

**THE MIDDLESEX UNIVERSITY
STUDENTS' UNION**
(Company limited by guarantee no. 11972527
registered charity no. 1183433)

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2021

Report and Accounts



THE MIDDLESEX UNIVERSITY STUDENTS' UNION

(Company limited by guarantee no. 11972527, registered charity no. 1183433)

REPORT AND FINANCIAL STATEMENTS

For the year ended 30 June 2021

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THE MIDDLESEX UNIVERSITY STUDENTS' UNION

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

For the year ended 30 June 2021

Board of Trustees	J Alogba	Appointed 1 July 2021
	K Ambumaye	Resigned 30 June 2021
	A Arora	Appointed 1 July 2021
	A Bhandari	Resigned 30 June 2021
	A Calin	Appointed 1 July 2021
	T Choudhery	Resigned 30 June 2021
	T Gupta	Appointed 1 July 2021
	G Kaur	Resigned 30 June 2021
	B Morrison	
	O Oye-Somefun	Appointed 14 February 2022
	L Patrick	Resigned 30 June 2021
	L Phillips	Resigned 30 June 2021
	N Relan	Appointed 1 July 2020
	M Shah	Appointed 1 July 2021
	J Suryavanshi	Appointed 1 July 2021
	R Wilkinson	
Company Secretary	N A Smith	
Company reg. no.	11972527	
Charity reg. no.	1183433	
Registered office	Middlesex University Students' Union The Hendon London NW4 4BT	
Auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD	

BOARD OF TRUSTEES' REPORT
For the year ended 30 June 2021

The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' report and trustees' annual report and the financial statements of Middlesex University Students' Union for the year ended 30 June 2021. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102).

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Who we are

Middlesex University Students' Union (MDXSU) is an award winning independent charity in North London which supports, represents and improves the experience of the 18,000 students studying at Middlesex University.

The Union work involves campaigns on and off campus to support students to have a voice in shaping their experience both at a course level and within their social network groups.

MDXSU are committed to helping all students make the most of their time at Middlesex University. This includes delivering events, supporting over 90 students' groups for those with shared interests and backgrounds; and enabling students to gain skills and build their employability through internships, placements and development programmes.

The Union's vision for 2020 was to be the most innovative, inspiring, and inclusive students' union in the United Kingdom.

How we are run

MDXSU is led by a team of elected students who are voted into their roles by their fellow students at Middlesex University, and who work full-time to lead the Union and represent their peers.

Supporting the elected Student Officers are permanent full-time staff team, including 20 full-time staff and around seventy student staff and interns – as well as thousands of student volunteers.

All staff are encouraged to identify training opportunities and conferences; and are also invited to annual all-staff residential and team away days to ensure they are equipped to full fill their responsibilities. In addition, staff are entitled to volunteer and wellbeing days, flexible working, and personal development opportunities.

Structure

The Middlesex University Students' Union (the "Union") is a students' union within the meaning of the Education Act 1994. The Union is devoted to promoting the education, interests and welfare of its Members, students at Middlesex University Students' Union. It is the recognised independent representative body of students at the University.

Until 30 August 2019, the entity was an unincorporated charity, recognised as a registered charity. From 31 August 2019 the charitable activities transferred from the unincorporated to the incorporated registered charity in accordance with the Companies Act 2006 - registration number 11972527.

Governance

MDXSU is democratically controlled by its members through an annual election, to elect a team of student and non-student representatives who form the Union's Trustee Board. The membership of the Trustee Board is as follows:

- 5 Officer Trustees are elected in accordance with the Constitution
- Up to 2 Student Trustees who are elected in accordance with Constitution
- Up to 4 External Trustees who are appointed in accordance with Constitution

The Board of Trustees are responsible for the management and administration of the Union including;

- the governance and strategy of the Union; and
- the overall legal, financial and staffing responsibilities of the Union.

BOARD OF TRUSTEES' REPORT
For the year ended 30 June 2021

The Trustee Board delegates the day-to-day management of the Students' Union to the CEO. The CEO manages MDXSU by implementing the policy and strategy adopted within a budget approved by the Trustees.

Appointment of Trustees

The Students' Union elects the Officer Trustees and Student Trustees, whilst the External Trustees are appointed by the Appointments Committee provided that the appointment of each external trustee is approved by a majority vote of the Executive Committee.

Officer Trustees

Up to five Officer Trustees are elected by secret ballot by the Members of the Union at an election held in accordance with the Election Regulations. The Officer Trustees are elected to posts, set out in the Byelaws. The Officer Trustees remain in office for a term of one year between 1 July and 30 June. An Officer Trustee may be re-elected for a maximum further term of one year by the Members of the Union but for the avoidance of doubt, an Officer Trustee's terms of office may be either consecutive or non-consecutive and the maximum total term that can be served as an Officer Trustee is twenty-four months. Each Officer Trustee must be a student or an Officer Trustee at the time of their election. An Officer Trustee becomes a Member of the Union on commencement of their appointment or re-appointment as an Officer Trustee. Such membership ceases when they cease to be an Officer Trustee.

Student Trustees

Up to 2 Student Trustees are elected by a cross-campus ballot of the Members in accordance with the Byelaws. Student Trustees remain in office for two years or until they cease to be a student.

External Trustees

Up to 4 External Trustees shall be appointed by the Appointments Committee which is a sub-committee of the Trustee Board. External Trustees remain in office for a term of up to 4 years and may service for a maximum of two terms which may be either consecutive or non-consecutive.

Policy Making

Policy is set by the Trustees and the executive committee, by a Referendum or at the Annual General Meeting.

The Officer Trustees work alongside the permanent Union staff to implement and carry out the strategy and policies set by the Trustee Board. The permanent staff team is managed by the Director, who is directly accountable to the Trustee Board, for the Union's performance. The Director works closely with the Officer Trustees to advise them in relation to policy, strategy and budget.

Staff Structure

The CEO is the head of the staff team and there are 4 departments under the CEO. The overview of the staff structure is:

- Advocacy and Policy
- Student Communities and Development
- Communications and Marketing
- Operations

Each of these departments has a permanent manager with responsibility for delivering on the key targets and objectives in each of these areas.

Funding

Middlesex University is the main funder of the Students' Union. The recurrent subvention from the main funder is agreed on an annual basis.

The Students' Union receives around 21% of its income from commercial activities. The commercial activities generate funds through media sales, sponsorship and occasional event-based activities.

BOARD OF TRUSTEES' REPORT
For the year ended 30 June 2021

Financial review

The Union's gross income for the year to 30 June 2021 was £1,225,636. This included annual block grant from the University of £1,116,342, an estimated value of the serviced accommodation provided by the University of £52,250, and restricted club and society income totalling £4,760.

Total expenditure on all activities, prior to making further provisions and discounted adjustments to the SUSS pension fund deficit, was £1,056,564 meaning that the Union made a surplus for the year of £169,072 on ordinary activities. After allowing for further provisions and discounted adjustments to the SUSS pension fund deficit, there was a deficit for the year of £743,301.

Pension Scheme Deficit

The Union participates in the Student Union Superannuation Scheme (SUSS), which is a defined benefit scheme whose membership consists of employees of students' unions throughout the country. With effect from 30th September 2011, SUSS closed to further benefit accrual and all participating unions are required to make annual deficit contributions which are expected to eliminate the deficit by 1st October 2033. The most recent valuation of SUSS at 30th June 2016 showed assets of £101 million and liabilities of £221 million, a funding deficit of 46%.

The accounts demonstrate the full impact of the pension's deficit provision under FRS102, which means the Union has to show provision for our proportion of the above funding deficit. Accordingly, the provision for SUSS at the end of the year was £2,389,561.

Risk management statement

Risk management is the responsibility of the Trustee Board. The senior managers of the Union have delegated authority for identifying the risks facing the organisation and reporting these to the Trustees as they arise in relation to items of business at the Board. In addition, the senior managers provide the information to enable the Trustees to undertake an annual review.

The Trustee Board examines the major strategic, business and operational risks which the Union faces on an annual basis. The Trustees confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

How the year went (2020-21)

The Union's work for the year 2020-21, was like other organisations, affected by the global COVID-19 pandemic. Throughout this time, MDXSU transitioned from being an on campus, physical organisation to working remotely and supporting students online. This move to working online was relatively seamless, as the staff team worked efficiently to ensure Student Union services, support and opportunities could be accessed by students in a remote way.

Throughout this year, the focus was on ensuring that students were supported in their studies throughout the pandemic. This included lobbying the University for a no-detriment policy, which ensured that no student would do worse in their assessment than they would have done if COVID-19 had not happened. The Union also supported 566 students with academic issues (such as extenuating circumstances, academic integrity, and academic misconduct) through the Advice Service. A large proportion of students at Middlesex University are international, and the Students' Union recognised that arriving in London during a pandemic could influence their mental health. The Union worked collaboratively with the University to ensure these students were effectively supported on their arrival, through phone calls with Student Ambassadors and food parcels if needed.

Across the year 2020-21, there was a need to ensure the safety of the staff team and the students engaged in available opportunities, which is why MDXSU only returned to having a presence on campus in the summer of 2021. This measured approach enabled the Students' Union to stay agile in a world where the wider situation was changing frequently and allowed opportunities to capture feedback from staff throughout the year. Since the summer of 2021, the staff team has been working on campus at least one day a week, with the rest of their immediate team. This has allowed for community building, collaborative working and a break from working independently at home. Overall, the feedback from staff has been positive, and individuals feel that the organisation has prioritised their safety. As we move through 2022, MDXSU will look to develop further guidance as to how the organisation will operate in a hybrid way.

BOARD OF TRUSTEES' REPORT

For the year ended 30 June 2021

Alongside the regular opportunities and services MDXSU offers to students, there were several priority projects that were completed in 2020-21. The first virtual Welcome programme was executed for students joining or returning to Middlesex University in September and October 2020, with 119 planned and delivered events were facilitated across a four-week period. Engagement in activity was slightly lower than in previous years, however, this was correlated to the slight dip in the number of students at the University, as well as students having screen fatigued from student life activities moving online, such as lectures and social events. As a democratic and student-led organisation, an annual election is organised where students can elect representatives to act on the issues that affect their student experience at University. In February 2021, Student Officers, Student Trustees, and Student Group Leaders were elected solely via online election. These elections saw an increase in nominations, as well as an increase in votes cast, across most roles compared to the 2020 elections. The final priority project was the end-of-year Awards which celebrated students and student groups, as well as the University's academic and professional staff, including MDXSU career and student staff. The Awards received a total of 502 submissions across 16 award categories and announced the winners online.

Our Future

Since 2016 we have been working to achieve our organisational vision of being the most innovative, inspiring and inclusive students' union in the UK. As this strategic document has naturally run its course, the second half of 2020-21 was spent developing a new strategy due to be launched in July 2022.

MDXSU's draft new strategy has been developed collaboratively with Middlesex students, MDXSU student leaders, Student Union staff team, Middlesex University and the local community.

"We are proud to be a democratically led organisation and it is therefore vital that our future is shaped by students rather than a proscriptive and restrictive strategy. As an organisation which values inclusivity and innovation we need our strategy to be broad enough to support diversity of approach and new ideas. This strategy therefore is a statement of our values and our purpose rather than defining outcomes and objectives."

Our Purpose

We exist to promote equity for individual students, citizenship within our university and justice in the world around us.

Our Mission:

MDXSU will facilitate a world class partnership between staff and students, to develop a strong vibrant democracy, to represent every student on every course in every school and to champion equality and diversity across our community. We will defend diverse education - by being on the front line in championing the principle of vocational education in the UK Higher Education sector. We will be open and accessible to all - by recognising many of our students are time poor and cash poor, and therefore cannot rely on activity that requires either or both.

Equity:

Middlesex University Students' Union exists to advance equity of opportunity and fairness of outcome for our students. This necessitates our members to gain the skills, social capital and support needed to empower them to fulfil their potential and achieve their ambitions. Tackling the causes of inequity for our students and breaking down barriers to achievement.

Citizenship:

Middlesex University Students' Union exists to promote citizenship for students within our university. Citizenship requires pride, affinity and belonging combined with the genuine ability to influence and shape the student experience. We believe in a university made up of active citizens rather than passive consumers.

Justice:

Middlesex University Students' Union exists to redress the injustices which exist in society. Our university isn't detached from the world around us, and as a global university our students are affected by global injustices. We believe that Middlesex University isn't just in Barnet, it is for Barnet. Our diversity and our students lived experiences of injustice are why we emphasise empowering our students to tackle unfairness.

BOARD OF TRUSTEES' REPORT
For the year ended 30 June 2021

Our Ambition:

In order to achieve our purpose as an organisation we need to advance 4 key ambitions in our work.

Leadership:

Leadership can take many forms and we will challenge assumptions about what a leader is. We want every student at our university to recognise themselves as a leader and every graduate to have experience of leadership. Our ambition is that every Middlesex University student will shape their university whilst studying and will leave with the skills to shape the world in the future.

Networks:

Informal and formal networks are a major motivator for people deciding to study at a university this is because knowledge is far more powerful when combined with a strong network. We want every student at our university to belong to diverse networks which lead to friendships, build social capital, support social mobility and create future opportunities. Our ambition is that every Middlesex University student will belong to strong and diverse networks which positively shape their time at university and their future.

Wellbeing:

Too often stress, anxiety and bad mental health are assumed to be an unavoidable part of being a student. We want every student at our university to learn in an environment which supports them to succeed, and supports holistic physical and mental wellbeing. We will focus on tackling both the causes and results of poor wellbeing, and promoting positive wellbeing. Our ambition is that every Middlesex University student will study in an environment which is positive for their wellbeing.

Social Action:

Middlesex University is built on a foundation of excellence in practice orientated education where knowledge is combined with action. We want every student at our university to take the knowledge they are gaining through study and combine it with their values and lived experiences to shape the world around them. Our ambition is that every Middlesex University Student will take part in social action as a core part of the student experience rather than as an 'extra' curricular activity.

Our Approach:

In order to achieve our purpose and our ambitions we need an innovative and inclusive approach.

Culture:

We believe in a culture which reflects our commitment to Equity, Citizenship, and Justice where we positively support a good work-life balance. As a people-based organisation we believe in giving our people the support, flexibility, and direction required to be successful. Working within the education sector means that we value the importance of lifelong education, development and the benefits of volunteering. We are passionate about our students' extraordinary talents and abilities and therefore will always try to create paid opportunities to turn their knowledge and skills into action.

Governance:

We prioritise a governance system which keeps our organisation focussed on its core purposes whilst ensuring students are empowered to shape our priorities. We will always ensure that we focus on the full diversity of our membership with an accessible approach to engagement. We recognise the importance of having an approach which draws on expertise from beyond our sector and in the benefits of external perspectives. Finally, we recognise the importance of transparency, integrity, consistency and expertise in ensuring we are a compliant and sustainable organisation.

Voice:

We want to integrate our commitment to equity, citizenship and justice into how we engage with our membership, our university and the world around us. We will focus on developing innovative ways to engage with our membership, our university and our local community whilst also building our reputation as a values-based organisation.

BOARD OF TRUSTEES' REPORT

For the year ended 30 June 2021

Partnerships:

We appreciate that the scale of our ambition means that we will not be able to achieve our purpose alone. We need evolving, diverse and sustainable partners within our university, our sector and our local community to advance equity, citizenship and justice. These partnerships will be based on mutual understanding and shared values.

Key management pay

The salary for key management is decided by the Trustees taking into account the skills and experience required, the management responsibilities, the overall budget constraints and a view of what is appropriate as compared to similar roles in the sector in which we work.

Trustees' responsibilities statement

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

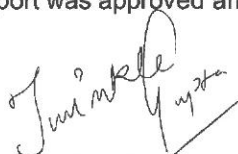
The Board of Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditors

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

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

This report was approved and authorised for issue by the Board of Trustees and signed on its behalf by:



(Trustee)

Date:

29/03/2022

Twinkle Gupta

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE MIDDLESEX UNIVERSITY STUDENTS' UNION FOR THE YEAR ENDED 30 JUNE 2021**

We have audited the financial statements of The Middlesex University Students' Union (the 'charitable company') for the year ended 30 June 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE MIDDLESEX UNIVERSITY STUDENTS' UNION FOR THE YEAR ENDED 30 JUNE 2021**

(Continued)

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE MIDDLESEX UNIVERSITY STUDENTS' UNION FOR THE YEAR ENDED 30 JUNE 2021**

(Continued)

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Companies Act 2006.
- We understood how the charitable company is complying with those frameworks via communication with those charged with governance, together with the review of the charity's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- The audit team, which is experienced in the audit of charities, considered the charity's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants and donations were properly identified and accurately disclosed, that expenditure complied with the control procedures and was appropriately charged. We also reviewed the major journal adjustments along with unusual transactions and considered the identification and disclosure of related party transactions.

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

Use of our report

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

Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

30 March 2022

Knox Cropper LLP Chartered Accountants is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

THE MIDDLESEX UNIVERSITY STUDENTS' UNION

STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the Income and Expenditure Account)
For the year ended 30 June 2021

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	2	1,168,592	-	1,168,592	932,673
Charitable activities	5	13,707	4,760	18,467	115,027
Other trading activities	3	38,563	-	38,563	40,788
Investments	4	14	-	14	106
TOTAL		1,220,876	4,760	1,225,636	1,088,594
EXPENDITURE ON:					
Charitable activities		1,960,799	8,138	1,968,937	1,019,355
TOTAL EXPENDITURE	6	1,960,799	8,138	1,968,937	1,019,355
Net (expenditure)/income		(739,923)	(3,378)	(743,301)	69,239
NET MOVEMENT IN FUNDS		(739,923)	(3,378)	(743,301)	69,239
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 JULY 2020		(1,469,362)	39,138	(1,430,224)	(1,499,463)
TOTAL FUNDS AT 30 JUNE 2021		£ (2,209,285)	£ 35,760	£ (2,173,525)	£ (1,430,224)

THE MIDDLESEX UNIVERSITY STUDENTS' UNION

Company limited by guarantee (registered company no. 11972527)

BALANCE SHEET

As at 30 June 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	10	1,817	10,858
CURRENT ASSETS			
Stocks		8,003	12,319
Debtors	11	54,181	43,140
Cash at bank and in hand		178,733	92,116
		<u>240,917</u>	<u>147,575</u>
CREDITORS: amounts falling due within one year	12	(26,698)	(57,330)
NET CURRENT ASSETS		<u>214,219</u>	<u>90,245</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		216,036	101,103
CREDITORS: amounts falling due after one year	13	(2,389,561)	(1,531,327)
TOTAL NET LIABILITIES		<u>£ (2,173,525)</u>	<u>£ (1,430,224)</u>
FUNDS			
Unrestricted funds:			
General fund	15	(2,209,285)	(1,469,362)
		<u>(2,209,285)</u>	<u>(1,469,362)</u>
Restricted funds	15	35,760	39,138
		<u>£ (2,173,525)</u>	<u>£ (1,430,224)</u>

The financial statements have been prepared in accordance with the special provisions in Part 15 of the Companies Act 2006 relating to small companies and section 1a of the Financial Reporting Standard 102.

The financial statements were approved, and authorised for issue, by the Board of Trustees on 29 March 2022 and signed on their behalf by:-



Trustees

Twinkle Gupta
29/03/2022

The annexed notes form part of these financial statements

THE MIDDLESEX UNIVERSITY STUDENTS' UNION

CASH FLOW STATEMENT

For the year ended 30 June 2021

	2021	2020
	£	£
Cash flows from operating activities		
(Deficit)/surplus for the financial year	(743,301)	69,239
Adjustments for:		
Depreciation	9,761	4,176
Decrease/((increase)) in stocks	4,316	(3,147)
(Increase)/decrease in debtors	(11,041)	22,124
Increase/((decrease)) in creditors	827,602	(58,435)
Investment income	(14)	(106)
	87,323	33,851
Cash flows from investing activities		
Purchase of intangible fixed assets	(720)	-
Return on investment - interest receivable	14	106
	(706)	106
Net increase in cash and cash equivalents	86,617	33,957
Cash and cash equivalents at 1 July 2020	92,116	58,159
Cash and cash equivalents at 30 June 2021	£ 178,733	£ 92,116
Components of cash and cash equivalents		
	At 1 July 2020	Cashflows
		At 30 June 2021
Cash at bank and in hand	£ 92,116	£ 86,617
		£ 178,733

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities (under section 1a) and the Companies Act 2006. The presentational currency of the financial statements is Pound Sterling (£).

Going Concern

The charity has net liabilities of £2,389,561, due to the recognition under Charities SORP (FRS102) of the net present value of the funding deficit on the SUSS pension recovery plan. Further information is detailed in note 14 of the accounts. This is a long term commitment which ends in 2033 and the trustees are confident that the annual payments towards this plan will be met out of income each year.

After making enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities in the Annual Report.

Company status

The Middlesex University Students' Union is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

Fund accounting

Students' Union administers and accounts for a number of charitable funds, as follows:

Unrestricted Funds representing unspent income which may be used for any activity/purpose at the Trustees' own discretion;

Restricted funds raised and administered by the Union for specific purposes as determined by students, such as Club and Societies Accounts, as well as revenue received for purposes specified by the donor and also (if not material enough to require a separate column in the SoFA) any small capital grants received from the School.

Custodian Funds entrusted to the Union for safekeeping, but not under its management control, e.g. Clubs & Societies' funds. Such custodian activities are disclosed in the Annual Report, but as the funds are not managed by the Union they cannot be included in the accounts.

Designated Funds for the eventual replacement of gym equipment which the Union anticipates needing to cover from its own funds and a development fund to support Union infrastructure improvements.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2021

Income

All income and capital resources are recognised in the accounts when the Students' Union is legally entitled to the income and the amount can be quantified with reasonable certainty. The University grant of free serviced accommodation on the campus is accounted for as income and expenditure of the year at an estimated value to MDXSU by reference to the alternatives available on the commercial market.

Grants received are credited to income according to the period to which they relate and treated as unrestricted unless restrictions are specified by the provider relating to spending of that income, in which case they are treated as restricted.

Income from trading activities includes amounts received in exchange for supplying goods and services through the Union's bar, catering, gym and retail outlets, with amounts recognised based on the date of sale.

Club and societies' income includes membership and sponsorship which is treated as restricted.

Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer term liabilities. Expenditure includes irrecoverable VAT and comprises the direct and indirect costs of delivering public benefit. Governance costs are those incurred for compliance with constitutional and statutory requirements, such as the annual audit, annual elections and training for sabbatical officers.

Other central overhead costs, as well as governance costs, are apportioned to charitable and other projects/activities on a usage basis, pro rata to the total costs of each project or activity undertaken.

Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation. Assets are not capitalised below £500 cost per item/set. Equipment, fixtures and fittings are included at cost. Depreciation is provided at the following annual rates in order to write the cost of assets off over their estimated useful lives:-

Fixtures and Fittings	33% per annum on cost
Computer and Office Equipment	33% per annum on cost

Termination benefits

Termination benefits are accounted following a commitment by legislation, by contractual or other agreements with employees to make payments (or provide other benefits) to employees when the Union terminates their employment.

Leased assets

Rentals payable under operating leases are charged as expenditure on a straight line basis over the period of the lease.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

Stock

Stock is valued at the lower of the cost or net realisable value.

Debtors

Trade and other debtors are recognised at the settlement amount due 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 cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity holds only financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments include cash debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at fair value. Cash is cash at bank and in hand.

Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year. Contributions are at the rate of 3% for the employer and 3% for the employee. Pensions costs are charged in the period in which the salaries to which they relate are payable.

Judgements and key sources of estimation uncertainty

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies, where applicable. The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are that of the SUSS pension scheme deficit. A discount rate of 2.6% (2020: 3.2%) has been used in line with industry standards.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2021

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
University Block Grant	1,116,342	-	1,116,342	889,131
Grant of serviced accommodation	52,250	-	52,250	43,542
	£ 1,168,592	£ Nil	£ 1,168,592	£ 932,673

Comparative donations and legacies

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
University Block Grant	889,131	-	889,131
Grant of serviced accommodation	43,542	-	43,542
	£ 932,673	£ Nil	£ 932,673

3. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Marketing and sponsorship	12,266	-	12,266	25,518
Other income from activities	26,297	-	26,297	15,270
	£ 38,563	£ Nil	£ 38,563	£ 40,788

Comparative income from other trading activities

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Marketing and sponsorship	25,518	-	25,518
Other income from activities	15,270	-	15,270
	£ 40,788	£ Nil	£ 40,788

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

4. INVESTMENT INCOME

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Interest receivable from:				
Bank interest	14	-	14	106
	<u>£ 14</u>	<u>£ Nil</u>	<u>£ 14</u>	<u>£ 106</u>

Comparative investment income

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Interest receivable from:			
Bank interest	106	-	106
	<u>£ 106</u>	<u>£ Nil</u>	<u>£ 106</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Clubs and Societies	-	4,760	4,760	92,306
NUS Extra & Merchandising	13,707	-	13,707	22,721
	<u>£ 13,707</u>	<u>£ 4,760</u>	<u>£ 18,467</u>	<u>£ 115,027</u>

6. RESOURCES EXPENDED

	Staff Costs £	Other direct costs £	Support costs £	Total 2021 £
Cost of charitable activities				
Student Representation	687,607	9,057	105,328	801,992
Advice & Welfare	412,498	78	63,185	475,761
Communication & Market	137,555	1,744	21,070	160,369
NUS Extra & Merchandising	51,521	20,375	7,891	79,787
Student Activities	206,249	9,124	31,592	246,965
Student Media	171,902	5,829	26,332	204,063
	<u>£ 1,667,332</u>	<u>£ 46,207</u>	<u>£ 255,398</u>	<u>£ 1,968,937</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

6. RESOURCES EXPENDED (continued)

Comparative resources expended

	Staff Costs £	Other direct costs £	Support costs £	Total 2020 £
<i>Cost of charitable activities</i>				
Student Representation	153,416	55,522	31,001	239,939
Advice & Welfare	187,541	47,920	18,601	254,062
Communication & Market	158,080	21,682	6,200	185,962
NUS Extra & Merchandis.	19,414	36,164	2,325	57,903
Student Activities	161,939	54,824	9,300	226,063
Student Media	37,184	10,492	7,750	55,426
	<u>£ 717,574</u>	<u>£ 226,604</u>	<u>£ 75,177</u>	<u>£ 1,019,355</u>

Resources expended include:

	2021	2020
Auditors' remuneration:		
Audit fee	6,800	6,750
Depreciation - on owned assets	9,761	609

Details of staff costs are given in Note 8.

Details of Support costs is given in Note 7.

7. SUPPORT COSTS

	Total 2021 £	Total 2020 £
Staffing related costs	52,765	37,827
Premises and office costs	151,022	139,620
Governance costs	630	1,639
Miscellaneous	22,085	3,737
Legal and professional	17,115	7,943
Depreciation	5,780	4,176
Auditors' audit fee	6,000	6,750
	<u>£ 255,397</u>	<u>£ 201,692</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

8. STAFF NUMBERS AND COSTS

	2021 £	2020 £
Wages and salaries (Full Time)	621,033	557,799
Wages and salaries (Part Time)	57,852	75,968
Social security costs	61,362	53,901
Pension costs - current services costs	14,711	29,906
	<u>754,958</u>	<u>717,574</u>
Pension costs - past services deficit	912,373	-
	<u>£ 1,667,332</u>	<u>£ 717,574</u>

	2021 Number	2020 Number
The average weekly number of employees, head-count, during the period was:		
Staff	38.0	60.0
	<u>38.0</u>	<u>60.0</u>

	2021 £	2020 £
The cost of key management was as follows:		
Sabbatical Officers	111,247	108,934
Senior management	240,563	260,418
	<u>£ 351,810</u>	<u>£ 369,352</u>

Number of Sabbatical Officers	<u>4</u>	<u>4</u>
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One (2020 - one) employee received remuneration of more than £60,000
The accounts include termination payments totalling £nil (2020 - £nil).

The key management personnel of the Union are those persons having authority and responsibility for planning, directing and controlling the activities of the Union, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, Key management personnel includes the Chief Executive.

9. TRUSTEES REMUNERATION AND BENEFITS

Sabbatical officers are paid as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their trustee responsibilities. This work included voicing student opinion with the University and local community, defending and extending the rights of students through petitions etc. and also organising and supporting student volunteers and service provision for them. Details are included in note 8.

No members of the Board of Trustees received reimbursement of expenses (2020 - £703).

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

10. TANGIBLE FIXED ASSETS

	Fixture and fittings £
Cost	
At 1 July 2020	54,133
Additions	720
At 30 June 2021	<u>54,853</u>
Depreciation	
At 1 July 2020	43,275
Charge for the year	9,761
At 30 June 2021	<u>53,036</u>
Net book value	
At 30 June 2021	<u>£ 1,817</u>
At 30 June 2020	<u>£ 10,858</u>

11. DEBTORS

	2021 £	2020 £
Due within one year		
Trade debtors	6,536	11,678
Due from group undertakings	28,027	20,360
Prepayments	12,918	11,028
Other debtors	6,700	74
	<u>£ 54,181</u>	<u>£ 43,140</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	2,517	8,779
Deferred income	2,767	13,652
Other creditors	2,912	341
VAT creditors	195	8,269
Pension costs - Past Service Deficit	-	-
Accruals	18,307	26,289
	<u>£ 26,698</u>	<u>£ 57,330</u>

13. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	2021 £	2020 £
Pension costs - Past Service Deficit	2,389,561	1,531,327
	<u>£ 2,389,561</u>	<u>£ 1,531,327</u>

NOTES TO THE FINANCIAL STATEMENTS
 For the year ended 30 June 2021
14. DEFINED BENEFIT PENSION SCHEME – SUSS

	2021 £	2020 £
Pension costs - Past Service Deficit		
Brought forward	1,531,327	1,572,595
Payments made	(54,139)	(87,413)
Unwinding of interest for the year	60,820	46,145
Adjustment to provisions	851,553	-
	<u>£ 2,389,561</u>	<u>£ 1,531,327</u>
 Analysis:		
Due within one year	-	-
Falling due after more than one year	2,389,561	1,531,327
	<u>£ 2,389,561</u>	<u>£ 1,531,327</u>

With effect from 30th September 2011 the Students Union Superannuation Scheme (SUSS) closed to further benefit accrual. All participating unions are required to make annual deficit contributions which are expected to eliminate the deficit by 1st October 2033. The most recent valuation of SUSS at 30th June 2016 showed assets of £101 million and liabilities of £221 million, a funding deficit of 46%.

This is a long term commitment which ends in 2033 and the trustees are confident that the annual payments towards this plan will be met out of income each year.

15. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
Clubs and Societies	39,138	4,760	(8,138)	-	35,760
	<u>£ 39,138</u>	<u>£ 4,760</u>	<u>£ (8,138)</u>	<u>£ Nil</u>	<u>£ 35,760</u>
 SUMMARY OF FUNDS					
General Funds	(1,469,362)	1,220,876	(1,960,799)	-	(2,209,285)
Restricted Funds	39,138	4,760	(8,138)	-	35,760
	<u>£ (1,430,224)</u>	<u>£ 1,225,636</u>	<u>£ (1,968,937)</u>	<u>£ Nil</u>	<u>£ (2,173,525)</u>

Comparative statement of funds

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
Clubs and Societies	29,723	32,081	(22,666)	-	39,138
	<u>£ 29,723</u>	<u>£ 32,081</u>	<u>£ (22,666)</u>	<u>£ Nil</u>	<u>£ 39,138</u>
 SUMMARY OF FUNDS					
General Funds	(1,529,186)	1,056,513	(996,689)	-	(1,469,362)
Restricted Funds	29,723	32,081	(22,666)	-	39,138
	<u>£ (1,499,463)</u>	<u>£ 1,088,594</u>	<u>£ (1,019,355)</u>	<u>£ Nil</u>	<u>£ 39,138</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 30 June 2021

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Tangible fixed assets	-	1,817	-	1,817
Net current assets	-	178,459	35,760	214,219
Creditors due in more than one year	-	(2,389,561)	-	(2,389,561)
	<u>£ Nil</u>	<u>£ (2,209,285)</u>	<u>£ 35,760</u>	<u>£ (2,173,525)</u>

Comparative analysis of net assets between funds

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Tangible fixed assets	-	10,858	-	10,858
Net current assets	-	51,107	39,138	90,245
Creditors due in more than one year	-	(1,531,327)	-	(1,531,327)
	<u>£ Nil</u>	<u>£ (1,469,362)</u>	<u>£ 39,138</u>	<u>£ (1,430,224)</u>

THE MIDDLESEX UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 June 2020

17 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	<i>Unrestricted Funds 2020 £</i>	<i>Restricted Funds 2020 £</i>	<i>Total Funds 2020 £</i>
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	932,673	-	932,673
Charitable activities	82,948	32,081	115,029
Other trading activities	40,788	-	40,788
Investments	106	-	106
TOTAL	1,056,515	32,081	1,088,596
EXPENDITURE ON:			
Charitable activities	996,689	22,666	1,019,355
Net income	59,826	9,415	69,241
NET MOVEMENT IN FUNDS	59,826	9,415	69,241
TOTAL FUNDS AT 30 JUNE 2019	(1,529,187)	29,724	(1,499,463)
TOTAL FUNDS AT 30 JUNE 2020	£ (1,469,361)	£ 39,139	£ (1,430,222)