

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

Student Trustees

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

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 18 th 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

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

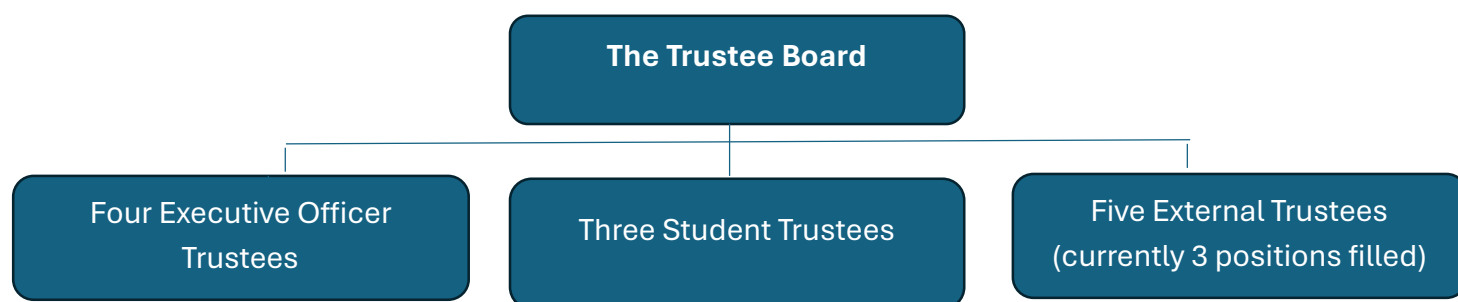
Annually we review our aims and objectives, reflecting on the year, analysing data, listening to student feedback, and working in partnership with our stakeholders to ensure we remain 'relevant' and strive to have an 'impact on every student' as set out in our strategic plan.

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,

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.

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.

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

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.

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.

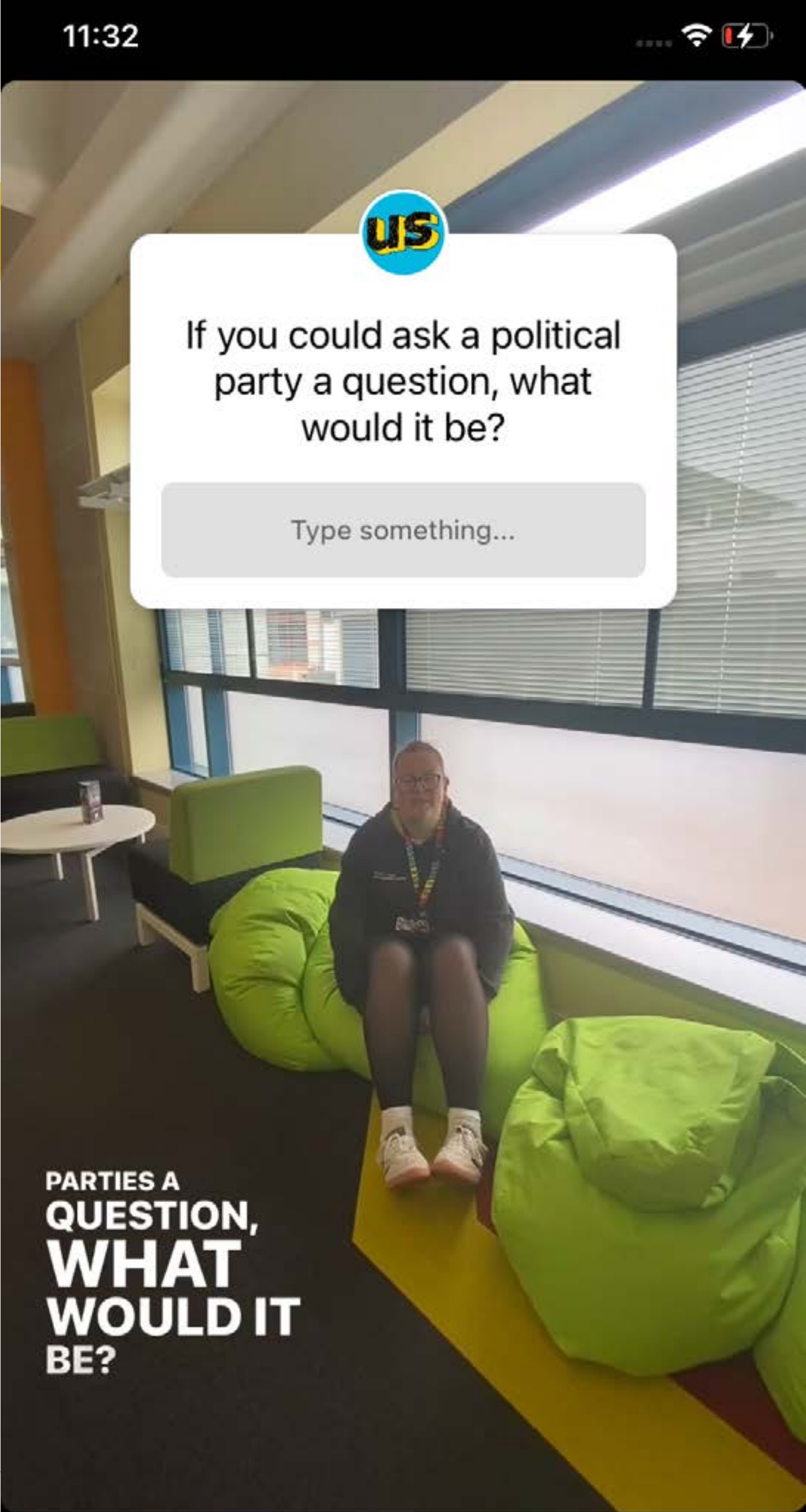
Expanding the parasports offering and developing the Halls Sport program have been key achievements. The successful

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.



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



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

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.

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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.

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



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.

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

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

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

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.



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

“many students, particularly those who are trans, are often shown to feel a disconnect if others, particularly staff aren’t using their preferred pronouns”

from the student experience to ensure that the developments benefit all stakeholders involved in utilising the space.

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.



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.

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.



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.



Union Societies Pass Holders – 778

Union Sports Pass Holders – 984



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!"





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 Alzheimer’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!

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.



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.



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 as 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.



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.



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 Taylor 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

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.



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.

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.

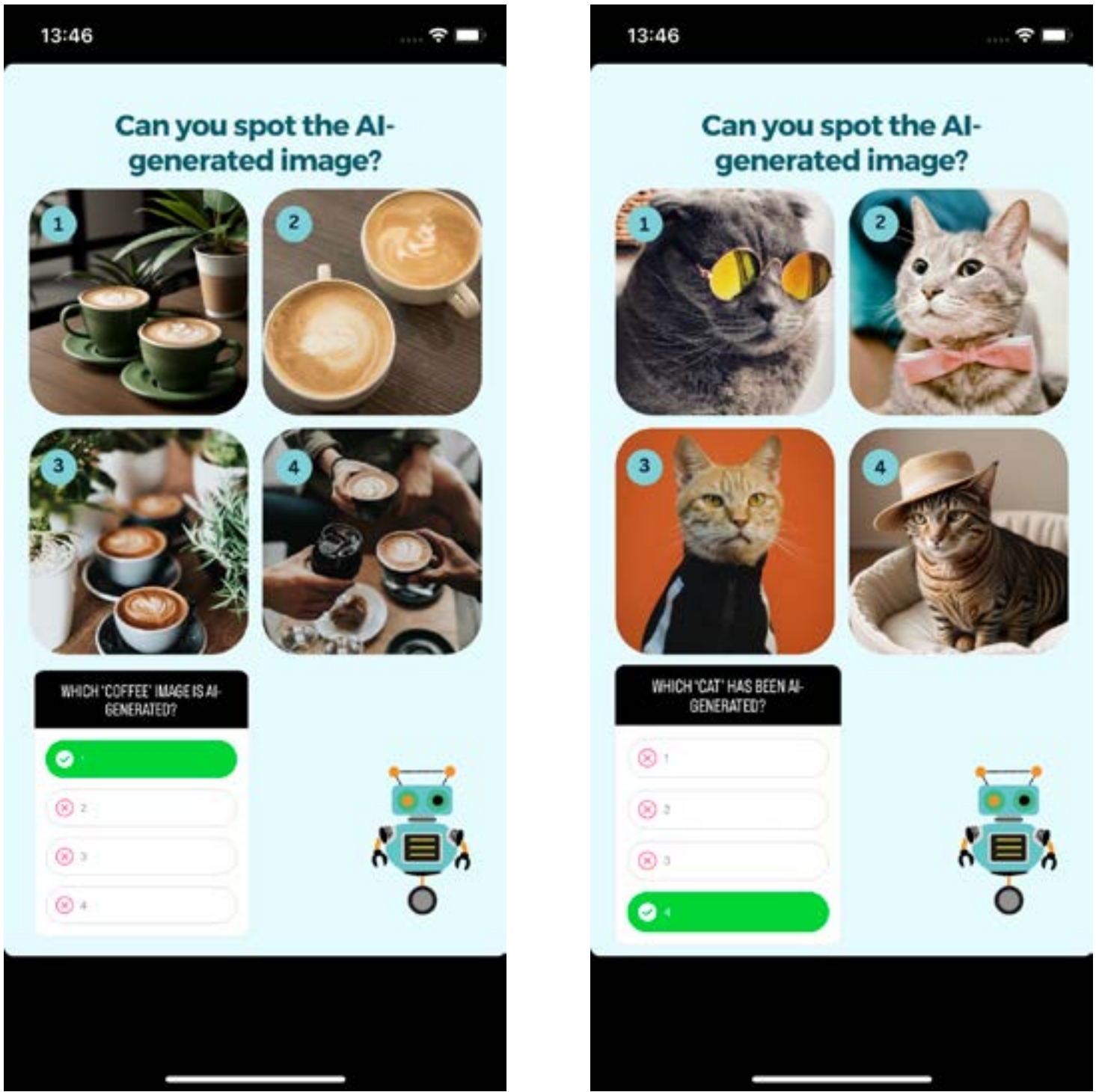
Sexual Abuse and Sexual Assault Awareness Day

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.



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.

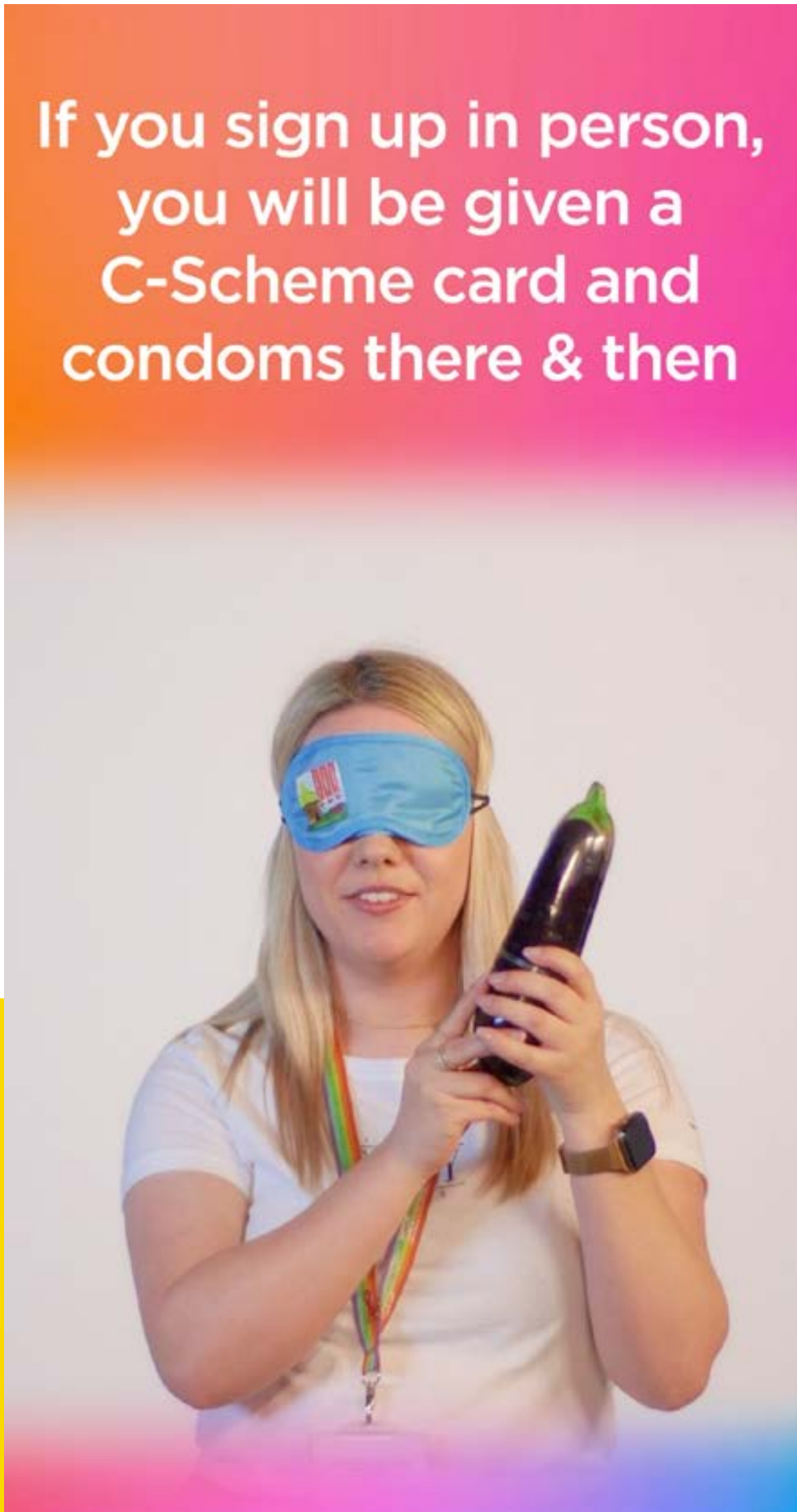
The SVLO service invited SV2 onsite to deliver consent training to sports students ahead of tour. This was attended by 75 students who learned what consent it and isn’t; how to be an active bystander and where to report and seek support. The Advice and SVLO Manager was invited to be a guest speaker to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

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

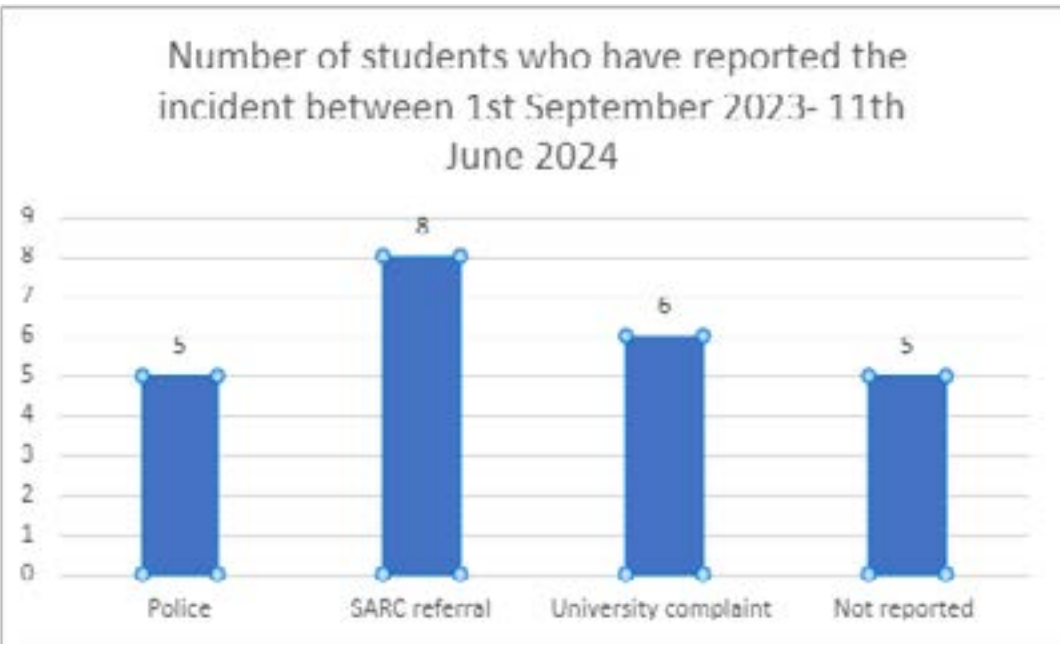
There are currently two trained SVLO's at the Union. Students can access the service directly or may be referred by Wellbeing or the programme team after disclosing an incident of sexual violence. The SVLO service has built strong relationships with SV2 which is an organisation in Derby who support victims 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 | ➤ Setting: Student accommodation - 9 |
| ➤ Referred by Wellbeing - 12 | ➤ Setting: Public - 4 |
| ➤ Reported person: Student - 14 | ➤ Setting: University campus - 2 |
| ➤ Reported person: Stranger - 3 | ➤ Setting: Home - 4 |
| ➤ Reported person: Friend - 6 | ➤ Setting: Online - 2 |
| ➤ Reported person: Not disclosed - 1 | ➤ Setting: Not disclosed - 3 |

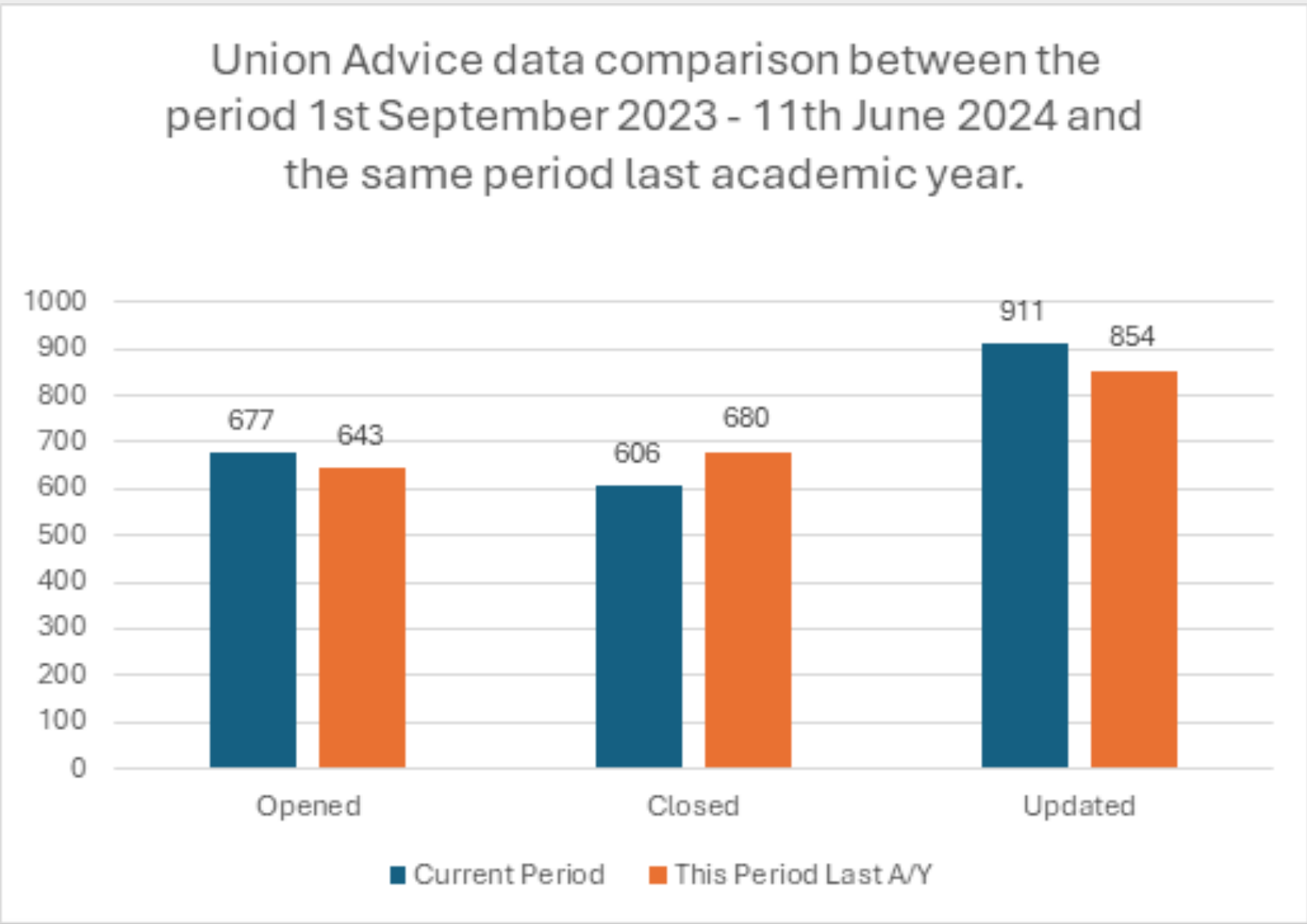


Sexual Violence Liaison Officers provide the different reporting options to the students and can support with reporting the incident. Their role is to provide the information but ensure that the student makes the decision based on what is best for them. Students may decide to report the incident to both 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.



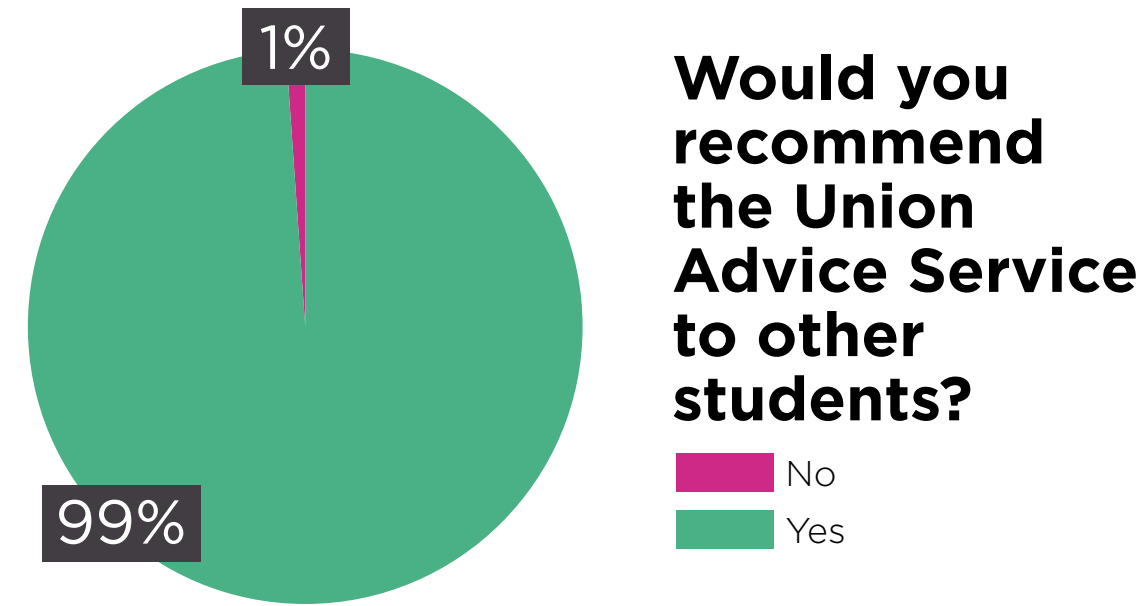
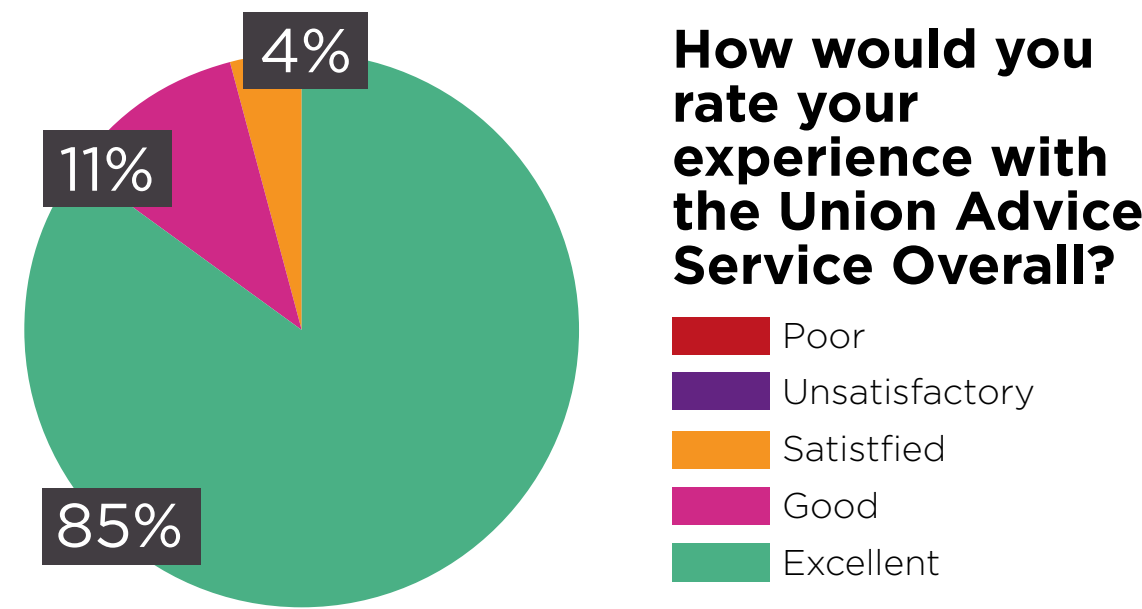
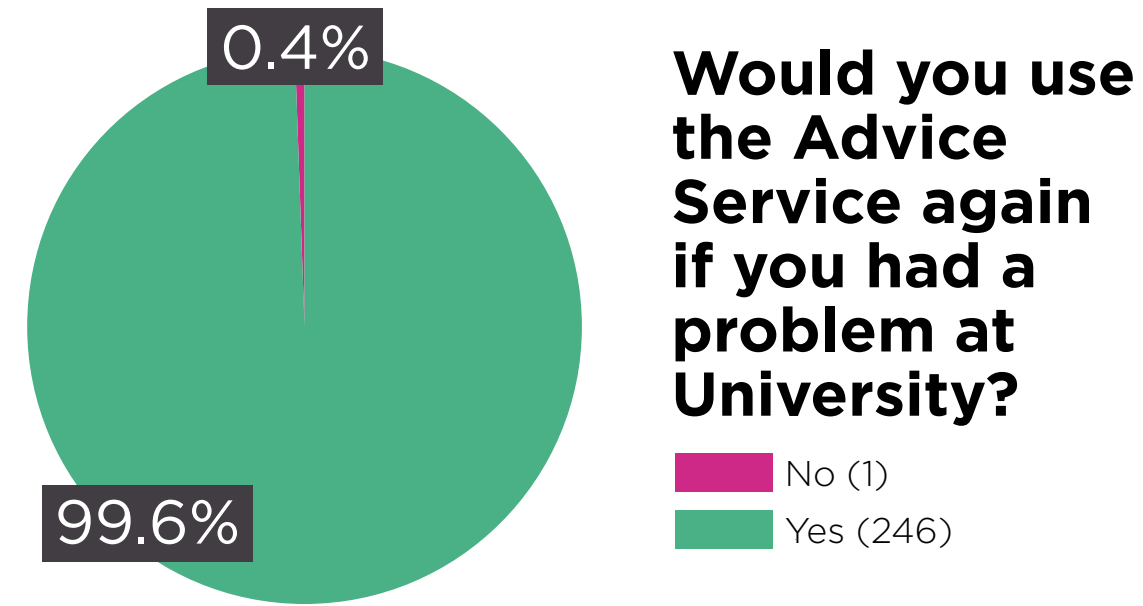
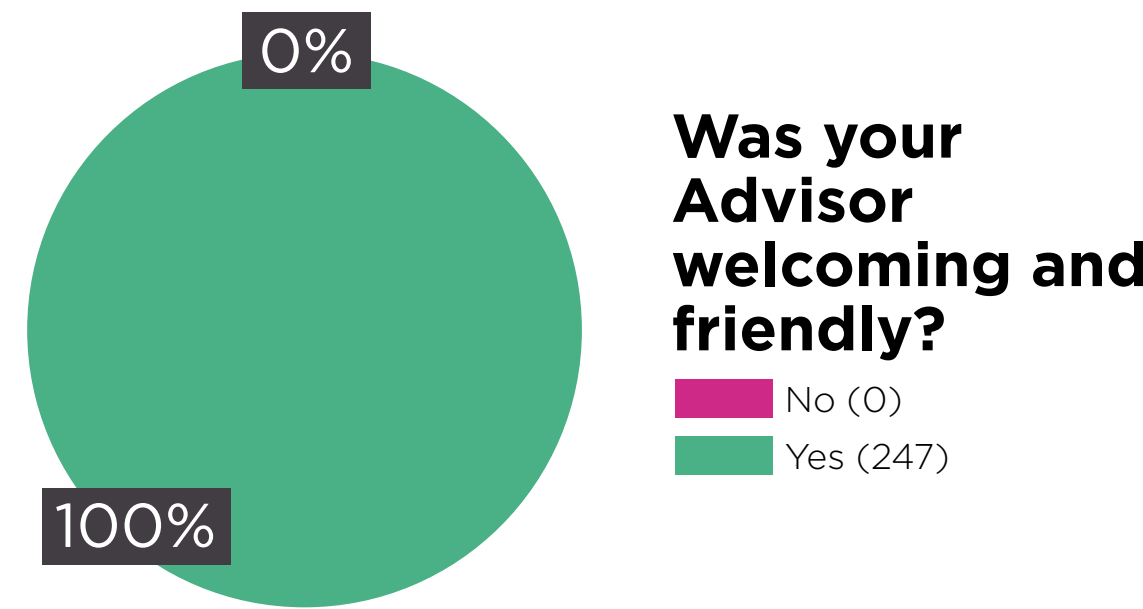
Support

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.



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

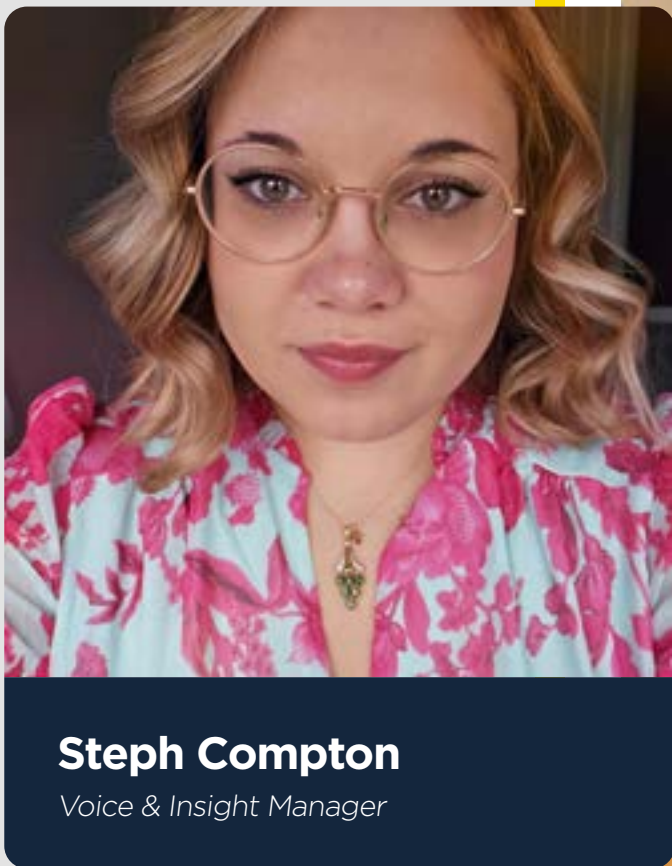
The Union have created affordable and easy recipe cards which will be distributed at Freshers to help students improve their cooking skills whilst encouraging them to eat balanced meals. As part of this initiative, the Union will also be creating a cooking series showcasing how each dish is made through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

Student Voice

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.

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



Election Statistics

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

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.



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.

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





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%





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.

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!”



"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 a 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 an 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!"



Marketing

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.



Charlotte Fello
Marketing & Communications Manager

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

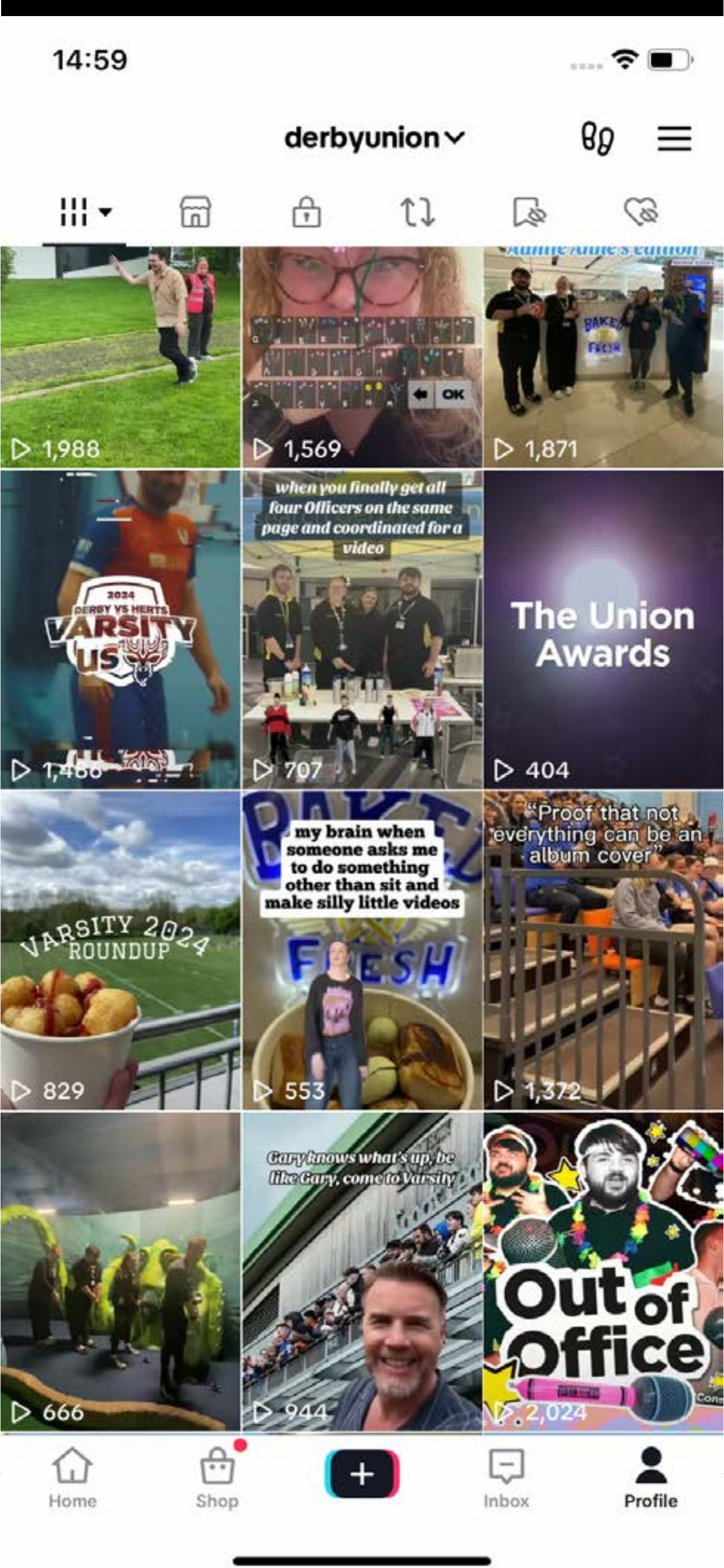
- The Marketing team launched a new market fair that invites small, local businesses to trade in the Atrium. The first Spring Market welcomed 16 new vendors and contacts to the Union of Students, all of whom responded positively when asked for feedback and the majority reported that they would come back 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.

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.

Commercial

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.

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

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



BLENDS

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. Andreea-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.’

LES

Buxton & Leek

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



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.



LES

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

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.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2024

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:



Signer ID: FF31IXAEII...

Tony Atherton

Date: 03/02/2025 GMT

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.

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

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.

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

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.

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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 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.

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
		<u>59,609</u>	<u>103,545</u>
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
		<u>1,106,965</u>	<u>1,019,410</u>
Creditors: amounts falling due within one year	21	(179,063)	(180,187)
Net current assets		<u>927,902</u>	<u>839,223</u>
Total assets less current liabilities		<u>987,511</u>	<u>942,768</u>
Creditors: amounts falling due after more than one year	22	(238,484)	(229,079)
Total net assets		<u><u>749,027</u></u>	<u><u>713,689</u></u>
Charity funds			
Restricted funds	24	97,478	90,251
Unrestricted funds			
General funds	24	898,478	863,438
Pension reserve		(246,929)	(240,000)
		<u>651,549</u>	<u>623,438</u>
Total funds		<u><u>749,027</u></u>	<u><u>713,689</u></u>

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)
REGISTERED NUMBER: 10279393

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:



Signer ID: FF31IXAEII...

Tony Atherton

Date: 03/02/2025 GMT

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

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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.

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

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.

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

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.

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

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.

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

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.

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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	

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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	

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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	

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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 £
<i>Raising funds</i>		
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.

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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	

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

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

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

13. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Representation	Welfare and education	Total funds	Total funds
	2024	2024	2024	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

UNIVERSITY OF DERBY STUDENTS' UNION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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
	<hr/> 1,206,300 <hr/>	<hr/> 1,255,581 <hr/>

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
	<hr/> 102 <hr/>	<hr/> 84 <hr/>

The average headcount expressed as full-time equivalents was:

	2024	2023
	No.	No.
Charitable activities	46	44
Governance	2	2
	<hr/> 48 <hr/>	<hr/> 46 <hr/>

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.

UNIVERSITY OF DERBY STUDENTS' UNION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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 £
<i>Cost or valuation</i>				
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
<i>Depreciation</i>				
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
<i>Net book value</i>				
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

UNIVERSITY OF DERBY STUDENTS' UNION
(A company limited by guarantee)

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

20. Debtors

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

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
	<u>179,063</u>	<u>180,187</u>

	2024 £	2023 £
<i>Deferred income</i>		
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)
	<u>3,180</u>	<u>7,375</u>

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.

UNIVERSITY OF DERBY STUDENTS' UNION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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. Affiliations, 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 £
<i>Unrestricted funds</i>						
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
<i>Restricted funds</i>						
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 £
<i>Unrestricted funds</i>					
General funds	907,771	2,527,419	(2,564,604)	(7,148)	863,438
Pension reserve	(249,510)	-	(8,204)	17,714	(240,000)
	<u>658,261</u>	<u>2,527,419</u>	<u>(2,572,808)</u>	<u>10,566</u>	<u>623,438</u>
<i>Restricted funds</i>					
Clubs & societies	108,313	133,298	(151,360)	-	90,251
Block grant - graduate societies	606	-	-	(606)	-
Block grant - driven funding	9,960	-	-	(9,960)	-
	<u>118,879</u>	<u>133,298</u>	<u>(151,360)</u>	<u>(10,566)</u>	<u>90,251</u>
<i>Total of funds</i>	<u><u>777,140</u></u>	<u><u>2,660,717</u></u>	<u><u>(2,724,168)</u></u>	<u><u>-</u></u>	<u><u>713,689</u></u>

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.

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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
	<u>713,689</u>	<u>2,743,782</u>	<u>(2,693,863)</u>	<u>-</u>	<u>(14,581)</u>	<u>749,027</u>

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
	<u>777,140</u>	<u>2,660,717</u>	<u>(2,724,168)</u>	<u>-</u>	<u>713,689</u>

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	<u>651,549</u>	<u>97,478</u>	<u>749,027</u>

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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 contributions 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
<i>Present value of provision:</i>		
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).

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 institution 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).