
UNIVERSITY OF DERBY STUDENTS' UNION

(A company limited by guarantee)

Derby Union of Students
(A company limited by guarantee)

Report and Financial Statements
For the Year Ended 31st July 2025

Charity number 1169283
Company number 10279393

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

Charitable Status:

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

Principal Office:

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

Officer Trustees:

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

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

UNIVERSITY OF DERBY STUDENTS' UNION

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

Other Trustees:**External Trustees**

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

Student Trustees

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

Senior Leadership Team

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

Auditors

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

Bankers

Barclays Bank
Sir Frank Whittle Road
Derby
DE1 9UU

Solicitors

Smith Partnerships
Norman House
Friar Gate
Derby
DE1 1NU

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 JULY 2025

Trustees' Report

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

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

1. Our Aims and Objectives

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

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

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

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

Ensuring our work delivers our aims

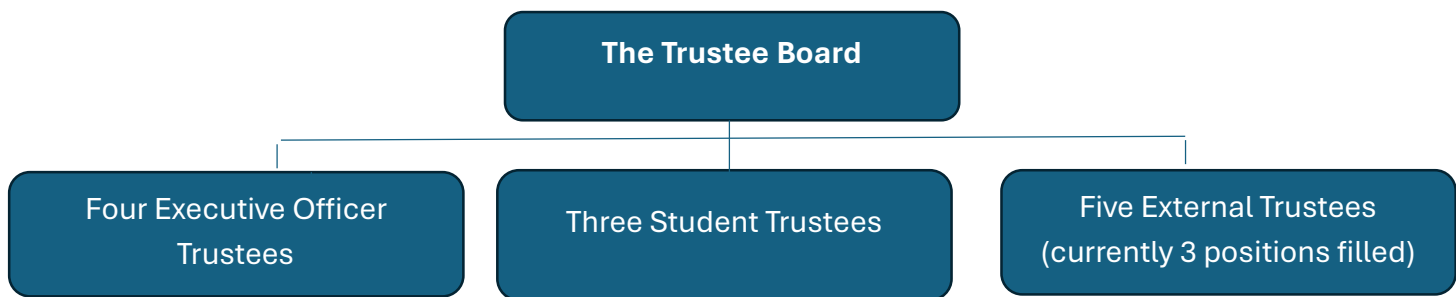
Annually we review our aims and objectives, reflecting on the year, analysing data, listening to student feedback, and working in partnership with our stakeholders to ensure we remain ‘relevant’ and strive to have an ‘impact on every student’ as set out in our strategic plan.

2. Structure, Governance and Management

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

The composition of the Board:

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



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

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

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

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

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

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

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

Staffing for this period

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

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

Strategy

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

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

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

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

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

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

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

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

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

3. Related party relationships

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

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

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

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

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

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

4. Key Achievements

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

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

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

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

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

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

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

Impact Report

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





Union of Students' Mission Statement

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

Union organisational priorities

Introduction from the CEO

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



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

This has also been a year of strategic renewal. We have strengthened our Senior Leadership Team and laid the foundations for a refreshed and ambitious Strategic Plan. Under new leadership, we have taken a more engaged and data-led approach to better understand students’ needs, priorities and expectations. A key milestone has been our Student Voice Review, which engaged over 1,500 students. Alongside this, we piloted our Core Community project to explore innovative ways of supporting and connecting students, with a particular focus on underrepresented groups. Our annual student survey, completed by over 1,000 students, alongside initiatives to go out and talk to students about their

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

experience across all campuses, has helped place student voice at the core of our future direction. These insights are shaping a renewed commitment to ensuring every student

finds a place where they feel they belong and that the Union remains a sustainable, inclusive, and student-led organisation.

As we prepare to launch our new Strategic Plan, we are also reviewing how we deliver our core functions, especially across our Voice and Activities teams, exploring more sustainable, innovative, and impactful ways of working. At the centre of this new direction is a renewed focus on building community, ensuring every

student feels a sense of belonging, has access to meaningful opportunities, can see their voice actively shaping their university experience, and prepare them for life beyond it.

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

LES

Strategic Priority 1

Awareness and Understanding of the Union of Students

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

Strategic Goals

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





Project 1 Welcome Activity

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

Aims

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

KPIs

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





Intake Day

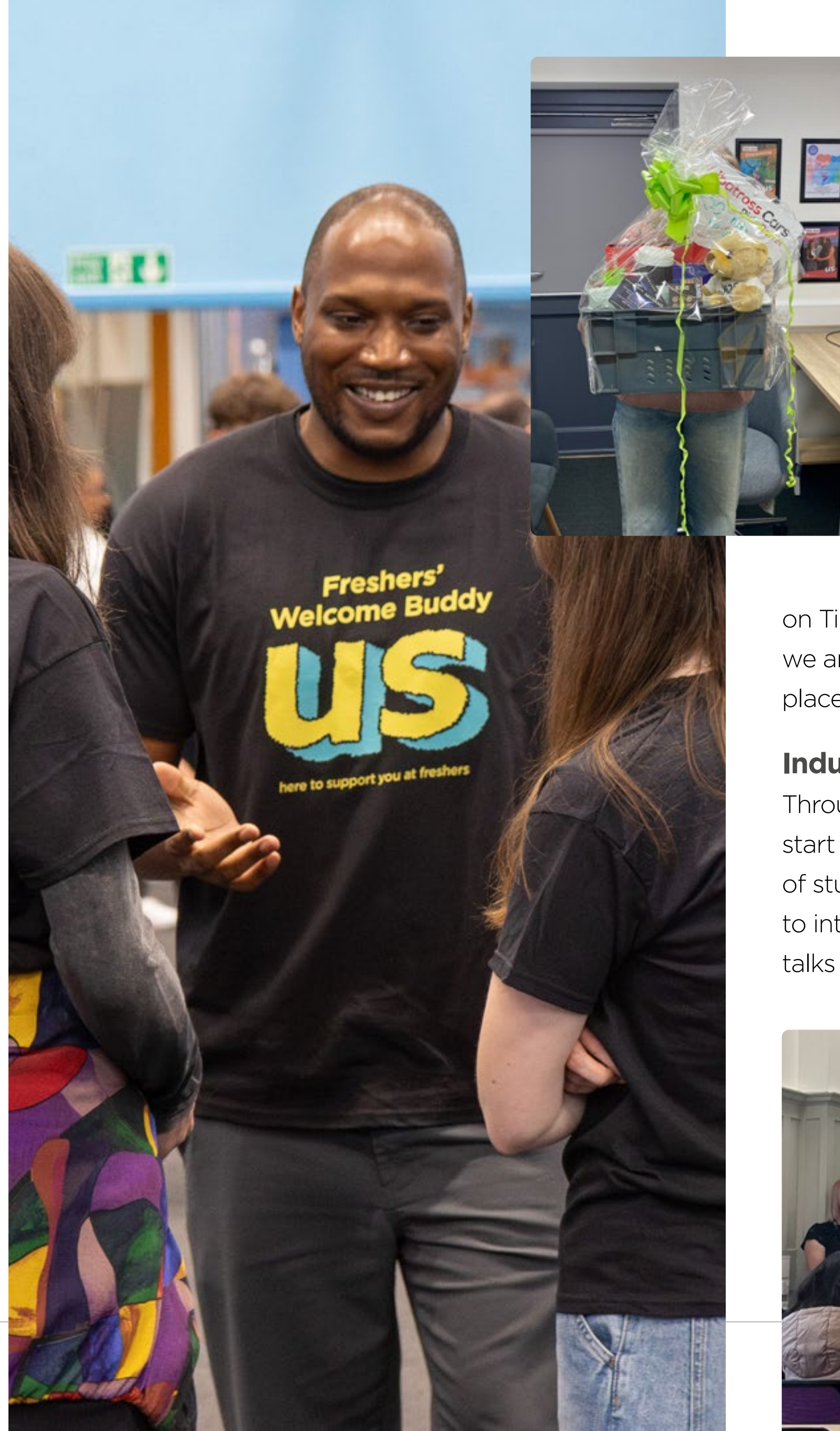
At this year's Intake Day, we created a 'Union Zone' that showcased everything the Union has to offer, with each department running their own stall. This was an opportunity for students to learn

more about the ways they can get involved and enrich their university experience. We also had showcases from our Cheerleading and Brazilian Jui-Jitsu clubs to give students an insight into what some of our clubs get up to.

Freshers' Fairs

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

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

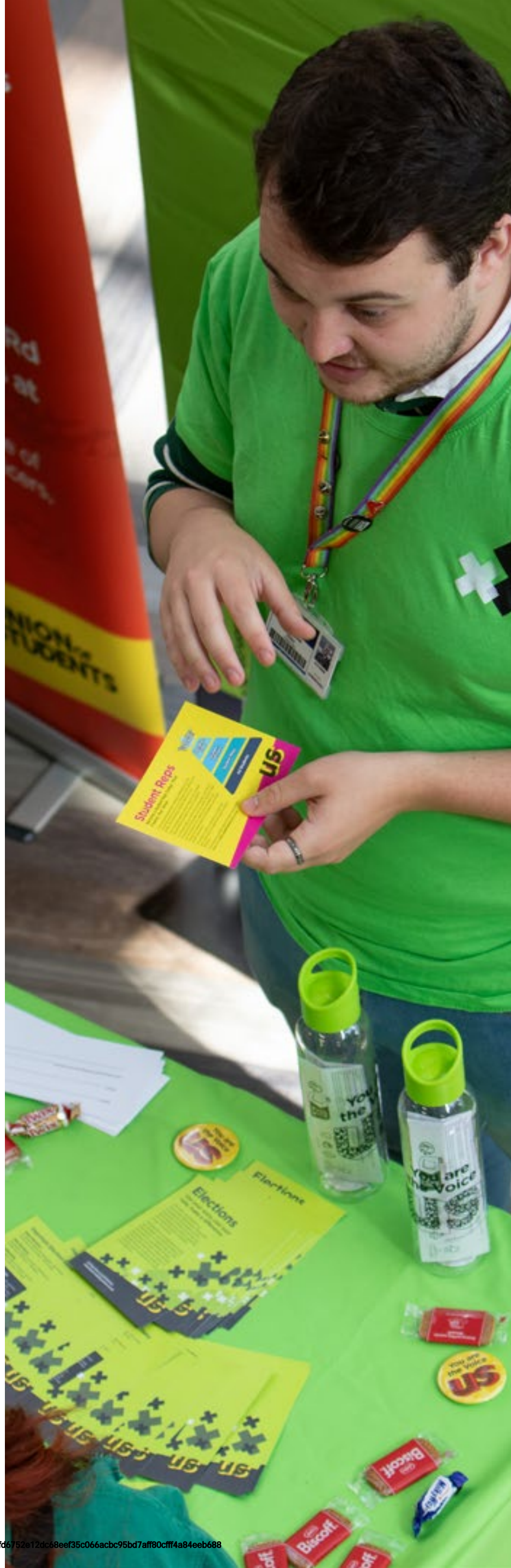


At our Freshers' Fairs, we encourage students to follow us on social media so they can keep up to date with everything they can get involved in. In September, we gave out tote bags and Mentos to students who followed us and gained a total of 740 new Instagram followers and 204 new TikTok followers from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

Induction Talks

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





Project 2 Student Voice Review and Mechanisms

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

Aims

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

KPIs

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

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

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



Project 3

Advice Pop-ups

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

Aims

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

KPIs

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



Advice Freshers' event

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

SVLO Roadshow

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

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

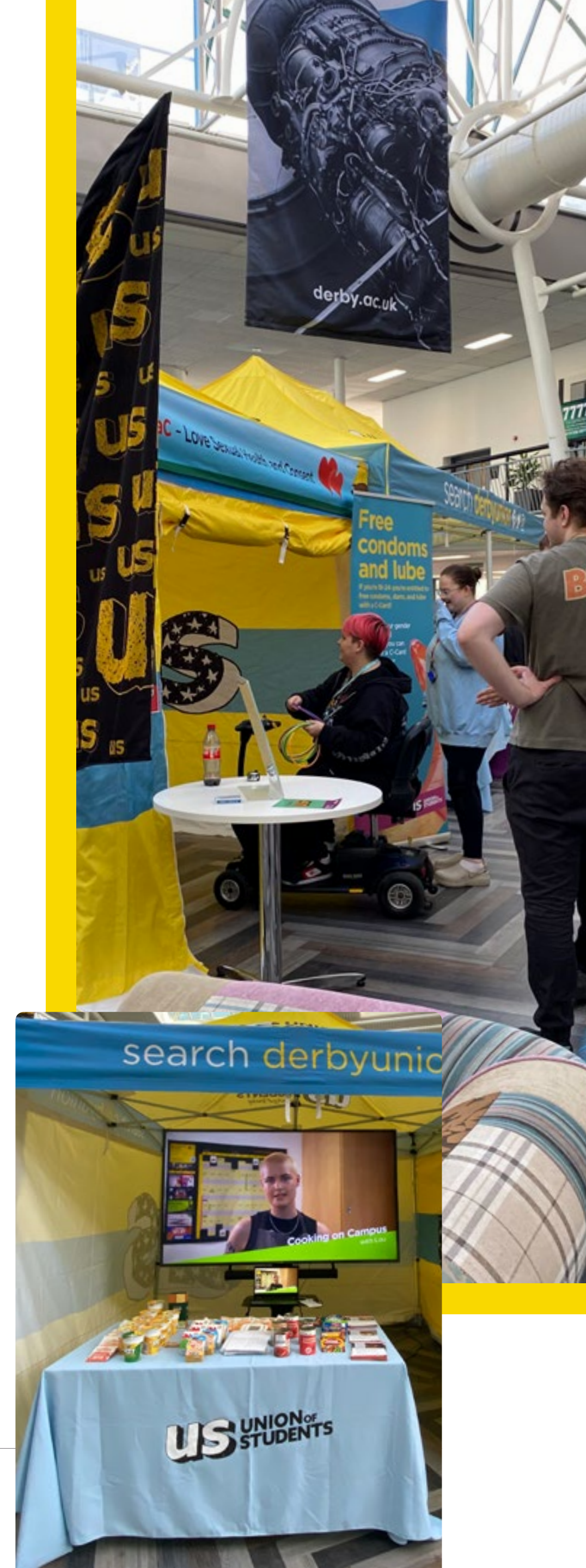


House Party

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

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

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



Strategic Priority 2

Supporting Students' Needs

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

Strategic Goals

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



Project 1

Partnerships

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

Aims

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

KPIs

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

Advice partners

1625 Outreach

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

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

Legal Triage

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

SV2

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

SARC

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



Partnering with the city to support student nightlife

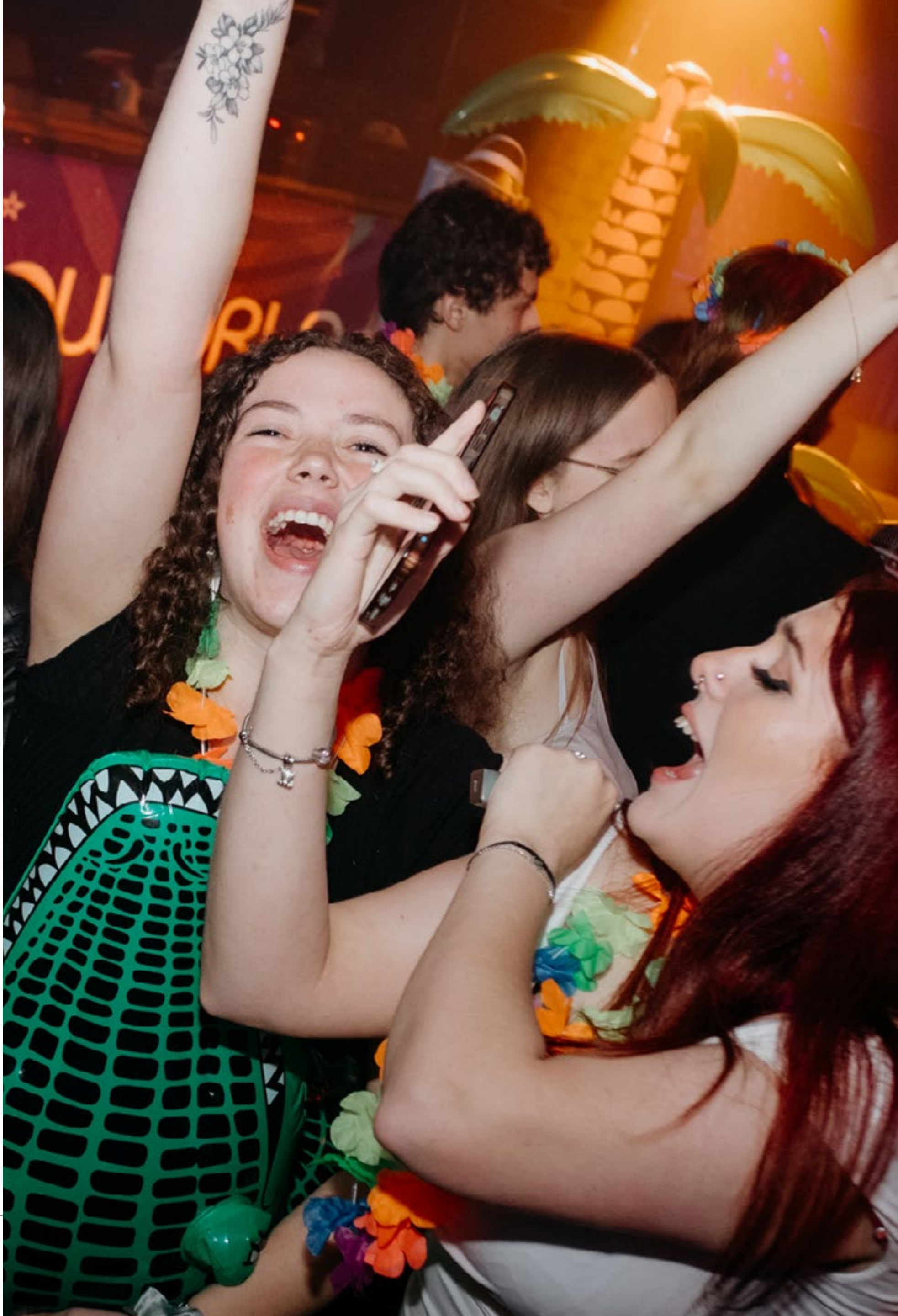
Stonegate

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

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

Tea and Toast

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



Project 2

Student Safety

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

Aims

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

KPIs

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

Club Nights

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

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

SA&SV Awareness Week

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

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



Alcohol Awareness Week

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

Training

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

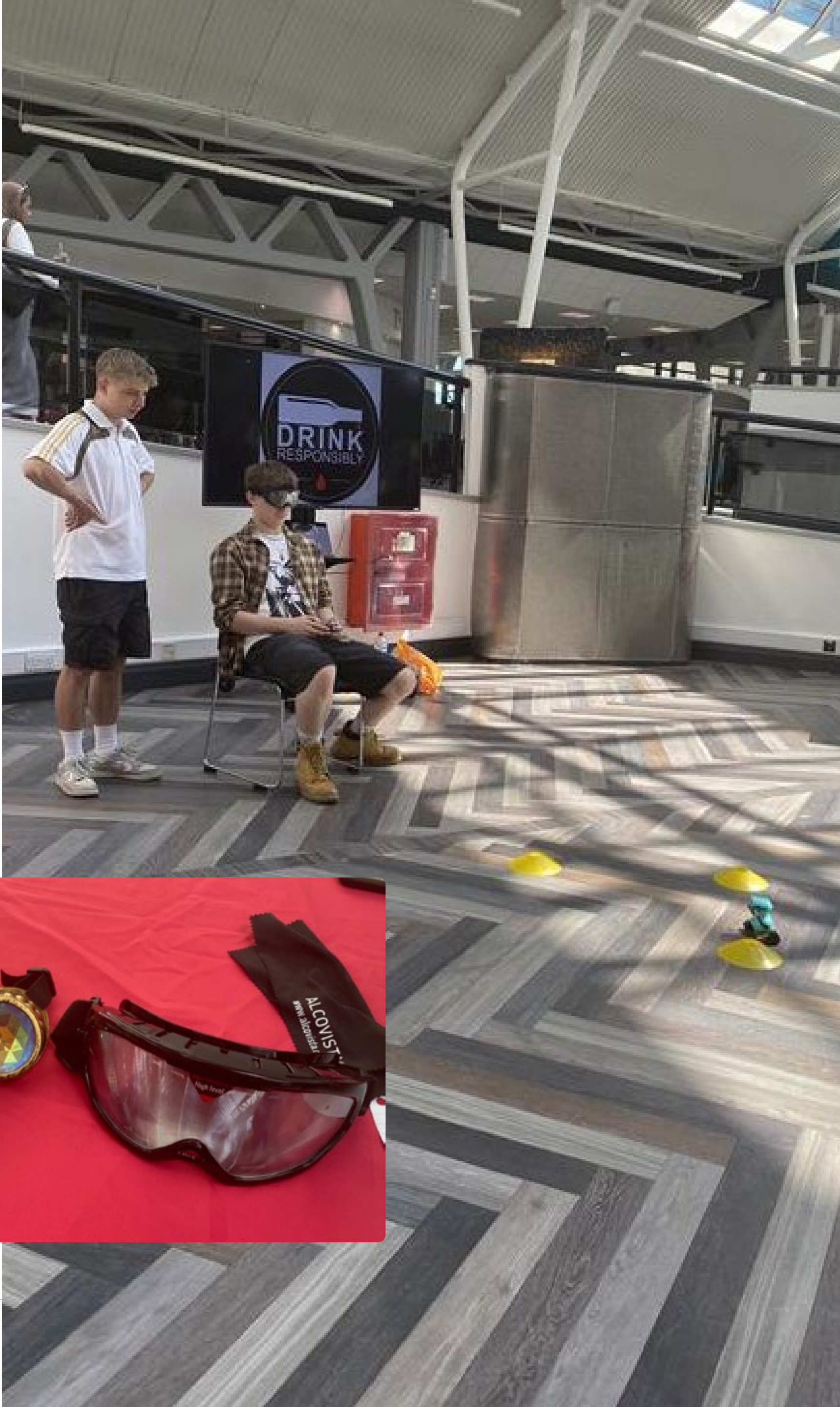
- *Budgeting*
- *Consent*
- *Mental health*
- *Eating Disorders*
- *Bullying vs Banter*
- *Active Bystanders*
- *EDI*

Sexual harassmt training

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

Advisor domestic violence training

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



us

Strategic Priority 3

Accessibility and Inclusion

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

Strategic Goals

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



Project 1

Core Communities

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

Aims

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

KPIs

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



Events

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

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

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

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



Project 2

Student Officer Spotlight

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

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

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

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

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



Project 3

Inclusive Events/Making Events Inclusive

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

Aims

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

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

KPIs

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



Freshers’ Welcome Buddies

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

Quiet Hour and Quiet Zone

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

Ear Plugs

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



Diwali

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



Liberation Months

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

Black History Month in October

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



Disability History Month, mid-November to mid-December

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

LGBT History Month in February

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





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

Women's History Month in March

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

Faith and Belief Month in May

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



Project 4

International Students' Support

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

Aims

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

KPIs

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



Global Gathering

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

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

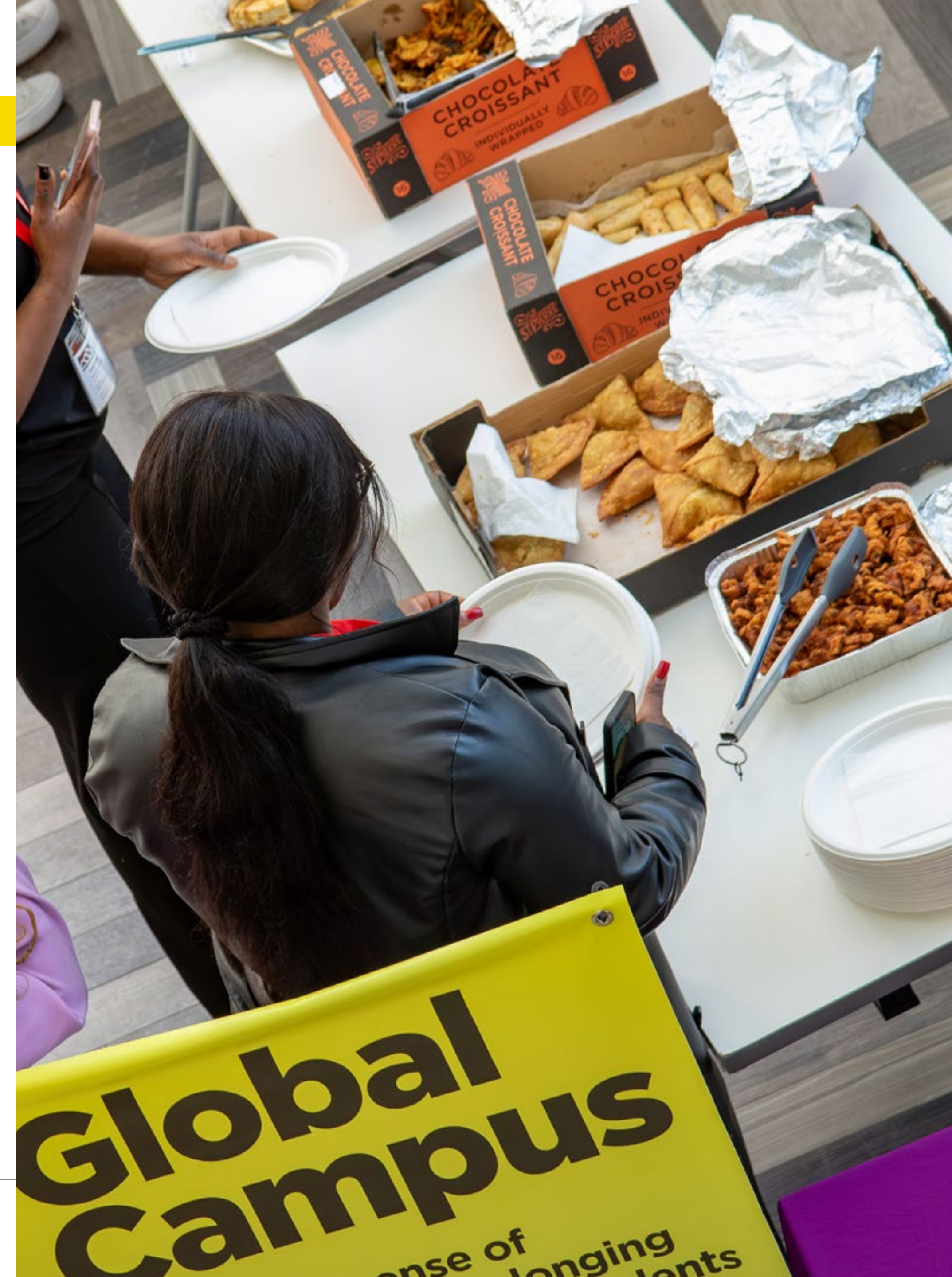
Each food provider made around 150 meals each and everything was consumed over the lunch period, providing around 400 meals to students. The event also gave a platform to elected students, notably with the International Officer giving a speech.

Working in the UK guide

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

International Student Package

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



Strategic Priority 4

Easing Students' Financial Pressures

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

Strategic Goals

- Support students to find student friendly earning opportunities



Project 1

Union Initiatives

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

Aims

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

KPIs

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

Budgeting workshops

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

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

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

Community Pantry

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



SAFE Spend

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

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

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

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



Project 2

Employability

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

Aims

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

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

KPIs

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



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

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



Kira Critchlow
President of the Business Society

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

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

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

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

What have you gained from being a committee member?

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

What have you learnt from working with the Union?

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

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

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



Peter Winfield

Student Rep

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

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

What have you gained from being a Rep?

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

What have you learnt from working with the Union?

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

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

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



Jodie Gregory
PAL Leader for Occupational Health and Physiotherapy

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

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

What have you gained from being a PAL Leader?

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

What have you learnt from working with the Union?

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

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

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



Project 3

Student Staff

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

Aims

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

KPIs

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

This year we hired:

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

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



Zoe Calder

Student staff member at Keddies

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

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

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

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

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

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

What have you enjoyed most about working with the Union?

I have enjoyed meeting other students



Rosie Buss

Student staff member at Keddies

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

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

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

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

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

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

What have you enjoyed most about working with the Union?

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



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

— Alex Carvajal, PAL Leader

Strategic Priority 5

Environmental Sustainability

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

Strategic Goals

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



Project 1

Sustainability Champions

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

Aims

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

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

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



Go Green Week

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

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

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



Bean Fund

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

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

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

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

A sustainable Christmas

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

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

Project 2 Students

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



Enactus

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

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

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

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

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

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

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

Vikki Nolan, Enactus Derby Vice President of Engagement

Sip One Stitch One society

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



...and there's more

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

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



Officer Impact – Part 2

Executive Officer priorities

Introduction from President

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

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

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

Bringing people together

Creating connections

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



Project 1 Let's Be Friends

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

Aims

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

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

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

Project 2

Union on Tour

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

Aims

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

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

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



Belonging for all

Create a sense of belonging

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



Project 1 Big Union Jam

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

Aims

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

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

Project 2

BUCS Takeover for the sporting community

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

Aims

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

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

KPIs

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

Jessica Allen, Sports Councillor

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

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

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

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

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

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





Make your voice matter

Empowering students to be heard

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

Project 1 Thursday Thoughts

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

Aims

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

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

Project 2 City Partnerships

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

Aims

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

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

Voices heard, changes made

Hearing and acting on student voice

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

Project 1 Apprentice Voice

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

Aims

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

Vice President (Activities) Gabby and Union President Holly led two impactful seminars, Apprentice Experience and Sports Experience & Engagement with the Sports Council, giving students a platform to share their stories

directly at the Student Voice Committee. These seminars will continue as part of our approach to showcasing authentic student experiences that influence change.

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



Project 2

You Said, We Did

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

Aims

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

Some examples include

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



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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

Financial Review

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

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

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

Understanding where the surplus came from

- **£43k VAT provision released**

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

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

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

- **SUSS pension benefit**

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

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

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

- **Other in year revenue benefits**

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

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

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

Designated Reserve for 2025/26

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

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

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

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

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

6. Reserves Policy and Going Concern statement

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

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

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

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

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

Going Concern

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

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

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

7. Risk Management and Uncertainties

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

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

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

Continuous Improvement

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

- Improve reporting clarity and ensure focus is maintained on the key organisational risks that could most significantly impact the Union.

- Streamline presentation, reducing duplication and removing low-level risks that can be monitored at operational or departmental level rather than through the Trustee Board.

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

8. Setting Pay and Remuneration

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

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

9. Information on fundraising practices

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

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

10. Financial Systems and control

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2025

Statement of trustees' responsibilities

The trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.


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

Disclosure of information to auditor

In so far as the trustees are aware:

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

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



Signer ID: FF31IXAEII...

Tony Atherton

Date: 05/02/2026 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 2025, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

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.

Sumer Audit

Signer ID: BIOP9B50X8...

Nicola O'Sullivan (Senior statutory auditor)

for and on behalf of

Sumer Auditco Limited

Chartered Accountants

Statutory Auditor

One Waterside Place

Basin Square

Brimington Road

Chesterfield

S41 7FH

Date: 05/02/2026 GMT

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 2025

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

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

All income and expenditure derive from continuing activities.

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

BALANCE SHEET
AS AT 31 JULY 2025

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

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

BALANCE SHEET (CONTINUED)
AS AT 31 JULY 2025

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

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

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



Signer ID: FF31IXAEII...

Tony Atherton

Date: 05/02/2026 GMT

The notes on pages 74 to 95 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 2025

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

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

1. General information

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

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

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

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

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

2.2 Going concern

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

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

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

2.3 Income

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

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

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 2025

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 2025

2. Accounting policies (continued)

2.11 Liabilities and provisions

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

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

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

2.12 Financial instruments

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

2.13 Pensions

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

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

2.14 Employee benefits

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

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

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

2. Accounting policies (continued)

2.15 Fund accounting

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

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

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

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

3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

i) Donation of facilities by University of Derby

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

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

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

4. Income from donations and legacies

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

5. Income from charitable activities

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

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

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

6. Income from other trading activities

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

7. Investment income

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

8. Other income

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

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

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

9. Expenditure on raising funds

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

10. Expenditure on raising funds

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

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

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

11. Support costs analysis

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

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

12. Analysis of expenditure on charitable activities

Summary by fund type

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

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

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

13. Analysis of expenditure by activities

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

Analysis of support costs

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

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

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

13. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

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

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

14. Auditor's remuneration

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

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

15. Staff costs

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

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

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

	2025 No.	2024 No.
Charitable activities	106	100
Governance	2	2
	<u>108</u>	<u>102</u>

The average headcount expressed as full-time equivalents was:

	2025 No.	2024 No.
Charitable activities	47	46
Governance	2	2
	<u>49</u>	<u>48</u>

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

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

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

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

16. Trustees' remuneration and expenses

Trustees' remuneration is disclosed in note 32.

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

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

17. Tangible fixed assets

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

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18. Stocks

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

19. Debtors

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

20. Current asset investments

	2025	2024
	£	£
Short term investment	100,000	-

21. Creditors: Amounts falling due within one year

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

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

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

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

	2025 £	2024 £
SUSS defined benefit scheme funding deficit liability (note 31)	-	238,484
	<u>-</u>	<u>238,484</u>

23. Affiliations, subscriptions and membership expenditure

	2025 £	2024 £
NUS	30,274	27,719
BUCS	15,577	14,256
	<u>45,851</u>	<u>41,975</u>

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

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

24. Statement of funds

Statement of funds - current year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2025 £
Unrestricted funds						
Designated funds						
Union's Strategic Plans designated fund	-	-	-	50,000	-	50,000
General funds						
General funds	898,478	2,610,742	(2,735,038)	(68,357)	-	705,825
Pension reserve	(246,929)	-	(8,198)	18,357	236,770	-
	651,549	2,610,742	(2,743,236)	(50,000)	236,770	705,825
Total Unrestricted funds	651,549	2,610,742	(2,743,236)	-	236,770	755,825
Restricted funds						
Clubs & societies	97,478	135,418	(119,349)	-	-	113,547
Total of funds	749,027	2,746,160	(2,862,585)	-	236,770	869,372

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NOTES TO THE FINANCIAL STATEMENTS
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24. Statement of funds (continued)

Statement of funds - prior year

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

Designated funds

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

Restricted funds

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

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25. Summary of funds

Summary of funds - current year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2025 £
Designated funds	-	-	-	50,000	-	50,000
General funds	651,549	2,610,742	(2,743,236)	(50,000)	236,770	705,825
Restricted funds	97,478	135,418	(119,349)	-	-	113,547
	749,027	2,746,160	(2,862,585)	-	236,770	869,372

Summary of funds - prior year

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

26. Analysis of net assets between funds

Analysis of net assets between funds - current year

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

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26. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
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28. Analysis of cash and cash equivalents

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

29. Analysis of changes in net debt

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

30. Capital commitments

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

31. Pension commitments

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

The most recent valuation of the scheme was carried out as at 31 January 2024 and showed that the market value of the Scheme's assets was £96.3m with these assets representing 47% of the value of the benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £108.8m, a decrease from the deficit of £127.6m from the previous valuation as at 30 June 2022. The decrease in the funding deficit since 2022 is principally due to deficit contributions being made.

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

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

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31. Pension commitments (continued)

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

Present value of provision

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

Reconciliation of opening and closing provisions

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

Assumptions:

	2025	2024
	%	%
Rate of discount	N/A	4.50

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

32. Related party transactions

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

Executive Officer Remuneration

The 8 Executive Officers (2024: 5 Executive Officers) received total remuneration of £90,141 (2024: £94,804) for the year, as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their Trustee responsibilities. This work includes voicing student opinion with the 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 (2024: £1,046,460).

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

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

Other related party transactions

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