

TEESSIDE UNIVERSITY STUDENTS' UNION

England & Wales · Charity number 1199285

Details

Other names TUSU

Status Registered

Legal form CIO

Registered 2022-06-13

Register [View on the Charity Commission register](#)

Contact

Address Teesside University Students Union
Borough Road
Middlesbrough
TS1 3BA

Phone 01642342234

Email enquiries@tees-su.org.uk

Website www.tees-su.org.uk

Activities

Objects: THE UNION'S OBJECTS ARE THE ADVANCEMENT OF EDUCATION OF STUDENTS AT TEESSIDE UNIVERSITY FOR THE PUBLIC BENEFIT BY:1. PROMOTING THE INTERESTS AND WELFARE OF STUDENTS AT TEESSIDE UNIVERSITY DURING THEIR COURSE OF STUDY AND REPRESENTING, SUPPORTING AND ADVISING STUDENTS;2. BEING THE RECOGNISED REPRESENTATIVE CHANNEL BETWEEN STUDENTS AND TEESSIDE UNIVERSITY AND ANY OTHER EXTERNAL BODIES; AND3. PROVIDING SOCIAL, CULTURAL, SPORTING AND RECREATIONAL ACTIVITIES AND FORUMS FOR DISCUSSIONS AND DEBATE FOR THE PERSONAL DEVELOPMENT OF ITS STUDENTS.

Activities: TUSU offers student social and study spaces, SU Student Support (academic, reps, jobs), SU Activities, The Terrace venue and catering, The Hub venue, and SU Shop. Student Officers and Representatives sit on University bodies and meet with the local Council and other organisations. It has student opportunities for over 3,000 students in societies, activities and academic roles in the University.

Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- Darlington
- Durham
- Middlesbrough
- North Yorkshire
- Redcar And Cleveland
- Stockton-on-tees

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£2,544,689	£2,677,606	£-1,591,012	206
2024-07-31	£2,729,368	£2,690,649	£-1,363,738	42
2023-07-31	£3,083,371	£2,413,781	£-1,149,407	46

Trustees

Name	Role	Appointed
Alexander Lee-Hall		2025-01-17
Charlotte Foley		2023-11-13
Clinton Aideloje		2025-07-01
Corrinna Russell		2024-10-28
Declan Merrington		2026-02-03
Ganesh Poshala		2025-07-01
Mairead Sunley		2024-09-17
Muhammed Adil Arshad		2026-02-03
Sai Dorapally		2025-07-01
Salomey Konadu Bondah		2025-03-14
Susan Kiddle		2023-02-21

TEESSIDE UNIVERSITY STUDENTS' UNION

England & Wales - Charity number 1199285

Accounts

**Teesside University Students' Union
and its Subsidiary Company**

Statement of Accounts
for the Year Ended 31 July 2025

"Charity Commissioners Copy"
Registered Charity No. 1136875

**Teesside University Students' Union
and its Subsidiary Company**

**Statement of Accounts
for the Year Ended 31 July 2025**

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**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2025

The trustees present their report and the audited consolidated financial statements of the charity and its subsidiary for the year ended 31 July 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and consolidated financial statements of the charity.

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

REFERENCE AND ADMINISTRATIVE INFORMATION

Charitable Status

Teesside University Students' Union is a registered charity, registration number 1199285 and was registered on 13 June 2022.

Principal Address

Students' Union Building, Campus Heart, Middlesbrough, Tees Valley, TS1 3BA.

Elected to Hold Office

Trustees/Full Time Officers

	<u>July 2025</u>	<u>July 2024</u>
President International	Ganesh Poshala (appointed 01/07/25)	Ebubechi Azunna (appointed 01/07/24, resigned 30/06/25)
President Education	Sai Dorapally (appointed 01/07/25)	Harshavardhan Chikatla (appointed 01/07/24, resigned 30/06/25)
President Wellbeing	Clinton Aideloje (appointed 01/07/25)	Blessing Ihuoma (appointed 01/07/24, resigned 30/06/25)

Appointed

External Trustees

	<u>July 2025</u>	<u>July 2024</u>
External Trustee	Mark Grayling (resigned 11/07/25)	Mark Grayling (appointed 30/09/22)
External Trustee	Chris Hook (resigned 11/07/25)	Chris Hook (appointed 13/06/22)
External Trustee	Sue Kiddle	Sue Kiddle (appointed 21/02/23)
External Trustee	Charlotte Foley	Charlotte Foley (appointed 13/11/23)
External Trustee	Mairead Sunley (appointed 17/9/24)	
External Trustee	Alexander Lee-Hall (appointed 17/01/25)	
External Trustee	Salomey Bondah (appointed 14/03/25)	

Appointed

Student Trustees

	<u>July 2025</u>	<u>July 2024</u>
Student Trustee	Joshua Williams	Daniel Scrafton (appointed 04/11/23, resigned 01/08/2024)
Student Trustee	Corinna Russell (appointed 01/11/24)	Joshua Williams (appointed 01/11/23)
Student Trustee	Kinglsey Omoayena (appointed 23/10/24)	Nixon Christian (appointed 1/11/23, resigned 01/09/2024)

Auditors

Anderson Barrowcliff Limited
Chartered Accountants
Statutory Auditor
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

Bankers

Co-operative Bank Plc
Olympic House
Montford Street
Salford
M50 2QP

Solicitors

Poppleston Allen
37 Stoney Street
The Lace Market
Nottingham
NG1 1LS

Solicitors

Shakespeare Martineau LLP
No. 1 Colmore Square
Birmingham
B4 6AA

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2025

The Students' Union employs a Chief Executive to work closely with the Trustees and ensure effective management of the organisation by leading a senior management team. During the year the senior managers were as follows:-

Chief Executive - Kirsty Morrison
Deputy Chief Executive - Adam Cotterill (left June 2025)

OBJECTIVES AND ACTIVITIES

The Students' Union's charitable Objects are the advancement of education of students at Teesside University for the public benefit by:-

- (i) promoting the interests and welfare of Students at Teesside University during their course of study and representing, supporting and advising students; and
- (ii) being the recognised representative channel between Students and Teesside University and any other external bodies; and
- (iii) providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.

Its vision is: "We are dynamic and ambitious in meeting the needs of current and future students."

Its mission statement is: "Enriching the lives of students at Teesside University."

In pursuit of these objects, its mission and vision the Students' Union has established departments and services for use by its members and to support its work with the University and other organisations on behalf of students. These include the SU advice and representation services, SU Activities, commercial space and venues along with productive relationships with local stakeholders to promote students' interests including Middlesbrough Council, landlords and letting agents, health care providers, Cleveland Police and other organisations. Officers of the Students' Union sit on committees of the University, representing student voice in this space.

ACHIEVEMENTS AND PERFORMANCE

The Students' Union's performance against its published objectives for 2024/25:

	Objectives by Strategic Theme	Achievement
(i)	<p><u>We will listen to you</u> Our elected officers will engage with over 5,000 students in a variety of activity. We will gather student feedback into SU services including the Student Opinion Counts survey, summarising the findings and how they will be followed up by the SU.</p> <p><u>Key objective:</u> over 5,000 students will have their say to the Students' Union.</p>	<p>The breakdown for Student Opinion Counts surveys:</p> <p>Talk to TUSU sessions - 184 TU London - 100 SOC Survey - 499 AGM - 130 Societies - 5581</p> <p>These responses enable Officers to direct resource where students need it.</p>
(ii)	<p><u>We will advocate and represent you</u> We will represent the interests of all students, with campaigns relevant to the change they want to see, making improvements to their academic experience, supporting cost of living challenges and improving their general wellbeing. Through this we will also advise students about their rights and advocate for them.</p> <p><u>Key objective:</u> 50% agree in the annual SOC Survey that they aware of our campaigns and they are relevant to their needs.</p>	<p>The SU's priorities campaigns included helping students with the cost-of-living crisis, accommodation support, academic integrity, cultural exchange, mental health strategy collaboration and wellbeing programmes.</p> <p>33.7% of students were aware of the campaigns which were ran, and agreed they were effective for their needs. While lower than targeted, considerable effort focussed on changing University practice which was successful.</p>

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2025

ACHIEVEMENTS AND PERFORMANCE (continued)

(iii)	<p><u>We will uplift extracurricular activity for you</u> Through student groups we will support students to find their passions and collaborate to share these with the wider community. We will provide access to grants, space and knowledge to produce exciting and engaging activity for students both on campus and remotely alongside voluntary opportunities and training and development.</p> <p><u>Key objective:</u> Over 5,000 students will partake in extracurricular activity in a variety of ways.</p>	<p>The continued free society membership with more activities led to a new record of over 5581 students joining societies and engaging with their communities.</p>
(iv)	<p><u>We will create safe and inclusive spaces for you</u> We will offer a range of student social spaces with over 500 events for students to come together and celebrate their passion, culture, and representation of the diverse needs of Teesside students. Our offering will also exist through retail, food, and refreshments.</p> <p><u>Key objective:</u> student satisfaction with SU exceeds 75%</p>	<p>Over 850 events were run for students at the SU and were also open for prospective students in the community.</p> <p>Cultural and social community gatherings were most popular, with 81.4% satisfied with TUSU in NSS report.</p>
(v)	<p><u>We will manage our financial stability for you</u> We will offer diverse services and opportunities for students whilst remaining financially sound, maintaining funds to meet the needs of future students, through collaboration and development.</p> <p><u>Key objective:</u> Budget is transparent and visible while cash reserves sufficient to fund five months of expenditure.</p>	<p>TUSU shares financial sustainability with TU bi-monthly via Resources Committee and has transparency through Finance and Risk Committee of monthly accounts. While cash reserves were used in 24/25 for restructuring of the organisation, these took reserves down to four months expenditure.</p>

Achievements against 2024/25 KPI targets

Election turnout: over 15% of current student FTE voting in the 2025 annual elections.	8.33% declared turnout.
Campaign awareness and positive impact both over 50% in Student Opinion Counts Survey.	Survey states that only 33.7% students understand the campaigns and the effectiveness of these. Work continues in this area.
Societies: over 25% of students participating in SU societies and other student opportunities.	5581 (of 29,398 total students) – 19% participation across societies.
Student development: Over 1,000 students involved in the SU as volunteers or employees.	165 students were employed by the SU with another 800 in voluntary roles.
Student satisfaction: over 75% are satisfied with the SU as measured by the major surveys.	81.4% score for SU in National Student Survey 2025 – increase from 77% in 2024.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2025

Objectives for 2025/26

In the Strategic Plan, the key objectives within the Strategic Themes are as follows:

Strategic Objective	Underlying Objective
<p>We will advocate and represent you</p> <p>We will ensure students' opinions and needs are at the heart of our activity.</p>	Officers will lead campaigns that support students during their time at University.
	TUSU will work with TU to develop mechanisms that support effective representation that lead to meaningful improvements in the student experience.
	We will work closely with TU to improve access to welfare and wellbeing activity and collaborate on the Mental Health Strategy.
<p>We will listen to you</p> <p>We will create an inclusive environment where all students feel represented and can engage meaningfully with the SU and each other.</p>	We will train and support School and Course Reps to assist in making learning experiences outstanding.
	Officers will seek student views on all aspects of university life to inform their campaigns.
	Our democratic activity through elections and student forums will be open to all students to engage in.
<p>We will uplift extra-curricular activity for you</p> <p>Support student development through activities, personal growth opportunities and volunteering activity.</p>	School and course reps empowered to work with academic staff on teaching and learning improvements.
	Our student communities will be vibrant and welcoming, and you'll always be able to find a place to belong.
	Student groups will provide space to develop leadership skills, relationship building and develop expertise.
<p>We will create safe and inclusive spaces for you</p> <p>Ensuring that students have access to welcoming and comfortable spaces to socialise with peers.</p>	We will recruit, train and employ students to deliver services for fellow students, providing valuable skills and knowledge and real-world experiences.
	Our social spaces will be a place for you to come together with fellow students and interact outside of your studies.
	We will run an events calendar throughout the academic year that will provide a range of activities and excursions that you can take part in which encourage a healthy balance of work and leisure.
<p>We will manage our financial stability for you</p> <p>Ensuring we sustain long-term operations for the benefit of students.</p>	Through development of a People Strategy your TUSU staff will be knowledgeable, approachable and supportive.
	TUSU finances will be managed responsibly and serve student need, maintained transparently and showing how funds support student services and our charitable objectives.
	Our commercial activity will complement student need allowing for a wider range of student led activity to take place.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2025

FINANCIAL REVIEW

A summary of the results for the period is given on page 11 of the financial statements.

The Students' Union saw a deficit on unrestricted funds of £131,911 (2024 – surplus of £16,494). There was an overall deficit of £227,274. The Students' Union continued to benefit from the recognition and support of the University, the grant funding received was £1,236,352 (including £351,527 for leased facilities).

There is a deficit on restricted fund balances of £1,966,671 as a result of the multi-employer pension fund liability of £1,981,502. This is explained in note 22. The long-term repayment scheme for the Students' Union Superannuation Scheme deficit and the latest Actuarial Report have been approved by the Pensions Regulator. The Trustees recognise the importance of meeting future payments to fund the deficit and expect these will be drawn from University grants and other income of the Students' Union. A £530,040 lump sum payment was made in November 2023, this was covered by a grant for this amount received in the period ended 31 July 2023 for three years' contributions.

The Trustees have examined the requirement for free reserves, which are the unrestricted funds of £375,659 less £97,559 invested in fixed assets designated for specific purposes or otherwise committed. At the period end this amounted to £278,100. Normally the Trustees consider that they require five months of charitable expenditure based on the block grant which equates to approximately £330,000.

Future funding

The Trustees confirm that the Union has sufficient funds to meet all its obligations. The Block Grant for the year 2025/26 has been confirmed at a maximum of £786,819 and the commercial activities for students have been examined to ensure these services can be maintained within available SU funds. These resources will be applied in service provision to deliver public benefit to students via the charity objects.

Tees S U Limited

Tees S U Limited is a 100% subsidiary of the charity which was incorporated on 23 September 2010 and started to trade in that year. The subsidiary's activities provide income for the benefit of the students but cannot be directly attributable to the Students' Union's primary or ancillary purposes.

The trustees are satisfied with the results of the subsidiary and the profit generated of £124,540 of which £124,540 has been gift aided to the Students' Union.

PLANS FOR FUTURE PERIODS

The Students' Union was operating within its Strategic Plan for 2021 – 2025 which was impacted by recovery from the pandemic conditions. The annual objectives and forecasts for 2024/25 continued to deliver on the new mission and vision, while ensuring financial stability. TUSU's strategic view for 25/26 will include the mission, vision, values and strategic themes with goals to ensure it continues to deliver public benefit by meeting the needs of Teesside Students now and in the future.

The Trustees have monitored developments in Higher Education and engaged with the University in its recruitment and student experience planning. The Students' Union has reviewed its student opportunities, support, representation, and social provision based on student feedback. It will deliver these services to a wider student demographic in the coming year using virtual delivery to align with the hybrid teaching model where practical. The Board will continue to monitor developments and will act to ensure that the Charity continues to deliver public benefit via provision of services and activities in accordance with its charity objects.

Teesside University Students' Union
and its Subsidiary Company

Report of the Trustees for the Year Ended 31 July 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Students' Union is constituted under the Education Act and the Regulations of Teesside University Higher Education Corporation. The Students' Union is responsible for giving representation and support to the students of Teesside University and is governed by its Constitution and supporting Bye-Laws.

The Students' Union has provision for thirteen members on its Board of Trustees. six are External Trustees and four are Student Trustees, all appointed by the Appointments Committee of the Board of Trustees. The three Officer Trustees (also known as "Student Officers") are students elected by cross-campus secret ballot for a one-year term of office as President Education, President Wellbeing, and President International. These are full time or 'sabbatical' positions and receive remuneration as authorised by the Education Acts. No one can be on a sabbatical for more than two years. The Students Union has an induction process for each group of trustees that is designed to support their development. There is also an annual effectiveness review for all trustees.

Teesside University Students' Union is a charity with the ultimate decision-making power being vested in its Board of Trustees. The Students' Union is a democratic organisation and the Board of Trustees delegates authority to the following democratic bodies with safeguards ensuring legality of these decisions: Student Representative Forum and Elected Officer Committee.

The Chief Executive oversees the day to day running of the Students' Union and is accountable to the Board of Trustees. Student Officers are responsible for student leadership, campaigning and representation. All Trustees receive an induction into their legal and administrative responsibilities, with an ongoing programme of development during their term of office.

The Officer Trustees and senior managers engage as the SU Leadership Team to receive reports from officers, the Chief Executive and other senior managers. Teesside University Students' Union employs non-student staff to ensure effective management of its many activities and to implement the policy decisions made by the democratic bodies of the Students' Union.

Relationship with Teesside University

The relationship between the University and the Students' Union is established in the Regulations of the University and detailed in articles approved by both organisations. The Students' Union receives a Block Grant from the University and part-occupies a building owned by the University. A new lease was put in place from 24 March 2023 with the resulting charge for rent, maintenance, utilities, caretaking and cleaning staff being included in the period end accounts. Although the Students' Union successfully runs various mutual trading activities and external trading with the public through a subsidiary company it will always be dependent on the support of the University. There is no reason to believe that this support will not continue for the foreseeable future as the Union is an integral part of the University offer.

Fundraising

The Union does not carry out any significant fundraising activities.

Pay Policy for Senior Staff

The Trustees consider the senior staff to be the three Officer Trustees and two Senior Managers of the Students' Union and set the remuneration of these posts in accordance with its Job Grading Policy. The Remuneration and HR Committee of the Board of Trustees considers the grading of new positions and regrading applications for existing roles with changed responsibilities. The remuneration, expenses, and any related party transactions of the five senior staff are shown in note 10.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2025

Risk Management

The Trustees have examined the major strategic, business and operational risks which the Students' Union faces and 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.

A strategic risk register is maintained, and major risks identified include potential reduction in student numbers, strength of relationship with University, and the potential impact of the SU building redevelopment.

Trustee responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the 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 & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and of the incoming resources and application of resources of the Union 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 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Union will continue in business.

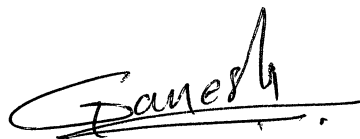
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Trustee statement

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's guidance on public benefit.

Ganesh Poshala



President International and Co-Chair of the Trustees

Date: 23/01/26

**Teesside University Students' Union
and its Subsidiary Company**

**Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company**

Opinion

We have audited the financial statements of Teesside University Students' Union Charity (the 'parent charity') and its subsidiary (the 'group') for the Year Ended 31 July 2025 which comprise Group Statement of Financial Activities, the Group and the Parent Balance Sheet, and the Group and Parent Charity Cash Flow Statement 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 group and parent charity's affairs as at 31 July 2025, and of the group's incoming resources and application of resources, 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and Parent Charity 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 group's or 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 trustees are responsible for the other information. The other information comprises the information included in the Report of the Trustees, other than the financial statements and our auditor's report thereon. 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 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.

Teesside University Students' Union
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Independent Auditor's Report to the Trustees of
Teesside University Students' Union
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Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 7, the trustees 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 Group's and Parent's Charity 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.

Auditor's 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 regulations made under section 154 of that Act.

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 a Report of the Independent Auditors 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.

Based on our understanding of the charity, we have considered applicable laws and regulations which may be fundamental to the charity's ability to operate or to avoid a material penalty, and we considered the extent to which non-compliance might have a material effect on the financial statements. We considered management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to the posting of inappropriate manual journal entries to manipulate financial performance, management bias in significant accounting estimates and any significant one-off or unusual transactions.

We discussed among the audit engagement team the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

Teesside University Students' Union
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Independent Auditor's Report to the Trustees of
Teesside University Students' Union
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Auditors' responsibilities for the audit of the financial statements (continued)

Audit procedures performed by the engagement team included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.
- Challenging estimates and judgements made by management in their significant accounting estimates.
- Revenue recognition: agreeing a sample of revenue transactions to gain assurance over the occurrence and accuracy of revenue and also to ensure revenue has been recognised in the correct period.

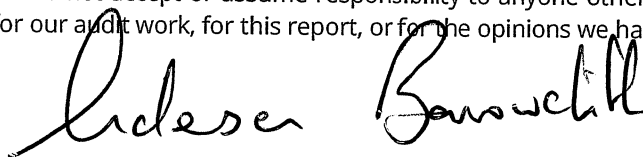
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed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

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

Use of our report

This report is made solely to the 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 Board of Trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Anderson Barrowcliff Limited
Statutory Auditor
Chartered Accountants
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX



Date: 4/2/2026

**Teesside University Students' Union
and its Subsidiary Company**

**Consolidated Statement of Financial Activities
for the Year Ended 31 July 2025**

	Notes	<u>Restricted</u> £	<u>Un- Restricted</u> £	<u>Endowment</u> £	<u>Total</u> <u>2025</u> £	<u>Total</u> <u>2024</u> £
Income and endowments from:						
Donations and legacies	2	4,000	1,232,352	-	1,236,352	1,391,257
Charitable activities:						
Social, cultural, recreational and sporting activities	3	-	513,402	-	513,402	601,668
Other trading activities:						
Commercial trading activity	4	-	787,600	-	787,600	727,374
Investment income - interest received	5	-	7,335	-	7,335	9,069
Total income		4,000	2,540,689	-	2,544,689	2,729,368
Expenditure on:						
Raising funds:						
Commercial trading activity	6	-	663,060	-	663,060	596,271
Charitable activities:						
Representing, supporting & advising Students	7	-	321,190	-	321,190	297,624
Representative channel to the University & other external bodies	7	5,006	274,626	-	279,632	337,609
Social cultural, sporting & recreational and forum for student development	7	-	1,413,724	-	1,413,724	1,459,145
		5,006	2,009,540	-	2,014,546	2,094,378
Total expenditure		5,006	2,672,600	-	2,677,606	2,690,649
Net income/(expenditure)		(1,006)	(131,911)	-	(132,917)	38,719
Other recognised gains/(losses):						
Gains/(losses) in multi-employer pension scheme liability	22	(94,357)	-	-	(94,357)	(253,050)
Net movement in funds		(95,363)	(131,911)	-	(227,274)	(214,331)
Reconciliation of funds:						
Total funds brought forward		(1,871,308)	507,570	-	(1,363,738)	(1,149,407)
Total funds carried forward	17,18,19	(1,966,671)	375,659	-	(1,591,012)	(1,363,738)

The notes form part of these financial statements

**Teesside University Students' Union
and its Subsidiary Company**

Consolidated Balance Sheet as at 31 July 2025

	Notes	2025				2024			
		Charity		Group		Charity		Group	
		£	£	£	£	£	£	£	£
Fixed assets									
Tangible fixed assets	12		97,559	97,559		94,437		94,437	
Investments	13		1	-		1		-	
			<u>97,560</u>	<u>97,559</u>		<u>94,438</u>		<u>94,437</u>	
Current assets									
Stocks held by bars, shops & other outlets		50,861	50,861		47,214	47,214			
Debtors & prepayments	14	455,212	455,212		442,813	442,813			
Cash at bank & in hand		390,345	390,346		482,525	482,526			
		<u>896,418</u>	<u>896,419</u>		<u>972,552</u>	<u>972,553</u>			
Creditors: Amounts falling due within one year	15	603,488	603,488		543,583	543,583			
Net current assets			<u>292,930</u>	<u>292,931</u>		<u>428,969</u>		<u>428,970</u>	
Net assets excluding pension liability			<u>390,490</u>	<u>390,490</u>		<u>523,407</u>		<u>523,407</u>	
Multi-employer pension scheme liability	22	(1,981,502)	(1,981,502)		(1,887,145)	(1,887,145)		(1,887,145)	
Total net (liabilities)/ assets		<u>(1,591,012)</u>	<u>(1,591,012)</u>		<u>(1,363,738)</u>	<u>(1,363,738)</u>		<u>(1,363,738)</u>	
The funds of the charity:									
Endowment Funds:									
Capital Grants Fund	18		-	-		-		-	
Restricted income funds:									
Society accounts	19	7,552	7,552		7,552	7,552			
Student Hardship Fund	19	4,404	4,404		4,404	4,404			
Rag Fund	19	563	563		563	563			
IT Refresh Fund	19	812	812		1,818	1,818			
Post Grad Grant Fund	19	1,500	1,500		1,500	1,500			
			<u>14,831</u>	<u>14,831</u>		<u>15,837</u>		<u>15,837</u>	
Restricted pension funds:									
Multi-employer pension Fund	22	(1,981,502)	(1,981,502)		(1,887,145)	(1,887,145)		(1,887,145)	
			<u>(1,981,502)</u>	<u>(1,981,502)</u>		<u>(1,887,145)</u>		<u>(1,887,145)</u>	
Unrestricted:									
Accumulated Fund	17	375,659	375,659		507,570	507,570		507,570	
			<u>375,659</u>	<u>375,659</u>		<u>507,570</u>		<u>507,570</u>	
Total funds	20	<u>(1,591,012)</u>	<u>(1,591,012)</u>		<u>(1,363,738)</u>	<u>(1,363,738)</u>		<u>(1,363,738)</u>	

Approved on Behalf of Teesside University Students' Union on 23/01/26 by:

Ganesh Poshala
President International and Co-Chair of the Trustees

The notes form part of these financial statements

**Teesside University Students' Union
and its Subsidiary Company**

**Statement of Cash Flows and Consolidated
Statement of Cash Flows for the Year Ended 31 July 2025**

		2025		2024	
	Note	Charity £	Group £	Charity £	Group £
Cash used in operating activities	27	(79,143)	(79,143)	69,516	69,516
Cash flow from investing activities					
Payments to acquire tangible fixed assets		(20,372)	(20,372)	(12,686)	(12,686)
Interest received		7,335	7,335	9,069	9,069
Net cash flow used in investing activities		(13,037)	(13,037)	(3,617)	(3,617)
Cash flow from financing activities					
Repayment of multi-employer pension fund		-	-	(558,332)	(558,332)
Net cashflow from financing activities				(558,332)	(558,332)
Change in cash and cash equivalents in the year		(92,180)	(92,180)	(492,433)	(492,433)
Cash and cash equivalents at the beginning of the year		482,525	482,526	974,958	974,959
Cash and cash equivalents at the end of the year		390,345	390,346	482,525	482,526

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

1 ACCOUNTING POLICIES

(a) **General information and basis of preparation**

Teesside University Students Union is an incorporated registered charity in England. The principal address is given in the Report of the Trustees on page 1. The nature of the Union's operations and principal activities are the advancement of education of students at Teesside University.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice.

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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

The CIO was registered on 13th June 2022 and became active on 30th September 2022 when it received all of the assets from the unincorporated charity number 1138275.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all periods presented unless otherwise stated.

(b) **Going concern**

The financial statements are prepared on a going concern basis under the historical cost convention, with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to the accounts. The Trustees consider that there are no material uncertainties about the Union's ability to continue as a going concern. An amount was received from the University in 2023 to cover the advance payment of three years deficit payments. No other amounts are included in the financial statements for future grants from the University in respect of the SUSS pension deficit, although past practice of earmarked grant funding is expected to continue in the future. This basis assumes continuing support from the University. The SU has received confirmation of grants for 2025/26.

(c) **Group financial statements**

The financial statements consolidate the results of the Union and its wholly owned subsidiary Tees S U Limited on a line-by-line basis.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

(d) **Income recognition**

All incoming resources are recognised in the Statement of Financial Activities (SOFA) when the Union is legally entitled to the income after any performance conditions have been met, and the amount can be reliably measured and it is probable that the income will be received.

Revenue grants other than the block grant are credited to the SOFA in the year in which they are received. The block grant is credited to the SOFA in the year in which it is receivable. In the SOFA grants are shown as income and the related expenditure disclosed as appropriate.

Donated facilities and services from the University are accounted for as income and expenditure for the year. The value of the rent and services donated to Teesside University Students' Union is calculated based on a lease with Teesside University.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

(e) **Expenditure recognition**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds comprise the costs of commercial trading including cost of sales and their associated support costs.
- Expenditure on charitable activities includes the costs associated with the advancement of education of students at Teesside University.
- Other expenditure represents those items not falling into the categories above.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs which can be directly allocated to activities and those costs of an indirect nature necessary to support them. Costs are allocated between the expenditure categories of the SOFA based on usage of the resource. Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(f) **Allocation of support costs**

Support costs are those that assist the work of the Students' Union but do not directly represent charitable activities and include office costs, finance, personnel, payroll and governance costs, which support the SU activities. These costs have been allocated to expenditure on charitable activities. The bases on which the support costs have been allocated are set out in note 8.

(g) **Tangible fixed assets**

Fixed assets are stated at cost less accumulated depreciation. Assets are capitalised if they cost more than £1,000 and are expected to last more than a year.

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	- between 3 – 7 years on straight line
Computer and Office Equipment	- between 3 – 7 years on straight line
Improvements to Buildings	- between 7 years and the expected life of the buildings

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

- (h) **Investments**
Fixed asset investments are valued at cost. This represents the investment in the 100% subsidiary.
- (i) **Pension costs**
Teesside University Students' Union (TUSU) participates in the NUS pension scheme, a money purchase pension scheme. This scheme is not defined benefit and so cannot build up a deficit. The only money ever paid into this scheme is the contribution rates set by the employer. This scheme became active 1 October 2011. The Students' Union Superannuation Scheme closed to new members and accrual of future benefits ceased at this date. TUSU continues to fund this scheme as described in the next paragraph.
- Teesside University Students' Union (TUSU) participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension.
- The scheme 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. Under the terms of FRS 102 the liability of the future payments has been estimated using net present value calculations and included on the Balance Sheet.
- (j) **Operating Leases**
Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.
- (k) **Stock**
Stock is valued at the lower of the cost and its net realisable value.
- (l) **Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.
- (m) **Cash at bank and in hand**
Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of one year or less from the date of acquisition or opening of the deposit or similar account.
- (n) **Financial instruments**
The Union 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.
- (o) **Fund accounting**
The Students' Union has three distinct types of fund in its balance sheet:-
- (i) Unrestricted, or general, funds arising from the accumulated surplus from its various activities;
 - (ii) Restricted funds representing surpluses set aside by the Students' Union for specific purposes, such as Club and Societies Accounts. It also includes monies placed in the custody of the Students' Union but not under its control, such as the Student Hardship Fund.
 - (iii) Endowment Funds represent those assets which must be held permanently by the Charity in the form of fixed assets. It is considered to be an expendable endowment fund and as such it is being released to unrestricted funds over a period to match the depreciation charged on the assets.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

(p) **Judgements and Key sources of estimation uncertainty**

In the application of the Union's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The following are the critical judgements and key sources of estimation uncertainty that have the most significant effect on the amounts recognised in the financial statements:

Valuation of multi-employer pension liability

As detailed in note 22, the multi-employer pension liability has been calculated on assumptions provided by the most recent valuation from the actuary. The estimated liability has been discounted using a net present value calculation. Given the changing nature of multi-employer pension schemes, the liability estimated can be subject to fluctuations.

2 DONATIONS AND LEGACIES

	Restricted £	Un- Restricted £	Endowment £	Total 2025 £	Total 2024 £
Block Grant from Teesside University	-	880,825	-	880,825	888,066
Grant for Facilities and Services	-	351,527	-	351,527	361,000
Earmarked funding grants received from University (Halo Hub)	4,000	-	-	4,000	20,000
Earmarked funding grants received from University (Summer Send-Off)	-	-	-	-	15,000
Earmarked funding income received from Students (Summer Send-Off)	-	-	-	-	1,544
One-off post grad university grant	-	-	-	-	1,500
Earmarked funding grants received from University (Salary)	-	-	-	-	75,818
Earmarked funding grants received from University (SUSS Pension Deficit)	-	-	-	-	28,292
Earmarked funding received from University (Society donations)	-	-	-	-	37
	4,000	1,232,352	-	1,236,352	1,391,257

Income from donations and legacies for 2024 was £1,391,257 of which £142,191 was attributable to restricted funds and £1,249,066 was attributable to unrestricted funds.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2025</u>	<u>Total 2024</u>
	£	£	£	£	£
Social, cultural, recreational, and sporting activities	-	513,402	-	513,402	601,668
	-	513,402	-	513,402	601,668

Income from charitable activities for 2024 was £601,668 all of which attributable to unrestricted funds.

4 INCOME FROM OTHER TRADING ACTIVITIES

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2025</u>	<u>Total 2024</u>
	£	£	£	£	£
Bars, kitchen and entertaining income from Tees S U Limited	-	787,600	-	787,600	727,374
	-	787,600	-	787,600	727,374

Income from other trading activities for 2024 was £727,374 all of which attributable to unrestricted funds.

5 INVESTMENT INCOME - INTEREST RECEIVED

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2025</u>	<u>Total 2024</u>
	£	£	£	£	£
Interest received	-	7,335	-	7,335	9,069
	-	7,335	-	7,335	9,069

Income from investment income for 2024 was £9,069 all of which attributable to unrestricted funds.

6 COSTS OF RAISING FUNDS

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2025</u>	<u>Total 2024</u>
	£	£	£	£	£
Costs of sales	-	254,185	-	254,185	266,434
Staff costs	-	384,517	-	384,517	292,630
Other costs	-	24,358	-	24,358	37,207
	-	663,060	-	663,060	596,271

Costs of raising funds for 2024 was £596,271 all of which attributable to unrestricted funds.

**Teesside University Student's Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Notes	Representing, supporting & advising Students	Representative channel to the University & other external bodies	Social, cultural, sporting & recreational and forum for student development	Total	Un- restricted Fund	Restricted Fund	Endowment Fund	Total
		£	£	£	£	£	£	£	£
2024/25									
Cost allocated directly to activities									
Cost of Sales		-	-	248,638	248,638	248,638	-	-	248,638
Staff costs		161,204	135,296	530,695	827,195	827,195	-	-	827,195
Other costs		5,995	6,920	87,878	100,793	100,793	-	-	100,793
Facilities and Services expenditure		20,128	3,247	328,152	351,527	351,527	-	-	351,527
Halo Hub expenditure	19	-	4,000	-	4,000	-	4,000	-	4,000
IT Refresh expenditure	19	-	1,006	-	1,006	-	1,006	-	1,006
Support costs allocated to activities	8	131,610	126,910	211,517	470,037	470,037	-	-	470,037
Governance Costs	8	2,253	2,253	6,844	11,350	11,350	-	-	11,350
Total costs for charitable activities		321,190	279,632	1,413,724	2,014,546	2,009,540	5,006	-	2,014,546

2023/24									
Cost allocated directly to activities									
Cost of Sales		-	-	283,122	283,122	283,122	-	-	283,122
Staff costs		168,226	128,236	526,394	822,856	822,856	-	-	822,856
Other costs		4,885	11,809	117,860	134,554	133,587	-	967	134,554
Facilities and Services expenditure		20,650	3,331	336,667	360,648	360,648	-	-	360,648
Special Events Fund (Summer Send-Off)	19	-	-	24,999	24,999	-	24,999	-	24,999
IT Refresh expenditure	19	-	18,182	-	18,182	-	18,182	-	18,182
Termination payment expenditure	19	-	75,818	-	75,818	-	75,818	-	75,818
Support costs allocated to activities	8	101,640	98,010	163,349	362,999	362,999	-	-	362,999
Governance Costs	8	2,223	2,223	6,754	11,200	11,200	-	-	11,200
Total costs for charitable activities		297,624	337,609	1,459,145	2,094,378	1,974,412	118,999	967	2,094,378

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

8 SUPPORT COSTS

2023/24	Support costs allocated to activities	Basis of Allocation	Promoting the interests & welfare, Rep support advise students		Representative Channel to the University & external		Social, cultural & recreational and forum for student development		Unrestricted		Restricted		Total	
			£	£	£	£	£	£	£	£	£	£	£	£
	Central staff costs	Staff time	69,362	66,886	111,476	247,724	-	157,766	247,724	-	247,724	-	157,766	48,170
	Marketing costs	Staff time	36,313	35,017	58,361	129,691	-	102,600	129,691	-	129,691	-	102,600	
	NUS subscriptions	Staff time	6,871	6,625	11,042	24,538	-	20,758	24,538	-	24,538	-	20,758	
	Premises costs	Staff time	10,759	10,373	17,291	38,423	-	23,081	38,423	-	38,423	-	23,081	
	General Office costs	Staff time	3,059	2,950	4,916	10,925	-	10,623	10,925	-	10,925	-	10,623	
	Legal & Professional fees (accounts, payroll, PPF)	Staff time	5,246	5,059	8,431	18,736	-	18,736	18,736	-	18,736	-	18,736	
			131,610	126,910	211,517	470,037	-	362,999	470,037	-	470,037	-	362,999	
	Governance costs													
	General Office costs	Staff time	83	83	334	500	-	500	500	-	500	-	500	
	Audit fees	Staff time	2,170	2,170	6,510	10,850	-	10,700	10,850	-	10,850	-	10,700	
			2,253	2,253	6,844	11,350	-	11,200	11,350	-	11,350	-	11,200	

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2025

9 NET INCOME/EXPENDITURE FOR THE PERIOD

Net income/expenditure is stated after charging:

	<u>2025</u>	<u>2024</u>
	£	£
Operating leases	1,500	1,500
Depreciation	17,250	20,820
Auditor's remuneration:		
Audit fees	10,000	9,150
Accountancy fees	850	850

10 TRUSTEES' AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

The full time (sabbatical) Officer Trustees as noted on page 1 were the only members of the Board of Trustees to receive any remuneration, as permitted by the constitution. The salary costs were as follows:-

	<u>2025</u>	<u>2024</u>
	£	£
Total employment benefits	<u>80,475</u>	<u>80,385</u>

Members of the Board of Trustees and Officer Trustees are reimbursed for their travel costs and any other expenses incurred in the course of their duties. Total Trustee expenses for the year amounted to £196 (2024: £901). The number of Trustees reimbursed for expenses in the year was 3.

The total amount of employee benefits received by key management personnel is £246,394 (2024 - £246,066). The Trust considers its key management personnel comprise the President International, President Education, President Wellbeing, Chief Executive and Deputy Chief Executive. There are 7 key management personnel accruing pension arrangements.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

11 STAFF COSTS AND EMPLOYEE BENEFITS

Staff costs were as follows:-

	2025	2024
	£	£
Wages & salaries	1,371,068	1,268,236
Social security	109,891	84,223
Pension costs	84,938	81,466
	1,565,897	1,433,925

Total redundancy and termination payments in the year amounted to £97,245 (2024 - £75,818) and related to negotiated redundancy and termination payments. In the prior year an additional grant was received from Teesside University to cover the termination payments.

The average monthly number of employees and full time equivalent during the year was as follows:

	2025	2025	2024	2024
	Number	FTE	Number	FTE
Raising funds	51	11	47	9
Charitable activities	154	32	180	32
Governance	1	1	1	1
	206	44	228	42

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
	£	£
£60,001 - £70,000	2	-
£80,001 - £90,000	1	-
£90,001 - £100,000	-	1
	3	1

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

**12 TANGIBLE FIXED ASSETS
Group and Company**

	Fixtures, fittings & Equipment Group & Charity	Total Group & Charity
	£	£
Income and endowments from:		
Cost		
At 1 August 2024	138,850	138,850
Additions	20,372	20,372
Disposals	-	-
	<hr/>	<hr/>
At 31 July 2025	159,222	159,222
	<hr/> <hr/>	<hr/> <hr/>
Depreciation		
At 1 August 2024	44,413	44,413
Charge for the year	17,250	17,250
Disposals	-	-
	<hr/>	<hr/>
At 31 July 2025	61,663	61,663
	<hr/> <hr/>	<hr/> <hr/>
Net Book Values		
At 31 July 2025	97,559	97,559
	<hr/> <hr/>	<hr/> <hr/>
At 31 July 2024	94,437	94,437
	<hr/> <hr/>	<hr/> <hr/>

The net book value of fixed assets represents:-

	Charity	Group
	£	£
Assets used for direct charitable purposes	96,910	96,910
Other purposes	649	649
	<hr/>	<hr/>
	97,559	97,559
	<hr/> <hr/>	<hr/> <hr/>

13 FIXED ASSET INVESTMENTS

Investments held by the charity includes a £1 investment in the subsidiary which represents 100% of the issued share capital of Tees S. U. Limited (registered number: 07385982). The nature of business was that of letting of the Students' Union facilities. Further details are given in note 25.

14 DEBTORS - GROUP AND COMPANY

	2025	2024
	£	£
Trade debtors	77,748	50,393
Other debtors	3,824	3,824
Prepayments & accrued income	373,640	388,596
	<hr/>	<hr/>
	455,212	442,813
	<hr/> <hr/>	<hr/> <hr/>

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2025

15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR – GROUP AND COMPANY

	<u>2025</u>	<u>2024</u>
	£	£
Trade creditors	60,834	58,365
Social security & other taxes	73,722	48,339
Other creditors	24,670	22,247
Accruals	418,139	397,439
Deferred income	26,123	17,193
	603,488	543,583
	603,488	543,583

Deferred income comprises any ticket sales and events income relating to future periods.

16 OPERATING LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:-

	<u>2025</u>	<u>2024</u>
	£	£
Plant and Machinery		
Less than one year	1,500	1,500
More than one year and not later than five years	1,875	3,375
Land and Buildings		
Less than one year	125,000	125,000
	128,375	129,875
	128,375	129,875

17 UNRESTRICTED FUNDS

	Balance at 1 August 2024	Income	Expenditure	Balance at 31 July 2025
	£	£	£	£
Unrestricted	507,570	2,540,689	2,672,600	375,659
	507,570	2,540,689	2,672,597	375,659
	507,570	2,540,689	2,672,597	375,659

18 ENDOWMENT FUNDS – CAPITAL GRANT FUND

	Reception (2013)	1 st Floor (2014)	2 nd Floor (2017)	Total 2025	Total 2024
	£	£	£	£	£
At 1 August 2024	-	-	-	-	967
Released to SOFA	-	-	-	-	(967)
	-	-	-	-	-
At 31 July 2025	-	-	-	-	-

This represents monies provided by the University for various refurbishments.

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2025

19 RESTRICTED FUNDS

	Societies Deposits £	Student Hardship Fund £	RAG £	Societies Post Grad Grant £	IT Refresh Fund £	Halo Hub Grant £	Sub Total £	Pension Deficit £	Total £
Balance at 1 August 2024	7,552	4,404	563	1,500	1,818	-	15,837	(1,887,145)	(1,871,308)
Halo Hub Grant	-	-	-	-	-	4,000	4,000	-	4,000
Outgoing									
IT Refresh expenditure	-	-	-	-	(1,006)	-	(1,006)	-	(1,006)
Movement in pension deficit	-	-	-	-	-	-	-	(94,357)	(94,357)
Halo Hub expenditure	-	-	-	-	-	(4,000)	(4,000)	-	(4,000)
Net Movements	-	-	-	-	(1,006)	-	(1,006)	(94,357)	(95,363)
Carried Forward 31 July 2025	7,552	4,404	563	1,500	812	-	14,831	(1,981,502)	(1,966,671)
Represented by: Net Current Assets	7,552	4,404	563	1,500	812	-	14,831	(1,981,502)	(1,966,671)

The Societies accounts consisted of both money from the Students' Union and the students to support the running of the various SU societies.

The Student Hardship Fund provides financial assistance to TUSU members in cases of genuine hardship. Its funds have been raised through specific fundraising events and are administered on its behalf by the Students Union's Trustees in accordance with written regulations. Teesside University Students' Union holds the funds of the Student Hardship Fund, and its Trustees are Trustees of the fund.

The Rag Fund represents fund raising events held by Students' Union which have not yet been distributed to other charities. The assets are held in the form of cash at bank and are recorded separately within the accounting records of the Students' Union.

The IT Refresh Fund was granted by the University in 2023-24, with a small balance being carried over to refresh IT that was out of date in subsequent years. The Halo Hub acts as a signpost into specialist services provided by Halo or the University's dedicated SVLO team and also supports the University's ongoing condition of general registration under OfS Condition E6: Harassment and Sexual Misconduct. This will be continued in subsequent years.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

20 ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Endowment</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>Fund</u>	<u>2025</u>
	£	£	£	£
Fixed assets	97,559	-	-	97,559
Current assets	881,588	14,831	-	896,419
Creditors	(603,488)	-	-	(603,488)
Pension scheme liability	-	(1,981,502)	-	(1,981,502)
	<hr/>	<hr/>	<hr/>	<hr/>
Balance at 31 July 2025	375,659	(1,966,671)	-	(1,591,012)
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

21 RELATED PARTY TRANSACTIONS

The Union was in receipt of grants from Teesside University for the year amounting to £1,236,352 (2024: £1,389,676).

The Students' Union occupied its building under a lease with Teesside University, the value of the rent and services amounted to £350,755 (2024: £360,648) which was invoiced to the Students' Union and an additional grant of £351,527 (2024: £361,000) was made by the University to cover this expense.

The Officer Trustees on the Trustee board receive remuneration for their services as provided for within the Constitution. The aggregate amount payable under such contracts in the period was £80,475 (2024: £80,385).

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2025

22 PENSION COSTS

Teesside University Students' Union (TUSU) 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 scheme was carried out as at 30 June 2022 and showed that the market value of the scheme's assets was £106,697,000 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 £136,645,000.

In light of the results of this valuation, the Scheme's Trustees have agreed with the Principal Employer that:-

- From 1 October 2023 participating unions will make deficit contributions of £745,671 per month, increasing by 5% each subsequent 1 October to address the deficit revealed by the valuation.
- These contributions include an allowance of £536,038 per annum in respect of the ongoing expenses of running the Scheme and are expected to eliminate the deficit by 1 May 2037. Deficit contributions have been apportioned between participating unions in line with the split of liabilities accrued, apportioned by service with each union. Participating unions have also been given the option of paying discounted lump sum instead of their monthly contributions between 1 October 2023 and either September 2026, September 2029 or September 2032.
- The PPF levy and related expenses will be paid by the participating union in addition to these contributions as and when it falls due. The levy will be apportioned between participating unions based on each union's share of the liabilities accrued and their D&B PPF score.

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.

Principal Actuarial Assumptions

Rate of increase in pensions post 1997	3% - 5%
Rate of increase in pensions post 2000	Maximum of 5%
Discount rate	Gilts curve + 1.5% pa, linearly changing over a term of 13 years to gilts curve + 0.25% pa
Inflation assumption (CPI)	RPI inflation less 0.7% pa (pre 2030) RPI inflation less 0.1% pa (post 2030)
Inflation assumption (RPI)	Merrill Lynch swap-implied inflation curve

The 2022 valuation recommended a monthly contribution requirement by each Union expressed in monetary terms intended to clear the ongoing funding deficit by May 2037. For Teesside University Students Union, the annual contributions from October 2023 are as follows:-

£178,236 (2024/25 increase by 5%), £187,152 (2025/26 increase by 5%) and £196,592 (2026/27 increase by 5%). This was paid at a discount by an approved lump sum of £530,040 in the year 23/24.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

22 PENSION COSTS (continued)

Under FRS102 the multi-employer pension liability has been calculated based on the assumptions of the above expected deficit payments:-

	2025
	£
Multi-employer pension liability at 1 August 2024	1,887,145
Movement on net present value calculation	94,357
Payments made in the year	-
	1,981,502
Multi-employer pension liability at 31 July 2025	1,981,502

The University paid a £530,040 grant in July 2023 for the lump sum payment to SUSS in November 2023. Otherwise, no amount is included in the financial statements for future grants from the University in respect of the SUSS pension deficit, although past practice of earmarked grant funding is expected to continue in the future.

Contributions paid into the NUSPS scheme for the period amounted to £84,938. This scheme is money purchase, not defined benefit and so cannot build up a deficit. The only money paid into this scheme is at the contribution rates set by the employer and employees.

23 CAPITAL COMMITMENTS

At the period end, the Students' Union had capital commitments of £Nil (2024 - Nil).

24 AFFILIATIONS

During the year the Students' Union paid the following affiliations:-

	2025	2024
	£	£
National Union of Students (NUS)	19,630	16,606
NUS Charity	4,908	4,151
	24,538	20,757
	24,538	20,757

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2025

25 SUBSIDIARY COMPANY

The charity owns the whole of the issued ordinary share capital of Tees S U Limited, a company registered in England. The subsidiary was incorporated on 23 September 2010. It is used for non-primary purpose trading activities. All activities have been consolidated on a line-by-line basis in the SOFA. A summary of the results of the subsidiary is shown below:-

	<u>2025</u>	<u>2024</u>
	£	£
Turnover	787,600	727,374
Cost of sales	254,185	266,434
	<hr/>	<hr/>
Gross Profit	533,415	460,940
Administrative expenses	408,875	329,837
	<hr/>	<hr/>
Net Profit	124,540	131,103
	<hr/> <hr/>	<hr/> <hr/>

The aggregate of assets, liabilities and funds was:

	<u>2025</u>	<u>2024</u>
	£	£
Assets	1	1
Liabilities	-	-
	<hr/>	<hr/>
	1	1
	<hr/> <hr/>	<hr/> <hr/>
Share capital (representing 1 ordinary share £1 each)	1	1
Profit & Loss Account	-	-
	<hr/>	<hr/>
	1	1
	<hr/> <hr/>	<hr/> <hr/>

26 RESULTS OF PARENT

	<u>2025</u>	<u>2024</u>
	£	£
Total incoming resources	1,757,089	2,001,994
Net movement in funds	(227,274)	(214,331)
	<hr/> <hr/>	<hr/> <hr/>

The subsidiary gift aided £124,540 (2024: £131,103) to the parent company in the period.

27 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<u>2025</u>	<u>2024</u>
	£	£
Net (expenditure)/income for year	(132,917)	38,719
Interest receivable	(7,335)	(9,069)
Depreciation of tangible fixed assets	17,250	20,820
(Increase) in stock	(3,647)	(4,608)
(Increase)/decrease in debtors	(12,399)	70,927
Increase/(decrease) in creditors	59,905	(47,273)
	<hr/>	<hr/>
	(79,143)	69,516
	<hr/> <hr/>	<hr/> <hr/>

TEESSIDE UNIVERSITY STUDENTS' UNION

England & Wales - Charity number 1199285

Accounts

**Teesside University Students' Union
and its Subsidiary Company**

Statement of Accounts
for the Year Ended 31 July 2024

**Teesside University Students' Union
and its Subsidiary Company**

**Statement of Accounts
for the Year Ended 31 July 2024**

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**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2024

The trustees present their report and the audited consolidated financial statements of the charity and its subsidiary for the year ended 31 July 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and consolidated financial statements of the charity.

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

REFERENCE AND ADMINISTRATIVE INFORMATION

Charitable Status

Teesside University Students' Union is a registered charity, registration number 1199285 and was registered on 13 June 2022.

Principal Address

Students' Union Building, Campus Heart, Middlesbrough, Tees Valley TS1 3BA

Elected to Hold Office

Trustees/Full Time Officers

	<u>July 2024</u>	<u>September 2023</u>
President International	Ebubechi Azunna (appointed 01/07/24)	Michael Adewunmi (appointed 03/07/23, resigned 30/06/24)
President Education	Harshavardhan Chikatla (appointed 01/07/24)	Nevin Edwin (appointed 03/07/23, resigned 30/06/24)
President Wellbeing	Blessing Ihuoma (appointed 01/07/24)	Femi Abolade (appointed 30/09/22, resigned 30/06/24)

Appointed

External Trustees

	<u>July 2024</u>	<u>September 2023</u>
External Trustee	Mark Grayling	Mark Grayling (appointed 30/09/22)
External Trustee	Chris Hook	Chris Hook (appointed 13/06/22)
External Trustee	Sue Kiddle	Sue Kiddle (appointed 21/02/23)
External Trustee	Charlotte Foley (appointed 13/11/23)	Vacancy

Appointed

Student Trustees

	<u>July 2024</u>	<u>September 2023</u>
Student Trustee	Daniel Scrafton (appointed 04/11/23)	Faizan Sayed (appointed 30/09/22, resigned 01/07/23)
Student Trustee	Joshua Williams (appointed 01/11/23)	Ayush Banerjee (appointed 13/06/22, resigned 01/07/23)
Student Trustee	Nixon Christian (appointed 01/11/23)	

Auditors

Anderson Barrowcliff Limited
Chartered Accountants
Statutory Auditor
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

Bankers

Co-operative Bank Plc
Olympic House
Montford Street
Salford
M50 2QP

Solicitors

Poppleston Allen
37 Stoney Street
The Lace Market
Nottingham
NG1 1LS

Solicitors

SGH Martineau LLP
No. 1 Colmore Square
Birmingham
B4 6AA

Teesside University Students' Union
and its Subsidiary Company

Report of the Trustees for the Year Ended 31 July 2024

The Students' Union employs a Chief Executive to work closely with the Trustees and ensure effective management of the organisation by leading a senior management team. During the year the senior managers were as follows:-

Chief Executive - Jon Berg (resigned December 2023), Adam Cotterill (interim December 2023 – July 2024), Kirsty Morrison (appointed 01 June 2024)

Deputy Chief Executive - Adam Cotterill

OBJECTIVES AND ACTIVITIES

The Students' Union's charitable Objects are the advancement of education of students at Teesside University for the public benefit by:-

- (i) promoting the interests and welfare of Students at Teesside University during their course of study and representing, supporting and advising students;
- (ii) being the recognised representative channel between Students and Teesside University and any other external bodies; and
- (iii) providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.

Its vision is: "We are dynamic and ambitious in meeting the needs of current and future students."

Its mission statement is: "Enriching the lives of students at Teesside University."

In pursuit of these objects, its mission and vision the Students' Union has established departments and services for use by its members and to support its work with the University and other organisations on behalf of students. These include the SU advice and representation services, SU Activities, commercial space and venues along with productive relationships with local stakeholders to promote students' interests including Middlesbrough Council, landlords and letting agents, health care providers, Cleveland Police and other organisations. Officers of the Students' Union sit on committees of the University, representing student voice in this space.

Objectives for 2024/25

In the revised Strategic Plan, the key objectives within the Strategic Themes are as follows:

- (i) We will listen to you
Our elected officers will engage with over 5,000 students in a variety of activity. We will gather student feedback into SU services including the Student Opinion Counts survey, summarising the findings and how they will be followed up by the SU.
Key objective: over 5,000 students will have their say to the Students' Union.
- (ii) We will advocate and represent you
We will represent the interests of all students, with campaigns relevant to the change they want to see, making improvements to their academic experience, supporting cost of living challenges and improving their general wellbeing. Through this we will also advise students about their rights and advocate for them.
Key objective: 50% agree in the annual SOC Survey that they are aware of our campaigns and they are relevant to their needs.
- (iii) We will uplift extracurricular activity for you
Through student groups we will support students to find their passions and collaborate to share these with the wider community. We will provide access to grants, space and knowledge to produce exciting and engaging activity for students both on campus and remotely alongside voluntary opportunities and training and development.
Key objective: Over 5,000 students will partake in extracurricular activity in a variety of ways.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES (continued)

- (iv) We will create safe and inclusive spaces for you
We will offer a range of student social spaces with over 500 events for students to come together and celebrate their passion, culture, and representation of the diverse needs of Teesside students. Our offering will also exist through retail, food, and refreshments.
Key objective: student satisfaction with SU exceeds 75%
- v) We will manage our financial stability for you
We will offer diverse services and opportunities for students whilst remaining financially sound, maintaining funds to meet the needs of future students, through collaboration and development.
Key objective: Budget is transparent and visible while cash reserves sufficient to fund five months of expenditure.

ACHIEVEMENTS AND PERFORMANCE

The Students' Union's performance against its published objectives for 2023/24:

	Objectives by Strategic Theme	Achievement
(i)	<p><u>Led by students</u> Our elected officers will engage with over 5,000 students in a cross section of the student body. We will gather student feedback into SU services including the Student Opinion Counts survey, summarising the findings and how they will be followed up the SU.</p>	<p>The breakdown for Student Opinion Counts surveys: Advice – 714 Commercial – 674 Activities – 483 Student Life – 467</p> <p>These responses enable Officers to direct resource where students need it.</p> <p>Officer election turnout – 4107 (down 5% on 22/23)</p>
(ii)	<p><u>Representing students</u> We will represent the interests of all students, with campaigns on their top issues including their academic experience, accommodation, cost of living, and their general wellbeing. If we succeed at least 75% will agree in the annual SOC Survey that they are aware of our campaigns and they are relevant to their needs. The SU will engage with at least 75% of Teesside students based at TU sites.</p>	<p>The SU's priorities campaigns included helping students with the cost-of-living crisis, finding accommodation and raising awareness of the risk of academic misconduct.</p>
(iii)	<p><u>Serving students</u> We will widen our range of activities for students to over at least 5,000 student opportunities. Our services will be ready to advise at least 900 students, accredit good landlords in Middlesbrough totalling over 1,200 student beds. We will offer a range of student social spaces with over 250 events for students, retail, food, and refreshments that attract over 500,000 visits to the SU.</p>	<p>The change to free society membership with more activities led to a new record of over 3,889 students joining societies and engaging with their communities.</p> <p>Over 800 events were run for students at the SU and were also open for prospective students in the community.</p>

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Year Ended 31 July 2024

ACHIEVEMENTS AND PERFORMANCE (continued)

(iv)	<p><u>Renewing the SU Building</u> We will work with the University and student body to finalise plans for refurbishing the SU building ready for September 2025. Underpinned by partnerships with the University and other external organisations we will publish a new 5 year plan for the SU mission, vision, values and plans ready for the new building.</p>	<p>Due to challenging Cost of Living crisis affecting wider HE sector significantly alongside changes to visa applications from international students, the estates masterplan for Teesside University was paused while reassessing future improvements to buildings and space. The SU have opened up more space for student groups to interact and come together in the current building.</p>
(v)	<p><u>Financially sound</u> We will offer diverse services and opportunities for students whilst remaining financially sound, maintaining funds to meet the needs of future students.</p>	<p>The SU's reserves can support over 5 months of spending on future students in part due to a 5% uplift in the main grant for 2023/24.</p>
(vi)	<p><u>People first</u> We will involve one thousand or more students in paid and voluntary positions, with training and development. We will strengthen the governance of the SU by developing the work of the Board and its sub-committees.</p>	<p>141 students were employed by the SU with another 700 in voluntary roles. Staff surveys showed 80% satisfaction for career staff and 91% for student staff. Employees and volunteers received training and development.</p>

Achievements against 2023/24 KPI targets

Election turnout: over 25% of current student FTE voting in the 2024 annual elections	13.97% declared turnout
Campaign awareness and positive impact both over 50% in Student Opinion Counts Survey	Survey states that only 30% students understand the campaigns and the effectiveness of these. A campaigns planning group is now running with staff working on the key officer campaigns.
Societies: over 25% of students participating in SU societies and other student opportunities	4,135 (of 22,127 total students) – 18.6% participation across societies.
Student development: Over 1,00 students involved in the SU as volunteers or employees	141 students were employed by the SU with another 700 in voluntary roles.
Student satisfaction: over 75% are satisfied with the SU as measured by the major surveys	77% score for SU in National Student Survey 2024

Teesside University Students' Union
and its Subsidiary Company

Report of the Trustees for the Year Ended 31 July 2024

FINANCIAL REVIEW

A summary of the results for the period is given on page 11 of the financial statements.

The Students' Union saw a surplus on unrestricted funds of £16,494 (2023 – deficit of £1,283). There was an overall deficit of £214,331. The Students' Union continued to benefit from the recognition and support of the University, the grant funding received was £1,389,713 (including £361,000 for leased facilities).

There is a deficit on restricted fund balances of £1,871,308 as a result of the multi-employer pension fund liability of £1,887,145. This is explained in note 22. The long-term repayment scheme for the Students' Union Superannuation Scheme deficit and the latest Actuarial Report have been approved by the Pensions Regulator. The Trustees recognise the importance of meeting future payments to fund the deficit and expect these will be drawn from University grants and other income of the Students' Union. During the period £28,292 was received from the University towards the payments made in the period. A £530,040 lump sum payment was made in November 2023, this was covered by a grant for this amount received in the period ended 31 July 2023.

The Trustees have examined the requirement for free reserves, which are the unrestricted funds of £507,570 less £92,635 invested in fixed assets designated for specific purposes or otherwise committed. At the period end this amounted to £414,935. Normally the Trustees consider that they require five months of charitable expenditure based on the block grant which equates to approximately £350,000 and the extra reserves are required at this time to cover for potential uncertainties in income that could affect the funding of the charitable expenditure.

Future funding

The Trustees confirm that the Union has sufficient funds to meet all its obligations. The Block Grant for the year 2024/25 has been confirmed at a maximum of £871,819 and the commercial activities for students have been examined to ensure these services can be maintained within available SU funds. These resources will be applied in service provision to deliver public benefit to students via the charity objects.

Tees S U Limited

Tees S U Limited is a 100% subsidiary of the charity which was incorporated on 23 September 2010 and started to trade in that year. The subsidiary's activities provide income for the benefit of the students but cannot be directly attributable to the Students' Union's primary or ancillary purposes.

The trustees are satisfied with the results of the subsidiary and the profit generated of £131,103, of which £131,103 has been gift aided to the Students' Union.

PLANS FOR FUTURE PERIODS

The Students' Union was operating within its Strategic Plan for 2021 – 2025 which was impacted by recovery from the pandemic conditions. The annual objectives and forecasts for 2023/24 continued to deliver on the new mission and vision, while ensuring financial stability. TUSU's strategic view for 24/25 will include the mission, vision, values and strategic themes with goals to ensure it continues to deliver public benefit by meeting the needs of Teesside Students now and in the future.

The Trustees have monitored developments in Higher Education and engaged with the University in its recruitment and student experience planning. The Students' Union has reviewed its student opportunities, support, representation, and social provision based on student feedback. It will deliver these services to a wider student demographic in the coming year using virtual delivery to align with the hybrid teaching model where practical. The Board will continue to monitor developments and will act to ensure that the Charity continues to deliver public benefit via provision of services and activities in accordance with its charity objects.

Teesside University Students' Union
and its Subsidiary Company

Report of the Trustees for the Year Ended 31 July 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Students' Union is constituted under the Education Act and the Regulations of Teesside University Higher Education Corporation. The Students' Union is responsible for giving representation and support to the students of Teesside University and is governed by its Constitution and supporting Bye-Laws.

The Students' Union has provision for eleven members on its Board of Trustees. five are External Trustees and three are Student Trustees, all appointed by the Appointments Committee of the Board of Trustees. The three Officer Trustees (also known as "Student Officers") are students elected by cross-campus secret ballot for a one-year term of office as President Education, President Wellbeing, and President International. These are full time or 'sabbatical' positions and receive remuneration as authorised by the Education Acts. No one can be on a sabbatical for more than two years. The Students Union has an induction process for each group of trustees that is designed to support their development. There is also an annual effectiveness review for all trustees.

Teesside University Students' Union is a charity with the ultimate decision-making power being vested in its Board of Trustees. The Students' Union is a democratic organisation and the Board of Trustees delegates authority to the following democratic bodies with safeguards ensuring legality of these decisions: Student Representative Forum and Elected Officer Committee.

The Chief Executive oversees the day to day running of the Students' Union and is accountable to the Board of Trustees. Student Officers are responsible for student leadership, campaigning and representation. All Trustees receive an induction into their legal and administrative responsibilities, with an ongoing programme of development during their term of office.

The Officer Trustees and senior managers engage as the SU Leadership Team to receive reports from officers, the Chief Executive and other senior managers. Teesside University Students' Union employs non-student staff to ensure effective management of its many activities and to implement the policy decisions made by the democratic bodies of the Students' Union.

Relationship with Teesside University

The relationship between the University and the Students' Union is established in the Regulations of the University and detailed in articles approved by both organisations. The Students' Union receives a Block Grant from the University and part-occupies a building owned by the University. A new lease was put in place from 24 March 2023 with the resulting charge for rent, maintenance, utilities, caretaking and cleaning staff being included in the period end accounts. Although the Students' Union successfully runs various mutual trading activities and external trading with the public through a subsidiary company it will always be dependent on the support of the University. There is no reason to believe that this support will not continue for the foreseeable future as the Union is an integral part of the University offer.

Fundraising

The Union does not carry out any significant fundraising activities.

Pay Policy for Senior Staff

The Trustees consider the senior staff to be the three Officer Trustees and two Senior Managers of the Students' Union and set the remuneration of these posts in accordance with its Job Grading Policy. The Remuneration and HR Committee of the Board of Trustees considers the grading of new positions and regrading applications for existing roles with changed responsibilities. The remuneration, expenses, and any related party transactions of the five senior staff are shown in note 10.

Teesside University Students' Union
and its Subsidiary Company

Report of the Trustees for the Year Ended 31 July 2024

Risk Management

The Trustees have examined the major strategic, business and operational risks which the Students' Union faces and 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.

A strategic risk register is maintained, and major risks identified include potential reduction in student numbers, strength of relationship with University, and the potential impact of the SU building redevelopment.

Trustee responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the 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 & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and of the incoming resources and application of resources of the Union for that period. In preparing these financial statements, the trustees are required to:

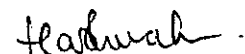
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Union 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 enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Trustee statement

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's guidance on public benefit.



Harshavardhan Chikatla
President Education and Chair of the Trustees

Date: 20/11/24.....

Teesside University Students' Union
and its Subsidiary Company

Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company

Opinion

We have audited the financial statements of Teesside University Students' Union Charity (the 'parent charity') and its subsidiary (the 'group') for the Year Ended 31 July 2024 which comprise Group Statement of Financial Activities, the Group and the Parent Balance Sheet, and the Group and Parent Charity Cash Flow Statement 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 group and parent charity's affairs as at 31 July 2024, and of the group's incoming resources and application of resources, 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and Parent Charity 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 group's or 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 trustees are responsible for the other information. The other information comprises the information included in the Report of the Trustees, other than the financial statements and our auditor's report thereon. 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 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.

Teesside University Students' Union
and its Subsidiary Company

Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, the trustees 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 Group's and Parent's Charity 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.

Auditor's 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 regulations made under section 154 of that Act.

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 a Report of the Independent Auditors 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.

Based on our understanding of the charity, we have considered applicable laws and regulations which may be fundamental to the charity's ability to operate or to avoid a material penalty, and we considered the extent to which non-compliance might have a material effect on the financial statements. We considered management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to the posting of inappropriate manual journal entries to manipulate financial performance, management bias in significant accounting estimates and any significant one-off or unusual transactions.

We discussed among the audit engagement team the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

Teesside University Students' Union
and its Subsidiary Company

Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company

Auditors' responsibilities for the audit of the financial statements (continued)

Audit procedures performed by the engagement team included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.
- Challenging estimates and judgements made by management in their significant accounting estimates.
- Revenue recognition; agreeing a sample of revenue transactions to gain assurance over the occurrence and accuracy of revenue and also to ensure revenue has been recognised in the correct period.

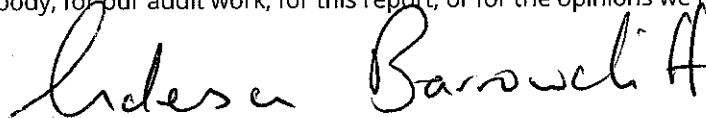
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed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

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

Use of our report

This report is made solely to the 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 Board of Trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Anderson Barrowcliff Limited
Statutory Auditor
Chartered Accountants
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX



Date: 28/11/2024

Teesside University Students' Union
and its Subsidiary Company

Consolidated Statement of Financial Activities
for the Year Ended 31 July 2024

		<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2024</u>	<u>Period 13.6.2022 to 31.7.2023</u>
	Notes	£	£	£	£	£
Income and endowments from:						
Donations and legacies	2	142,191	1,249,066	-	1,391,257	1,818,362
Charitable activities:						
Social, cultural, recreational and sporting activities	3	-	601,668	-	601,668	685,022
Other trading activities:						
Commercial trading activity	4	-	727,374	-	727,374	575,180
Investment income - interest received	5	-	9,069	-	9,069	4,807
Total income		142,191	2,587,177	-	2,729,368	3,083,371
Expenditure on:						
Raising funds:						
Commercial trading activity	6	-	596,271	-	596,271	448,101
Charitable activities:						
Representing, supporting & advising Students	7	-	297,624	-	297,624	238,356
Representative channel to the University & other external bodies	7	94,000	243,609	-	337,609	197,845
Social cultural, sporting & recreational and forum for student development	7	24,999	1,433,179	967	1,459,145	1,529,476
		118,999	1,974,412	967	2,094,378	1,965,680
Total expenditure		118,999	2,570,683	967	2,690,649	2,413,781
Net income/(expenditure)		23,192	16,494	(967)	38,719	669,590
Transfer of assets/(liabilities) from unincorporated charity on 30 September 2022						
		-	-	-	-	(1,561,875)
Other recognised gains/(losses):						
Gains/(losses) in multi-employer pension scheme liability	22	(253,050)	-	-	(253,050)	(257,122)
Net movement in funds		(229,858)	16,494	(967)	(214,331)	(1,149,407)
Reconciliation of funds:						
Total funds brought forward		(1,641,450)	491,076	967	(1,149,407)	-
Total funds carried forward	17,18,19	(1,871,308)	507,570	-	(1,363,738)	(1,149,407)

The notes form part of these financial statements

**Teesside University Students' Union
and its Subsidiary Company**

Consolidated Balance Sheet as at 31 July 2024

	Notes	2024				2023			
		Charity		Group		Charity		Group	
		£	£	£	£	£	£	£	£
Fixed assets									
Tangible fixed assets	12		94,437	94,437		102,571		102,571	
Investments	13		1	-		1		-	
			<u>94,438</u>	<u>94,437</u>		<u>102,572</u>		<u>102,571</u>	
Current assets									
Stocks held by bars, shops & other outlets		47,214	47,214	42,606	42,606		42,606		
Debtors & prepayments	14	442,813	442,813	513,740	513,740		513,740		
Cash at bank & in hand		482,525	482,526	974,958	974,959		974,959		
		<u>972,552</u>	<u>972,553</u>	1,531,304	1,531,305		1,531,305		
Creditors: Amounts falling due within one year	15	543,583	543,583	590,856	590,856		590,856		
Net current assets			<u>428,969</u>	<u>428,970</u>		<u>940,448</u>		<u>940,449</u>	
Net assets excluding pension liability			<u>523,407</u>	<u>523,407</u>		<u>1,043,020</u>		<u>1,043,020</u>	
Multi-employer pension scheme liability	22	(1,887,145)	(1,887,145)	(2,192,427)	(2,192,427)		(2,192,427)		
Total net (liabilities)/ assets		<u>(1,363,738)</u>	<u>(1,363,738)</u>	<u>(1,363,738)</u>	<u>(1,363,738)</u>		<u>(1,149,407)</u>		<u>(1,149,407)</u>
The funds of the charity:									
Endowment Funds:									
Capital Grants Fund	18		-	-	967		967		967
Restricted income funds:									
Society accounts	19	7,552	7,552	7,515	7,515		7,515		
Special Events Fund	19	-	-	8,455	8,455		8,455		
Student Hardship Fund	19	4,404	4,404	4,404	4,404		4,404		
Rag Fund	19	563	563	563	563		563		
IT Refresh Fund	19	1,818	1,818	-	-		-		
Post Grad Grant Fund	19	1,500	1,500	-	-		-		
			<u>15,837</u>	<u>15,837</u>	<u>20,937</u>		<u>20,937</u>		<u>20,937</u>
Restricted pension funds:									
Multi-employer pension Fund	22	(1,887,145)	(1,887,145)	(1,662,387)	(1,662,387)		(1,662,387)		(1,662,387)
			<u>(1,887,145)</u>	<u>(1,887,145)</u>	<u>(1,662,387)</u>		<u>(1,662,387)</u>		<u>(1,662,387)</u>
Unrestricted:									
Accumulated Fund	17	507,570	507,570	491,076	491,076		491,076		491,076
			<u>507,570</u>	<u>507,570</u>	<u>491,076</u>		<u>491,076</u>		<u>491,076</u>
Total funds	20	<u>(1,363,738)</u>	<u>(1,363,738)</u>	<u>(1,363,738)</u>	<u>(1,363,738)</u>		<u>(1,149,407)</u>		<u>(1,149,407)</u>

Approved on Behalf of Teesside University Students' Union on 20.10.24 by:

Harshvardhan Chikatla
Harshvardhan Chikatla
President Education and Chair of the Trustees

The notes form part of these financial statements

**Teesside University Students' Union
and its Subsidiary Company**

**Statement of Cash Flows and Consolidated
Statement of Cash Flows for the Year Ended 31 July 2024**

	Note	2024		2023	
		Charity £	Group £	Charity £	Group £
Cash used in operating activities	27	69,516	69,516	1,237,777	1,237,777
Cash flow from investing activities					
Payments to acquire tangible fixed assets		(12,686)	(12,686)	(126,166)	(126,165)
Interest received		9,069	9,069	4,807	4,807
Net cash flow used in investing activities		(3,617)	(3,617)	(121,359)	(121,358)
Cash flow from financing activities					
Repayment of multi-employer pension fund		(558,332)	(558,332)	(141,460)	(141,460)
Net cashflow from financing activities		(558,332)	(558,332)	(141,460)	(141,460)
Change in cash and cash equivalents in the year		(492,433)	(492,433)	974,958	974,959
Cash and cash equivalents at the beginning of the year		974,958	974,959	-	-
Cash and cash equivalents at the end of the year		482,525	482,526	974,958	974,959

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

1 ACCOUNTING POLICIES

(a) General information and basis of preparation

Teesside University Students Union is an incorporated registered charity in England. The principal address is given in the Report of the Trustees on page 1. The nature of the Union's operations and principal activities are the advancement of education of students at Teesside University.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice.

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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

The CIO was registered on 13th June 2022 and became active on 30th September 2022 when it received all of the assets from the unincorporated charity number 1138275. Therefore, the prior year's accounts were prepared for the period 13 June 2022 to 31 July 2023.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all periods presented unless otherwise stated.

(b) Going concern

The financial statements are prepared on a going concern basis under the historical cost convention, with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to the accounts. The Trustees consider that there are no material uncertainties about the Union's ability to continue as a going concern. An amount was received from the University in 2023 to cover the advance payment of three years deficit payments. No other amounts are included in the financial statements for future grants from the University in respect of the SUSS pension deficit, although past practice of earmarked grant funding is expected to continue in the future. This basis assumes continuing support from the University. The SU has received confirmation of grants for 2024/25.

(c) Group financial statements

The financial statements consolidate the results of the Union and its wholly owned subsidiary Tees S U Limited on a line-by-line basis.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

(d) **Income recognition**

All incoming resources are recognised in the Statement of Financial Activities (SOFA) when the Union is legally entitled to the income after any performance conditions have been met, and the amount can be reliably measured and it is probable that the income will be received.

Revenue grants other than the block grant are credited to the SOFA in the year in which they are received. The block grant is credited to the SOFA in the year in which it is receivable. In the SOFA grants are shown as income and the related expenditure disclosed as appropriate.

Donated facilities and services from the University are accounted for as income and expenditure for the year. The value of the rent and services donated to Teesside University Students' Union is calculated based on a lease with Teesside University.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

(e) **Expenditure recognition**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds comprise the costs of commercial trading including cost of sales and their associated support costs.
- Expenditure on charitable activities includes the costs associated with the advancement of education of students at Teesside University.
- Other expenditure represents those items not falling into the categories above.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs which can be directly allocated to activities and those costs of an indirect nature necessary to support them. Costs are allocated between the expenditure categories of the SOFA based on usage of the resource. Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(f) **Allocation of support costs**

Support costs are those that assist the work of the Students' Union but do not directly represent charitable activities and include office costs, finance, personnel, payroll and governance costs, which support the SU activities. These costs have been allocated to expenditure on charitable activities. The bases on which the support costs have been allocated are set out in note 8.

(g) **Tangible fixed assets**

Fixed assets are stated at cost less accumulated depreciation. Assets are capitalised if they cost more than £1,000 and are expected to last more than a year.

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	- between 3 – 7 years on straight line
Computer and Office Equipment	- between 3 – 7 years on straight line
Improvements to Buildings	- between 7 years and the expected life of the buildings

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

- (h) **Investments**
Fixed asset investments are valued at cost. This represents the investment in the 100% subsidiary.
- (i) **Pension costs**
Teesside University Students' Union (TUSU) participates in the NUS pension scheme, a money purchase pension scheme. This scheme is not defined benefit and so cannot build up a deficit. The only money ever paid into this scheme is the contribution rates set by the employer. This scheme became active 1 October 2011. The Students' Union Superannuation Scheme closed to new members and accrual of future benefits ceased at this date. TUSU continues to fund this scheme as described in the next paragraph.
- Teesside University Students' Union (TUSU) participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension.
- The scheme 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. Under the terms of FRS 102 the liability of the future payments has been estimated using net present value calculations and included on the Balance Sheet.
- (j) **Operating Leases**
Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.
- (k) **Stock**
Stock is valued at the lower of the cost and its net realisable value.
- (l) **Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.
- (m) **Cash at bank and in hand**
Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of one year or less from the date of acquisition or opening of the deposit or similar account.
- (n) **Financial instruments**
The Union 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.
- (o) **Fund accounting**
The Students' Union has three distinct types of fund in its balance sheet:-
- (i) Unrestricted, or general, funds arising from the accumulated surplus from its various activities;
 - (ii) Restricted funds representing surpluses set aside by the Students' Union for specific purposes, such as Club and Societies Accounts. It also includes monies placed in the custody of the Students' Union but not under its control, such as the Student Hardship Fund.
 - (iii) Endowment Funds represent those assets which must be held permanently by the Charity in the form of fixed assets. It is considered to be an expendable endowment fund and as such it is being released to unrestricted funds over a period to match the depreciation charged on the assets.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

(p) **Judgements and Key sources of estimation uncertainty**

In the application of the Union's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The following are the critical judgements and key sources of estimation uncertainty that have the most significant effect on the amounts recognised in the financial statements:

Valuation of multi-employer pension liability

As detailed in note 22, the multi-employer pension liability has been calculated on assumptions provided by the most recent valuation from the actuary. The estimated liability has been discounted using a net present value calculation. Given the changing nature of multi-employer pension schemes, the liability estimated can be subject to fluctuations.

2 DONATIONS AND LEGACIES

	Restricted £	Un- Restricted £	Endowment £	Total 2024 £	Period 13.6.2022 to 31.7.2023 £
Block Grant from Teesside University	-	888,066	-	888,066	699,884
Grant for Facilities and Services	-	361,000	-	361,000	367,500
Earmarked funding grants received from University (IT grant)	20,000	-	-	20,000	-
Earmarked funding grants received from University (Summer Send-Off)	15,000	-	-	15,000	30,000
Earmarked funding income received from Students (Summer Send-Off)	1,544	-	-	1,544	3,418
One-off post grad university grant	1,500	-	-	1,500	-
Earmarked funding grants received from University (Salary)	75,818	-	-	75,818	45,980
Earmarked funding grants received from University (SUSS Pension Deficit)	28,292	-	-	28,292	671,500
Earmarked funding received from University (Society donations)	37	-	-	37	-
Funds raised for Rag Fund	-	-	-	-	80
	142,191	1,249,066	-	1,391,257	1,818,362

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2024

3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2024</u>	<u>Period 13.6.2022 to 31.7.2023</u>
	£	£	£	£	£
Social, cultural, recreational, and sporting activities	-	601,668	-	601,668	685,022
	-	601,668	-	601,668	685,022
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

4 INCOME FROM OTHER TRADING ACTIVITIES

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2024</u>	<u>Period 13.6.2022 to 31.7.2023</u>
	£	£	£	£	£
Bars, kitchen and entertaining income from Tees S U Limited	-	727,374	-	727,374	575,180
	-	727,374	-	727,374	575,180
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

5 INVESTMENT INCOME - INTEREST RECEIVED

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2024</u>	<u>Period 13.6.2022 to 31.7.2023</u>
	£	£	£	£	£
Interest received	-	9,069	-	9,069	4,807
	-	9,069	-	9,069	4,807
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

6 COSTS OF RAISING FUNDS

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2024</u>	<u>Period 13.6.2022 to 31.7.2023</u>
	£	£	£	£	£
Costs of sales	-	266,434	-	266,434	209,111
Staff costs	-	292,630	-	292,630	220,783
Other costs	-	37,207	-	37,207	18,207
	-	596,271	-	596,271	448,101
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

**Teesside University Student's Union
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Notes to the Accounts for the Year Ended 31 July 2024

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Notes	Representing, supporting & advising Students		Representative channel to the University & other external bodies		Social, cultural, sporting & recreational and forum for student development		Un-restricted Total Fund	Restricted Total	Endowment Fund	Total
		£	£	£	£	£	£				
2023/24											
Cost allocated directly to activities											
Cost of Sales		-	-	-	283,122	283,122	283,122	-	-	-	283,122
Staff costs		168,226	128,236	526,394	822,856	822,856	822,856	-	-	-	822,856
Other costs		4,885	11,809	117,860	134,554	133,587	134,554	967	-	-	134,554
Facilities and Services expenditure		20,650	3,331	336,667	360,648	360,648	360,648	-	-	-	360,648
Special Events Fund (Summer Send-Off)	19	-	-	24,999	24,999	24,999	24,999	-	24,999	-	24,999
IT Refresh expenditure	19	-	18,182	-	18,182	18,182	18,182	-	18,182	-	18,182
Payroll lump sum expenditure	19	-	75,818	-	75,818	75,818	75,818	-	75,818	-	75,818
Support costs allocated to activities	8	101,640	98,010	163,349	362,999	362,999	362,999	-	-	-	362,999
Governance Costs	8	2,223	2,223	6,754	11,200	11,200	11,200	-	-	-	11,200
Total costs for charitable activities		297,624	337,609	1,459,145	2,094,378	1,974,412	2,094,378	1,974,412	118,999	967	2,094,378
Period 13.6.2022 to 31.7.2023											
Cost allocated directly to activities											
Cost of Sales		-	-	356,153	356,153	356,153	356,153	-	-	-	356,153
Staff costs		124,061	99,603	521,829	745,493	745,493	745,493	-	-	-	745,493
Other costs		3,252	10,715	112,834	126,801	121,991	126,801	4,810	-	-	126,801
Facilities and Services expenditure		21,000	3,400	343,100	367,500	367,500	367,500	-	-	-	367,500
Special Events Fund (Summer Send-Off)	19	-	-	24,963	24,963	24,963	24,963	-	24,963	-	24,963
IT Refresh expenditure	19	-	-	-	-	-	-	-	-	-	-
Societies Membership Expenditure	19	-	-	4,352	4,352	4,352	4,352	-	4,352	-	4,352
Payroll lump sum expenditure	19	8,403	5,333	32,244	45,980	45,980	45,980	-	45,980	-	45,980
Support costs allocated to activities	8	79,690	76,845	128,073	284,608	284,608	284,608	-	-	-	284,608
Governance Costs	8	1,950	1,949	5,931	9,830	9,830	9,830	-	-	-	9,830
Total costs for charitable activities		238,356	197,845	1,529,479	1,965,680	1,885,575	1,965,680	1,885,575	75,295	4,810	1,965,680

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

8 SUPPORT COSTS

	<u>Promoting the interests & welfare. Rep. support advise students</u>	<u>Representative Channel to the University & external</u>	<u>Social, cultural & recreational and forum for student development</u>	<u>Unrestricted Total</u>	<u>Restricted Total</u>	<u>Total</u>
<u>Basis of Allocation</u>	£	£	£	£	£	£
2023/24						
Support costs allocated to activities						
Central staff costs	44,174	42,597	70,995	157,766	-	157,766
Marketing costs	28,728	27,702	46,170	102,600	-	102,600
Trustee expenses	-	-	-	-	-	-
NUS subscriptions	5,812	5,605	9,341	20,758	-	20,758
Premises costs	6,463	6,232	10,386	23,081	-	23,081
General Office costs	2,975	2,868	4,780	10,623	-	10,623
Legal & Professional fees (accounts, payroll, PPF)	13,488	13,006	21,677	48,171	-	48,170
	101,640	98,010	163,349	362,999	-	362,999

Governance costs

Central Staff costs	-	-	-	-	-	-
Premises costs	-	-	-	-	-	-
General Office costs	83	83	334	500	-	500
Audit fees	2,140	2,140	6,420	10,700	-	10,700
Legal & Professional fees (incorporation)	-	-	-	-	-	-
Other costs	-	-	-	-	-	-
	2,223	2,223	6,754	11,200	-	11,200

Grants & Donations made

Rag Fund	-	-	-	-	-	-
Student Hardship Fund	-	-	-	-	-	-
	-	-	-	-	-	-

Teesside University Students' Union
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Notes to the Accounts for the Year Ended 31 July 2024

9 NET INCOME/EXPENDITURE FOR THE PERIOD

Net income/expenditure is stated after charging:

	<u>2024</u>	<u>Period</u> <u>13.6.2022</u> <u>to</u> <u>31.7.2023</u>
	£	£
Operating leases	1,500	1,500
Depreciation	20,820	23,593
Auditor's remuneration:		
Audit fees	9,150	8,585
Accountancy fees	850	735

10 TRUSTEES' AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

The full time (sabbatical) Officer Trustees as noted on page 1 were the only members of the Board of Trustees to receive any remuneration, as permitted by the constitution. The salary costs were as follows:-

	<u>2024</u>	<u>Period</u> <u>13.6.2022</u> <u>to</u> <u>31.7.2023</u>
	£	£
Total employment benefits	<u>80,385</u>	<u>70,199</u>

Members of the Board of Trustees and Officer Trustees are reimbursed for their travel costs and any other expenses incurred in the course of their duties. Total Trustee expenses for the year amounted to £901. The number of Trustees reimbursed for expenses in the year was 6.

The total amount of employee benefits received by key management personnel is £246,066 (2023 - £178,396). The Trust considers its key management personnel comprise the President International, President Education, President Wellbeing, Chief Executive and Deputy Chief Executive. There are 4 key management personnel accruing pension arrangements.

**Teesside University Students' Union
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Notes to the Accounts for the Year Ended 31 July 2024

11 STAFF COSTS AND EMPLOYEE BENEFITS

	<u>2024</u>	<u>Period</u> <u>13.6.2022</u> <u>to</u> <u>31.7.2023</u>
	£	£
Staff costs were as follows:-		
Wages & salaries	1,268,236	1,108,855
Social security	84,223	66,610
Pension costs	81,466	64,579
	<u>1,433,925</u>	<u>1,240,044</u>

Total termination payments amount to £75,818 (2023 - £Nil) and related to negotiated termination payments. An additional grant was received from Teesside University to cover the termination payments.

The average monthly number of employees and full time equivalent during the year was as follows:

	<u>2024</u>	<u>2024</u>	<u>Period</u> <u>13.6.2022 to</u> <u>31.7.2023</u>	<u>Period</u> <u>13.6.2022 to</u> <u>31.7.2023</u>
	Number	FTE	Number	FTE
Raising funds	47	9	29	8
Charitable activities	180	32	133	37
Governance	1	1	1	1
	<u>228</u>	<u>42</u>	<u>163</u>	<u>46</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<u>2024</u>	<u>Period</u> <u>13.6.2022</u> <u>to</u> <u>31.7.2023</u>
	£	£
£90,001 - £100,000	<u>1</u>	<u>-</u>

**Teesside University Students' Union
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Notes to the Accounts for the Year Ended 31 July 2024

**12 TANGIBLE FIXED ASSETS
Group and Company**

	<u>Fixtures, fittings & Equipment Group & Charity</u>	<u>Total Group & Charity</u>
	£	£
Income and endowments from:		
Cost		
At 1 August 2023	126,164	126,164
Additions	12,686	12,686
Disposals	-	-
	<u> </u>	<u> </u>
At 31 July 2024	<u>138,850</u>	<u>138,850</u>
Depreciation		
At 1 August 2023	23,593	23,593
Charge for the year	20,820	20,820
Disposals	-	-
	<u> </u>	<u> </u>
At 31 July 2024	<u>44,413</u>	<u>44,413</u>
Net Book Values		
At 31 July 2024	<u>94,437</u>	<u>94,437</u>
At 31 July 2023	<u>102,571</u>	<u>102,571</u>

The net book value of fixed assets represents:-

	<u>Charity</u>	<u>Group</u>
	£	£
Assets used for direct charitable purposes	92,636	92,636
Other purposes	1,801	1,801
	<u> </u>	<u> </u>
	<u>94,437</u>	<u>94,437</u>

13 FIXED ASSET INVESTMENTS

Investments held by the charity includes a £1 investment in the subsidiary which represents 100% of the issued share capital of Tees S. U. Limited (registered number: 07385982). The nature of business was that of letting of the Students' Union facilities. Further details are given in note 25.

14 DEBTORS - GROUP AND COMPANY

	<u>2024</u>	<u>2023</u>
	£	£
Trade debtors	50,393	82,036
Other debtors	3,824	4,068
Taxes and Social Security (VAT reclaim)	-	-
Prepayments & accrued income	388,596	427,636
	<u> </u>	<u> </u>
	<u>442,813</u>	<u>513,740</u>

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2024

15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR – GROUP AND COMPANY

	<u>2024</u>	<u>2023</u>
	£	£
Trade creditors	58,365	85,910
Social security & other taxes	48,339	49,148
Other creditors	22,247	26,912
Accruals	397,439	412,101
Deferred income	17,193	16,785
	<u>543,583</u>	<u>590,856</u>

Deferred income comprises any ticket sales and events income relating to future periods.

16 OPERATING LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:-

	<u>2024</u>	<u>2023</u>
	£	£
Plant and Machinery		
Less than one year	1,500	1,000
More than one year and not later than five years	3,375	4,500
 Land and Buildings		
Less than one year	125,000	125,000
	<u>129,875</u>	<u>130,500</u>

17 UNRESTRICTED FUNDS

	Balance at 1 August 2023	Income	Expenditure	Balance at 31 July 2024
	£	£	£	£
Unrestricted	491,076	2,587,177	2,570,683	507,570
	<u>491,076</u>	<u>2,587,177</u>	<u>2,570,683</u>	<u>507,570</u>

18 ENDOWMENT FUNDS – CAPITAL GRANT FUND

	Reception (2013)	1 st Floor (2014)	2 nd Floor (2017)	Total 2024	Total 2023
	£	£	£	£	£
At 1 August 2023	-	-	967	967	5,777
Released to SOFA	-	-	(967)	(967)	(4,810)
 At 31 July 2024	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>967</u>

This represents monies provided by the University for various refurbishments.

Teesside University Students' Union
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Notes to the Accounts for the Year Ended 31 July 2024

19 RESTRICTED FUNDS

	Societies Deposits	Student Hardship Fund	RAG	Societies Post Grad Grant	IT Refresh Fund	Special Events Fund	Lump Sum Payment	Sub Total	Pension Deficit	Total
	£	£	£		£	£	£	£	£	£
Balance at 1 August 2023	7,515	4,404	563	-	-	8,455	-	20,937	(1,662,387)	(1,641,450)
Earmarked funding received from University – Pension Deficit	-	-	-	-	-	-	-	-	28,292	28,292
Earmarked funding received from University – Society Donations	37	-	-	-	-	-	-	37	-	37
Earmarked funding received from University – Summer Send-off event	-	-	-	-	-	15,000	-	15,000	-	15,000
Student income – Summer Send-off	-	-	-	-	-	1,544	-	1,544	-	1,544
Earmarked funding received from University – IT Refresh	-	-	-	-	20,000	-	-	20,000	-	20,000
One-off post grad university grant	-	-	-	1,500	-	-	-	1,500	-	1,500
Earmarked funding received from University – Salary	-	-	-	-	-	-	75,818	75,818	-	75,818
Outgoing										
IT Refresh expenditure	-	-	-	-	(18,182)	-	-	(18,182)	-	(18,182)
Restricted salary expenditure	-	-	-	-	-	-	(75,818)	(75,818)	-	(75,818)
Movement in pension deficit	-	-	-	-	-	-	-	-	(253,050)	(253,050)
Summer Send-Off expenditure	-	-	-	-	-	(24,999)	-	(24,999)	-	(24,999)
Societies Membership Expenditure	-	-	-	-	-	-	-	-	-	-
Net Movements	37	-	-	1,500	1,818	(8,455)	-	(5,100)	(224,758)	(229,858)
Carried Forward 31 July 2024	7,552	4,404	563	1,500	1,818	-	-	15,837	(1,887,145)	(1,871,308)
Represented by: Net Current Assets	7,552	4,404	563	1,500	1,818	-	-	15,837	(1,887,145)	(1,871,308)

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

19 RESTRICTED FUNDS (continued)

The Societies accounts consisted of both money from the Students' Union and the students to support the running of the various SU societies.

The Student Hardship Fund provides financial assistance to TUSU members in cases of genuine hardship. Its funds have been raised through specific fundraising events and are administered on its behalf by the Students Union's Trustees in accordance with written regulations. Teesside University Students' Union holds the funds of the Student Hardship Fund, and its Trustees are Trustees of the fund.

The Rag Fund represents fund raising events held by Students' Union which have not yet been distributed to other charities. The assets are held in the form of cash at bank and are recorded separately within the accounting records of the Students' Union.

The Summer Send-Off grant was provided by the University to subsidise the cost to students of this event.

The University provided a one-off grant to the Post Graduate Society which is carried forward.

The University provided a grant to refresh the IT of the Students' Union.

In the year the University also provided a one-off lump sum salary grant.

20 ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Endowment</u>	<u>Total</u>
	<u>Funds</u>	<u>Funds</u>	<u>Fund</u>	<u>2024</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Fixed assets	94,437	-	-	94,437
Current assets	956,716	15,837	-	972,553
Creditors	(543,583)	-	-	(543,583)
Pension scheme liability	-	(1,887,145)	-	(1,887,145)
	<hr/>	<hr/>	<hr/>	<hr/>
Balance at 31 July 2024	507,570	(1,871,308)	-	(1,363,738)
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

21 RELATED PARTY TRANSACTIONS

The Union was in receipt of grants from Teesside University for the year amounting to £1,389,676 (period 13.6.2022 to 31.7.2023: £1,814,863).

The Students' Union occupied its building under a lease with Teesside University, the value of the rent and services amounted to £360,648 (period 13.6.2022 to 31.7.2023: £367,500) which was invoiced to the Students' Union and an additional grant of £361,000 (period 13.6.2022 to 31.7.2023: £367,500) was made by the University to cover this expense.

The Officer Trustees on the Trustee board receive remuneration for their services as provided for within the Constitution. The aggregate amount payable under such contracts in the period was £80,385 (period 13.6.2022 to 31.7.2023: £70,199).

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Year Ended 31 July 2024

22 PENSION COSTS

Teesside University Students' Union (TUSU) 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 scheme was carried out as at 30 June 2022 and showed that the market value of the scheme's assets was £106,697,000 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 £136,645,000.

In light of the results of this valuation, the Scheme's Trustees have agreed with the Principal Employer that:-

- From 1 October 2023 participating unions will make deficit contributions of £745,671 per month, increasing by 5% each subsequent 1 October to address the deficit revealed by the valuation.
- These contributions include an allowance of £536,038 per annum in respect of the ongoing expenses of running the Scheme and are expected to eliminate the deficit by 1 May 2037. Deficit contributions have been apportioned between participating unions in line with the split of liabilities accrued, apportioned by service with each union. Participating unions have also been given the option of paying discounted lump sum instead of their monthly contributions between 1 October 2023 and either September 2026, September 2029 or September 2032.
- The PPF levy and related expenses will be paid by the participating union in addition to these contributions as and when it falls due. The levy will be apportioned between participating unions based on each union's share of the liabilities accrued and their D&B PPF score.

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.

Principal Actuarial Assumptions

Rate of increase in pensions post 1997	3% - 5%
Rate of increase in pensions post 2000	Maximum of 5%
Discount rate	Gilts curve + 1.5% pa, linearly changing over a term of 13 years to gilts curve + 0.25% pa
Inflation assumption (CPI)	RPI inflation less 0.7% pa (pre 2030) RPI inflation less 0.1% pa (post 2030)
Inflation assumption (RPI)	Merrill Lynch swap-implied inflation curve

The 2022 valuation recommended a monthly contribution requirement by each Union expressed in monetary terms intended to clear the ongoing funding deficit by May 2037. For Teesside University Students Union, the annual contributions from October 2023 are as follows:-

£178,236 (2023/24 increase by 5%), £187,152 (2024/25 increase by 5%) and £196,592 (2025/26 increase by 5%). This was paid at a discount by an approved lump sum of £530,040 in the year.

**Teesside University Students' Union
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Notes to the Accounts for the Year Ended 31 July 2024

22 PENSION COSTS (continued)

Under FRS102 the multi-employer pension liability has been calculated based on the assumptions of the above expected deficit payments:-

	2024
	£
Multi-employer pension liability at 1 August 2023	2,192,427
Movement on net present value calculation	253,050
Payments made in the year	(558,332)
	1,887,145

The University paid a £530,040 grant in July 2023 for the lump sum payment to SUSS in November 2023. Otherwise, no amount is included in the financial statements for future grants from the University in respect of the SUSS pension deficit, although past practice of earmarked grant funding is expected to continue in the future.

Contributions paid into the NUSPS scheme for the period amounted to £81,466. This scheme is money purchase, not defined benefit and so cannot build up a deficit. The only money paid into this scheme is at the contribution rates set by the employer and employees.

23 CAPITAL COMMITMENTS

At the period end, the Students' Union had capital commitments of £Nil (2023 - £2,315).

24 AFFILIATIONS

During the year the Students' Union paid the following affiliations:-

	2024	<u>Period</u> <u>13.6.2022 to</u> <u>31.7.2023</u>
	£	£
National Union of Students (NUS)	16,606	15,209
NUS Charity	4,151	3,804
	20,757	19,013

Teesside University Students' Union
and its Subsidiary Company

Notes to the Accounts for the Year Ended 31 July 2024

25 SUBSIDIARY COMPANY

The charity owns the whole of the issued ordinary share capital of Tees S U Limited, a company registered in England. The subsidiary was incorporated on 23 September 2010. It is used for non-primary purpose trading activities. All activities have been consolidated on a line-by-line basis in the SOFA. A summary of the results of the subsidiary is shown below:-

	<u>2024</u>	<u>2023</u>
	£	£
Turnover	727,374	575,180
Cost of sales	266,434	209,111
	<hr/>	<hr/>
Gross Profit	460,940	366,069
Administrative expenses	329,837	238,990
	<hr/>	<hr/>
Net Profit	<u>131,103</u>	<u>127,079</u>

The aggregate of assets, liabilities and funds was:

	<u>2024</u>	<u>2023</u>
	£	£
Assets	1	1
Liabilities	-	-
	<hr/>	<hr/>
	<u>1</u>	<u>1</u>
	<hr/>	<hr/>
Share capital (representing 1 ordinary share £1 each)	1	1
Profit & Loss Account	-	-
	<hr/>	<hr/>
	<u>1</u>	<u>1</u>

26 RESULTS OF PARENT

	<u>2024</u>	<u>2023</u>
	£	£
Total incoming resources	2,001,994	2,508,191
Net movement in funds	(214,331)	412,468
	<hr/>	<hr/>
	<u></u>	<u></u>

The subsidiary gift aided £131,103 to the parent company in the period.

27 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<u>2024</u>	<u>2023</u>
	£	£
Net income/(expenditure) for year	38,719	669,590
Interest receivable	(9,069)	(4,807)
Depreciation of tangible fixed assets	20,820	23,593
(Increase) in stock	(4,608)	(42,606)
Decrease/(increase) in debtors	70,927	(513,740)
(Decrease)/increase in creditors	(47,273)	590,586
Transfer of assets	-	514,891
	<hr/>	<hr/>
	<u>69,516</u>	<u>1,237,777</u>

TEESSIDE UNIVERSITY STUDENTS' UNION

England & Wales - Charity number 1199285

Accounts

**Teesside University Students' Union
and its Subsidiary Company**

Statement of Accounts
for the Period 13 June 2022 to 31 July 2023

"Charity Commissioners Copy"
Registered Charity No. 1136875

Teesside University Students' Union
and Its Subsidiary Company

Statement of Accounts
for the Period 13 June 2022 to 31 July 2023

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**Teeside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

The trustees present their report and the audited consolidated financial statements of the charity and its subsidiary for the period ended 31 July 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and consolidated financial statements of the charity.

On 30 September 2022 all the Students' Unions assets, liabilities and activities were transferred from the unincorporated charity number 1136875 to the newly formed Students' Union constituted as a Charitable Incorporated Organisation number 1199285.

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

REFERENCE AND ADMINISTRATIVE INFORMATION

Charitable Status

Teeside University Students' Union is a registered charity, registration number 1199285 and was registered on 13 June 2022.

Principal Address

Students' Union Building, Campus Heart, Middlesbrough, Tees Valley TS1 3BA

Elected to Hold Office

Trustees/Full Time Officers

	<u>July 2023</u>	<u>September 2022</u>
President International	Nevin Edwin (appointed 03/07/23)	Nigil Thathron (appointed 30/09/22, resigned 02/07/2023)
President Education	Michael Adewunmi (appointed 03/07/23)	Eby Eldho (appointed 30/09/22, resigned 02/07/2023)
President Wellbeing	Femi Abolade	Femi Abolade (appointed 30/09/22)

Appointed

External Trustees

	<u>July 2023</u>	<u>September 2022</u>
External Trustee	Mark Grayling	Mark Grayling (appointed 30/09/22)
External Trustee	Chris Hook	Chris Hook (appointed 13/06/22)
External Trustee	Sue Kiddle (appointed 21/02/23)	Vacancy
External Trustee	Vacancy	Vacancy

Appointed

Student Trustees

	<u>July 2023</u>	<u>September 2022</u>
Student Trustee	Faizan Sayed	Faizan Sayed (appointed 30/09/22)
Student Trustee	Ayush Banerjee	Ayush Banerjee (appointed 13/06/22)

Auditors

Anderson Barrowcliff LLP
Chartered Accountants
Statutory Auditor
3 Kingfisher Court
Bowesfield Park
Stockton on Tees
TS18 3EX

Bankers

Co-operative Bank Plc
Olympic House
Montford Street
Salford
M5 2QP

Solicitors

Poppleston Allen
37 Stoney Street
The Lace Market
Nottingham
NG1 1LS

Solicitors

SGH Martineau LLP
No. 1 Colmore Square
Birmingham
B4 6AA

The Students' Union employs a Chief Executive to work closely with the Trustees and ensure effective management of the organisation by leading a senior management team. During the year the senior managers were as follows:-

Chief Executive - Jon Berg

Deputy Chief Executive - Adam Cotterill

**Teesside University Students' Union
and Its Subsidiary Company**

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

OBJECTIVES AND ACTIVITIES

The Students' Union's charitable Objects are the advancement of education of students at Teesside University for the public benefit by:-

- (i) promoting the interests and welfare of Students at Teesside University during their course of study and representing, supporting and advising Students;
- (ii) being the recognised representative channel between Students and Teesside University and any other external bodies; and
- (iii) providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its Students.

Its vision is: "We are dynamic and ambitious in meeting the needs of current and future students"

Its mission statement is: "Enriching the lives of students at Teesside University."

In pursuit of these objects, its mission and vision the Students' Union has established departments and services for use by its members and to support its work with the University and other organisations on behalf of students. These include the SU Student Support's advice and representation services, SU Activities, The Terrace venue, bar and kitchen, The Hub venue, and the SU Shop. Officers of the Students' Union sit on almost every committee of the University and meet regularly with Middlesbrough Council, local landlords, health care providers, and other organisations.

The Students' Union's commitment to its members normally includes opportunities for over 4,000 students in activities from cultural societies to part-time jobs and student academic representation within the Schools of the University.

Objectives for 2023/24

In the Strategic Plan, the key objectives within the Strategic Themes are as follows:

- (i) Led by students
Our elected officers will engage with over 5,000 students in a cross section of the student body. We will gather student feedback into SU services including the Student Opinion Counts survey, summarising the findings and how they will be followed up by the SU.
Key objective: over 4,000 students will vote in the SU elections.
- (ii) Representing students
We will represent the interests of all students, with campaigns on their top issues including their academic experience, accommodation, cost of living, and their general wellbeing. If we succeed at least 75% will agree in the annual SOC Survey that they are aware of our campaigns and they are relevant to their needs. The SU will engage with at least 75% of Teesside students based at TU sites.
Key objective: 75% of UK-taught students engage with the SU.
- (iii) Serving students
We will widen our range of activities for students to over at least 5,000 student opportunities. Our services will be ready to advise at least 900 students, accredit good landlords in Middlesbrough totalling over 1,200 student beds. We will offer a range of student social spaces with over 250 events for students, retail, food, and refreshments that attract over 500,000 visits to the SU.
Key objective: student satisfaction with SU exceeds 75%
- (iv) Renewing the SU and our Building
We will work with the University and student body to finalise plans for refurbishing the SU building ready for September 2025. Underpinned by partnerships with the University and other external organisations we will publish a new 5 year plan for the SU with mission, vision, values and plans ready for the new building.
Key objective: SU refurbishment ready to start in 2024/25.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

OBJECTIVES AND ACTIVITIES (continued)

- (v) Financially sound
We will offer diverse services and opportunities for students whilst remaining financially sound, maintaining funds to meet the needs of future students.
Key objective: cash reserves sufficient to fund five months of expenditure.
- (vi) People first
We will involve one thousand or more students in paid and voluntary positions, with training and development. We will strengthen the governance of the SU by developing the work of the Board and its sub-committees.
Key objective: staff satisfaction at least 75%.

KPI targets for 2023/24

Election turnout: over 25% of current student FTE voting in the 2024 annual elections

Campaign awareness and positive impact both scoring over 50% in Student Opinion Counts Survey

Societies: over 25% of students participating in SU societies and other student opportunities

Student development: over 1,000 students involved in the SU as volunteers or employees

Student satisfaction: over 75% are satisfied with the SU as measured by the major surveys

Use of volunteers

The Student Union has involved volunteers in the delivery of many of its activities. There were over 500 students involved as school and course representatives and about 200 students involved as leaders of clubs and societies.

ACHIEVEMENTS AND PERFORMANCE

The Students' Union's performance against its published objectives for 2022/23:

	Objectives by Strategic Theme	Achievement
(i)	<u>Led by students</u> We will undertake structured research and large-scale engagement with our broad membership to ensure our work is informed by and serving their needs at University. We will publish campaigns and service priorities in term one that deliver results we report back on. We will see higher election turnouts and a high level of agreement that the SU listens to and works for students.	There were over 600 responses to the Student Opinion Counts which gave valuable information on their domestic commitments, academic experiences and priorities for the SU. This informed the SU's campaigns in the 22/23 and 23/24 academic years and helped to increase participation in the SU's 2023 annual elections with over 4,300 voters.
(ii)	<u>Representing students</u> We will deliver campaigns on student safety, the cost-of-living crisis, international student accommodation, and education that have high awareness and positive outcomes for our membership.	The SU's priorities campaigns included helping students with the cost-of-living crisis, finding accommodation and raising awareness of the risk of academic misconduct.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

ACHIEVEMENTS AND PERFORMANCE (continued)

(iii)	<p><u>Serving students</u> We will offer a simple catalogue of SU services that meet students' needs and reduce the cost of access by making societies membership free and doubling the number participating. As many student events as possible will be free to our members and we will minimise any price increases on food and other services to provide good value whilst keeping the SU Building warm and open as much as possible.</p>	<p>The change to free society membership with more activities led to a new record of over 2,900 students joining societies. Over 250 events were run for students and the SU Building had nearly 500,000 visits in 2022/23. Data capture showed that 71% of the UK-based student body engaged with the SU in the year.</p>
(iv)	<p><u>Renewing the SU Building</u> We will work with the University and our members to design and build an SU for the next generation. We will make the SU the natural place for all students to spend time when on campus.</p>	<p>After a sustained campaign the University's Governors approved a large investment in refurbishing the SU Building so it is ready for September 2025.</p>
(v)	<p><u>Financially sound</u> We will ensure the SU's success for students and long-term survival with improved University funding that enables us to properly serve all our members.</p>	<p>The cost-of-living crisis has reduced student spending in their SU. The SU's reserves can support over 5 months of spending on future students in part due to a 5% uplift in the main grant for 2023/24.</p>
(vi)	<p><u>People first</u> We will invest in our employees and volunteers, students and career staff, developing them and employing hundreds of student employees and volunteers every year. We will ensure that SU employees and volunteers express high levels of satisfaction and sense of belonging.</p>	<p>134 students were employed by the SU with over 700 in voluntary roles. Staff surveys showed 80% satisfaction for career staff and 90% for student staff. Employees and volunteers received training and development.</p>

Achievements against 2022/23 KPI targets

Election turnout: over 25% of current students	4,308 or 24.5% of 17,557 FTE students voted in 2023 elections. This percentage turnout was ranked in the top 10 in the NUS elections survey.
Campaign awareness and positive impact both over 75%	Average campaign scores were 53% awareness and 46% effectiveness in the 22/23 mini-SOC survey. A campaigns planning group is now running with staff working on the key officer campaigns.
Societies: over 25% of students participating	2,918 or 16.6% of student FTE in 22/23 with a further 879 students in other groups and activities. Total 3,795 or 21.6% of the student FTE.
Student development: Over 500 students involved in the SU as volunteers or employees	834 students involved in 22/23 (10 month period)
Student satisfaction: over 75% are satisfied with the SU	77% score for SU in National Student Survey 2023 and 98% in the International Student Barometer.

**Teesside University Students' Union
and Its Subsidiary Company**

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

FINANCIAL REVIEW

A summary of the results for the period is given on page 11 of the financial statements.

Excluding the transfer of assets from the unincorporated charity number 1136875 the Students' Union saw a deficit on unrestricted funds of £1,283. Excluding the transfer of assets from the unincorporated charity on 30 September 2022 there was an overall surplus of £412,468. The net deficit from the Students' Union's continuing trading activities was £36,005 before premises and support charges. The Students' Union continued to benefit from the recognition and support of the University, the grant funding received was £1,814,863 (including £367,500 for leased facilities).

There is a deficit on restricted fund balances of £1,641,450 as a result of the multi-employer pension fund liability of £1,662,387. This is explained in note 22. The long term repayment scheme for the Students' Union Superannuation Scheme deficit and the latest Actuarial Report have been approved by the Pensions Regulator. The Trustees recognise the importance of meeting future payments to fund the deficit and expect these will be drawn from University grants and other income of the Students' Union. During the period £671,500 was received from the University towards the payments made in the period and a £530,040 lump sum payment in November 2023.

Endowment funds amounted to £967.

The Trustees have examined the requirement for free reserves, which are the unrestricted funds of £491,076 less £101,604 invested in fixed assets (£102,571 less capital grant fund of £967), designated for specific purposes or otherwise committed. At the period end this amounted to £389,472. Normally the Trustees consider that they require five months of charitable expenditure based on the block grant which equates to approximately £350,000 and the extra reserves are required at this time to cover for potential uncertainties in income that could affect the funding of the charitable expenditure, and to ensure that funds are available for the potential disruption if the building project proceeds.

Future funding

The Trustees confirm that the Union has sufficient funds to meet all its obligations. The Block Grant for the year 2023/24 has been confirmed at a maximum of £871,819 and the commercial activities for students have been examined to ensure these services can be maintained within available SU funds. These resources will be applied in service provision to deliver public benefit to students via the charity objects.

Tees S U Limited

Tees S U Limited is a 100% subsidiary of the charity which was incorporated on 23 September 2010 and started to trade in that year. The subsidiary's activities provide income for the benefit of the students but cannot be directly attributable to the Students' Union's primary or ancillary purposes.

The trustees are satisfied with the results of the subsidiary and the profit generated of £127,079, of which £127,079 has been gift aided to the Students' Union.

PLANS FOR FUTURE PERIODS

The Students' Union is currently operating within its Strategic Plan for 2021 - 2025 which was been impacted by recovery from the pandemic conditions. The annual objectives and forecasts for 2023/24 continue to deliver on the new mission and vision, while ensuring financial stability. TUSU's strategic review in 2023/24 will include the mission, vision, values and strategic themes with goals to ensure it continues to deliver public benefit by meeting the needs of Teesside Students now and in the future.

The Trustees have monitored developments in Higher Education and engaged with the University in its recruitment and student experience planning. The Students' Union has reviewed its student opportunities, support, representation, and social provision based on student feedback in 2022/23. It will deliver these services to a wider student demographic in the coming year using virtual delivery to align with the hybrid teaching model where practical. The Board will continue to monitor developments and will act to ensure that the Charity continues to deliver public benefit via provision of services and activities in accordance with its charity objects.

**Teesside University Students' Union
and its Subsidiary Company**

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Students' Union is constituted under the Education Act and the Regulations of Teesside University Higher Education Corporation. The Students' Union is responsible for giving representation and support to the students of Teesside University and is governed by its Constitution and supporting Bye-Laws.

The Students' Union has provision for nine members on its Board of Trustees. Four are External Trustees and two are Student Trustees, all appointed by the Appointments Committee of the Board of Trustees. The three Officer Trustees (also known as "Student Officers") are students elected by cross-campus secret ballot for a one-year term of office as President Education, President Wellbeing, and President International. These are full time or 'sabbatical' positions and receive remuneration as authorised by the Education Acts. No one can be on a sabbatical for more than two years. The Students Union has an induction process for each group of trustees that is designed to support their development. There is also an annual effectiveness review for all trustees.

Teesside University Students' Union is a charity with the ultimate decision making power being vested in its Board of Trustees. The Students' Union is a democratic organisation and the Board of Trustees delegates authority to the following democratic bodies with safeguards ensuring legality of these decisions: Student Representative Forum and Elected Officer Committee.

The Officer Trustees oversee the day to day running of the Students' Union and are accountable to the student body and the Board of Trustees. All Trustees receive an induction into their legal and administrative responsibilities, with an ongoing programme of development during their term of office.

The Officer Trustees and senior managers engage as the SU Leadership Team to receive reports from officers, the Chief Executive and other senior managers. Teesside University Students' Union employs non-student staff to ensure effective management of its many activities and to implement the policy decisions made by the democratic bodies of the Students' Union. There is delegated authority through the Chief Executive for operational decision making and accountability within the departments of the Students' Union, in accordance with a written structure.

Relationship with Teesside University

The relationship between the University and the Students' Union is established in the Regulations of the University and detailed in articles approved by both organisations. The Students' Union receives a Block Grant from the University based on student numbers and part-occupies a building owned by the University. A new lease was put in place from 24 March 2023 with the resulting charge for rent, maintenance, utilities, caretaking and cleaning staff being included in the period end accounts. Although the Students' Union successfully runs various mutual trading activities and external trading with the public through a subsidiary company it will always be dependent on the support of the University. There is no reason to believe that this support will not continue for the foreseeable future as the Union is an integral part of the University offer.

Fundraising

The Union does not carry out any significant fundraising activities.

Pay Policy for Senior Staff

The Trustees consider the senior staff to be the three Officer Trustees and two Senior Managers of the Students' Union and set the remuneration of these posts in accordance with its Job Grading Policy. The Remuneration and HR Committee of the Board of Trustees considers the grading of new positions and regrading applications for existing roles with changed responsibilities. The remuneration, expenses, and any related party transactions of the five senior staff are shown in note 10.

Teesside University Students' Union
and its Subsidiary Company

Report of the Trustees for the Period 13 June 2022 to 31 July 2023

Risk Management

The Trustees have examined the major strategic, business and operational risks which the Students' Union faces and 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.

A strategic risk register is maintained and major risks identified include potential reduction in student numbers, strength of relationship with University, and the potential impact of the SU building redevelopment.

Trustees responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the 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 & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and of the incoming resources and application of resources of the Union 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 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Union 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 enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Trustee statement

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's guidance on public benefit.



Michael Adewunmi
President Education and Chair of the Trustees

Date: 17-11-2023

**Teesside University Students' Union
and its Subsidiary Company**

**Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company**

Opinion

We have audited the financial statements of Teesside University Students' Union Charity (the 'parent charity') and its subsidiary (the 'group') for the Period Ended 31 July 2023 which comprise Group Statement of Financial Activities, the Group and the Parent Balance Sheet, and the Group and Parent Charity Cash Flow Statement 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 group and parent charity's affairs as at 31 July 2023, and of the group's incoming resources and application of resources, 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and Parent Charity 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 group's or 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 trustees are responsible for the other information. The other information comprises the information included in the Report of the Trustees, other than the financial statements and our auditor's report thereon. 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 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.

**Teesside University Students' Union
and its Subsidiary Company**

**Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company**

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, the trustees 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 Group's and Parent's Charity 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.

Auditor's 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 regulations made under section 154 of that Act.

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 a Report of the Independent Auditors 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.

Based on our understanding of the charity, we have considered applicable laws and regulations which may be fundamental to the charity's ability to operate or to avoid a material penalty, and we considered the extent to which non-compliance might have a material effect on the financial statements. We considered management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to the posting of inappropriate manual journal entries to manipulate financial performance, management bias in significant accounting estimates and any significant one-off or unusual transactions.

We discussed among the audit engagement team the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

**Teesside University Students' Union
and its Subsidiary Company**

**Independent Auditor's Report to the Trustees of
Teesside University Students' Union
and its Subsidiary Company**

Auditors' responsibilities for the audit of the financial statements (continued)

Audit procedures performed by the engagement team included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.
- Challenging estimates and judgements made by management in their significant accounting estimates.
- Revenue recognition; agreeing a sample of revenue transactions to gain assurance over the occurrence and accuracy of revenue and also to ensure revenue has been recognised in the correct period.

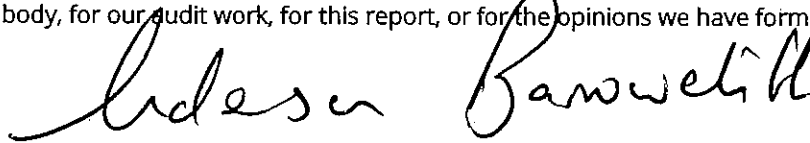
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed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

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

Use of our report

This report is made solely to the 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 Board of Trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Anderson Barrowcliff LLP
Statutory Auditor
Chartered Accountants
3 Kingfisher Court
Bowsfield Park
Stockton on Tees
TS18 3EX



Date: 1/12/2023

**Teesside University Students' Union
and its Subsidiary Company**

**Consolidated Statement of Financial Activities
for the Period 13 June 2022 to 31 July 2023**

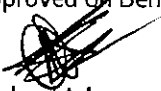
	Notes	<u>Restricted</u> £	<u>Un- Restricted</u> £	<u>Endowment</u> £	<u>Total 2023</u> £
Income and endowments from:					
Donations and legacies	2	750,978	1,067,384	-	1,818,362
Charitable activities:					
Social, cultural, recreational and sporting activities	3	-	685,022	-	685,022
Other trading activities:					
Commercial trading activity	4	-	575,180	-	575,180
Investment income - interest received	5	-	4,807	-	4,807
Total Income		750,978	2,332,393	-	3,083,371
Expenditure on:					
Raising funds:					
Commercial trading activity	6	-	448,101	-	448,101
Charitable activities:					
Representing, supporting & advising Students	7	8,403	229,953	-	238,356
Representative channel to the University & other external bodies	7	5,333	192,512	-	197,845
Social cultural, sporting & recreational and forum for student development	7	61,559	1,463,110	4,810	1,529,479
		75,295	1,885,575	4,810	1,965,680
Total expenditure		75,295	2,333,676	4,810	2,413,781
Net income/(expenditure)		675,683	(1,283)	(4,810)	669,590
Transfer of assets/(liabilities) from unincorporated charity on 30 September 2022	17,18,19	(2,060,011)	492,359	5,777	(1,561,875)
Other recognised gains/(losses):					
Gains/(losses) in multi-employer pension scheme liability	22	(257,122)	-	-	(257,122)
Net movement in funds		(1,641,450)	491,076	967	(1,149,407)
Reconciliation of funds:					
Total funds brought forward		-	-	-	-
Total funds carried forward	17,18,19	(1,641,450)	491,076	967	(1,149,407)

The notes form part of these financial statements

Teesside University Students' Union
and its Subsidiary Company
Consolidated Balance Sheet as at 31 July 2023

		<u>2023</u>		
	Notes	<u>Charity</u>		<u>Group</u>
		£	£	£
				£
Fixed assets				
Tangible fixed assets	12		102,571	102,571
Investments	13		1	-
			<u>102,572</u>	<u>102,571</u>
Current assets				
Stocks held by bars, shops & other outlets		42,606		42,606
Debtors and prepayments	14	513,740		513,740
Cash at bank & in hand		974,958		974,959
		<u>1,531,304</u>		<u>1,531,305</u>
Creditors: Amounts falling due within one year	15	590,856		590,856
Net current assets			<u>940,448</u>	<u>940,449</u>
Net assets excluding pension liability			1,043,020	1,043,020
Multi-employer pension scheme liability	22		(2,192,427)	(2,192,427)
Total net (liabilities)/assets			<u>(1,149,407)</u>	<u>(1,149,407)</u>
The funds of the charity:				
Endowment Funds:				
Capital Grants Fund	18		967	967
Restricted income funds:				
Society accounts	19	7,515		7,515
Special Events Fund	19	8,455		8,455
Student Hardship Fund	19	4,404		4,404
Rag Fund	19	563		563
			<u>20,937</u>	<u>20,937</u>
Restricted pension funds:				
Multi-employer pension fund	19	(1,662,387)		(1,662,387)
			(1,662,387)	(1,662,387)
Unrestricted:				
Accumulated Fund	17	491,076		491,076
			<u>491,076</u>	<u>491,076</u>
Total funds	20		<u>(1,149,407)</u>	<u>(1,149,407)</u>

Approved on Behalf of Teesside University Students' Union on 7/11/23 by:


Michael Adewunmi
President Education and Chair of the Trustees

The notes form part of these financial statements

**Teesside University Students' Union
and its Subsidiary Company**

**Statement of Cash Flows and Consolidated
Statement of Cash Flows for the Period 13 June 2022 to 31 July 2023**

	Note	2023	
		Charity £	Group £
Cash used in operating activities	27	1,237,777	1,237,777
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(126,166)	(126,166)
Interest received		4,807	4,807
Net cash flow used in investing activities		(121,359)	(121,359)
Cash flow from financing activities			
Repayment of multi-employer pension fund		(141,460)	(141,460)
Net cashflow from financing activities		(141,460)	(141,460)
Change in cash and cash equivalents in the year		974,958	974,958
Cash and cash equivalents at the beginning of the year		-	-
Cash and cash equivalents at the end of the year		974,958	974,958

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

1 ACCOUNTING POLICIES

(a) **General information and basis of preparation**

Teesside University Students Union is an incorporated registered charity in England. The principal address is given in the Report of the Trustees on page 1. The nature of the Union's operations and principal activities are the advancement of education of students at Teesside University.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice.

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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

The CIO was registered on 13th June 2022 and became active on 30th September 2022 when it received all of the assets from the unincorporated charity number 1138275. Therefore, these accounts have been prepared for the period 13 June 2022 to 31 July 2023 which is the CIO's first accounting period.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) **Going concern**

The financial statements are prepared on a going concern basis under the historical cost convention, with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to the accounts. The Trustees consider that there are no material uncertainties about the Union's ability to continue as a going concern. An amount was received from the University in 2023 to cover the advance payment of three years deficit payments. No other amounts are included in the financial statements for future grants from the University in respect of the SUSS pension deficit, although past practice of earmarked grant funding is expected to continue in the future. This basis assumes continuing support from the University. The SU has received confirmation of grants for 2023/24.

(c) **Group financial statements**

The financial statements consolidate the results of the Union and its wholly owned subsidiary Tees S U Limited on a line-by-line basis.

**Teesside University Students' Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

(d) **Income recognition**

All incoming resources are recognised in the Statement of Financial Activities (SOFA) when the Union is legally entitled to the income after any performance conditions have been met, and the amount can be reliably measured and it is probable that the income will be received.

Revenue grants other than the block grant are credited to the SOFA in the year in which they are received. The block grant is credited to the SOFA in the year in which it is receivable. In the SOFA grants are shown as income and the related expenditure disclosed as appropriate.

Donated facilities and services from the University are accounted for as income and expenditure for the year. The value of the rent and services donated to Teesside University Students' Union is calculated based on a lease with Teesside University.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

(e) **Expenditure recognition**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds comprise the costs of commercial trading including cost of sales and their associated support costs.
- Expenditure on charitable activities includes the costs associated with the advancement of education of students at Teesside University.
- Other expenditure represents those items not falling into the categories above.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs which can be directly allocated to activities and those costs of an indirect nature necessary to support them. Costs are allocated between the expenditure categories of the SOFA based on usage of the resource. Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(f) **Allocation of support costs**

Support costs are those that assist the work of the Students' Union but do not directly represent charitable activities and include office costs, finance, personnel, payroll and governance costs, which support the SU activities. These costs have been allocated to expenditure on charitable activities. The bases on which the support costs have been allocated are set out in note 8.

(g) **Tangible fixed assets**

Fixed assets are stated at cost less accumulated depreciation. Assets are capitalised if they cost more than £1,000 and are expected to last more than a year.

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	- between 3 – 7 years on straight line
Computer and Office Equipment	- between 3 – 7 years on straight line
Improvements to Buildings	- between 7 years and the expected life of the buildings

(h) **Investments**

Fixed asset investments are valued at cost. This represents the investment in the 100% subsidiary.

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

(i) **Pension costs**

Teesside University Students' Union (TUSU) participates in the NUS pension scheme, a money purchase pension scheme. This scheme is not defined benefit and so cannot build up a deficit. The only money ever paid into this scheme is the contribution rates set by the employer. This scheme became active 1 October 2011. The Students' Union Superannuation Scheme closed to new members and accrual of future benefits ceased at this date. TUSU continues to fund this scheme as described in the next paragraph.

Teesside University Students' Union (TUSU) participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension.

The scheme 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. Under the terms of FRS 102 the liability of the future payments has been estimated using net present value calculations and included on the Balance Sheet.

(j) **Operating Leases**

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

(k) **Stock**

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

(l) **Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.

(m) **Cash at bank and in hand**

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

(n) **Financial instruments**

The Union 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.

(o) **Fund accounting**

The Students' Union has three distinct types of fund in its balance sheet:-

- (i) Unrestricted, or general, funds arising from the accumulated surplus from its various activities;
- (ii) Restricted funds representing surpluses set aside by the Students' Union for specific purposes, such as Club and Societies Accounts. It also includes monies placed in the custody of the Students' Union but not under its control, such as the Student Hardship Fund.
- (iii) Endowment Funds represent those assets which must be held permanently by the Charity in the form of fixed assets. It is considered to be an expendable endowment fund and as such it is being released to unrestricted funds over a period to match the depreciation charged on the assets.

**Teesside University Students' Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

(p) **Judgements and Key sources of estimation uncertainty**

In the application of the Union's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The following are the critical judgements and key sources of estimation uncertainty that have the most significant effect on the amounts recognised in the financial statements:

Valuation of multi-employer pension liability

As detailed in note 22, the multi-employer pension liability has been calculated on assumptions provided by the most recent valuation from the actuary. The estimated liability has been discounted using a net present value calculation. Given the changing nature of multi-employer pension schemes, the liability estimated can be subject to fluctuations.

2 DONATIONS AND LEGACIES

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2023</u>
	£	£	£	£
Block Grant from Teesside University	-	699,884	-	699,884
Grant for Facilities and Services	-	367,500	-	367,500
Earmarked funding grants received from University (payroll lump sums)	45,980	-	-	45,980
Earmarked funding grants received from University (Summer Send-Off)	30,000	-	-	30,000
Earmarked funding grants received from students (Summer Send-Off)	3,418	-	-	3,418
Earmarked funding grants received from University (SUSS Pension Deficit)	671,500	-	-	671,500
Funds raised for Rag Fund	80	-	-	80
	<u>750,978</u>	<u>1,067,384</u>	<u>-</u>	<u>1,818,362</u>

3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	<u>Restricted</u>	<u>Un- Restricted</u>	<u>Endowment</u>	<u>Total 2023</u>
	£	£	£	£
Social, cultural, recreational, and sporting activities	-	685,022	-	685,022
	<u>-</u>	<u>685,022</u>	<u>-</u>	<u>685,022</u>

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

4 INCOME FROM OTHER TRADING ACTIVITIES

	<u>Restricted</u> £	<u>Un- Restricted</u> £	<u>Endowment</u> £	<u>Total 2023</u> £
Bars, kitchen and entertaining income from Tees S U Limited		575,180	-	575,180
	-	575,180	-	575,180

5 INVESTMENT INCOME - INTEREST RECEIVED

	<u>Restricted</u> £	<u>Un- Restricted</u> £	<u>Endowment</u> £	<u>Total 2023</u> £
Interest received	-	4,807	-	4,807
	-	4,807	-	4,807

6 COSTS OF RAISING FUNDS

	<u>Restricted</u> £	<u>Un- Restricted</u> £	<u>Endowment</u> £	<u>Total 2023</u> £
Costs of sales	-	209,111	-	209,111
Staff costs	-	220,783	-	220,783
Other costs	-	18,207	-	18,207
	-	448,101	-	448,101

**Teesside University Student's Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

7 EXPENDITURE ON CHARITABLE ACTIVITIES

	Notes	Represent- ing & advising Students £	Repre- sentative channel to the University & other external bodies £	Social, cultural sporting & recreational and forum for student develop- ment £	Split over Funds				
					Total £	Un- restricted Total Fund £	Restricted Total £	Endow- ment Fund £	Total £
2022/23									
Cost allocated directly to activities									
Cost of Sales		-	-	356,153	356,153	356,153	-	-	356,153
Staff costs		124,061	99,603	521,829	745,493	745,493	-	-	745,493
Other costs		3,252	10,715	112,834	126,801	121,991	4,810	-	126,801
Facilities and Services expenditure		21,000	3,400	343,100	367,500	367,500	-	-	367,500
Special Events Fund expenditure	19	-	-	24,963	24,963	-	24,963	-	24,963
Societies Membership expenditure	19	-	-	4,352	4,352	-	4,352	-	4,352
Payroll lump sum expenditure	19	8,403	5,333	32,244	45,980	-	45,980	-	45,980
Support costs allocated to activities	8	79,690	76,845	128,073	284,608	284,608	-	-	284,608
Governance Costs	8	1,950	1,949	5,931	9,830	9,830	-	-	9,830
		238,356	197,845	1,529,479	1,965,680	1,855,575	75,295	4,810	1,965,680

**Teeside University Students' Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

8 SUPPORT COSTS

Basis of Allocation	Promoting the interests & welfare. Rep support advise students	Representative Channel to the University & external	Social, cultural & recreational	Unrestricted Total	Restricted Total	Total
	£	£	£	£	£	£
Support costs allocated to activities						
Central staff costs	37,840	36,489	60,814	135,143	-	135,143
Marketing costs	20,955	20,207	33,678	74,840	-	74,840
Trustee expenses	57	55	91	203	-	203
NUS subscriptions	5,324	5,133	8,556	19,013	-	19,013
Premises costs	3,030	2,922	4,870	10,822	-	10,821
General Office costs	1,526	1,472	2,452	5,450	-	5,450
Legal & Professional fees	10,958	10,567	17,612	39,137	-	39,137
Other costs	-	-	-	-	-	-
	79,690	76,845	128,073	284,608	-	284,608
Governance costs						
Central Staff costs	-	-	-	-	-	-
Premises costs	-	-	-	-	-	-
General Office costs	84	83	333	500	-	500
Legal & Professional fees	1,866	1,866	5,598	9,330	-	9,330
Other costs	-	-	-	-	-	-
	1,950	1,949	5,931	9,830	-	9,830
Grants & Donations made						
Rag Fund	-	-	-	-	-	-
Student Hardship Fund	-	-	-	-	-	-
	-	-	-	-	-	-

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

9 NET INCOME/EXPENDITURE FOR THE PERIOD

Net income/expenditure is stated after charging:

	2023
	£
Operating leases	1,500
Depreciation	23,593
Auditor's remuneration:	
Audit fees	8,585
Accountancy fees	735

10 TRUSTEES' AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

The full time (sabbatical) Officer Trustees as noted on page 1 were the only members of the Board of Trustees to receive any remuneration, as permitted by the constitution. The salary costs were as follows:-

	2023
	£
Total employment benefits	70,199

Members of the Board of Trustees and Officer Trustees are reimbursed for their travel costs and any other expenses incurred in the course of their duties. Total Trustee expenses for the year amounted to £510. The number of Trustees reimbursed for expenses in the year was 6.

The total amount of employee benefits received by key management personnel is £178,396. The Trust considers its key management personnel comprise the President International, President Education, President Wellbeing, Chief Executive and Deputy Chief Executive. There are 4 key management personnel accruing pension arrangements.

11 STAFF COSTS AND EMPLOYEE BENEFITS

Staff costs were as follows:-

	2023
	£
Wages & salaries	1,108,855
Social security	66,610
Pension costs	64,579
	1,240,044

No employee earned over £60,000 per annum in the period.

The average monthly number of employees and full time equivalent during the year was as follows:

	2023 Number	2023 FTE
Raising funds	29	8
Charitable activities	133	37
Governance	1	1
	163	46

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

**12 TANGIBLE FIXED ASSETS
Group and Company**

	<u>Fixtures, fittings & Equipment Group & Charity</u>	<u>Total Group & Charity</u>
	£	£
Cost		
Additions	126,164	126,164
Disposals	-	-
	<hr/>	<hr/>
At 31 July 2023	126,164	126,164
	<hr/> <hr/>	<hr/> <hr/>
Depreciation		
Charge for the year	23,593	23,593
Disposals	-	-
	<hr/>	<hr/>
At 31 July 2023	23,593	23,593
	<hr/> <hr/>	<hr/> <hr/>
Net Book Values At 31 July 2023	102,571	102,571
	<hr/> <hr/>	<hr/> <hr/>

Included within additions above, £118,081 represents the net book value of the tangible fixed assets transferred from the unincorporated charity number 1136875 on 30 September 2022.

The net book value of fixed assets represents:-

	<u>Charity</u>	<u>Group</u>
	£	£
Assets used for direct charitable purposes	99,617	99,617
Other purposes	2,954	2,954
	<hr/>	<hr/>
	102,571	102,571
	<hr/> <hr/>	<hr/> <hr/>

13 FIXED ASSET INVESTMENTS

Investments held by the charity includes a £1 investment in the subsidiary which represents 100% of the issued share capital of Tees S. U. Limited (registered number: 07385982). The nature of business was that of letting of the Students' Union facilities. Further details are given in note 25.

14 DEBTORS - GROUP AND COMPANY

	<u>2023</u>
	£
Trade debtors	82,036
Other debtors	4,068
Taxes and Social Security (VAT reclaim)	-
Prepayments & accrued income	427,636
	<hr/>
	513,740
	<hr/> <hr/>

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR
Group and Company

	2023
	£
Trade creditors	85,910
Social security & other taxes	49,148
Other creditors	26,912
Accruals	412,101
Deferred income	16,785
	590,856

Deferred income comprises any block grant income, ticket sales and events income relating to future periods.

16 OPERATING LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:-

	2023
	£
Plant and Machinery	
Less than one year	1,000
More than one year and not later than five years	4,500
 Land and Buildings	
Less than one year	250,000
	255,500

17 UNRESTRICTED FUNDS

	Transferred from Unincorporated Charity	Income	Expenditure	Balance at 31 July 2023
	£	£	£	£
Unrestricted	492,359	2,332,393	2,333,676	491,076
	492,359	2,332,393	2,333,676	491,076

18 ENDOWMENT FUNDS – CAPITAL GRANT FUND

	<u>Reception (2013)</u>	<u>1st Floor (2014)</u>	<u>2nd Floor (2017)</u>	<u>Total 2023</u>
	£	£	£	£
Transferred from Unincorporated Charity	-	-	5,777	5,777
Released to SOFA	-	-	(4,810)	(4,810)
At 31 July 2023	-	-	967	967

This represents monies provided by the University for various refurbishments.

**Teeside University Students' Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

19 RESTRICTED FUNDS

	Clubs & Societies Accounts £	Student Hardship Fund £	RAG £	Special Events Fund £	Payroll Lump Sum	Sub Total £	Pension Deficit £	Total £
Transferred from Unincorporated Charly	11,867	4,404	483	-	-	16,754	(2,076,765)	(2,060,011)
Collections-RAG	-	-	80	-	-	80	-	80
Earmarked funding received from University - Pension Deficit	-	-	-	-	-	-	671,500	671,500
Earmarked funding received from University - Summer Send-Off event	-	-	-	30,000	-	30,000	-	30,000
Earmarked funding received from students - Summer Send-Off event	-	-	-	3,418	-	3,418	-	3,418
Earmarked funding received from University - Inflation lump sum payments through payroll	-	-	-	-	45,980	45,980	-	45,980
Outgoing								
Rag Donations made	-	-	-	-	-	-	-	-
Hardship Fund Donations made	-	-	-	-	-	-	-	-
Inflation lump sums to employees via payroll	-	-	-	-	(45,980)	(45,980)	-	(45,980)
Summer Send-Off expenditure	-	-	-	(24,963)	-	(24,963)	-	(24,963)
Society - Membership Expenditure	(4,352)	-	-	-	-	(4,352)	-	(4,352)
Movement in pension deficit	-	-	-	-	-	-	(257,122)	(257,122)
Net Movements	7,515	4,404	563	8,455	-	20,937	(1,662,387)	(1,641,450)
Carried Forward	7,515	4,404	563	8,455	-	20,937	(1,662,387)	(1,641,450)
Represented by: Net Current Assets/(Liabilities)	7,515	4,404	563	8,455	-	20,937	(1,662,387)	(1,641,450)

**Teesside University Students' Union
and its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

19 RESTRICTED FUNDS (continued)

The Societies accounts consisted of both money from the Students' Union and the students to support the running of the various SU societies.

The Student Hardship Fund provides financial assistance to TUSU members in cases of genuine hardship. Its funds have been raised through specific fundraising events and are administered on its behalf by the Students Union's Trustees in accordance with written regulations. Teesside University Students' Union holds the funds of the Student Hardship Fund, and its Trustees are Trustees of the fund.

The Rag Fund represents fund raising events held by Students' Union which have not yet been distributed to other charities. The assets are held in the form of cash at bank and are recorded separately within the accounting records of the Students' Union.

The Summer Send-Off grant was provided by the University to subsidise the cost to students of this event and the unspent balance carried over in the Special Events Fund.

In the year the University agreed to extend its cost-of-living lump sum payments to include the student and non-student employees of the SU. These payments were made through the SU's payroll so all taxes were paid, the grant included funding for the employer contributions of National Insurance and pensions.

20 ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

	<u>Unrestricted</u> <u>Funds</u> £	<u>Restricted</u> <u>Funds</u> £	<u>Endowment</u> <u>Fund</u> £	<u>Total</u> £
Fixed assets	101,604	-	967	102,571
Current assets	980,328	550,977	-	1,531,305
Creditors	(590,856)	-	-	(590,856)
Pension scheme liability	-	(2,192,427)	-	(2,192,427)
Balance at 31 July 2023	<u>491,076</u>	<u>(1,641,450)</u>	<u>967</u>	<u>(1,149,407)</u>

21 RELATED PARTY TRANSACTIONS

The Union was in receipt of grants from Teesside University for the period amounting to £1,814,863.

The Students' Union occupied its building under a lease with Teesside University, the value of the rent and services amounted to £367,500 which was invoiced to the Students' Union and an additional grant was made by the University to cover this expense.

The Officer Trustees on the Trustee board receive remuneration for their services as provided for within the Constitution. The aggregate amount payable under such contracts in the period was £70,199.

**Teesside University Students' Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

22 PENSION COSTS

Teesside University Students' Union (TUSU) 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 scheme was carried out as at 30 June 2022 and showed that the market value of the scheme's assets was £106,697,000 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 £136,645,000.

In light of the results of this valuation, the Scheme's Trustees have agreed with the Principal Employer that:-

- From 1 October 2023 participating unions will make deficit contributions of £745,671 per month, increasing by 5% each subsequent 1 October to address the deficit revealed by the valuation.
- These contributions include an allowance of £536,038 per annum in respect of the ongoing expenses of running the Scheme and are expected to eliminate the deficit by 1 May 2037. Deficit contributions have been apportioned between participating unions in line with the split of liabilities accrued, apportioned by service with each union. Participating unions have also been given the option of paying discounted lump sum instead of their monthly contributions between 1 October 2023 and either September 2026, September 2029 or September 2032.
- The PPF levy and related expenses will be paid by the participating union in addition to these contributions as and when it falls due. The levy will be apportioned between participating unions based on each union's share of the liabilities accrued and their D&B PPF score.

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.

Principal Actuarial Assumptions

Rate of increase in pensions post 1997	3% - 5%
Rate of increase in pensions post 2000	Maximum of 5%
Discount rate	Gilts curve + 1.5% pa, linearly changing over a term of 13 years to gilts curve + 0.25% pa
Inflation assumption (CPI)	RPI inflation less 0.7% pa (pre 2030) RPI inflation less 0.1% pa (post 2030)
Inflation assumption (RPI)	Merrill Lynch swap-implied inflation curve

The 2022 valuation recommended a monthly contribution requirement by each Union expressed in monetary terms intended to clear the ongoing funding deficit by May 2037. For Teesside University Students Union, the annual contributions from October 2023 are as follows:-

£178,236 (2023/24 increase by 5%), £187,152 (2024/25 increase by 5%) and £196,592 (2025/26 increase by 5%). These will be paid at a discount by an approved lump sum of £530,040.

**Teesside University Students' Union
and Its Subsidiary Company**

Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

22 PENSION COSTS (continued)

Under FRS102 the multi-employer pension liability has been calculated based on the assumptions of the above expected deficit payments:-

	<u>2023</u>
	£
Multi-employer pension liability at 30 September 2022 transferred from Unincorporated Charity	2,076,765
Movement on net present value calculation	257,122
Payments made in the year	<u>(141,460)</u>
Multi-employer pension liability at 31 July 2023	<u><u>2,192,427</u></u>

The University paid a £530,040 grant in July for the lump sum payment to SUSS in November 2023. Otherwise no amount is included in the financial statements for future grants from the University in respect of the SUSS pension deficit, although past practice of earmarked grant funding is expected to continue in the future.

Contributions paid into the NUSPS scheme for the period amounted to £64,579. This scheme is money purchase, not defined benefit and so cannot build up a deficit. The only money paid into this scheme is at the contribution rates set by the employer and employees.

23 CAPITAL COMMITMENTS

At the period end, the Students' Union had capital commitments of £2,315.

24 AFFILIATIONS

During the year the Students' Union paid the following affiliations:-

Organisation	<u>2023</u>
	£
National Union of Students (NUS)	15,209
NUS Charity	3,804
British Universities and Colleges Sports Association (BUCS)	<u>-</u>

Teesside University Students' Union
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Notes to the Accounts for the Period 13 June 2022 to 31 July 2023

25 SUBSIDIARY COMPANY

The charity owns the whole of the issued ordinary share capital of Tees S U Limited, a company registered in England. The subsidiary was incorporated on 23 September 2010. It is used for non-primary purpose trading activities. All activities have been consolidated on a line-by-line basis in the SOFA. A summary of the results of the subsidiary is shown below:-

	<u>2023</u>
	£
Turnover	575,180
Cost of sales	209,111
	<hr/>
Gross Profit	366,069
Administrative expenses	238,990
	<hr/>
Net Profit	<u>127,079</u>

The aggregate of assets, liabilities and funds was:

	<u>2023</u>
	£
Assets	1
Liabilities	-
	<hr/>
	1
	<hr/>
Share Capital (representing 1 ordinary shares £1 each)	1
Profit & Loss Account	-
	<hr/>
	<u>1</u>

26 RESULTS OF PARENT

	<u>2023</u>
	£
Total incoming resources	2,508,191
Net movement in funds (excluding transfers from unincorporated Charity)	<u>412,468</u>

The subsidiary gift aided £127,080 to the parent company in the period.

27 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<u>2023</u>
	£
Net income/(expenditure) for year	669,590
Interest receivable	(4,807)
Depreciation of tangible fixed assets	23,593
(Increase)/decrease in stock	(42,606)
(Increase)/decrease in debtors	(513,740)
Increase/(decrease) in creditors	590,856
Transfer of assets	514,891
	<hr/>
	<u>1,237,777</u>