

Charity number: 1173330

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report and financial statements

for the year ended 31 July 2025



Staffordshire Students' Union (formerly Staffordshire University Students' Union)

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Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Reference and administrative details of the charity, its Trustees and advisers
for the year ended 31 July 2025

Trustees

Precious Oluchukwu Ogbein (Chair)
Leah Thompson, (appointed July 2024)
Aurelia Brzezowska
Andy Wright, (resigned June 2025)
Joseph Knight, (resigned June 2025)
Faran Sabir, (resigned June 2025)
Sally Elizabeth McGill
Lilith Drizzle, (appointed July 2025)
Vicky Banks, (appointed June 2025)
Milan Nad, (appointed July 2025)
Sophie Deegan- Brooks, (appointed September 2024)
Ashleen Kaur, (appointed September 2024)

Charity registered number 1173330

Principal office

Staffordshire Students' Union
College Road
Stoke on Trent
Staffordshire
ST4 2DE

Chief executive officer Ken Sankson

Independent auditors

Dains Audit Limited
Statutory Auditor
Suite 2, Albion House
2 Etruria Office Village
Forge Lane
Stoke on Trent
Staffordshire
ST1 5RQ

Bankers

National Westminster Bank Plc
Campbell Place
Stoke on Trent
Staffordshire
ST4 1ND

Solicitors

Wrigley's Solicitors LLP
19 Cookridge Street
Leeds
LS2 3AG

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report for the year ended 31 July 2025

INTRODUCTION

The Trustees present their annual report together with the audited financial statements of Staffordshire Students' Union (the charity) for the year ended 31 July 2025. The Trustees confirm that the Annual Report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

The official name of the organisation changed from Staffordshire University Students' Union to Staffordshire Students' Union. This change resulted from the University changing its name from Staffordshire University to University of Staffordshire in September 2024. Following a referendum of students to determine the preferred name by which the Students Union should be known, a resolution was passed by the CIO members (The Board) to update the name and governing documents, in line with its constitution and byelaws, on the 23 June 2025.

STATUS AND ADMINISTRATION

Since August 2017, Staffordshire Students Union, has been incorporated as a Charitable Incorporated Organisation (Charity reg 1173330) and the sole shareholder of its trading subsidiary Staffordshire Students Union Enterprises limited (company reg 09849741).

The Student's Union is responsible for the provision of support and representation to the students of University of Staffordshire and is governed by its constitution and supporting bylaws. The Students' Union has provision for up to 15 members on its Board of Trustees, but in line with its byelaws currently aims to operate with 11 postholders:

In March 2025 the Board took the decision to reduce, from 4 to 3, the number of full-time officers it would elect for the 2025/26 academic year.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

The Union is a membership organisation that is governed by a written constitution and via democratic structures detailed in its constitution. The constitution of the Union is the collective of the major governing document and the minor governing document, the Byelaws of Staffordshire Students' Union.

Students of the University of Staffordshire are invited to become members of Staffordshire Students' Union upon enrolment at the University. Students have the right (under the Education Act 1994) to opt-out of Union membership.

Once their student status at the University ends (upon recommendation for an award or withdrawal from their course) they cease to be members of the Union. The Union's Constitution is reviewed at least every five years and any changes approved by members, through a Referendum or General Meeting, and ratified by the Governing Body of the University.

The Union has several formal and informal agreements with the University that ensure effective regulation under the 1994 Education Act as well as establish the independence of the Union from the University, whilst ensuring the two organisations work in close partnership for the benefit of students. These are:

- The Student and University Memorandum of Co-Operation, which includes the Code of Practice for the Operation of the Students' Union, as defined by the Education Act 1994.
- The Data Sharing Protocols Agreement,
- Shared Health & Safety Responsibilities
- Student Experience Matrix

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued) for the year ended 31 July 2025

The Board of Trustees comprises of up to fifteen trustees with the following designations:

- Up to six (6) Sabbatical Trustees, elected by a secret ballot open to all members of the Union.
- Up to five (5) Student Trustees, open to all members of the Union, elected and appointed by the Appointments Panel of the Union.
- Up to four (4) Lay Trustees, selected by the Appointments Panel of the Union.

Sabbatical Trustees are also full-time Representatives of students and receive a salary from the Students' Union to reflect this. They may serve up to two terms of one (1) year.

Appointed Student Trustees are volunteers and are not remunerated, but may claim legitimate expenses, and they are eligible to serve two (2) terms of one (1) year.

Lay Trustees are volunteers who may claim legitimate expenses and can currently serve two (2) terms of four (4) years.

The President of the Students Union Chairs the Board, supported by the Deputy Chair(s) of the Board of Trustees elected by the Board of Trustees, in accordance with the Constitution.

INDUCTION AND TRAINING OF TRUSTEES

The Union has a structured programme of induction and training for its Trustees that is run within the organisation, with the additional option to undertake an annual Trustee Training programme co-commissioned with local Students Union partners. Further training is offered to trustees during their trusteeship in partnership with both NUS and NCVO.

CHARITY GOVERNANCE CODE

The Union is best placed to achieve its ambitions if it has effective governance, the right leadership structures, and skilled and capable staff and trustees. Good governance also supports the Union's compliance with relevant legislation and regulation and promotes a culture where everything works towards fulfilling the charity's vision.

The Charity Governance Code has been developed by a steering group, with the help of over 200 charities, and is endorsed and recommended by the Charities Commission. The Code aims to help charities, and their trustees develop high standards of governance and is intended as a practical tool to help trustees achieve this, and as a tool for continuous improvement towards the highest standards.

The Code is not a legal or regulatory requirement. Instead, the Code sets the principles and recommended practice for good governance and is deliberately aspirational; some elements of the Code will be a stretch to achieve.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued) for the year ended 31 July 2025

The enhanced Code for students' unions covers:

1. **Organisational Purpose** - The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.
2. **Leadership** - Every charity is headed by an effective board that provides strategic leadership in line with the charity's aims and values.
3. **Integrity** - The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly.
4. **Decision making, risk and control** - The board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk-assessment, and management systems are set up and monitored.
5. **Board effectiveness** - The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.
6. **Diversity** - The board's approach to diversity supports its effectiveness, leadership and decision making.
7. **Openness and accountability** - The board leads the organisation in being transparent and accountable.
8. **Representation, Interests and Democracy** - The students' union is established as a democratic organisation that fundamentally exists to represent the needs of its membership. The principle of 'Democracy' is fundamental to all Students' Unions and is enshrined in the 1994 Education Act. This principle looks for students' unions to demonstrate that their membership is at the heart of the organisation. It also sets an expectation that students' unions should have fair and transparent democratic processes and procedures which are accessible to all.

The application of the Charity Governance Code as an evaluation tool was fully revisited in Summer 2022 as part of the onboarding of newly appointed trustees, with the facilitation of an external Trustee Training provider.

Actions undertaken through 2024/25

- Consultation with student members to determine the new name of the students' union.
- An analysis and report to the Board and University Governors on assurance of their responsibilities under the Education Act
- Collaboration with the University on the emerging duties and code of practice on freedom of speech, resulting from the Higher Education (Freedom of Speech) Act 2023.

DATA PROTECTION

As there was no formal requirement to do so, Trustees have decided to not appoint a formal Data Protection Officer as detailed in the Regulations, however, compliance with the regulations is the responsibility of a formally appointed Data Protection Champion, which during 2024/25 was the Chief Executive Officer. In addition, one of the lay trustees is Data Protection Officer for a law firm and is able to provide specialist support in this area. There were no reportable incidents in 2024/25.

Trustees' report (continued)
for the year ended 31 July 2025

SUSTAINABILITY

Staffordshire Students' Union has embedded a commitment to sustainability throughout its work, which has extended in partnership with the University. Having been audited annually for the Green Impact award and retained the Excellence standard for five consecutive years, the decision was taken to take a sabbatical from the audit process in 23/24 to refocus staff resources.

The Student's Union remains an active partner in a joint working group with the University with the joint goals of achieving carbon neutrality of buildings by 2030 and making significant reductions in carbon emissions associated with all activities on order to become a net zero University.

RESPONSIBILITIES OF THE TRUSTEES

The trustees are ultimately responsible for the governance of Staffordshire Students' Union. They are also responsible for the operations of the Union. This includes approving policy, procedure, strategy, budgets, and ensuring compliance with the Constitution, Byelaws and the requirements of companies acts and education acts.

The trustees are responsible for preparing the Trustees Annual Report and the Financial Statements in accordance with applicable law and regulations.

The Trustees will:

- Accept ultimate responsibility for directing the affairs of the charity, and ensuring it is solvent, well-run, and delivering the charitable outcomes for the benefit of members.
- Abide, individually and collectively, to the Nolan Principles.
- Undertake a skills audit upon recruitment (Community Trustees, University Trustee and Selected Student Trustees only).
- Undergo a full induction upon starting office.
- Undertake continuous professional development as a trustee, and
- Complete and keep an updated Register of interests.

The Student's Union is a democratic organisation and the Board of Trustees delegate authorities (subject to limitations and safeguards that ensure the legality of its decisions) to the Executive Committee, that then harnesses the wider input of students, through Student Representative Council and Student Forums, in policy shaping decisions.

The Officer Trustees oversee the day-to-day operation of the Students Union as its Executive Team. They meet regularly with the management of the Students Union as a Leadership Team, ensuring the continued focus of the organisation on its objectives.

There is delegated responsibility through the Chief Executive Officer for operational decision making and accountability within the departments in accordance with a regularly reviewed framework of delegated responsibility.

The trustees meet a minimum of four times per year, with the dates of these meetings set for the year ahead according to availability of the members.

PUBLIC BENEFIT

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act (2006) to have due regard to the Charity Commission's general guidance on public benefit. The charitable purposes of Staffordshire Students' Union are stated in the 'Objects and Activities' and the Trustees ensure that these purposes are carried out for the public benefit.

**Trustees' report (continued)
for the year ended 31 July 2025**

OBJECTIVES AND ACTIVITIES

Staffordshire Students' Union's ("the Union") charitable objectives are the advancement and education of students at University of Staffordshire for the public benefit by:

- Promoting the interests of students at University of Staffordshire during their course of study and representing, supporting, and advising members
- Being acknowledged as the recognised representative channel between the students and the university and a representative channel between the students and any other external bodies
- Providing social, cultural, sporting, and recreational activities and forums for discussions and debate for the personal development of its members

The Union has referred to the guidance contained in the Charity Commission's general guidance on public benefit (PB1) when reviewing its' aims and objectives and in planning future activities.

The 2024/25 Academic year was Year Two of the Students Unions implementation of its Strategy: Towards 2030.

This strategy has been reviewed and remains aligned to the original vision and values and has further developed its three core themes of building:

- A Sense of Belonging.
- An Experience You Shape
- Support you Can Trust.

Our Vision is that every University of Staffordshire student will be proud to be a part of Staffs

- Its University, Its Students' Union, the locality, and its learner community.

Our Values

Putting Students First

Our students are the focus of our work. We are passionate about them, led by them and represent and advocate them at every opportunity. They are our first consideration in everything we do.

Welcoming

We recognise the importance of creating an open and honest environment that our students can trust. We will be there for you; helping you to feel welcome and part of the wider student community.

Trustees' report (continued)
for the year ended 31 July 2025

Enabling

We recognise our role is to support students through their time at University and what underpins our approach is a focus on giving our members and staff the ability and confidence to undertake things for themselves, rather than always serving up a solution.

Actively Inclusive

Our membership is constantly changing and reflects a broad range of backgrounds, ages, lifestyles, and experiences. Our approach is to actively find ways to listen to, connect and welcome in those individuals to unite as a community and to demonstrate that everyone is valued.

Innovative

We believe we can make things happen and seek out ways to challenge ourselves and find new approaches or solutions to achieve results. We don't feel constrained by convention, and we are willing to revisit and re-engineer our work if it gets better results.

Responsible

We recognise the responsibilities we have as an organisation towards our members, our staff, the University and the wider communities we are part of. We ensure we understand the impact of our actions and actively seek ways of eliminating or mitigating any negative impacts or consequences.

ACHIEVEMENTS AND IMPACTS

Through the 2024/25 academic year a total of 17,847 students were members of the Students' Union. This is a decrease of 14% on the 20,695 members in 2023/24 and reflects the trend of a reduction in the size of the student population recruited and retained at the University of Staffordshire.

The published indicator from the National Student Survey 2025 conducted by IPSOS MORI, saw the extent that students registered on a course of study with the University of Staffordshire, agreed that the Students' Union represented their academic interests, increased by over 5% from 72.3% to 77.6%.

Through 2024/5, we have been able to identify measured engagement by 5,703 individual students through attendance at ticketed or sign-up events, membership and participation in clubs and societies, logged service usage or voting or complete forms for us in relation to market research. This membership includes all registered students including partner institutions which may be away from the main University operated campuses.

Engagement at the different study sites varied with 54% of 378 students at London engaging, 46% of 10,508 Stoke campus students engaging and 30% of 2,078 Stafford campus students engaging. Partner institution-based student engagement was significantly lower.

A Sense of Belonging

Our theory of change identifies that if students feel that they belong at the University and have appropriate support they can trust then they are more likely to stay at the University and successfully complete their studies.

An analysis of students involved in the Union at the end of term in May, found that they were significantly more likely to still be registered as students at the end of the year, than the general student population (94.7%). If they were part of a club or society then 97% completed the year, course reps saw over 98% complete the year and no students who were employed at the students' union withdrew.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued) for the year ended 31 July 2025

Throughout the academic year there have been a total of 1,873 events promoted through the What's On programme via the Students' Union website. Of these events, there is attendance data for 127 that were delivered in the Student Union spaces where we recorded 4,015 (+7% on 23/24) unique students either scanned at on-campus events or purchasing a ticket to an on-campus event usually hosted by a Student Group. 3,322 (-12% on 23/24) of these students have been to an event in our venues, with 1,986 (a reduction of 20% on 23/24) attending late night events in our venues with a median attendance remaining at 3 events over the year.

As part of our Welcome & Orientation activities, we provided fairs at all campuses which had over 3,000 individual students attend. These activities aim to provide students with opportunities to see services to support their student experience, opportunities to engage with extra-curricular activities to create a sense of belonging and for commercial business to share their services and products with students.

On-campus fairs, including Welcome, Vintage, Sports, Services, Re-Welcome and Winter for this academic year has seen a 16% increase to 3,594 unique students (up from 3,094 in 2022/23).

As part of the evaluation process, 646 students responded to our Welcome Survey, which is run in collaboration with the Student Life Team within the University. The overall student satisfaction for this year's welcome activity increased to 80% (a 4%-point increase on the 2023 survey). The second semester Re-Welcome programme engaged 422 students beginning their time at Stoffs and providing additional growth in student group membership and participation.

In the development of student-led clubs and societies, 334 student committee leaders completed training in 2024/25, enhancing their knowledge in Leadership, Finance, Wellbeing & Signposting, Event planning and digital communication, and developing transferrable skills to lead the 88 Clubs and Societies constituted through and supported by the Students Union.

Membership of student groups increased 10% to 1,572 unique students obtained student group membership this year for a total of 2,751 memberships. Continuing to recognise the development work undertaken by student leaders with their clubs and societies, the Union awarded 146 Recognition Badges for positive change, collaboration, community partnership and sustainability work.

1,237 students were registered and promoted with the Student Engagement Team, which is a 33% increase on 2023/4. Notable successes included GG (aka "good game") a collaboration between the student gaming societies which turned one of the campus venues into a gaming arena and attracted students from other universities, won "Event of the year".

There were no events involving invited speakers that weren't permitted to take place.

Our Representative Communities had 362 memberships from 296 unique students reflecting the intersectionality and diversity of our members' interests. Our networks are designed to help represent the diversity of our student body and reflect the range of backgrounds and identities of our students. Work to develop the structure has taken place through 2024/25 from feedback that networks are associated with formality and communities would better reflect their aspirations and make students feel these are more accessible.

This year's We are Staffs Awards celebrated academic reps, student groups, and committee leaders, receiving 235 nominations recognising 40 groups, and 115 individual students and staff. Almost 200 students attended the celebrations across the Stoke and London events, with Oriental Society awarded Best New Startup as well as Committee of the year, Aurelia Brezezowska was recognised for Biggest individual Impact, and the Pokémon Society were recognised as the Student Group of the year.

Trustees' report (continued)
for the year ended 31 July 2025

An Experience You Shape

This academic year 475 students served as Course Representatives, covering 44% of course levels that require a Course Representative (where a course level has more than 5 current students). Of these volunteers, 264 (56%) completed the full training programme implemented via the Student Voice Team. With the change in the University's schools' structure the new Subject Rep model was introduced with 39 students taking on this new role to connect the course reps with the academic and faculty staff.

Our wider democratic engagement has seen 1,345 students participating in our elections throughout the academic year. With the change in the name of the University requiring an update to the Students Union, 952 students participated in the referendum on the preferred name with a simple majority preferring the shorter "Staffordshire Students' Union" over the "University of Staffordshire Students' Union" alternative.

Through March 2025, we conducted our Big Ask survey which had 374 responses from students who would be continuing into the 2025/6 academic year. Together with the qualitative data from Speak Week conversations with over 200 students, this data assisted the board with its strategic review to shape operating plans and union strategy going forward.

Analysis has been conducted with both the taught and registered student dataset from the National Student Survey. It is the second year that the survey has used the new question set enabling direct comparison of development areas. We have prepared course radar graphs of sentiment, to enable us to carry out further drill down and action plans for these areas and have focused on the Registered Students results, as these students are the members of the Students' Union. We are pleased to report that we have increased from 70.9% to 72.3% for the positive sentiment around "my students union represents my academic interests".

In representing students' academic and wider interest, there has been a focus this year on enabling the diversity of student voices to be heard and on supporting action through awareness, education and advocacy.

**Trustees' report (continued)
for the year ended 31 July 2025**

Officers undertook work with colleagues in the University to develop supportive and empathetic communications and approach with our Ghanaian government sponsored students. A change of government saw sponsorship funding for student's part way through their studies held up, which put their graduation and continuation in jeopardy. Negotiations enabled students to attend their graduations and flexibility around timescales allowed for student to continue their studies whilst the sponsorship funding came through.

An International Awareness Day, run in collaboration with the University Chaplain and Transition Team, involved contributions from over 90 students from 40 nationalities showcasing favourite snacks, music, and dishes from various cultures, highlighting the richness of our international community and strengthening inter-cultural understanding and cohesion.

Our Subject Reps and Student Trustees encouraged departmental outreach to local schools, including a major event in May welcoming 120 girls to explore tech and computing in partnership with Cisco as part of the promotion of Women In Computing (STEM) initiative. This followed on from the International Women's Day celebrations that brought together our female leaders to share their work and personal experiences through a Women's Fair held at our Stoke campus, empowering female defining students through visibility, storytelling, and peer leadership.

Officers worked with a local charity and ITV News to host a focused session on the lived experiences of students, gathering a small group to share their stories and the support they received. This was complemented by an awareness stall through Cop Shop in partnership with Women's Aid and Yes Love, giving students a chance to engage in meaningful conversations while promoting vital causes.

This year 27 student groups have hosted charity and civic engagement events, with 10 societies actively working with local charities to raise awareness and funds. The Afro Caribbean Society and the Pentecost Students and Associates (PENSA) have actively worked to support those who are homeless within Stoke-on-Trent and raise awareness for the difficulties they face; CopShop and the Forensics and Crime Science Society have supported a number of events and campaigns with the Staffordshire Police, both gaining valuable industry experience whilst engaging with the local community. Student group fundraising for the community this year has raised £12,642 and benefitted Cancer Research UK, the British Heart Foundation and Special Effect, a charity enriching the lives of individuals facing physical challenges through the innovative integration of technology.

Support You Can Trust

Our Advice and Advocacy team continues to deliver a broad range of support through advice and advocacy to our students. Between the 1 August 24 and 31 May 25, the team has managed 822 student cases supporting 802 unique students (a 4% decrease on 23/24). The breakdown of advice matter case categories seen were 51% money related, 31% academic related, 7% regulatory & disciplinary related, 5% housing related, & 6% general issues.

With changes to the University's staffing through the Target Operating Model, we continue to develop the staff team with the appointment of an additional student advisor to support financial literacy and guidance. With a focus on ensuring agility in our services, our Stafford Coordinator has also completed benefits training to help Stafford students with dependents where the demographic is a lot higher.

Owned and operated by Staffordshire Students' Union, GreenPad is a free service for students to support them to secure good quality and affordable accommodation. GreenPad specialises in providing accommodation matched to individual student needs. Through 2024/25 the service assisted over 700 students increasing the number of tenancies secured for students by 18% to 290. Taking a student-centred approach with landlords, Greenpad have also supported 12 students to exit their tenancy agreements mid-year due to changing circumstances, without incurring financial penalty. The team continue to work with landlords on changes required under the Renters Rights Bill.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued) for the year ended 31 July 2025

This academic year we have employed 98 Union Team Members contributing over £275,000 in student staff wages between the 1st August and the 31st May. We are pleased to note that no students employed by the Students Union have withdrawn from their studies this academic year. Twenty-four members of the team have been trained to hold team leader or duty management positions and all retail and venue outlets retained 5-star food hygiene ratings.

Our support for student hardship remains an ongoing necessity, with 182 students issued with 317 FoodHub vouchers. The FoodHub service has supported over 1000 students and is one of the longest running student union foodbanks in the country. In addition, 57 crisis loans have been advanced to students to bridge delays in funding through SFE or other hardship fund payments.

In light of the High Court ruling on gender, Union Officers joined national action groups, participating in three of the four workgroups, strengthening our commitment to trans rights and inclusion at Staffs, and providing a detailed submission to the Equality and Human Rights Commission consultation.

The Union officers have also engaged this year in national student representation work on housing, with attendance at the Houses of Parliament to lobby for a cap on landlord charges and ensure that local concerns regarding student tenancies and living conditions informed MP's discussions on the Renters Rights Bill.

Student Representatives have also participated in round table discussions with eight other students' unions and the Department for Education, helping develop an understanding of the factors influencing why students choose university and the gaps between their expectations and the actual experience of campus.

At a local level, student representatives met with staff from the Office for Students to discuss major student experience hurdles, and informing the team on how the OFS can ensure they are student centred in their approach, the concerns of students whilst at university, and how the OFS can better work with institutions.

A key piece of work this year considering the pace of development, has been working with the University's Quality Enhancement Committee to develop an Artificial Intelligence (AI) policy ensuring ethical and accessible AI use in teaching and assessment, incorporating student feedback for transparency and fairness.

Recognising that students often face challenges beyond their control we delivered a campaign to ensure students understood what was expected and how to apply for Extenuating Circumstances effectively, ensuring improved awareness of academic mitigation processes and empowering students with practical guidance.

Aimed at supporting students who had previously failed modules, the Repeats don't fail again campaign provided guidance on how to approach repeats and utilise available support, encouraging academic resilience and improving progression rates.

Working with students' case studies, we were able to highlight how falling behind on placement hours impacts on degree progression, lobbying for clearer guidance and University support in managing these challenges.

Coinciding with National Money Week, we delivered a campaign focused on financial literacy—providing students with resources to make informed financial decisions, from budgeting to understanding student loan systems equipping students with tools to better manage living costs and alleviate stress around finances. A guide produced by Greenpad aimed to help students understand what to look for before signing a tenancy agreement—empowering first time renters to make informed decisions when navigating the housing market.

**Trustees' report (continued)
for the year ended 31 July 2025**

Although not formally participating in Green Impact Awards this year, the Union has maintained its focus on sustainability, hosting electrical and battery and clothing recycling points, and delivering training on sustainability linked to the UN Development Goals to society committee leaders, leading to 10 student groups recognised with sustainability recognition for improved practice.

The Year Ahead

As part of the organisations planning process, we annually review our operating plans for the year ahead to enable us to progress in meeting our strategic goals. These department focused operating plans are developed by managers for their respective areas, in consultation with the appropriate leads. These plans consider a review from previous year impacts and outcomes, student officer manifestos and planned changes from the University and external stakeholders and landscapes.

Sense of Belonging:

- Early intervention with applicants to connect them to their Staffordshire experience and fellow students.
- A coordinated orientation and introduction to University and its place of possibilities.
- Targeted campaigns that define & showcase the wealth of opportunities and range of activities and events available at (and around) Staffs.
- Identify and minimise barriers to involvement to improve the breadth of participation across the Membership.
- Ensure University staff are able to promote and signpost appropriately to the Students Union.
- Help students find their tribes & recognise there are "students like me".
- Educate on the cultural and social competency and behaviors of the membership to value and respect the inclusion of everyone and to "disagree agreeably".
- Work with partners to provide easy transition to accommodation that meets individual's needs, through their time with Staffs.

An experience you Shape:

- Empower student representation through a Student Voice Strategy that ensures an informed, accessible and evidence-led network of representatives that actively engages with relevant parties to develop continuous improvement to the student experience
- Continue to build and support student communities by bringing together students to pursue co-curricular and extra-curricular activities across and between campuses using community organising principles.
- Expand the opportunities, beyond employed Team Members, for students to shape the delivery of services.
- Create event teams & ambassadors to lead on event programming
- Hold termly user forums for all services
- Schedule an annual calendar of consultations in collaboration with University
- Maintain a methodical and consistent follow-up programme to measure and evaluate how well we are doing across the Union services in delivering a quality and trusted experience for students.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued) for the year ended 31 July 2025

A Union you can Trust:

- We will be transparent in our work; actions taken (or not), in relation to member feedback, will be clearly communicated in a timely way.
- We will communicate clearly and regularly how we are representing students' academic & wider interests and are acting on their feedback
- Our offer to students will be clear, along with the expectations they should have.
- Through a our collaborative approach with the University we will develop joint strategies for sports, student voice, and trading services.
- We will map the service touchpoints, to reduce friction and ensure we deliver.
- We will review and revise the Student Charter with the University.
- We will continue to advice and advocate for students on areas that matter to them, lobbying the University for change where needed and sharing impacts and outcomes with students.

BASIS OF ACCOUNTING

The annual financial statements of Staffordshire Students' Union and its subsidiary are attached to this Report. They are prepared using the Accounting and Reporting by Charities: Statement of Recommended Practice (FRS102:)

GOING CONCERN

The financial relationship between University of Staffordshire and the Union is agreed annually in the form of a Financial Memorandum, and as determined in the Memorandum of Co-Operation. The Financial Memorandum confirms the annual allocation of a Block Grant paid by the University and further support in the form of accommodation provided on an in-kind basis. This in-kind support is fundamental to the relationship between the University and the Union, and is assigned a monetary value in accounting for the year.

There is no reason to believe that the support from the University will not continue for the foreseeable future, as the Education Act (1994) imposes a duty on the University to ensure the financial viability of its student representative body. These Financial Statements have therefore been prepared on a going concern basis.

PRINCIPLE FUNDING SOURCES

The primary source of the Union's funding is derived from the annual Block Grant from University of Staffordshire.

In addition, designated funding grants were provided for programmes related to the support of students at the University campuses in London & as well as the transfer of financial literacy support to the Union's student advice team.

The remainder of income is from; surplus generating activity of trading outlets, student memberships for sports clubs & general interest societies; student events; and the gift-aid donation of all profits by SSUE Ltd.

FUNDRAISING

Staffordshire Students Union supports the work and objectives of the Fundraising Regulator, however, as a students' union, the majority of our income is derived directly from the University, and we do not fundraise in the manner for which the Regulator seeks to regulate. Consequently, the Union has not affiliated to the Fundraising Regulator as the Union does not believe expenditure on the levy would be in the best interests of our members' or congruent with our charitable purpose.

**Trustees' report (continued)
for the year ended 31 July 2025**

RESERVES AND RESERVES POLICY

The reserves policy of Staffordshire Students' Union is to maintain a level of unrestricted funds, not committed or invested in tangible assets, which will enable the Union to ensure continuity of activity and the ability to adjust, in a measured way, to any significant changes in resources.

- To provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice.
- To protect the financial stability of the Union against adverse economic conditions within its trading operations.
- To provide a fund for capital replacement / refurbishment

The Reserves policy recognises that reserves are necessary to maintain the day-to-day operations of the Union for a period of up to 4 months, should anything disrupt its income sources. This would currently equate to approximately £428,000.

The measure of free reserves has historically been, net assets, less restricted and designated funds, less fixed assets attributable to unrestricted funds. Currently this amount is (£107,967). However, the Trustees recognise that under FRS102 there is also a balance sheet provision of £953,629 against a long-term (12 year) pension liability and repayment plan (extended to May 2037), providing unrestricted funds, excluding pension liability, of £854,997.

RISK MANAGEMENT

The Trustee Board of the Students' Union has examined the major strategic, business and operational risks faced by Staffordshire Students Union. A risk register has been established and significant changes to risks are identified and monitored through the Finance, Staffing and Risk Sub-committee.

Where appropriate, systems and procedures have been introduced to minimise or mitigate the risks the Students' Union faces. Budgetary and internal control risks have been minimised by the implementation of procedures for authorisation of all transactions and projects.

Procedures are in place to ensure compliance with health and safety for staff, volunteers and participants on all activities organised by the Students Union and, public liability insurance has been maintained at £10 million.

The key risks of the relationship and financial sustainability of the University as major supporter are actively managed, with an open dialogue and understanding of the co-operation between both parties. There is a support commitment from the University to both the block grant and trading operation of the Students Union, with additional support for specific projects like the re-invigoration of campus and outreach to satellite campuses.

In partnership with the University the Students Union is working with the University to manage the risk of falling student numbers either through recruitment or retention and the resultant impact on the finances of both organisations. We are also in consultation on how the demographics of future students will change in response to the emerging University strategy.

In the development of a lettings service for students and the consideration of potential secondary trading activity and associated risks, the Students Union established a separate trading enterprise in November 2015 through which it conducts its social enterprise business with the community. This is a limited company, wholly owned by the charity, the accounts of which have been consolidated in this report.

Trustees' report (continued)
for the year ended 31 July 2025

REMUNERATION

The Trustees consider the board of trustees and the 3 Senior Managers as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

All trustees give of their time freely and no trustee remuneration was paid in the year. In line with the constitution and democracy of the Students Union, four of the trustees are elected to perform the duties of full-time Executive Officers, providing representation of student issues to the Students' Union, University and wider society. For this role they are remunerated, at a rate equivalent to the median sabbatical salary, across the sector, and incremented in line with the cost-of-living awards applied to its staff by the University each year.

Details of Trustee expenses and related party transactions are disclosed in note 11 and Note 25 of the audited accounts. These relate to the co-operation with the University (the primary funder and landlord) and to the ownership by the Students Union of the subsidiary trading company (Staffordshire Students Union Enterprises Limited), and its charged supply of support services to the company.

Trustees are required to disclose all relevant interests and register them with the Finance Manager and, in accordance with the charity's Good Governance Policy, withdrawing from any decision making where a conflict of interest could arise.

The pay of the charity's Senior Staff Member is increased in accordance with Joint Negotiating Committee for Higher Education Cost of Living awards (2.5% deferred implementation from August 2024 to April 2025). In view of the nature of the charity and its economy of operations, the trustees consider that a multiple of up to 2.5 the median salary for UK employees is appropriate for this role..

The remuneration is also bench-marked with charities of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

The ratio comparing the highest full-time salary to the lowest full-time salary is 3.3 to 1. The average ratio for organisations within the not-for-profit sector with 100-250 employees is 7.0 to 1 (People Count Third Sector report 2022).

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued)
for the year ended 31 July 2025

EXTERNAL AFFILIATIONS

Under the Education Act (1994) the Union is required to report to its members, on an annual basis, all current external affiliations.

During the 2024/2025 academic year the Students' Union was affiliated to the following organisations.

EXTERNAL AFFILIATIONS

Under the Education Act (1994) the Union is required to report to its members, on an annual basis, all current external affiliations.

During the 2024/2025 academic year the Students' Union was affiliated to the following organisations:

National Council for Voluntary Organisations (included in the NUS affiliation fee)	£ Nil
National Union of Students (NUSUK) Membership	£16,640
NUS Charity Membership	£4,160
Citizens Advice UK	£311
Institute of Money Advisers*	£160
Child Poverty Action Group	£63
<u>Activity Group Affiliations</u>	
UCCF: The Christian Unions	£ Nil
Freemasonry Society	£ Nil
<u>Subsidiary Affiliations</u>	
The Property Ombudsman	£262
National Residential Landlords Association	£199
 TOTAL cost of all affiliations in the year	 £21,795

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Trustees' report (continued)
for the year ended 31 July 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 JULY 2025

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing the 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 judgements 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 Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and all financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

STATEMENT AS TO DISCLOSURE TO OUR AUDITORS

In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charity's is unaware of, and
- The trustees, having made enquiries of fellow directors and the charity's auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

CONCLUSION

The Trustees would like to sincerely thank the members, volunteers, staff, and stakeholders of Staffordshire Students' Union, not least the University of Staffordshire, who all provide an invaluable contribution to the ongoing success and development of the Union.

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



Precious Oluchukwu Ogbain
President of the Students' Union
Date: 22 October 2025

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Independent auditors' report to the Members of Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Opinion

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

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charity's affairs as at 31 July 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Independent auditors' report to the Members of Staffordshire Students' Union (formerly Staffordshire University Students' Union) (continued)

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- the parent charity has not kept sufficient accounting records; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Independent auditors' report to the Members of Staffordshire Students' Union (formerly Staffordshire University Students' Union) (continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

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 charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the financial reporting legislation, Charities Act 2011, taxation legislation, anti-bribery, employment, and environmental 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
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Independent auditors' report to the Members of Staffordshire Students' Union (formerly Staffordshire University Students' Union) (continued)

We assessed the susceptibility of the Group and Charity'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;
- 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 set out in Note 2 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;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the group and charity's legal advisors.

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

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

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Independent auditors' report to the Members of Staffordshire Students' Union (formerly Staffordshire University Students' Union) (continued)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Dains Audit Limited
Statutory Auditor
Chartered Accountants
Suite 2, Albion House
2 Etruria Office Village
Forge Lane
Stoke on Trent
Staffordshire
ST1 5RQ

22 October 2025

Dains Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Consolidated Statement of financial activities
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	5	1,134,600	83,084	1,217,684	1,228,349
Charitable activities	6	1,398,177	55,045	1,453,222	1,531,389
Lettings and other income		126,375	-	126,375	126,547
Investments		29,250	-	29,250	32,639
Total income		2,688,402	138,129	2,826,531	2,918,924
Expenditure on:					
Lettings and other expenditure		92,073	-	92,073	102,217
Charitable activities	7	2,673,193	143,571	2,816,764	2,908,903
Total expenditure		2,765,266	143,571	2,908,837	3,011,120
Net movement in funds		(76,864)	(5,442)	(82,306)	(92,196)
Reconciliation of funds:					
Total funds brought forward		(21,768)	69,910	48,142	140,338
Net movement in funds		(76,864)	(5,442)	(82,306)	(92,196)
Total funds carried forward		(98,632)	64,468	(34,164)	48,142

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

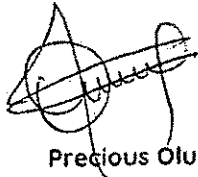
**Consolidated balance sheet
As at 31 July 2025**

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	9,335	24,109
		<u>9,335</u>	<u>24,109</u>
Current assets			
Stocks	14	55,255	42,779
Debtors	15	52,574	73,409
Cash at bank and in hand		919,951	993,340
		<u>1,027,780</u>	<u>1,109,528</u>
Current liabilities			
Creditors: amounts falling due within one year	16	(149,369)	(131,866)
		<u>878,411</u>	<u>977,662</u>
Net current assets			
		<u>887,746</u>	<u>1,001,771</u>
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	17	(921,910)	(953,629)
		<u>(34,164)</u>	<u>48,142</u>
Total net assets			
		<u>(34,164)</u>	<u>48,142</u>
Charity funds			
Restricted funds	18	64,468	69,910
Unrestricted funds			
Unrestricted funds excluding pension liability	18	854,997	958,002
Pension reserve	18	(953,629)	(979,770)
		<u>(98,632)</u>	<u>(21,768)</u>
Total unrestricted funds			
		<u>(98,632)</u>	<u>(21,768)</u>
Total funds			
		<u>(34,164)</u>	<u>48,142</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Consolidated balance sheet (continued)
As at 31 July 2025

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



Precious Oluchukwu Ogbein
President of the Students' Union
Date: 22 October 2025

Registered number: 1173330

The notes on pages 29 to 50 form part of these financial statements.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

**Charity Statement of financial position
As at 31 July 2025**

		2025	2024
	Note	£	£
Fixed assets			
Tangible assets	12	9,335	24,109
Investments	13	1	1
		<u>9,336</u>	<u>24,110</u>
Current assets			
Stocks	14	55,255	42,779
Debtors	15	82,769	92,846
Cash at bank and in hand		877,025	954,583
		<u>1,015,049</u>	<u>1,090,208</u>
Current liabilities			
Creditors: amounts falling due within one year	16	(136,639)	(112,547)
		<u>878,410</u>	<u>977,661</u>
Net current assets			
		<u>887,746</u>	<u>1,001,771</u>
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	17	(921,910)	(953,629)
		<u>(34,164)</u>	<u>48,142</u>
Total net assets			
		<u>(34,164)</u>	<u>48,142</u>
Charity funds			
Restricted funds	18	64,468	69,910
Unrestricted funds			
Unrestricted funds excluding pension liability	18	854,997	958,002
Pension reserve	18	(953,629)	(979,770)
		<u>(98,632)</u>	<u>(21,768)</u>
Total unrestricted funds			
		<u>(98,632)</u>	<u>(21,768)</u>
Total funds		<u>(34,164)</u>	<u>48,142</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Charity Statement of financial position (continued)
As at 31 July 2025

The charity's net movement in funds for the year was £(82,306) (2024 - £(92,196)).

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



Precious Oluchukwu Ogbein
President of the Students' Union

Date: 22 October 2025

Registered number: 1173330

The notes on pages 29 to 50 form part of these financial statements.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

**Consolidated statement of cash flows
for the year ended 31 July 2025**

	2025	2024
	£	£
Cash flows from operating activities		
Net cash used in operating activities	(73,389)	(149,951)
Cash flows from investing activities		
Purchase of tangible fixed assets	-	(9,613)
Net cash provided by/(used in) investing activities	-	(9,613)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(73,389)	(159,564)
Cash and cash equivalents at the beginning of the year	993,340	1,152,904
Cash and cash equivalents at the end of the year	919,951	993,340

The notes on pages 29 to 50 form part of these financial statements

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements for the year ended 31 July 2025

1. General information

Staffordshire Students' Union is a Charitable Incorporated Organisation (CIO), registered number 1173330. The CIO is registered in England and Wales and the registered office is at College Road, Stoke-on-Trent, Staffordshire, ST4 2DE. The Charity has no share capital.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

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

2.2 Going concern

As stated in the Trustee's Report, the Trustees believe there are no material uncertainties that call into doubt the group's ability to continue as a going concern and the accounts have therefore been prepared on a going concern basis. The Trustees have reviewed the group's finances considering the current climate and consider cash holdings to be sufficient to ensure adequate cashflow for the foreseeable future.

2. Accounting policies (continued)

2.3 Income

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

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

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it 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.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

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

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

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the consolidated statement of financial activities over the expected useful lives of assets concerned. Other grants are credited to the consolidated statement of financial activities as the related expenditure is incurred.

Notes to the financial statements
for the year ended 31 July 2025

2. Accounting policies (continued)

2.6 Taxation

The charity 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 charity 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

The de minimis level for the capitalisation of tangible fixed assets is £1,000 which are 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.

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method

Depreciation is provided on the following basis:

Fixtures and fittings	- 25% - 33% per annum
-----------------------	-----------------------

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

2.8 Investments

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

2.9 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.

Notes to the financial statements
for the year ended 31 July 2025

2. Accounting policies (continued)

2.10 Financial instruments

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

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.

Cash at bank and in hand

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

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.

2.11 Pensions

The Union contributes to the Student's Union Superannuation Scheme (SUSS) which is a defined benefit pension 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. The financial statements reflect at fair value the assets and liabilities arising from the Union's retirement benefit obligations and any related funding. The operating costs of providing retirement benefits to employees are recognised in the accounting period(s) in which the benefits are earned by the employees, and the related finance costs and any other changes in value of the assets and liabilities are recognised in the accounting periods in which they arise.

The Union also auto-enrolls employees into the National Employment Savings Trust (NEST), an independently run defined contribution scheme, and participates in the Aegon money purchase scheme which is accounted for as a defined contribution scheme.

2. Accounting policies (continued)

2.12 Fund accounting

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

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

3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The charity 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) Useful economic lives of tangible assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. This is re-assessed annually and amended to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

(ii) Pension deficit contribution

The charity has entered into a commitment to provide deficit funding to the Students' Union Superannuation Pension Scheme, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds. See note 24.

(iii) Donation of facilities by University of Staffordshire

In accordance with the Charities SORP FRS 102, the Union has valued the benefit it receives from occupying 3,088.50 sqm of facilities owned by the University on a rent-free basis, at the trustees' estimate of market value (£98 sqm) at £302,600 (2024 - £302,600).

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

**Notes to the financial statements
for the year ended 31 July 2025**

3. Critical accounting estimates and areas of judgment (continued)

(iv) Support costs

Many of the costs incurred by the Union such as support staff costs and service costs are shared between activities. The Union's policy is to allocate these costs on the basis of assessed consumption.

4. Subsidiary trading company

Staffordshire Students' Union owns 100% of the issued ordinary share capital of its subsidiary,

Staffordshire Students' Union Enterprises Limited, Company number 09849741. The subsidiary was incorporated on 30 October 2015. Its taxable profits are donated to the Union. A summary of the subsidiary's trading results is shown below.

The net assets of Staffordshire Students' Union Enterprises Limited at 31 July 2025 amounted to £1 (2024 - £1).

	2025	2024
	£	£
Turnover	126,375	126,547
Administrative expenses	(92,073)	(103,061)
Interest receivable and similar income	347	394
Gift aid donation	(34,649)	(23,880)
	-	-

5. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Donations	302,600	-	302,600
Grants	832,000	-	832,000
Similar incoming resources	-	83,084	83,084
	1,134,600	83,084	1,217,684

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

5. Income from donations and legacies (continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations	302,600	-	302,600
Grants	832,000	-	832,000
Similar Incoming resources	-	93,749	93,749
	<u>1,134,600</u>	<u>93,749</u>	<u>1,228,349</u>

6. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Advice and representation	183	-	183
Other income	6,162	-	6,162
Clubs and societies	-	55,045	55,045
Venues & retail	1,391,832	-	1,391,832
	<u>1,398,177</u>	<u>55,045</u>	<u>1,453,222</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

6. Income from charitable activities (continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Advice and representation	133	-	133
Other income	7,053	-	7,053
Clubs and societies	-	57,359	57,359
Venues & retail	1,466,844	-	1,466,844
	<u>1,474,030</u>	<u>57,359</u>	<u>1,531,389</u>

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Advice and representation	353,853	83,084	436,937
Venues & retail	1,688,908	-	1,688,908
Employability, activity & skills	168,685	-	168,685
Campaigns and communications	154,924	-	154,924
Clubs & societies	4,223	60,487	64,710
Provision of space	302,600	-	302,600
	<u>2,673,193</u>	<u>143,571</u>	<u>2,816,764</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

7. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Advice and representation	281,939	99,992	381,931
Venues & retail	1,844,740	-	1,844,740
Employability, activity & skills	181,231	-	181,231
Campaigns and communications	149,437	-	149,437
Clubs & societies	4,134	44,830	48,964
Provision of space	302,600	-	302,600
	<u>2,764,081</u>	<u>144,822</u>	<u>2,908,903</u>

Summary by expenditure type

	Staff costs 2025 £	Depreciation 2025 £	Other costs 2025 £	Total 2025 £
Advice and representation	348,207	-	88,730	436,937
Venues & retail	726,674	14,774	947,460	1,688,908
Employability, activity & skills	127,781	-	40,904	168,685
Campaigns and communications	132,028	-	22,896	154,924
Clubs & societies	2,590	-	62,120	64,710
Provision of space	-	-	302,600	302,600
	<u>1,337,280</u>	<u>- 14,774</u>	<u>1,464,710</u>	<u>2,816,764</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

**Notes to the financial statements
for the year ended 31 July 2025**

7. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type (continued)

	Staff costs 2024 £	Depreciation 2024 £	Other costs 2024 £	Total 2024 £
Advice and representation	267,394	201	114,336	381,931
Venues & retail	887,703	16,535	940,502	1,844,740
Employability, activity & skills	133,085	-	48,146	181,231
Campaigns and communications	124,467	-	24,970	149,437
Clubs & societies	2,540	-	46,424	48,964
Provision of space	-	-	302,600	302,600
	<u>1,415,189</u>	<u>16,736</u>	<u>1,476,978</u>	<u>2,908,903</u>

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Advice and representation	317,889	119,048	436,937
Venues & retail	1,575,155	113,753	1,688,908
Employability, activity & skills	141,466	27,219	168,685
Campaigns and communications	132,035	22,889	154,924
Clubs and societies	60,487	4,223	64,710
Provision of space	-	302,600	302,600
	<u>2,227,032</u>	<u>589,732</u>	<u>2,816,764</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

8. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Advice and representation	265,381	116,550	381,931
Venues & retail	1,733,373	111,367	1,844,740
Employability, activity & skills	154,583	26,648	181,231
Campaigns and communications	127,028	22,409	149,437
Clubs and societies	44,830	4,134	48,964
Provision of space	-	302,600	302,600
	<u>2,325,195</u>	<u>583,708</u>	<u>2,908,903</u>

Analysis of support costs

	Total funds 2025 £	Total funds 2024 £
Staff costs	176,091	172,437
Depreciation	-	201
Provision of space	302,600	302,600
Indirect trading	403	380
Finance & administration	7,682	13,466
Other support costs	24,126	25,780
Development	63,911	56,369
Governance costs - auditors remuneration	14,919	12,475
	<u>589,732</u>	<u>583,708</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

**Notes to the financial statements
for the year ended 31 July 2025**

9. Auditors' remuneration

	2025	2024
	£	£
Fees payable to the charity's auditor for the audit of the charity's annual accounts	15,400	14,850

10. Staff costs

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Wages and salaries	1,225,367	1,329,192	1,163,953	1,255,009
Social security costs	91,155	82,909	85,895	77,703
Contribution to defined contribution pension schemes	92,637	88,094	87,432	82,477
	1,409,159	1,500,195	1,337,280	1,415,189

No severance payments were made in the current year (2024: £7,650 made to 1 employee).

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

	Group 2025 No.	Group 2024 No.
Management and administration	35	39
Student staff	64	111
	99	150

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

Key management personnel are considered to be anyone who has authority and responsibility for planning, directing and controlling the activities of the charity. During the year, key management personnel received remuneration of £299,099 (2024 - £296,166).

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

11. Trustees' remuneration and expenses

During the year, Trustees received remuneration of £97,902 (2024: £80,249).

Each of the Executive Committee's sabbatical officers received remuneration as authorised in the Union governing document for the representation, campaigning and support work they undertake as distinct from their trustee responsibilities. During the year, 5 (2024: 5) sabbatical officers were paid as allowed.

During the year ended 31 July 2025, expenses totalling £65 were reimbursed or paid directly to 1 Trustee (2024 - £99 to 1 trustee).

12. Tangible fixed assets

Group

	Fixtures and fittings £
Cost or valuation	
At 1 August 2024	372,671
At 31 July 2025	372,671
Depreciation	
At 1 August 2024	348,562
Charge for the year	14,774
At 31 July 2025	363,336
Net book value	
At 31 July 2025	9,335
At 31 July 2024	24,109

Notes to the financial statements
for the year ended 31 July 2025

12. Tangible fixed assets (continued)

Charity

	Fixtures and fittings £
Cost or valuation	
At 1 August 2024	368,851
At 31 July 2025	<u>368,851</u>
Depreciation	
At 1 August 2024	344,742
Charge for the year	14,774
At 31 July 2025	<u>359,516</u>
Net book value	
At 31 July 2025	<u><u>9,335</u></u>
At 31 July 2024	<u><u>24,109</u></u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

13. Fixed asset investments

	Unlisted investments £
charity	
Cost or valuation	
At 1 August 2024	1
	<hr/>
At 31 July 2025	1
	<hr/> <hr/>
Net book value	
At 31 July 2025	1
	<hr/>
At 31 July 2024	1
	<hr/> <hr/>

100% of the issued share capital of Staffordshire Students' Union Enterprises Limited is held by the Charity. Staffordshire Students' Union Enterprises Limited's principal activity are the advancement of education by providing and managing accommodation for students of the University. The Company is registered in England and its company number is 9849741.

14. Stocks

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Finished goods and goods for resale	55,255	42,779	55,255	42,779
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Notes to the financial statements
for the year ended 31 July 2025

15. Debtors

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Trade debtors	23,418	11,640	22,089	6,793
Amounts owed by group undertakings	-	-	35,081	27,506
Other debtors	11,272	10,922	8,412	8,758
Prepayments and accrued income	17,884	50,847	17,187	49,789
	<u>52,574</u>	<u>73,409</u>	<u>82,769</u>	<u>92,846</u>

16. Creditors: Amounts falling due within one year

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Trade creditors	20,558	22,709	20,558	22,709
Other taxation and social security	30,165	13,219	30,120	13,219
Other creditors	56,838	49,146	51,146	43,953
Accruals and deferred income	41,808	46,792	34,815	32,666
	<u>149,369</u>	<u>131,866</u>	<u>136,639</u>	<u>112,547</u>

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

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Other creditors	<u>921,910</u>	<u>953,629</u>	<u>921,910</u>	<u>953,629</u>

Of the defined benefit scheme deficit funding liability £193,632 (2024 - £165,724) is due between 2 and 5 years and £728,278 (2024 - £787,905) is due after more than 5 years.

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

18. Statement of funds

Statement of funds - current year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2025 £
Unrestricted funds					
General Funds	958,002	2,688,402	(2,711,691)	(79,716)	854,997
Pension reserve	(979,770)	-	(53,575)	79,716	(953,629)
	<u>(21,768)</u>	<u>2,688,402</u>	<u>(2,765,266)</u>	<u>-</u>	<u>(98,632)</u>
Restricted funds					
Clubs and societies	69,910	55,045	(60,487)	-	64,468
Digital Institute Funding	-	40,000	(40,000)	-	-
Finance advisor	-	8,084	(8,084)	-	-
Staffordshire Co-ordination	-	35,000	(35,000)	-	-
	<u>69,910</u>	<u>138,129</u>	<u>(143,571)</u>	<u>-</u>	<u>64,468</u>
Total of funds	<u>48,142</u>	<u>2,826,531</u>	<u>(2,908,837)</u>	<u>-</u>	<u>(34,164)</u>

A summary of the aims of the key restricted funds are:

Clubs and Societies - These are funds raised by the clubs and societies and administered by the Union for the specific benefit of that club or society which is ultimately under the control of the Union.

The digital institute funding is for supporting activities held at the shared space at University London.

The Stafford Co-ordinator Funding is to support a dedicated post holder to be based at the Stafford campus

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2024 £
Unrestricted funds					
General Funds	1,101,948	2,767,816	(2,825,430)	(86,332)	958,002
Pension reserve	(1,014,823)	-	(40,868)	75,921	(979,770)
	<u>87,125</u>	<u>2,767,816</u>	<u>(2,866,298)</u>	<u>(10,411)</u>	<u>(21,768)</u>
Restricted funds					
Clubs and societies	57,381	57,359	(44,830)	-	69,910
Digital Institute Funding	6,243	40,512	(46,755)	-	-
Project Income	(10,411)	-	-	10,411	-
International Co-ordination	-	18,237	(18,237)	-	-
Staffordshire Co-ordination	-	35,000	(35,000)	-	-
	<u>53,213</u>	<u>151,108</u>	<u>(144,822)</u>	<u>10,411</u>	<u>69,910</u>
Total of funds	<u>140,338</u>	<u>2,918,924</u>	<u>(3,011,120)</u>	<u>-</u>	<u>48,142</u>

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

Notes to the financial statements
for the year ended 31 July 2025

19. 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	9,335	-	9,335
Current assets	963,312	64,468	1,027,780
Creditors due within one year	(149,369)	-	(149,369)
Creditors due in more than one year	(921,910)	-	(921,910)
Total	(98,632)	64,468	(34,164)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	24,109	-	24,109
Current assets	1,039,618	69,910	1,109,528
Creditors due within one year	(131,866)	-	(131,866)
Creditors due in more than one year	(953,629)	-	(953,629)
Total	(21,768)	69,910	48,142

Staffordshire Students' Union (formerly Staffordshire University Students' Union)

**Notes to the financial statements
for the year ended 31 July 2025**

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

	Group 2025 £	Group 2024 £
Net expenditure for the year (as per Statement of Financial Activities)	(82,306)	(92,196)
Adjustments for:		
Depreciation charges	14,774	16,945
(Increase) /Decrease in stocks	(12,476)	2,171
Decrease/(increase) in debtors	20,835	23,198
Increase/(Decrease) in creditors	11,925	(72,361)
(Decrease)/increase in pension deficit funding liability	(26,141)	(27,708)
Net cash used in operating activities	(73,389)	(149,951)

21. Analysis of cash and cash equivalents

	Group 2025 £	Group 2024 £
Cash in hand	919,951	993,340
Total cash and cash equivalents	919,951	993,340

22. Analysis of changes in net debt

	At 1 August 2024 £	Cash flows £	At 31 July 2025 £
Cash at bank and in hand	993,340	(73,389)	919,951
	993,340	(73,389)	919,951

Notes to the financial statements
for the year ended 31 July 2025

23. Contingent liabilities

HMRC is currently challenging the application of the catering concession by Students Unions if they consider the establishment to be a pub or bar. Whilst the Union believes it has complied with the concession in good faith, the subjective nature of the interpretation of the concession could mean that HMRC take a different view and means that an accurate estimation of any potential liability cannot be made.

24. Pension commitments

SUSS Scheme (closed to future accrual in 2011)

The Union participates in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of students' unions and related bodies throughout the country. Benefits in respect of service up to 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 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 Entire Scheme was carried out as at 30 June 2022 and showed that the market value of the Entire Scheme's assets was £106,700,000 with these assets representing 44% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £136,600,000.

The assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions applied at 30 June 2022:

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

The 2022 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms to clear the ongoing funding deficit over a period of 14 years and will increase at 5% per year. These contributions also include an allowance for the cost of the ongoing administrative and operational expenses of running the scheme. These rates applied from 1 October 2023 and will be formally reviewed following the completion of the next valuation due with an effective date of 30 June 2025. Surpluses and deficits which arise with future valuations will also impact on the Union's future contribution commitment. See Notes 16 and 17 for the liability recognised under the currently agreed deficit funding plan expiring September 2037. Liabilities are shown on a discounted present value basis. In addition to the above contributions, the Union pays its share of the scheme's levy to the Pension Protection Fund.

The total contributions paid into the Scheme by the Union in respect of eligible employees for the year ended 31 July 2025 amounted to £Nil (2024 - Nil). Additional contributions towards the scheme deficit amounted to £79,716 (2024 - £75,921).

**Notes to the financial statements
for the year ended 31 July 2025**

24. Pension commitments (continued)

Aegon Scheme

The Union also participates in the Aegon money purchase scheme and the NEST scheme, which are both accounted for as defined contribution schemes. The total contributions paid into these two Schemes by the Union in respect of eligible employees for the year ended 31 July 2025 amounted to £92,637 (2024 - £88,094).

25. Related party transactions

Staffordshire Students' Union Enterprises Limited

The wholly owned subsidiary, Staffordshire Students' Union Enterprises Limited, is included within the consolidated accounts

The Union paid for expenditure on behalf of the subsidiary in the year and the subsidiary made a gift aid payment of £34,649 (2024 - £23,880) to the Union. At the end of the year the Union were owed £34,649 (2024 - £27,506) by Staffordshire Students' Union Enterprises Limited.

University of Staffordshire

Staffordshire Students' Union is an independent body operating separately from the University of Staffordshire, but the two entities work together closely, primarily the Charity's income is derived from the University. The Trustees are of the opinion that this financial assistance is not an influencing factor with regards to the formulation of Union policy, nor does it have any effect on the internal management and decision making of the Union.

Staffordshire Students' Union is in receipt of a Block Grant of £832,000 (2024 - £832,000). There was an additional grant provided by the University for project support of £83,084 (2024 - £93,749).

During the year the Union made purchases totalling £Nil (2024 - £1,148) from the University and made sales totalling £39,758 (2023 - £98,502) to the University.

In accordance with the Charities SORP the value of buildings and services are determined at market value. The Student Union occupies its building on a rent-free basis. Donated services have been included in both income and expenditure in respect of this for £302,600 (2024 - £302,600). At the end of the year there was a debtor owed to the Union from the University for £21,281 (2024 - £6,346).

Other related parties are the Sabbatical Officers and Trustees as detailed in the Trustees' report. Details of remuneration received by these individuals are shown in note 11. Remuneration of key management personnel is shown in note 10.