aim to provide all international students with the guidance and resources to make the most of their time at the University of Derby and ensure that we are on hand to support them at all stages of their journey.

KPIs

- *Incrementally increase student engagement across the Union's membership services by 5% annually, including activities, voice, advice, and communication channels.*
- *A 25% increase in student-led activities compared to the previous year will exceed 300 events.*
- *The percentage of students saying the Union of Students allows them to feel part of a community increases by 5% year on year.*



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Global Gathering

We want to support and celebrate our diverse student community, which is why we host an annual Global Gathering event. We welcome students to join us in celebrating the variety of cultures that make up our student body, creating an open space for celebrating cultures from around the world and providing an opportunity for students to come together and create lasting memories and connections.

This year, we worked with a local organisation (M Productions Time 2 Show) to curate a selection of Derbyshire based performers and businesses to attend the event, providing a showcase of the diverse cultures within Derby. We welcomed 12 externals, ranging from food suppliers to carnival dancers.

Each food provider made around 150 meals each and everything was consumed over the lunch period, providing around 400 meals to students. The event also gave a platform to elected students, notably with the International Officer giving a speech.

Working in the UK guide

Vice President (Education) Pournami put together a handy guide for international students to help improve their understanding of their right to work in the UK. This has been created with the aim of decreasing the number of students facing workplace exploitation, empowering them to know their rights and find employment that works for them around their studies.

International Student Package

Aparna Golla, one of our Union Advisors, is working to create a package for incoming international students to help ease their transition coming to the UK. This package will provide information on a range of subjects, from finances to accommodation, all of which will help create a smoother journey for students joining the University from overseas. The information included in the package has been collated from Advice appointments, collating frequent concerns and queries that are raised in appointments.



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Strategic Priority 4

Easing Students' Financial Pressures

With the rising cost of living and increased pressure on students to take on paid work, many are finding it harder to prioritise their studies and fully engage in university life. That's why we made easing students' financial pressures one of our strategic priorities. Whether it's through student-friendly paid roles, skill-building volunteer positions, or campaigns and workshops, we committed to empowering students with the knowledge, tools, and opportunities they need to thrive financially throughout university and beyond.

Strategic Goals

- *Support students to find student friendly earning opportunities*



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Project 1

Union Initiatives

Our Advice team deliver a wide range of workshops, campaigns and initiatives to help ease students' financial pressures and support them throughout their university experience.

Aims

These initiatives aim to equip students with the knowledge and resources to look after their finances, ensuring that they are still able to make the most out of their university experience. We aim to reach as many students as possible, ensuring that they know who they can come to if they need guidance.

KPIs

- ↗ *The percentage of students saying that being involved with the Union enhanced their employability increases by 5% year on year.*

Budgeting workshops

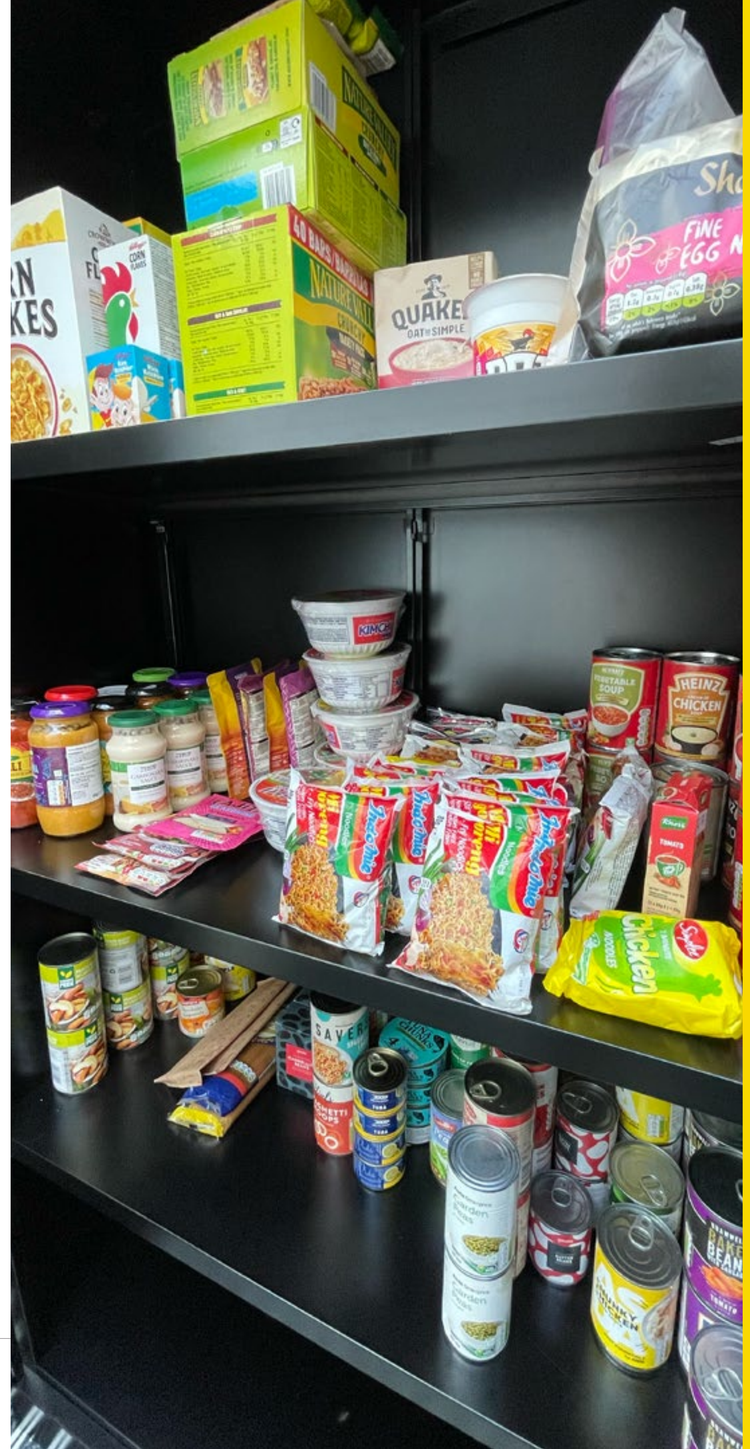
The Advice team run budgeting workshops throughout the year to help students navigate their finances and make informed purchasing decisions. These sessions are free for any student to attend and provide knowledge and resources that will be useful throughout their university experience and beyond.

The workshops aim to help students avoid financially risky behaviours and ease the financial pressures that many students face by helping them implement budget plans and set realistic financial boundaries so they can better understand how to make their money go further.

The Advice team also put together some budgeting workshops tailored for apprentices. These workshops are tailored specifically for employed students, looking more at savings, pensions and covering any queries about managing their income.

Community Pantry

The cost-of-living crisis has been particularly impactful on students, creating financial strains that cause stress and impact their university experience, which is why we decided to open a Community Pantry that is open for all students to use. The pantry runs off donations, which we have been fortunate enough to receive from Union and University staff, local businesses and the Derby community.



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SAFE Spend

Our SAFE Spend campaign (Safeguard Against Fraud and Excessive Spending) aims to provide students with the tools to recognise and avoid scams, budget their finances to make money go further and recognise financially risky behaviours, such as gambling. With a focus on financial well-being, this campaign exists to help students make informed decisions, build budgeting skills, and safeguard their finances.

As part of this campaign, we ran a ‘takeaway or fakeaway’ interactive social media story takeover to highlight that homecooked meals can look and taste as good as a takeaway, for a fraction of the price. Across these polls, we received an average of 97 students interacting.

We hosted a SAFE Spend event in the Atrium to engage with students and get them thinking about the impact of financially risky behaviour and how to avoid it.

The Advisors were joined by various external companies who provided information keeping finances safe and where to go for support and guidance. We also had the police fraud team come in to host a fraud mystery activity where students could test their knowledge on cyber-attacks.



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Project 2

Employability

There are many roles at the Union that students can volunteer for, all of which help train and assist them to develop their skillsets and enhance their CVs. The positions range from Course Representatives to Committee Members and provide students with the opportunity to gain valuable experience that will help them become more employable.

Aims

The aim of these roles is to provide opportunities for students to step into leadership positions and manage their own projects and responsibilities, whether this is a PAL Leader organising a talk to their cohort or a Sports Club Treasurer setting budgets for the team.

Alongside the standard training for these roles, students are also offered additional training opportunities, such as Look After Your Mate Training and active bystander workshops, to ensure that they are equipped with the skills and knowledge for any situation.

KPIs

- ↗ *The percentage of students saying that being involved with the Union enhanced their employability increases by 5% year on year.*



This year, our Activities team delivered committee training to 310 new committee members (169 across our sports clubs and 141 across our societies and student-led services). The training covers different aspects of leading a student group and equips students for their roles; we have role specific training for the core roles (President, Secretary and Treasurer) and additional training for the other roles (e.g. Social Secretary, Charity Officer and Welfare Officer amongst others). There is also then training for a number of different skills including budgeting, using social media, communicating effectively and how to be a good leader.

Our Voice team delivered Student Rep training to 234 students this year. This training covers effectively collecting feedback and explains the Union's representation structure. This year, we have employed and trained 27 Peer Assisted Learning Leaders to aid first-year students.

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Kira Critchlow

President of the Business Society

How has the training you've received as a committee member improved your employability?

The training received as a committee member really gives students the building blocks for the future -with training covering a range of topics such as communication, organisation and leadership; all of which are to be expected of graduates today. I feel that holding a committee role will be incredibly beneficial when it comes to applying for those graduate roles.

Has being a committee member impacted your university experience, and how?

Being a committee member has given me the opportunity to meet so many incredible people that I never would've been able to if I'd not been involved in Union activities. I really feel like I'm part of a community which I'd never have found had I not joined societies.

What have you gained from being a committee member?

I've gained so much confidence from being on a committee, I'm so much more confident communicating with others, and have so much more confidence and belief in myself. There's so much to being a part of a committee and pushing myself out of my comfort zone has continually given me new, amazing opportunities.

What have you learnt from working with the Union?

I feel like partaking in Union activities has helped me to develop a passion for the student experience and student engagement and I would definitely consider something similar as a career option in the future.

Do you feel being on a committee has helped you to develop skills that might help you in your future career?

Being on a committee has definitely helped with my interpersonal skills, I've been on committees with a wide range of people with such a breadth of personalities and personal experience and this has really helped me develop how I communicate with others which will be a huge part of a future career.

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Peter Winfield

Student Rep

Do you think being a Rep has made you more employable, and why?

I think being a Rep has helped increase employability levels because it helps an individual to build on skills such as leadership which are an important part of any job whether being the manager of a workplace or being put in charge of a group project.

What have you gained from being a Rep?

I have gained valuable insight into developing and enhancing further skills within my role as a Rep which I can use in placement and it has helped me to build on confidence and learn more about leadership, and I have developed this through being a Rep.

What have you learnt from working with the Union?

From working with the Union, this adds to what I have gained from being Rep, but also how important teamwork in this aspect is, and how it helps to influence university life and the changes that help to support students within all respective cohorts and future students who come to study at university.

Do you feel being a Rep has helped you to develop skills that might help you in your future career?

I feel I have learnt so much as mentioned in the above, and these skills can be useful in the future.

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Jodie Gregory

PAL Leader for Occupational Health and Physiotherapy

Do you think being a PAL Leader has made you more employable, and why?

Being a PAL Leader has made me more employable because not only does it add to my CV and demonstrate my contribution to the University and Union of Students, but it has also provided me with the opportunity to develop my skills (e.g., confidence, organisation, time management, communication) and demonstrates I genuinely care about supporting future students learning, health and wellbeing.

What have you gained from being a PAL Leader?

I have gained and strengthened so many skills from being a PAL Leader over these two consecutive academic years, including; communication, organisation, confidence, public speaking, IT using Teams, leadership and time management. These skills will aid me in my future career.

What have you learnt from working with the Union?

I have worked in the Union of Students since my first academic year, undertaking many roles over my three years, including; PAL Leader, Student Representative, Mental Health Awareness Officer, Mental Health Ambassador, Co-producer of Recall's Therapy Hour through a student-led service Phantom Media, and the Treasurer of DOTS. I have learned that the Union of Students provides a variety of opportunities for students to immerse themselves within, developing and strengthening skills, enhancing employability, and supporting health and wellbeing throughout students' university journeys. The Union staff are very helpful, supportive, enthusiastic, friendly and encouraging. What an amazing team they are - it has been an absolute pleasure to be part of this! I will continue to champion the Union of Students and the impact it has on Students - I truly believe it, have seen it and have been part of it.

Do you feel being a PAL Leader has helped you to develop skills that might help you in your future career?

Being a PAL Leader has definitely helped me to develop skills which will help me in my future career. It has enabled me to strengthen my knowledge and skills, and it has enabled me to build new skills and develop both personally and professionally. Skills include; public speaking, confidence, communication, leadership, time management, and organisational skills.

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Project 3

Student Staff

Student staff are an asset to the Union workforce, and we place a lot of value in creating positions to help students gain new skills alongside their studies. Our outlets staffed entirely (excluding management roles) by students, to whom we can offer flexible hours around their studies.

Aims

- *To offer students flexible work around their studies that provides them with the opportunity to earn money alongside their studies*
- *To provide an opportunity for students to gain new skills*

KPIs

- *The percentage of students saying that being involved with the Union enhanced their employability increases by 5% year on year.*

This year we hired:

- *Four students join the Union staff team on a part time basis, working in both membership and operations*
- *27 Peer Assisted Learning (PAL) Leaders who dedicate four hours a week to assisting first year students on their course*
- *52 student staff members across our five outlets (33 in Blends and 19 in the shops).*

We strongly believe in supporting students with their careers, and these roles are an example of how as a Union, we're able to provide students with opportunities to better themselves and develop as individuals, showcasing to future employers their dedication in working alongside their studies.

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Zoe Calder

Student staff member at Keddies

What skills do you feel you have gained in your employment with the Union, and how will these help you in the future?

I have learned how to navigate the tills, how to do the banking and maintained people skills - these will help me in other retail roles I could have in the future.

How has being employed by the Union helped improve your employability?

It has helped me improve my employability because I have learned new skills which can go on my CV

Would you recommend taking on a student staff role at the Union, and why?

Yes I would because it's worked really well alongside my university course due to its flexibility. Everyone is lovely to work with too!

What have you enjoyed most about working with the Union?

I have enjoyed meeting other students

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Rosie Buss

Student staff member at Keddies

What skills do you feel you have gained in your employment with the Union, and how will these help you in the future?

I have gained skills in communication and collaboration by building relationships with customers and my coworkers. These will help me in the future, as I am more likely to be confident participating in networking and social events.

How has being employed by the Union helped improve your employability?

It has helped my employability by showing that I am organised and I can prioritise work, due to balancing my university work and my part-time job.

Would you recommend taking on a student staff role at the Union, and why?

Yes, I would. The shifts are very flexible and the managing staff are helpful, friendly, and welcoming.

What have you enjoyed most about working with the Union?

I've most enjoyed making new friends and getting to know the uni/Union a bit better.



"Working with the Union has taught me a lot about collaboration and organisation. I've seen how different teams come together to support students, and I've learned how important student voice and representation are in shaping a better university experience."

— Alex Carvajal, PAL Leader

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Strategic Priority 5

Environmental Sustainability

Environmental sustainability and social responsibility matter to our students, with 40% of respondents to our annual Union Survey telling us they have high expectations of the Union in this area. Through projects like Go Green Week, the Bean Fund, and student-led initiatives, we are giving students the tools, platforms, and opportunities to turn their passion into action.

Strategic Goals

- ↗ *Embed sustainability in all aspects of the Union's activities and operations*



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Project 1

Sustainability Champions

Our group of Sustainability Champions are dedicated to creating a greener environment, both around the University and in the local community. From building a greenhouse out of bottles at a local school to increasing the biodiversity around our campuses.

Aims

Our Sustainability Champions group aim to introduce students to sustainable initiatives that they can both support and get involved with. We want to encourage students to have sustainable lifestyles and incorporate sustainability into their everyday lives as much as possible, no matter how small the change is.

Our annual Union Survey showed that students wanted to get involved with more sustainable events, with 40% of students asked stated that they had high expectations of the Union regarding environmental sustainability and social responsibility. With this in mind, we are aiming to introduce more visible sustainability initiatives that students can get involved in to increase the awareness amongst students of what we are doing and how students can take part.

In October, we were awarded gold in the University's Sustainability Champion framework.



Go Green Week

Every year, our Sustainability Champions group celebrates Go Green Week by co-hosting the University's Sustainability Fair, showcasing the Union's sustainable initiatives and conversing with students about how they can get involved. This year, we collaborated with Leila Ainge, Senior Project Manager for Strategic Insights and Planning at the University, to help students bring more greenery into their homes. We offered the opportunity to decorate a plant pot made from a plastic cup, turning a single-use plastic into something new and saving it from the landfill. Students were then provided with soil (which was kindly donated by the University's Estates team) and signposted to collect a seed from our partner stall. We received a lot of engagement on our stall, and it was a great opportunity to speak to students about our Bean Fund scheme and how they can get involved with sustainable initiatives around campuses.

We collaborated with the Executive Officers and some of our student groups to host more activities throughout the week, including:

- *A clothing repair workshop*
- *A litter pick walk*
- *A second-hand swap shop for books, clothing and nursing scrubs*
- *A candle making workshop*

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Bean Fund

The Bean Fund is an initiative from our Union coffee shop, Blends. Our goal is to neutralise the impact that our takeaway cups have on the environment. With each drink served in a takeaway cup, there is an additional charge of 20p. This pays for the materials of the cup itself, but we have a few pennies left over from each purchase that we want to put to good use!

This extra money is put into a central pot of money - 'The Bean Fund'. Students and staff can submit their own ideas for sustainability projects that they would like to see funded either on-campus, or in the local community. The Sustainability Champions review these proposals and after hearing a pitch, they decide on how much funding they would like to allocate to the project. This year, the Bean Fund has funded:

- *Two new bee colonies*
- *420 trees for a wildlife hedgerow at the Markeaton Street campus*
- *Student activities for Go Green Week – a clothing repair cafe and a candle making workshop*
- *100 incentive vouchers for Botso to encourage recycling*
- *Plastic free decorations for the Union's Christmas tree*

During Go Green Week, we held a vote for students and staff to decide on what our next Bean Fund project would be. The winning project this year was a community garden where we could work alongside students to grow various fruits, vegetables and plants that students could take for free. This project will begin work over the summer period.

A sustainable Christmas

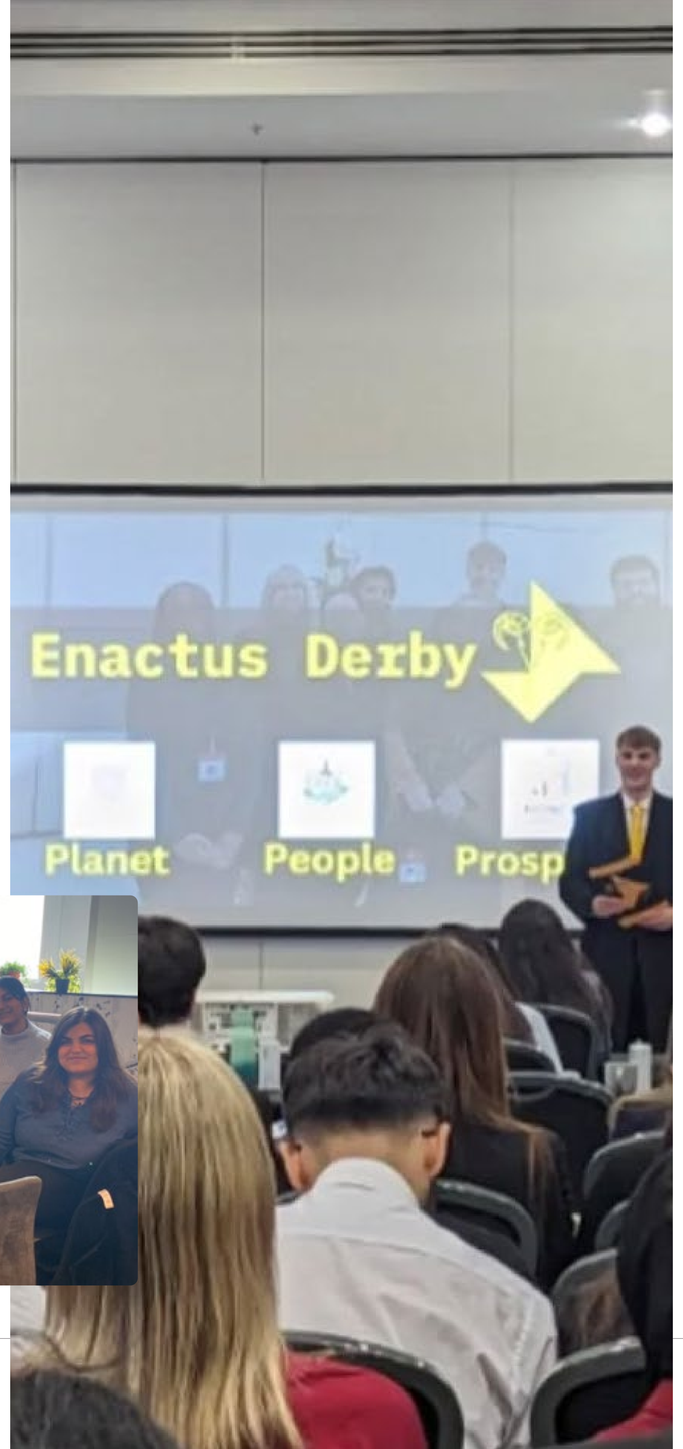
Each year around the festive period, our Sustainability Champions take over the Union's Christmas plans, adapting them to incorporate more sustainable practices. This included:

- *Sustainable Secret Santa, where all gifts had to be either handmade, a sustainable product or sustainably sourced*
- *A sustainable Christmas tree that featured no plastic decorations, and members of staff were invited to decorate wooden ornaments. We also ran a toy donation drive alongside this, collecting donations for a local children's hospital.*
- *The big Christmas switch off, where each department was given a checklist of things to switch off to save energy over the Christmas break. We also encourage staff to turn off all appliances before any break.*

Project 2

Students

Our vibrant student community has expressed a keen interest in sustainability, so we're striving to continue nurturing this passion and providing opportunities to get involved.





Enactus

Enactus are one of our student-led services who support students through a range of opportunities in entrepreneurship, building skills and connecting with different students and being a part of a bigger community, Enactus UK.

Enactus Derby worked hard this year to be able to pitch at the Enactus UK Nationals, with one of the three projects they pitched being Botso - is a student-owned business that received funding from the Bean Fund last year to help encourage students to recycle glass jars. During Go Gren Week, Botso hosted a candle making workshop to encourage students to recycle.

"Sustainability is at the heart of what we do because we believe change starts with conscious choices, and as student leaders, it's our responsibility to model that. For us, sustainability means creating impact that lasts—not just environmentally, but socially and economically too.

At the Enactus UK Nationals, our pitch focused on three key projects:

- *Botso - A recycling initiative promoting reuse through glass jar candle*
- *Role Resolve -A therapeutic tabletop RPG intervention for neurodiverse adolescents*
- *The money project - A financial education programme for young people*

From the experience, we gained invaluable public speaking confidence, strengthened our teamwork, and felt incredibly inspired by seeing the scale of social impact being driven by other students across the UK and Ireland.

The Union's support was instrumental—from helping us with funding and resources to promoting our initiatives and guiding us through event logistics. Knowing we had a support system behind us made all the difference and empowered us to aim higher."

Vikki Nolan, Enactus Derby Vice President of Engagement

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Sip One Stitch One society

During Go Green Week, the Sip One Stitch One society held a clothing repair cafe. Students and staff could bring in items of clothing that needed repairs, where members of the society would repair them free of charge. This initiative not only gave new life to items that might've ended up in the landfill, but it was also an opportunity to showcase their own green initiatives and help contribute to improving our sustainability.



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...and there's more

Everything you've read so far has been the big picture projects; things we want to shout from the rooftops. But it's not an extensive list of all we've been up to this year!

2,337 PAL LEADER HOURS | 2025 INTERNATIONAL FORUM FOR PEER LEARNING AND SUPPORT | ACTIVE BYSTANDER TRAINING | ADVICE SAFE SPEND EVENT | AFFILIATION WITH EUROPEAN CENTRE FOR PEER LEARNING | ALCOHOL AWARENESS EVENT | ALL-STUDENT MEETING | APPLICANT DAYS | ARTISAN ALLEY | AUTISM AWARENESS SESSION | BEAN FUND ALLOCATIONS | BIG SWITCH OFF | BLACK LIVES MATTERS LECTURES | BREW JANUARY | BUCS CAPTAIN TRAINING | BUCS FIXTURES | BUDGETING WORKSHOP | BUILDING A GREENHOUSE OUT OF BOTTLES | BULLYING VS BANTER | CANDLE MAKING WORKSHOP | CAREERS FAIRS | CATERING SERVICES FOR EVENTS | CHARITY BAKE SALE | CHRISTMAN HALLS SOCIAL | CLEARING | CLOTHES REPAIR CAFE | CLUB/SOC COMMITTEE TRAINING | COLLEGE OF SCIENCE & ENGINEERING XMAS FUDDLE | COMMUNITY AWARDS | CONSENT WORKSHOP | CONTRIBUTED TO QAA PROJECT | DIWALI CELEBRATION | DOG LIFE DRAWING | DOMESTIC VIOLENCE CONFERENCE | EARPLUGS | EATING DISORDER WORKSHOP | EDI TRAINING | EDUCATION AWARDS | EXECUTIVE OFFICER ELECTIONS | FATHER&SONS BAR CRAWL | FRESHERS | FRESHERS FAIRS | GLOBAL GATHERING | GO GREEN WEEK | GREEN WEEK | HALLS FEST | HANDS OF CHANGE | HOUSING PARTY | IKEA TRIP | INAUGURAL LECTURES NETWORKING | INTERNATIONAL AGENTS BREAKFASTS AND LUNCHES | INTERNATIONAL STUDENT SPORT SESSIONS | JOB APPLICATION REFERENCES | JUNE HUGHES LEAVING MEET UP | KEYNOTE SPEAKER CONFERENCE | LOOK AFTER YOUR MATE TRAINING | MAILING LISTS | MAIN ELECTIONS | MENTAL HEALTH IN SPORT TRAINING | MINI ACTIVITIES FAIR | MOCKTAIL AND QUIZ NIGHT | MONSTER MASH | MONTHLY BREAKFAST MORNINGS | NATIONAL APPRENTICE WEEK | NORTHERN VOICE CONFERENCE | OLD BOYS AND GIRLS WEEKEND | ONLINE COLLEGE FORUMS | OPEN/APPLICANT DAYS | PAL INDUCTIONS | PAL LEADER SUPERVISIONS WITH ACADEMIC LIAISONS AND PAL STAFF | PAL LEADER TRAINING | PAL PAPER AT REP CON | PAL PARTY | PART-TIME CAREER & EMPLOYMENT FAIR | PEER LEARNING AND SUPPORT NETWORK MEETINGS | PGR LUNCHES | POST GRAD OPEN DAYS | POSTER DAYS | RAMMED SPECIALS | RECRUITING PAL LEADERS | REP SOCIALS | REPCON | SCITT INDUCTION DAY | SCRUTINY PANELS | SELF DEFENCE CLASS | SEXUAL HARASSMENT ON PLACEMENT TALK | SNAP ELECTIONS | SOCIETIES SOCIALS | SOCIETY ASSEMBLIES | SPORTS ASSEMBLIES | SPORTS AWARDS | SPORTS CLUB COACHES FORUM | SPORTS COUNCIL SOCIAL | SPORTS TEAM PHOTO DAY | STAFF NEWSLETTERS | STUDENT TRAINING | STUDENT VOICE REVIEW | SUSTAINABILITY FAIR | SUSTAINABLE SECRET SANTA | SVLO TALK TO NURSING STUDENTS | SVLOS OUR TOUR | UPC DOCTORAL COLLEGE OPENING CEREMONY | VARSITY | WEEKLY MARKET TRADERS | WELCOME WEEKEND | WINTER MARKET | WORLD MENTAL HEALTH DAY

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Officer Impact – Part 2

Executive Officer priorities

Introduction from President

At the start of this year, as an Officer team we set out with a clear purpose: to put student voice at the heart of everything we do. We committed to being visible, approachable, and proactive in creating spaces where all students feel heard and valued. Through initiatives like Union on Tour, closer collaboration with Student Officers representing key communities, and strengthened support for our Student Representatives, we've worked to build stronger, more meaningful connections between students and the Union. Our goal has been to ensure that every decision, campaign, and project is guided by real student feedback, creating positive change that reflects the needs and aspirations of our diverse student body.

Working closely with Sue Bennet this year, we facilitated an open conversation with the Executive Officer team to understand our collective goals and the impact we wanted to achieve. The themes we chose reflect a blend of continuity from last year and fresh goals aligned with our new manifestos. They are also aligned with the Learning, Teaching, and Assessment Framework's five factors for academic success. As both the Union and University strive for student-centred success, our continued partnership is key.

Throughout the year, Officers use a range of methods to ensure student voice remains at the centre of everything we do. Some new initiatives we used this year - 'you said we did', 'GOATing (Get Out and Talk), and 'Have your say café' - enabled Officers to have an online and physical presence for students to engage with. 'You said we did' allowed us to share updates with students ensuring strong and clear communication, showcasing how student voice and feedback is actioned upon throughout the year. The 'Have your say café & GOATing' initiatives were used as part of the voice review, enabling Officers to get out to all campuses and into classes to gather feedback directly from students. We work closely with our Student Officers, who represent key student communities and gather insights through focus groups, tailored events, and forums, and with our Student Representatives, who provide structured academic feedback through meetings and surveys. Together, these channels ensure that diverse student perspectives continually guide and shape the work of the Officer team.

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Bringing people together

Creating connections

The first theme emerged from student feedback and our own experiences. We recognise that university can be daunting, so we aim to foster connections, whether through one-on-one introductions or through societies and sports. By creating an environment where students can meet like-minded people, we hope to build lifelong relationships that enrich the student journey.



Project 1

Let's Be Friends

The Executive Officers worked to launch the Let's Be Friends campaign this year to engage hard-to-reach student demographics, such as student carers, commuter students, apprentices and online students. Through this campaign, they hosted one-off events each term to help these groups build connections. Additionally, they created a Teams channel to provide a safe space for communication and to keep these groups informed about available opportunities.

Aims

The main aims of this project were to expand our reach to students who don't usually engage with the Union, whilst creating opportunities for these groups to connect with each other over their shared traits.

The initiative prioritised accessibility and inclusion, based on feedback from students last year. The campaign has seen them host tailored events like paint a pumpkin for student carers, a games night for mature students, and winter crafts session for student parents, all aimed at helping students connect and discover new opportunities.

After careful consideration, the Let's Be Friends project was merged with our Core Communities project to ensure that it received the attention of the wider Union team, working towards developing and growing lasting communities for students.

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Project 2

Union on Tour

To connect with students across all campuses and accommodations, the Officers introduced the Union on Tour initiative. Over several weeks, they organised “mini freshers” events at Buxton & Leek Colleges, Markeaton Street, One Friar Gate, and all student halls.

Aims

The aim of this project was to introduce new students to the Union and highlight how we can enhance their student experience.

These events provided opportunities to educate students about the Union’s services and create early connections with them; during the numerous campuses visit we engaged with over 290 students.

These pop-up events across campuses created space for direct conversations between students and Executive Officers. With interactive activities, giveaways, and opportunities to share feedback, Union on Tour has strengthened our engagement and ensured student voice is central to our work.



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Belonging for all

Create a sense of belonging

Our second theme reflects our desire to offer inclusive, accessible spaces that students can call their own. We know that feeling connected can be challenging when you are new to university, and as a Union, we are uniquely positioned to support this through our clubs, events, and campaigns.



Project 1

Big Union Jam

The Big Union Jam is an end of year celebration that aims to bring all students together to celebrate the end of the academic year, offering a relaxed environment for them to unwind with friends and reflect on the academic year. This event highlights our vibrant community, helping students come together and make meaningful connections. Led by Union President Holly, the Executive Officer team collaborated to create an event for all students.

Aims

When this idea was first conceptualised by current Union President Holly Lloyd during her 2023/24 term as Vice President (Education), we wanted to create an event that would be open and accessible to the entire community. This year, we invited students to bring their families to the event to celebrate with them.

The event was held in an open, accessible space and featured a quiet zone for students who wanted to join us without needing to be in a crowd with loud music. The event was marketed as a family-friendly day where students could celebrate with their loved ones, so we were pleased to see several families join us for the day. This year, we saw around 200 students throughout the course of the day, joining us to celebrate with a 5-a-side football tournament, inflatables games, live music from Phantom Radio, a BBQ and free ice creams.

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Project 2

BUCS Takeover for the sporting community

Sports is a huge part of student life here at Derby, with this year seeing 1054 students sign up to be part of one of our 30+ clubs (an increase of 7.1% from the past academic year). Vice President (Activities) Gabby does a weekly takeover on our social media stories, providing coverage of the BUCS fixtures for those who cannot attend in person; this was in response to student feedback that asked for greater recognition of university sport.

Aims

The aim of this year's BUCS Takeover project was to increase sports coverage, providing greater visibility and recognition of our sports teams. We wanted to create a sense of belonging for our sports students, creating a space for the community to come together to support our teams and follow their journeys.

Weekly interviews with players and spectators now provide a behind-the-scenes look at game days, and regular updates on fixtures and results help keep students engaged. We've also boosted promotional efforts across social media and other platforms, putting university sport in the spotlight more than ever before.

KPIs

- ↗ *The percentage of students saying the Union of Students allows them to feel part of a community increases by 5% year on year.*

Jessica Allen, Sports Councillor

Does being part of Union Sport give you a sense of belonging?

> Being part of Union sport gives you a sense of belonging as it helps you to feel part of a team. It helps you to build friendships, develop trust and helps you to feel connected to something bigger for the university.

Do you think there's a strong sporting community at the University of Derby?

> I believe there is a strong sporting community at the University of Derby, there is a vibrant and inclusive sporting community that helps to cater to all students. The Union of Students help to organise social gatherings and networking opportunities that brings together members from different sports clubs.

What impact do you think BUCS takeover has on the sporting community?

> BUCS Takeover has had a positive impact on the sporting community by amplifying the voices of the students and providing a platform to celebrate their achievements. It has helped to shine a spotlight on the dedication and hard work of all the student-athletes.



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Make your voice matter

Empowering students to be heard

Our third theme is a key priority we are carrying forward because student voice is at the core of any student union. It aligns with our own strategic aims and the University's, reinforcing that student voice is vital to every decision we make.

Project 1

Thursday Thoughts

Thursday Thoughts is a weekly social media segment that the Executive Officers created as a platform for students to share their thoughts and feedback on a variety of topics, from the cost-of-living crisis to the Derby community and its offerings.

Aims

The aim of Thursday Thoughts is to create an engaging method of feedback collection and present students with an opportunity to make their voices heard.

On average, we receive 70 students engaging each week, which has provided us with valuable student feedback that can be used to enact change on behalf of our students. The responses are fed back to the relevant groups within the Union and University, ensuring that the student voice is heard at all levels.

Project 2

City Partnerships

The Executive Officers work with key contacts in Derby to create partnerships that assist in empowering student voice within the local community.

Aims

The aim of these partnerships is to build relationships and work with stakeholders in the city to bring forward the student voice, setting the path for the next Executive Officer team to continue working with key contacts.

Vice President (Welfare) Jack is part of the Purple Flag working group where he has been able to meet with the Derby City Neighbourhood Services Manager to discuss how more student voice can be gathered and implemented into the city.

Voices heard, changes made

Hearing and acting on student voice

Our fourth and final theme is about showing students that their voices lead to real change. We aim to encourage more students to speak up and see the impact of their input, both within the Union and across the University.

Project 1

Apprentice Voice

This year the Officers have worked closely with our apprentices to ensure that their voice is heard, and they can access the Union's services without barriers. As their university experience looks different to most of the student body, we wanted to work closely with apprentices to gain a better understanding of how we can support them.

Aims

This project aims to create a strong bond with our apprentice learners and create a platform for hearing their feedback.

Vice President (Activities) Gabby and Union President Holly led two impactful seminars, Apprentice Experience and Sports Experience & Engagement with the Sports Council, giving students a platform to share their stories directly at the Student Voice Committee. These seminars will continue as part of our approach to showcasing authentic student experiences that influence change.

Another initiative introduced this year was the Power Play – Engineer Your Game campaign, which focused on engaging apprentices, particularly those at the Nuclear Skills Academy (NSA). Working closely with university leaders and NSA programme leads, they raised awareness of the Union's services and opportunities. They delivered multiple induction talks for apprentices in Business, Engineering, and Cybersecurity programs and partnered with the Sport and Physical Activity team to establish an apprentice team in the Friday Football League. There will be a continued collaboration with the NSA, with plans to deliver budgeting workshops for apprentices alongside our Advice service.



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Project 2

You Said, We Did

Throughout the year, the Executive Officers have worked hard to respond to student feedback and highlight the changes that have been made. Using the student voice mechanisms, the Officers have been able to enact the changes that students want to see.

Aims

This project aims to evidence that student voice is acted upon, instilling confidence in our ability take their feedback onboard and champion for the changes they want to see. This initiative helps us identify pressing issues and deliver improvements. The format of this project allows us to clearly show the ideas and concerns raised by students and how we have implemented and rectified them.

Some examples include

- *When Britannia Mill students requested more study space, we collaborated with the University to secure additional quiet areas.*
- *Apprentices highlighted a lack of social opportunities, prompting the launch of a dedicated 6.00pm 6-a-side football slot and expanded out-of-hours activities.*
- *Mature students called for more inclusive events, which inspired more family-friendly options through the Let's Be Friends campaign.*
- *A post on the Ideas Forum asked for more provisions in our Heat & Eat facility, so we added an additional microwave and clearer signage for the boiling water tap.*
- *A call for improved visibility and accessibility of academic representation led to the addition of a Rep Portal tile on UDo.*



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Financial Review

The principal funding sources for the Union are the block grant received from the University and the surplus derived from commercial trading activities.

The block grant remained at the same level for the third consecutive year at £1,046,960 and the Union generated other income of £1,699,200. Therefore, resulting in a 38:62 partnership agreement with the University.

The overall financial performance for the period resulted in a surplus of £120,345, compared to a surplus of £35,338 in the previous year. Two thirds of this surplus was driven by provisions made in previous years being released in year. £43k related to a VAT provision and £26k related to the Students' Union Superannuation Scheme (SUSS) Pension.

Understanding where the surplus came from

- **£43k VAT provision released**

A VAT provision was originally made in July 2021 on the back of a legal case where a Student Union was taking HMRC to court on the interpretation of their concession around the VAT treatment of the SU catering. The Union was advised to make the provision at the time by the National Union of Students (NUS) as 'Basecamp', one of the catering venues, was previously operating in a "bar like" environment called the 'Academy' that may have been challenged around it's VAT treatment of sales.

However, following the closure of the Academy during the pandemic, a revamp was made at this venue reopening as Basecamp, the official 'social space' for students providing a relaxed lounge atmosphere for both study and socializing, integrated with Union services, food outlets, and adjacent amenities. Basecamp has operated under this model since then (4 years plus) and therefore no longer operates in a "bar like" environment where our treatment of VAT could be questioned. The Union has therefore released this £42,626 provision in this year's 2024/25 accounts.

The Union free reserves calculation has excluded the value of £42,626 on the basis that a designated reserve will be created to this value for use in 2025/26.

- **SUSS pension benefit**

Following the confidence gained from the complete SLT the Board took the proposed decision to buy out of the SUSS pension. At the time of proposal, March 2025, the Union had a £233k Pension Scheme Liability held in reserves and the estimated debt to the

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Union had reduced so buying out before the debt potentially increased again was the best thing to removing risk and gaining more control of the Union finances.

By the end of June 2025, the buy out was completed resulting in a surplus against this liability of £26,319.

- **Other in year revenue benefits**

The Union revenue budgets are managed efficiently by Union Managers throughout the year. There were two income streams that were not budget set for and therefore generated a surplus during the year.

These were the Retrospective Retail Discounts received in year across the Keddies and Street shops amounting to £36,349, and bank interest of £17,409.

Both income streams have income targets set for 2025/26.

Designated Reserve for 2025/26

Anticipating a benefit in the SUSS pension buyout was likely to occur Board agreed for the creation of a new £50k designated reserve to be set up to support the new strategy over the coming 3 years.

Once the pension reserve balance was known at the end of June, SLT agreed to reduce the Union expenditure in the final month of the financial year to maximise the agreed designated reserve to support the upcoming strategy.

This £50k designated reserve has been created and is shown in the balance sheet.

The scope of the £43k designated fund resulting from the released VAT provision will be confirmed in 2025/26.

The total of £93k allocated to designated reserves shows the commitment the Union has made to invest in its students and staff.

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6. Reserves Policy and Going Concern statement

A reserve review was carried out during 2025 to ensure our policy was as required.

The Trustee Board have approved a reserves policy and identified three reasons for the Union of Students to hold reserves:

- Disruption to Trading Income: Union seeks to hold a level of reserves which ensures the financial stability and security of the organisation in the event of an unforeseen incident which affects the organisation's ability to operate commercial trading or to offset any unexpected fluctuations in cash flow or income in challenging trading conditions.
- Strategic Development: To allow the Union to take advantage of strategic development opportunities and plan for growth. Reserves will be held for the purpose of making capital investments into the buildings occupied by the organisation, for either refurbishment or for development of new spaces. These reserves will be allocated into a Facility Development Fund.
- Cost of Closure: To enable the Union to make provision for staff redundancies and closure costs in the unlikely event that the Charity is dissolved.

It was agreed by the Trustee Board that the reserves position is set at 3 months operating costs (£448,738). At the year end, the Union had free reserves of £616,023 (See table below). Hence £167,285 surplus against the minimum reserve level:

Unrestricted funds	755,825
Less: Designated funds	(50,000)
Less VAT provision released during the year to be designated during 25\26	(42,626)
Less: Fixed assets	(47,176)
Total free reserves at 31 July 2025	**616,023**

Going Concern

The Board of Trustees consider that the organisation is a going concern on the basis that SLT have sound control and grip of their finances and management of the Union.

Following the review of Board reports and transparency of Board presentations, the Trustees have a confident expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. While financial issues are being managed by the University the Union continues to adapt its operations to mitigate the impact on its own performance.

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Following a thorough review, the Trustees are confident that the Union can continue to deliver its services effectively and maintain financial viability during this period. For these reasons, the going concern basis has been adopted in preparing the financial statements.

7. Risk Management and Uncertainties

Following a review of the Union's Risk Register, several risks have been identified as medium level. While many of these are being effectively managed, three stand out as strategically significant and are highlighted for Trustee oversight. These relate to the Union's financial sustainability, the external pressures shaping the student experience, and the ability to attract and retain high-quality staff.

- The first priority risk concerns the Union's over-dependence on the University block grant. The Union's commercial outlets are primarily operated as student services at low cost and are not designed to generate significant surplus. Without further diversification into alternative income streams, the organisation may face financial vulnerability should the block grant reduce or continue at the same level. Mitigations are planned, including exploring external grants, sponsorship, alumni donations, and partnerships with local businesses. A recommended commercial review to identify efficiency improvements, alongside scenario planning to assess the impact of potential funding changes. This risk is considered a priority because it directly affects the Union's long-term financial resilience and ability to deliver its mission sustainably.
- The second priority risk is the impact of external factors on the student experience. Changes in learning patterns, such as the proposed flexible academic learning, introduction of bus fares and broader challenges such as the cost-of-living crisis, have the potential to reduce student engagement, wellbeing, and sense of belonging. These pressures could undermine satisfaction and weaken the Union's relevance to its members. SLT will monitor these developments closely, using the student voice review recommendations and the KPIs to focus activity and respond effectively. This risk is prioritised because it has a direct bearing on the quality of the student experience, NSS outcomes, and the Union's role as a trusted student representative body.
- The third priority risk relates to the Union's ability to attract high-quality and diverse staff. Recruitment challenges could restrict the organisation's capacity to deliver its strategy and provide continuity in key areas. This could in turn affect performance and morale. Mitigation measures include widening the channels used for recruitment, ensuring role descriptions are inclusive, promoting the Union's staff benefits package, and training managers on unconscious bias. Trustees note this as a priority risk because the Union's effectiveness relies on its people, and difficulties in attracting and retaining talent could slow progress against strategic goals and impact organisational culture. Key risk areas presently are in the Student Voice team and HR.

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Taken together, these three risks represent the most strategically significant challenges facing the Union in 2025/26. Trustees note the mitigations in place and maintain ongoing oversight to ensure that these risks are managed effectively.

Continuous Improvement

As part of strengthening the Union's approach to risk management, the CEO is currently reviewing other models of risk registers to:

- Improve reporting clarity and ensure focus is maintained on the key organisational risks that could most significantly impact the Union.
- Streamline presentation, reducing duplication and removing low-level risks that can be monitored at operational or departmental level rather than through the Trustee Board.

This review will ensure the Union's risk management framework remains effective, and meaningful, supporting good governance and decision-making.

8. Setting Pay and Remuneration

The Board recognises its responsibilities to protect the reputation of the Union of Students, to reflect the values and ethos the Union and a registered charity. The Board therefore works to ensure that the pay to senior leadership is not excessive and is justifiable to the membership and the Union's wider stakeholders. This is achieved by conducting regular benchmarking of pay and benefits across the sector, regionally and to the University's pay structures. The pay of the SLT is reviewed and considered by the Finance and HR sub-committee of the Board, who also conduct the annual performance appraisal of the CEO.

Due to the low level of fundraising the charity undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for any activities carried out on behalf of the charity.

9. Information on fundraising practices

Fundraising activities – Raise and Give (RAG) - take place within the Union who manage and distribute these funds to a range of chosen charities decided by the Union's student led fundraising initiatives. Funds raised this year by RAG amounted to £7,989 and this cash will be distributed following the end of the financial year to the agreed charities. The Union does not employ any professional fundraiser or commercial partner for this activity and received no complaints regarding fundraising in the year.
Due to the low level of fundraising the charity undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for any activities carried out on behalf of the charity.

10. Financial Systems and control

Qualified in-house professionals produce accurate and up to date financial reporting with sound monitoring of internal controls and a regular review of processes and procedures to ensure they are fit for purpose.

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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 company and of its incoming resources and application of resources, including its 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 company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

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

Tony Atherton

Signer ID: FF31IXAEII...

Tony Atherton

Date: 05/02/2026 GMT

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

We have audited the financial statements of University of Derby Students' Union (the 'charitable company') for the year ended 31 July 2025, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025, and of its 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor 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.

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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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the entity through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the entity, including Charities Act 2011, Companies Act 2006, data protection, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- we ensured identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

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 is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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Use of our report

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

Sumer Audit

Signer ID: BIOP9B50X8...
Nicola O'Sullivan (Senior statutory auditor)

for and on behalf of

Sumer Auditco Limited
Chartered Accountants
Statutory Auditor
One Waterside Place
Basin Square
Brimington Road
Chesterfield
S41 7FH

Date: 05/02/2026 GMT

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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 JULY 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	**1,203,204**	**-**	**1,203,204**	1,205,374
Charitable activities	5	**126,481**	**135,418**	**261,899**	250,930
Other trading activities	6	**1,259,473**	**-**	**1,259,473**	1,269,764
Investments	7	**17,409**	**-**	**17,409**	17,714
Other income	8	**4,175**	**-**	**4,175**	-
Total income		**2,610,742**	**135,418**	**2,746,160**	2,743,782
Expenditure on:					
Raising funds	9,10	**1,435,258**	**-**	**1,435,258**	1,391,351
Charitable activities	12	**1,307,978**	**119,349**	**1,427,327**	1,302,512
Total expenditure		**2,743,236**	**119,349**	**2,862,585**	2,693,863
Net movement in funds before other recognised gains/(losses)		**(132,494)**	**16,069**	**(116,425)**	49,919
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension schemes	31	**236,770**	**-**	**236,770**	(14,581)
Net movement in funds		**104,276**	**16,069**	**120,345**	35,338
Reconciliation of funds:					
Total funds brought forward		**651,549**	**97,478**	**749,027**	713,689
Net movement in funds		**104,276**	**16,069**	**120,345**	35,338
Total funds carried forward		**755,825**	**113,547**	**869,372**	749,027

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)
REGISTERED NUMBER: 10279393

BALANCE SHEET
AS AT 31 JULY 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	17		**47,176**		59,609
			47,176		59,609
Current assets					
Stocks	18	**28,777**		33,786	
Debtors	19	**78,983**		51,294	
Investments	20	**100,000**		-	
Cash at bank and in hand		**766,400**		1,021,885	
		974,160		1,106,965	
Current liabilities					
Creditors: amounts falling due within one year	21	**(151,964)**		(179,063)	
Net current assets			**822,196**		927,902
Total assets less current liabilities			**869,372**		987,511
Creditors: amounts falling due after more than one year	22		**-**		(238,484)
Total net assets			**869,372**		749,027
Charity funds					
Restricted funds	24		**113,547**		97,478
Unrestricted funds					
Designated funds	24	**50,000**		-	
General funds	24	**705,825**		898,478	
Unrestricted funds excluding pension reserve	24	**755,825**		898,478	
Pension reserve	24	**-**		(246,929)	
Total unrestricted funds	24		**755,825**		651,549
Total funds			**869,372**		749,027

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BALANCE SHEET (CONTINUED)
AS AT 31 JULY 2025

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

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

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

Tony Atherton

Signer ID: FF31IXAEII...

Tony Atherton

Date: 05/02/2026 GMT

The notes on pages 74 to 95 form part of these financial statements.

Document ID: b89bfc9bdff108fd6752e12dc68eef35c066acbc95bd7aff80cfff4a84eeb688

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2025

	Note	**2025** **£**	2024 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	27	**97,876**	99,066
Cash flows from investing activities			
Bank interest		**17,409**	17,714
Purchase of tangible fixed assets		**(34,000)**	(8,286)
Purchase of current investments		**(100,000)**	-
Net cash (used in)/provided by investing activities		**(116,591)**	**9,428**
Cash flows from financing activities			
Repayment of SUSS pension deficit		**(236,770)**	-
Net cash (used in)/provided by financing activities		**(236,770)**	**-**
Change in cash and cash equivalents in the year		**(255,485)**	**108,494**
Cash and cash equivalents at the beginning of the year		**1,021,885**	913,391
Cash and cash equivalents at the end of the year	28	**766,400**	1,021,885

Document ID: b89bfc9bdff108fd6752e12dc68eef35c066acbc95bd7aff80cfff4a84eeb688

1. General information

University of Derby Students' Union is a company limited by guarantee (no. 10279393) incorporated in England and Wales and a registered charity (no. 1169283). The registered office is Kedleston Road, Derby, DE22 1GB.

The members of the company are the trustees named on page 1. In the event of the Union being wound up, the liability in respect of the guarantee is limited to £1 per member of the Union.

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) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

University of Derby 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 financial statements have been prepared in £ sterling, which is the functional currency of the Union and rounded to the nearest £.

2.2 Going concern

The Board of Trustees consider that the organisation is a going concern on the basis that SLT have sound control and grip of their finances and management of the Union.

Following the review of Board reports and transparency of Board presentations, the Trustees have a confident expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. While financial issues are being managed by the University the Union continues to adapt its operations to mitigate the impact on its own performance.

Following a thorough review, the Trustees are confident that the Union can continue to deliver its services effectively and maintain financial viability during this period. For these reasons, the going concern basis has been adopted in preparing the financial statements.

2.3 Income

All income is recognised once the charitable 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.

Document ID: b89bfc9bdff108fd6752e12dc68eef35c066acbc95bd7aff80cfff4a84eeb688

2. Accounting policies (continued)

2.3 Income (continued)

Grants are included in the 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.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donated services or facilities are recognised when the union has control over the items, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the union of the items is probable and that economic benefit can be measured reliably.

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

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 company 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 company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

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

Document ID: b89bfc9bdff108fd6752e12dc68eef35c066acbc95bd7aff80cfff4a84eeb688

2. Accounting policies (continued)

2.6 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. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 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 bases:

Leasehold improvements	- 3 - 10 years
Catering equipment	- 5 years
Office equipment	- 3 - 5 years

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.

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2. Accounting policies (continued)

2.11 Liabilities and provisions

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

Liabilities are recognised at the amount that the charitable 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 statement of financial activities as a finance cost.

2.12 Financial instruments

The charitable company 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 Union participated in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities could be directly attributed to the Union. Under the terms of FRS102, in these circumstances contributions are accounted for as if the Scheme were a defined contribution scheme based on actual contributions paid through the year. The SUSS scheme liability has now been paid off in full in the current financial year.

The Union also contributes to defined contribution pension schemes for its employees. The pension charge represents the amounts payable by the company to the fund in respect of the year.

2.14 Employee benefits

When employees have rendered services to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement the Union expects to pay in future periods is recognised in the period the employees' services are rendered.

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2. Accounting policies (continued)

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the company 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 charitable company 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.

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

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 Union 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:

i) Donation of facilities by University of Derby

In accordance with the Charities SORP (FRS 102), the Union has valued the benefit it receives from occupying facilities owned by the University on a rent free basis, at the trustees' estimate of market value of £129,744.

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4. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations			
Notional rent	**129,744**	**129,744**	129,744
Grants			
Block grants	**1,046,460**	**1,046,460**	1,046,460
Other grants	**27,000**	**27,000**	29,170
	1,203,204	**1,203,204**	1,205,374
Total 2024	1,205,374	1,205,374	

5. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Athletic union	**68,987**	**-**	**68,987**	67,119
Clubs and societies	**-**	**135,418**	**135,418**	140,753
Marketing	**23,838**	**-**	**23,838**	30,073
Welfare and education	**25,220**	**-**	**25,220**	5,738
Societies and volunteering	**8,436**	**-**	**8,436**	7,247
Total 2025	**126,481**	**135,418**	**261,899**	250,930
Total 2024	110,177	140,753	250,930	

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6. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bars and entertainments income	**163,074**	**163,074**	91,509
Catering income	**340,428**	**340,428**	337,108
External events income	**51,092**	**51,092**	81,674
Shop income	**704,879**	**704,879**	759,473
Total 2025	**1,259,473**	**1,259,473**	1,269,764
Total 2024	1,269,764	1,269,764	

7. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest	**17,409**	**17,409**	17,714
Total 2024	17,714	17,714	

8. Other income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Miscellaneous income	**4,175**	**4,175**	-

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9. Expenditure on raising funds

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bars, entertainments and catering	**577,390**	**577,390**	524,110
External events	**26,787**	**26,787**	48,804
Shops	**831,081**	**831,081**	818,437
Total 2025	**1,435,258**	**1,435,258**	1,391,351
Total 2024	1,391,351	1,391,351	

10. Expenditure on raising funds

	Direct costs 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Bars, entertainments and catering	**444,328**	**133,062**	**577,390**	524,110
External events	**20,613**	**6,174**	**26,787**	48,804
Shops	**639,547**	**191,534**	**831,081**	818,437
Total 2025	**1,104,488**	**330,770**	**1,435,258**	1,391,351
Total 2024	1,174,685	216,666	1,391,351	

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11. Support costs analysis

	2025	2024
	£	£
Raising funds		
Governance	**9,450**	9,825
Information technology	**7,867**	15,428
Depreciation	**12,676**	14,292
Staff costs	**87,123**	59,798
Pension contributions	**109,867**	5,906
Other costs	**103,787**	111,417
	330,770	216,666

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

12. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025	**Restricted funds 2025**	**Total 2025**	Total 2024
	£	**£**	**£**	£
Athletic union	**319,734**	-	**319,734**	293,008
Clubs and societies	**35,742**	**119,349**	**155,091**	158,155
Marketing	**210,511**	-	**210,511**	188,720
Democracy and elections	**237,559**	-	**237,559**	223,760
Societies and volunteering	**107,610**	-	**107,610**	95,737
Representation	**186,806**	-	**186,806**	164,558
Welfare and education	**210,016**	-	**210,016**	178,574
	1,307,978	**119,349**	**1,427,327**	1,302,512
Total 2024	1,168,986	133,526	1,302,512	

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13. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Athletic union	**246,051**	**73,683**	**319,734**	293,008
Clubs and societies	**119,349**	**35,742**	**155,091**	158,155
Marketing	**161,998**	**48,513**	**210,511**	188,720
Democracy and elections	**182,811**	**54,748**	**237,559**	223,760
Societies and volunteering	**82,811**	**24,799**	**107,610**	95,737
Representation	**143,755**	**43,051**	**186,806**	164,558
Welfare and education	**161,617**	**48,399**	**210,016**	178,574
	1,098,392	**328,935**	**1,427,327**	1,302,512
Total 2024	1,099,677	202,835	1,302,512	

Analysis of support costs

	Athletic union 2025 £	Clubs and societies 2025 £	Marketing 2025 £	Democracy and elections 2025 £	Societies and volunteering 2025 £
Governance	**2,105**	**1,021**	**1,386**	**1,564**	**709**
Information technology	**1,752**	**850**	**1,154**	**1,302**	**590**
Depreciation	**2,824**	**1,370**	**1,859**	**2,098**	**950**
Staff costs	**19,408**	**9,414**	**12,778**	**14,421**	**6,532**
Pension contributions	**24,474**	**11,872**	**16,114**	**18,185**	**8,237**
Other costs	**23,120**	**11,215**	**15,222**	**17,178**	**7,781**
	73,683	**35,742**	**48,513**	**54,748**	**24,799**
Total 2024	45,629	24,629	29,389	34,846	14,908

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13. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Representation 2025 £	Welfare and education 2025 £	Total funds 2025 £	Total funds 2024 £
Governance	**1,230**	**1,383**	**9,398**	9,198
Information technology	**1,024**	**1,151**	**7,823**	14,444
Depreciation	**1,650**	**1,855**	**12,606**	13,380
Staff costs	**11,339**	**12,748**	**86,640**	55,981
Pension contributions	**14,300**	**16,076**	**109,258**	5,529
Other costs	**13,508**	**15,186**	**103,210**	104,303
	43,051	**48,399**	**328,935**	202,835
Total 2024	25,626	27,808	202,835	

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

14. Auditor's remuneration

	2025 £	2024 £
Fees payable to the company's auditor for the audit of the company's annual accounts	**15,100**	14,500
Fees payable to the company's auditor in respect of:		
All non-audit services not included above	**3,900**	3,740

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15. Staff costs

	2025	2024
	£	£
Wages and salaries	**1,152,312**	1,100,555
Social security costs	**94,195**	72,509
Contributions to defined contribution pension schemes	**36,833**	33,236
	1,283,340	1,206,300

During the year termination payments were made of £nil (2024: £31,392 to two employees).

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

	2025	2024
	No.	No.
Charitable activities	**106**	100
Governance	**2**	2
	108	102

The average headcount expressed as full-time equivalents was:

	2025	2024
	No.	No.
Charitable activities	**47**	46
Governance	**2**	2
	49	48

No employee received remuneration amounting to more than £60,000 in either year.

During the year key management personnel remuneration amounted to £203,144 (2024: £141,592). This includes gross pay, employer's national insurance and pension contributions.

The Union considers its key management personnel to comprise the senior management team as listed on page 2 of this report.

Document ID: b89bfc9bdff108fd6752e12dc68eef35c066acbc95bd7aff80cfff4a84eeb688

16. Trustees' remuneration and expenses

Trustees' remuneration is disclosed in note 32.

During the year ended 31 July 2025, expenses totalling £2,944 were paid to 14 officer trustees for travel costs. These payments related to their employment of duties rather than their responsibility as trustees.

Expenses totalling £992 (2024: £710 to 4 trustees) were reimbursed to 3 trustees in the year.

17. Tangible fixed assets

	Leasehold Improvements £	Catering equipment £	Office equipment £	Total £
Cost or valuation				
At 1 August 2024	**888,300**	**45,585**	**173,689**	**1,107,574**
Additions	**34,000**	**-**	**-**	**34,000**
Disposals	**(420,140)**	**-**	**(22,979)**	**(443,119)**
At 31 July 2025	**502,160**	**45,585**	**150,710**	**698,455**
Depreciation				
At 1 August 2024	**886,549**	**18,478**	**142,938**	**1,047,965**
Charge for the year	**31,234**	**-**	**15,199**	**46,433**
On disposals	**(420,140)**	**-**	**(22,979)**	**(443,119)**
At 31 July 2025	**497,643**	**18,478**	**135,158**	**651,279**
Net book value				
At 31 July 2025	**4,517**	**27,107**	**15,552**	**47,176**
At 31 July 2024	1,751	27,107	30,751	59,609

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18. Stocks

	2025	2024
	£	£
Bars	**5,684**	9,747
Shops	**23,093**	24,039
	28,777	33,786

19. Debtors

	2025	2024
	£	£
Trade debtors	**55,577**	13,405
Prepayments and accrued income	**23,406**	37,889
	78,983	51,294

20. Current asset investments

	2025	2024
	£	£
Short term investment	**100,000**	-

21. Creditors: Amounts falling due within one year

	2025	2024
	£	£
SUSS defined benefit scheme funding deficit liability (note 31)	**-**	8,445
Trade creditors	**48,616**	47,469
Other taxation and social security	**28,762**	17,685
Other creditors	**602**	43,228
Accruals and deferred income	**73,984**	62,236
	151,964	179,063

Document ID: b89bfc9bdff108fd6752e12dc68eef35c066acbc95bd7aff80cfff4a84eeb688

	2025 £	2024 £
Deferred income		
Deferred income at 1 August 2024	**3,180**	7,375
Resources deferred during the year	**22,300**	3,180
Amounts released from previous periods	**(3,180)**	(7,375)
	22,300	3,180

At the financial year end £15,300 (2024: £3,180) was recognised in deferred income in relation to grants received for freshers stalls which relate to the next financial year and a further £7,000 (2024: £nil) was recognised in relation to the annual Employer's NI allowance.

22. Creditors: Amounts falling due after more than one year

	2025 £	2024 £
SUSS defined benefit scheme funding deficit liability (note 31)	**-**	238,484

23. Affilations, subscriptions and membership expenditure

	2025 £	2024 £
NUS	**30,274**	27,719
BUCS	**15,577**	14,256
	45,851	41,975

Individual clubs and societies affiliate to the national governing body or membership organisation. These are reviewed and approved by the AGM. No donations were made during the period to any external institutions.

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24. 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						
Union's Strategic Plans designated fund	-	-	-	**50,000**	-	**50,000**
General funds						
General funds	**898,478**	**2,610,742**	**(2,735,038)**	**(68,357)**	-	**705,825**
Pension reserve	**(246,929)**	-	**(8,198)**	**18,357**	**236,770**	-
	651,549	**2,610,742**	**(2,743,236)**	**(50,000)**	**236,770**	**705,825**
Total Unrestricted funds	**651,549**	**2,610,742**	**(2,743,236)**	-	**236,770**	**755,825**
Restricted funds						
Clubs & societies	**97,478**	**135,418**	**(119,349)**	-	-	**113,547**
Total of funds	**749,027**	**2,746,160**	**(2,862,585)**	-	**236,770**	**869,372**

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24. 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						
General funds	863,438	2,603,029	(2,548,901)	(19,088)	-	898,478
Pension reserve	(240,000)	-	(11,436)	19,088	(14,581)	(246,929)
	623,438	2,603,029	(2,560,337)	-	(14,581)	651,549
Restricted funds						
Clubs & societies	90,251	140,753	(133,526)	-	-	97,478
Total of funds	713,689	2,743,782	(2,693,863)	-	(14,581)	749,027

Designated funds

Union's Strategic Plans designated fund: Funds designated to enhance financial support in line with the Union's Strategic Plans.

Restricted funds

Clubs & Societies: Funds raised by individual clubs and societies are recognised as restricted income and will be applied to the expenditure of that club or society. Any unspent funds are carried forward at the end of the period and will be spent in future years by the appropriate club or society.

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25. 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	**-**	**-**	**-**	**50,000**	**-**	**50,000**
General funds	**651,549**	**2,610,742**	**(2,743,236)**	**(50,000)**	**236,770**	**705,825**
Restricted funds	**97,478**	**135,418**	**(119,349)**	**-**	**-**	**113,547**
	749,027	**2,746,160**	**(2,862,585)**	**-**	**236,770**	**869,372**

Summary of funds - prior year

	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2024 £
General funds	623,438	2,603,029	(2,560,337)	-	(14,581)	651,549
Restricted funds	90,251	140,753	(133,526)	-	-	97,478
	713,689	2,743,782	(2,693,863)	-	(14,581)	749,027

26. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	**47,176**	**-**	**47,176**
Current assets	**860,613**	**113,547**	**974,160**
Creditors due within one year	**(151,964)**	**-**	**(151,964)**
Total	**755,825**	**113,547**	**869,372**

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26. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	59,609	-	59,609
Current assets	1,009,487	97,478	1,106,965
Creditors due within one year	(179,063)	-	(179,063)
Creditors due in more than one year	(238,484)	-	(238,484)
Total	651,549	97,478	749,027

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

	2025 £	2024 £
Net (expenditure)/income for the year as per statement of financial activities	**(116,425)**	49,919
Adjustments for:		
Depreciation charges	**46,433**	52,222
Bank interest	**(17,409)**	(17,714)
Decrease in stocks	**5,009**	990
(Increase)/decrease in debtors	**(27,689)**	19,949
(Decrease)/increase in creditors	**(18,654)**	1,352
Pension remeasurement	**236,770**	-
Pension finance costs	**8,198**	11,436
Pension contribution paid	**(18,357)**	(19,088)
Net cash provided by operating activities	**97,876**	99,066

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28. Analysis of cash and cash equivalents

	2025	2024
	£	£
Cash in hand	**766,400**	1,021,885
Total cash and cash equivalents	**766,400**	1,021,885

29. Analysis of changes in net debt

	At 1 August 2024	Cash flows	At 31 July 2025
	£	**£**	**£**
Cash at bank and in hand	**1,021,885**	**(255,485)**	**766,400**
Liquid investments	**-**	**100,000**	**100,000**
	1,021,885	**(155,485)**	**866,400**

30. Capital commitments

At 31 July 2025, the Union had capital commitments amounting to £55,285 (2024: £nil) in respect of authorised capital expenditure which had been contracted for but not provided in the financial statements.

31. Pension commitments

The Union participated in the Students' Union Superannuation Scheme (SUSS), which is a defined benefit scheme whose membership consists of employees of the student 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 onwards 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 31 January 2024 and showed that the market value of the Scheme's assets was £96.3m with these assets representing 47% of the value of the benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £108.8m, a decrease from the deficit of £127.6m from the previous valuation as at 30 June 2022. The decrease in the funding deficit since 2022 is principally due to deficit contributions being made.

Under FRS102 the Union is required to recognise as a liability the present value of its agreed share of future deficit contributions. Finance costs are recognised as the present value unwinds.

During the financial year ended 31 July 2025, the SUSS scheme liability has been paid off in full and the liability is no longer held on the balance sheet.

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31. Pension commitments (continued)

The total contributions paid into the Scheme by University of Derby Students' Union in respect of eligible employees for the year ended 31 July 2025 amounted to £18,357 (2024: £19,088).

Present value of provision

	2025	2024
	£	£
Student's Union Superannuation Scheme	**-**	246,929
Present value of provision:		
Creditors: amounts falling due within one year	**-**	8,445
Creditors: amounts falling due after more than one year	**-**	238,484
	-	246,929

Reconciliation of opening and closing provisions

	2025
	£
Provision as at 1 August 2024	**246,929**
Unwinding of discount factor	**8,198**
Deficit contribution paid	**(18,357)**
Remeasurement	**(236,770)**
Provision as at 31 July 2025	**-**

Assumptions:

	2025	**2024**
	%	**%**
Rate of discount	**N/A**	**4.50**

The Union also operates various defined contribution pension plans for its employees. The amount recognised as an expense in the period in relation to these schemes was £36,833 (2024: £33,236).

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32. Related party transactions

The following are considered to be related parties for the reasons stated. The transactions with these related parties are set out below.

Executive Officer Remuneration

The 8 Executive Officers (2024: 5 Executive Officers) received total remuneration of £90,141 (2024: £94,804) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

University of Derby

The Union is in receipt of a block grant from the University of Derby of £1,046,460 (2024: £1,046,460).

In addition, sales and other income was received of £205,020 (2024: £156,900), resulting in a debtor balance of £36,648 (2024: £10,320) at the year end. Expenditure of £43,281 (2024: £64,378) was incurred resulting in a creditor balance of £9,989 (2024: £12,000) at the year end.

The Union occupies buildings on a rent free basis. The value of the donation relating to this rent free arrangement has been assessed at £129,744 (2024: £129,744).

Other related party transactions
During the year, the Union paid fees of £750 to a trustee T Atherton, for the provision of training services (2024: £nil).

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UNIVERSITY OF DERBY STUDENTS' UNION

England & Wales - Charity number 1169283

Accounts

Registered number: 10279393
Charity number: 1169283

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2024

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its Charity Trustees: and advisers	1 - 2
Trustees' report	3 - 61
Independent auditor's report on the financial statements	62 - 65
Statement of financial activities	66
Balance sheet	67 - 68
Statement of cash flows	69
Notes to the financial statements	70 - 91

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

Charitable Status:

The University of Derby Students' Union (UDSU), referred to throughout this document as the Union, is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). The Union is a company limited by guarantee in England and Wales, with the company number 10279393.

Principal Office:

Kedleston Road

Derby

DE22 1GB

Officer Trustees:

These are known by, and will be referred to within the achievement overview, by several names including Executive Officers. They were elected to office by the student population to hold office from the 4th of July 2023 to 5th of July 2024. The Executive Officer Trustees during the financial period and up to the date of the approval of the accounts are:

Dominic White	President (appointed 4 July 2023)
Holly Lloyd	Vice President Education (appointed 4 July 2023)
Jack McGuinness	Vice President Welfare (appointed 4 July 2023)
Gabriela Gretkowska	Vice President Activities (appointed 4 July 2023)
Pournami Padmanabhan	Vice Education (appointed 8 July 2024)

Other Trustees:

External Trustees

Narinder Sharma	Chair Person (resigned 12th July 2024)
Tony Atherton	(appointed Interim Chair Person 12th July 2024)
Rosie Smith	
Nicola Hartley	

Student Trustees

Pieter van Ellewee	
Andrew Wilson	(Resigned 13 October 2023)
Aliyu Aminu Baba	(appointed 25th November 2023)
Kiara Henry	(appointed 23rd April 2024)

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

Senior Leadership Team

Emma Taylor-Large	Co – Interim Chief Executive (Head of Membership)
Martin Beaumont	Co – Interim Chief Executive (Head of Operations)
Heather Gunn	(resigned 18th September 2023) Marketing, Brand and Partnerships Manager

Auditors

BHP LLP

1 Waterside Place, Basin Square

Brimington Road

Chesterfield

S41 7FH

Bankers

Barclays Bank

Sir Frank Whittle Road

Derby

DE1 9UU

Solicitors

Smith Partnerships

Norman House

Friar Gate

Derby

DE1 1NU

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Trustees' Report

The Trustees present their annual report together with the audited financial statements of the company for the year ended 31 July 2024. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the 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 (FRS 102) (effective 1 January 2019). The report serves as both a trustees' report and a directors' report under company law.

1. Our Aims and Objectives

The main aim of the Union as set out by the organisation's constitution is the advancement of education of students at The University of Derby for the public benefit by:

• Promoting the interests and welfare of students at The University of Derby during their course of study and representing, supporting and advising students;

• Being the recognised representative channel between students and The University of Derby and any other external bodies; and

• Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.

• Endeavouring to ensure that no student is disadvantaged or receives less favourable

The Union of Students at the University of Derby aims to represent and advocate for students, ensuring their voices are heard in decision-making processes within the university. The Union seeks to enhance the student experience by offering support, services, and activities that promote well-being, personal development, and a sense of community. This includes providing access to advice services, organising events and campaigns, supporting student clubs and societies, and working to improve student safety, welfare, and academic experiences, to ultimately enhance the overall student experience.

In establishing our goals and planning activities, the Trustees confirm that they have adhered to the duty outlined in section 17 of the Charities Act 2011, ensuring consideration of the public benefit guidance provided by the Charity Commission.

Ensuring our work delivers our aims

Annually we review our aims and objectives, reflecting on the year, analysing data, listening to student feedback, and working in partnership with our stakeholders to ensure we remain 'relevant' and strive to have an 'impact on every student' as set out in our strategic plan.

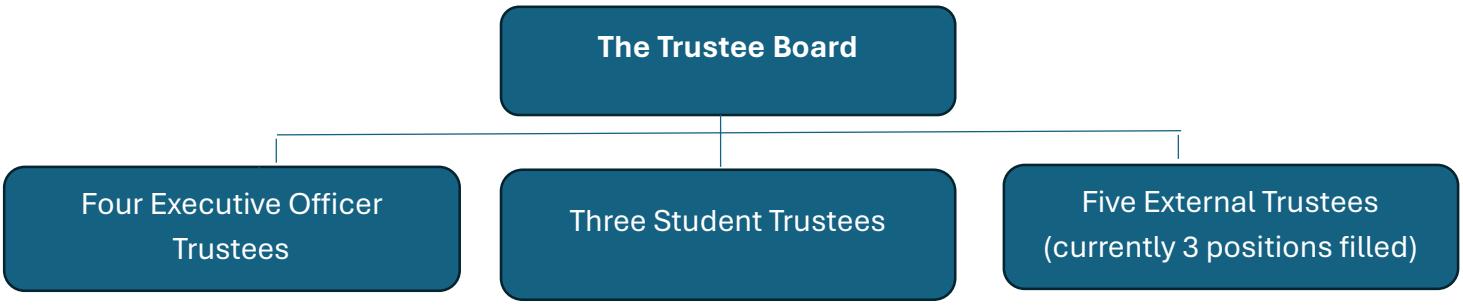
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2. Structure, Governance and Management

Under the legal name of The University of Derby Students' Union (UDSU), the Union is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). On 30 September 2016 the Union completed a transfer to become a Company Limited by Guarantee and incorporated in England and Wales (no.10279393). The Union is led by students, for students with a purpose to be a Union dedicated to the educational interests and welfare of its members. The governing document is its constitution adopted on the 30 June 1992 and last amended in February 2023 as part of a governance review of trustee proceedings; approved at the Annual General Meeting (February 2023).

The composition of the Board

The Trustee Board is made up of a mixture of Executive Officer Trustees, Student Trustees and External Trustees.



Both Student Trustees and External Trustees are appointed by the Board (and ratified by Scrutiny Panel) to ensure a balance of skills and experience. External Trustees remain in office for a term of three years. Both can serve a maximum of two consecutive terms, although for Student Trustees this is provided that they remain a student for the duration of this time.

Whilst the Officer Trustees are elected annually by cross campus ballot based on a portfolio-based manifesto, they also act in their capacity as a Trustee of the organisation. They can serve a maximum of two years in office.

Responsibility is cascaded from the Trustee Board and committee structure of the Union to the management and staff team of the Union. The Union employs full-time staff to ensure effective management of its activities and to implement the policy decisions made by the Trustees. A clear staff structure is in place and all staff are ultimately accountable to the Chief Executive, who in turn is accountable to the Board of Trustees. To ensure its success, the Union takes substantial steps each year to provide Officer Trustees with a fulfilling experience that aligns with the organisation's needs, whilst supporting their development. This includes comprehensive internal training and informative induction sessions at the start of their elected term. Officers also participate in regional and national training opportunities and the Union is a member of both the National Union of Students, a national representative and campaigning organisation. In addition, the Union are subscribed to WonkHE, a national policy making body,

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for further support throughout the year. There are two representatives from the Union that also receive specific training to assist their participation and engagement as Governors of the University.

Staffing for this period

This year the Union has operated on a reduced senior leadership team (SLT), with the Union led by two interim Co-CEO's, these roles were filled by the Head of Membership and Head of Operations. The Head of Finance resigned in December 2023 and a temporary agreement was made for this role to be filled by a secondment from the University finance team. In July 2024, a permanent CEO was recruited.

Future staffing

In September 2024, the Union recruited a full SLT for the year 24/25, appointing a new Head of Membership and Head of Finance. This organisational stability enables the Union to operate efficiently, deliver high-quality services, and respond to the evolving needs of students. It also ensures that all departments are properly resourced to meet goals such as enhancing student engagement, managing finances effectively, and developing innovative membership services.

Strategy

The Union continues to be a values' driven organisation. Our values are the rules we follow when no one is looking they help us make decisions when the way forward is not clear. They are the epitome of who we are and what we want to be.

- Student Led
- Supportive
- Empowering
- Transformative
- Challenging

The Union launched their Strategic Plan in September 2023.

Our Vision

To have a positive impact on every student.

Our Mission

To be relevant to every student, ensuring that they know the Union offers something for them.

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Strategic Priorities

The Union has five strategic priorities to focus our work on our vision of having a positive impact on **every** student.

- Awareness and understanding of the Union of Students: We will ensure continual promotion of all that we offer and that students recognise our relevance to their individual experience.
- Supporting students' needs: We will directly and indirectly seek to improve the wellbeing of our students, by providing support services, building sense of community and facilitating inclusion in fulfilling activities.
- Accessibility and Inclusion: We will design, promote and deliver services that overcome the barriers to participation in activity and services.
- Digital provision: We will develop remote services to ensure students can access the Union both on and off-campus.
- Easing students' financial pressures: We acknowledge that financial concerns prevent students from engaging in extra-curricular activities. We will work with students, the University and external organisations to increase employment opportunities, making these meaningful.

3. Related party relationships

The relationship with the University continues to be a positive one. This is outlined and reinforced via a standing Partnership Agreement which was fully revised and agreed in November 2018. The Officers engage at all major University Committees and the University believes the Union is integral to ensuring the student voice at Derby is heard and represented.

This commitment is further evidenced by ongoing commitment for Executive Officer Trustees to Co-Chair several University meetings, including Student Affairs Committee, Equality Diversity and Inclusion Committee and the Learning and Teaching Committee. In addition, the President and Vice President Education reside over all committees and sub-committees of the University Governing Council.

The Union is primarily funded by the University through a block grant, which amounted to £1,046,460 for the 2023/2024 financial period, remaining unchanged from the previous year. Given the current financial climate and cuts to other university departments, the Union's Senior Leadership Team was pleased with this outcome, recognising the value the University places on the Union.

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This continued level of investment in the Union enabled us to continue effectively representing student voice at all levels, empowering students by providing ongoing developmental opportunities including engagement with sports teams and societies and providing job opportunities for students. The Unions Advice team has seen an increase in the number of students they are supporting and the complexities of cases. The funding from the University has enabled the Union to invest in upskilling advisors which subsequently has allowed the Advice service to create a sexual violence service provision, which offers specialist support for students affected by sexual violence and harassment.

In addition, the block grant enables us to deliver the Peer Assisted Learning Scheme (PAL). PAL is a scheme of support from students, by students. PAL leaders are a paid role which students can apply to. PAL leaders help increase students' academic confidence and boost resilience, by sharing top tips about settling into university life, signposting to resources and support, and helping with questions related to the course. PAL leaders provide a vital support opportunity for first year students, and offers paid employment to 2nd and 3rd years.

The Union is grateful to the University for its continued support and investment in the Union through the block grant; it acknowledges that the University provide a significant proportion of the Union's space on a rent-free basis, enabling more activity with the block grant provided.

4. Key Achievements

Over the past year, the Union has re-established a strong working relationship with the University of Derby, increased the visibility and presence of its Executive Officer Team and realigned its business operations in response to the economic climate in the sector.

The 23/24 academic year was challenging for the Union; further increases to the national living wage, alongside rising product and service costs, have made operations challenging, however the Union has focussed on mitigating these challenges, ensuring University funding is utilised correctly. Despite these challenges, we have remained committed to enhancing the activities we deliver, striving to reach as many students as possible, all whilst ensuring the power of the student voice remains at the forefront of everything we do. We have seen increases to engagement across many activities, and most importantly we saw a significant increase on voting numbers across our election's activities, all of which will help us deliver a better, stronger Union moving forward.

This year the Union has taken steps to streamline its operations, reducing headcounts where possible and looking to consolidate events and activities into more affordable, cross-department initiatives to protect expenditure. Over the last six months the Union has removed five positions from its structure at a salary saving of over £89,824, utilising outsourcing and student employees to ensure key services and delivery continue uninterrupted and to a high standard. Without these changes, alongside others outlined in the paper, the Union would have

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been looking for a significant increase to its Block Grant funding. However, under its new structure we believe the Union can continue delivering its high level of impact and performance remaining at the block grant level from the previous year of £1,046,460. This demonstrates the Union's commitment to managing its finances appropriately, ensuring University money is utilised to support student activity directly, not to cover Union operational challenges.

Annually the Union creates an impact report which details the achievements of the Union across all both Membership and Operational teams. Please find this detailed below.

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Impact Report

Union of Students' Impact Report for the year 2023/24

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Union of Students' Mission Statement

To be relevant to every student, ensuring that they know the Union offers something for them

2023/24 – A Year in Review

A summary of our main achievements and successes this year

Officer Trustees



Dominic White: Union President

Reflecting on the past year, the Union's President proudly presents an update on the progress and the steps taken to enhance student life across various domains. Efforts have been many-sided, aiming to provide better facilities, improve the experience for student, create more quiet spaces, offer more cost-of-living support, increase accessibility and inclusion, and strengthen Union presence across campuses.

One of the President's primary goals was to enhance the spectator and sports performance experience. The Union successfully lobbied for the installation of dual spectator and performance cameras across key sports locations, significantly improving academic analysis capabilities for students. In addition, the President has been working with the Estates Team on the creation of more prayer and baby nursing rooms on campuses, feeding into ongoing work around the redistribution of students to other sites. Most recently, he has been working with the Director of Estates to address student concerns and improve the safety of the zebra crossing at the campus entrance.

The Union made significant strides in improving the visibility and quality of nursing rooms across campuses. Meetings with key stakeholders, like the Interim Assistant Director of Estates and Head of Student Services, has been instrumental in assessing current policies and identifying areas for improvement. Although not all buildings have nursing rooms yet, plans are in place to introduce new signage and improve visibility at the campuses that have the facilities.

Creating quiet spaces has been another focus area. Initial meetings with key stakeholders have led to discussions about repurposing existing spaces, such as the library and underused classroom spaces. This initiative is now part of broader space prioritisation efforts.

In response to the rising cost of living, the Union has worked to improve awareness of available support programs. Collaborations with the Union's Advice Manager and the Union Marketing Team have led to updated website links and promotional efforts. Initiatives like filming a "Too Good to Go" episode have helped raise awareness about cost-saving opportunities. Although meetings about free black and white printing faced scheduling challenges, the Union remains committed to pursuing this goal. The President continues to pursue an idea on the creation of a Union graduate bursary to support student struggling with the costs of graduation and interview attire.



Expanding the parasports offering and developing the Halls Sport program have been key achievements. The successful

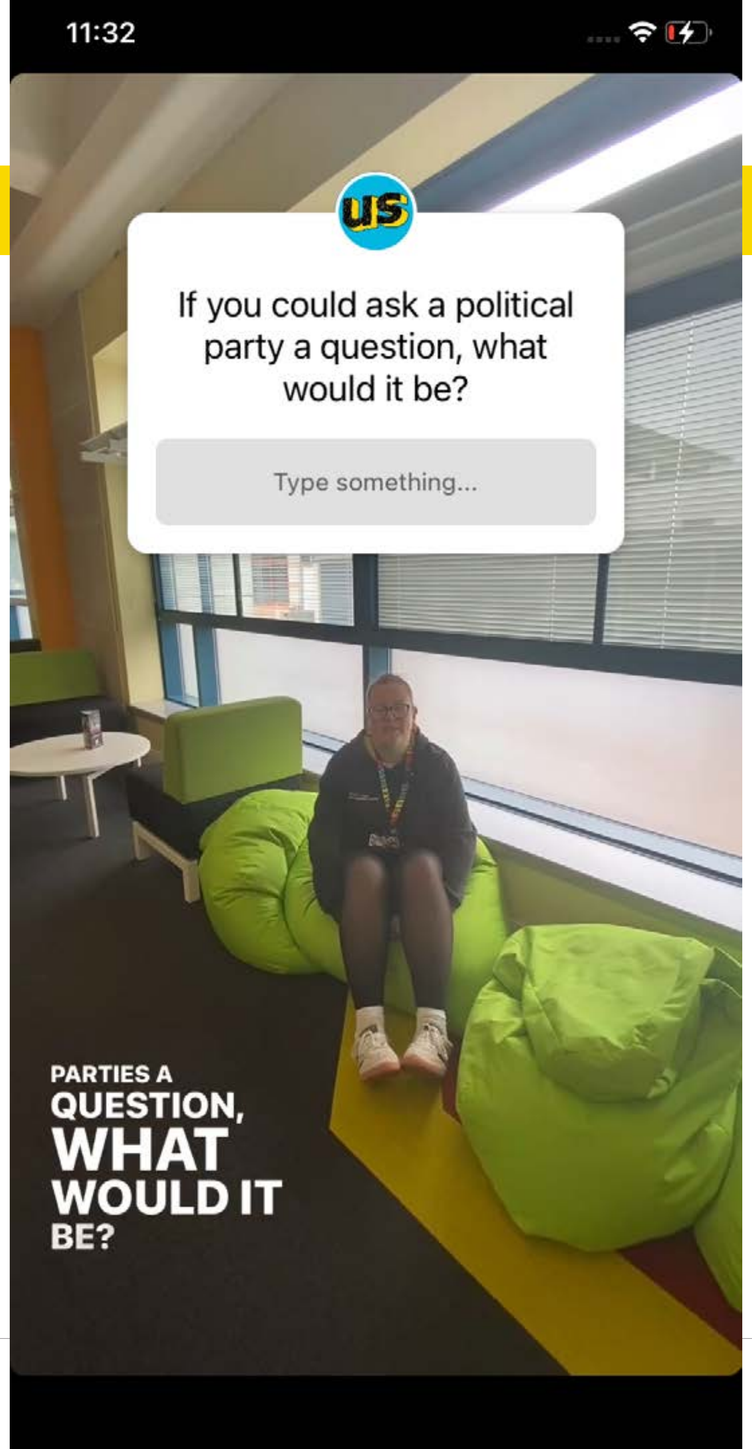
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continuation of Inclusive Sports Fortnight highlights the Union's commitment to inclusive sports that are accessible to all students. Additionally, efforts to enhance the Buxton & Leek College sports offerings and engage international students through initiatives like Global Café have been met with positive feedback and high engagement.

Increasing the Union's presence at other campuses has been a priority. The Union has implemented a "Let's Get Visible" plan and a working rota for satellite campuses, ensuring regular support and visibility. This has included facilitating NSA Rep Meetings and providing advice services from the iHub facility.

Work carried out on accessible education has evolved into the creation of principles which hopefully will serve as benchmarks for the university. Regular meetings with the Deputy Provost of Learning and Teaching have been established to push these principles forward. The aim is to present a draft paper to the Student Affairs Committee in July, ensuring a smooth handover and continuation of efforts.

Efforts to improve voter registration and re-establish Citizen ID Cards for students have been ongoing and have



culminated as work on the General Election. The President and colleagues will be hosting registration centres at Halls, as well as the Student Hub and the Library.

This year has been one of progress and learning. While challenges remain, the foundations laid and the collaborative efforts with various stakeholders have set the stage for continued improvements. The President looks forward to seeing these successes continue with the 24/25 Officer Team, ensuring that initiatives this year continue to positively impact student life across all campuses. Together, the Union are creating a more inclusive, supportive, and enriching university experience.



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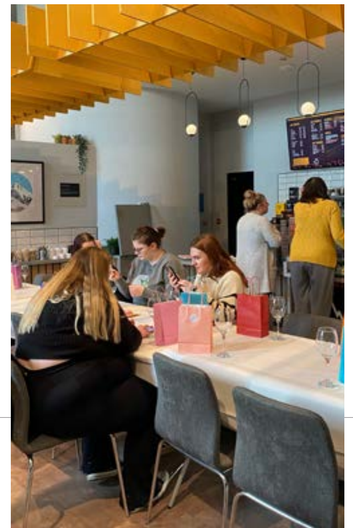
Holly Lloyd: Vice President (Education)



Reflecting on the past year, there has been significant growth, challenges, and persistence from both the Vice President (Education) and the Executive Officer Team. The Union's primary focus is always on our students, ensuring they have a voice. This year began with three manifesto points, focusing on improving the visibility and presence of the Union of Students and the Officer Team, addressing the Vice President (Education)'s University experience of feeling a disconnect between the Union and the Students.

Efforts were made to engage with all campuses, including the installation of feedback boxes to collect feedback from students across all locations. The Vice President (Education) led the "Thursday Thoughts" initiative on Instagram, where officers asked five-six questions each week to gather feedback, share information, increase awareness, and hear student opinions on various topics. This platform saw a significant increase in student engagement, with 40-80 students participating each week. Collaborations with various university departments, such as Careers and Employability, helped identify the types of workshops and work-based skills students wanted to see offered.

Throughout the year, the Vice President (Education) organised numerous engaging events. Free pancakes were offered on Shrove Tuesday in the Atrium, encouraging students to follow the Union's social media accounts, and providing an opportunity to gather feedback through conversations. For Women's History Month, the "Sip and Paint" event brought together staff and students to celebrate womanhood, with music, snacks, and goodie bags. The success of this event led to two similar events for Mental Health Awareness Month at the Buxton and Leek campuses, featuring free hot chocolates





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and mugs to paint. These events were well-received and helped the Vice President (Education) build rapport with students.

> *the Global Café sessions provided a space for international students to come together, creating a sense of belonging*

During Mental Health Awareness Month, a Big Union Picnic was held, inviting both staff and students to enjoy the fresh air and take a break. This successful event saw around 90 attendees enjoying free snacks, informative leaflets from the Union Advice Service, and various games and activities.

The Vice President (Education) also participated in and supported events such as Rep-con, where workshops and fun activities were offered to student representatives, and the Academic Showcase, which highlighted the work of the Union and developed collaboration with academic staff. The Global Gathering event welcomed international students, showcasing activities and offering international food and music. Additionally, the Global Café sessions provided a space for international students to come together, creating a sense of belonging.

At this year's Varsity, the Vice President (Education) facilitated the "Guess the Bear's Name" activity, offering prizes and increasing student participation and engagement. Collaboration with Nursing lecturers at Chesterfield led to the "Coffee and Cake" campaign during Mental Health Awareness Month, providing a comfortable environment for nursing students to share experiences and take a break. This initiative will continue as a legacy for future officers.

The Officer Team worked collaboratively on a variety of events, including Disability History Month Fair, Officer LGBTQ+ Quiz, LGBTQ+ Month Fair, Just Play (basketball), volunteering to help move Christmas trees, and several other activities. They were also involved in events like the LGBTQ+ Flag Raising, Chesterfield Freshers, Union Voice's Chinese New Year Atrium event, and more.

Being present at events and on campuses to offer engaging opportunities has increased student involvement with the Union and provided valuable support and feedback.

One of the most successful events projects managed by the Vice President (Education) was the Big Union Jam. This event, aimed at celebrating students finishing exams or assignments, included live music, free hotdogs and ice cream, boozy and non-alcoholic slushies, an activities corner, and plenty of space to relax and socialise. Despite weather concerns necessitating an indoor location, the event saw around 155 students participate.

Providing inclusive opportunities and activities has been a priority, especially during the cost of living crisis and challenging times for students' mental health. The Union aims to offer not only academic support but also a safe space for fun and personal growth, a mission that will continue into the next role as Union President.

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Gabriela Gretkowska : Vice President (Activities)



This year the Union's Vice President (Activities) focused on three manifesto points, providing greater support and opportunities, to increase accessibility and inclusivity of the activities offer and to increase social media presence to all sports, societies and student-led services.

At the beginning of the academic year, they hosted two social media workshops for sports and societies, to help support them with growing their social media following and increase their social media engagement. Over 70 people attended the training, with many finding it useful and helping them plan their social media posting for their upcoming events.

Throughout the academic year with the Societies Council, eight societies were awarded 'society of the month' to recognise the amazing work they've been doing within their societies. In February, the Union hosted a Societies Social to increase the sense of community and belonging between the Union societies, the Societies Council and union staff. Over 75 members attended and enjoyed free food, and seven different societies hosted rounds of the quiz. The feedback received after the event was very positive, with many societies asking for more events to engage with one another leading to a more cohesive and active community among students.

In April, the Union hosted a successful Community Awards evening to celebrate all of the wonderful societies and their work. After a review of last year's feedback, the Vice President (Education) introduced new awards, with more inclusive criteria, to encourage more societies to nominate themselves and celebrate their successes and achievements.

Throughout the academic year, with the support of societies council Vice President (Activities) approved 13 new societies to hopefully increase the community and belonging of students at the University by giving them more opportunities to engage with others of similar interests. Additionally, Vice President (Activities) approved over £8k worth of funding applications to support society activities, such as end of year balls and trips.

Through the academic year, Vice President (Activities) supported with the planning and organising of the home Varsity against Hertfordshire including 24 of our sports clubs with the inclusion of the football journalism course. To promote the event, the Marketing Team held a captain's photoshoot, created a promotional video and countdown posts on social media to increase the excitement and engagement with the event. The Union's Activities Team worked closely with the Sport and Physical Activity Team to improve spectator experience. After a very successful day









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Derby Union of Students lifted the trophy for the first time after securing a 39-27 win.

Vice President (Activities) organised and hosted two parasports events throughout the year, first in November for Disability History Month which included activities such as para-cheer, blind football, inclusive climbing and visually impaired tennis. The second was held in April with activities such as boccia and inclusive swimming. The event was supported by the occupational therapy course as part of the leisure module undertaken by 3rd year students. By hosting these events, the Union was able to raise awareness about the importance of parasports and the positive effects that participating in physical activity have on mental health.



In a collaboration between Vice President (Activities) and Vice President (Education), there has been a connection with the Nuclear Skills apprentices to create an activity offering for them. Following a survey with some suggestions of activities, they visited the Rolls Royce Sporting Facilities, and are starting to plan activities for the apprentices to take part in.

The weekly BUCS takeover on the Union's social media has been a massive success. Over the year the Union has increased the engagement with students watching and participating in sports

Working closely with the University's Sport and Physical Activity Team, the Vice President (Activities) created a timetable of free active activities for the BRIT challenge to raise awareness about the benefits of physical activity for mental health. The timetable included sports such as lacrosse and squash, who have struggled with members this academic year, to support with engagement and hopefully help recruit more members.

The weekly BUCS takeover on the Union's social media has been a massive success. Over the year the Union has increased the engagement with students watching and participating in sports, which has received positive feedback and a high demand to continue to do this on a weekly basis. The takeovers consist of a combination of different stories, such as interviews with spectators, interviews with players and captains and action shots from games. The increase in social media presence and promotion has increased the support that sports clubs receive on a Wednesday.

As part of the discussions on the new sports strategy, which aims to enhance performance sports and increase their number within the University, feedback was received highlighting the gap between performance and non-performance sports. In response, the Sports Council and Vice President (Activities) collaborated with Ollie Shearer and Simon Law to develop a criterion allowing sports clubs to apply for development sports status. This status serves as an intermediate step between performance and non-performance sports, supporting teams that aspire to improve and potentially achieve performance status in the future. By implementing this strategy and enhancing sports at the University, the Union aims to attract more students and improve our ranking in BUCS points.

Vice President (Activities) supported with the planning of the annual Union Sports Awards; they managed to secure a new venue which has never been used before and successfully helped to secure £1,850 in sponsorship, due to the links

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and connections of the Sports Council. The event was very successful with very positive feedback from the night.

The Vice President (Activities) is excited to continue working on enhancing sports, societies, and student-led services with several exciting plans for the upcoming year. The focus will be on three key manifesto points: developing a more inclusive environment for sports, societies, and student-led services; increasing student engagement with the Union through these activities; and enhancing marketing strategies for these groups.

Throughout the year, the Vice President (Activities) will prioritise promoting inclusivity and accessibility, aiming to increase memberships and ensure that all members can participate regardless of their background, ability, or identity. Resources and guidance will be provided to support the growth and development of existing sports, societies, and student-led services. Workshops and seminars on topics relevant to the needs of these groups will be organised to help members feel supported throughout their time at the University and to encourage more students to join as volunteers.

Events will be organised to help members connect and foster a sense of community and belonging at the University. The Vice President (Activities) will collaborate with student officers to create student communities and increase Union engagement with hard-to-reach groups such as mature students, student parents, and commuting students.



Continuing the social media efforts from this year, the Vice President (Activities) plans to create engaging multimedia content, such as videos and graphics, to highlight the dynamic culture and diverse offerings of Union sports, societies, and student-led services, promoting a sense of excitement and community among students.















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Jack McGuinness: Vice President (Welfare)



This year has seen phenomenal efforts for student safety by the Vice President (Welfare), starting with the collaboration efforts with the University of Derby Security. Safezone, the student safety app, released over the 2023 summer, with a hard launch at Freshers' Fair for students in September. Safezone commented on the joint efforts for the marketing of the app, saying that over the Freshers period, there was over 630 downloads, and that the organisation was delighted that the Vice President (Welfare) and the Union were brought into it.

The safety of students doesn't stop being a concern when they leave University sites; with this in mind, the Vice President (Welfare) put forward for their 2023-24 manifesto to work with the City Council on student safety in Derby.

Over the year, this effort for student safety has seen the Vice President (Welfare) been invited to represent the Union of Students across a variety of different high-profile meetings, the first of which being the Police and Crime Commission Roundtable. Discussions from this meeting were brought back onto University of Derby sites, bringing forward the student voice for matters on CCTV in taxis, which students were overwhelmingly supportive of. Having been at the Police and Crime Commission Roundtable, the Derbyshire North MP, Amanda Solloway, invited the Vice President (Welfare) to a residents' meeting along with the Head of Student Services, Russell Lewis, to represent students in the area and discuss matters relating to topics such as safety.

Students have consistently talked about the accessibility of the student services and feeling their concerns were going unheard. Taking this onboard, the Vice President (Welfare) set up the Student Services Advisory panel at the start of the year, to allow Officers at the Union of Students to directly speak with the Head of Student Services, Sarah Richardson, to influence and further develop Student Wellbeing. The initiative has continued to evolve, with the Vice President (Welfare) playing a crucial role as the voice for students accessing wellbeing services. Participating in Student Hub Workshops, the Vice President (Welfare) has brought invaluable insights from the student experience to ensure that the developments benefit all stakeholders involved in utilising the space.

> *many students, particularly those who are trans, are often shown to feel a disconnect if others, particularly staff aren't using their preferred pronouns*

Equality, Diversity and Inclusion is of particular importance to the role of Vice President (Welfare) and students at the University of Derby. Over the last year, liberation months have been a catalyst for finding and gaining insight into student opinions, such as support for students with disabilities, bringing them to the attention of the University Equality Diversity and Inclusion Committee. EDI is a continuous movement, and many students, particularly those who are trans, are often shown to feel a disconnect if others, particularly staff aren't using their preferred pronouns. The Vice President (Welfare) knew and understood this, reaching out to the Chief Digital Officer to see if current systems enable students to select their preferred pronouns. It was later explained that it is possible to select options from a drop-down menu, which needs populating. Because of this, the Vice President (Welfare) is developing a paper to the EDI Committee, to implement a proposal of what students can choose from.

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Freedom of Speech has been of particular focus of the UK Government as of recent, with research indicating that students didn't feel they could express their opinions in Higher Education. Because of this, new legislation was developed to ensure that Freedom of Speech could not be hindered, and Unions and Universities had a duty to promote and market it. As the Executive Officer for Freedom of Speech, the Vice President (Welfare) has been working with the Director of Legal, Governance & Assurance Services to ensure the University and the Union of Students are prepared ahead of the legislation coming into effect. This right to Freedom of Speech and the sensitivity of topics it can encompass came around when the Academics for Academic Freedom developed held an event in April 2024. After being contacted by Derby and Nottingham Students, along with organisations from Nottingham and Edinburgh, the Vice President (Welfare) released a statement on the Union's website explaining why it was allowed to go ahead. Feedback from the event was later taken to the Task & Finish group and the Student Safety and Security group, to understand how these events impact students at Derby. With the year coming to a close, the Vice President (Welfare) is excited to continue their work on student safety, working with the Head of Student Services for the safer streets scheme, and working on fostering a welcoming student community, ensuring international students feel at home in Derby.





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Activities

The Activities team, led by Dan Bowden, support and develop all of the student led groups at the University which includes the Sports clubs, Societies and Student-Led Services.



Dan Bowden
Student Activities Manager

The Union have enjoyed another successful academic year, starting with being part of the Union Freshers' Fair back in September. 73 student groups held stalls (increase of eight from 22/23) over the two days with, additional opportunities provided for these groups to promote themselves at the 'Settling In' and 'Autumn' fairs held during October in the atrium. These events have helped our societies' individual memberships increase by 136 members (up 21%) which has been a focus for the team this year.

Union Societies Pass Holders – 778

Union Sports Pass Holders – 984







Societies Social

In February, the Vice President (Activities) and the Societies Council hosted a quiz in Basecamp for our society members which was a great success with over 75 people attending. The event was totally free for students and involved pizza, drinks and prizes. Each society had the opportunity to host a round if they wanted to, which included LGBTQ+ history, movie musicals, politics and games. Everyone really threw themselves into getting involved and it was great to see - a fabulous example of students working together on a big scale to put on the events that they want to see! Feedback on the night was really positive, so the team are hoping to replicate this event throughout the next academic year.



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Quote from Musician and Band

"The Musician and Band society has enabled us all to meet new people with shared interests and build relationships, confidence and music skills. It has given us all the chance to share our hobbies with friends, family, faculty and other students with increasing quality throughout the year, which we hope to continue into next academic year"

Will House (President of Education Society)

"I only began getting involved with the Union of Students at the beginning of this year, my second year, but it made realise that I wish I had got involved sooner!

"The Union helped me create a new society, the Education Society, which has performed exceptionally well thanks to the help of the Union and its amazing staff.

"Since the creation of the Education Society, the Union's Societies Coordinator and the rest of the Union staff have helped no end with everything possible. From funding to giving us the opportunity to present at conferences with University VIPs, they've helped bring education-based degree students closer, no matter their specialism or cohort.

"It's been wonderful to see so many budding teachers network with each other through socials, fundraising, and volunteering opportunities. We even managed to top it off with an incredible Summer Ball at the end of May!

"From a personal standpoint, the Union has provided me with necessary support to steer a new society, which has provided me with essential employability and social skills that can be used beyond university.

"If there is one thing I would recommend to any new, or existing, students it would be join a sport or a society and get involved with the Union! It will provide you with so many amazing opportunities, allow you to meet so many amazing people and lifelong friends and also prepare you for life beyond university with essential skills!"



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International Students events

To ensure the Union has been providing opportunities for our international students the Men's Football club created an International Student Football Give it a Go event to engage with students that start slightly later in the year so miss the standard trials process. This was promoted by the University's International Office, and it saw over 20 students take part with some individuals being selected into one of the clubs BUCS teams, with others being signposted to other football opportunities at the institution.







Charitable Fundraising

This year, our student groups have excelled in their fundraising efforts, collectively raising over £30,000. This impressive achievement is the result of a concerted effort across our clubs and societies, with numerous groups participating in a variety of events. Highlights include skydives, sponsored walks and treks, and charity matches. Additionally, RAG (Raise and Give) are undertaking two sponsored challenges this summer: the Three Peaks Challenge for Marie Curie and the Morocco High Atlas Mountains trek in aid of Amnesty International.

The Union has helped coordinate several 24-hour fundraising events in the University Atrium where students have literally worked around the clock to not only generate money, but also raise awareness of charities that they feel very passionate about. This includes the Union's Lacrosse club who held a 24-hour throw and catch event in the atrium, raising over £400 for Great Ormond Street Hospital Children's Charity, and the Cricket club who were raising money for Runs 4 Research (a campaign for AIzheimer's Research UK) raising over £700.

Some charitable fundraising highlights include:

- *RAG High Atlas Mountains Trek: £7,527 for Amnesty International*
- *Netball Skydive: £5,473 for When You Wish Upon a Star*
- *Various student groups: £3,722 for Movember*
- *RAG Three Peaks Challenge: £2,883 for Marie Curie*
- *Education 12 Mile Night Walk: £1,588 for Children First Derby*
- *American Football Charity Match: £1,273 for Maggie's Cancer Care*

All this has accumulated in a 313% increase on last year's fundraising total!

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Community Awards – 77 people came to celebrate the annual achievements of our Societies and Student-Led Services.



Sports Awards – 240 students and staff were in attendance.















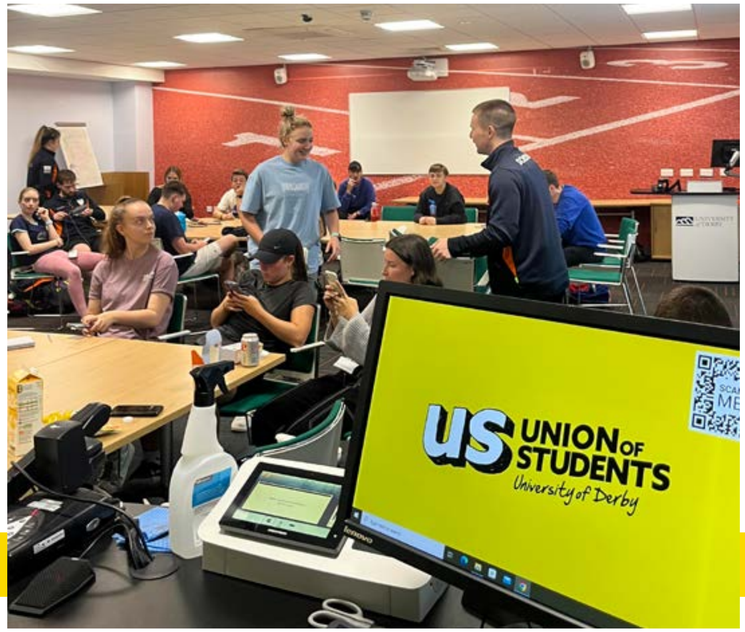
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Committee Training

In person committee training took place on the 28th and 29th May and saw over 100 students attend to learn key skills and information to help them start their time in post as positively and successfully as possible.

Areas covered included individual positional role training, recruitment, conflict resolution and EDI support. It was also an opportunity to engage with clubs and societies around their plans for next year and how they can transfer these ideas into their action plans to enable them to enhance their offer for the next academic year.





Sports Team Photos

The sport club annual team photo shoot took place on the 16th of February and was attended by over 20 of our sports clubs. Our students love to take part in this and take away a memento of their time in the sport that they love.

Key stats for Team photos

- *Over 20 sport clubs engaged.*
- *Over 380 students attended and had pictures taken.*
- *Four students supported Take That Photo's on the day and got paid for their time, earning some much-needed funds.*





RFU funding Success

A successful funding application was made to the RFU (Rugby Football Union) to support the men's club this season. The Union were allocated £2,600, which enabled the club to create opportunities for students who could not get into the official 1st team. Friendly fixtures were arranged with other universities, and the funds helped cover transport, facility, and match official costs. This funding allowed an additional 20 students to experience Rugby Union, strengthening the case for adding an extra team to the BUCS program for the 2024/25 season.

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CASE STUDY

Louise Vinton (Equestrian)

When did you get involved in the Union of Students?

I got involved in the Union of Students in 2021 when I decided to join the Equestrian club in my first year at university.

In what capacity are you involved with the Union?

I was a member of the club for the entirety of my three years at university, and on the club's committee in my second and third year, first as Social Secretary and most recently as President.

What impact has being involved in the Union had on you at the University?

Being part of a sports club and the Union has enabled me to meet an incredible circle of people, as well as giving me opportunities that I would not have had otherwise – including the chance to compete in equestrian disciplines that were never available to me during my childhood.

How do you feel it has helped with your personal development?

As well as the opportunities to compete, I have had opportunities for personal development, including gaining skills through my roles on the committee - teamwork, leadership, and organisation being some of many! Additionally, I had a circle of friends, now being some of my closest, in which I got to share a common interest with. I found this helpful when being away from home and adjusting to university life and the newfound independence.

Do you think being involved in the Union is helping you on your course?

Being in a sports club also aided my studies. Having greater responsibilities provided me with a need and better ability to effectively manage my time, whilst also giving me a space to unwind from my degree and enjoy a sport that I have grown up with.

Do you think being involved in the Union is helping you prepare for life after university?

Recognition of the effort that we put in, and opportunities to complete further training through the Union, such first aid training, and receiving my University Honours award have provided me with a greater array of skills for my CV. This, along with the life skills gained, have been useful prompts within interviews which I feel have helped me to secure a graduate job within HMPPS.

Would you recommend that other students get involved in the Union?

The array of sports and societies run by the Union of Students means there really is something for everyone to get involved in! I'd recommend to any students that they get involved with a club, whether you have grown up with the hobby, or push yourself to try something new.



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Varsity

What a great day! So many standout performances that contributed to Derby finally beating the University of Hertfordshire and being crowned Varsity champions 2024!

The Union is immensely proud of all the students who participated in Varsity 2024. This includes not only the competing teams but also the clubs that performed, the enthusiastic spectators, and the numerous volunteers who helped make the event a spectacular success.

This year was home fixtures for Varsity, the Union were fortunate to receive support from various academic partners who provide their services throughout the year, adding a high level of professionalism to the event. The Sports Therapy and Rehabilitation course offered first aid and pre/post-match care on the day. Additionally, the Sports Journalism and Football Journalism courses worked tirelessly to create a professional environment with fixture streaming, match reports, and interviews — something rarely seen in university sports.



Varsity – Key stats

- *22 different sports took part over the day*
- *600 student competitors*
- *Over 900 student spectators (includes competitors watching other teams)*
- *Over 40 sport journalism students engaging with the event and using the experience for course modules.*
- *Over 30 sport therapy and rehabilitation students supporting on the day, again using the experience to count towards course requirements.*



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BUCS Review

The BUCS 2023/24 season has seen sports clubs achieve three league wins with Basketball Men's 1st, Futsal Women's 1st and Rugby Union Women's 1st all winning their respective leagues as well as Futsal Men's 2nd's gaining promotion from a 2nd place finish too.

In April Futsal Women's 1sts also achieved the only cup win of this season, winning the National Trophy 8-4 in the final.

Outside of leagues and knockouts; student athletes achieved three gold medals, one silver medal, and three bronze medals in individuals' events (Badminton, Rowing, and Cycling).

Badminton

Kiara Henry & Sophie Watson - Women's Doubles - Gold
Magda Lozniceriu & Jonty Russ - Mixed Doubles – Gold

Cycling Track

Rhianna Parris-Smith - Women's 500m Time Trial - Gold
Women's 750m Team Sprint - Bronze
Women's Team - Bronze

Rowing Indoor

Ollie Hanks - Open Lightweight - Silver









BUCS achievements

BUCS League Winners

- Basketball Men's 1sts – Midlands Tier 1
- Futsal Women's 1sts – Midlands Tier 1
- Rugby Union Women's 1sts – Midlands Tier 3B

BUCS League Runners up

- American Football Open 1 – Midlands Tier 2
- Basketball Women's 1sts – Midlands Tier 2A
- Football Men's 1sts – Midlands Tier 2B
- Football Men's 3rds – Midlands Tier 4B
- Football Women's 1sts – Midlands Tier 2B
- Futsal Men's 1sts – Prem North
- Futsal Men's 2nds – Midlands Tier 3A

BUCS Individuals Successes

- Badminton Women's Doubles Gold *– Kiara Henry & Sophie Watson*
- Badminton Mixed Doubles Gold *– Magda Lozniceriu and Jonty Russ*
- Cycling Track Championships: Women's 500m Time Trial Gold *– Rhianna Parris-Smith*
- Cycling Track Championships: Women's Team Bronze *– Rhianna Parris-Smith, Jodie Tayor and Rhiannon Briffa*
- Rowing Indoor & Adaptive: Open Lightweight Silver *– Ollie Hanks*

Non-BUCS achievements

Dance

Leeds Beckett University Carnegie Dance

- 2nd Intermediate Ballet
- 2nd Intermediate Tap
- 2nd Intermediate Contemporary
- Best Choreography – Elland Elliott's Tap

Go Hard or Go Home

- 1st Beginner Tap
- 1st Beginner Jazz
- 1st Beginner Wildcard
- 2nd Beginner Commercial
- 2nd Beginner Ballet
- 2nd Beginner Contemporary
- 3rd Team Spirit
- Best Choreography – Elland Elliott's Tap

Northampton Take the Stage

- 2nd Intermediate Tap
- 3rd Intermediate Contemporary
- Best Costume for Tap
- Best Dancer of the Day – Elland Elliott

Cheerleading

BCA University Nationals

- Stunt team – COED Level 1 placed 2nd
- Stunt team – All Girl Level 1 placed 4th

Legacy Cheer and Dance University Nationals

- Comp team – COED Level 2 placed 6th

Pool and Snooker

British Regional Tournament Trials

- Jay Atkins selected for Midlands team and reached the QFs

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Advice



Becca Wood
Advice Manager

The Union's Advice team is led by Becca Wood. Becca and the team have hosted a series of events and campaigns throughout the year, with the aim of raising the profile of the Union and the support available, alongside educating and providing informative engaging activities relating to themes seen by the advice team and sector wide data.

Community Pantry

The Nursing and Midwifery Officer, along with help from members of the British Sign Language Society and last year's Gender Officer, completed their campaign to advertise the development of a Community Pantry that was posted on the Union's Ideas Forum. The campaign by the group was a huge success, accumulating over 170 votes for the idea, the most votes on a proposed idea in the Union's history.

After investigating a variety of suitable spaces and refurbishing the area the Union reviewed to be appropriate, the Union of Students' Community Pantry has been soft launched, receiving interest to supply the space from external and internal sources, to help those in need.

To be able to access the space, students visit the InfoPoint and ask for the Community Pantry, or they can 'ask for Penny' if they do not feel comfortable asking directly to access the pantry. The location, being opposite the InfoPoint, allows the Union to ensure that the resources are going to students who have asked for assistance, whilst also providing the opportunity for the Union to provide additional support via the Advice Service.

Currently, there have been a number of generous donations from both staff, students and the Multi-Faith Centre. Twenty students have accessed the pantry so far and have been signposted to the Advice Service for additional support. The Union looks forward to further promoting the pantry to support as many students as possible.



University Mental Health Day

On the 14th March, the Advice Service hosted an event in the Atrium for University Mental Health Day. The event included tea, coffee and cakes. Students engaged in mindful activities including painting and colouring. The Union Activities team provided interactive games such as giant Jenga and basketball. The aim of the day was to talk to students about how they can best ensure their mental wellbeing is prioritised, where they can seek support from as well as providing some fun activities for the day. Approximately 99 students participated in the activities for the day.

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Partnerships

Since October 2023 to May 2024, the Legal Triage has supported 26 students through providing legal guidance. The service is run by staff on the Law Programme and is supported by third year law students. This allows law students the opportunity to build on their work experience and develop their skills, whilst supporting students with issues including employment and housing.

SV2 is a Derbyshire based charity service supporting anyone who has experienced any form of sexual violence or abuse. They have been offering a monthly drop-in service for students. SV2 have also been present at Freshers and Sexual Violence Awareness Day to promote their services.

Restore are a Derbyshire based charity providing support for sex workers. They have been on site monthly to offer a one-to-one befriending service for women who engage in sex work. This is a confidential service offering sexual health and mental health support. Restore have been present at Freshers and Sexual Violence Awareness Day to promote their services.

Outreach 1625 have offered monthly drop-in service. They provide harm reduction information and advice about drugs and alcohol; provide safety resources; and can offer support to access additional help for drug and alcohol issues if needed. Outreach 1625 have been present at all Union events including Freshers, Varsity and Sexual Violence Awareness Day.





Destresstival

Destresstival is a week-long event organised by the Union to help students unwind during their exam period. Throughout the week, the Union promoted a variety of activities, including yoga sessions at the Multi-Faith Centre, events coordinated by Student Living, and library drop-ins. The Advice Service also hosted an Inflatable Fair featuring axe throwing, a basketball shootout, and other pop-up activities. Additionally, there was a ‘Brain Gym’ day where students participated in activities such as painting, loom band making, beading with Ingrid from the Multi-Faith Centre, and playing board games. These events collectively engaged approximately 225 students.

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Training opportunities

The Union Advice Service has been delivering monthly online workshops relating to various topics, including academic appeals, academic misconduct, budgeting, bullying vs. banter, Look After Your Mate, consent, and eating disorder awareness training. These workshops have been well-attended.

This year, the Advice Service has partnered with the Nuclear Skills Academy to ensure a monthly on-campus presence for apprenticeship students. Union Advisors hosted monthly drop-in sessions, providing apprenticeship students with opportunities for in-person appointments. Additionally, the Advice Service conducted workshops throughout the year for level 3 and level 4 apprenticeship students on topics such as budgeting, Look After Your Mate, consent, eating disorder awareness, and bullying vs. banter. The campaign roadshows will include stops at the Nuclear Skills Academy, ensuring all students, regardless of their academic path, have equal access to the campaign messages.

Sexual Abuse and Sexual Assault Awareness Day

The week commencing 5th February was Sexual Abuse & Sexual Violence Awareness Week. The Vice President (Welfare), alongside the Advice Service, hosted an event on the 6th of February in the Atrium to support SA&SV awareness. The event included a tea and coffee stand, as well as wellbeing activities such as journalling workshops and ‘paint and chat’ sessions, where students were invited to chat to an advisor and a trained ex police officer Tracy Bradford, whilst painting their own wellbeing chest box. The Union SVLO service used this week as an opportunity to raise awareness of the service to ensure that students know where to seek support if they need it. SV2 and SAIL (ISVA services within Derby/Derbyshire) were also invited along to speak to students about the services they provide.

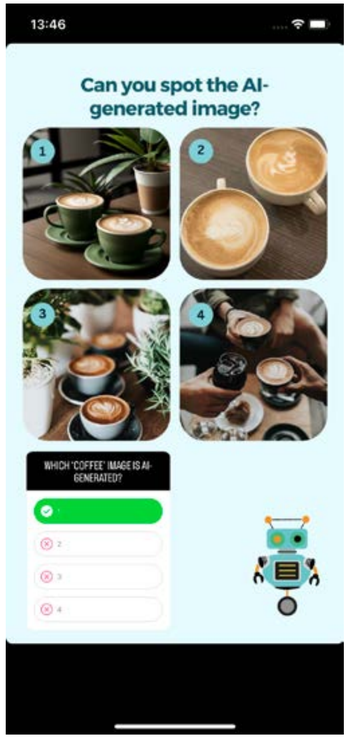


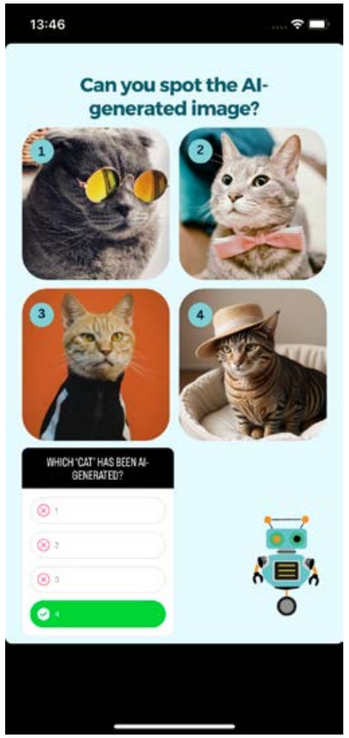


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Students vs Robots

The Union Advice Service ran a campaign from October to December called Students vs Robots which is all about Generative AI. The campaign aimed to open discussions with students about the benefits and limitations of using Generative AI, whilst also sharing the dangers of using it when it comes to academic misconduct. The campaign involved Generative AI articles, a fun Generative AI animation and a 'spot the difference' social media campaign with generative AI photos and real photos. The campaign also had its own mini robot mascot (GenBot) which the Vice President (Welfare) used to take around the University sites to speak to students about if they know what Generative AI is and whether they feel they can sensibly use Generative AI with confidence. The Vice President (Welfare) spoke to around 30 students with many feeling they couldn't use Generative AI responsibly. For the social media campaign, at least 134 students participated in the polls, and an average of 60% were able to accurately identify which image was AI-generated.







SVLO Delivery Plan

One of the key aims for the SVLO service is to raise awareness of who the SVLO's are and how they support students within the University of Derby. To meet this aim, the SVLO's have reached out to all the Heads of Schools within the University to ask if they can meet with the Programme Leaders to do a presentation about the SVLO role, in the hopes that this information will cascade down to all lecturers within the school. The overview of the presentation includes a summary of the role; how they support students to report to the University; who their connections are; how they can work with academics; how and why they collect data; how they raise awareness; and what the aims are for the academic year. The request to join meetings has been well received. Since these meetings, there have been some referrals from staff members to the SVLO service.

The SVLO service invited SV2 onsite to deliver consent training to sports students ahead of tour. This was attended by 75 students who learned what consent it and isn't; how to be an active bystander and where to report and seek support. The Advice and SVLO Manager was invited to be a guest speaker to first year Radiography students on sexual misconduct within the workplace and how the SVLO service can support.

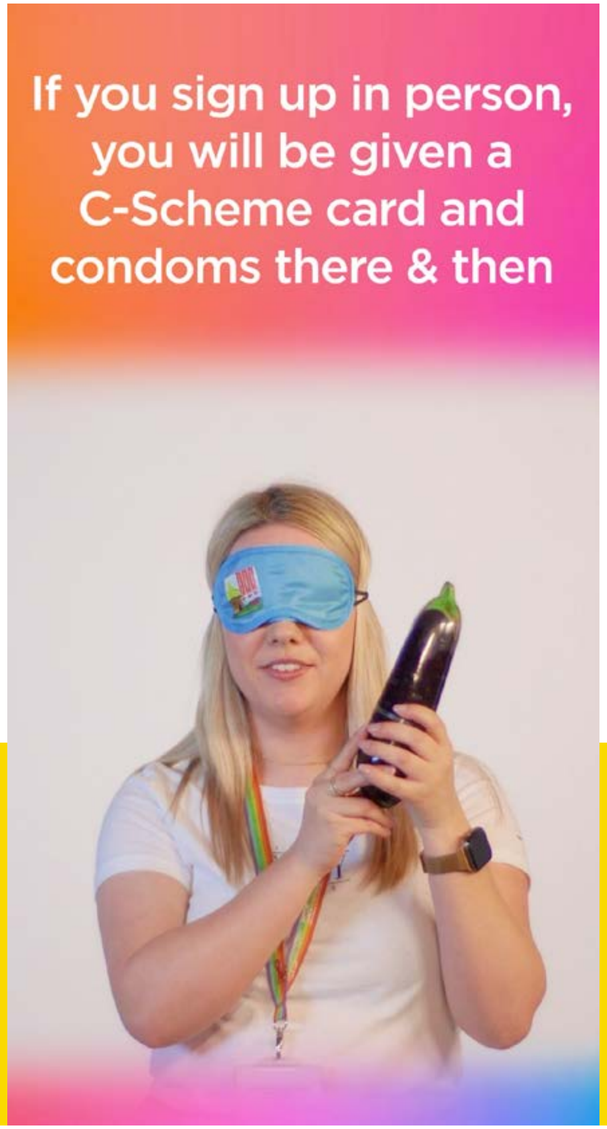
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C-Scheme

The Union continues to deliver the C-Scheme, providing free condoms and lube to 16- to 24-year-olds through the scheme. Since September, we've had 215 students sign up to the scheme across all sites, including Buxton and Leek College. Through the sign-up form, the scheme allows us to check that students are practicing safe sex and signpost them for health checks accordingly. Similarly, there is a question around consensual sexual relationships which enables us to signpost students to the SVLO service and external support if they've experienced nonconsensual sexual activity.

Live Chat

Info and Advice Assistants supervise the live chat function on the Union's website, students can ask questions related to any aspect of student life. Live chat is available daily between 10.00am and 4.00pm. The live chat function has had 115 students access it since 1st September 2023.



SVLO cases

There are currently two trained SVLO's at the Union. Students can access the service directly or may be referred by Wellbeing or the programme team after disclosing an incident of sexual violence. The SVLO service has built strong relationships with SV2 which is an organisation in Derby who support victims of sexual violence, as well as Derby's Sexual Assault Referral Centre (SARC). As a result, the SARC will also refer students to the Union's SVLO service for support.

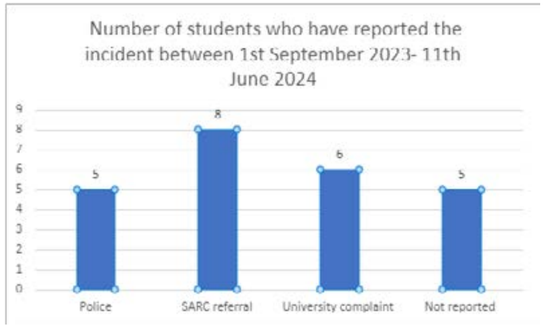
The SVLO's role is to support students, provide reporting options and to signpost to external supportive services. The SVLO's can also support students with reporting to the University or Union. This includes outlining the procedure, reviewing their statements, and attending any relevant meetings. Working with the Student Policy and Regulations Team, the SVLO's can request extensions on behalf of the students. This is a trauma informed approach, ensuring the student doesn't have to write a statement to submit through the RAC process.

Below is information showing the number of cases the SVLO service has had from the 1st September 2023 until 11th June 2024. The Sexual Violence Liaison Officers allow the students to disclose as much as they are comfortable with. Therefore, some students may not disclose certain information, such as the setting the incident took place.

Total number of cases: 24

- *Referred by SARC – 4*
- *Referred by Wellbeing – 12*
- *Reported person: Student – 14*
- *Reported person: Stranger – 3*
- *Reported person: Friend – 6*
- *Reported person: Not disclosed – 1*
- *Setting: Student accommodation – 9*
- *Setting: Public – 4*
- *Setting: University campus – 2*
- *Setting: Home – 4*
- *Setting: Online – 2*
- *Setting: Not disclosed – 3*

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Sexual Violence Liaison Officers provide the different reporting options to the students and can support with reporting the incident. Their role is to provide the information but ensure that the student makes the decision based on what is best for them. Students may decide to report the incident to both the police and the University. SVLO's may refer students to the Sexual Assault Referral Clinic who can support with collecting forensic evidence, depending on when the incident took place. Five students have decided not to report either to the University or to the police so far. One of those students reported that they didn't feel comfortable at the time the incident took place (historic incident). Reassurance was given to all students.







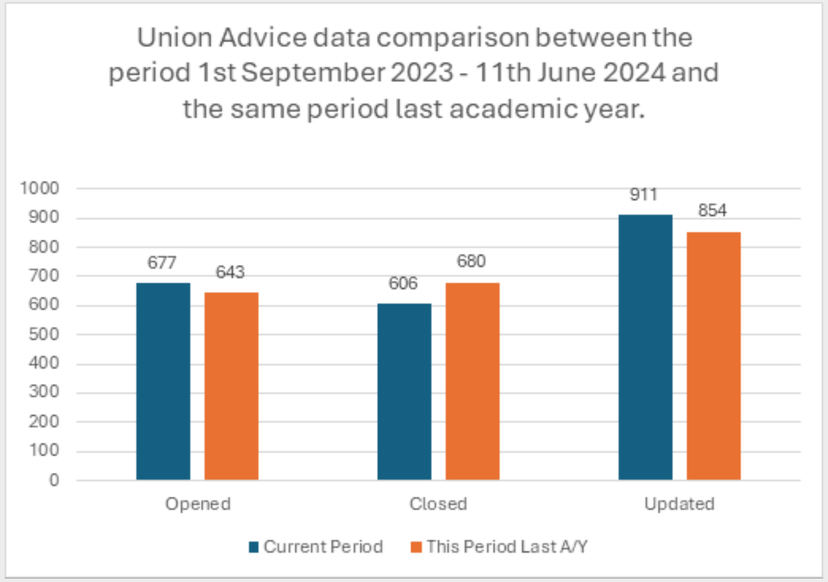




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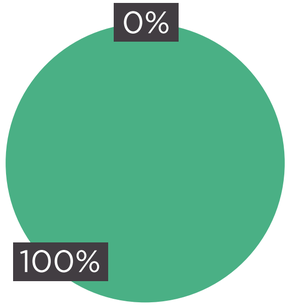
Support

The Advice Service continues to increase the number of students they are supporting year on year with a 12% increase from academic year 2021/2022 to academic year 2022/2023 and a 4% increase from last academic year to the current academic year. The main trends seen are academic misconduct cases, complaints and academic appeals. The Advice Team continue to encourage students to access the workshops delivered by both the Union and the library to help them to better their understanding of academic misconduct and how to avoid it.



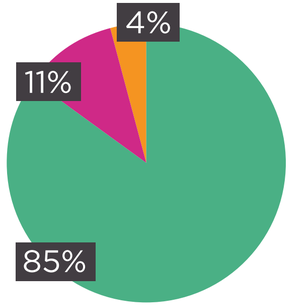
Feedback

247 students completed the anonymous feedback form following their case closing within the service. 100% of students found their advisor welcoming and friendly.



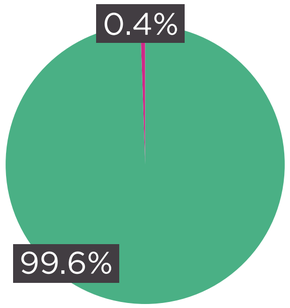
Was your Advisor welcoming and friendly?

- No (0)
- Yes (247)



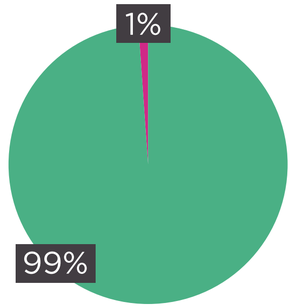
How would you rate your experience with the Union Advice Service Overall?

- Poor
- Unsatisfactory
- Satistfied
- Good
- Excellent



Would you use the Advice Service again if you had a problem at University?

- No (1)
- Yes (246)



Would you recommend the Union Advice Service to other students?

- No
- Yes

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Additional comments provided by students

"To me, the Union is excellent in everything."

"My advisor was absolutely fantastic. I could not have gotten through the process without her."

"The service was so easy to use. We were offered an appointment via teams very quickly and at a time that suited. The advisor was supportive and helpful."

"Genuinely not a single one, my advisor was nothing but understanding and helpful, a true asset to the University of Derby Students' Union."



End of Year Plans

The Union have created affordable and easy recipe cards which will be distributed at Freshers to help students improve their cooking skills whilst encouraging them to eat balanced meals. As part of this initiative, the Union will also be creating a cooking series showcasing how each dish is made through social media and the website.



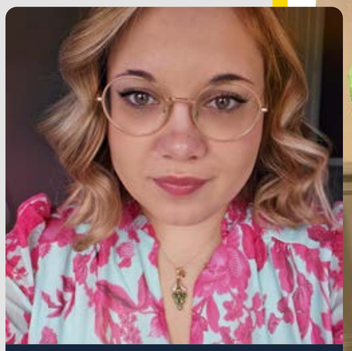




From October to December, the Advice Service will be delivering a campaign to support students to better understand how to be financially responsible, as well as how to avoid financial fraud. The Advice Service will be working with both University staff and the local fraud department within the police.

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Student Voice



Steph Compton
Voice & Insight Manager

In March this year the Union was joined by a new Voice and Insight Manager, Steph Compton, joining as the Union's Main Elections were coming to an end. Steph plans to continue developing and growing the elections period, to ensure the increase of engagement continues on a positive trajectory for 24/25.



The Voice Team delivered another fantastic Elections results night event at the Old Bell Hotel in Derby. The By-Election results were held at an external venue for the first time this year. On 2nd May at the Maypole in Derby our new Vice-President (Education) was elected following an active and successful campaign. Voter numbers increased this year, for both Main Elections and By-Elections.



Election Statistics

Year	Candidates	Voters
2022/23	33	831
2023/24	38	1134

Since March, the Voice Team have delivered the 2023/24 Education Awards at the Museum of Making, a College Forum, an Executive Officer Scrutiny Panel, and an All-Student Meeting. The Union saw good engagement across all of these events and continue to collect valuable pieces of student voice and feedback. The recruitment of PAL Leaders for 2024/25 is still ongoing, some excellent individuals have been recruited so far and will continue this process over the upcoming weeks. The team will also be recruiting for a new PAL Assistant and a Voice Assistant; two fantastic part-time opportunities for our students to take advantage of.

The Voice and Insights Manager along with members of the Voice Team, are involved with the newly formed Student Voice Review group, in conjunction with the University. Following an update at the Learning and Teaching Committee, the members have agreed a two-phase plan and will be commencing work on phase one this summer. The first phase entails a campaign to better promote our existing Voice mechanisms and to boost engagement with university staff and students. Lots of exciting work and progress lie ahead. The aim is to fully engage in these efforts and strengthen the working relationship between the Union and University colleagues.

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Ben Clarke (Student Officer)

“My name is Ben Clarke and I’m a recent graduate in Theatre Arts. Being a Student Officer and working within and alongside the Union throughout my university experience has been very rewarding for me on both a professional and personal level.

“Over my three years at the University, I’ve been an active member of the Musical Theatre society undertaking committee roles including President in my final year; alongside this I was also the Societies Chair. In taking on these commitments I have learnt valuable transferable skills that I can take into my life and many professional working environments in the future. It’s helped me further understand and put into action positive teamwork and communication skills, most notably, alongside much more.

“I can guarantee my university experience wouldn’t have been anywhere near as fun, exciting and valuable if it wasn’t for these amazing opportunities offered. I would encourage anyone to take the leap into these positions as they are so rewarding for personal and professional experience.”

Student Reps

Rep Employability

Each academic year, data is collected on whether student representatives feel more employable as a result of their role. This data is gathered twice annually: once in December or January, and again at the end of the academic year. The purpose is to track improvements from previous years and measure the progress, particularly for new representatives, throughout the current academic year.

Feel more employable:	Jul ‘20	Jul ‘21	May ‘22	Jan ‘23	May ‘23	Jan ‘24	Jun ‘24
YES	61%	77%	64%	47%	54%	35%	57%
NO	39%	23%	36%	17%	24%	10%	15%
UNSURE	-	-	-	36%	22%	56%	28%

The percentage of reps feeling more employable increased from 35% by the middle of the academic year to 57% by the end. Initially, the low percentage was due to many reps being new to the role and not yet recognizing the skills that enhance their employability. However, from the middle to the end of the year, there was a notable 22% increase.

Between May 2023 and June 2024, there was a notable improvement in the number of respondents feeling more employable, with a 3% increase. Additionally, there was a significant 9% decrease in those feeling less employable. However, there was also an increase in uncertainty, with the percentage of unsure respondents rising by 6%. Overall, the data suggests a positive trend in employability perceptions, though there remains a growing sense of uncertainty that will need to be addressed.

The Rep Community

The Rep Scheme’s role as a community is crucial to the effective functioning of the feedback mechanism. A strong community fosters open communication and support, enhancing the quality and depth of feedback and fostering a culture of collaboration and continuous improvement.

Feel part of a community:	Jul ‘20	Jul ‘21	Jun ‘22	May ‘23	Jun ‘24
YES	63%	62%	57%	55%	66%
NO	37%	38%	42%	45%	34%

This data highlights a notable trend: a significant increase in the proportion of Reps feeling connected to the community, reaching its highest recorded level since 2020. Specifically, there has been an impressive 11% rise in community engagement over the course of the project.

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Rep Training

Department	07/12/2020	12/07/2023	09/04/2024
AHE	43%	58%	61%
BLSS	50%	62%	63%
HPSC	42%	64%	60%
SE	44%	56%	65%
Average	**45%**	**60%**	**62%**

The percentage of Student Reps who have completed the Rep Training has significantly increased over the past four years. This data, analysed per college, shows substantial improvements, with the smallest increase being 13% and the largest reaching 21%

Feedback

Despite having fewer reps this year, it is encouraging to see them being more productive and collecting more feedback, with an increase of 65 pieces of feedback compared to the previous academic year.

Academic Year	Reps
2023/24	693
2022/23	637



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Emma Barker (Student Rep)

My name is Emma Barker and I study Psychology. Being a student representative has significantly boosted my confidence, particularly as someone with autism. This role has allowed me to voice my opinions and advocate for my peers, enhancing my communication and leadership skills. It's been an empowering experience that has not only supported my personal growth but also positively impacted my academic journey. Engaging with faculty and professionals has provided valuable insights and connections, enriched my understanding and helped me succeed in my degree.

PAL

The PAL (Peer-Assisted Learning) program continues to thrive, with a dedicated team of 23 Leaders and one Assistant supporting around 3,000 first year and foundation students, primarily via Microsoft Teams.

This academic year, the PAL team has enhanced the visibility of their face-to-face interactions. Several Leaders have conducted in-class introductions within their disciplines, and two have hosted in-person drop-in sessions for their students. Additionally, PAL Leaders have represented the program at various student-centric events (February Fresher's, Global Gathering, Applicant Day, Open Day) and staff-focused events (Academic Showcase, Programme Leaders' Forum, and Student Affairs Committee).

A key performance indicator (KPI) for the PAL program is to enhance the employability of its Leaders. According to the Mid-Year Leader Survey conducted in January 2024, 90.91% of Leaders felt more or much more employable due to their role. They identified skills such as 'Organisation', 'Managing Commitments', and 'Communication' as significant gains.

The survey also provided valuable insights into additional training desired by the Leaders. This feedback will inform targeted training sessions for the remainder of the year. For example, the PAL coordinator plans to collaborate with the Union's Advice Manager to deliver 'Look After Your Mate' for Mental Health First Aid training, direct Leaders to LinkedIn Learning sessions on Critical Thinking, and coordinate with Careers to offer a tailored session on transferable skills for job applications. The survey's response rate provided a fairly representative sample, though there is no previous Mid-Year Report for comparison. Notably, all responses were received shortly after the survey opened.

PAL Leader positions filled 2021-24

Academic Year	Positions Filled
2021/22	66%
2022/23	76%
2023/24	79%



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Khadijatou Bah (PAL Leader)

"I have been an active member of the Union since my first year. I first became a student rep in my second year which I am still continuing alongside my peer assisted learning (PAL) role which I started in my third year. Being involved in the Union has had several positive impacts on my professional and personal development. By participating in the Union, I have opened myself up to new connections and experiences. Meeting people who share my passions, as well as those with differing viewpoints, has broadened my understanding of the world and cultivated empathy and communication skills. The Union has also provided me opportunities for leadership roles, organising events, and managing resources. Engaging in these activities has helped me develop skills such as teamwork, communication, and problem-solving.

"Moreover, involvement in the Union has helped me advocate for student rights, voice concerns, and represent students' interests to the university administration. Being part of this process allowed me to contribute to shaping policies and decisions that affect their education and campus life. Involvement in the Union has enriched my overall university experience. It provided me a sense of belonging, fostered community, and enhanced personal growth.

"In my capacity as a PAL leader, I have been able to apply my knowledge from my course in a practical setting by sharing with first year's and foundation students how to settle into university, how to prepare for their first placements and assignments, and most importantly how to organise and manage their time well in an intense practical field (nursing). This has improved my confidence and widened my cross-cultural knowledge regarding how students from different cultures settle into university through listening to their stories.

"Being involved in the Union as a nursing student has particularly helped me communicate better, become a great listener, and empathise well with my patients when on placements. These are the biggest skills I had to learn in both my roles when dealing with students concerns.

"Every student is automatically a member of the Union. However, by actively participating the Union activities whether that is by voting in Union Elections, running for student leadership roles, submitting referendum ideas, joining one of the societies, writing papers for the Union, working for the Union office, or by campaigning or volunteering is the biggest investment any student will make in their university experience. The Union is there to make sure you're having the best possible time at university. It is not only an amazing resource but a great way to connect with your student community and feel involved. I can't recommend them enough!"



Champion Groups

All permanent staff members of the Union participate in a Champion Group, aligning with their passions and interests. The work carried out in these groups is in addition to their regular roles, with some staff using volunteering hours to undertake projects. This year, our EDI Champions Group has delivered a variety of events and activities. During February the Union's EDI Champions group arranged a Chinese New Year event to encourage students to celebrate Chinese culture. This event included activities such as colouring in the 12 zodiac animals, badge making, lantern making, and the library were invited to showcase books about Chinese New Year.





The EDI Champions Group arranged for Antisemitism training for all Union staff to ensure that colleagues are aware of the historical context of antisemitism and how it continues to impact the Jewish community. As a result, the Union feel more equipped to better understand and support Jewish students who may be struggling.

With the understanding that many students within the University struggle with their finances and budgeting, the EDI Champions group are delivering a pre-paid meal deal voucher scheme. This will hopefully encourage students to buy vouchers for their meals when they first receive their loans, ensuring that they always have the vouchers available should they be struggling financially and need to buy food. These can be used in all Union of Students outlets and will have a one-year expiry date from the date of purchase.

The Advice Service have created recipe cards providing guidance on how to cook cheap, balanced meals. These will be distributed at Freshers and have meat, vegan, vegetarian and gluten free options. The EDI Champions group felt that cooking videos may be more accessible for some students and more enjoyable to watch. Therefore, they have created a 'cooking series' which will be available on Union social media channels and the website from September. The aim is to encourage students to buy balanced meals and cook delicious recipes that are low cost.

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The Union's Sustainability Champions have volunteered their time for 3 projects over the 2023/2024 academic year. These have been:

- *Planting bee friendly perennial plants and fruit trees at a local school in Allestree; this was aimed to benefit local biodiversity and provide the school children with plants to care for and harvest over the years.*
- *Building two bug hotels on the KR campus.*
- *Building a greenhouse out of plastic bottles at the Allestree primary school, which will give the children an area to grow plants from seeds and learn about them.*

The volunteering projects have been valuable not only for the community contributions, but also for the staff and they have provided the following testimonials about their volunteering time.



Staff who took part in the Union sustainable volunteering projects had the following to say about their experiences.

"Volunteering my time at the school to plant trees and flower beds, as well as building bug hotels on campus and putting out hedgehog houses, has been incredibly rewarding. Hopefully we have enhanced the school and university grounds aesthetically, as well as improving habitats for local wildlife. Working outdoors, getting my hands dirty, and witnessing the transformation of the spaces has been a really satisfying experience. Engaging in these activities has undoubtedly had positive impacts on my wellbeing and mental health, providing a sense of purpose and connection to nature."

"Volunteering with the Sustainability Champions at a local school and building the bug hotels on site for me brought great benefit to both my mental and physical health. Getting outside in nature and doing something productive always makes me feel good and I enjoy being active so there's nothing better than combining the two for a good cause!"

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"I have thoroughly enjoyed all the volunteering projects that I have been able to take part in with the Sustainability Champions, they have all been very rewarding and satisfying. The environment and being as sustainable as I can is something that is very important to me, so being able to take part in these opportunities is something that has meant lot to me, and by volunteering at the nearby school I felt able to contribute to the local community, promote sustainable food growing, and spend some time outside enjoying all the benefits that brings."

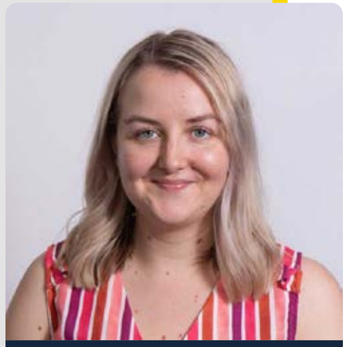
"As part of the Sustainability Champions with the Union of Students, I volunteered on multiple projects including gardening at a primary school and building a bug hotel on the university grounds. These projects were beneficial not only for the environment, but I also noticed an improvement in my mental health as it was great to be able to step away from my desk, get outside, and do something different with my colleagues for a few hours. I particularly enjoyed volunteering at the local primary school as we could see we had made significant impact quite quickly once we had planted some new flowers and shrubs and pulled out some weeds. I am looking forward to volunteering in any future sustainable initiatives to help make Derby a greener city!"

"It was great to have the opportunity to work with the Sustainability Champion group to give back to the local community. Although I'm not a green-fingered person in general – it was a great chance to get my hands dirty and be involved in a project that will be seen, enjoyed, and hopefully and inspiration to staff and students at the school. The fact that the Union provides an allowance of time to put towards these projects, as well as the Sustainability Champions ability to set up and run these opportunities, is a fantastic pledge to a greener future as well as a way for people like me to make a difference where we may otherwise not be able to contribute. I loved every minute and can't wait for the next one!"



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Marketing



Charlotte Flello
Marketing & Communications Manager

The Marketing team have supported over 30 Union projects in 2023/24 including Elections, Varsity, and Awards Season.

A main focus for marketing this year has been sustainability; aiming to creating lasting materials that can be used over several years as opposed to single use, event specific assets.

Our highlights this year

- *Building on the Elections and Awards campaign assets and adding to the growing repertoire of evergreen promotional materials to ensure key Union messages cannot be missed.*
- *Growing the Union's online presence and following by doing regular giveaways and interactive activity on our social media, as well as working with university comms teams, to ensure digital promotion reaches a wider audience as well as being inclusive to students across all sites.*
- *Promoting sports clubs, societies, and student-led services through the 'Out of Office' series which features the Executive Officers trying different activities so students can see behind the scenes before signing up.*



Enhancing the student experience

- *The Marketing team launched a new market fair that invites small, local businesses to trade in the Atrium. The first Spring Market welcomed 16 new vendors and contacts to the Union of Students, all of whom responded positively when asked for feedback and the majority reported that they would come back for another event. The fair was a positive experience for those involved, and the Marketing team are looking forward to the next one, Artisan Alley, in September.*
- *The Marketing team have been building relationships with new local businesses and have gained three new regular traders that have vastly improved the student experience, receiving positive feedback on the variety of stalls provided.*
- *In addition to these new traders, the team have been fortunate to keep relations going with several regular traders who the Union have been working with for numerous years.*
- *The Marketing team have worked closely with big name brands in Derby to bring students exciting freebies and giveaways including a weekly Auntie Anne's pretzel giveaway, and lots of Paradise Island Mini Golf tickets.*

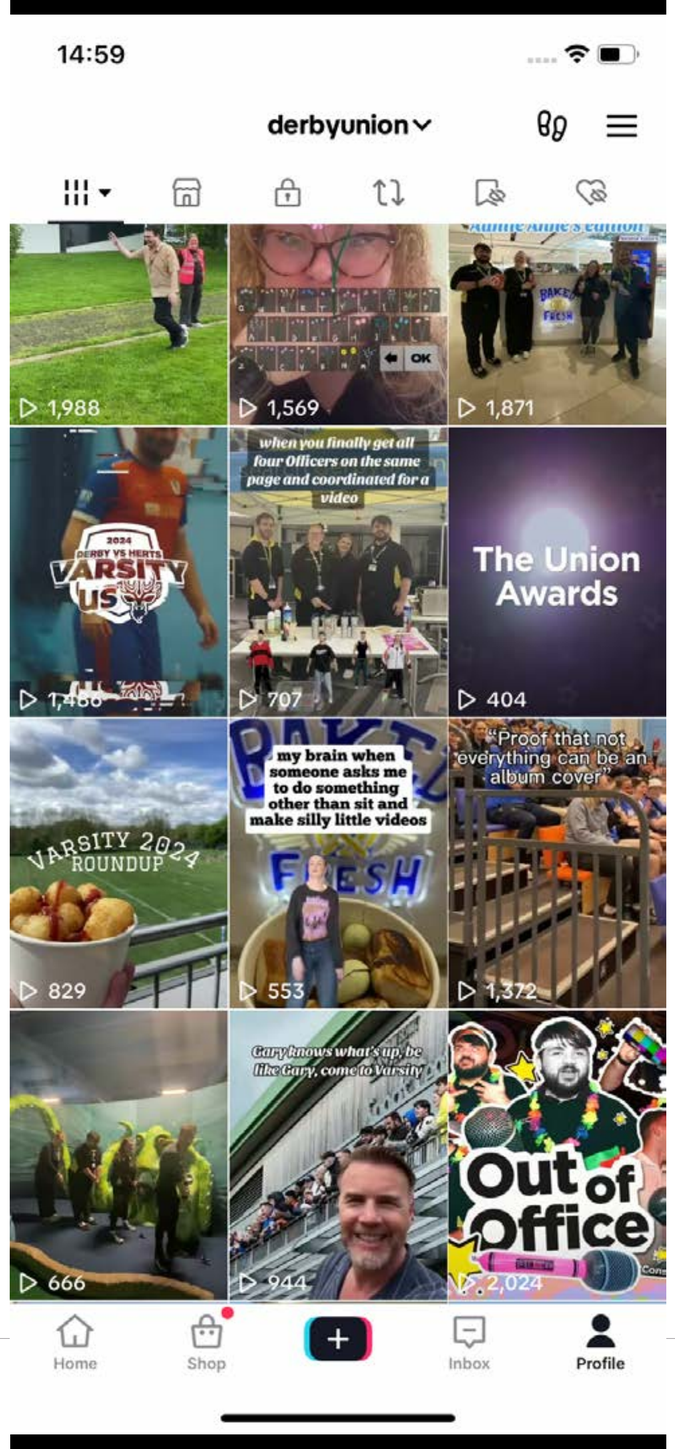
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Connecting with students

This year, the Marketing team have put emphasis on connecting with students through making the most out of our digital channels. The output on TikTok has been increased and the team have organically grown the channel by over 300 followers over a five-month period through posting engaging content and interacting with students.

The Marketing team have also run several initiatives to encourage students to engage with the Union on social media (particularly Instagram and TikTok as these are the priority platforms) through events such as February Freshers with our spin the wheel game and by giving away free pancakes on Pancake Day. These initiatives serve a dual purpose of helping connect with students whilst also providing them with free items, something that hopefully improves the student experience and offers support through the current cost of living crisis.

Throughout this year, the Marketing team have strived to involve students as much as possible to live up to our value of being student-led, and this has been done through connecting with students over interactive Instagram stories. This has resulted in an increase in the number of interactive stories shared – which includes polls, multiple choice boxes, links and question boxes – as a method of both collecting feedback and hearing the student voice. Alongside this, the Executive Officer team have run weekly 'Thursday Thoughts' segment where they ask students questions around a specific topic to hear what students think.



Social Media Statistics

Here are some key statistics that reflect the social media reach and engagement with students over the past academic year.

Varsity promo video: our Communications Coordinator (Content) created and published a video featuring sporting students as a teaser trailer for our upcoming Varsity competitions. This video performed exceptionally well, especially on Instagram, gaining 14,562 views, 267 likes and 8 saves; the view count is seven times the average number of views for reels on the Union of Students page.

TikTok during the Elections Nominations period: between January 30th – February 26th, there were 243 profile views, 16,000 video views and 316 likes (likes and views across all videos posted in this time frame). Nine videos were posted with elections content in this time frame to help promote the campaign and increase awareness amongst students.

Instagram stories during the Elections Voting period: during this time, 41 Instagram stories containing voting messaging were shared, 14 of which had links which received a combined total of 67 clicks. This social media coverage increased the number of students voting in the elections, as the majority of these links led students to the elections webpage where they could vote.

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Commercial



Chris Meynell
Venues & Events Manager

Chris Meynell is our Venues and Events Manager – Chris reports commercial performance has continued to remain challenging, with new income streams failing to materialise and student spending habits not recovering. Despite this the Union saw profit increase by £3,026, a figure that had potential to be higher, however the correction of a long-term stock issue and the partial shut-down of Basecamp kitchen resulted in a financial impact of approximately £23,000, something the Union hope to avoid next year.

The Union also failed to see development in the expansion of its catering operations to cover Markeaton Street and Britannia Mill, which did prevent further income generation streams from being developed.

Financial Year Ending 31 July	Surplus/Deficit
2021	(£52,352)
2022	£60,501
2023	£83,948
2024* REFORECAST	£86,974
2025**	£136,525

*Forecasted **Budgeted



Away from financial performance, the Union has seen some key wins including:

- *The employment of 80 student employees, investing £221,665.21 into student employment August 2023 – April 2024*
- *Delivery of a 'Free' Freshers wristband to all eligible students, provided access to a variety of Union activities and events*
- *Support of University and events through catering delivery at multiple events utilising campus kitchen and catering infostructure including:*
  - *LSS Careers fair*
  - *Open Days*
  - *Fashion Exhibitions*
  - *Halls Fest & End of Term fest at halls*
  - *End of term exhibition show*
  - *International delegate events*
- *Supported University Wellbeing by providing meeting room space for appointments.*
- *Key role in the University of Derby's responsible futures submission*

Alongside these activities the Union strived to enhance the experience of our student employees, not only financial, but assisting their development, progress whilst studying and ensuring they are given the flexibility to achieve their aims at the University of Derby.

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During the two years I have been working at Blends, I have been able to develop my social skills and confidence when talking with others. This has been through the support and relationships I have had with other staff members and customers overtime. As someone who struggles with social anxiety, I have been able to take these skills and increased confidence forward into other aspects of my university experience – for example in placements.
– Grace

Blends has helped me more financially and worked perfectly along with university, helped me maintain good grades due to not having to work through lectures. Helped me socialise more and make friends which has had a positive impact on my wellbeing. Helped give me skills that I struggled to get elsewhere by training me to be a barista.
– Lucy

BLENDS

I believe that this job has added to my financial expenses throughout this year. It is a very flexible job around your studies, and I wish I'd have worked here before my final year as it's been a very valuable experience. I used to be quiet, but this job really enables you to come out your shell, to be able to work as a team and enables that customer to worker relationship. As a multitasker, it really does reinforce this skill in such a friendly environment. The staff help you to socialise at university and care about your wellbeing.
– Emi

Working for Blends has been nothing but a positive experience and was the best move I could've made for myself. If I had stayed at my previous role, I would've been stuck in a workplace, that unlike Blends, didn't care about me as a person or a student. The atmosphere and team at Blends are one that I am happy to be a part of each day. Everyone is so lovely, and you just feel really supported. I've worked in hospitality jobs for all of my working life, but I feel Blends has allowed me to grow in confidence with my skills and talking to people as well as being independent. The current job market as a student is awful so I feel lucky to have gained a position somewhere they understand student life must fit around them, with consistent hours and good pay. Having weekends off too is unreal I've never had that before. Can't wait to come back next year.
– Gracie

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The Bean Fund

The Bean Fund was set up by the Union of Students, taking income generated through its single-use cup levy and creating a fund for students to pitch for money to deliver sustainability projects and have a positive impact on Derby campuses and the local area. This year some of that funding was used to fund two student projects: Botso and We Bee Crazy.

Botso was a student proposition, focusing on the upscaling of used glass products to create new items such as drinking glasses, candle holders and reed diffuser containers. Ewan was given £749.16 for his idea, providing him the foundations to take his business idea forward.

"I approached the Bean Fund through the Union's website and sent across my project Botso. Then a pitch like interview followed, finally I received the fantastic support of the Union with the funding too, I also received support with getting in contact with the right people within the university to excel Botso further. Thank you so much Bean Fund and the Union of Students!"





We Bee Crazy was a student proposition with the aim of creating more Bee Haven's across campus, including additional planters on the Basecamp decking and the creation of ponds and wetlands adjacent to the Union allotments. Andreena-Elena was successful in applying for £285 of funding to deliver her idea.

'My name is Andreea-Elena Florea, an international student with a deep-rooted passion for sustainability. Following an introduction by one of my esteemed lecturers, Anne Wylie, to Enactus Derby, I was inspired to develop We Bee Crazy, a project that would have a positive impact on both the community and the environment. The Bean Fund has been pivotal in helping to bring this project to fruition as it has provided essential funding for both the purchase of beautiful flowers and a cutting-edge smart watering system that will ensure the flowers receive adequate nourishment all year round, not just during the academic year. The flowers will be strategically placed on the Basecamp and Heap decking to support pollinators such as bees and butterflies, while also enhancing the outdoor experience for our fellow students. I want to express my gratitude to everyone who supported me throughout this thrilling project.'

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Buxton & Leek

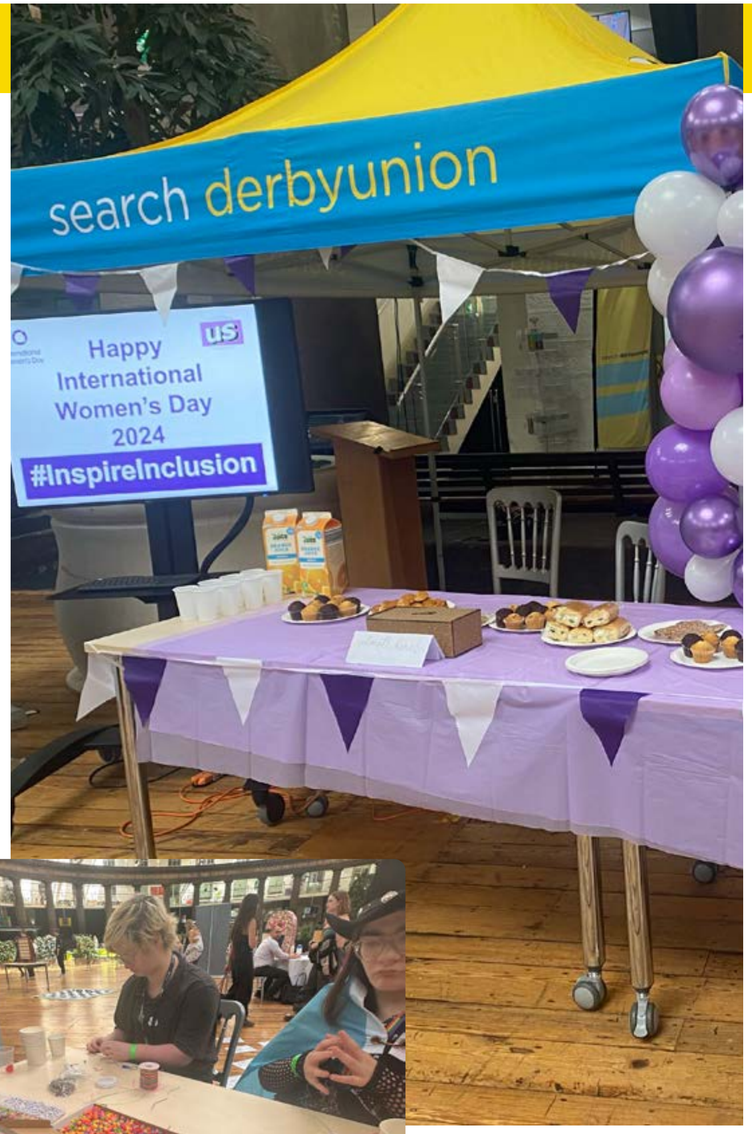


Leah Adshead
Further Education Coordinator (BLC)

Leah Adshead, the FE Coordinator at Buxton and Leek College, has been instrumental in organising numerous events and liberation awareness campaigns throughout the year. Additionally, she has coordinated the student representative system, ensuring that student voices are both heard and addressed.

The Union continues to provide exciting enrichment opportunities to students attending Buxton and Leek College. The Social Space is a thriving hub of activity over the lunch period where students are provided with activities to participate in and offered a safe, relaxing environment to socialise with friends. In addition, we create a community space for our LGBTQ+ students and allies, to come together regularly, increases their sense of belonging, which supports their confidence on campus.

The Union's Membership Engagement Manager and Further Education (FE) Coordinator had a meeting with colleagues from the BLC to discuss and plan the schedule of activities for the year. Their main goal was to support curriculum areas and meet Ofsted requirements. As a result, they developed an engaging timetable filled with events and activities aimed at







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encouraging participation and raising awareness of liberation campaigns and issues relevant to young adults.

This collaboration paid off, as evidenced by the overwhelming number of students who entered quizzes and submitted artwork for the Black History Month event. Similarly, attendance at the Go Green Week workshop was impressive. It is clear that with the support of academics highlighting the importance of extracurricular activities, student engagement significantly increased.

Awareness campaigns and events have included;

- *Black History Month*
- *Love Your Colleges*
- *Disability Month*
- *LGBTQ+ History Month*
- *Womens History Month*
- *Mental Health Month*
- *Destresstival*
- *Go Green Week*
- *BLC FEST & Awards*



In addition, the Union has supported student fundraising initiatives across both campuses.

This year, the Union has continued the delivery of the course rep scheme at BLC, electing 52 students at the beginning of the year. The Union have liaised with the learner journey team to develop this further next year, introducing opportunities for reps to meet with the principal and delivering a course rep conference. Being a course rep enhances the employability skills of the students whilst also making a positive impact of the overall student experience.

Plans for Freshers at BLC are currently underway and the Union looks forward to another year of supporting and enhancing the student journey at BLC.



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5. Financial Review

The principal funding sources for the Union are the block grant received from the University and the surplus derived from commercial trading activities:

The block grant remained at the same level on the block grant received this year, £1,046,460.

The overall financial performance for the period resulted in a surplus of £35,338**,** compared to a deficit of £63,451 in the previous year. This surplus was primarily achieved through savings in staffing costs, which were implemented as part of ongoing measures to ensure the Union's finances remain sustainable in the long term.

6. Reserves Policy and Going Concern statement

As agreed by the Board the reserves position is set at 3 months operating costs £325,628, reflecting the trustees' assessment of the resources required to ensure the sustainability of the union's operations and its ability to respond to unforeseen financial challenges. As of 31 July 2024, the union's free reserves stand at £591,940, which is £266,012 above the minimum level.

The Board of Trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby. After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. While student numbers have not yet returned to their peak levels, the Union continues to adapt its operations to mitigate the impact on performance. Following a thorough review, the Trustees are confident that the Union can continue to deliver its services effectively and maintain financial viability during this period. For these reasons, the going concern basis has been adopted in preparing the financial statements.

7. Risk Management

The Union regularly evaluates its risk, this is via the risk register which is presented annually to the Board after being reviewed by the Audit and Risk Committee.

The risks are categorised as follows:

- Governance
- Strategic
- Reputation
- Finance
- Compliance
- People and Culture
- Operational
- External

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The most recent review highlights significant financial risks, including a potential decline in income from the University, commercial outlets, and media sales or sponsorship opportunities. Additional concerns include the orphan liabilities arising from other Unions within the SUSS pension scheme being wound up. External factors also pose risks to the student experience, such as government policies on higher education which pose a negative impact on student recruitment, especially within the international market.

8. Setting Pay and Remuneration

The Board recognises its responsibilities to protect the reputation of the Union of Students, to reflect the values and ethos the Union and a registered charity. The Board therefore works to ensure that the pay to senior leadership is not excessive and is justifiable to the membership and the Union's wider stakeholders. This is achieved by conducting regular benchmarking of pay and benefits across the sector, regionally and to the University's pay structures. The pay of the Senior Leadership Team is reviewed and considered by the Finance and HR sub-committee of the Board, who also conduct the annual performance appraisal of the CEO.

9. Information on fundraising practices

Fundraising activities – Raise and Give (RAG) - take place within the Union who manage and distribute these funds to the chosen charity(ies) accordingly. Funds raised this year by RAG amounted to £6,491 and this cash will be distributed following the end of the financial year to the relevant charities. The Union does not employ any professional fundraiser or commercial partner for this activity and received 0 complaints regarding fundraising in the year.

Due to the low level of fundraising the charity undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for any activities carried out on behalf of the charity.

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Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable 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 year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its 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 2019 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

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

Tony Atherton

Signer ID: FF31IXAEII...

Tony Atherton

Date: 03/02/2025 GMT

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

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024, and of its 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor 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.

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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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the entity through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the entity, including Charities Act 2011, Companies Act 2006, data protection, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- we ensured identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

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 is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

BHP LLP

Signer ID: CZYRUVFAHR...
Nicola Adams (Senior statutory auditor)

for and on behalf of

BHP LLP
Chartered Accountants
Statutory Auditor
One Waterside Place
Basin Square
Brimington Road
Chesterfield
S41 7FH

Date: 03/02/2025 GMT

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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 JULY 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	**1,205,374**	**-**	**1,205,374**	1,199,740
Charitable activities	5	**110,177**	**140,753**	**250,930**	260,489
Other trading activities	6	**1,269,764**	**-**	**1,269,764**	1,188,031
Investments	7	**17,714**	**-**	**17,714**	7,220
Other income	8	**-**	**-**	**-**	5,237
Total income		**2,603,029**	**140,753**	**2,743,782**	2,660,717
Expenditure on:					
Raising funds	9,10	**1,391,351**	**-**	**1,391,351**	1,354,905
Charitable activities	12	**1,168,986**	**133,526**	**1,302,512**	1,369,263
Total expenditure		**2,560,337**	**133,526**	**2,693,863**	2,724,168
Net movement in funds before other recognised gains/(losses)		**42,692**	**7,227**	**49,919**	(63,451)
Other recognised gains/(losses):					
Actuarial losses on defined benefit pension schemes	30	**(14,581)**	**-**	**(14,581)**	-
Net movement in funds		**28,111**	**7,227**	**35,338**	(63,451)
Reconciliation of funds:					
Total funds brought forward		**623,438**	**90,251**	**713,689**	777,140
Net movement in funds		**28,111**	**7,227**	**35,338**	(63,451)
Total funds carried forward		**651,549**	**97,478**	**749,027**	713,689

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)
REGISTERED NUMBER: 10279393

BALANCE SHEET
AS AT 31 JULY 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	18		**59,609**		103,545
			59,609		103,545
Current assets					
Stocks	19	**33,786**		34,776	
Debtors	20	**51,294**		71,243	
Cash at bank and in hand		**1,021,885**		913,391	
		1,106,965		1,019,410	
Creditors: amounts falling due within one year	21	**(179,063)**		(180,187)	
Net current assets			**927,902**		839,223
Total assets less current liabilities			**987,511**		942,768
Creditors: amounts falling due after more than one year	22		**(238,484)**		(229,079)
Total net assets			**749,027**		713,689
Charity funds					
Restricted funds	24		**97,478**		90,251
Unrestricted funds					
General funds	24	**898,478**		863,438	
Pension reserve		**(246,929)**		(240,000)	
Total unrestricted funds	24		**651,549**		623,438
Total funds			**749,027**		713,689

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BALANCE SHEET (CONTINUED)
AS AT 31 JULY 2024

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

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

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

Tony Atherton
Signer ID: FF31IXAEII...

Tony Atherton

Date: 03/02/2025 GMT

The notes on pages 70 to 91 form part of these financial statements.

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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2024

	Note	**2024** **£**	2023 £
Cash flows from operating activities			
Net cash used in operating activities	27	**99,066**	(64,049)
Cash flows from investing activities			
Bank interest		**17,714**	7,220
Purchase of tangible fixed assets		**(8,286)**	(30,849)
Net cash provided by/(used in) investing activities		**9,428**	(23,629)
Change in cash and cash equivalents in the year		**108,494**	(87,678)
Cash and cash equivalents at the beginning of the year		**913,391**	1,001,069
Cash and cash equivalents at the end of the year	28	**1,021,885**	913,391

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

1. General information

University of Derby Students' Union is a company limited by guarantee (no. 10279393) incorporated in England and Wales and a registered charity (no. 1169283). The registered office is Kedleston Road, Derby, DE22 1GB.

The members of the company are the trustees named on page 1. In the event of the Union being wound up, the liability in respect of the guarantee is limited to £1 per member of the Union.

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) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

University of Derby 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 financial statements have been prepared in £ sterling, which is the functional currency of the Union and rounded to the nearest £.

2.2 Going concern

The Board of Trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby.

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. While student numbers have not yet returned to their peak levels, the Union continues to adapt its operations to mitigate the impact on performance.

Following a thorough review, the Trustees are confident that the Union can continue to deliver its services effectively and maintain financial viability during this period. For these reasons, the going concern basis has been adopted in preparing the financial statements.

2.3 Income

All income is recognised once the charitable 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.

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2. Accounting policies (continued)

2.3 Income (continued)

Grants are included in the 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.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donated services or facilities are recognised when the union has control over the items, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the union of the items is probable and that economic benefit can be measured reliably.

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

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 company 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 company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

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

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2. Accounting policies (continued)

2.6 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. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 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 bases:

Leasehold improvements	- 3 - 10 years
Catering equipment	- 5 years
Office equipment	- 3 - 5 years

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.

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2. Accounting policies (continued)

2.11 Liabilities and provisions

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

Liabilities are recognised at the amount that the charitable 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 statement of financial activities as a finance cost.

2.12 Financial instruments

The charitable company 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 Union participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS102, in these circumstances contributions are accounted for as if the Scheme were a defined contribution scheme based on actual contributions paid through the year. The present value of the Union’s deficit contribution is recognised as a liability in accordance with SORP (FRS102).

The Union also contributes to defined contribution pension schemes for its employees. The pension charge represents the amounts payable by the company to the fund in respect of the year.

2.14 Employee benefits

When employees have rendered services to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement the Union expects to pay in future periods is recognised in the period the employees' services are rendered.

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2. Accounting policies (continued)

2.15 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company 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.

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

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 Union 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:

(i) Pension deficit contribution

The Union has entered into a commitment to provide deficit funding to the Students' Union Superannuation Pension Scheme, of which it is a contributing employer. Under FRS 102, the present value of the commitment is recognised. The calculation of the present value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Donation of facilities by University of Derby

In accordance with the Charities SORP (FRS 102), the Union has valued the benefit it receives from occupying facilities owned by the University on a rent free basis, at the trustees' estimate of market value of £129,744.

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4. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations			
Notional rent	**129,744**	**129,744**	129,744
Grants			
Block grants	**1,046,460**	**1,046,460**	1,046,460
Other grants	**29,170**	**29,170**	23,536
	1,205,374	**1,205,374**	1,199,740
Total 2023	1,199,740	1,199,740	

5. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Athletic union	**67,119**	**-**	**67,119**	77,610
Clubs and societies	**-**	**140,753**	**140,753**	133,298
Marketing	**30,073**	**-**	**30,073**	37,422
Welfare and education	**5,738**	**-**	**5,738**	3,901
Societies and volunteering	**7,247**	**-**	**7,247**	8,258
Total 2024	**110,177**	**140,753**	**250,930**	260,489
Total 2023	127,191	133,298	260,489	

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6. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bars and entertainments income	**91,509**	**91,509**	65,834
Catering income	**337,108**	**337,108**	326,593
External events income	**81,674**	**81,674**	78,016
Shop income	**759,473**	**759,473**	717,588
Total 2024	**1,269,764**	**1,269,764**	1,188,031
Total 2023	1,188,031	1,188,031	

7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	**17,714**	**17,714**	7,220
Total 2023	7,220	7,220	

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8. Other income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Insurance claims	-	-	5,237
Total 2023	5,237	5,237	

9. Expenditure on raising funds

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bars, entertainments and catering	**524,110**	**524,110**	503,437
External events	**48,804**	**48,804**	42,506
Shops	**818,437**	**818,437**	808,962
Total 2024	**1,391,351**	**1,391,351**	1,354,905
Total 2023	1,354,905	1,354,905	

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10. Expenditure on raising funds

	Direct costs 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Bars, entertainments and catering	**442,493**	**81,617**	**524,110**	503,437
External events	**41,203**	**7,601**	**48,804**	42,506
Shops	**690,989**	**127,448**	**818,437**	808,962
Total 2024	**1,174,685**	**216,666**	**1,391,351**	1,354,905
Total 2023	1,129,412	225,493	1,354,905	

11. Support costs analysis

	2024 £	2023 £
Raising funds		
Governance (note 14)	**9,825**	7,291
Information technology	**15,428**	6,996
Depreciation	**14,292**	13,747
Staff costs	**59,798**	98,443
Pension contributions	**5,906**	4,401
Other costs	**111,417**	94,615
	216,666	225,493

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

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12. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Athletic union	**293,008**	**-**	**293,008**	363,697
Clubs and societies	**24,629**	**133,526**	**158,155**	181,580
Marketing	**188,720**	**-**	**188,720**	198,399
Democracy and elections	**223,760**	**-**	**223,760**	213,797
Societies and volunteering	**95,737**	**-**	**95,737**	62,799
Representation	**164,558**	**-**	**164,558**	155,915
Welfare and education	**178,574**	**-**	**178,574**	193,076
	1,168,986	**133,526**	**1,302,512**	1,369,263
Total 2023	1,217,903	151,360	1,369,263	

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13. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Athletic union	**247,379**	**45,629**	**293,008**	363,697
Clubs and societies	**133,526**	**24,629**	**158,155**	181,580
Marketing	**159,331**	**29,389**	**188,720**	198,399
Democracy and elections	**188,914**	**34,846**	**223,760**	213,797
Societies and volunteering	**80,829**	**14,908**	**95,737**	62,799
Representation	**138,932**	**25,626**	**164,558**	155,915
Welfare and education	**150,766**	**27,808**	**178,574**	193,076
	1,099,677	**202,835**	**1,302,512**	1,369,263
Total 2023	1,141,380	227,883	1,369,263	

Analysis of support costs

	Athletic union 2024 £	Clubs and societies 2024 £	Marketing 2024 £	Democracy and elections 2024 £	Societies and volunteering 2024 £
Governance (note 14)	**2,069**	**1,117**	**1,333**	**1,580**	**676**
Information technology	**3,249**	**1,754**	**2,093**	**2,481**	**1,062**
Depreciation	**3,010**	**1,625**	**1,939**	**2,299**	**983**
Staff costs	**12,593**	**6,797**	**8,111**	**9,617**	**4,115**
Pension contributions	**1,244**	**671**	**801**	**950**	**406**
Other costs	**23,464**	**12,665**	**15,112**	**17,919**	**7,666**
	45,629	**24,629**	**29,389**	**34,846**	**14,908**
Total 2023	60,529	30,220	33,019	35,582	10,451

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13. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Representation 2024 £	Welfare and education 2024 £	Total funds 2024 £	Total funds 2023 £
Governance (note 14)	**1,162**	**1,261**	**9,198**	7,369
Information technology	**1,825**	**1,980**	**14,444**	7,070
Depreciation	**1,690**	**1,834**	**13,380**	13,892
Staff costs	**7,073**	**7,675**	**55,981**	99,486
Pension contributions	**699**	**758**	**5,529**	4,446
Other costs	**13,177**	**14,300**	**104,303**	95,620
	25,626	**27,808**	**202,835**	227,883
Total 2023	25,948	32,134	227,883	

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

14. Governance costs

	2024 £	2023 £
Auditor's remuneration	**19,023**	14,660
	19,023	14,660

15. Auditor's remuneration

	2024 £	2023 £
Fees payable to the company's auditor for the audit of the company's annual accounts	**14,500**	11,000
Fees payable to the company's auditor in respect of:		
All non-audit services not included above	**3,740**	3,175

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16. Staff costs

	2024	2023
	£	£
Wages and salaries	**1,100,555**	1,134,545
Social security costs	**72,509**	79,898
Contributions to defined contribution pension schemes	**33,236**	41,138
	1,206,300	1,255,581

During the year termination payments were made of £31,392 (2023: £27,226 to two employees) to two employees.

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

	2024	2023
	No.	No.
Charitable activities	**100**	82
Governance	**2**	2
	102	84

The average headcount expressed as full-time equivalents was:

	2024	2023
	No.	No.
Charitable activities	**46**	44
Governance	**2**	2
	48	46

No employee received remuneration amounting to more than £60,000 in either year.

During the year key management personnel remuneration amounted to £141,592 (2023: £200,876). This includes gross pay, employer's national insurance and pension contributions.

The Union considers its key management personnel to comprise the senior management team as listed on page 2 of this report.

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

17. Trustees' remuneration and expenses

Trustees' remuneration is disclosed in note 31.

Expenses totalling £710 (2023: £1,733 to 10 trustees) were reimbursed to 4 trustees in the year.

18. Tangible fixed assets

	Leasehold Improvements £	Catering equipment £	Office equipment £	Total £
Cost or valuation				
At 1 August 2023	**888,300**	**45,585**	**165,403**	**1,099,288**
Additions	**-**	**-**	**8,286**	**8,286**
At 31 July 2024	**888,300**	**45,585**	**173,689**	**1,107,574**
Depreciation				
At 1 August 2023	**866,850**	**15,228**	**113,665**	**995,743**
Charge for the year	**19,699**	**3,250**	**29,273**	**52,222**
At 31 July 2024	**886,549**	**18,478**	**142,938**	**1,047,965**
Net book value				
At 31 July 2024	**1,751**	**27,107**	**30,751**	**59,609**
At 31 July 2023	21,450	30,357	51,738	103,545

19. Stocks

	2024 £	2023 £
Bars	**9,747**	4,169
Shops	**24,039**	30,607
	33,786	34,776

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

20. Debtors

	2024	2023
	£	£
Trade debtors	**13,405**	27,778
Prepayments and accrued income	**37,889**	43,465
	51,294	71,243

21. Creditors: Amounts falling due within one year

	2024	2023
	£	£
SUSS defined benefit scheme funding deficit liability (note 30)	**8,445**	10,921
Trade creditors	**47,469**	23,106
Other taxation and social security	**17,685**	29,826
Other creditors	**43,228**	42,626
Accruals and deferred income	**62,236**	73,708
	179,063	180,187

	2024	2023
	£	£
Deferred income		
Deferred income at 1 August 2023	**7,375**	20,528
Resources deferred during the year	**3,180**	7,375
Amounts released from previous periods	**(7,375)**	(20,528)
	3,180	7,375

At the financial year end £3,180 (2023: £7,375) was recognised in deferred income in relation to grants received for freshers stalls which relate to the next financial year.

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

22. Creditors: Amounts falling due after more than one year

	2024	2023
	£	£
SUSS defined benefit scheme funding deficit liability (note 30)	**238,484**	229,079

23. Affilations, subscriptions and membership

	2024	2023
	£	£
NUS	**27,719**	26,421
BUCS	**14,256**	13,947
	41,975	40,368

Individual clubs and societies affiliate to the national governing body or membership organisation. These are reviewed and approved by the AGM. No donations were made during the period to any external institutions.

24. Statement of funds

Statement of funds - current year

	Balance at 1 August 2023	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 July 2024
	£	**£**	**£**	**£**	**£**	**£**
Unrestricted funds						
General funds	**863,438**	**2,603,029**	**(2,548,901)**	**(19,088)**	**-**	**898,478**
Pension reserve	**(240,000)**	**-**	**(11,436)**	**19,088**	**(14,581)**	**(246,929)**
	623,438	**2,603,029**	**(2,560,337)**	**-**	**(14,581)**	**651,549**
Restricted funds						
Clubs & societies	**90,251**	**140,753**	**(133,526)**	**-**	**-**	**97,478**
Total of funds	**713,689**	**2,743,782**	**(2,693,863)**	**-**	**(14,581)**	**749,027**

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24. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2023 £
Unrestricted funds					
General funds	907,771	2,527,419	(2,564,604)	(7,148)	863,438
Pension reserve	(249,510)	-	(8,204)	17,714	(240,000)
	658,261	2,527,419	(2,572,808)	10,566	623,438
Restricted funds					
Clubs & societies	108,313	133,298	(151,360)	-	90,251
Block grant - graduate societies	606	-	-	(606)	-
Block grant - driven funding	9,960	-	-	(9,960)	-
	118,879	133,298	(151,360)	(10,566)	90,251
Total of funds	777,140	2,660,717	(2,724,168)	-	713,689

Restricted funds

Clubs & Societies: Funds raised by individual clubs and societies are recognised as restricted income and will be applied to the expenditure of that club or society. Any unspent funds are carried forward at the end of the period and will be spent in future years by the appropriate club or society.

The prior year transfer of £10,566 relates to tangible fixed assets within the restricted fund transferred to the unrestricted fund because they are all used for general purposes of the Union.

Document ID: 224b200d29d65c4ad889ff07d1c3a73bbada13f3308096abb1072883321fc9c1

25. Summary of funds

Summary of funds - current year

	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2024 £
General funds	**623,438**	**2,603,029**	**(2,560,337)**	**-**	**(14,581)**	**651,549**
Restricted funds	**90,251**	**140,753**	**(133,526)**	**-**	**-**	**97,478**
	713,689	**2,743,782**	**(2,693,863)**	**-**	**(14,581)**	**749,027**

Summary of funds - prior year

	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2023 £
General funds	658,261	2,527,419	(2,572,808)	10,566	623,438
Restricted funds	118,879	133,298	(151,360)	(10,566)	90,251
	777,140	2,660,717	(2,724,168)	-	713,689

26. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	**59,609**	**-**	**59,609**
Current assets	**1,009,487**	**97,478**	**1,106,965**
Creditors due within one year	**(179,063)**	**-**	**(179,063)**
Creditors due in more than one year	**(238,484)**	**-**	**(238,484)**
Total	**651,549**	**97,478**	**749,027**

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26. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	103,545	-	103,545
Current assets	929,159	90,251	1,019,410
Creditors due within one year	(180,187)	-	(180,187)
Creditors due in more than one year	(229,079)	-	(229,079)
Total	623,438	90,251	713,689

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

	2024 £	2023 £
Net income/(expenditure) for the year as per statement of financial activities	**49,919**	(63,451)
Adjustments for:		
Depreciation charges	**52,222**	59,032
Bank interest	**(17,714)**	(7,220)
Decrease/(increase) in stocks	**990**	(6,250)
Decrease/(increase) in debtors	**19,949**	(15,646)
Increase/(decrease) in creditors	**1,352**	(21,003)
Pension finance costs	**11,436**	8,204
Pension contribution paid	**(19,088)**	(17,715)
Net cash provided by/(used in) operating activities	**99,066**	(64,049)

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28. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand	**1,021,885**	913,391
Total cash and cash equivalents	**1,021,885**	913,391

29. Analysis of changes in net debt

	At 1 August 2023	Cash flows	At 31 July 2024
	£	£	£
Cash at bank and in hand	**913,391**	**108,494**	**1,021,885**
	913,391	**108,494**	**1,021,885**

30. Pension commitments

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

Valuations are conducted every three years based upon assumptions agreed by the trustees, and is used to set the contibutions payable by the participating employers.

The increase shown in the deficit since 2019 is in line with the changes previously reported, following annual reviews, but makes allowance for the impact of the 7% pension increase issue. This has increased the deficit in SUSS but its impact has been mitigated by the member consent exercise.

Employer contributions will increase by 5% each year to address the deficit revealed by the valuation. These contributions are expected to eliminate the shortfall by 1 May 2037.

Under FRS102 the Union is required to recognise as a liability the present value of its agreed share of future deficit contributions. Finance costs are recognised as the present value unwinds.

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30. Pension commitments (continued)

The total contributions paid into the Scheme by University of Derby Students' Union in respect of eligible employees for the year ended 31 July 2024 amounted to £19,088 (2023: £17,715).

Under FRS 102 the multi-employer pension liability has been calculated based on the assumptions of the above expected deficit payments using a discount rate of 4.5% (2023: 3.2%).

Present value of provision

	2024	2023
	£	£
Student's Union Superannuation Scheme	**246,929**	240,000
Present value of provision:		
Creditors: amounts falling due within one year	**8,445**	10,921
Creditors: amounts falling due after more than one year	**238,484**	229,079
	246,929	240,000

Reconciliation of opening and closing provisions

	2024
	£
Provision as at 1 August 2023	**240,000**
Unwinding of discount factor	**11,436**
Deficit contribution paid	**(19,088)**
Remeasurement	**14,581**
Provision as at 31 July 2024	**246,929**

Assumptions:

	2024	**2023**
	%	**%**
Rate of discount	**4.50**	**3.20**

The Union also operates various defined contribution pension plans for its employees. The amount recognised as an expense in the period in relation to these schemes was £33,236 (2023: £33,135).

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31. Related party transactions

The following are considered to be related parties for the reasons stated. The transactions with these related parties are set out below.

Executive Officer Remuneration

The 5 Executive Officers (2023: 7 Executive Officers) received total remuneration of £94,804 (2023: £82,198) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

University of Derby

The Union is in receipt of a block grant from the University of Derby of £1,046,460 (2023: £1,046,460).

In addition, sales and other income was received of £156,900 (2023: £112,754), resulting in a debtor balance of £10,320 (2023: £11,281) at the year end. Expenditure of £64,378 (2023: £71,914) was incurred resulting in a creditor balance of £12,000 (2023: £8) at the year end.

The Union occupies buildings on a rent free basis. The value of the donation relating to this rent free arrangement has been assessed at £129,744 (2023: £129,744).

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UNIVERSITY OF DERBY STUDENTS' UNION

England & Wales - Charity number 1169283

Accounts

Registered number: 10279393
Charity number: 1169283

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2023

Document ID: b653906485f88ce3ac1d6c18fbd7fd001d65b66183511fc89e1936d1127cc25f

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its Charity Trustees: and advisers	1 - 2
Trustees' report	3 - 43
Independent auditor's report on the financial statements	44 - 47
Statement of financial activities	48
Balance sheet	49 - 50
Statement of cash flows	51
Notes to the financial statements	52 - 74

Document ID: b653906485f88ce3ac1d6c18fbd7fd001d65b66183511fc89e1936d1127cc25f

Charitable Status:
The University of Derby Students' Union (UDSU), referred to throughout this document as the Union, is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). The Union is a company limited by guarantee in England and Wales, with the company number 10279393.

Principal Office:
Kedleston Road
Derby
DE22 1GB

Officer Trustees:
These are known by, and will be referred to within the achievement overview, by several names including Executive Officers, Executive Committee, Sabbatical Officers and Officer Trustees. They were elected to office by the student population to hold office from 11 July 2022 to 7 July 2023. The Executive Officer Trustees during the financial period and up to the date of the approval of the accounts are:

Owen Marques	President (resigned 7 July 2023)
Callum Young	Vice President Welfare (resigned 24 March 2023)
Alex Mazilu	Vice President Education (resigned 7 July 2023)
Dominic White	Vice President Activities
Holly Lloyd	(appointed 4 July 2023)
Jack McGuinness	(appointed 4 July 2023)
Gabriela Gretkowska	(appointed 4 July 2023)

Other Trustees:
External Trustees

Anthony Atherton	
Chris Hughes	Chair-person (resigned 13 July 2023)
Nicola Hartley	
Rosie Smith	(appointed 8 September 2022)
Narinder Sharma	(appointed 21 March 2023)

Student Trustees

Josh Brunning	(resigned 4 July 2023)
Angel Fosu	(resigned 4 July 2023)
Havinder Saluja	(resigned 4 July 2023)
Pieter Van Ellewee	(appointed 24 October 2023)
Andrew Wilson	(appointed 13 October 2022)

Auditor:
BHP LLP
1 Waterside Place, Basin Square
Brimington Road
Chesterfield
S41 7FH

Bank:
Barclays Bank
Sir Frank Whittle Road
Derby
DE1 9UU

Document ID: b653906485f88ce3ac1d6c18fbd7fd001d65b66183511fc89e1936d1127cc25f

Senior Leadership Team:
The Union employs a Chief Executive Officer to work closely with the Officer Trustees and to ensure effective management of the charity. The Trustees delegate the day-to-day running of the Union to the Chief Executive Officer and the Senior Leadership Team. During 2022/2023 the senior managers were as follows:

Chief Executive Officer: Colina Wright (resigned 5 May 2023)
Head of Membership Engagement:
Emma Taylor-Large
Head of Operations: Martin Beaumont
Finance Manager: Steve Taylor (resigned 21 December 2023)
Marketing, Brand and Partnerships Manager:
Heather Gunn (resigned 15 September 2023)

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Trustees' Report

The Trustees present their annual report together with the audited financial statements of the charitable company for the year ended 31 July 2023. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the 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 (FRS 102) (effective 1 January 2019). The report serves as both a trustees' report and a directors' report under company law.

1. Objectives and Activities

The main aim of the Union as set out by the organisation's constitution is the advancement of education of students at The University of Derby for the public benefit by:

- Promoting the interests and welfare of students at The University of Derby during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and The University of Derby and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.
- Endeavouring to ensure that no student is disadvantaged or receives less favourable treatment

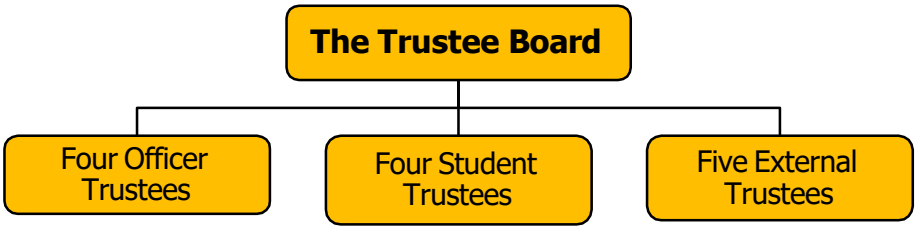
The Union is committed to enhancing the academic experience of our members, both through lobbying the University to improve the quality of provision and through creating a supportive and rewarding learning environment in which to study, work and live. In setting our objectives and planning our activities the Trustees confirm they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

2. Structure, Governance and Management

Under the legal name of The University of Derby Students' Union (UDSU), the Union is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). It is led by students, for students with an underlying purpose to be a Union dedicated to the educational interests and welfare of its members. The governing document is its constitution adopted on the 30 June 1992 and last amended in March 2018 as part of a governance review of trustee proceedings; this is subject to a review at the coming Annual General Meeting (February 2023). On 30 September 2016 the Union completed a transfer to become a Company Limited by Guarantee and incorporated in England and Wales (no.10279393).

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The composition of the Board
The Trustee Board is made up of a mixture of Officer Trustees, Student Trustees and External Trustees.



Both Student Trustees and External Trustees are appointed by the Board (and ratified by Scrutiny Panel) to ensure a balance of skills and experience. External Trustees remain in office for a term of three years. Both can serve a maximum of two consecutive terms, although for Student Trustees this is provided that they remain a student for the duration of this time.

Whilst the Officer Trustees are elected annually by cross campus ballot based on a portfolio based manifesto, they also act in their capacity as a Trustee of the organisation. They can serve a maximum of two years in office.

Responsibility is cascaded from the Trustee Board and committee structure of the Union to the management and staff team of the Union. The Union employs a number of full-time staff to ensure effective management of its many activities and to implement the policy decisions made by the Trustees. A clear staff structure is in place and all staff are ultimately accountable to the Chief Executive, who in turn is accountable to the Board of Trustees.

In ensuring its success the Union takes significant steps each year to ensure the experience of the Officer Trustees is a fulfilling one and helps meet the needs of the organisation; this includes internal training and information induction sessions at the start of their elected term of office. Officers also participate in regional and national training opportunities and the Union is a member of both the National Union of Students, a national representative and campaigning organisation, and WonkHE, a national policy making body, for further support throughout the year. There are two representatives from the Union that also receive specific training to assist their participation and engagement as Governors of the University.

Staffing
Following the departure of the CEO in May 2023, two members of the senior management team stepped up as interim joint CEOs to provide leadership until a new permanent CEO is appointed. Resignations in both the activities and advice teams gave the opportunity for the SLT to review team structures rather than replacing like for like. These changes will be monitored to ensure they do not have a negative impact on the student experience.

Strategy
The Union continues to be a values driven organisation. It exists to meet the needs of the members who are students at the University of Derby and associated colleges by upholding the following values:

- **Student Led**
- **Supportive**
- **Empowering**
- **Transformative**
- **Challenging**

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The Union began consultation on what the new mission, vision, values and strategic priorities for the Union should be and look forward to launching this in the next academic year.

Engaging with students
The Union is committed to being student-led, continuing to provide opportunities for its members to take a lead in the organisation, particularly with regards to making the student experience better for students. Opportunities include becoming a programme representative, a volunteer, a general participant in a sports team or society, a Committee member of a sports team or society, a leader on the Peer Assisted Mentoring scheme, a Student Officer (a role undertaken alongside students' studies), Student Trustee or a full time Officer Trustee.

The Union attempts to engage as many students as possible however this is not always practical and the Union needs to continually ask about its relevance and ensure its mechanisms for receiving and acting on student feedback are embedded. This year saw the first in person Annual General Meeting following the pandemic; this is moving towards being more Trustee- led as this is the opportunity to hold them to account. Internal scrutiny takes place through the Officers' Scrutiny panels where they report on their manifesto progress throughout the year. Student Summits also take place periodically as was as faster mechanisms for obtaining student feedback including "Thursday Thoughts" and roadshows.

3. Related Party Relationships

The relationship with the University continues to be a positive one. This is outlined and reinforced via a standing Partnership Agreement which was fully revised and agreed in November 2018. The Officers engage at all major University Committees and the University believes the Union is integral to ensuring the student voice at Derby is heard and represented. This commitment is further evidenced by ongoing commitment for Officers Trustees to co-Chair several University meetings, including Student Affairs Committee, Equality Diversity and Inclusion Committee and the Learning and Teaching Committee. In addition, the President and Vice President Education reside over all committees and sub-committees of the University Governing Council.

The Union is primarily funded by the University via a block grant. This was £1,046,460 for the 2022/2023 financial period, an increase from the previous year's funding which was £974,884. This ensured that the Union was able to continue effectively representing the student voice at all levels, empowering students by providing ongoing developmental opportunities including engagement with sports teams and societies and providing job opportunities for students.

The Union is grateful to the University for its continued support and investment into our student services through the block grant; it acknowledges that the University provide a significant proportion of the Union's space on a rent free basis, enabling more activity with the block grant provided.

During this financial period the University continued to invest in the Peer Assisted Learning scheme, enabling more students to benefit.

4. Key Achievements

The Union's key achievements are noted below:

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2022/23 – A Year in Review

A summary of our main achievements and successes this year



Officer Trustees

The Officers' new location in the Atrium space has ensured the officers are more visible. As a result of the office space they have help hundreds of students by offering support, advice, or signposting them to the relevant department or teams.

Led by the President, the Union established a *Student Safety Area* during both Freshers Fair and Refreshers. The area hosted stands for external organisations, all of which aim to educate students on best practices for their safety and the support channels to utilise should they require it. The engagement from students was positive, with hundreds of students actively talking to staff and taking handfuls of freebies which included tools to keep people safe, such as personal safety alarms, bottle stoppers, Drinksafe covers, torches etc. Officers have worked in collaboration with the University to see the *launch of the Safe Zone app*, designed specifically to support the safety of students. The app is set to be used by students in the academic year 2023/24.

In collaboration with Russ Lewis, Head of Student Engagement, the Union has been instrumental in strengthening the relationship with Derby City Council (DCC) to highlight and address student safety issues across the city. University Student Safety and Security meetings have enabled the President to share progress with colleagues across the institution and external stakeholders in relation to the work carried out with DCC. Initiatives introduced ensure nights out are safer for students, these have included targeting Wednesday student affiliated nights with *increased CCTV and Taxi Rank provision*.

The Union President has focused his support from last year to help get Derby re-accredited with the *Purple Flag Accreditation*, allowing for funding support with Drinksafe covers which are a preventative measure to getting spiked. We now have 20,000 units within our Stonegate venues for student nights.

In response to the Cost-of-Living crisis the Union, in collaboration with the University, created a *Cost-of-Living task and finish group*. This brought together key staff members across both the Union and University to explore ideas and create opportunities to support students experiencing financial difficulties. One of the Union's initiatives was to purchase pasta, cereal, rice, and washing powder, to give away to students. Since December the Union has hosted various stands, and has given away over 600 bags of dried food and detergent.



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In April the Union, in collaboration with the University, hosted a *Less Worry, More Money Fair*. The event was part of the *Destresstival Week*, providing students with freebies, information, support, and guidance in relation to managing money. Other Cost of Living activity includes:

- *BLC Boost is now open at the Buxton campus, giving students access to free clothes*



Cost-of-Living Stand
Presudent & Vice President (Welfare)

- *Hosting regular free tea, coffee, biscuits etc.*
- *Increased provision of microwaves in 'Heat and Eat'*
- *Energy Bills Support Scheme letter: A supporting letter for students to use as a new law has been passed. It grants £400 for households that are considered 'all inclusive' - this is for the landlords to pay directly to the occupants*
- *Estates' support with community kitchen at Britannia Mill*
- *Budget menu for Union catering offering cheaper alternatives like jacket potatoes, toast etc.*
- *There is currently a working document that is set to be completed and approved by the University to offer further support for students. Some of the main elements are around educating students and increasing awareness of hardship funding.*



Global Gathering
February 2023

With a focus on belonging and creating welcoming environments for students the Officer Team created and supported social events – recognising the additional support needed for international students due to the disconnect with a community they are not familiar with. The following events were a great success, creating good attendance and positive student feedback on the event:

- *Global Gathering*
- *Festive Feast*
- *Student-led - Ethnic Diversity Event*
- *International Fish and Chips*
- *The Meeting Place - collaborative international social*

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A Halls programme was launched to engage students with sports and physical activity who wouldn't traditionally have become involved, as well as improve the Halls of residency offering. To date we have delivered, *Football, Dodgeball, Rounders, Athletics, Ultimate Frisbee and laser quest* as Halls sport events which have engaged students across the Halls programme.

The Union held their first ever, *Inclusive Sports Fortnight* - The Union and the Vice President (Activities) worked with the Sports and Activities Team at the University of Derby to plan two weeks of inclusive sports available to all students.

The Union increased student training opportunities by creating and launching *a new platform on the Union website* which students can use to get direct information from National Governing Bodies about coaching and officiating opportunities. In addition, the Union's Vice President (Activities) has worked with the Sports Coordinator, supporting work which has *re-established the coaching bursary*, ensuring it is easier for students to get partially funded qualifications.

Go Green Week – the Union delivered and supported a series of events and activities across the week including a *Go Green Fair*, student volunteer litter picks, and worked with students to build bug hotels and hedgehog houses.

The Union co-delivered a *Responsible Futures webinar*, to over 50 attendees across various Unions and Universities, highlighting the work the Union has done in relation to its sustainability work with a focus on nature connectedness.

This year's *Education Awards* has seen the Union secure the most sponsorship compared to any previous years, standing at just *over £3,000 in total.* This is an

amazing achievement from the Vice President (Education) and will fund the catering and decorations at the event.

Since the opening of the new office in the Atrium, the Officer Team has managed to help hundreds of students by offering support, advice, or signposting them to the relevant department or teams.

This year's Vice President (Education) has managed to get *over 2,000 votes* (and verbal feedback from students) on her *Open Book Exam* manifesto, which is looking into modernising the examination system and making it more accessible. Over 1,800 of the votes were in favour of the open book exams, while only around 300 votes were negative.



Cleanup and Coffee
Litter-pick No.2







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Activities

Sports Pass Numbers – 1044

Society Pass Numbers – 642

As part of the two-day *Freshers Fair* in September, the Activities Team coordinated two large marquees that held *over 65 student group stalls* all promoting their offers for the year to interested students. This included 34 sports clubs ranging from American Football to Weightlifting, 28 societies including Art and the Indian society, and our three Student-Led Services (RAG, Phantom Media, and Enactus).





Freshers Fair 2023
Activities Tent

Sport

The Union is thrilled with the current place of *41st in the British Universities and Colleges Sports (BUCS) table*. This sees Derby climb five places in comparison to last year's position. Next year, will see the introduction of the *University Sports Strategy*, an exciting time for the Union as we hope this will further support the development of our clubs, enabling us to improve our place on the table to surpass our previous highest ranking of 40th.

This year 36 clubs have completed a development plan, meaning over 100 committee members worked together to create their vision for the year. The *Club Development Plan* has been shown to support what our clubs are looking to achieve throughout the year. The guidance that it provides, along with the ongoing staff support, means that our club committees will gain the confidence and transferable skills to support them once they leave the University of Derby. The development plans are currently undergoing a review, with the Union in student consultation, to explore how to improve the plans whilst also ensuring

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Men’s Futsal 1st (Midlands Tier 1) into Premier League Play-off game vs Liverpool 1st



Women’s Futsal (Midlands Tier 2) who have been promoted to Midlands Tier 1



Women’s Basketball (Midlands Tier 3) who have been promoted to Midlands Tier 2



Men’s & Women’s Dodgeball teams became Championship winners

they support the University Sports Strategy. To support this direction, the Union is making some changes to one of its roles to ensure the development of clubs gets additional resource and focus to help both the Union and University achieve their strategic aims.

Following a successful Varsity event hosted by Derby in 2022, *over 310 of our students travelled to the University of Hertfordshire* to compete in 21 sports. No concerns were raised on the day, with students representing the Union and University impeccably, and achieving some stand out wins. The Union looks forward to hosting Hertfordshire on our home turf in 2024.

The Union proudly presents three BUCS league winners this includes:

- *Men’s Futsal 1st (Midlands Tier 1) into Premier League Play-off game vs Liverpool 1st*
- *Women’s Futsal (Midlands Tier 2) who have been promoted to Midlands Tier 1*
- *Women’s Basketball (Midlands Tier 3) who have been promoted to Midlands Tier 2*

We also congratulate our BUCS Cup Winners; both Derby Women’s and Men’s Dodgeball teams became Championship winners

This year’s BUCS Individuals Medals include:

- *8-Ball Pool – Jake Elmhirst – Men’s Singles Gold*
- *8-Ball Pool – Men’s Team Gold*
- *9-Ball Pool – Greg Pitchley – Men’s Singles Silver*
- *9-Ball Pool – Mixed Team Gold*
- *Badminton – Abbie Smith & Jess Allen – Women’s Doubles Bronze*
- *Cycling – Tristan Pilling – Men’s Points Race Silver*
- *Cycling – Dan Cooper – Men’s Sprint Race Bronze*
- *Cycling – Jodie Taylor – Women’s Sprint Race Bronze*
- *Cycling Overall Men’s team 3rd*
- *Snooker - Team Trophy Gold*

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Societies

20 societies have applied for financial support from the Union's *Society Funding Allocation*. This has funded events which have included trips all around the UK, space and tech hire for our performance-based societies, and guest speaker travel expenses for our academic societies. This year multiple societies have members with additional access requirements, therefore additional funding has been provided for *accessible transport to ensure inclusivity and accessibility* for all members.

Throughout the year the Union has been working to grow the offer for academic societies, working with lecturers from Fashion, Business, Occupational Therapy, Publishing, and Policing based courses to explore what an academic society could look like for their students. In addition to these five societies, we have also had committees come forward to reinstate the Nursing Society, Social Work Society and Accounting and Finance Society.

The Societies Team hosted events for students with the aim of creating new societies. These included Needlework, Vegetarian/Vegan, British Sign Language, Trivia and Disney. All of these were free to attend for students and feedback has been positive; with additional sessions of Needlework and British Sign Language planned and students showing interest in starting to lead them themselves.

How has the Union had an impact on you? Here's what our members say

> As Treasurer for a brand new society, Midwifery Rocks, I have been involved in plans to set up and launch the society. Although, this involved a very steep learning curve, I have benefitted so much from the process. The Students' Union have been so supportive, and I don't believe I would have engaged with them nearly as much or at all if not for this role. I have met and collaboratively worked with some amazing groups and individuals. I feel like great connections have been made which have and will benefit my student experience, such as our society being nominated for and winning awards and achieving recognition for the hard work involved. This is all alongside having the opportunity to plan and implement events that have a positive impact on society members.



Community Awards 2023
Midwifery Rocks

> Through the support from the Union, I was able to fulfil the role of Events Manager of Phantom Radio alongside being Secretary of Climbing society. Through my work presenting at open days, experience as events manager and secretary alongside my degree in SLLET, I was able to get a graduate job with ON Events Productions upon graduating. My roles on committee have not only benefitted my student experience, but they have also provided transferable skills for my career.



Phantom Radio
24hr Broadcast (RAG Week)

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For me, the Union of Students has had a hugely positive impact on my time at university. After joining a sport club in my first year, I felt that running for a committee role within the club would be a good move for me and one that I would enjoy as well as helping me develop in both a personal and professional manner. After four years now serving on the committee, as well as in multiple Rep and part-time Officer roles, I can say that I've loved every minute, and this is down to the support and guidance that the Union have offered not just to me but every committee member across the board. Whether it be personal, committee or club issues, the Union have always been there to help address and rectify when needed. I have seen through my time here the impact the Union have had on fellow committee members throughout my time here too and that is something I'm sure we'll all be forever thankful for! Joining a sports club and being a big part of what they do has been one of my favourite things about being a university student and I'll certainly miss that when I (eventually) leave.



Elections Results Night 2023
Old Bell Hotel

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Student Opportunities

The Union have established a link with the journalism course which has created a partnership that offers vital real-life experience. The journalism students are able to work with Union clubs to generate content that is then *recognised as part of their official course work*. On BUCS Wednesdays they provide match reports, interviews and photos that are then utilised for not only their academic requirements, but also for raising awareness of our clubs via social media and Phantom Media. There have typically been 50 active journalism students throughout the season supporting our BUCS teams weekly.

The Union has worked with the Sports Therapy and Rehabilitation course. Students from the course offer a First Aid provision on BUCS Wednesdays, enabling key experiences that will help them throughout their course whilst helping to ensure the safety of Union sports students. There are around 30 students that have been able to offer this support, with the Union working to increase this number next season.

The new Union allotment space is now open for students to use and grow their own fruits and vegetables. There are four different student groups starting to grow in the space, and the new greenhouses purchased by the Union will be open for business soon. In the meantime, we are working with the biodiversity technician staff to start the seedlings until they are ready to be planted.

The Union launched new Volunteering projects including *Post Pals*, a small charity who ask the public to send cards and letters to sick children. This project has already engaged 56 students who may not have engaged with the Union before.

Enactus made it to the final eight in the Enactus UK finals competitions with their *Plastic Fantastic* project.

The Union launched a volunteering project to encourage sustainable living, taking 30 students on a litter pick in October. The first event was titled *Fish 'n' Picks*, 35 students attended, the Volunteering team bought everyone who took part fish and chips. The students who attended asked the Union to plan further events.



The Union subsequently offered further opportunities which included, a *Coffee & Clean Up* and the *Pickup & Pizza*. The litter picks then became student-led, with the student group planning and executing three further litter picks – with an average of seven students attending each time.

This is the first year that student-led services have had a membership offering and have engaged 68 students across the five services.

Phantom Radio have hosted ten shows a week this year, engaging over 30 students as show hosts every week and have held multiple Give It A Go (GIAG) studio tours for students to observe the space and recruit new members.



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RAG have raised over £7,000 for various charities through events such as the *colour run, puppy yoga and club nights*.

The Union held a *Community FUNdraising Day*, with the intention to boost engagement with new students and the community charity partners. Initial interest from charities was high, with eight paying to attend on the day. To make the event stand out from other charity fairs that we have run in the past we asked all charities to run a game or activity that students could engage in. This encouraged students to engage with the stalls, allowing the charities to talk to them about their work and opportunities.



Puppy Yoga
Part of RAG Week 2023





Community FUNdraising Day
Alongside the Advice Tea Party



Case Study – Keiran Hall

When did you get involved in the Union of Students?

I've been around the Union for a while, through friends in the Volleyball Club, but I never got directly involved until my Master's year when someone came into my course induction to present Enactus Derby.

In what capacity are you involved with the Union?

I'm the current Head of Marketing for Enactus Derby. The opportunity to apply my academic learning to a matter which is close to my heart (sustainability) was too good to pass up.

What impact has being involved in the Union had on you at the University of Derby?

The largest impact is on my professional development. Broadening my understanding of marketing and learning important lessons around leadership in a business environment.

How do you feel it has helped with your personal development?

It's taught me that I know how to apply my studies in a practical setting and given me the confidence to do so. I think that's a result of the supportive and encouraging culture fostered by everyone involved in Enactus Derby, particularly Alex and the advisors. It's also helped me learn how to juggle numerous important project sand use my time more effectively. Most importantly, though, it allowed me to develop my leadership skills, learning more about myself and the type of leader I want to be.

Do you think being involved in the Union is helping you on your course?

Everyone goes through that stage in class, you sit there, staring blankly at the lecturer, wondering "How is this relevant to me?" Being in a position where I can practically apply my studies has taught me that it's all relevant no matter how small it is, you'll recall it when you need to. I guess what I'm saying is, it's taught me to value everything being taught in class and not just the parts I enjoy because I never know when I going to call on them lessons in the future.

Do you think being involved in the Union is helping you prepare for life after university?

Being a part of and holding a position in the Union has allowed me to apply my learning over the past four years to a passionate social topic of mine and given me a platform to learn from my mistakes and avoid making them in the workplace when there is significantly more at risk. And again, my leadership style has evolved dramatically.

Would you recommend that other students get involved in the Union?

Absolutely! Even if you're not joining Enactus (which you 100% should), I highly recommend joining any aspect of the Union, whether it's a sports club, society, or SLS, it's worth the investments you make and unlocks doors that were previously closed.



Varsity 2022
Derby vs Hertforshire

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Union of Students' Vision

To have a positive impact on every student

Advice

Since the 1st of September 2022, the Union Advice Team has *supported students in receiving £50,075*. This financial gain has been in the form of compensation and tuition fee refunds.

The service has seen an *increase of 12%* in the number of students accessing it in comparison to last year.

The Advice team has supported eight students (seven undergraduate students and one postgraduate student) to be reinstated onto the course following withdrawals for reasons including: attendance issues, failed modules, and mental health issues. In effect *saving the University £77,250* per academic year that the students remained studying (based on undergraduate courses costing £9,250 per year and master's courses costing £12,500 per year).

95 students have registered with the *C-Scheme*, a free NHS condom scheme to help improve the sexual health and wellbeing for residents across Derbyshire and Derby City.



C-Scheme Information Freshers Fair 2022

There are currently *three trained Sexual Violence Liaison Officers* (SVLOs) at the Union. Students can access the service directly, or may be referred by Wellbeing after disclosing an incident of sexual violence. The SVLO service has built strong relationships with SV2 which is an organisation in Derby who support victims of sexual violence, as well as Derby's Sexual Assault Referral Centre (SARC). As a result, the SARC has also began to refer University members to the Union's SVLO service for support.

20 students have accessed the SVLO service for support during this academic year.

The Advice Team, working with the Officer Trustees, prepared the sports members ahead of Sports Tour by delivering three *consent workshops* for 110 students. The workshop covered information such as, what consent is and isn't, the impact of sexual violence on victims, the repercussions of sexual violence on perpetrators, how students can report sexual violence to the University/Union and where they can seek support. All students were given a workbook to complete with information on supportive services. Following this training session, two students have since accessed the SVLO service after realising that they have been victims of sexual violence in the past.



External Partnerships

Extending the Union's advice service offer; partners include, Cease, University of Derby Legal triage, SV2, 1625 Outreach. These services cover topics such as domestic abuse, sexual assault, drug use and legal concerns.

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Advice Partner Stalls
Advice Tea Party Event



REMEDI have been delivering a free monthly on campus face-to-face specialist course called *CEASE Educational*. The course specialises in identifying and safeguarding abusive and controlling relationships. The aim of the programme is to help educate and recognise the subtle indications of an abusive relationship, and the options available to those should they encounter or witness such behaviour. Each session can accommodate up to 15 students. The programme is also recognised by Local Authorities and, therefore, it is a great opportunity to *add something extra to student CVs*.

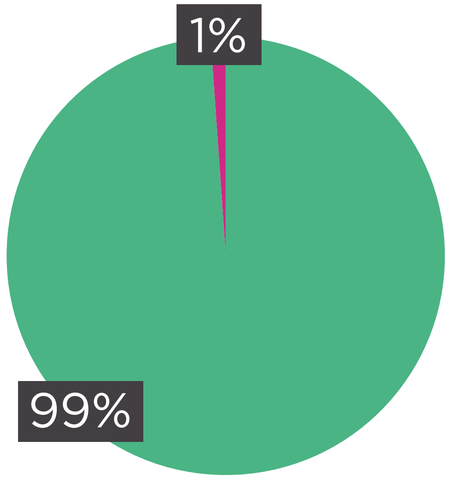


The *Law Clinic* have provided a Legal Triage Service at the Union of Students, exclusively for University of Derby students. The *Triage Service* has supported students predominantly with private housing contracts with two students receiving money back from their rent. 30 students since have accessed this service since September.



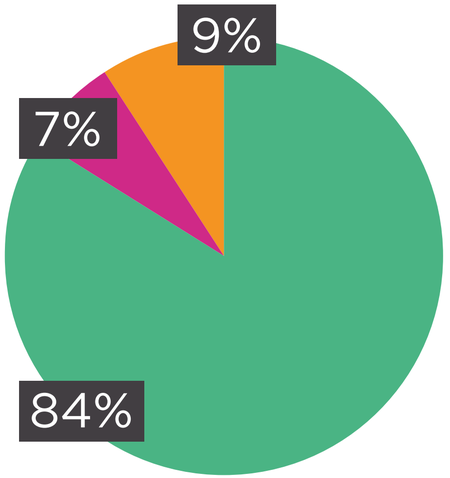
LoveSHaC & Art Society Pledges
Sexual Violence Awareness Week

The impact of the Advice Team



Was the advice you received useful?

- No
- Yes



Was the Union Advice Service able to resolve the issue raised?

- Partially
- No
- Yes



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Student Feedback

Just a big thank you to my advisor who made time to listen and assist when it felt like no one else wanted to help me in the university as I wanted to make a complaint.

What I have to say is that their advice is most useful.

The student advisors go above and beyond, the service is brilliant as it stands.



I think the service was excellent.

My advisor was brilliant, I'd been sent all over Kedleston by different departments and she was great and managed to sort all the issues I had been having.

My advisor was extremely helpful and calmed my nerves. She was insightful and followed up with me the next day.

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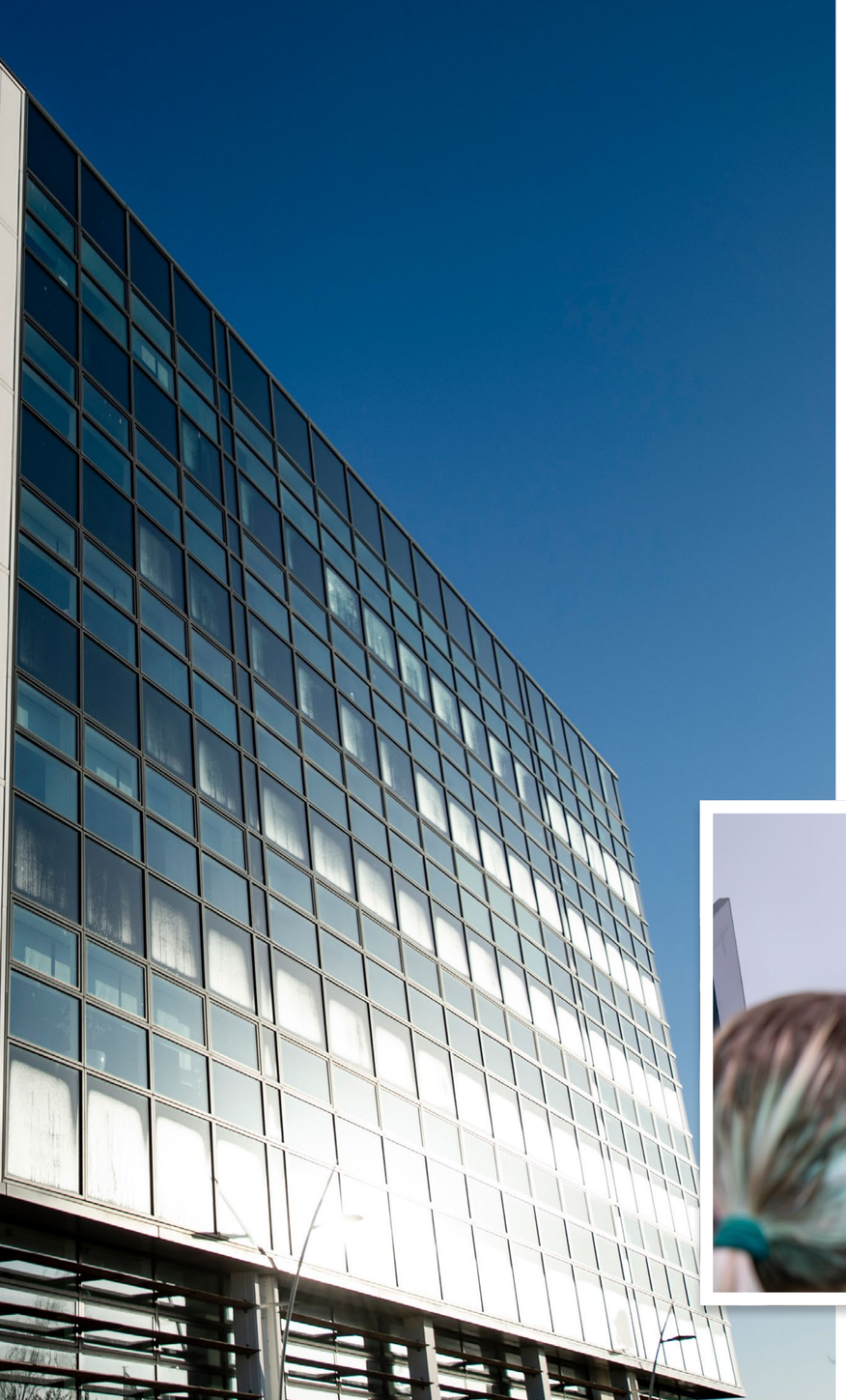
Student Experience One

In 2022, I was advised to visit the Students' Union after my PhD account was put on hold due to non-payment of fees. I sought the help of an advisor from the Student Union. Initially, I was in a panic, and was unable to express what had happened. I found it difficult to put things in chronological order, but they took the time to sit with me in the library, and we were able to compile a timeline of events based on communication and account information obtained. I found I was constantly in touch with the advisor seeking reassurance and understanding of the process. They always found the time to get back to me, even if not immediately. The advisor showed extensive wisdom in the operations of the University. They made me feel I was important, and I had a voice, whilst also caring about my wellbeing and understanding how these events were taking focus away from my studies. Without the Students' Union granting me the opportunity to present my case, I would have been at a serious disadvantage. Had it not been for Students' Union support I would have, sought remedy through the courts. They are not only a support service for students, but a safety net for the University. Ultimately, I won my case. None of this would have been possible without the Students' Union. I have a lot of respect for the time and effort they apply to students. We often approach them as a last resort or when we are very anxious about our future prospects. They are aware of their responsibility and commit themselves to nurture students ensuring their metal wellbeing is healthy at the same time as providing a voice and a friendly face in times of difficulty. I understand my case set precedence and continue to appreciate and value the team. An acknowledgement and special thanks will be entered into my thesis when completed and made into a book in thanks to my Union advisor, as without her I would have ended my studies.





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Student Experience Two

The Union of Students have been very supportive and helped in representing me on a few occasions. I felt that my Union rep was very experienced, supporting me by providing the correct guidance and talked me through each process and was realistic on what to expect, which then empowered me to make my own decisions. I appreciated the honesty and commitment I was given; they support students but are also honest with students if they are or have done wrong. Regarding communication; emails and calls are always answered – if not they are always returned in a short and decent time frame (including Teams meetings) I felt that the Union helped me make wise decisions and stay positive at a time when I was under a lot of pressure, my voice was represented throughout meetings, and as a mature student, I felt that they do actually genuinely care and will support you the best way they can. I also felt that my Union rep was patient and took into consideration my disabilities which made me feel more at ease and more confident, this is one area of support that was important for me, sometimes being disabled can affect speech production and expressions. Putting words to what you are experiencing can be difficult at times. I felt that my Union rep had picked up on this and she interacted at times I felt was difficult. When I started university, I never really understood much about the Union of Students or what they do, but I am so glad that I accessed this support, I would have been lost without it, it certainly had a positive impact on my well-being, and I'm very grateful for all their help. I would advise anyone to always speak or email them in any situation, even if you are at fault and don't know which way to turn, they are great listeners and will always take into consideration your best interests on any issues you might face. Can't thank them enough!



Staff Feedback

Alan Williams Academic Lead - Nursing

The Union of Students provide a vital and excellent service for all students at the University of Derby. Over the four years I have worked at the University my interactions with staff and voluntary officers of the Union have always been positive and constructive, with all working towards achieving a fair outcome for all students. As Academic Lead for the online nursing and health portfolio, and since August 2022 following restructuring at the University now leading the professional doctorate in the College of Health, Psychology and Social Care I signpost students experiencing difficulties to Union advisors. Whilst of course I believe I provide unbiased advice and outline options to students, Union advisors have that extra benefit of being seen as truly independent, essential for students to know. When students have been required to attend a formal meeting with me, Union Advisors listen to the discussion and support the student in a very effective manner, following up discussion after a meeting. Invariably we both agree what support is necessary and how a student can overcome difficulties, whether that is because of an academic offence or other matters that have affected their ability to effectively engage with their studies. Ultimately, we all want students to succeed, and the Union of Students are integral in this process.



Vanessa Patrick-Wood
Assistant Programme Lead
BSC Hons Child Family Health and Well Being & Stage One Coordinator

We always invite the support of the Students' Union for any students we suspect may have committed academic misconduct. We have found the Students' Union staff to be helpful and supportive and keen to commit to the best student experience in their role supporting the students who we signpost to them. We have worked together as a Union and academic staff team to get the best possible outcome for our students.

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Nicola Hindmarch Assistant Head of Discipline, Mental Health & Learning Disability Nursing

I would strongly recommend to any student involved in an appeal, suspected academic offence or as part of the Professional Conduct and Professional Suitability process to involve the Union Advisors. This service is really useful for students and staff to ensure that meetings are helpful and supportive but also that students are receiving clear advice about the options which sometimes can be tricky particularly when people are upset and stressed as often is the case when facing these processes. I have found having Union Advisors present has been useful in coming to decisions particularly where disclosures from students have been sought and help prevent issues from escalating or taking longer than necessary which would interrupt a student's academic journey.

Liz Eate Intermin Head of Discipline Social and Community Studies

Working with the advice team at the Union of Students Derby, has never been anything but a positive experience for me. I have chaired complaint and disciplinary meetings both with and without the Union present and the meetings always run more smoothly with an Advisor present.

The Advisors work with the students to offer practical and emotional support through often difficult conversations and are able to help the students articulate better their concerns, and responses to any concerns we may have.

Without the Union involved many students find the formal meeting environment challenging and the advisors lessen this challenge ensuring the student voice is heard. They also encourage both staff and students to work towards positive solutions wherever this is possible.

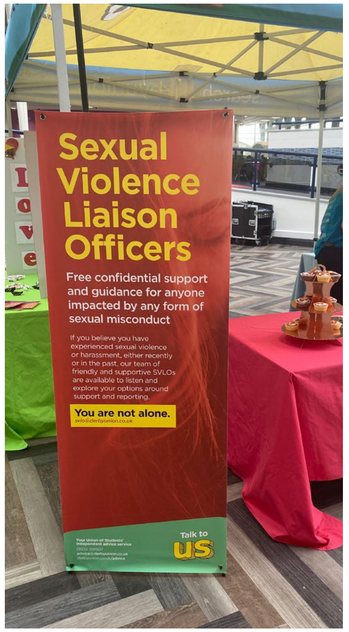
When the student needs to hear that their complaint is not supported by regulations, or when the student has to have action taken through the PCPS process, the Advisors articulate this in a compassionate way, again supporting the student's understanding and helping them to move forwards.

It is my pleasure to work with the Union in these cases and I always recommend that students discuss any worries, concerns, or disciplinary processes with them and bring an Advisor to each meeting.

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Campaigns

Our Advice Service has delivered three campaigns *LoveSHaC, Academic Misconduct and WhatsAppening in your WhatsApp Group*.



LoveSHaC

The three main goals of the campaign are to:

- *Educate on the importance of sexual health and consent*
- *Start conversations about what a healthy sexual relationship looks like and break the stigmas surrounding sex and consent*
- *Raise awareness of what support is available for anyone who's experienced sexual violence or are in abusive relationships*

To engage with as many students as possible, the campaign team ensured they have been present across sites including at One Friar Gate Square, Buxton, Kedleston Road and Markeaton Street. At each site, approximately 15 students engaged.



At Kedleston Road, the team put on a 'LoveSHaC Fair' where there was a free cake and hot drink stall, music, an Advice and SVLO stand and external stalls from SV2, Remedi and 1625 Outreach. The Art Society got involved by creating a pledge sheet and asked students to draw their handprint to pledge to always get consent. Approximately 75 students engaged with the SVLOs, conversations were meaningful around the importance of consent and the importance of safe sex.

The Union Advice service have organised for SV2 to deliver two consent workshops during May, to a maximum of 50 students per workshop.

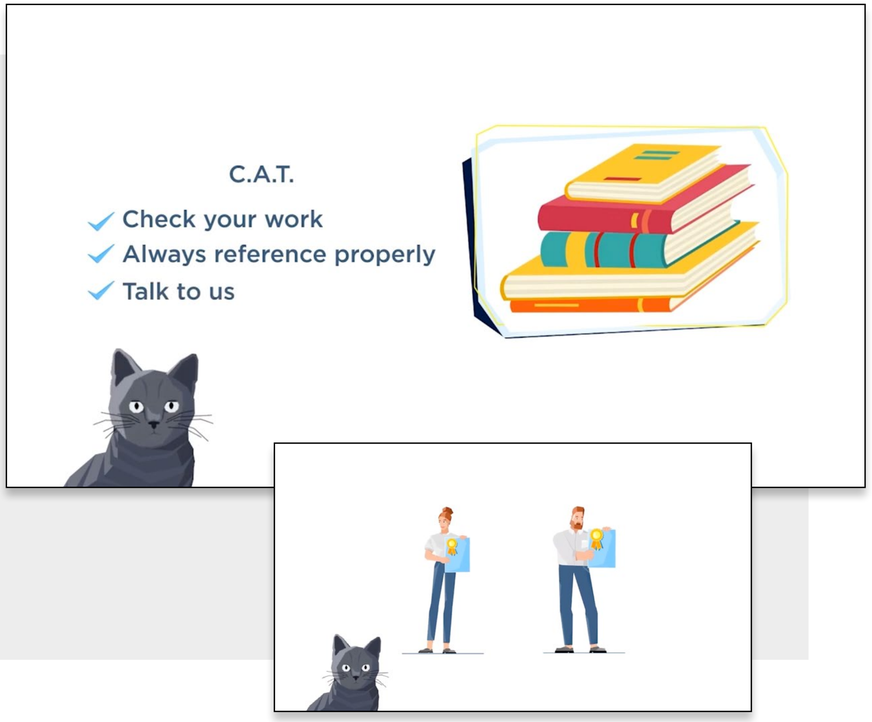


LoveSHaC Pop-up Sexual Violence Awareness Week

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Academic Misconduct

Advisors worked with the Marketing Team to create an animation explaining the types of academic misconduct, tips on how to avoid academic misconduct and a promotion of the Advice Service. This is available on the Union of Students website with the aim to have this available on Blackboard for all students to see.



WhatsAppening in your WhatsApp Group

As part of the WhatsAppening campaign, Advisors have put together a PCPS package for students which includes information on the Advice Service, information on the PCPS procedure and business cards with examples of inappropriate WhatsApp conversations. These will be distributed to Heads of Departments to give to Module Leaders with the aim that they will be shared with each cohort. The campaign webpage has information on how to use social media appropriately. Whilst the page doesn't officially launch until May; 27 students have engaged with it so far.



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Student Voice

504 Reps are registered

Over 990 pieces of feedback submitted through the Student Voice Portal

An average of 43 pieces of feedback submitted a week throughout March

70% of students reported their engagement with the PAL scheme as having been useful

97% of students said they would recommend the PAL scheme to others



The Voice Team hit the ground running with the Redbrick Research responding to the need to get out and speak to students, explaining who the Union Voice Team are and how students can get involved with the representation roles available. *Between September and March the Union spoke to over 1,000 students* at stalls across all sites.

The Voice Team hosted elections awareness events, the first took place in December prior to nominations opening. Refreshments, snacks, and activities were offered to students, allowing us to engage with over 60 students at this event.

The Union developed *a new elections marketing campaign*, designed to be eye-catching and bold, with the intention to be used during all election's periods for the next three years, to create recognition and ensure students associate the branding with elections. This also supports our sustainability aims as we can re-use the marketing materials produced.

The *TEF Submission* allowed us to reflect on the positive relationship that exists between the Union and the University. Highlight's reflected in the TEF include the collaborative work during the pandemic, how effectively student voice is represented throughout the governance meetings and the Peer Assisted Learning scheme.

Our *Annual General Meeting* was held on February 28th this year which was earlier than previous years. Overall physical attendance was 69 students which ensured quorum was reached.

Marketing produced live Instagram stories of the AGM event, proposals, and results. 48 stories were shared, with a consistent number of stable viewers. Viewer numbers ranged from 320 to 530 which suggests *320 viewers were following along* as the results were announced. The marketing evaluation also showed that users who looked at the AGM page on the website spent longer on the page than the previous year, indicating that they took more time to read the content and proposals.

The Voice Team have secured more nominations for *Educations Awards* than have been received in the last four years of Education Awards with a total of 450 students and staff submitting nominations this year.

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Case Study – Pieter van Ellewee

When did you get involved in the Union of Students?

I got involved with the Union of Students when I became a Student Rep for my course.

In what capacity are you involved with the Union?

Joining as an PGCE student I became a Student Rep for my cohort where I was able to resolve student issues, advocate for student rights and bring about positive changes on the course. This experience motivated me to take up the position of the Education Chair student officer role where I continued to work on initiatives that improved the academic and social experience of students.

What impact has being involved in the Union had on you at the University?

Through my involvement I have met new people, made amazing friends and developed my leadership, communication and networking skills. Most importantly I am now studying my Master's in education, largely due to the support and encouragement I have received from the Union of Students.

Do you think being involved in the Union is helping you prepare for life after university?

Overall, my involvement in the Union has been the highlight of my time at Derby and I am grateful for the opportunities and experiences it has afforded me with my studies and life after university.

Developing Knowledge and practice

The Student Voice Manager and Vice President (Welfare) joined *Wonkhe's Scandinavian Tour* in January 2023 to visit six Students' Unions across Sweden and Denmark. They presented their learning to the Union Trustee Board and have given presentations at Union departments' strategic planning meetings, which have led to valuable 'blue sky thinking' discussions about the future of our delivery.

Our Student Voice Manager, Stephanie, delivered training for new Sabbatical Officers at the NUS Lead and Change Conference in August 2022. Stephanie led a group of 16 first-time Sabbatical Officers through three days of training and networking, giving them a head start in their new roles. This also enabled Stephanie to gain a greater understanding of NUS which has been useful with regards to *NUS Affiliation discussions* with students, and preparations for an *NUS referendum*.

Regional receptions – The Voice Team have hosted Nottingham Students' Union and developed good working relationships with their voice team. This has developed further into the Union creating a *Student Voice Action Learning Group*, with 21 staff members from eight Unions signed up and in contact via a Teams site we have created. This has already led to us sharing work that other Unions would like to implement, such as the *Student Voice Portal*.

Union staff attended the *Wonkhe Secret Life of Students Conference*, exploring topic such as, the impact of generative AI, the importance of collecting student data and feedback in the year and consent. The Union's Disability Officer was invited to join a panel which discussed the impact of Cost of Living on students.



Student Asking Questions
Student Voice Unleased Panel

Coming Up...

The Union are excited to announce, production has begun for a Podcast targeted at Reps, which will serve as a valuable tool for keeping our Reps updated on events at the University and providing them with a better understanding of what the Union does for them. The Podcast also serves as an opportunity for our staff and Reps to introduce who they are and what they have done/what they do. This will be a great resource for our Reps, helping them to build a stronger sense of community and connection with each other and with the Union.



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What our Reps Say

Putting myself forward as a Student Rep in the first year was a huge worry at first, especially as I was the only candidate in a cohort of strangers. I am glad I did though as it has brought me closer to the students in our smaller cohort than I could have imagined. Being a mature student, it was difficult to build friendships, but I feel the Rep role has helped me to break the ice, get to know people's concerns and use my experience to help put people at ease and become an effective and trustworthy voice for the year group. I have been supported by the Union and the lovely office staff in times of confusion and would like to see the programme develop more training for the 'on the ground' members of the team. The training was easy to follow, and the resources will help me as I progress on my course and build experience worth adding to my CV. The Student Rep role is rewarding when fully utilised and the scope to empower real change and support for students is essential to navigating the University Journey.

– Emma Allez, 42, BSc (Hons) Nursing (Child)

My positive experience with the Union can be boiled down into three core points: *representation*, *opportunity* and *confidence*. In terms of representation, I became the Student Representative for my course at the start of my second year after we experienced some issues with a member of staff in the first year. The training given to me throughout this time assisted greatly when we had major problems on the course. I can vouch for the fact that student grades were positively impacted by the feedback we gave – not only for our year but for the subsequent years also. Having the opportunity to reflect on my course and provide constructive feedback helped me to get where I am today. Furthermore, there were many opportunities outside of representation that were presented by the Union. These include Societies, Student-Led Services and Sports Teams. While I didn't choose to engage with all of these, engaging with the Golf Club gave me the chance to play some great golf courses and meet some great people. Societies were more my bag though and I had a great time starting up the Computing Society, being a committee member for the eSports Society and finally becoming the Societies Council Chair. The skills provided in the training sessions for these roles were of great benefit to my professional development and my ability to build relationships. My engagement on these two points led to great improvements in my overall confidence. Coming into University, I was very anxious and struggled to speak to anyone I didn't know. However, engaging with the various parts of the Union that I did helped me overcome this. This confidence is something that I will be able to carry forward for a significant portion of my life. Overall, the impact that the Union has had on me and my experience is profound. I've made some life-long friends through the societies that I have engaged with, not to mention how the Union has allowed me to grow personally and professionally. It's safe to say that without the Union, my experience at Derby would have been profoundly different.

– Societies Council Chair

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The Union has really positively impacted upon my personal and academic experience since beginning my degree in September. The team is absolutely fantastic. They are always available for support, whether this be through teams or in the offices. Everyone has been very helpful, and my multiple questions have always been answered fully. Whether this be the person I have spoken to or directed to a colleague for more advice. I have always left feeling confident and listened to. I have been encouraged to go further, rising to challenges and new experiences, and I am so pleased I have! I am proud to be part of the Union of Students and encourage colleagues from my cohort to participate in upcoming events and roles. Keep being brilliant team!

– Student Rep and Mental Health Awareness Officer

PAL

22 out of a total 29 PAL leader vacancies were filled, with our newly appointed PAL Assistant covering the role of the vacant seven. The number of vacancies currently filled is *a 9% increase from the same time last year*.

An average of 23.71% of all first and foundation year students have been actively engaged in their PAL site. This is up 8.71% from February 2022.

Last year engagement was consistently measured at 15%, therefore we have seen *an increase of 8.71% in engagement* compared to last year.

This year the Union has also *worked with the Head of Digital Learning*, and their team, to embed an automatic enrolment system of first and foundation year students onto their respective PAL team's site. This will ensure that every student has the opportunity to access PAL at their earliest convenience.

PAL Participant Feedback

My PAL Leader has provided me with so much useful information, both when I have asked and also just things they think might help myself and my cohort. They have so much provided inspiration and motivation through all their encouraging updates on the Teams app.

I might have left uni before Christmas without the PAL Leaders input and reassurance in my first few weeks! They have made a massive difference to me

I have contacted the PAL Leader a few times, and each time they have responded positively, quickly and with more support and motivation than I could expect. They have always acted professionally and politely, advocating university life and getting involved.

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Buxton and Leek College

The Union is proud of the work delivered across the Buxton and Leek sites for our Further Education members. Attendance in the social spaces has been high, with an average of 30 students attending over the lunch period daily. This year, the Union has *launched an LGBTQ+ society*, which has seen 22 members register. Facilitated by the FE Engagement Coordinator in a safe and comfortable environment, the students meet weekly to socialise and participate in an activity.

Monthly, the Union has successfully hosted a series of awareness events – these have included *Student Safety, International Women's Day, Destresstival, and Disability Awareness Month*, engagement with these events has seen on average 50–60 students attending.

In collaboration with Buxton and Leek College, we launched a *Wellbeing Ambassador Initiative*. Student volunteers are trained to deliver peer-on-peer support to students who are experiencing low-level wellbeing issues, offering a listening ear and signposting where necessary.



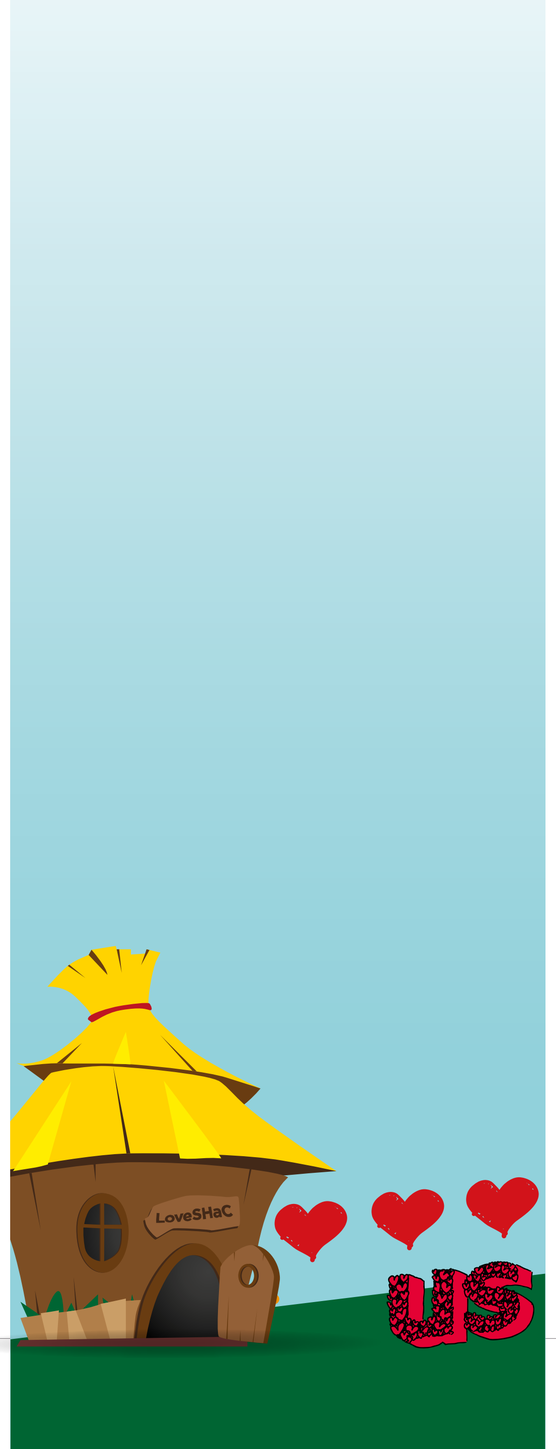
The Union has launched a monthly newsletter and students are invited to submit articles to be included. Each month the newsletter highlights Union activity and aims to share information related to the monthly awareness themes. The newsletter is displayed on digital screens, Union notice board, and shared directly to students via the progress coaches.

Marketing

In 2022/23 we have worked on over 20 campaigns including:

- *The launch of a brand new elections theme, with a long-term plan to build this theme over the next three years. This included new banners, t-shirts, roller banners, window clings, basecamp table toppers, and posters. A highlight of this campaign was that the Basecamp table tents were used for the first time and over 90 sessions launched through the QR code*
- *Supporting the Advice Team's LoveSHaC campaign, the Marketing Team created a LoveSHaC motif to help to brand the campaign. The motif was featured on gazebo covers, condom stickers, social media content, and flyers. The LoveSHaC campaign page gained 114 page views between December and March*
- *Working with Student Officers on liberation months. LGBT+ social media content performed well with an average of 124 likes on Instagram*







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Clapperboard Candles
Winter Market

Enhancing the Student Experience

In the 22/23 academic year, the Union welcomed:

- *22 new market traders*
- *8 returning market traders*

The Union proudly hosted the first *Winter Market* event in 10 years. Over 200 hot drinks were given out and 100 freebie bags taken. With it attended by four new market traders, and eight returning traders, the Union reports the event as successful and are looking to build on this success for the next academic year.

Varsity Sponsorship

The Union's Marketing Team worked in collaboration with the Activities Team to *secure £1200 + VAT*, allowing us to reduce the cost of travel for students attending the event in Hertfordshire.



Refreshers Fair
Misfit and Dr Pepper Freebies

Refreshers 2023

This year the Union introduced a *Student Safety Zone*, located in the smaller area of the Lower Atrium, this feature supported the President's manifesto point of focusing on student safety during the night-time economy. The Fair hosted 36 stalls, with student engagement of approximately 1,432 people.

Throughout the event free cans of Dr Pepper Zero and Misfit Health protein bars were given away. In addition, Monster Energy and Coke Zero were brought in and they *gave out over 3,000 free product samples to students*.

The Student Voice team kept a tally of all the students that engaged with their stalls during the fair. They engaged with 50 students, which is the number they usually expect to engage with at the larger Freshers Fair in September.



Commercial

- *Between August 2022 and March 2023, a total of 12,008 hours of work had been given to student employees at a cost of £123,682. This money, direct into student pockets (less tax) helps support a pool of 51 student employees through university, including four international students who rely on this income to study.*
- *Union catering infrastructure was utilised to support Welcomefest, Freshers, Format Festival, Open Days and student showcases at Markeaton Street.*
  - *Handed out 5,500+ drinks at Open Days*
  - *Sold 2,000+ items from Campus Kitchen*
  - *Held two Global Gathering events for international students*
- *Over 12,000 students have attended Union of Students affiliate events and activities.*
- *Blends cup levy has funded sustainability projects across campus including:*
  - *The Union of Students' beehives provided fresh honey for sale which the Union sold out of within three weeks.*
  - *Perennial plants and 100sq meters of wildflower seeds have been purchased for campus.*
  - *Hedgehog houses and bug hotels have been purchased and installed.*
- *1,333 Hoodies sold*
- *Over 90,000 customers served a across our Blends outlets so far.*
- *204,379 customers served across our retail outlets so far.*



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US

5. Financial Review

The principal funding sources for the Union are the block grant received from the University and the surplus derived from commercial trading activities:

We saw an increase of £71,576 on the block grant received this year, taking it to £1,046,460.

The overall financial performance of the period was a deficit of £63,451, compared to a deficit of £72,926 the previous year. Reasons for this are increased expenditure in the form of a cost of living bonus paid to all employees to support with the increased cost of living.

At 31 July 2023 funds totalled £713,689 (2022: £777,140), made up of unrestricted funds of £623,438 (2022: £658,261) including a pension reserve of (£240,000) (2022: (£249,510)) and restricted funds of £90,251 (2022: £118,879).

6. Reserves Policy and Going Concern statement

As agreed by the Board the reserves position continues to be set at 6 months operating costs between a range of £680,000 - £690,000. At the year end the Union had free reserves of £759,893.

The Board of Trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby.

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Whilst this year saw student numbers improve following the impact of the pandemic we are still not seeing numbers at previous levels and this is impacting performance.

The single biggest threat to the Union's financial position continues to be a material cut in the block grant from University of Derby, which would be influenced by future student numbers and university income.

After review, it was concluded that the Union can continue to provide its services safely and still be financially viable for this period. For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

7. Risk Management

The Union regularly evaluates its risk, this is via the risk register which presented annually to the Board after being reviewed by the Audit and Risk Committee.

The risks are categorised as follows:

- Strategic
- Operations
- Financial
- Compliance
- Governance
- Reputations
- Risks to people and organisational culture

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The significant risks outlined in the most recent review relate to finance: a decline in income from the University, our commercial outlets and / or media sales / sponsorship opportunities; the orphan liabilities of other Unions within the SUSS pension scheme being wound up and external factors impacting on the student experience, including but not limited to government policies relating to higher education including higher education funding and the impact of Brexit on student recruitment, particularly from the international market; the unlikely occurrence of subsequent epidemics / pandemics and the continued social and financial impact of Covid and blended learning.

8. Setting Pay and Remuneration

The Board recognises its responsibilities to protect the reputation of the Union of Students, to reflect the values and ethos the Union and a registered charity. The Board therefore works to ensure that the pay to senior leadership is not excessive and is justifiable to the membership and the Union's wider stakeholders. This is achieved by conducting regular benchmarking of pay and benefits across the sector, regionally and to the University's pay structures. The pay of the Senior Leadership Team is reviewed and considered by the Finance and HR sub-committee of the Board, who also conduct the annual performance appraisal of the CEO.

9. Information on fundraising practices

Fundraising activities – Raise and Give (RAG) - take place within the Union who manage and distribute these funds to the chosen charity(ies) accordingly. Funds raised this year by RAG amounted to just over £7,552 and this cash will be distributed following the end of the financial year to the relevant charity. The Union does not employ any professional fundraiser or commercial partner for this activity and received 0 complaints regarding fundraising in the year.

Due to the low level of fundraising the charity undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for any activities carried out on behalf of the charity.

10. Future Plans

This year was the first year of a new interim strategic plan; with this plan being implemented on a rolling basis during a significant period of change within the organisation. Our mission, vision and values changed this year to the following:

Our vision: The have a positive impact on every student

Our mission: To be relevant to every student, ensuring that they know the Union offers something for them

Our values:

- Student-Led: We are here for our students and in order to be relevant to all, we will always strive to be student-led in everything that we do – either through student informed decisions or direct student delivery.
- Transformative: We embrace, enable and celebrate change, not for the sake of change but because we are reflective in our approach and always seeking to improve and develop; the experience, our students and our staff.
- Supportive: We are supportive to one another, in our actions and in our approach and are here to support the welfare of students and our staff, so that they may be successful in all areas of life.
- Empowering: We empower students, our staff and stakeholders to take action in an informed and informing way, for the good of many and to develop individually.

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- Challenging: We are able to provide healthy challenge; of one another within the work place, of our students and the University to strive to do better.

Strategic Priority 1: Awareness and understanding of the Union of Students

We will ensure continual promotion of all that we offer and that students recognise our relevance to their individual experience.

From our research

- 29% have a good understanding of what the Union does on a day-to-day basis
- 38% agree that the activities of the Union are relevant to their university experience
- 32% have a good idea of what the Union has achieved on behalf of students

Success looks like

- We will determine where students are within the ladder of engagement and work towards increasing participation/attendance at each level.
- Through internally collated surveys we will determine:
- 80% of students will feel that the Union provides an offer that is relevant to them.
- 70% of students agree that the Union of Students effectively represents them and their views

Strategic Goals

- Identify existing touch points and create new touch points for students to ensure their relevance.
- Determine our baseline data for student engagements across the Union and incrementally increase these 5% annually.
- Establish a clear communication strategy for all Union activity, aligned to the student journey.

Strategic Priority 2: Supporting students' needs

We will directly and indirectly seek to improve the wellbeing of our students, by providing support services, building sense of community and facilitating inclusion in fulfilling activities.

From our research

- 71% do not understand what the Union does day to day
- 48% of Derby students have struggled with their mental health
- 38% cite a lack of confidence as a barrier to taking part
- 4% turn to the Union for support

Success looks like

- 80% of students understand the range of services provided by the Union of Students
- 80% are satisfied with the services they received from the Union of Students

Strategic Goals

- Be where the students are; the Union is more than a building or campus, we need to engage with students where they are.
- Provide activities and services accessible to all students to ensure the full breadth of the Union offer is understood.

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- Support students to overcome barriers to participation, developing their confidence and enabling them to be successful.

Strategic Priority 3: Digital provision

We will develop remote services to ensure students can access the Union both on and off-campus.

From our research

- Many of our students do not have that "on campus" experience
- The Union needs to move away from a "you come to us" attitude
- There is an increasing demand for a digital offer from the Union
- Students are twice as likely to engage online than they would in person

Success looks like

- The creation of a Union of Students app that supports student engagement and provides data for us to analyse and use for continuous improvement
- The development of a new, user friendly website

Strategic Goals

- Continuous development of resources, ensuring access to information is user-friendly.
- Continuous management of a dedicated Union of Students app to provide accessible portal to services.
- Increasing access to data to ensure relevant and timely communication with students.

Strategic Priority 4: Easing students' financial pressures

We acknowledge that financial concerns prevents students from engaging in extra-curricular activities.

We will work with students, the University and external organisations to increase employment opportunities, making these meaningful.

From our research

- 45% of Derby students have struggled with their money worries
- 36% think special offers and discounts are the most relevant part of Union communications

Success looks like

- Work with University departments and external partners to identify student opportunities and ensure these are communicated
- Provide education sessions, enabling students to participate
- Provide meaningful student opportunities for employment wherever possible
- Review our student staff progression and support them in producing better prepared applications

Strategic Goals

- Increase commercial profit by 5% year-on-year
- Support students to find student-friendly earning opportunities.
- Proactively communicate money-saving opportunities and resources.

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Strategic Priority 5: Accessibility and Inclusion

We will design, promote and deliver services that overcome the barriers to participation in activity and services.

From our research

- Whilst just under 50% of students commented that University is the biggest thing in their lives at the moment, they feel excluded as a result of logistical factors (time, commuting, caring responsibilities, work duties, etc.) and personal barriers (lack of confidence, anxiety, lack of motivation)
- 34% state that not knowing anyone stops them participating

Success looks like

- Student engagement within the range of Union activities and services is reflective of the University demographic
- The Union will commit to showcasing events that are inclusive and diverse

Strategic Goals

- Increase participation and engagement of students from under-represented groups.
- Work with students to ensure that we offer opportunities that are fully accessible.
- Identify resources that encourage the development of student communities, for the duration of events and beyond.

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Statement of trustees' responsibilities

The trustees (who are also the directors of the charitable 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 year. 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 company and of its incoming resources and application of resources, including its 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 2019 (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 charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

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



Signer ID: RUDUCLHPSZ...

Rosie Smith

Date: 05/03/2024 GMT

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

We have audited the financial statements of University of Derby Students' Union (the 'charitable company') for the year ended 31 July 2023, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023, and of its 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' 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.

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

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' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor 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.

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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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the entity through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the entity, including Charities Act 2011, Companies Act 2006, data protection, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- we ensured identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

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 is available on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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Use of our report

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

Jane Marshall (Senior statutory auditor)

for and on behalf of

BHP LLP
Chartered Accountants
Statutory Auditor
One Waterside Place
Basin Square
Brimington Road
Chesterfield
S41 7FH

Date:

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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4	**1,199,740**	-	**1,199,740**	1,144,191
Charitable activities	5	**127,191**	**133,298**	**260,489**	267,372
Other trading activities	6	**1,188,031**	-	**1,188,031**	988,029
Investments	7	**7,220**	-	**7,220**	990
Other income	8	**5,237**	-	**5,237**	15,964
Total income		**2,527,419**	**133,298**	**2,660,717**	2,416,546
Expenditure on:					
Raising funds	9, 10	**1,354,905**	-	**1,354,905**	1,150,117
Charitable activities	12	**1,217,903**	**151,360**	**1,369,263**	1,214,355
Other expenditure	13	-	-	-	125,000
Total expenditure		**2,572,808**	**151,360**	**2,724,168**	2,489,472
Net expenditure		**(45,389)**	**(18,062)**	**(63,451)**	(72,926)
Transfers between funds	24	**10,566**	**(10,566)**	-	-
Net movement in funds		**(34,823)**	**(28,628)**	**(63,451)**	(72,926)
Reconciliation of funds:					
Total funds brought forward		**658,261**	**118,879**	**777,140**	850,066
Net movement in funds		**(34,823)**	**(28,628)**	**(63,451)**	(72,926)
Total funds carried forward		**623,438**	**90,251**	**713,689**	777,140

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)
REGISTERED NUMBER: 10279393

BALANCE SHEET
AS AT 31 JULY 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	18		**103,545**		131,728
			103,545		131,728
Current assets					
Stocks	19	**34,776**		28,526	
Debtors	20	**71,243**		55,597	
Cash at bank and in hand		**913,391**		1,001,069	
		1,019,410		1,085,192	
Creditors: amounts falling due within one year	21	**(180,187)**		(199,993)	
Net current assets			**839,223**		885,199
Total assets less current liabilities			**942,768**		1,016,927
Creditors: amounts falling due after more than one year	22		**(229,079)**		(239,787)
Total net assets			**713,689**		777,140
Charity funds					
Restricted funds	24		**90,251**		118,879
Unrestricted funds					
General funds	24	**863,438**		907,771	
Pension reserve		**(240,000)**		(249,510)	
Total unrestricted funds	24		**623,438**		658,261
Total funds			**713,689**		777,140

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BALANCE SHEET (CONTINUED)
AS AT 31 JULY 2023

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

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

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



Signer ID: RUDUCLHPSZ...

Rosie Smith

Date: 05/03/2024 GMT

The notes on pages 52 to 74 form part of these financial statements.

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UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2023

	Note	2023 £	As restated 2022 £
Cash flows from operating activities			
Net cash used in operating activities	27	**(64,049)**	(41,668)
Cash flows from investing activities			
Bank interest		**7,220**	990
Purchase of tangible fixed assets		**(30,849)**	(69,539)
Net cash used in investing activities		**(23,629)**	(68,549)
Change in cash and cash equivalents in the year		**(87,678)**	(110,217)
Cash and cash equivalents at the beginning of the year		**1,001,069**	1,111,286
Cash and cash equivalents at the end of the year	28	**913,391**	1,001,069

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

1. General information

University of Derby Students' Union is a company limited by guarantee (no. 10279393) and a registered charity (no. 1169283). The registered office is Kedleston Road, Derby, DE22 1GB.

The members of the company are the trustees named on page 1. In the event of the Union being wound up, the liability in respect of the guarantee is limited to £1 per member of the Union.

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) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

University of Derby 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 financial statements have been prepared in £ sterling, which is the functional currency of the Union and rounded to the nearest £.

2.2 Going concern

The board of trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby.

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Whilst this year saw student numbers improve following the impact of the pandemic we are still not seeing numbers at previous levels and this is impacting performance.

The single biggest threat to the Union's financial position continues to be a material cut in the block grant from University of Derby, which would be influenced by future student numbers and university income.

After a review of the budgeted income and expenditure for a period of at least 12 months following the date of approval of the financial statements, together with consideration of the level of reserves held, it was concluded that the Union can continue to provide its services safely and still be financially viable for this period. For this reason the trustees continue to adopt the going concern basis in preparing the financial statements.

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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 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.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donated services or facilities are recognised when the union has control over the items, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the union of the items is probable and that economic benefit can be measured reliably.

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

Income relating to the Coronavirus Job Retention Scheme is recognised in the period for which the funding is claimed.

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 company 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 company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Document ID: b653906485f88ce3ac1d6c18fbd7fd001d65b66183511fc89e1936d1127cc25f

2. Accounting policies (continued)

2.5 Interest receivable

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

2.6 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. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 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 bases:

Leasehold improvements	- 3 - 10 years
Catering equipment	- 5 years
Office equipment	- 3 - 5 years

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.

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2. Accounting policies (continued)

2.11 Liabilities and provisions

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

Liabilities are recognised at the amount that the charitable 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 statement of financial activities as a finance cost.

2.12 Financial instruments

The charitable company 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 Union participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS102, in these circumstances contributions are accounted for as if the Scheme were a defined contribution scheme based on actual contributions paid through the year. The present value of the Union's deficit contribution is recognised as a liability in accordance with SORP (FRS102).

The Union also contributes to defined contribution pension schemes for its employees. The pension charge represents the amounts payable by the company to the fund in respect of the year.

2.14 Employee benefits

When employees have rendered services to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement the Union expects to pay in future periods is recognised in the period the employees' services are rendered.

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2. Accounting policies (continued)

2.15 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company 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.

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

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 Union 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:

(i) Pension deficit contribution

The Union has entered into a commitment to provide deficit funding to the Students' Union Superannuation Pension Scheme, of which it is a contributing employer. Under FRS 102, the present value of the commitment is recognised. The calculation of the present value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Donation of facilities by University of Derby

In accordance with the Charities SORP (FRS 102), the Union has valued the benefit it receives from occupying facilities owned by the University on a rent free basis, at the trustees' estimate of market value of £129,744.

(iii) Support costs

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

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4. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Notional rent	**129,744**	**-**	**129,744**	129,744
Grants	**1,069,996**	**-**	**1,069,996**	1,014,447
	1,199,740	**-**	**1,199,740**	1,144,191
Total 2022	1,038,188	106,003	1,144,191	

5. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Athletic union	**77,610**	**-**	**77,610**	87,360
Clubs and societies	**-**	**133,298**	**133,298**	140,887
Marketing	**37,422**	**-**	**37,422**	29,245
Welfare and education	**3,901**	**-**	**3,901**	1,749
Societies and volunteering	**8,258**	**-**	**8,258**	8,131
Total 2023	**127,191**	**133,298**	**260,489**	267,372
Total 2022	126,485	140,887	267,372	

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6. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bars and entertainments income	**65,834**	**65,834**	44,174
Catering income	**326,593**	**326,593**	289,363
External events income	**78,016**	**78,016**	63,889
Shop income	**717,588**	**717,588**	590,603
Total 2023	**1,188,031**	**1,188,031**	988,029
Total 2022	988,029	988,029	

7. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank interest	**7,220**	**7,220**	990
Total 2022	990	990	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

8. Other income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Coronavirus Job Retention Scheme grants	-	-	15,896
Insurance claims	**5,237**	**5,237**	-
Other income	-	-	68
	5,237	**5,237**	15,964
Total 2022	15,964	15,964	

9. Expenditure on raising funds

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bars and entertainments	**149,076**	**149,076**	131,518
Catering	**354,361**	**354,361**	310,637
External events	**42,506**	**42,506**	37,894
Shops	**808,962**	**808,962**	670,068
Total 2023	**1,354,905**	**1,354,905**	1,150,117
Total 2022	1,150,117	1,150,117	

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10. Expenditure on raising funds

	Direct costs 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Bars and entertainments	**124,266**	**24,810**	**149,076**	131,518
Catering	**295,386**	**58,975**	**354,361**	310,637
External events	**35,432**	**7,074**	**42,506**	37,894
Shops	**674,328**	**134,634**	**808,962**	670,068
Total 2023	**1,129,412**	**225,493**	**1,354,905**	1,150,117
Total 2022	942,090	208,027	1,150,117	

11. Support costs analysis

	2023 £	2022 £
Raising funds		
Governance (note 15)	**7,291**	5,908
Information technology	**6,996**	4,054
Depreciation	**13,747**	4,360
Staff costs	**98,443**	82,428
Pension contributions	**4,401**	4,366
Other costs	**94,615**	106,911
	225,493	208,027

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

12. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Athletic union	**363,697**	**-**	**363,697**	332,627
Clubs and societies	**30,220**	**151,360**	**181,580**	164,516
Marketing	**198,399**	**-**	**198,399**	167,724
Democracy and elections	**213,797**	**-**	**213,797**	160,927
Societies and volunteering	**62,799**	**-**	**62,799**	83,601
Representation	**155,915**	**-**	**155,915**	128,426
Welfare and education	**193,076**	**-**	**193,076**	176,534
	1,217,903	**151,360**	**1,369,263**	1,214,355
Total 2022	973,592	240,763	1,214,355	

13. Other expenditure

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Learning hub contribution	**-**	**-**	125,000
Total 2022	125,000	125,000	

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14. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Athletic union	**303,168**	**60,529**	**363,697**	332,627
Clubs and societies	**151,360**	**30,220**	**181,580**	164,516
Marketing	**165,380**	**33,019**	**198,399**	167,724
Democracy and elections	**178,215**	**35,582**	**213,797**	160,927
Societies and volunteering	**52,348**	**10,451**	**62,799**	83,601
Representation	**129,967**	**25,948**	**155,915**	128,426
Welfare and education	**160,942**	**32,134**	**193,076**	176,534
	1,141,380	**227,883**	**1,369,263**	1,214,355
Total 2022	994,709	219,646	1,214,355	

Analysis of support costs

	Athletic union 2023 £	Clubs and societies 2023 £	Marketing 2023 £	Democracy and elections 2023 £	Societies and volunteering 2023 £
Governance (note 15)	**1,957**	**977**	**1,068**	**1,151**	**338**
Information technology	**1,878**	**938**	**1,024**	**1,104**	**324**
Depreciation	**3,690**	**1,842**	**2,013**	**2,169**	**637**
Staff costs	**26,425**	**13,193**	**14,415**	**15,534**	**4,563**
Pension contributions	**1,181**	**590**	**644**	**694**	**204**
Other costs	**25,398**	**12,680**	**13,855**	**14,930**	**4,385**
	60,529	**30,220**	**33,019**	**35,582**	**10,451**
Total 2022	60,164	29,756	30,338	29,107	15,121

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14. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Representation 2023 £	Welfare and education 2023 £	Total funds 2023 £	Total funds 2022 £
Governance (note 15)	**839**	**1,039**	**7,369**	6,239
Information technology	**805**	**997**	**7,070**	4,280
Depreciation	**1,582**	**1,959**	**13,892**	4,603
Staff costs	**11,328**	**14,028**	**99,486**	87,032
Pension contributions	**506**	**627**	**4,446**	4,610
Other costs	**10,888**	**13,484**	**95,620**	112,882
	25,948	**32,134**	**227,883**	219,646
Total 2022	23,230	31,930	219,646	

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

15. Governance costs

	2023 £	2022 £
Auditor's remuneration	**14,660**	12,147

16. Staff costs

	2023 £	As restated 2022 £
Wages and salaries	**1,134,545**	983,585
Social security costs	**79,898**	73,276
Contributions to defined contribution pension schemes	**41,138**	22,527
	1,255,581	1,079,388

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16. Staff costs (continued)

Staff costs in the prior year have been restated by £8,228 to exclude agency costs from wages and salaries costs above.

During the year termination payments were made of £27,226 (2022: £Nil) to two employees.

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

	2023	2022
	No.	No.
Charitable activities	**82**	74
Governance	**2**	2
	84	76

The average headcount expressed as full-time equivalents was:

	2023	2022
	No.	No.
Charitable activities	**44**	44
Governance	**2**	2
	46	46

No employee received remuneration amounting to more than £60,000 in either year.

During the year key management personnel's remuneration amounted to £200,876 (2022: £189,402). This includes gross pay, employer's national insurance and pension contributions.

The Union considers its key management personnel to comprise the senior management team as listed on page 2 of this report.

17. Trustees' remuneration and expenses

The 7 Executive Officers (2022: 7 Executive Officers) received total remuneration of £91,242 (2022: £68,660) including employers' national insurance and employers' pension contributions for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

Expenses of £1,733 (2022: £nil) were reimbursed to 10 trustees in the year.

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18. Tangible fixed assets

	Leasehold Improvements £	Catering equipment £	Office equipment £	Total £
Cost or valuation				
At 1 August 2022	**887,036**	**45,585**	**135,818**	**1,068,439**
Additions	**1,264**	**-**	**29,585**	**30,849**
At 31 July 2023	**888,300**	**45,585**	**165,403**	**1,099,288**
Depreciation				
At 1 August 2022	**841,264**	**10,383**	**85,064**	**936,711**
Charge for the year	**25,586**	**4,845**	**28,601**	**59,032**
At 31 July 2023	**866,850**	**15,228**	**113,665**	**995,743**
Net book value				
At 31 July 2023	**21,450**	**30,357**	**51,738**	**103,545**
At 31 July 2022	45,772	35,202	50,754	131,728

19. Stocks

	2023 £	2022 £
Bars	**5,111**	2,811
Shops	**29,665**	25,715
	34,776	28,526

Document ID: b653906485f88ce3ac1d6c18fbd7fd001d65b66183511fc89e1936d1127cc25f

20. Debtors

	2023 £	2022 £
Trade debtors	**27,778**	14,004
Prepayments and accrued income	**43,465**	41,593
	71,243	55,597

21. Creditors: Amounts falling due within one year

	2023 £	2022 £
SUSS defined benefit scheme funding deficit liability (note 30)	**10,921**	9,724
Trade creditors	**23,106**	37,809
Other taxation and social security	**29,826**	24,677
Other creditors	**42,626**	48,625
Accruals and deferred income	**73,708**	79,158
	180,187	199,993

	2023 £	2022 £
Deferred income		
Deferred income at 1 August 2022	**20,528**	35,667
Resources deferred during the year	**7,375**	20,528
Amounts released from previous periods	**(20,528)**	(35,667)
	7,375	20,528

At the financial year end £7,375 (2022: £20,528) was recognised in deferred income in relation to grants received for freshers stalls which relate to the 23/24 financial year.

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22. Creditors: Amounts falling due after more than one year

	2023	2022
	£	£
SUSS defined benefit scheme funding deficit liability (note 30)	**229,079**	239,787

The SUSS defined benefit scheme liability includes aggregate amounts of £154,702 (2022: £172,869) which fall due after five years.

23. Affilations, subscriptions and membership

	2023	2022
	£	£
NUS	**26,421**	21,572
BUCS	**13,947**	13,083
	40,368	34,655

Individual clubs and societies affiliate to the national governing body or membership organisation. These are reviewed and approved by the AGM. No donations were made during the period to any external institutions.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

24. Statement of funds

Statement of funds - current year

	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2023 £
Unrestricted funds					
General funds	**907,771**	**2,527,419**	**(2,564,604)**	**(7,148)**	**863,438**
Pension reserve	**(249,510)**	**-**	**(8,204)**	**17,714**	**(240,000)**
	658,261	**2,527,419**	**(2,572,808)**	**10,566**	**623,438**
Restricted funds					
Clubs & societies	**108,313**	**133,298**	**(151,360)**	**-**	**90,251**
Block grant - graduate societies	**606**	**-**	**-**	**(606)**	**-**
Block grant - driven funding	**9,960**	**-**	**-**	**(9,960)**	**-**
	118,879	**133,298**	**(151,360)**	**(10,566)**	**90,251**
Total of funds	**777,140**	**2,660,717**	**(2,724,168)**	**-**	**713,689**

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24. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
Unrestricted funds					
General funds	995,231	2,169,656	(2,240,456)	(16,660)	907,771
Pension reserve	(257,917)	-	(8,253)	16,660	(249,510)
	737,314	2,169,656	(2,248,709)	-	658,261
Restricted funds					
Clubs & societies	102,186	140,887	(134,760)	-	108,313
University of Derby - Student Event Marquee fund	606	-	-	-	606
University of Derby - Student Catering Experience	9,960	-	-	-	9,960
Block grant - Peer assisted learning funding (PAL)	-	67,003	(67,003)	-	-
Block grant - Market research for strategic plan development	-	25,000	(25,000)	-	-
Block grant - Information & advice triage	-	14,000	(14,000)	-	-
	112,752	246,890	(240,763)	-	118,879
Total of funds	850,066	2,416,546	(2,489,472)	-	777,140

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24. Statement of funds (continued)

Restricted funds

Clubs & Societies: Funds raised by individual clubs and societies are recognised as restricted income and will be applied to the expenditure of that club or society. Any unspent funds are carried forward at the end of the period and will be spent in future years by the appropriate club or society.

University of Derby – Student Event Marquee fund. Funding received from the University of Derby for the purchase of a Marquee to be used at Student Events and additional funding for student celebration items.

University of Derby – Student Catering Experience Funding received from the University of Derby for the purchase of a catering trailer and catering equipment.

Block grant - PAL (peer assisted learning) funding – costs were for any training costs (if external trainers needed) promotional resources for the scheme (leaflets) and t-shirts and incentives (doughnuts) for the students who delivered PAL sessions.

Block grant - market research and strategic plan development - External company appointed, and carried out MR and associated work, to direct formulation of the new three-year strategic plan.

Block grant - information & advice triage - Additional staffing structure put in place (at "Infopoint"), to better process, and inform students of, the Union's services.

The transfer of £10,566 relates to tangible fixed assets within the restricted fund transferred to the unrestricted fund in the current year because they are all used for general purposes of the Union.

25. Summary of funds

Summary of funds - current year

	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2023 £
General funds	**658,261**	**2,527,419**	**(2,572,808)**	**10,566**	**623,438**
Restricted funds	**118,879**	**133,298**	**(151,360)**	**(10,566)**	**90,251**
	777,140	**2,660,717**	**(2,724,168)**	**-**	**713,689**

Document ID: b653906485f88ce3ac1d6c18fbd7fd001d65b66183511fc89e1936d1127cc25f

25. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
General funds	737,314	2,169,656	(2,248,709)	-	658,261
Restricted funds	112,752	246,890	(240,763)	-	118,879
	850,066	2,416,546	(2,489,472)	-	777,140

26. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	**Restricted funds 2023 £**	**Total funds 2023 £**
Tangible fixed assets	**103,545**	**-**	**103,545**
Current assets	**929,159**	**90,251**	**1,019,410**
Creditors due within one year	**(180,187)**	**-**	**(180,187)**
Creditors due in more than one year	**(229,079)**	**-**	**(229,079)**
Total	**623,438**	**90,251**	**713,689**

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	121,162	10,566	131,728
Current assets	976,879	108,313	1,085,192
Creditors due within one year	(199,993)	-	(199,993)
Creditors due in more than one year	(239,787)	-	(239,787)
Total	658,261	118,879	777,140

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

	2023 £	As restated 2022 £
Net expenditure for the year as per statement of financial activities	**(63,451)**	(72,926)
Adjustments for:		
Depreciation charges	**59,032**	41,178
Bank interest	**(7,220)**	(990)
(Increase)/decrease in stocks	**(6,250)**	10,143
(Increase) in debtors	**(15,646)**	(10,962)
(Decrease) in creditors	**(21,003)**	(2,843)
Pension finance costs	**(9,511)**	(8,212)
Loss on disposal	**-**	2,944
Net cash used in operating activities	**(64,049)**	(41,668)

The cash flow statement has been restated in the prior year to correct the presentation of the SUSS pension scheme.

28. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	**913,391**	1,001,069
Total cash and cash equivalents	**913,391**	1,001,069

29. Analysis of changes in net debt

	At 1 August 2022 £	Cash flows £	At 31 July 2023 £
Cash at bank and in hand	**1,001,069**	**(87,678)**	**913,391**
	1,001,069	**(87,678)**	**913,391**

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30. Pension commitments

The Union 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 onwards 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 2019 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.

Valuations are conducted every three years based upon assumptions agreed by the trustees, and is used to set the contibutions payable by the participating employers.

The increase shown in the deficit since 2016 is in line with the changes previously reported, following annual reviews, but makes allowance for the impact of the 7% pension increase issue. This has increased the deficit in SUSS but its impact has been mitigated by the member consent exercise.

Employer contributions increased by 5% in October 2020 as planned and then by around 18%, on average, from 1 October 2021 (8% for those without any members affected by the compromise issue, and more for those with affected members). Contributions will increase by 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.

Under FRS102 the Union is required to recognise as a liability the present value of its agreed share of future deficit contributions. Finance costs are recognised as the present value unwinds.

The total contributions paid into the Scheme by University of Derby Students' Union in respect of eligible employees for the year ended 31 July 2023 amounted to £17,715 (2022: £16,464).

Under FRS 102 the multi-employer pension liability has been calculated based on the assumptions of the above expected deficit payments using a discount rate of 3.2% (2022: 3.2%).

Present value of provision

	2023	2022
	£	£
Student's Union Superannuation Scheme	**240,000**	249,511
Present value of provision:		
Creditors: amounts falling due within one year	**10,921**	9,724
Creditors: amounts falling due after more than one year	**229,079**	239,787
	240,000	249,511

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Reconciliation of opening and closing provisions

	2023
	£
Provision as at 1 August 2022	**249,511**
Unwinding of discount factor	**8,204**
Deficit contribution paid	**(17,715)**
Provision as at 31 July 2023	**240,000**

Assumptions:

	2023	2022
	%	%
Rate of discount	**3.20**	**3.20**

The Union also operates various defined contribution pension plans for its employees. The amount recognised as an expense in the period in relation to these schemes was £33,135 (2022: £22,527).

31. Related party transactions

The following are considered to be related parties for the reasons stated. The transactions with these related parties are set out below.

The 7 Executive Officers (2022: 7 Executive Officers) received total remuneration of £82,198 (2022: £68,660) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

University of Derby

The Union is in receipt of a block grant from the University of Derby of £1,046,460 (2022: £974,884).

In addition, sales and other income was received of £112,754 (2022: £106,000), resulting in a debtor balance of £11,281 (2022: £4,978) at the year end. Expenditure of £71,914 (2022: £139,609) was incurred resulting in a creditor balance of £8 (2022: £13,155) at the year end.

The Union occupies buildings on a rent free basis. The value of the donation relating to this rent free arrangement has been assessed at £129,744 (2022: £129,744).

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UNIVERSITY OF DERBY STUDENTS' UNION

England & Wales - Charity number 1169283

Accounts

Registered number: 10279393
Charity number: 1169283

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2022

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its Charity Trustees: and advisers	1 - 2
Trustees' report	3 - 29
Independent auditor's report on the financial statements	30 - 33
Statement of financial activities	34
Balance sheet	35 - 36
Statement of cash flows	37
Notes to the financial statements	38 - 61

Charitable Status:
The University of Derby Students' Union (UDSU), referred to throughout this document as the Union, is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). The Union is a company limited by guarantee in England and Wales, with the company number 10279393.

Principal Office:
Kedleston Road
Derby
DE22 1GB

Officer Trustees:
These are known by, and will be referred to within the achievement overview, by several names including Executive Officers, Executive Committee, Sabbatical Officers and Officer Trustees. They were elected to office by the student population to hold office from 12 July 2021 to 10 July 2022. The Executive Officer Trustees during the financial period and up to the date of the approval of the accounts are:

Jack Tymon	President (resigned 5 November 2021)
Beth Baxtrem	Vice President Activities (resigned 25 May 2022)
Nina Cupric	Vice President Education (resigned 10 July 2022)
Owen Marques	Vice President Welfare
Alexandra Mazilu	(appointed 11 July 2022)
Dominic White	(appointed 11 July 2022)
Callum Young	(appointed 11 July 2022)

Other Trustees:
External Trustees

Chris Hughes	Chairperson
Anthony Atherton	
Helen Roberts	(resigned 10 September 2021)
Michael Spencer	(resigned 6 July 2022)
Nicola Hartley	
Rosie Smith	(appointed 8 September 2022)

Student Trustees

Joseph Webster	(resigned 10 July 2022)
Matthew LeDoux-Deakin	(resigned 25 May 2022)
Josh Brunning	(appointed 13 October 2022)
Angel Fosu	(appointed 13 October 2022)
Havinder Saluja	(appointed 13 October 2022)
Andrew Wilson	(appointed 13 October 2022)

Auditor:
BHP LLP
1 Waterside Place, Basin Square
Brimington Road
Chesterfield
S41 7FH

Bank:
Barclays Bank
Sir Frank Whittle Road
Derby
DE1 9UU

Senior Leadership Team:
The Union employs a Chief Executive Officer to work closely with the Officer Trustees and to ensure effective management of the charity. The Trustees delegate the day-to-day running of the Union to the Chief Executive Officer and the Senior Leadership Team. During 2021/2022 the senior managers were as follows:

Chief Executive Officer:	Victoria Hossack (resigned 31 December 2021)
	Colina Wright (appointed 14 February 2022)
Head of Membership Engagement:	
	Suzy Stevenson (resigned 10 July 2022)
	Emma Taylor-Large (appointed 1 July 2022)
Head of Operations:	Martin Beaumont
Finance Manager:	Steve Taylor
Marketing, Brand and Partnerships Manager:	
	Heather Gunn

Trustees' Report

The Trustees present their annual report together with the audited financial statements of the company for the year ended 31 July 2022. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the 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 (FRS 102) (effective 1 January 2019). The report serves a both a trustees' report and a directors' report under company law.

1. Objectives and Activities

The main aim of the Union as set out by the organisation's constitution is the advancement of education of students at The University of Derby for the public benefit by:

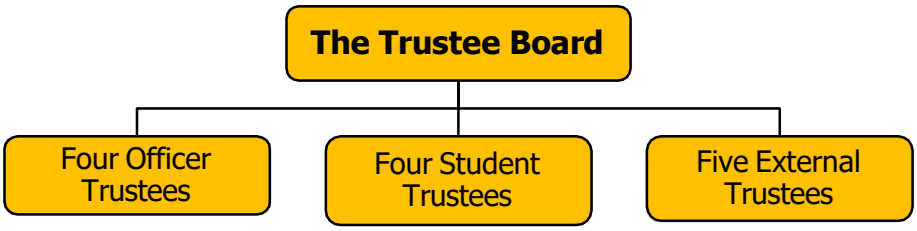
- Promoting the interests and welfare of students at The University of Derby during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and The University of Derby and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.
- Endeavouring to ensure that no student is disadvantaged or receives less favourable treatment

The Union is committed to enhancing the academic experience of our members, both through lobbying the University to improve the quality of provision and through creating a supportive and rewarding learning environment in which to study, work and live. In setting our objectives and planning our activities the Trustees confirm they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

2. Structure, Governance and Management

Under the legal name of The University of Derby Students' Union (UDSU), the Union is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). It is led by students, for students with an underlying purpose to be a Union dedicated to the educational interests and welfare of its members. The governing document is its constitution adopted on the 30 June 1992 and last amended in March 2018 as part of a governance review of trustee proceedings; this is subject to a review at the coming Annual General Meeting (February 2023). On 30 September 2016 the Union completed a transfer to become a Company Limited by Guarantee and incorporated in England and Wales (no.10279393).

The composition of the Board
The Trustee Board is made up of a mixture of Officer Trustees, Student Trustees and External Trustees.



Both Student Trustees and External Trustees are appointed by the Board (and ratified by Scrutiny Panel) to ensure a balance of skills and experience. External Trustees remain in office for a term of three years. Both can serve a maximum of two consecutive terms, although for Student Trustees this is provided that they remain a student for the duration of this time.

Whilst the Officer Trustees are elected annually by cross campus ballot based on a portfolio based manifesto, they also act in their capacity as a Trustee of the organisation. They can serve a maximum of two years in office.

Responsibility is cascaded from the Trustee Board and committee structure of the Union to the management and staff team of the Union. The Union employs a number of full-time staff to ensure effective management of its many activities and to implement the policy decisions made by the Trustees. A clear staff structure is in place and all staff are ultimately accountable to the Chief Executive, who in turn is accountable to the Board of Trustees.

In ensuring its success the Union takes significant steps each year to ensure the experience of the Officer Trustees is a fulfilling one and helps meet the needs of the organisation; this includes internal training and information induction sessions at the start of their elected term of office. Officers also participate in regional and national training opportunities and the Union is a member of both the National Union of Students, a national representative and campaigning organisation, and WonkHE, a national policy making body, for further support throughout the year. There are two representatives from the Union that also receive specific training to assist their participation and engagement as Governors of the University.

Staffing
This year the Union had two senior management changes; the CEO and the Head of Membership Engagement, and several changes within the staffing team.

Strategy
The Union continues to be a values driven organisation. It exists to meet the needs of the members who are students at the University of Derby and associated colleges by upholding the following values:

- **Vibrant**: We are not run of the mill, we offer a variety of activities and opportunities to wow
- **Ambitious:** We never settle for the ordinary, we go out of our way to go above and beyond
- **Supportive:** We provide support and a helping hand in every possible way
- **Inclusive:** We celebrate individuality and freedom of expression, embracing the diversity of our student community
- **Open**: We are honest; sharing information freely and seeking out your feedback to help us get better at what we do

The Union began consultation on what the new mission, vision, values and strategic priorities for the Union should be and look forward to launching this in the next academic year.

Engaging with students

The Union is committed to being student-led, continuing to provide opportunities for its members to take a lead in the organisation, particularly with regards to making the student experience better for students. Opportunities include becoming a programme representative, a volunteer, a general participant in a sports team or society, a Committee member of a sports team or society, a leader on the Peer Assisted Mentoring scheme, a Student Officer (a role undertaken alongside students' studies), Student Trustee or a full time Officer Trustee.

The Union attempts to engage as many students as possible however this is not always practical and the Union needs to continually ask about its relevance and ensure its mechanisms for receiving and acting on student feedback are embedded. This year saw the first in person Annual General Meeting following the pandemic; this is moving towards being more Trustee-led as this is the opportunity to hold them to account. Internal scrutiny takes place through the Officers' Scrutiny panels where they report on their manifesto progress throughout the year. Student Summits also take place periodically as was as faster mechanisms for obtaining student feedback including "Thursday Thoughts" and roadshows.

3. Related party relationships

The relationship with the University continues to be a positive one. This is outlined and reinforced via a standing Partnership Agreement which was fully revised and agreed in November 2018. The Officers engage at all major University Committees and the University believes the Union is integral to ensuring the student voice at Derby is heard and represented. This commitment is further evidenced by ongoing commitment for Officers Trustees to co-Chair several University meetings, including Student Affairs Committee, Equality Diversity and Inclusion Committee and the Learning and Teaching Committee. In addition, the President and Vice President Education reside over all committees and sub-committees of the University Governing Council.

The Union is primarily funded by the University via a block grant. This was £974,884 for the 2021/2022 financial period, an increase from the previous year's funding which was £862,880. This ensured that the Union was able to continue effectively representing the student voice at all levels, empowering students by providing ongoing developmental opportunities including engagement with sports teams and societies and providing job opportunities for students.

The Union is grateful to the University for its continued support and investment into our student services through the block grant; it acknowledges that the University provide a significant proportion of the Union's space on a rent free basis, enabling more activity with the block grant provided.

During this financial period the University continued to invest in the Peer Assisted Learning scheme, enabling more students to benefit.

4. Key Achievements

The Union's key achievements are noted below:

Student Community

Our aim has always been to bring our students' communities together and the desire to feel part of a wider community started at day one, during Freshers, where we sold over 1,000 Freshers Wristbands, allowing new students to experience the city together and to meet new friends and likeminded peers in safe, vetted, venues.

The success of last year's Freshers Village was also expanded on, where we welcomed thousands of students over the first week of intake. Our Commercial team also led on Welcomefest/Intake Day where we saw over a thousand new students come to enjoy some music, food, and drink on their first day in the city.

Continuing that tradition of community building through socialising – our weekly student night, Mukky Duck, totalled over 18,000 attendees over the course of this academic year, strengthening both our student community as well as our commercial and brand partnerships with Stonegate and various city centre venues.

This sense of community was also shown through our activities provision; with over 2,100 students involved in our sports, societies, and student-led services throughout this academic year.

With over 1,200 members joining our sports clubs, it was an amazing increase over last year's total of 734 and proof that despite the impact of COVID-19 and any lingering health worries, our students are, at heart, social beings and still want to come together as a community.

Our Union Societies weren't hit so hard during the pandemic, and with the resilience of the Activities staff and the student committees we have seen over 1,040 total members across 58 separate societies this year showing not only the desire for student community but also the breadth and diversity of communities here at Derby.







Celebrating our communities

We love to celebrate student achievements and this year we returned to in-person events for our three Union Award ceremonies; We saw the Activities Awards split back into the Sports Awards and the Community Awards as well as the return of the Education Awards – celebrating achievements of both students and staff at the University of Derby.

We fit 100 of our society and student-led service members into the club at Popworld – unrecognisably transformed by our Activities team and the University's SLLET students into a sophisticated round-tabled awards venue – where, again, they experienced some great food and celebrated their peers through 12 awards categories.

Our Sports Council have worked really hard this year ensuring they support our clubs; championing what they do and actively working with and supporting us – culminating in them having an official Sports Council Award at the Sports Awards. Speaking of which, we had over 300 sporty students cram themselves into the venue at Bustler Market to enjoy amazing food and celebrate the achievements of their friends and teammates across 15 different awards.

Back with a bang from two years online this year's Education Awards saw 230 students and staff come together at the Museum of Making to celebrate the successes of 2021/22 – of which there were more than enough to generate the 344 nominations for staff and students. A change of format and venue didn't phase our Voice team with 100% of the attendees rating the evening as 'good' or 'excellent' (compared to 76% for last year's online event).




The Union
Awards
Sports Awards
Rugby Union Men's 1sts
Midlands 2A League Winners

Being there, not square

The cornerstone of our community building is all the unique and amazing events run by both our own Union staff as well as the student groups and representatives we work with – and this year has been no exception. Fully embracing the return to in-person events while learning lessons from lockdown, this year has been a great mix of in-person, online, and hybrid events working to bring our students together.





- eSports MEMES event
  Our eSports society created and hosted an inter-university midlands eSports tournament
- End of Year Balls
  History, Occupational Therapy, and Law each held their own end of year external balls – History sold over 80 tickets, Law sold over 90 and Occupational Therapy over 60
- First Midwifery Conference
  The brand-new Midwifery Society organised external speakers and created a new annual networking event
- Musical Theatre's Seussical
  This was also Musical Theatre's first time using an external venue
- Chinese New Year
  The Chinese New Year celebration won 'Best event' at the Union Education Awards
- Indian Society's Holi
  Our Indian Society planned and hosted the first face-to-face Holi event in two years which even had BBC Radio Derby in attendance



- A Very British Picnic
  The Union and our International Society, Derby Worldwide, hosted an International Students' welcome event in the Atrium for those students who were travelling from restricted access countries and who may have been isolating whilst the Union delivered Freshers' Fair
- Phantom Radio
  Our very own Phantom Radio hosted and supported several events during Freshers Fair and recruited six committee members through their involvement (they also helped with 19 graduation ceremonies, Basecamp's opening, and the University's Christmas carol service)
- RAG Week 1
  The first RAG Week raised £1,500 and won an award for the Blorange Wednesday event
- RAG Week 2
  The second RAG Week saw another successful Blorange Wednesday and raised a further £500
- Student Volunteering Week
  We hosted five charity fairs in five days and recruited 55 new charities for the Union's volunteering platform
- Phantom Radio
  Phantom Radio returned from lockdown to their studio to host 80 successful live shows throughout the year





Home is where the Herts is

Varsity 2022 celebrated the return to in-person sports this year in style. While some clubs like Taekwon-Do, Dance, and Equine managed to keep virtual training up online –the rest of our students were waiting to get back into action and after eight months of fixtures and training we went head-to-head with Hertforshire for the first time in two years...

We had around 800 students participating as spectators or competitors across the 21 games and three showcases. With 63 points up for grabs over the course of the day a Men's Football draw left the event hinging on the final game of the evening – after a hard battle fought on the Futsal pitch, both sides came away with a 31 Varsity-point draw and a deep hunger for next year.

▶ *We sold around 1,300 pints on Varsity day – that's about a pint every 20 seconds for the duration of the day!*





Sports, Societies, and Student-Led Services

Building communities within the wider Activities provision the Union has celebrated our student-led groups in many ways on top of those already mentioned.

- Sport Club Team Photos
  Over 30 of our sport clubs engaged with this opportunity
- Successful Committee Training
  For all our Sports/Societies and SLSs
- Phantom Socialwear
  All of Phantom have branded socialwear for their committees to help with visibility of Phantom to the student population
- Phantom Newspaper
  After a slow start, Phantom Newspaper released seven issues online this year and have boosted engagement in readers
- Raise And Give
  RAG have raised over £13,000
- Expanded Community Awards
  SLSs were well represented at the community awards





Wellbeing and Support

The Union Advice team are available to provide a helping hand all year round and this year the team have challenged themselves to become more accessible than ever.

Events

During Freshers the Advice Service hosted two Freshers stands, where advisors invited students to take part in a lucky dip activity allowing the opportunity to chat to students about what the service can offer – 'if they need it.' Students were informed about the C-Scheme, which saw 93 students sign up on the day.

This year the service planned an Alice in Wonderland themed event, building on the momentum of previous Advice Tea Party events and taking the opportunity to be more ambitious – the event ran from 11.00am–6.00pm, and offered students a safe space to meet like-minded students over hot drinks and plenty of cake. The event engaged over 200 students and received positive feedback from its attendees.

Campaigns

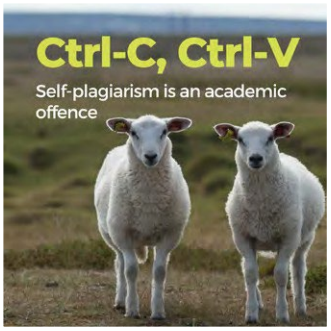
The Advice Service has led on two campaigns this year Consent Is… and Suspected Academic Offences, both campaigns were created and delivered based on the cases seen by the service.
The Advice team worked with Marketing to deliver the campaigns both in-person and via social media and have created evergreen assets that can be used again at strategically placed moments throughout the academic year.











Training

Advisors have delivered Consent training to over 100 students. In addition, monthly Look After Your Mate sessions have been delivered to students, with a new bespoke version of this being created to deliver to an FE audience. Remedi, one of the local partnership agencies, has offered monthly workshops to students regarding domestic violence.

Enhancements to provision

The Advice team appointed two new Information and Advice Assistants (IAAs), this has allowed the Union to make efficiencies within the advisor team to ensure more appointment availability for our membership whilst also offering a more effective and supportive first point of call. In addition to the support the IAAs have offered to the Advice team, they have been able to support the wider Union teams.

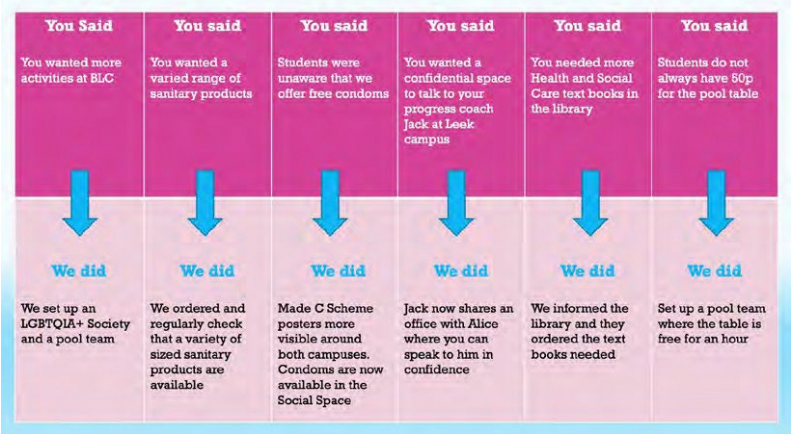
The Union has invested in training two advice staff who are qualified to support students who have been affected by sexual violence. Next academic year the team will be working to promote the service and working with the University to enhance this provision further.

The Advice team have worked with stakeholders in the city to offer on campus specialist support to our membership, this has included Samaritans, Remedi, and SV2.

Buxton and Leek College

With the appointment of a newly created Union role; Further Education Coordinator, the Union has been able to offer a programme of engaging campaigns, championed the student voice, and offered safe and comfortable social spaces for our Buxton and Leek College learners.

The FE Coordinator has successfully facilitated Course Rep meetings, allowing students to share the opinions and suggestions of their peers directly to the curriculum leaders. There have been some great wins for these students:



This year the Support and Inclusion Manager and Vice President (Welfare) began attending the University's Skills Committee meetings, this has provided an opportunity to report and present on the work undertaken with our Buxton and Leek College membership. It has been received positively by the committee and we believe this to be a contributing factor to the College agreeing to fund the role for next year.

Buxton and Leek College Events

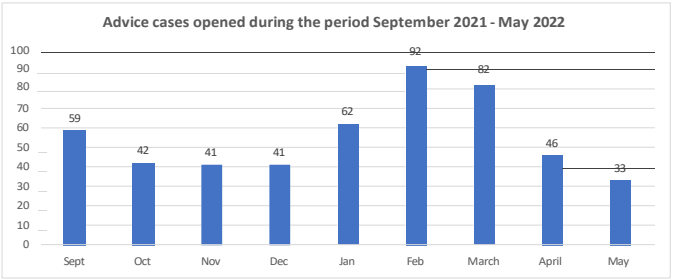
- Brew Monday
  Supporting the Samaritans and the opening of the social spaces at Buxton and Leek Campuses. 30 students attended in Buxton and 25 in Leek
- Voting stand
  To find out which clubs and societies students would like to see offered
- Fairtrade Pancake Day
  Decorating pancakes with Fairtrade chocolate spread, bananas and sugar
- Careers Fayre
  Union course rep stand
- International Women's Day
  A cake sale raising money for Charis House
- Ambassador Recruitment
  Recruited five students who are now Wellbeing Ambassadors and attracted five who were interested in joining the LQBTQIA+ Society
- Destresstival
  An igloo was set up with face masks, yoga mats, fairy lights, foot spas, magazines, and refreshments. 70 students attended in Buxton and around 20 at Leek
- Mental Health Awareness Week
  Stress Brain Challenge, de-stress activities – engaging with over 20 students
- Look After Your Mate Training
- BLC Student Safety Day



Advice Service Statistics

Some statistics and feedback from our Advice Service for this academic year

Case Outcome	Count Number of Cases
Appeal Successful	13
Appeal Unsuccessful	7
Case Concluded Successfully	2
Complaint Partially Upheld	2
Complaint upheld	5
Debt Managed	1
EEC upheld	13
Fee Waiver	2
Financial gain other	1
Housing Financial gain/improvement	2
Mediation successful	1
Other financial gain - estimate (annual amount)	1
Other outcome - non-financial	3
PCPS - Case dismissed	4
PCPS - proven, advisory note	17
Procedure undertaken by client upheld	1
Reinstated to Course	5
SAO - Not proven, dismissed	14
SFE issue resolved successfully	1
Signpost	7
Student satisfied with outcome	29
Tenant dispute resolved successfully	1
Tuition Fee Refund	2





Poor (0%)
Good (16.9%)
Unsatisfactory (0%)
Excellent (78.4%)
Satisfied (4.6%)



Yes (98.5%)
No (1.5%)



Do you have any suggestions or comments for how we can improve the Union Advice Service?

I would like to give special thanks to my advisor she really helps and supports me. I really appreciate time on my case.

Keep up the good work!

Just wanted to say a massive thank you to my advisor, who went above and beyond to help me with my rental contract dispute, even when I thought it was at a loss. It was only by chance that I thought of contacting the Union, if one suggestion possibly just to raise awareness that they offer such services, I couldn't fault it at all.

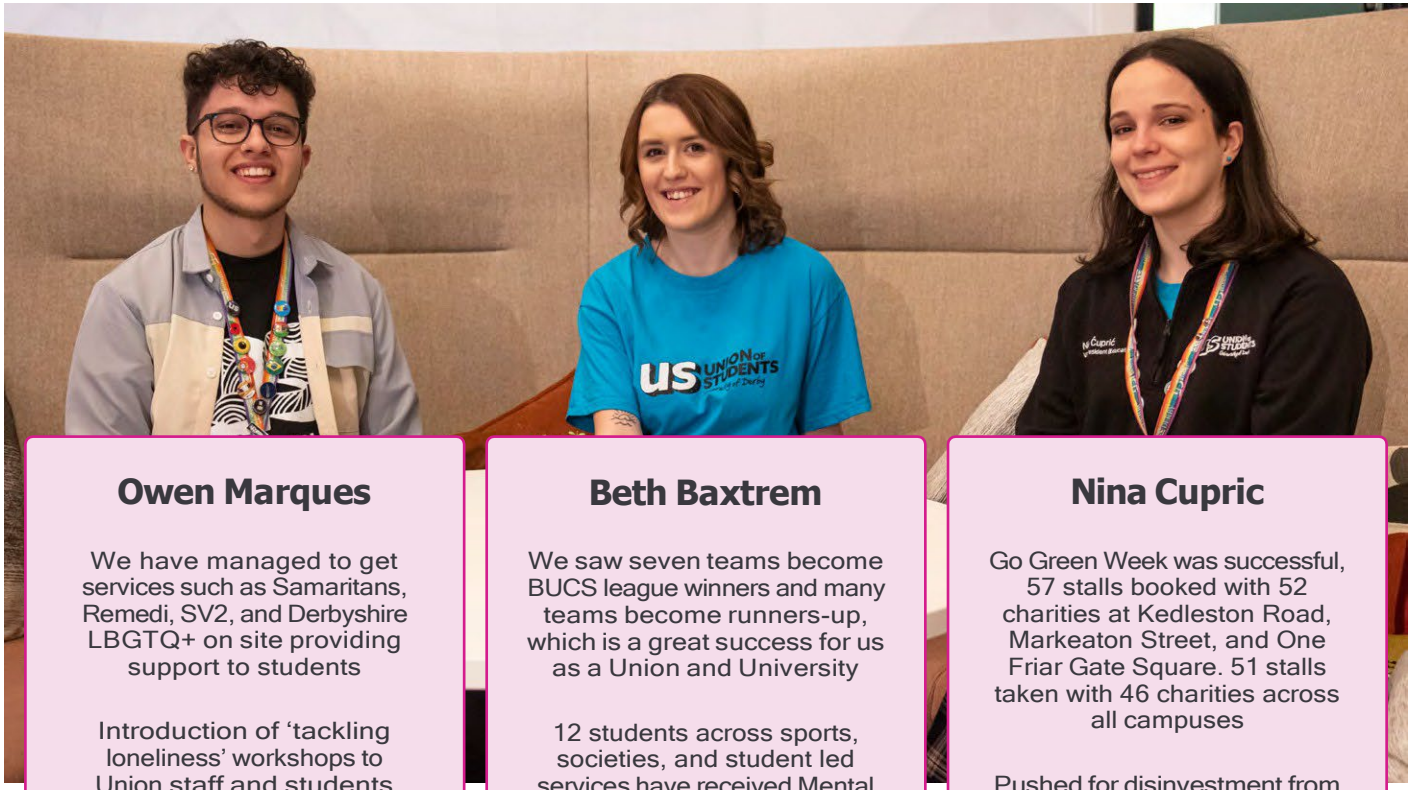
I was so upset when I came to the SU and everyone was busy and I didn't have an appointment, but an advisor made time for me and sat with me for a long time and made some calls to make sure my issue was resolved. I felt that she went above and beyond to help me when I was in a really difficult position. I am so grateful to my advisor for what she did to help me as I felt listened to which is not always the experience I have had.

The Union Advice Service is 100% excellent!

I would like to say a massive thank you my advisor for all her help and continued support whilst I attempted to solve the situation.

Officer Impact

As ever, our full-time Officer Trustees balance the day-to-day student-led work of the Union alongside their own manifesto pledges and campaigns. Held to account at our Scrutiny Panels through the year some highlights from our team include:



Owen Marques

We have managed to get services such as Samaritans, Remedi, SV2, and Derbyshire LBGTQ+ on site providing support to students

Introduction of 'tackling loneliness' workshops to Union staff and students

Worked with Team Derby to promote sport and the benefits to mental health

Beth Baxtrem

We saw seven teams become BUCS league winners and many teams become runners-up, which is a great success for us as a Union and University

12 students across sports, societies, and student led services have received Mental Health First Aid training

Men's Football partnered with HUMEN to support men's mental health, they have raised awareness and funds throughout the year. Our Men's and Women's Rugby team have also partnered with Balls for Brains, a charity that focuses on mental health specifically in rugby

Nina Cupric

Go Green Week was successful, 57 stalls booked with 52 charities at Kedleston Road, Markeaton Street, and One Friar Gate Square. 51 stalls taken with 46 charities across all campuses

Pushed for disinvestment from fossil fuel at the University's Governing Council

Secured verbal agreement on the location of allotments, to be run by ENACTUS

24-hour library during assessment periods was reinstated for another year

Student Voice and Feedback

Student voice is at the heart of everything we do and it has never been more important that we channel representative and effective student voice. We are led by students for students and we would like to take this opportunity to thank every single student. Whether they are a Student Rep, a member of a sport or society, or voted in the elections, your voice matters and it is listened to.

In order to ensure student voice continues to be heard and channelled effectively, this year we have implemented the new institution-wide Academic Representation Policy and innovative Student Voice Portal. The Student Voice Portal has seen over 600 Reps register and submit over 900 pieces of individual student feedback. This has given us an unprecedented ability to track trends of student voice in real-time with our Officers and affect change quickly and efficiently.

We held our first hybrid Annual General Meeting this year, chaired by the Trustee Board, and saw a turnout of 65 voting members. Between them they cast 552 votes in two hours to make changes to our policies and governance structure which will take effect for the upcoming academic year.

We played a lead role in ensuring that the virtual induction was vibrant and student-led providing new and returning students with details of how the Union effectively represents their academic interests. Full and part-time Officers filmed induction videos and, combined, these were viewed 7,583 times in the first few weeks.



Throughout the year we have consistently gone out for the most dynamic and up-to-date student voice through our Instagram poll 'Thursday Thoughts'. This year we've had a total of 17,089 responses which is an average of 610 students per post! And we have used these on a variety of topics; from how comfortable students feel about the safety measures on site to how they want to see the Virtual Learning Environment develop and change.

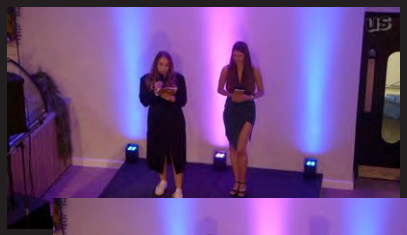
This year students studying a UDOL course were invited to join Ian Whitehead (Academic Head of Online Learning) and other academic leads at a Student Forum, in an opportunity to provide feedback regarding their courses and to have any questions answered directly.

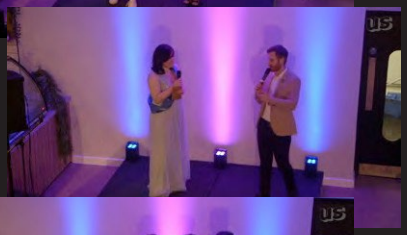
In our Officer elections we increased the voter turnout by 111 voters, casting 12,510 individual votes between them.

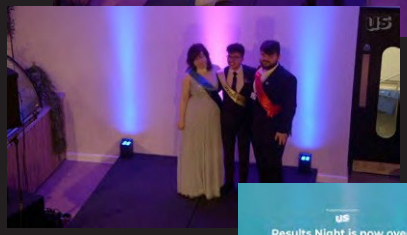
Positive stats from our Student Officer team this year:

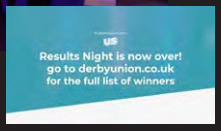
- *100% felt more employable as a result of undertaking their role*
- *86% felt part of a community as a result of undertaking their role*

We have continued to produce our bimonthly 'Trend Reports' to categorise 1,000+ forms of student voice feedback. These have become a key standing agenda item across the Universities deliberative structure and have come integral to providing updates on student voice through an informed, data driven approach.








Results Night is now over!
go to derbyunion.co.uk
for the full list of winners


AMELIA
HOPKINSON


UNIVERSITY OF
DERBY
UNION PRESIDENT 2021/22
JACK
TYMON


SUSTAINABILITY OFFICER
ANGHARAD
EVANS


VICE PRESIDENT (WELFARE) 2021/22
OWEN
MARQUES

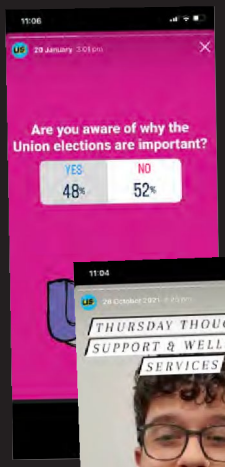

CHRIS
MALLAMS

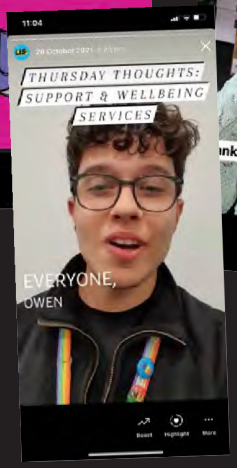

Sports Centre
VICE PRESIDENT (ACTIVITIES) 2021/22
BETH
BAXTREM


FREDERICO
ALMEIDA

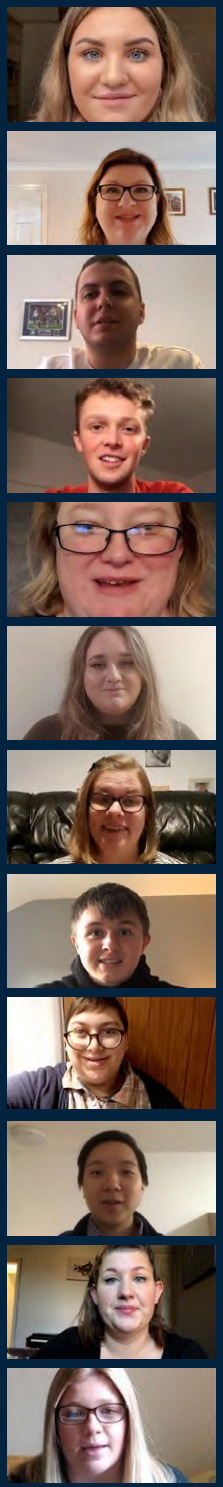

VICE PRESIDENT (EDUCATION) 2021/22
NINA
CUPRIĆ


PART-TIME STUDENTS OFFICER
IAN
DANTON


Are you aware of why the Union elections are important?
YES
48%
NO
52%


THURSDAY THOUGHTS:
SUPPORT & WELLBEING
SERVICES
EVERYONE,
OWEN


nk you for your answers!



Peer Assisted Learning

The Union's Peer Assisted Learning scheme has gone from strength to strength since it was launched last year. We've worked collaboratively with the University to allow this to be an 'opt-out' scheme, meaning that all first-year students are now automatically added onto our PAL Teams sites, giving us unprecedented ability to support them from day one.

A survey of PAL Learners identified the following positive results from the programme:

- *77% said that PAL improved their academic confidence*
- *92% said that attending PAL sessions have aided their understanding in their subject area*
- *85% rated their overall experience with the PAL scheme as good or excellent*
- *69% said that PAL made them feel part of their discipline and school community*
- *85% would recommend PAL to a friend*

Quotes from the survey:

> *"When I've needed support on a subject they made huge effort to create documents and signpost myself and my cohort"*

> *"Really helped me gain more skills and achieve better in my university course"*

> *"Approachable and responsive… This was greatly appreciated and I felt supported"*

> *"Great way to experience advanced levels of research in an easy-to-learn manner"*

A survey of PAL Leaders identified the following positive results:

- *100% said that being a PAL leader has made them more employable*
- *100% rated their experience of being a PAL Leader as good or excellent*











Life on Campus

Coming out of a global pandemic, online teaching, and addressing the changing needs of our students means life around campus has embraced a 'new normal' – and as a Union we have remained student-led on the needs and wants of our membership.

The Venues team improved and expanded our offering over the last year, with new outlets opening, and some of our spaces getting re-purposed. We now currently employ 34 student staff, assisting them in their development and allowing them to finance their time at University

Notably this year; Markeaton Street got its own Blends Coffee Shop, with a trailer going into the building just before Christmas allowing students (and staff) at this site to enjoy barista-made hot drinks, something which has not been available previously, with the University caterers providing a lesser bean-to-cup offer.

Further to this, our biggest footprint – the Academy space – has been re-purposed and turned into Basecamp with a sit-in Blends outlet at its centre. The old, and tired, looking Academy bar has now been replaced with a new and fresh feeling venue which has sustainability at its heart. Waste has been reduced significantly with not having a disposable cup option, food waste is recycled, and drinks/jams/spreads etc. are all served in glass to reduce plastic waste. The build was also as carbon neutral as possible, with carpets and upholstered seating made from recycled polyester and recycled plastic bottles. Even our new outdoor furniture saved 24,000 plastic milk bottles from going to landfill!

We also took the opportunity presented from the new Blends outlets to rebrand all of our coffee outlets, so they come together under one consistent Blends brand. This helps build brand familiarity, customer retention, and improve the student experience across multiple sites. It also means the student staff can work under a modern, well-designed, brand that they can be proud to champion.

Awards

All our venues currently hold a Five Star Environmental Health Score, and after getting 100% on our mystery shop/customer service report and also 100% on our Health and Safety/ Procedures audit we are the current holder of the NUS Best Bar None award; after being runner-up for several years this is something we are really proud to achieve (with the Academy closing due its metamorphosis into Basecamp we are not eligible for this moving forward so it's been good to go out on a high)



Green Initiatives and Accessibility

The Commercial Services department successfully applied for two sets of funding from Semble/Molson Coors totalling £4,330. This meant that we could purchase equipment and infrastructure to improve the biodiversity of campus, and also purchase some sports wheelchairs to improve our accessibility into sports activities.

Our honey sales from our very own Union hives have generated over £300 to put back into the biodiversity of the campus.

We also made the decision to reinvest the profits from our 15p surcharge on Blends disposable cups into a funding pot for students to access for sustainability and green initiatives. We hope to see proposals from students beginning with the September intake.





5. Financial Review

The principal funding sources for the Union are the block grant received from the University and the surplus derived from commercial trading activities:

We saw an increase of £49,997 on the block grant received this year, taking it to £912,881. In addition, a £62,000 Peer Assisted Learning block grant was received in the year.

The overall financial performance of the period was a loss of £72,926, compared to a surplus of £160,305 the previous year. Reasons for this are increased expenditure in the form of £125,000 as a capital contribution to re-modelling of new 'Basecamp' student area, combined with reduced government job retention scheme and business support income to the value of £210,075.

6. Reserves Policy and Going Concern statement

As agreed by the Board the reserves position continues to be set at 6 months operating costs (£691,951). At the year end the Union had free reserves of £786,609.

The Board of Trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby.

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future: Whilst this year saw us return to a "new normal" following the pandemic, the new normal is still to be defined and continues to impact on commercial performance.

We are in a healthy position in relation to our reserves however we must act with continued diligence; teaching on campus has not returned to pre-Covid levels and there is the possibility that this may never return as blended learning presents different opportunities although student activity, and consequently associated costs, begins to increase.

Re-opening of Basecamp

Following an investment of £125,000, the Union was able to repurpose the Academy Bar and invest in a blended social learning and commercial space, Basecamp. This space was intended to provide a social return on investment and not anticipated to generate a profit but equally to complement the Blends service we operate within close proximity.

Basecamp opened at the end of February 2022 and has been well received. As expected it is meeting its predicted budget, which was not expected to make a profit but to enhance the student experience. The Trustee Board and Senior Leadership Team acknowledge that this is not financially sustainable in the long term and continue to closely monitor and evaluate the budgets and take remedial action as and when required.

The single biggest threat to the Union's financial position continues to be a material cut in the block grant from University of Derby, which would be influenced by future student numbers and university income.

After review, it was concluded that the Union can continue to provide its services safely and still be financially viable for this period. For this reason they continue to adopt the going concern basis in preparing the financial statements.

7. Risk Management

The Union regularly evaluates its risk, this is via the risk register which presented annually to the Board after being reviewed by the Audit and Risk Committee.

The risks are categorised as follows:

- strategic
- operational
- financial
- compliance
- governance
- reputational

and

- risks to people and organisational culture

The significant risks outlined in the most recent review relate to finance: a decline in income from the University, our commercial outlets and / or media sales / sponsorship opportunities; the orphan liabilities of other Unions within the SUSS pension scheme being wound up and external factors impacting on the student experience, including but not limited to government policies relating to higher education including higher education funding and the impact of Brexit on student recruitment, particularly from the international market; the unlikely occurrence of subsequent epidemics / pandemics and the continued social and financial impact of Covid and blended learning.

8. Setting Pay and Remuneration

The Board recognises its responsibilities to protect the reputation of the Union of Students, to reflect the values and ethos the Union and a registered charity. The Board therefore works to ensure that the pay to senior leadership is not excessive and is justifiable to the membership and the Union's wider stakeholders. This is achieved by conducting regular benchmarking of pay and benefits across the sector, regionally and to the University's pay structures. The pay of the Senior Leadership Team is reviewed and considered by the Finance and HR sub-committee of the Board, who also conduct the annual performance appraisal of the CEO.

9. Information on fundraising practices

Fundraising activities – Raise and Give (RAG) - take place within the Union who manage and distribute these funds to the chosen charity(ies) accordingly. Funds raised this year by RAG amounted to just over £12,200 and this cash will be distributed following the end of the financial year to the relevant charity. The Union does not employ any professional fundraiser or commercial partner for this activity and received 0 complaints regarding fundraising in the year.

Due to the low level of fundraising the charity undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for any activities carried out on behalf of the charity.

10. Future plans

This year was the last year of the extended strategic plan; it also meant that the Union started to engage in strategic consultation for the strategic plan for 2022 -2025. Our mission, vision and values continued to be the same, the strategic priorities for the year and our progress is outlined below were:

Strategic priority 1: Building a vibrant student community

Create innovative shared spaces in partnership with the University with access to the services you need, where you need them

- Although all new student spaces have been created, at this time we are unable to determine the number of students accessing them
- An additional space has been adapted at the Buxton campus to offer a safe yet vibrant space which weekly hosts the LGBTQ+ society.

Support you through all transitions of the student journey by connecting you with each-other

This remains ongoing

- Union messaging mapped across all pre-arrival communications to new 2021 students via University Marketing, Halls and Student Comms.
- Review meeting with university data team to assess revisions to data sharing agreement.

Strategic priority 2: Develop you through transformative opportunities

Listen to your course feedback and actively lobby and campaign for changes to improve your learning experience

- 78% of Programmes have at least one elected representative.
- The Student Voice Portal has now 925 student inputs with the top topics being
    - Quality of Teaching
    - Exams and Assignments
    - Communication and Information
    - and Curriculum Content
- 54% of students agree that their programme representative effectively represents their voice and needs.

Review and improve the student voice mechanisms that are open to all students to contribute through (Ideas Forum & College Forums), to ensure that they are utilised and acted upon

- There has been an increase of 67% of unique users on the Ideas Forum:
    - 2020-2021: 2,762 users, 15,146 views
    - 2021-2022: 4,137 users, 29,889 views
- College Student Voice Forums delivered across all Colleges, with 3 students attending on average, a decrease from 5 students in 2020.

Strategic priority 3: Championing clear and effective student voice

Give recognition and awards for the skills you develop and support you to evidence your capability

- 48% of students had their role recorded on their Higher Education Achievement Record (HEAR)
- 174 for sports, 173 societies, 39 for Student led services.
- 100% of Student Officers agreed that they felt more employable as a result of undertaking the role.
- 38 recorded a Union of Students activity on Futures Awards:
    - 10 completed the bronze award
    - 5 completed the silver award
    - 4 completed the gold award
- Members and committee surveys sent out to clubs and societies alongside a committee survey for Student Led Services

Prioritise the creation of paid student work opportunities

- 35 PAL Leaders employed
- 100% PAL Leaders agreed that they are more employable as a result of undertaking the role.

Strategic priority 4: Delivering flexible support and guidance

Expand our high quality, independent, Help and Advice service in all locations

- Appointments booked - 241
- Training delivered - 14 hours
- Events - 39 hours (Destresstival, mental health awareness, student safety, varsity)
- Average appointment availability - 30%
- 95% of students rate the advice service as good or excellent.

Increase awareness of our support services to provide the guidance you need

- Successful Sports Council Instagram account ran by student volunteer- 705 followers, 120 posts, stories viewed by up to 324 students.
- Societies Instagram ran by student volunteer- 179 followers, 46 posts.
- Completed Activities Survey data:
    - Sports Members - 98 (8.1%)
    - Societies Members - 65 (6.4%)
    - Sports Committee Members - 37 (20.3%)
    - Societies Committee Members - 16 (8.1%)
    - SLS Committee Members - 4
- Advice
    - Q4 Newsletter - 33 users
    - Sept 2021 - 2022 - 3,133 users accessing Advice webpage
    - Consent is.... campaign - 136 users accessed webpage
    - Suspected Academic Offence campaign - Facebook 1,900 accounts, Instagram 1,600 impressions.

Strategic priority 5: Create data driven, positive outcomes

Measure the impact we have to ensure we make a difference to your University Experience

- Annually 39 of the 46 student polls delivered.
    - Average number of responses 2021 -22 = 171
    - Average number of responses during Q4 = 78
- 5 polls delivered during Q4
    - Highest response - 115 Environmental Sustainability
    - Lowest Response - 63 Looking after your Mental Health

Collate Union data outputs to tell the Union story across each department

- A Union Trends report has been presented at all University meetings

The future is bright…

We are excited to launch the new strategic plan, with a revised mission and values, in the upcoming year.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charitable 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 year. 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 company and of its incoming resources and application of resources, including its 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 2019 (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 charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of 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 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 charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditor is unaware, and
- that trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

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



Chris Hughes
Chair of the Trustees
Date: Feb 23, 2023

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

Opinion

We have audited the financial statements of University of Derby Students' Union (the 'charitable company') for the year ended 31 July 2022 which comprise the statement of financial activities, the balance sheet, the 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 charitable company's affairs as at 31 July 2022 and of its 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 charitable company 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees' report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' 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.
- 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 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 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' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor 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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the operations of the charity, including the Charities Act 2011, Companies Act 2006, data protection, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity’s financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

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.

Use of our report

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

BHP LLP

Jane Marshall (Feb 24, 2023 15:44 GMT)

Jane Marshall (Senior statutory auditor)
for and on behalf of
BHP LLP
Chartered Accountants
Statutory Auditor
One Waterside Place
Basin Square
Brimington Road
Chesterfield
S41 7FH

Date: Feb 24, 2023

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	4	**1,038,188**	**106,003**	**1,144,191**	1,181,857
Charitable activities	5	**126,485**	**140,887**	**267,372**	85,284
Other trading activities	6	**988,029**	**-**	**988,029**	164,575
Investments	7	**990**	**-**	**990**	309
Other income	8	**15,964**	**-**	**15,964**	226,039
Total income		**2,169,656**	**246,890**	**2,416,546**	1,658,064
Expenditure on:					
Raising funds	9	**1,150,117**	**-**	**1,150,117**	539,467
Charitable activities	12	**973,592**	**240,763**	**1,214,355**	958,292
Other expenditure	13	**125,000**	**-**	**125,000**	-
Total expenditure		**2,248,709**	**240,763**	**2,489,472**	1,497,759
Net movement in funds		**(79,053)**	**6,127**	**(72,926)**	160,305
Reconciliation of funds:					
Total funds brought forward		**737,314**	**112,752**	**850,066**	689,761
Net movement in funds		**(79,053)**	**6,127**	**(72,926)**	160,305
Total funds carried forward		**658,261**	**118,879**	**777,140**	850,066

The Statement of Financial Activities complies with the requirements for an income and expenditure account under the Companies Act 2006 and includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)
REGISTERED NUMBER: 10279393

BALANCE SHEET
AS AT 31 JULY 2022

	Note		2022 £		2021 £
Fixed assets					
Tangible assets	18		**131,728**		106,311
			131,728		106,311
Current assets					
Stocks	19	**28,526**		38,669	
Debtors	20	**55,597**		44,635	
Cash at bank and in hand		**1,001,069**		1,111,286	
		1,085,192		1,194,590	
Creditors: amounts falling due within one year	21	**(199,993)**		(201,323)	
Net current assets			**885,199**		993,267
Total assets less current liabilities			**1,016,927**		1,099,578
Creditors: amounts falling due after more than one year	22		**(239,787)**		(249,512)
Total net assets			**777,140**		850,066
Charity funds					
Restricted funds	24		**118,879**		112,752
Unrestricted funds					
General funds	24	**907,771**		995,231	
Pension reserve		**(249,510)**		(257,917)	
Total unrestricted funds	24		**658,261**		737,314
Total funds			**777,140**		850,066

BALANCE SHEET (CONTINUED)
AS AT 31 JULY 2022

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

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

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



Christopher Hughes

Date: Feb 23, 2023

The notes on pages 38 to 61 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	27	**(25,204)**	302,799
Cash flows from investing activities			
Bank interest		**990**	309
Purchase of tangible fixed assets		**(69,539)**	(42,217)
Net cash used in investing activities		**(68,549)**	**(41,908)**
Cash flows from financing activities			
SUSS pension contributions		**(16,464)**	(14,460)
Net cash used in financing activities		**(16,464)**	**(14,460)**
Change in cash and cash equivalents in the year		**(110,217)**	**246,431**
Cash and cash equivalents at the beginning of the year		**1,111,286**	864,855
Cash and cash equivalents at the end of the year	28	**1,001,069**	1,111,286

1. General information

University of Derby Students' Union is a company limited by guarantee (no. 10279393) and a registered charity (no. 1169283). The registered office is Kedleston Road, Derby, DE22 1GB.

The members of the company are the Trustees named on page 1. In the event of the Union being wound up, the liability in respect of the guarantee is limited to £1 per member of the Union.

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) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

University of Derby 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 financial statements have been prepared in £ stering, which is the financial currency of the union and rounded to the nearest £.

2.2 Going concern

The Board of Trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby.

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future: Whilst this year saw us return to a “new normal” following the pandemic, the new normal is still to be defined and continues to impact on commercial performance.

We are in a healthy position in relation to our reserves however we must act with continued diligence; teaching on campus has not returned to pre-Covid levels and there is the possibility that this may never return as blended learning presents different opportunities although student activity, and consequently associated costs, begins to increase.

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 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.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donated services or facilities are recognised when the union has control over the items, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the union of the items is probable and that economic benefit can be measured reliably.

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

Income relating to the Coronavirus Job Retention Scheme is recognised in the period for which the funding is claimed.

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 company 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 company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2. Accounting policies (continued)

2.5 Interest receivable

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

2.6 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. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 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 bases:

Leasehold improvements	- 3 - 10 years
Catering equipment	- 5 years
Office equipment	- 3 - 5 years

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 and provisions

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

Liabilities are recognised at the amount that the 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 Statement of Financial Activities as a finance cost.

2.12 Financial instruments

The company 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 Union participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS102, in these circumstances contributions are accounted for as if the Scheme were a defined contribution scheme based on actual contributions paid through the year. The present value of the Union's deficit contribution is recognised as a liability in accordance with SORP (FRS102).

The Union also contributes to defined contribution pension schemes for its employees. The pension charge represents the amounts payable by the company to the fund in respect of the year.

2.14 Employee benefits

When employees have rendered services to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

2. Accounting policies (continued)

2.15 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company 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.

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

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 Union 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:

(i) Pension deficit contribution

The charity has entered into a commitment to provide deficit funding to the Students' Union Superannuation Pension Scheme, of which it is a contributing employer. Under FRS 102, the present value of the commitment is recognised. The calculation of the present value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Donation of facilities by University of Derby

In accordance with the Charities SORP (FRS 102), the Union has valued the benefit it receives from occupying facilities owned by the University on a rent free basis, at the Trustees' estimate of market value of £129,744.

(iii) Support costs

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

4. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Notional rent	**129,744**	**-**	**129,744**	129,744
Grants	**908,444**	**106,003**	**1,014,447**	1,052,113
	1,038,188	**106,003**	**1,144,191**	1,181,857
Total 2021	1,127,736	54,121	1,181,857	

5. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Athletic union	**87,360**	**-**	**87,360**	2,881
Clubs and societies	**-**	**140,887**	**140,887**	41,770
Marketing	**29,245**	**-**	**29,245**	25,633
Welfare and education	**1,749**	**-**	**1,749**	-
Societies and volunteering	**8,131**	**-**	**8,131**	15,000
Total 2022	**126,485**	**140,887**	**267,372**	85,284
Total 2021	28,514	56,770	85,284	

6. Income from other trading activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bars and entertainments income	**44,174**	**44,174**	11,844
Catering income	**289,363**	**289,363**	48,942
External events income	**63,889**	**63,889**	878
Shop income	**590,603**	**590,603**	102,911
Total 2022	**988,029**	**988,029**	164,575
Total 2021	164,575	164,575	

7. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest	**990**	**990**	309
Total 2021	309	309	

8. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Coronavirus Job Retention Scheme grants	**15,896**	**15,896**	196,529
Insurance claims	**-**	**-**	29,510
Other income	**68**	**68**	-
	15,964	**15,964**	226,039
Total 2021	226,039	226,039	

9. Expenditure on raising funds

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bars and entertainments	**131,518**	**131,518**	25,819
Catering	**310,637**	**310,637**	239,747
External events	**37,894**	**37,894**	4,890
Shops	**670,068**	**670,068**	269,011
Total 2022	**1,150,117**	**1,150,117**	539,467
Total 2021	539,467	539,467	

10. Expenditure on raising funds

	Direct costs 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Bars and entertainments	**107,730**	**23,788**	**131,518**	25,819
Catering	**254,451**	**56,186**	**310,637**	239,747
External events	**31,040**	**6,854**	**37,894**	4,890
Shops	**548,869**	**121,199**	**670,068**	269,011
Total 2022	**942,090**	**208,027**	**1,150,117**	539,467
Total 2021	361,401	178,066	539,467	

11. Support costs analysis

	2022 £	2021 £
Raising funds		
Governance (note 15)	**5,908**	5,032
Information technology	**4,054**	4,274
Depreciation	**4,360**	4,115
Staff costs	**82,428**	75,740
Pension contributions	**4,366**	3,823
Other costs	**106,911**	85,082
	208,027	178,066

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

12. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total funds 2022 £**	Total funds 2021 £
Athletic union	**332,627**	**-**	**332,627**	101,215
Clubs and societies	**29,756**	**134,760**	**164,516**	42,510
Marketing	**167,724**	**-**	**167,724**	201,064
Democracy and elections	**93,924**	**67,003**	**160,927**	188,653
Societies and volunteering	**83,601**	**-**	**83,601**	108,557
Representation	**128,426**	**-**	**128,426**	159,975
Welfare and education	**137,534**	**39,000**	**176,534**	156,318
	973,592	**240,763**	**1,214,355**	958,292
Total 2021	910,873	47,419	958,292	

13. Other expenditure

	Unrestricted funds 2022 £	**Total funds 2022 £**	Total funds 2021 £
Learning hub contribution	**125,000**	**125,000**	-

14. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Athletic union	**272,463**	**60,164**	**332,627**	101,215
Clubs and societies	**134,760**	**29,756**	**164,516**	42,510
Marketing	**137,386**	**30,338**	**167,724**	201,064
Democracy and elections	**131,820**	**29,107**	**160,927**	188,653
Societies and volunteering	**68,480**	**15,121**	**83,601**	108,557
Representation	**105,196**	**23,230**	**128,426**	159,975
Welfare and education	**144,604**	**31,930**	**176,534**	156,318
	994,709	**219,646**	**1,214,355**	958,292
Total 2021	663,182	295,110	958,292	

Analysis of support costs

	Athletic union 2022 £	Clubs and societies 2022 £	Marketing 2022 £	Democracy and elections 2022 £	Societies and volunteering 2022 £
Governance (note 15)	**1,709**	**845**	**862**	**827**	**429**
Information technology	**1,172**	**580**	**591**	**567**	**295**
Depreciation	**1,261**	**623**	**636**	**610**	**317**
Staff costs	**23,839**	**11,791**	**12,021**	**11,533**	**5,992**
Pension contributions	**1,263**	**624**	**637**	**611**	**317**
Other costs	**30,920**	**15,293**	**15,591**	**14,959**	**7,771**
	60,164	**29,756**	**30,338**	**29,107**	**15,121**
Total 2021	31,169	13,091	61,918	58,096	33,431

14. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Representation 2022 £	Welfare and education 2022 £	Total funds 2022 £	Total funds 2021 £
Governance (note 15)	**660**	**907**	**6,239**	8,340
Information technology	**453**	**622**	**4,280**	7,081
Depreciation	**487**	**669**	**4,603**	6,821
Staff costs	**9,204**	**12,652**	**87,032**	125,525
Pension contributions	**488**	**670**	**4,610**	6,335
Other costs	**11,938**	**16,410**	**112,882**	141,008
	23,230	**31,930**	**219,646**	295,110
Total 2021	49,265	48,140	295,110	

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

15. Governance costs

	2022 £	2021 £
Auditor's remuneration	**12,147**	13,372

16. Staff costs

	2022 £	2021 £
Wages and salaries	**991,813**	870,049
Social security costs	**73,276**	72,204
Contributions to defined contribution pension schemes	**22,527**	24,310
	1,087,616	966,563

16. Staff costs (continued)

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

	2022	As restated 2021
	No.	No.
Charitable activities	**74**	48
Governance	**2**	2
	76	50

The average headcount expressed as full-time equivalents was:

	2022	2021
	No.	No.
Charitable activities	**44**	45
Governance	**2**	2
	46	47

No employee received remuneration amounting to more than £60,000 in either year.

During the year key management personnel's remuneration amounted to £189,402 (2021: £197,646).
This includes gross pay, employer's national insurance and pension contributions.
The Union considers its key management personnel to comprise the senior management team as listed on page 2 of this report.

17. Trustees' remuneration and expenses

The 7 Executive Officers (2021: 7 Executive Officers) received total remuneration of £68,660 (2021: £86,852) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

No expenses were reimbursed to trustees in either year.

18. Tangible fixed assets

	Leasehold Improvements £	Catering equipment £	Office equipment £	Total £
Cost or valuation				
At 1 August 2021	**876,191**	**40,555**	**85,098**	**1,001,844**
Additions	**10,845**	**7,974**	**50,720**	**69,539**
Disposals	**-**	**(2,944)**	**-**	**(2,944)**
At 31 July 2022	**887,036**	**45,585**	**135,818**	**1,068,439**
Depreciation				
At 1 August 2021	**819,195**	**1,801**	**74,537**	**895,533**
Charge for the year	**22,069**	**8,582**	**10,527**	**41,178**
At 31 July 2022	**841,264**	**10,383**	**85,064**	**936,711**
Net book value				
At 31 July 2022	**45,772**	**35,202**	**50,754**	**131,728**
At 31 July 2021	56,996	38,754	10,561	106,311

19. Stocks

	2022 £	2021 £
Bars	**2,811**	6,742
Shops	**25,715**	31,927
	28,526	38,669

20. Debtors

	2022 £	2021 £
Trade debtors	**14,004**	5,713
Prepayments and accrued income	**41,593**	38,922
	55,597	44,635

21. Creditors: Amounts falling due within one year

	2022 £	2021 £
SUSS defined benefit scheme funding deficit liability (note 30)	**9,724**	8,211
Trade creditors	**37,809**	32,640
Other taxation and social security	**24,677**	24,589
Other creditors	**48,625**	48,697
Accruals and deferred income	**79,158**	87,186
	199,993	201,323

	2022 £	2021 £
Deferred income		
Deferred income at 1 August 2021	**35,667**	497
Resources deferred during the year	**20,528**	35,667
Amounts released from previous periods	**(35,667)**	(497)
	20,528	35,667

At the financial year end £20,528 (2021: £35,667) was recognised in deferred income in relation to grants received for freshers stalls and team kit sponsorship which relate to the 22/23 financial year.

22. Creditors: Amounts falling due after more than one year

	2022	2021
	£	£
SUSS defined benefit scheme funding deficit liability (note 30)	**239,787**	249,512

The SUSS defined benefit scheme liability includes aggregate amounts of £172,869 (2021: £189,378) which fall due after five years.

23. Affilations, subscriptions and membership

	2022	2021
	£	£
NUS	**21,572**	16,099
BUCS	**13,083**	9,270
	34,655	25,369

Individual clubs and societies affiliate to the national governing body or membership organisation. These are reviewed and approved by the AGM. No donations were made during the period to any external institutions.

24. Statement of funds

Statement of funds - current year

	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
Unrestricted funds					
General funds	**995,231**	**2,169,656**	**(2,240,456)**	**(16,660)**	**907,771**
Pension reserve	**(257,917)**	**-**	**(8,253)**	**16,660**	**(249,510)**
	737,314	**2,169,656**	**(2,248,709)**	**-**	**658,261**
Restricted funds					
Clubs & societies	**102,186**	**140,887**	**(134,760)**	**-**	**108,313**
University of Derby - Student Event Marquee fund	**606**	**-**	**-**	**-**	**606**
University of Derby - Student Catering Experience	**9,960**	**-**	**-**	**-**	**9,960**
Block grant - Peer assisted learning funding (PAL)	**-**	**67,003**	**(67,003)**	**-**	**-**
Block grant - Market research for strategic plan development	**-**	**25,000**	**(25,000)**	**-**	**-**
Block grant - Information & advice triage	**-**	**14,000**	**(14,000)**	**-**	**-**
	112,752	**246,890**	**(240,763)**	**-**	**118,879**
Total of funds	**850,066**	**2,416,546**	**(2,489,472)**	**-**	**777,140**

24. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2021 £
Unrestricted funds					
General funds	863,857	1,547,173	(1,441,894)	26,095	995,231
Pension reserve	(263,931)	-	(8,446)	14,460	(257,917)
	599,926	1,547,173	(1,450,340)	40,555	737,314
Restricted funds					
Clubs & societies	89,835	41,770	(29,419)	-	102,186
Block grant - Graduate societies	-	1,000	(1,000)	-	-
Block grant - driven funding	-	2,000	(2,000)	-	-
Peer assisted learning funding (PAL)	-	15,000	(15,000)	-	-
University of Derby - Student Event Marquee fund	-	19,621	-	(19,015)	606
University of Derby - Student Catering Experience	-	31,500	-	(21,540)	9,960
	89,835	110,891	(47,419)	(40,555)	112,752
Total of funds	689,761	1,658,064	(1,497,759)	-	850,066

25. Summary of funds

Summary of funds - current year

	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
General funds	**737,314**	**2,169,656**	**(2,248,709)**	**-**	**658,261**
Restricted funds	**112,752**	**246,890**	**(240,763)**	**-**	**118,879**
	850,066	**2,416,546**	**(2,489,472)**	**-**	**777,140**

Summary of funds - prior year

	Balance at 1 August 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2021 £
General funds	599,926	1,547,173	(1,450,340)	40,555	737,314
Restricted funds	89,835	110,891	(47,419)	(40,555)	112,752
	689,761	1,658,064	(1,497,759)	-	850,066

25. Summary of funds (continued)

Restricted funds

Clubs & Societies: Funds raised by individual clubs and societies are recognised as restricted income and will be applied to the expenditure of that club or society. Any unspent funds are carried forward at the end of the period and will be spent in future years by the appropriate club or society.

University of Derby – Student Event Marquee fund. Funding received from the University of Derby for the purchase of a Marquee to be used at Student Events and additional funding for student celebration items.

University of Derby – Student Catering Experience Funding received from the University of Derby for the purchase of a catering trailer and catering equipment.

Block grant - PAL (peer assisted learning) funding – costs were for any training costs (if external trainers needed) promotional resources for the scheme (leaflets) and t-shirts and incentives (doughnuts) for the students who delivered PAL sessions.

Block grant - market research and strategic plan development - External company appointed, and carried out MR and associated work, to direct formulation of the new three-year strategic plan.

Block grant - information & advice triage - Additional staffing structure put in place (at "Infopoint"), to better process, and inform students of, the Union's services.

Block grant - Graduate societies - Funding used to establish new academic societies, allowing new activity to be planned and paid without financial risk. Including but not limited to new equipment, facilities/venue hire, transport cost and guest speaker fees.

Block grant - driven funding - Funding used to employ a University graduate.

26. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	**121,162**	**10,566**	**131,728**
Current assets	**976,879**	**108,313**	**1,085,192**
Creditors due within one year	**(199,993)**	**-**	**(199,993)**
Creditors due in more than one year	**(239,787)**	**-**	**(239,787)**
Total	**658,261**	**118,879**	**777,140**

26. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	95,745	10,566	106,311
Current assets	1,092,404	102,186	1,194,590
Creditors due within one year	(201,323)	-	(201,323)
Creditors due in more than one year	(249,512)	-	(249,512)
Total	737,314	112,752	850,066

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

	2022 £	2021 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	**(72,926)**	160,305
Adjustments for:		
Depreciation charges	**41,178**	36,615
Bank interest	**(990)**	(309)
Decrease/(Increase) in stocks	**10,143**	(5,146)
(Increase)/decrease in debtors	**(10,962)**	39,169
(Decrease)/increase in creditors	**(2,843)**	63,719
Pension finance costs	**8,252**	8,446
Loss on disposal	**2,944**	-
Net cash provided by/(used in) operating activities	**(25,204)**	302,799

28. Analysis of cash and cash equivalents

	2022	2021
	£	£
Cash in hand	**1,001,069**	1,111,286
Total cash and cash equivalents	**1,001,069**	1,111,286

29. Analysis of changes in net debt

	At 1 August 2021	Cash flows	At 31 July 2022
	£	£	£
Cash at bank and in hand	**1,111,286**	**(110,217)**	**1,001,069**
	1,111,286	**(110,217)**	**1,001,069**

30. Pension commitments

The Union 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 onwards 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 2019 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.

Valuations are conducted every three years based upon assumptions agreed by the trustees, and is used to set the contibutions payable by the participating employers.

The outcome in financial terms is set out in the table below:

	30 June 2016	30 June 2019
	£m	£m
Assets	£101.3	£119.1
Liabilities	£221.0	£260.0
Deficit	(£119.7)	(£140.9)
Funding level	46%	46%

30. Pension commitments (continued)

The increase shown in the deficit since 2016 is in line with the changes previously reported, following annual reviews, but makes allowance for the impact of the 7% pension increase issue. This has increased the deficit in SUSS but its impact has been mitigated by the member consent exercise.

Whilst the assets have performed well, rising by over 17% over the 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 pension increase issue. The Trustees have concluded that the level of contributions to clear the deficit will have to rise above the planned 5% annual increase in order to address this. However, in order to allow time for unions to make the necessary arrangements the increase in contributions will come into effect from October 2021.

The increase of 5% due in October 2020 will proceed as planned, and these contributions form part of the plan to remove the funding deficit in SUSS.

Following the 2020 increase, and in order to attribute the further increase in costs as fairly as possible, the Trustees have allocated the additional liabilities arising from the 7% pension increase issue to those unions whose members are directly affected by it. This means that a union with many affected members may see a substantial increase in their contributions to SUSS from October 2021, while a union with no members affected by the issue would see a much smaller increase.

The Trustees also considered whether the costs of carrying out the member consent exercise should be borne only by those unions whose members are directly affected by the pension increase issue. After careful consideration, and keeping in mind the principle of collectivism, they concluded that a significant proportion of the costs incurred were justifiable expenses of running SUSS as a whole (because benefits needed to be adjusted, and members written to, whether or not the compromise offer was made). What remained, once allocated to the many affected unions and reclaimed over a reasonable period of time, was not material in the context of the overall level of payments being made to SUSS by the unions, and so no additional charges will be made in respect of this.

The existing recovery plan, based on the results of the 2016 valuation, was due to end in 2033. One option considered by the Trustees was to retain this target end date, in line with the Pensions Regulator’s guidance that funding deficits should be addressed over as short a period as possible. However, given the already substantial level of contributions being made to SUSS by the employers, the Trustees concluded that extending the recovery period, and hence reducing the initial increase in contributions that unions would be required to make, struck an appropriate balance between removing the deficit as quickly as possible while remaining affordable.

In summary, employer contributions will increase by 5% in October 2020 as planned and then by around 18%, on average, from 1 October 2021 (8% for those without any members affected by the compromise issue, and more for those with affected members). Contributions will increase by 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.

Under FRS102 the Union is required to recognise as a liability the present value of its agreed share of future deficit contributions. Finance costs are recognised as the present value unwinds.

The total contributions paid into the Scheme by University of Derby Students' Union in respect of eligible employees for the year ended 31 July 2022 amounted to £16,464 (2021: £14,460). The liability owed by University of Derby Students' Union in respect of future deficit contributions at the year end was £249,511 (2021: £257,723), split between amounts falling due within one year of £9,724 (2021: £8,211) and amounts falling due after more than one year of £239,787 (2021: £249,512).

30. Pension commitments (continued)

The Union also operates various defined contribution pension plans for its employees. The amount recognised as an expense in the period in relation to these schemes was £22,527 (2021: £24,310)

31. Related party transactions

The following are considered to be related parties for the reasons stated. The transactions with these related parties are set out below.

The 7 Executive Officers (2021: 7 Executive Officers) received total remuneration of £68,660 (2021: £86,852) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

University of Derby

The Union is in receipt of a block grant from the University of Derby of £912,881 (2021: £862,884).

In addition, sales and other income was received of £106,000 (2021: £270,991), resulting in a debtor balance of £4,978 (2021: £23,054) at the year end. Expenditure of £139,609 (2021: £46,887) was incurred resulting in a creditor balance of £13,155 (2021: £nil) at the year end.

The Union occupies buildings on a rent free basis. The value of the donation relating to this rent free arrangement has been assessed at £129,744 (2021: £129,744).

UNIVERSITY OF DERBY STUDENTS' UNION

England & Wales - Charity number 1169283

Accounts

Registered number: 10279393
Charity number: 1169283

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2021

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the company, its Charity Trustees: and advisers	1
Trustees' report	2 - 22
Independent auditor's report on the financial statements	23 - 26
Statement of financial activities	27
Balance sheet	28 - 29
Statement of cash flows	30
Notes to the financial statements	31 - 54

Charitable Status:
The University of Derby Students' Union (UDSU) is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). The Union is a company limited by guarantee in England and Wales, with the company number 10279393.

Principal Office:
Kedleston Road
Derby
DE22 1GB

Officer Trustees:
The Executive officers were elected to office by the student population to hold office from 11th July 2020 to 9th July 2021 and are also known as the Executive Committee. The Executive officer trustees during the financial period are:

Corey Beck – President (appointed 9 July 2020. Resigned 9th July 2021)
Joshua Williams – Vice President Activities (appointed 11 July 2020, resigned 9th July 2021)
Emily Lane – Vice President Welfare (appointed 11 July 2020, resigned 9th July 2021)
Nina Cupric – Vice President Education (appointed 11 July 2020)
Jack Tymon – President (appointed 12th July 2021, resigned 5th November 2021)
Beth Baxtrem – Vice President Activities (appointed 12th July 2021)
Owen Marques – Vice President Welfare (appointed 12th July 2021)

Other Trustees
External Trustee – Michael Spencer
External Trustee – Chris Hughes – Chairperson
External Trustee – Nicola Hartley
External Trustee – Anthony Atherton
External Trustee – Helen Roberts (resigned 30th September 2021)
Student Trustee – Joel Boulter (resigned 9th July 2021)
Student Trustee – Joseph Webster (appointed 12th July 2021)
Student Trustee – Matthew LeDoux-Deakin (appointed 12th July 2021)

Auditor:
BHP LLP
57-59 Saltergate
Chesterfield
S40 1UL

Bankers:
Barclays Bank
Sir Frank Whittle Road
Derby
DE1 9UU

Senior leadership team:
UDSU employs a Chief Executive Officer to work closely with the Officer Trustees and to ensure effective management of the charity. The Trustees delegate the day-to-day running of UDSU to the Chief Executive Officer and the Senior Management Team. During 2020/2021 the senior managers were as follows:

Chief Executive Officer: Victoria Hossack
Head of Membership: Suzy Stevenson
Head of Operations: Martin Beaumont
Finance Manager: Steve Taylor
Marketing, Brand and Partnerships Manager: Heather Gunn

The Trustees present their annual report together with the audited financial statements of the company for the year ended 31st July 2021. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the 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 (FRS 102) (effective 1 January 2019).

1. Objectives and Activities

The main aim of the Union as set out by the organisation's constitution is the advancement of education of students at The University of Derby for the public benefit by:

- Promoting the interests and welfare of students at The University of Derby during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and The University of Derby and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.
- Endeavouring to ensure that no student is disadvantaged or receives less favourable treatment

The Union is committed to enhancing the academic experience of our members, both through lobbying the University to improve the quality of provision and through creating a supportive and rewarding learning environment in which to study, work and live. In setting our objectives and planning our activities the Trustees confirm they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

2. Structure, Governance and Management

The University of Derby Students' Union (UDSU) is an incorporated charity established under the Education Act 1994 and is registered with the Charity Commission (No. 1169283). It is led by students, for students with an underlying purpose to be a Union dedicated to the educational interests and welfare of its members. The governing document is its constitution adopted on the 30th June 1992 and last amended in March 2018 as part of a governance review of trustee proceedings. On 30th September 2016 the Union completed a transfer to become a Company Limited by Guarantee and incorporated in England and Wales (no.10279393).

The Union is a values driven organisation. It exists to meet the needs of the members who are students at the University of Derby and associated colleges by upholding the following principles and values: **Vibrant, Ambitious, Inclusive, Supportive and Open.** The Executive Officers, often referred to as Officer Trustees, are elected each year by cross campus ballot and can serve a maximum of two years in office. Each officer also acts in his or her capacity as a trustee of the organisation.

The Union takes significant steps each year to ensure the experience of the Officer Trustees is a fulfilling one and helps meet the needs of the organisation; this includes training and information induction sessions at the start of their elected term of office. The President and Vice President Education also receive specific training to assist their participation and engagement as Governors of the University. Due to the Coronavirus pandemic, induction training for the elected Officers was carried out remotely. Officers were also invited to attend digital, online training provided by NUS, to introduce them to national policies and campaigns.

The Union continues to operate around its student-led governance structure. The Union provides opportunities for its members to take a lead in the organisation, particularly with regards to making the student experience better for students. This can be achieved by becoming a programme representative, a volunteer, a Part-Time Student Officer, Student Trustee or a full time Officer Trustee. As the Covid-19 pandemic continued to take effect, the Union successfully held its second Annual General Meeting online. Student Summit also took place via online meetings, with over 150 students taking part in a debate and discussion about payment of tuition fees during the pandemic in February 2021.

The Trustee Board is made up of a mixture of Officer Trustees, Student Trustees and External Trustees. Both Student and External Trustees are appointed by the Board (and ratified by Scrutiny Panel) to ensure a balance of skills and experience. External Trustees remain in office for a term of three years. Both can serve a maximum of two consecutive terms, although for Student Trustees this is provided that they remain a student for the duration of this time.

Responsibility is cascaded from the Trustee Board and committee structure of UDSU to the management and staff team of the Union. UDSU employs a number of full-time staff to ensure effective management of its many activities and to implement the policy decisions made by the Trustees. A clear staff structure is in place and all staff are ultimately accountable to the Chief Executive, who in turn is accountable to the Board of Trustees.

3. Related party relationships

The Union continues to benefit from a very positive relationship with the University of Derby which is outlined and reinforced via a standing Partnership Agreement which was fully revised and agreed in November 2018. The Officers have seats at all major University Committees and the University takes seriously the notion of the Union being the primary voice of students at Derby. This commitment is further evidenced by ongoing commitment for Officers Trustees to co-Chair several University meetings, including Student Affairs Committee, Equality Diversity and Inclusion Committee, Value for Money Advisory Group and the Learning and Teaching committee. In addition, the President and Vice President Education reside over all committees and sub-committees of the University Governing Council. During the 20/21 academic year, this partnership extended to include student representation at all major decision-making forums that were created in response to the Covid-19 pandemic, ensuring student voice and feedback remained central to policy and operational decisions taken by the institution. We would like to acknowledge our thanks to the University for their ongoing responsiveness to the challenges presented by Covid-19 and their willingness to engage with students to understand their needs and concerns.

The University provided the Union with a grant fund allocation of £862,880 for the 12-month, 2020/2021 financial period, which represented a continuation of the prior year funding arrangement (£862,880 for 2019/20). This enabled the ongoing development of effective representative structures and allowed for a range of online society activities to take place. We are grateful to the University for its continued support and investment into our student services through the block grant, despite an uncertain and challenging financial year. In addition, we acknowledge the support of the University to provide the Union with a subsidy to help offset wages associated with operating our commercial outlets at a time when some socially distant teaching resumed on site.

We also continue to draw benefit through the continued allocation of space within their estate. This space is offered on a rent-free basis which we recognise holds a significant value of £129,744 at the market rate and therefore is an indicator of the excellent support we continue to receive. For the 2021/22 financial year the Union will receive an increase in

block grant funding to £873,884, and further monies to extend the Peer Assisted Learning scheme.

4. Key Achievements

The Trustees recognise the disruption to normal activities caused by Covid-19. In response to repeated national lockdowns the Board agreed to focus on business-critical activity and directed resource to help support students during this period. Despite the challenges several notable achievements were made last year. Whilst a number of these were in direct response to student feedback, they have happened because of continued partnership with the University of Derby and their commitment to support students throughout the pandemic.

1. Safety Net

   In late spring 2020, the Union Officer team worked alongside the University to introduce a no-detriment policy that sought to safeguard the outcomes of students affected by the initial disruption of the first Covid-19 lockdown. Following the success of this scheme the Union President and VP Education continued to support efforts to put a safety net in place for students this year, who have been subject to further interruptions to their programme and studies. These policies are crucial to protect students from suffering disproportionately as a consequence of Covid-19 and the Union campaigned extensively to ensure the interests of students were fed into the development of this work from the very beginning.

2. Financial hardship funding

   Over the last year, the Union has joined up with the National Union of Students to lobby for greater government support for HE and FE students affected by the pandemic. The Students Deserve Better campaign kickstarted a petition to government to provide additional grants and financial support to students who faced financial hardship. We supported this campaign by writing to our local Derbyshire MPs to raise awareness and seek redress for this financial hardship. With their support we received a response from the Universities Minister who outlined a package of funding and grants to be given directly to Universities to distribute to students. In total, **£1,119,062** was distributed to students in financial hardship. Through the intervention of our Officer team, we were able to provide specific evidence to justify some of this funding being allocated to international students, part-time students and students with caring responsibilities in addition to those already in receipt of bursary support.

3. Increased library access

   The logistical challenge of reopening the campus safely after the first lockdown was significant and we applaud the work undertaken by the University's Estates and Professional Services teams to ensure that students could confidently arrive back onto campus and that appropriate safety measures to ensure social distancing were in place. The library team mobilised an entirely new booking system to manage access to learning and PC spaces and ensured this was available as soon as students could return to site. Through regular meetings with the University, the Library leadership team regularly evaluated both the number of bookings and student feedback presented by the Union and made a swift decision to extend the number of spaces a student could access each week. This was carried out to ensure the maximum possible access to the library for each and every student.

4. Rent waivers for halls

   Changing government guidance to stay at home and minimise travel has had a direct impact on University students who stay in term time accommodation, either through University provided halls or in privately managed accommodation. The Union welcomed the University's approach to offer a flexible start date to all students in Halls, ensuring that students only paid for the time they arrived into their room. The Officers also campaigned for students to receive a rent waiver during periods where they were unable to return to their rooms due to national restrictions. This request was met positively by the University who have been forthcoming in their response to provide rent relief to students affected by the pandemic who were living in University managed accommodation. We have also provided specific guidance to students in private accommodation to seek concessions from their landlords and have written to private halls providers to request similar financial relief.

5. Laptop loans

   The first lockdown caused by Covid-19 revealed an inequity and disparity in the access students had to personal IT equipment and reliable internet access at home. Reports of students having to use their mobile phones to access learning materials and online lectures soon surfaced and the challenges of student parents who struggled to balance the need to share their laptop or PC with children who were home-schooling also emerged. In direct response to these issues, the University implemented a laptop loan scheme to provide direct access to the laptops previously stored for use in the library. These were issued to students in need of the technology to access their online teaching. Due to student feedback collected by the Union and ongoing demand from students directly to the University, they purchased an additional 100 laptops to loan out to students and added WiFi dongles to the list of equipment also available. Over the course of the last year over 600 laptops were loaned out to students.

6. Covid-19 Support Hotline

   In partnership with the Registry team at the University, we helped to set up and coordinate volunteers to run a telephone helpline for students who were facing periods of self-isolation or who needed additional support. Volunteers would be available to answer questions and signpost to other support services in the University and would carry out regular check ins to make sure isolating students knew what help was available. The hotline was one of many Covid specific interventions that the Union has supported over the last year. From lockdown lootboxes delivered to the door of isolating students through to setting up an ambitious outdoor Freshers Village to deliver an in-person Freshers Fair experience and events, the Union has continued to support a vibrant student experience despite the changes taking place around us.

Prior to the pandemic causing a series of nationwide lockdowns, the Union had made excellent progress towards both strategic level KPIs and also financial targets. Whilst progress towards strategic KPIs have been affected by the disruption to normal activities, the Board wish to recognise the work of the staff and Officer team through the following presentation of highlights from the year.

2020/21 - A Year in Review

A summary of our main achievements and successes this year

Officer Trustees

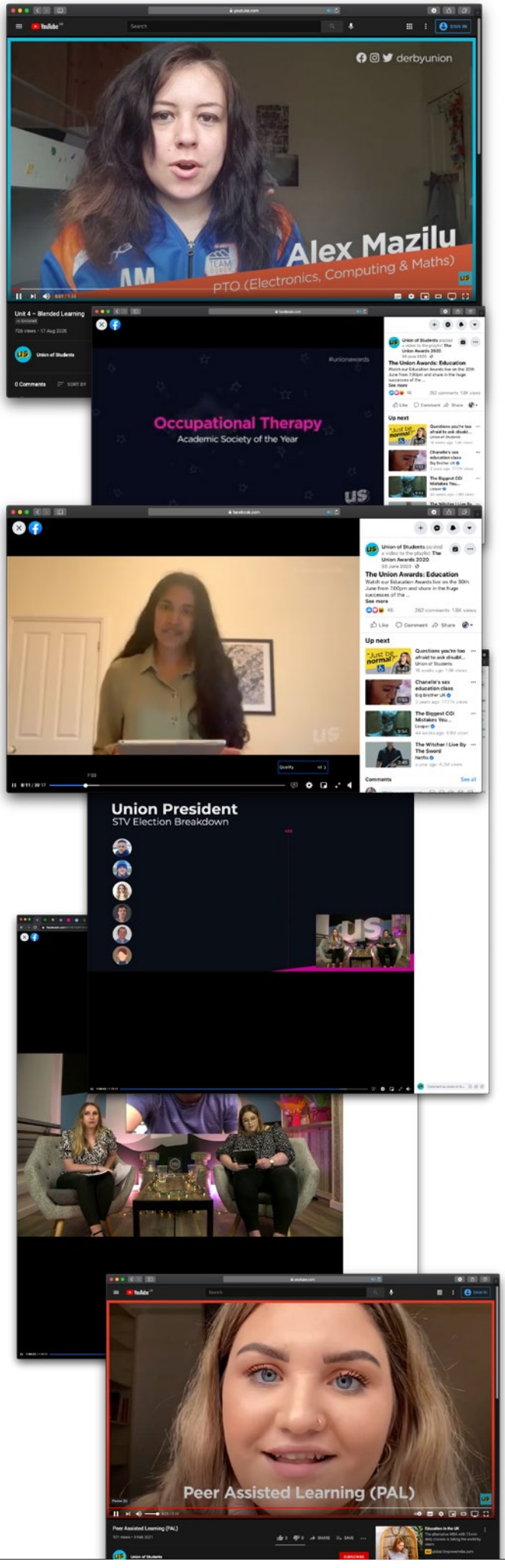
- Through all of the challenges, the Officers have been a consistent presence in the student community. They have had to respond to student feedback at an unprecedented rate and channelled student voice through representation on ATG, SEG and various committees.
- We agreed the first institution-wide Academic Representation Policy and have begun implementation to bring about significant improvements in student voice.
- Organised a digital Green Week and represented the University at sustainability conferences both nationally and locally.
- With the Union Marketing team, we coordinated a series of Mythbusting panels, inviting contributions from student and staff representatives before filming and sharing these with our online audience.

LGBTQ+: https://www.youtube.com/watch?v=gidqFmiyd6g
Black History: https://www.youtube.com/watch?v=zxQRJK0t4o4
Disability: https://www.youtube.com/watch?v=USlmzx4T1YY

- Developed the Union's EDI Council and ensure all part time Officers received training to support them in their role.
- Developed a campaign to raise awareness of the Report a Concern/Incident Tile on UDo.
- Created a Virtual living room space to connect students in isolation during the pandemic.
- Led a collaboration with other Unions during LGBTQ+ History Month, Black History and Disability History Month.
- We created an online COVID hub full of information and resources for students and delivered a return to campus video to reassure students of the safety measures in place.
- Captured vital student insight through our Thursday Thoughts campaign, providing vital feedback that has shaped planning and implementation of the Blended Learning Model.
- Mental Health training to committee members on a significant scale and weekly drop ins with students seeking support have been offered.
- Led and delivered a virtual programme of events for Hallsfest 2020, bringing together student groups to offer an exciting programme of activities.
- Restructured committee training to equip leaders with the skills to sustain and develop their student groups during the pandemic.

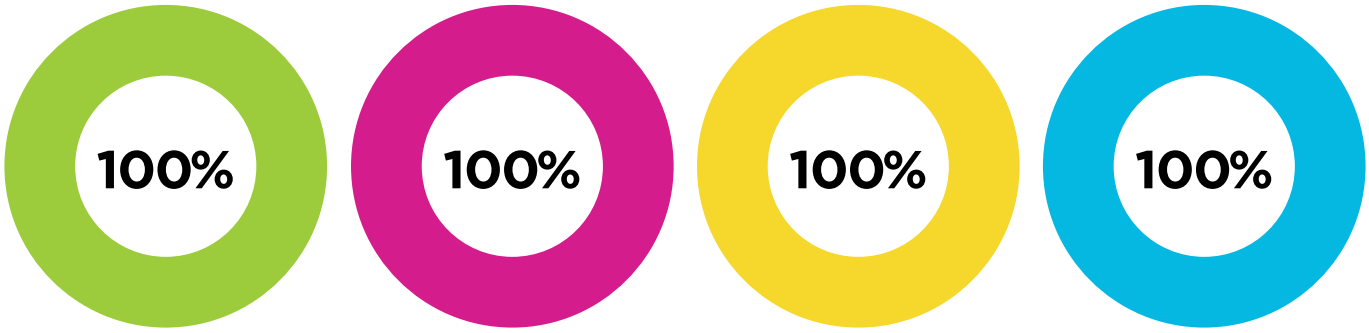
Student Voice

- For our AGM in April 2021, we moved this online and registered over 50 students in attendance. Between them they cast 3,368 votes in two hours to make changes to our policies and governance structure.
- We played a lead role in ensuring that the virtual induction was vibrant and student-led providing new and returning students details of how the Union effectively represents their academic interests. Full and Part Time Officers filmed induction videos and these were viewed 13,429 times in the first few weeks.
- We have run 12 student forums with 172 attendees.
- We had 17 bronze winners, nine silver winners and six gold winners in our new Part Time Officer reward scheme.
- We held our first online Education Awards with 121 viewers and several watch parties and also hosted our Representation conference online, with 100% of attendees agreeing they would attend a similar event again.
- Our PTO for Disabilities campaigned for more accessible parking and awareness of disabilities around the University and two PTOs set up new societies to further build a community amongst their peers.
- In February we held the best attended and engaged Summit we've ever held - 152 attendees and hundreds of comments.
- In our elections we achieved the highest candidate numbers for the elections in the past three years, with 70 students coming forward for a part-time or full-time position.
- Peer Assisted Learning launched in September 2021, with over 22% of all 1st and Foundation year students registering with the project.
- We have trained 31 PAL Leaders delivering sessions on placements, surviving first year and top tips, legal searches and much more!





Union PAL Leaders Survey



100% Felt PAL was beneficial

100% agreed that attending the session helped to cement their understanding of this topic

100% of students would recommend the PAL scheme to a friend

100% of students rated the scheme as excellent or good

Feedback from PAL Participants

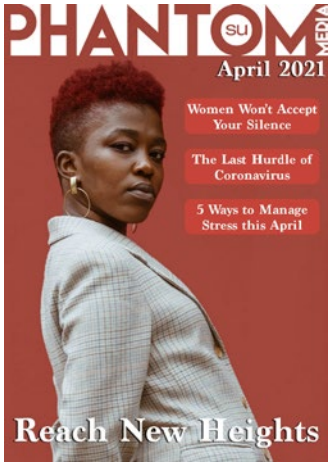
"It is great to have other students' perspectives and talk through things from a student viewpoint".

"It was great to get extra tips and insight to their experience".

"It gave me confidence to find out if I was doing things right".

Activities

- Phantom Paper have released an issue each month during term, helping to keep students up to date and connected with each other.
- Phantom Radio have continued to produce shows from home.
- Phantom Media have produced video content with useful information for students during this difficult time, such as their interview with Kath and Corey and the Halls team.
- Phantom Media have also produced video interviews with students for Student Volunteering Week and supported with our elections coverage.
- RAG have continued to work with students to fundraise for various good causes. Our RAG total for the year is £11,426.06.
- The Union helped to establish a COVID Hotline, supporting students who are self-isolating and checking in on students who were in halls after Christmas.
- We created Loot Boxes and delivered these to students through the hotline and through a social media campaign.
- We worked with three different organisations to offer sessions to students during Student Volunteering Week.
- 79 Students have taken up volunteering opportunities through the website platform this academic year with the most applications being for the COVID Hotline and St. John Ambulance support at vaccination sites.

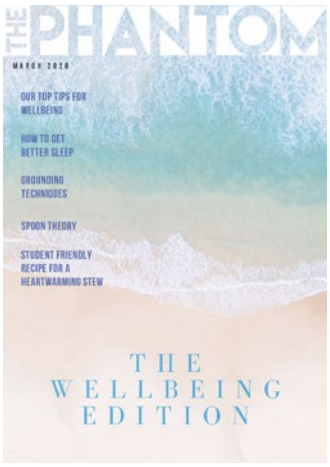














Societies

- We've kept groups running online throughout the different restrictions and this effort resulted in increased society memberships than last year, with students signing up to multiple societies to try new things.
- We collaborated with our societies to showcase International Womens' Day involving 30 different societies in this campaign.

A-Z Highlights

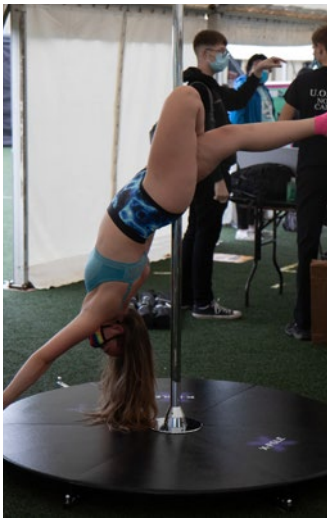
Society	Highlights
Accounting & Finance	set up an Accounting clinic, fully run by students.
Art	have been active with wellbeing themed art and craft sessions and they plan to host an online exhibition for students in collaboration with Banks' Mill.
Biosciences	joined the Royal Biological Society and ran regular guest speakers sessions.
Book Club	ran regular sessions, introduced a society bookstagram and have plans to work with Phantom.
BSL	continued sessions with online tutor videos from Ian Carpenter.
Business Society	held Business Brunches and a Charity focused Dragon's Den activity.
Buxton	delivered a cocktails evening with items delivered to students then hosted an online get together.
Christian Union	ran regular worship and wellbeing focused events.
Computing	hold regular socials and are planning a 24 hour online Game Jam event.
Debate	continued sessions and collaborated with the Union for the Elections promotions.
Derby Worldwide	assisted the Union in hosting a Pancake eventing in collaboration with the University and St. Alkmunds church.
DOTS	organised Wellbeing Wednesdays, guest speakers, cooking socials and a Halloween Party.
Ed Soc	held regular online meetings and BSL sessions.
Enactus	secured funding for two ongoing community projects (£400 and £1000 respectively).
eSports	have competed against other university teams in the HUEL - We won at Rocket League!
Filipino	hosted an online open mic event.
Film Appreciation	organised a lot of online film viewings & collaborated with Maths for a short films event.
Geology	welcomed a number of guest speakers to online events.
Guides & Scouts	participated in national virtual campfire event and plan to be part of a virtual jamboree.
Hallyu Wave	Hosted a bubble tea evening, ingredients delivered to member's homes and also ran a K-Pop Quiz.
Imagineers	have delivered online DnD sessions and GM workshops.
Interior Design	did a sketchathon before lock down to help acclimatise new students to Derby.
Islamic society	held online get togethers and networking with other iSocs in other universities.
Law	have done online mooting and a quiz – and are working on plans to still hold a ball in the summer.

Society	Highlights
Maths	have been busy creating videos with maths content and streaming this via YouTube, they've hosted pub quizzes and a maths cafe for all students (not just maths ones).
Medieval Re-enactment	engaged with national network for workshops on medieval cookery and garment making.
Motorsport	competed in the BUKC as normal, but with lots of strict guidelines.
Musical Theatre	completed regular workshops and performed an online 'advent calendar' of performances in lieu of their usual showcase.
Nursing	have held online wellbeing sessions and helped out with nursing inductions.
Pool & Snooker	set up a partnership with a local pool hall for future meetings.
Psychology	have weekly meet up sessions and wellbeing activities over Christmas.
Theatre	have held online workshops, performances and improv sessions.
Walking	were doing weekly walks (before lockdown) charity fundraising and challenges
Wellbeing	are hosting fortnightly mindfulness sessions online.

Sports

- We have been pleased to offer a wide range of virtual sports activities which has enabled our clubs to engage with their members during lockdown.
- Dance, Taekwondo and Equine have held regular virtual opportunities and managed to bring their members together online.
- Clubs have done some great work for charity, Netball, Pole, Women's Hockey, Snowsports, Squash, Rugby Union, Dance, Cheer, Taekwondo, Men's Football all held events to raise funds.
- Men's Rugby arranged with local care homes to write some letters to reach out to elderly and vulnerable residents that may not have the opportunity to communicate with others at Christmas, https://www.youtube.com/watch?v=jxHM3dFBYmI&t=12s
- Held our first ever, outdoor Activities Fair as part of the Freshers Village, giving new students the opportunity to safely explore and meet with student groups as part of their induction.







Advice

- Our Advice team have opened 520 new cases in the past 12 months (+51 from the previous year) and updated ongoing 677 cases in the past 12 months.

94% students rate advice experience as good or excellent.
96% students would use the service again.
96% students would recommend the service to other students.
98% students found advisors to be welcoming and friendly.

- We launched a live chat on the website for both advice and general union queries (including twilight sessions over the Freshers period).
- We made our Advice training sessions and additional resources available online.
- The team worked with the university on writing and implementing the sexual misconduct policy and we have reviewed, updated and implemented the confidentiality and consent to share policy/process.

Advice case studies

- A student approached the Union having issues with their account with tuition fees outstanding. They hadn't received the alumni discount and with his account blocked, they couldn't reach the Sales Ledger team. The advisor contacted Sales Ledger team, explained the error and extended access to his account for two weeks whilst discount grant and issue resolved.
- Student contacted the Advice team following a failed referral and having been told they couldn't apply for EEC. Advisor checked module handbook and advised him to contact Module Leader who following a review of his case, approved the EEC.

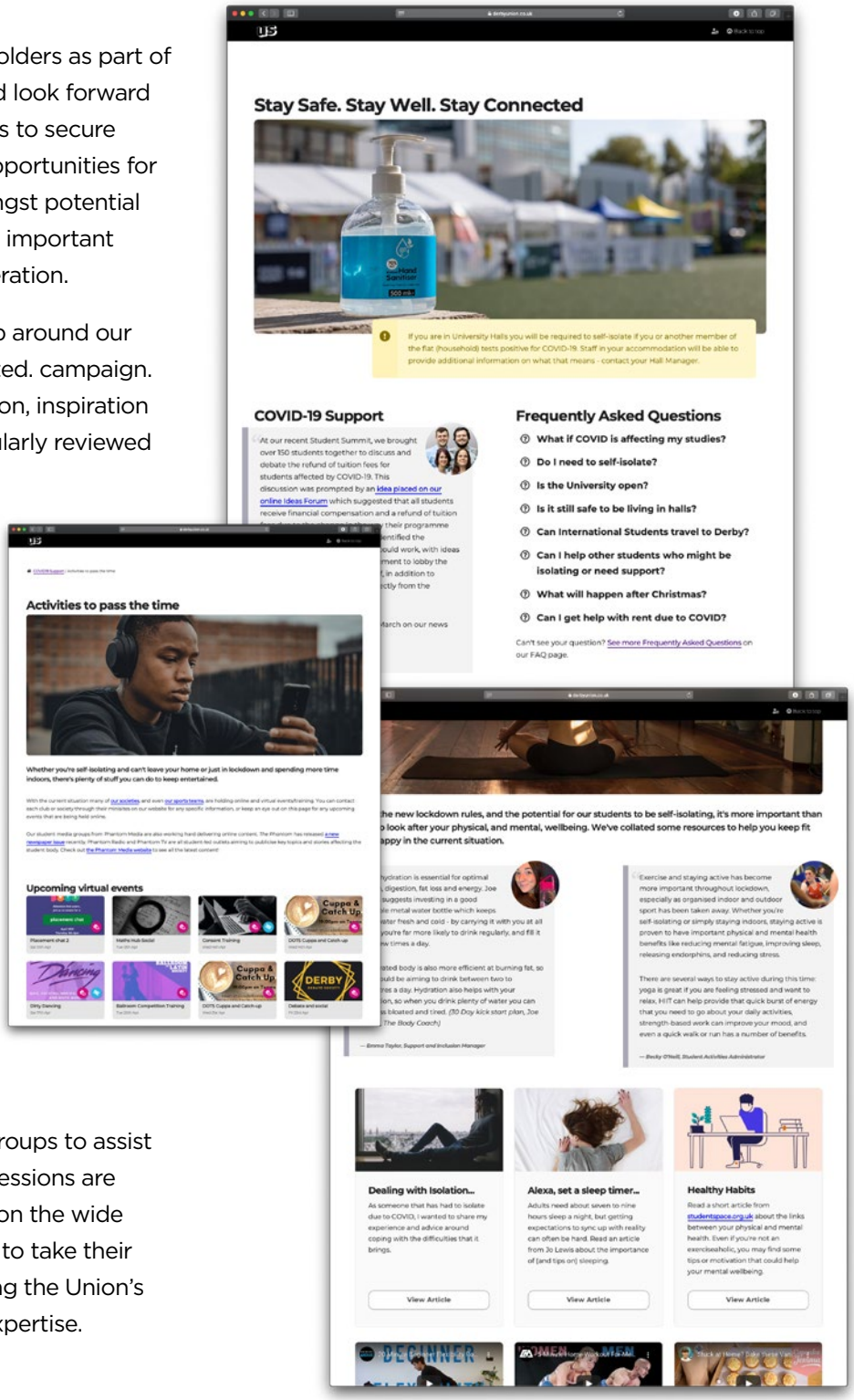
Student feedback

"I was going through one of the worst stages and lowest points and with the support and advice of the advisor I was able to get through it all"

"They were very supportive and helped guide me through the EEC process that I was going through, could not have been happier and I am sure they would have helped further had I needed the support."

Marketing and Comms

- The Union are now proud Bondholders as part of the Marketing Derby network and look forward to becoming active in local events to secure employment and volunteering opportunities for students, raising our profile amongst potential new partners and contributing to important discussions on city centre regeneration.
- We created a COVID support hub around our Stay safe. Stay well. Stay connected. campaign. We've collated a mix of information, inspiration and resources that has been regularly reviewed and updated to stay relevant to student needs.
- Across the Freshers period (September–October) our social media accounts gained 528 followers despite no in person promotion due to COVID. The number of followers gained in this period can be attributed to the Marketing teams new approach to a socially distanced freshers and collaboration with the University.
- The Marketing department has delivered informative sessions to a range of students groups to assist them with their promotion. The sessions are designed to inform the students on the wide range of opportunities they have to take their activity further, through optimising the Union's website, social media and staff expertise.













Commercial services

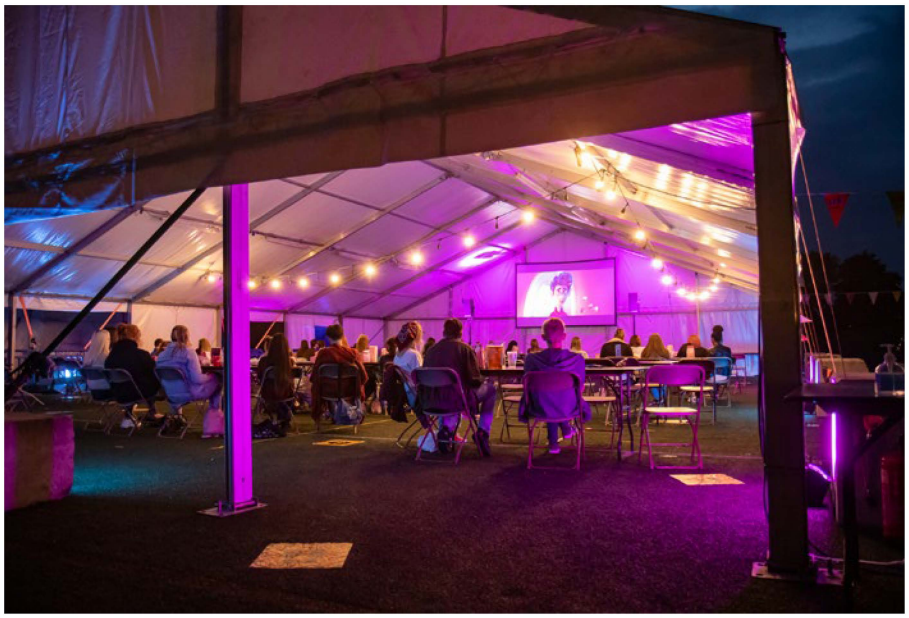
- We financially supported our team of student staff throughout the first lockdown by accessing the Job Retention Scheme and furloughing them to the end of their contract.
- Over the five days that the Derby Arms was open during Freshers, the Commercial and student staff team delivered 503 food and drink orders, all whilst following the strict COVID guidelines (300 day, 203 night).
- In September 2020 the Commercial team assisted the University by delivering around 160 food parcels to halls for arriving international students. The aim was to ensure that the students were never without essential supplies during their quarantine period.
- After gaining 100% on our scores for both customer service and our staff training and policies, we won the national Best Bar None award this year. This is now the 10th year in a row that the Academy has achieved the highest level of award, which means that we consistently have one of the safest outlets with the highest standards, within the UK.
- Freshers was different this year, however this didn't stop us from welcoming thousands of our students into the Freshers village. With the extra work it took to create the village, it highlights the importance of teamwork and the skill of our staff team to deliver events to the highest safety standards. This was highlighted further by the fact the Environmental Health even used our event as an example to other regions of how a safe and secure event should be delivered. The village will now be a major template in the planning process for future Freshers and Union led events.
- The Commercial Team sold 201 pre-Freshers hoodie bundles, more pre-sales then ever sold before by 85 and sold 280 hoodies during Freshers fair.
- Keddies began selling reusable masks to give students a sustainable option to wearing masks.
- Instead of a refreshers stall with discounted hoodies this year we offered 20% off online hoodies for February to encourage sales safely.
- We partially kept our stores open throughout the lock-down in order to continue our support to students, mainly practical students that were still on site studying.







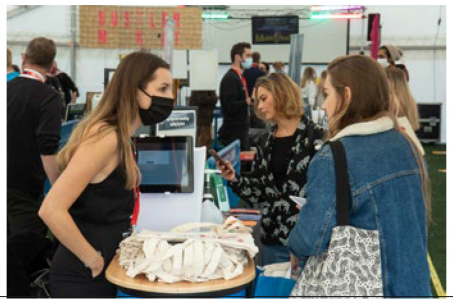

BUY ONE GET ONE FREE






Please sanitize and sign before entering


Cheerleading





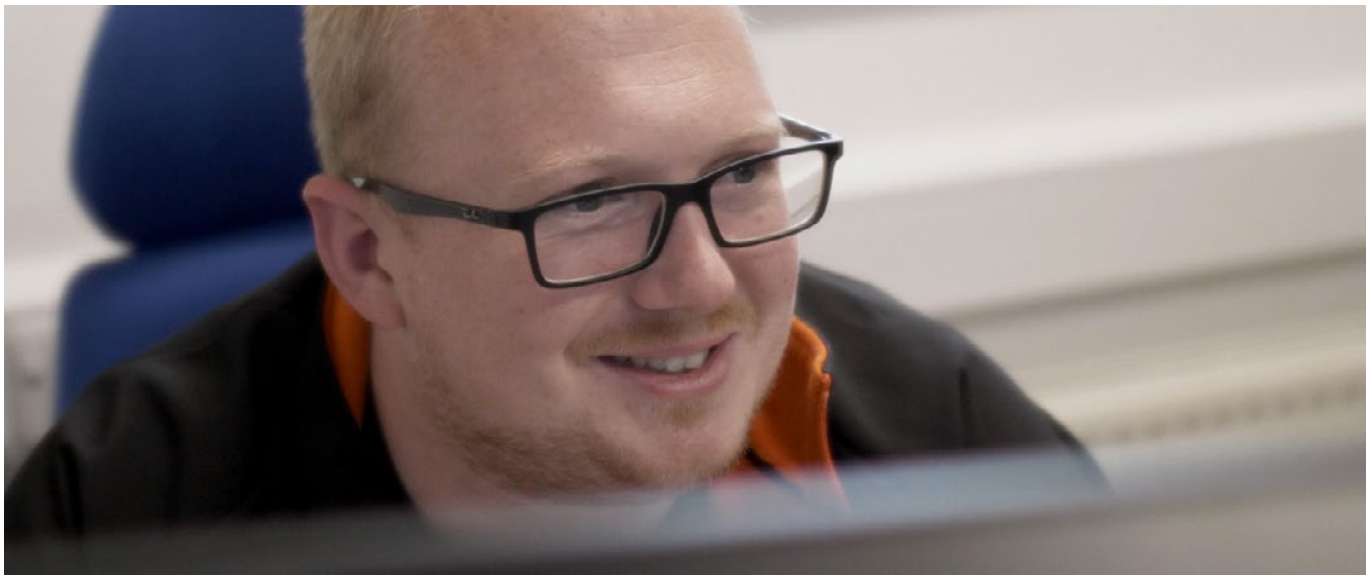
Outcomes from 2020-2021

The information below shares what the Union has delivered with the money awarded through the block grant over the 20/21 academic year, against our key performance indicators.

The progress against our KPIs for the 2020/21 academic year has been consistent and impressive in light of the challenges that the pandemic has presented. We expected a downturn in engagement with our registered members, however with over 3,000 visits to the COVID-secure Freshers Village, over 1800 students joining our sports clubs and societies, over 900 students joining the Peer-Assisted Learning Scheme and circa 800 students being elected as representatives, we have been talking to just as many of our members in a normal year, but through adapted and innovative means.

Building a vibrant community	Develop online communities to help students connect with others that they share an interest or characteristics with	1,104 societies members + 765 sports members over 100 different online clubs or societies. 12 Facebook groups with 1,768 members from sustainability to international students, mental health awareness to student parent/carers. These online communities have been integral to capturing student voice throughout the year and promoting support services such as the government hardship fund for students. Digital 'Union Living Room' launched through Discord, for an online social space to meet other University of Derby students.
	All clubs and societies to deliver at least one online only event in first term	The Union clubs and societies have been an integral part of delivering a regular online student experience and have been delivering an average of 23 online activities per week during term time. Additionally, the Union clubs and societies were essential to providing opportunities during the University Christmas closure period. With an increased number of students staying at University, unable to return home, our student communities offered 19 online events for students to engage with.

Develop you through transformative opportunities	Offer online leadership training and experiences to all Part Time Officers and Councillors	Following a realignment of duties, the support for Part Time Officers and Councillors has been transformed. The training package has been completed re-written, in line with need and to suit the digital environment. All 39 Part Time Officers have completed a series on online workshops that support them in their role and in developing their employability skills. The training package has also been aligned to the University Futures Awards. Alongside a streamlined process for applying for and administering the award itself.
	Increase volunteering opportunities to over 100 community placements	The Union volunteering offer has been able to adapt and expand during the pandemic. With more organisations' able to offer digital volunteering opportunities. 48 different opportunities have been offered, with more to become available when government guidelines allow. Additionally, in response to students isolating away from home, the Union worked closely with the University to establish a student COVID-support hotline, hosted by students. Over 40 students have been recruited through the platform and continue to support the hotline. Over 120 'lockdown lootboxes', designed to get isolating students away from their screens and socialising with others if possible, have also been delivered to students across the county through the student COVID support hotline and Union staff volunteers.



Delivering flexible support and guidance	Develop the pilot Peer-Assisted Learning programme across all programmes in the College of Life and Natural Sciences by moving to online delivery	At the start of September, a decision was made to extend the Peer Assisted Learning pilot to cover all disciplines for all new starters (Foundation and 1st year students). 31 PAL Leaders have been recruited, trained and are currently supporting 932 students. The success of the scheme has led to an increased demand for the scheme and as such an enhanced project was funded as part of the Block Grant funding application.
	Introduce an online advice web chat to provide an additional triage for student queries	The Union invested in new website-based chat software which has been used by 63 students since October 2020, with 91% of issues being dealt with in less than three minutes and 100% of chats being rated as good by users. This has added a level of service not previously available to students and ensured that Advice appointments are used for the right purposes, thus ensuring efficiencies within the team, while also providing students with a quicker, more responsive service.

The Union are committed to building upon these measures to further student satisfaction across all strategic areas. We recognise that COVID-19 has presented challenges in respect of these measures and that there is an ongoing risk to achieving these KPIs by the end of the strategic cycle in 2021/22. However, we will continue to strive for innovation and improvements.

5. Financial Review

The principal funding sources for the Union are the block grant received from the University and the surplus derived from commercial trading activities. The block grant received from the University was sustained at the prevailing rate from 19/20 and given for the entire year and throughout the closure of the Union offices and commercial services during lockdown.

The overall financial performance of the period generated a surplus of £160,305, which was an increase from the prior year (£17,578 for 2019-20). The Union acted promptly to secure funding through the government Job Retention Scheme, placing all commercial staff (including student staff) onto furlough leave, and extending this to core and membership staff over the financial year at varying intervals. This resulted in the Union drawing £196,529 of funding through the Job Retention Scheme for the accounting period. Additionally, the Union received an insurance payment of £29,510 from Endsleigh under the interruption of business terms of cover. As previously mentioned, the Union also received an extra subsidy from the University to offset the costs of reopening Blends and Keddies at Kedleston Road, for the small number of students who were allowed to restart on-site study from September 2020.

6. Reserves Policy & Going Concern statement

The Trustees reviewed and agreed a reserves policy which outlines a reserve level to cover 3-6 months operations (currently 6 months full operational costs are £651,159, covering day to day operations and cash flow). At the year end the Union had free reserves of £899k.

The COVID-19 pandemic continued to have a notable impact on the operations and finances of the charity in this reporting period. Through prudent management and ongoing support of the University, the Union took the following actions to protect the interests of the charity through this period.

- We obtained block grant funding confirmation from the University at the prevailing rate of £862,880.
- We received additional funding from the University to subsidise the wage costs of commercial staff opening Blends and Keddies for students and staff on site under restricted access from September 2020 through to July 2021.
- We have utilised funding available through the Job Retention Scheme to help offset the salary costs of staff members working reduced hours across the organisation.
- We have obtained an insurance payout under the terms of business interruption cover
- We did not award any salaried pay increments in the 2020-2021 financial year and found significant cost savings against all non-pay expenditure. In April 2021 the Board did recognise staff's contribution to the organisation through a £250 per person, one off payment.

Despite the resumption of on-site teaching from September 2021, the Union have taken a prudent and cautious approach to budgeting commercial turnover. This is due to all large lectures taking place online for the duration of the 21/22 academic year. In addition, the Board have decided to invest up to £150,000 towards the refurbishment of the Academy bar into a social learning space, due for completion in February 2022. Due to the result of these works taking place, the venue remains closed and turnover is reduced.

These developments lead the Board to agreeing a deficit budget of -£65,021 for the 2021-22 financial year and an operating cash outflow of £148k for the same period. However, we still anticipate year end cash balances of £962k meaning a strong and stable balance sheet. Despite these predicted results for 21-22, the trustees consider that the Union does not operate with material uncertainty that casts significant doubt upon the Union's ability

to continue as a going concern. The Trustees and management team will continue to closely monitor and evaluate the impact of Covid-19 on the financial operations of the Union in order to implement any further remedial action as may be required.

7. Risk Management

The major strategic, business and operational risks to which the charity is exposed are regularly reviewed, with systems and procedures in place to mitigate these risks. A risk register is reported to the Audit and Risk Sub-committee on a quarterly basis and the Trustee Board are updated on Super risks on an annual basis. Super risks are defined as 'risks that would lead to the Union's failure to meet its strategic objectives. Amongst these key Super risks, the register considers strategic, operational, financial, compliance, governance, reputational and risks to people and organisational culture. Trustees annually review their appetite to these risks and adjust the risk profile accordingly. Over the course of the 2020-2021 financial year, the Union made several adjustments to the risk ratings of several risks affecting the organisation as a result of the Covid-19 pandemic, most notably adjusting for increased risk of financial deficit and the risk posed to the health and wellbeing of Union staff. These risks have been closely monitored and ratings adjusted by Trustees on an ongoing basis via the Audit and Risk Sub-Committee.

8. Setting Pay and Remuneration

The Board recognises its responsibilities to protect the reputation of the Union of Students, to reflect the values and ethos the Union and a registered charity. The Board therefore works to ensure that the pay to senior management is not excessive and is justifiable to the membership and the Union's wider stakeholders. This is achieved by conducting regular benchmarking of pay and benefits across the sector, regionally and to the University's pay structures. The pay of the senior management team is reviewed and considered by the Finance and HR Sub-Committee of the Board, who also conduct the annual performance appraisal of the CEO.

9. Information on Fundraising Practices

The Union is custodian of the annual RAG proceeds from fundraising events organized by students that is then distributed to the chosen charity. Funds raised this year by RAG amounted to £595 and this cash will be distributed following the end of the financial year to the relevant charity. The Union does not employ any professional fundraiser or commercial partner for this activity and received 0 complaints regarding fundraising in the year.

Due to the low level of fundraising the charity undertakes, the charity is not a participant of a voluntary scheme for regulating fundraising, or any voluntary standard of fundraising for any activities carried out on behalf of the charity.

10. Future Plans

The organisation is continuing to work towards a set of objectives and priorities outlined in the Strategic Plan 2017-2020. The Trustees decided to extend the Plan for a further 2 years and new metrics have been created to take activity to 2022. The five strategic priorities give focus to the operational plan of the Union and departments within and are as follows;



The Union remains committed to improving our student satisfaction scores through the National Student Survey and the University Feedback survey and will continue work to raise standards and champion student voice work through academic representation to achieve a rating of 64% or above in NSS Question 26. A series of 10 headline KPIs have been prepared and agreed with Trustees and University representatives as follows:

Building a vibrant student community	Create new student-friendly spaces that are bookable by student societies and communities that provide regular meeting spaces in student locale. Establish a Union email communications strategy to ensure the widest reach across the student population
Develop you through transformative opportunities	Work in partnership with the University to review the HEAR and Futures Award recognition schemes Extend the Peer Assisted Learning (PAL) Scheme to employ students to deliver weekly PAL sessions throughout term and coverage for all disciplines.
Championing clear and effective student voice	Implement the Academic Representation Policy, including the creation of an online student feedback portal Review and improve the student voice mechanisms that are open to all students to contribute through (Ideas Forum & College Forums)
Delivering flexible support and guidance	Increase availability of our advisors through the provision of high quality online support resources Develop specific communications plans for each Membership Engagement team (Activities, Advice & Voice) with a focus on support services
Create data driven, positive outcomes	Develop 'Thursday Thoughts' as a formalised student insight tool to ensure that students are our decision-makers Collate Union data outputs to tell the Union story and impact across each department.

In December 2021, the existing Chief Executive, Victoria Hossack will leave the Union and recruitment is underway to appoint a successor. The new CEO will work closely with the Board of Trustees to research, write and implement a new strategic plan for the charity, which will oversee the activities of the Union from 2022-2027.

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 company and of its incoming resources and application of resources, including its 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 company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

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

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is 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 charity's auditor is aware of that information.

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



Chris Hughes
Chair of the Trustees
Date: Jan 28, 2022

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

Opinion

We have audited the financial statements of University of Derby Students' Union (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities (incorporating income and expenditure account), the Balance Sheet, the 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 charitable company's affairs as at 31 July 2021 and of its 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 charitable company 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information 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.
- 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 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 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' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates, and considered the risk of such regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error.

We focussed on laws and regulations relevant to the charitable company which could give rise to a material misstatement in the financial statements. Our testing included discussions with management and directors with direct responsibility for the compliance of laws and regulations and agreeing financial statement disclosures to underlying supporting documentation. There are inherent limitations in the audit procedures described and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

As part of our audit, we addressed the risk of management override of internal controls, including testing of journals and review of the nominal ledger. We evaluated whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

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

BHP LLP

Jane Marshall (Jan 28, 2022 18:59 GMT)

Jane Marshall (Senior statutory auditor)
for and on behalf of
BHP LLP
Chartered Accountants
Statutory Auditor
57-59 Saltergate
Chesterfield
S40 1UL

Date: Jan 28, 2022

UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	4	**1,127,736**	**54,121**	**1,181,857**	995,610
Charitable activities	5	**28,514**	**56,770**	**85,284**	362,658
Other trading activities	6	**164,575**	**-**	**164,575**	973,883
Investments	7	**309**	**-**	**309**	3,552
Other income	8	**226,039**	**-**	**226,039**	208,422
Total income		**1,547,173**	**110,891**	**1,658,064**	2,544,125
Expenditure on:					
Raising funds	9	**539,467**	**-**	**539,467**	1,185,472
Charitable activities	12	**910,873**	**47,419**	**958,292**	1,252,824
Other expenditure		**-**	**-**	**-**	88,251
Total expenditure		**1,450,340**	**47,419**	**1,497,759**	2,526,547
Net income		**96,833**	**63,472**	**160,305**	17,578
Transfers between funds	23	**40,555**	**(40,555)**	**-**	-
Net movement in funds		**137,388**	**22,917**	**160,305**	17,578
Reconciliation of funds:					
Total funds brought forward		**599,926**	**89,835**	**689,761**	672,183
Net movement in funds		**137,388**	**22,917**	**160,305**	17,578
Total funds carried forward		**737,314**	**112,752**	**850,066**	689,761

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

The notes on pages 31 to 54 form part of these financial statements.

BALANCE SHEET
AS AT 31 JULY 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	17		**106,311**		100,709
			106,311		100,709
Current assets					
Stocks	18	**38,669**		33,523	
Debtors	19	**44,635**		83,804	
Cash at bank and in hand		**1,111,286**		864,855	
		1,194,590		982,182	
Creditors: amounts falling due within one year	20	**(201,323)**		(135,213)	
Net current assets			**993,267**		846,969
Total assets less current liabilities			**1,099,578**		947,678
Creditors: amounts falling due after more than one year	21		**(249,512)**		(257,917)
Total net assets			**850,066**		689,761
Charity funds					
Restricted funds	23		**112,752**		89,835
Unrestricted funds					
General funds	23	**995,231**		863,857	
Pension reserve		**(257,917)**		(263,931)	
Total unrestricted funds	23		**737,314**		599,926
Total funds			**850,066**		689,761

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

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

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

BALANCE SHEET (CONTINUED)
AS AT 31 JULY 2021



Christopher Hughes

Date: Jan 28, 2022

The notes on pages 31 to 54 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	26	**302,799**	142,595
Cash flows from investing activities			
Bank interest		**309**	3,552
Proceeds from the sale of tangible fixed assets		**-**	34,336
Purchase of tangible fixed assets		**(42,217)**	(49,233)
Net cash used in investing activities		**(41,908)**	**(11,345)**
Cash flows from financing activities			
SUSS pension contributions		**(14,460)**	(12,063)
Net cash used in financing activities		**(14,460)**	**(12,063)**
Change in cash and cash equivalents in the year		**246,431**	**119,187**
Cash and cash equivalents at the beginning of the year		**864,855**	745,668
Cash and cash equivalents at the end of the year	27	**1,111,286**	864,855

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2021

1. General information

University of Derby Students' Union is a company limited by guarantee (no. 10279393) and a registered charity (no. 1169283). The registered office is Kedleston Road, Derby, DE22 1GB.

The members of the company are the Trustees named on page 1. In the event of the Union being wound up, the liability in respect of the guarantee is limited to £1 per member of the Union.

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) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

University of Derby 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 financial statements have been prepared in £ stering, which is the financial currency of the union and rounded to the nearest £.

2.2 Going concern

The Board of Trustees consider that the organisation is a going concern on the basis of the continued support from University of Derby.

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Due to the restriction on physical services that could be provided during the 2020-21 year and the low utilisation of the SU's building, a significant surplus was accumulated. A conservative forecast has been created to the end of the 2022 calendar year, to ensure the financial viability of the organisation. This assumes that the organisation can provide physical services at a more normal level. An assessment has also been made of the likely impact of further pandemic restrictions, both from a student service and financial sustainability perspective. The direct impacts financially are net positive as, like in 2020-21, activities being provided digitally tend to cost less than face-to-face ones and a lower usage of the Students' Union building generates cost savings. The single biggest threat to the Union's position is a material cut in the block grant from University of Derby, which may be an indirect impact of the pandemic, if it affects future student numbers and university income, and this has been stress-tested in the above forecast.

After review, it was concluded that the Union can continue to provide its services safely and still be financially viable for this period. For this reason they continue to adopt the going concern basis in preparing the financial statements.

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 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.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donated services or facilities are recognised when the union has control over the items, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the union of the items is probable and that economic benefit can be measured reliably.

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

Income relating to the Coronavirus Job Retention Scheme is recognised in the period for which the funding is claimed.

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 company 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 company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2. Accounting policies (continued)

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. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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 bases:

Leasehold improvements	- 3 - 10 years
Catering equipment	- 5 years
Office equipment	- 3 - 5 years

2.7 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.

2.8 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.

2.9 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)

2.10 Liabilities and provisions

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

Liabilities are recognised at the amount that the 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 Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The company 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.

2.12 Pensions

The Union participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS102, in these circumstances contributions are accounted for as if the Scheme were a defined contribution scheme based on actual contributions paid through the year. The present value of the Union's deficit contribution is recognised as a liability in accordance with SORP (FRS102).

The Union also contributes to defined contribution pension schemes for its employees. The pension charge represents the amounts payable by the company to the fund in respect of the year.

2.13 Employee benefits

When employees have rendered services to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

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 company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company 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.

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

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 Union 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:

(i) SUSS pension deficit

The Union is committed to provide deficit funding to the Students' Union Superannuation Pension Scheme, of which it is a contributing employer.

Under Charities SORP (FRS 102), the present value of the future deficit contributions is recognised. The calculation of the present value of the future deficit contributions is subject to an assumption of a discount rate. The discount rate used is determined by reference to market yields on high quality corporate bonds.

(ii) Donation of facilities by University of Derby

In accordance with the Charities SORP (FRS 102), the Union has valued the benefit it receives from occupying facilities owned by the University on a rent free basis, at the Trustees' estimate of market value of £129,744.

(iii) Support costs

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

4. Income from donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Notional rent	**129,744**	**-**	**129,744**	129,744
Grants	**997,992**	**54,121**	**1,052,113**	865,866
	1,127,736	**54,121**	**1,181,857**	995,610
Total 2020	993,610	2,000	995,610	

5. Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Athletic union	**2,881**	**-**	**2,881**	89,857
Clubs and societies	**-**	**41,770**	**41,770**	166,774
Marketing	**25,633**	**-**	**25,633**	82,033
Societies and volunteering	**-**	**15,000**	**15,000**	15,060
Welfare and education	**-**	**-**	**-**	8,934
Total 2021	**28,514**	**56,770**	**85,284**	362,658
Total 2020	192,884	169,774	362,658	

6. Income from other trading activities

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bars and entertainments income	**11,844**	**11,844**	111,274
Catering income	**48,942**	**48,942**	207,660
External events income	**878**	**878**	51,342
Shop income	**102,911**	**102,911**	603,607
Total 2021	**164,575**	**164,575**	973,883
Total 2020	973,883	973,883	

7. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	**309**	**309**	3,552
Total 2020	3,552	3,552	

8. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Coronavirus Job Retention Scheme grants	**196,529**	**196,529**	208,422
Insurance claims	**29,510**	**29,510**	-
	226,039	**226,039**	208,422
Total 2020	208,422	208,422	

9. Expenditure on raising funds

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bars and entertainments	**25,819**	**25,819**	184,949
Catering	**239,747**	**239,747**	245,887
External events	**4,890**	**4,890**	32,559
Shops	**269,011**	**269,011**	722,077
Total 2021	**539,467**	**539,467**	1,185,472
Total 2020	1,185,472	1,185,472	

10. Expenditure on raising funds

	Direct costs 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Bars and entertainments	**10,383**	**15,436**	**25,819**	184,949
Catering	**161,466**	**78,281**	**239,747**	245,887
External events	**3,384**	**1,506**	**4,890**	32,559
Shops	**186,168**	**82,843**	**269,011**	722,077
Total 2021	**361,401**	**178,066**	**539,467**	1,185,472
Total 2020	950,054	235,418	1,185,472	

11. Support costs analysis

	2021 £	2020 £
Raising funds		
Governance (note 14)	**5,032**	4,246
Information technology	**4,274**	6,906
Depreciation	**4,115**	6,870
Staff costs	**75,740**	119,935
Pension contributions	**3,823**	4,876
Other costs	**85,082**	92,585
	178,066	235,418

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

12. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Athletic union	**100,215**	**1,000**	**101,215**	289,044
Clubs and societies	**13,091**	**29,419**	**42,510**	175,914
Marketing	**201,064**	**-**	**201,064**	214,625
Democracy and elections	**172,653**	**16,000**	**188,653**	157,210
Societies and volunteering	**108,557**	**-**	**108,557**	111,432
Representation	**159,975**	**-**	**159,975**	151,594
Welfare and education	**155,318**	**1,000**	**156,318**	153,005
	910,873	**47,419**	**958,292**	1,252,824
Total 2019	1,106,794	146,030	1,252,824	

13. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Athletic union	**70,046**	**31,169**	**101,215**	289,044
Clubs and societies	**29,419**	**13,091**	**42,510**	175,914
Marketing	**139,146**	**61,918**	**201,064**	214,625
Democracy and elections	**130,557**	**58,096**	**188,653**	157,210
Societies and volunteering	**75,126**	**33,431**	**108,557**	111,432
Representation	**110,710**	**49,265**	**159,975**	151,594
Welfare and education	**108,178**	**48,140**	**156,318**	153,005
	663,182	**295,110**	**958,292**	1,252,824
Total 2020	1,004,390	248,434	1,252,824	

Analysis of support costs

	Athletic union 2021 £	Clubs and societies 2021 £	Marketing 2021 £	Democracy and elections 2021 £	Societies and volunteering 2021 £
Governance (note 14)	**881**	**370**	**1,750**	**1,642**	**945**
Information technology	**748**	**314**	**1,486**	**1,394**	**802**
Depreciation	**720**	**303**	**1,431**	**1,343**	**773**
Staff costs	**13,258**	**5,568**	**26,337**	**24,711**	**14,220**
Pension contributions	**669**	**281**	**1,329**	**1,247**	**718**
Other costs	**14,893**	**6,255**	**29,585**	**27,759**	**15,973**
	31,169	**13,091**	**61,918**	**58,096**	**33,431**
Total 2020	57,317	34,884	42,560	31,174	22,096

13. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Representation 2021 £	Welfare and education 2021 £	Total funds 2021 £	Total funds 2020 £
Governance (note 14)	**1,392**	**1,360**	**8,340**	4,488
Information technology	**1,182**	**1,155**	**7,081**	7,300
Depreciation	**1,139**	**1,112**	**6,821**	7,263
Staff costs	**20,955**	**20,476**	**125,525**	126,795
Pension contributions	**1,058**	**1,033**	**6,335**	5,155
Other costs	**23,539**	**23,004**	**141,008**	97,433
	49,265	**48,140**	**295,110**	248,434
Total 2020	30,061	30,342	248,434	

Staffing and administration support costs are allocated across the various activities of the Union. Support costs are allocated on the basis of staff time spent on each charitable activity.

14. Governance costs

	2021 £	2020 £
Auditor's remuneration	**13,372**	8,734

15. Staff costs

	2021 £	2020 £
Wages and salaries	**870,049**	1,050,793
Social security costs	**72,204**	70,306
Contribution to defined contribution pension schemes	**24,310**	22,764
	966,563	1,143,863

15. Staff costs (continued)

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

	2021 No.	2020 No.
Charitable activities	**45**	90
Governance	**2**	2
	47	92

The average headcount expressed as full-time equivalents was:

	2021 No.	2020 No.
Charitable activities	**45**	49
Governance	**2**	2
	47	51

No employee received remuneration amounting to more than £60,000 in either year.

During the year key management personnel's remuneration amounted to £175,266 (2020: £171,585).
This includes gross pay, employer's national insurance and pension contributions.
The Union considers its key management personnel to comprise the senior management team.

16. Trustees' remuneration and expenses

The 7 Executive Officers (2020: 8 Executive Officers) received total remuneration of £86,852 (2020: £84,986) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the instituition and local community, defending and extending the rights of students through petitions and discussion with MPs and also organising and supporting student volunteers and service provision for them.

No expenses were reimbursed to trustees in either year.

17. Tangible fixed assets

	Leasehold Improvements £	Catering equipment £	Office equipment £	Total £
Cost or valuation				
At 1 August 2020	**876,191**	**-**	**83,436**	**959,627**
Additions	**-**	**40,555**	**1,662**	**42,217**
At 31 July 2021	**876,191**	**40,555**	**85,098**	**1,001,844**
Depreciation				
At 1 August 2020	**794,311**	**-**	**64,607**	**858,918**
Charge for the year	**24,884**	**1,801**	**9,930**	**36,615**
At 31 July 2021	**819,195**	**1,801**	**74,537**	**895,533**
Net book value				
At 31 July 2021	**56,996**	**38,754**	**10,561**	**106,311**
At 31 July 2020	81,880	-	18,829	100,709

18. Stocks

	2021 £	2020 £
Bars	**6,742**	7,330
Shops	**31,927**	26,193
	38,669	33,523

19. Debtors

	2021 £	2020 £
Trade debtors	**5,713**	4,894
Prepayments and accrued income	**38,922**	78,910
	44,635	83,804

20. Creditors: Amounts falling due within one year

	2021 £	2020 £
SUSS defined benefit scheme funding deficit liability	**8,211**	6,014
Trade creditors	**32,640**	11,816
Other taxation and social security	**24,589**	46,486
Other creditors	**48,697**	6,071
Accruals and deferred income	**87,186**	64,826
	201,323	135,213

	2021 £	2020 £
Deferred income		
Deferred income at 1 August 2020	**497**	35,600
Resources deferred during the year	**35,667**	497
Amounts released from previous periods	**(497)**	(35,600)
	35,667	497

At the financial year end £35,667 (2020: £497) was recognised in deferred income in relation to income received which relates to the following financial year.

21. Creditors: Amounts falling due after more than one year

	2021	2020
	£	£
SUSS defined benefit scheme funding deficit liability (note 29)	**249,512**	257,917

The SUSS defined benefit scheme liability includes aggregate amounts of £189,378 (2020: £204,335) which fall due after five years.

22. Affilations, subscriptions and membership

	2021	2020
	£	£
NUS	**16,099**	29,438
BUCS	**9,270**	12,283
	25,369	41,721

Individual clubs and societies affiliate to the national governing body or membership organisation. These are reviewed and approved by the AGM. No donations were made during the period to any external institutions.

23. Statement of funds

Statement of funds - current year

	Balance at 1 August 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2021 £
Unrestricted funds					
General funds	**863,857**	**1,547,173**	**(1,441,894)**	**26,095**	**995,231**
Pension reserve	**(263,931)**	**-**	**(8,446)**	**14,460**	**(257,917)**
	599,926	**1,547,173**	**(1,450,340)**	**40,555**	**737,314**
Restricted funds					
Clubs & societies	**89,835**	**41,770**	**(29,419)**	**-**	**102,186**
Block grant - Graduate societies	**-**	**1,000**	**(1,000)**	**-**	**-**
Block grant - driven funding	**-**	**2,000**	**(2,000)**	**-**	**-**
Peer assisted learning funding (PAL)	**-**	**15,000**	**(15,000)**	**-**	**-**
University of Derby - Student Event Marquee fund	**-**	**19,621**	**-**	**(19,015)**	**606**
University of Derby - Student Catering Experience	**-**	**31,500**	**-**	**(21,540)**	**9,960**
	89,835	**110,891**	**(47,419)**	**(40,555)**	**112,752**
Total of funds	**689,761**	**1,658,064**	**(1,497,759)**	**-**	**850,066**

23. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2020 £
Unrestricted funds					
General funds	789,846	2,372,351	(2,286,276)	(12,064)	863,857
Pension reserve	(181,754)	-	(94,241)	12,064	(263,931)
	608,092	2,372,351	(2,380,517)	-	599,926
Restricted funds					
Clubs & societies	64,091	166,774	(141,030)	-	89,835
ESF intern placement programme	-	2,000	(2,000)	-	-
Rep conference programme	-	2,000	(2,000)	-	-
Peer assisted learning funding (PAL)	-	1,000	(1,000)	-	-
	64,091	171,774	(146,030)	-	89,835
Total of funds	672,183	2,544,125	(2,526,547)	-	689,761

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2021

24. Summary of funds

Summary of funds - current year

	Balance at 1 August 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2021 £
General funds	**599,926**	**1,547,173**	**(1,450,340)**	**40,555**	**737,314**
Restricted funds	**89,835**	**110,891**	**(47,419)**	**(40,555)**	**112,752**
	689,761	**1,658,064**	**(1,497,759)**	**-**	**850,066**

24. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 August 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2020 £
General funds	608,092	2,372,351	(2,380,517)	-	599,926
Restricted funds	64,091	171,774	(146,030)	-	89,835
	672,183	2,544,125	(2,526,547)	-	689,761

Restricted funds

Clubs & Societies: Funds raised by individual clubs and societies are recognised as restricted income and will be applied to the expenditure of that club or society. Any unspent funds are carried forward at the end of the period and will be spent in future years by the appropriate club or society.

Block grant - Graduate societies - Funding used to establish new academic societies, allowing new activity to be planned and paid without financial risk. Including but not limited to new equipment, facilities/venue hire, transport cost and guest speaker fees.

Block grant - driven funding - Funding used to employ a University graduate.

PAL (peer assisted learning) funding – costs were for any training costs (if external trainers needed) promotional resources for the scheme (leaflets) and t-shirts and incentives (doughnuts) for the students who delivered PAL sessions.

ESF Driven intern placement programme - used as a subsidy for the salaries of two staff. As graduates they were taken on through the Driven scheme as paid interns with the view to becoming permanent employees. The scheme covers the cost of the first 140 hours of work and was payable if they continue on in a permanent role.

Rep conference programme - funding which covered the catering costs of hosting the in-person conference last year for over 100 elected Representatives, alongside a number of incentives for those who attended, including pens, lanyards, mobile phone stands (pop sockets) and travel cups.

University of Derby – Student Event Marquee fund. Funding received from the University of Derby for the purchase of a Marquee to be used at Student Events and additional funding for student celebration items.

University of Derby – Student Catering Experience Funding received from the University of Derby for the purchase of a catering trailer and catering equipment.

25. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	**95,745**	**10,566**	**106,311**
Current assets	**1,092,404**	**102,186**	**1,194,590**
Creditors due within one year	**(201,323)**	**-**	**(201,323)**
Creditors due in more than one year	**(249,512)**	**-**	**(249,512)**
Total	**737,314**	**112,752**	**850,066**

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	100,709	-	100,709
Current assets	892,347	89,835	982,182
Creditors due within one year	(135,213)	-	(135,213)
Creditors due in more than one year	(257,917)	-	(257,917)
Total	599,926	89,835	689,761

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

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	**160,305**	17,578
Adjustments for:		
Depreciation charges	**36,615**	50,743
Bank interest	**(309)**	(3,552)
(Increase) in stocks	**(5,146)**	(9,225)
Decrease in debtors	**39,169**	16,568
Increase/(decrease) in creditors	**63,719**	(23,757)
Pension finance costs	**8,446**	5,989
Remeasurement of pension scheme	**-**	88,251
Net cash provided by operating activities	**302,799**	142,595

27. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	**1,111,286**	864,855
Total cash and cash equivalents	**1,111,286**	864,855

28. Analysis of changes in net debt

	At 1 August 2020 £	Cash flows £	At 31 July 2021 £
Cash at bank and in hand	**864,855**	**246,431**	**1,111,286**
	864,855	**246,431**	**1,111,286**

29. Pension commitments

The Union 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 onwards 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 2019 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.

Valuations are conducted every three years based upon assumptions agreed by the trustees, and is used to set the contibutions payable by the participating employers.

The outcome in financial terms is set out in the table below:

	30 June 2016	30 June 2019
	£m	£m
Assets	£101.3	£119.1
Liabilities	£221.0	£260.0
Deficit	(£119.7)	(£140.9)
Funding level	46%	46%

The increase shown in the deficit since 2016 is in line with the changes previously reported, following annual reviews, but makes allowance for the impact of the 7% pension increase issue. This has increased the deficit in SUSS but its impact has been mitigated by the member consent exercise.

Whilst the assets have performed well, rising by over 17% over the 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 pension increase issue. The Trustees have concluded that the level of contributions to clear the deficit will have to rise above the planned 5% annual increase in order to address this. However, in order to allow time for unions to make the necessary arrangements the increase in contributions will come into effect from October 2021.

The increase of 5% due in October 2020 will proceed as planned, and these contributions form part of the plan to remove the funding deficit in SUSS.

Following the 2020 increase, and in order to attribute the further increase in costs as fairly as possible, the Trustees have allocated the additional liabilities arising from the 7% pension increase issue to those unions whose members are directly affected by it. This means that a union with many affected members may see a substantial increase in their contributions to SUSS from October 2021, while a union with no members affected by the issue would see a much smaller increase.

The Trustees also considered whether the costs of carrying out the member consent exercise should be borne only by those unions whose members are directly affected by the pension increase issue. After careful consideration, and keeping in mind the principle of collectivism, they concluded that a significant proportion of the costs incurred were justifiable expenses of running SUSS as a whole (because benefits needed to be adjusted, and members written to, whether or not the compromise offer was made). What remained, once allocated to the many affected

29. Pension commitments (continued)

unions and reclaimed over a reasonable period of time, was not material in the context of the overall level of payments being made to SUSS by the unions, and so no additional charges will be made in respect of this.

The existing recovery plan, based on the results of the 2016 valuation, was due to end in 2033. One option considered by the Trustees was to retain this target end date, in line with the Pensions Regulator's guidance that funding deficits should be addressed over as short a period as possible. However, given the already substantial level of contributions being made to SUSS by the employers, the Trustees concluded that extending the recovery period, and hence reducing the initial increase in contributions that unions would be required to make, struck an appropriate balance between removing the deficit as quickly as possible while remaining affordable.

In summary, employer contributions will increase by 5% in October 2020 as planned and then by around 18%, on average, from 1 October 2021 (8% for those without any members affected by the compromise issue, and more for those with affected members). Contributions will increase by 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.

Under FRS102 the Union is required to recognise as a liability the present value of its agreed share of future deficit contributions. Finance costs are recognised as the present value unwinds.

The total contributions paid into the Scheme by University of Derby Students' Union in respect of eligible employees for the year ended 31 July 2021 amounted to £14,460 (2020: £13,791). The liability owed by University of Derby Students' Union in respect of future deficit contributions at the year end was £257,917 (2020: £263,931), split between amounts falling due within one year of £8,211 (2020: £6,014) and amounts falling due after more than one year of £249,512 (2020: £257,917).

30. Related party transactions

The following are considered to be related parties for the reasons stated. The transactions with these related parties are set out below.

University of Derby

The Union is in receipt of a block grant from the University of Derby of £862,884 (2020: £862,880).

In addition, sales and other income was received of £270,991 (2020: £146,573), resulting in a debtor balance of £23,054 (2020: £2,837) at the year end. Expenditure of £46,887 (2020: £68,993) was incurred resulting in a creditor balance of £nil (2020: £4,706) at the year end.

The Union occupies buildings on a rent free basis. The value of the donation relating to this rent free arrangement has been assessed at £129,744 (2020: £129,744).

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Final Audit Report 2022-01-28

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