

Company registration number SC511955 (Scotland)

Charity registration number SC046142 (Scotland)

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	William Tiny Groves Campbell	(Resigned 30 June 2025)
	Prof Edward Abbott-Halpin	
	Ahren Logan Armstrong	(Appointed 27 June 2025 and resigned 13 March 2026)
	Janet M Hackel	
	Victoria Trixie Hutchinson	(Appointed 7 October 2025)
	Irene Rose Hynd	
	Holly Louise Kayes	(Appointed 1 July 2025)
	Alexander William Mcdade	(Appointed 1 July 2025)
	Dr Iain Macleod Morrison	(Appointed 27 June 2025)
	Neil James Stewart	
	Carly-Skye Lawren Fraser	(Resigned 21 October 2025)
Secretary	David John Paul Leslie	(Resigned 27 June 2025)
	Shannon Drew Maccallum	(Resigned 15 May 2025)
Company Number (Scotland)	SC511955	
Charity Number (Scotland)	SC046142	
Registered office	UHI House (Formerly Centre For Health Science)	
	Old Perth Road	
	Inverness	
	Scotland	
	IV2 3JH	
Auditor	Millet Audit Ltd	
	Chartered Accountants and Statutory Auditors	
	Beyond Aldgate Tower	
	2 Leman Street	
	Aldgate	
	London	
	E1 8FA	

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 JULY 2025

I am very pleased to introduce the 2024/25 Highlands & Islands Students' Association Trustee Board report. The Highlands and Islands Students' Association is a diverse, student-led charity that strives to be at the heart of the experience of all students at the University of the Highlands and Islands (UHI). Recognised by UHI as the sole representative of its students, it is our role as a Students' Association to ensure all our students get the most of their time at UHI.

The University of the Highlands and Islands is a very special institution, delivering tertiary education across a vast region in Scotland, through 10 colleges and research institutions. This means the Students' Association also has a unique structure. One of these unique attributes is that we are the only Students' Association in Scotland to provide both Local and Regional representation with an Officer Team elected by the student body, to provide representation all the way from the classroom to University Court and Academic Partner Boards of Management.

In the past year, we have had some notable successes. We have been a key stakeholder in UHI's new Transformation project, supported students across the partnership through some very difficult changes, taken part in a number of quality activities and QAA visits, and significantly increased our number of Student Voice Reps. This year, we also increased the number of students involved in clubs and societies and celebrated more student sporting success. Last year HISA was actively involved in fighting for student housing rights across Scotland in collaboration with other Student Unions, supported by The Nations Union of Students Scotland. Through this campaign we met with senior ministers and Highland and Islands MSPs to advocate on the national stage for housing, but also Highlands and Islands specific issues around lack of housing due to the Airbnb influx in the Highlands and Islands. The campaign's first stage was successful in getting a few amendments in the housing bill around students' rights as renters and regulations around rent increases. I know the 25/26 Executive will continue with this work.

I am very proud that this year we also ran a number of new equality & diversity campaigns, from celebrating and raising awareness around topics such as Islamophobia Awareness, Transgender Awareness and 16 Days of Action to end Gender Based Violence. This year we have also started delivering on our new strategy and have increased and improved on nearly all of our Key Performance Indicators – our measure of success. I am particularly proud on the significant jump in the satisfaction score that we have received from students through the National Student Survey results, jumping up 10% to well above the Scottish average over the past two years. As President I have fought for fairer travel and housing for students across UHI at a government level with the hopes within the next year of achieving lower costs. This work includes lobbying the likes of Stagecoach, Scotrail, CalMac, North Link, and Loganair (to name a few) to ensure students can travel around the region at a reasonable cost.

In February 2025, the 24-25 Executive Committee led a campaign around positive mental health and advocating for better access to support for students. This involved events across the partnership like Therapets, coffee mornings, crafts sessions, and a Feel Fab Festival at Perth! We also held some online sessions of laughter yoga, and information sessions for how to access support. One of the big strides made was the redevelopment of the Student Mental Health Agreement. This agreement puts in place aims that the University will drive forward to get in place for students to access support for their mental health. Within the agreement HISA will aim to strengthen community to support students to have good mental health. It has been another difficult financial year within the whole of the University and College sector, and UHI and the Academic Partner Colleges have faced challenges in this space. While I have seen and heard the anxieties from students across UHI, I have also seen the amazing effort that UHI staff go to despite these challenges, in order to support students and the enjoyment and optimism that students experience as a result of the impact that HISA elected officers and staff have on them. The impact that UHI staff have on students is demonstrated by the range, number and quality of staff being submitted for HISA Awards.

I would like to finish off by expressing my gratitude to everyone who has supported us this year and contributed to our many successes, including our elected officers, HISA and UHI staff, our sports clubs, societies, and network members, and the more than 500 Student Voice Reps that without we would not be able to gather the feedback that helps us represent UHI students.

Alexander William McDade

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Alexander William McDade

Chair

Date: 18 Jun 2026
.....

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 JULY 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2025.

The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Our purposes and activities

The purpose of the Association is to represent the interests of all students (FE and HE) at the University of the Highlands and Islands and its ten academic partners at a regional level. The Association also represents the local interests of all students at those academic partners whose representative structures are part of the Association. The objects of the Association are the advancement of education of students at the University of the Highlands and Islands and its academic partners for the public benefit by:

- Working to enhance the teaching and learning experience of students at the University of the Highlands and Islands and its academic partners by organising, supporting and promoting the role of students, and working in partnership with relevant institutions and their staff;
- Promoting the interests and welfare of students during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and the University of the Highlands and Islands and its academic partners and any other external bodies;
- Providing social, cultural, sporting and recreational activities, and forums for discussions and debate for the personal development of its students; and
- Being the recognised representative body regional strategic body for further education in the Highlands and Islands.

The Association will seek at all times to:

- Ensure that the diversity of its student membership is recognised, and that equal access is available to all student members of whatever origin or orientation;
- Pursue its aims and objectives independent of any political party or religious group; and
- Pursue equal opportunities by taking positive action within the law to facilitate participation of groups discriminated against by society.

Strategic Plan

Following consultation with students, HISA and UHI staff a new strategic plan was approved by the Trustee Board in September 2024. For this first time the plan contains KPIs which are being monitored on an annual basis by the Board. The plan was communicated to students, Academic Partners and UH governance professionals over the autumn of 2024.

Governance

At Board level, this year we welcomed and onboarded new student Trustees and one new external member. Our blend of Student and External Trustees aims to ensure that we can provide stability in terms of leadership and direction to the organisation as UHI enters a period of change.

In terms of student and teaching and learning governance we have worked in close collaboration with the new Tertiary Quality Enhancement Framework and engagement with Scotland's Tertiary Enhancement Programme. Following a positive evaluation of a pilot Subject Intern Scheme we continue to provide student expertise to UHI-led reviews and membership of Faculty and subject area committees.

Summary of local activities throughout the year

For a full report of our 2024/25 activities please see our Impact Report.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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

Summary of activities during the year

Cross-campus Officers - President and Vice-President Education

The HISA Cross-campus Officers are the Principal Officers of the organisation and are Trustees of the Association. Each Officer takes responsibility for their own remit and manifesto, and they both lead on areas such as fighting for fairer travel costs and provision for students, the revision of the UHI/HISA Student mental Health Agreement, Student Partnership Agreement (SPA) work and developing AI policies to support students studying at UHI. The Cross-campus officers sit on various senior University committees and working groups at UHI, and represent the Students' Association at a number of events, from local graduations, all the way to campaigning for students at a national level. The Cross-campus officers have also supported local officers and students in academic partners with navigating proposed changes at UHI to curriculum and support services.

Local officers and activities

Scottish Association for Maritime Science

For the second year our team at SAMS was represented by Kian McDonald. Kian led a number of initiatives and activities on campus throughout the year to benefit SAMS students, including the now famous SAMS Valentine's ceilidh, held at the Argyllshire Gathering Halls on 14th February. Three events to celebrate HISA's Feel Fab Feb campaign: Post-It Positivity, Cuppa 'n' Chat, and a Book Swap took place. Alongside this we provided information about the HISA Advice Service, as well as various posters and leaflets with information about local services, charities, businesses and other organisations which might improve wellbeing and feeling fab. These ranged from the preventative, such as contact details for local dentists and gyms, to reactionary, such as where to go if struggling with issues around mental health, finances, or addiction. The Cuppa 'n' Chat was run in collaboration with the SAMS Tea and Coffee Club, who provided complimentary hot drinks for an afternoon. The intention was to allow students some time away from the pressures of study, to just sit and talk to their peers. Our Book Swap allowed students to donate books that they no longer wanted, and/or pick up free books. This was successful, and we are considering the possibility of making it a permanent fixture in the future. The Student Voice Representative meetings continued to be very engaging and one raised the issue of a lack of shelter for students at the bus stop with an online petition being passed to the local council.

Argyll

This year, Argyll students were supported by Siobhan Moore. As with other campuses, we ran Feel Fab Feb events which included free beauty treatment sessions at the Oban campus, and a de-stress event was held in April, where freebies were sent out to help students with end-of-year assessments; the packs included colouring books, colouring pencils, mini puzzle books, and stickers. They were sent to each of the campuses to be put out for students. An area of focus was the centre at Rothesay where the campus was struggling with only having a small, and rather uninviting, area for relaxing, eating, and socialising. HISA sent the location a selection of board games, a fold-away picnic table, a futon sofa, storage ottomans, and a coffee table to improve the student space.

Perth

UHI Perth students were represented by Xander McDade and Andi Garrity. The HISA Perth team had a very successful year, starting at the beginning of term, with officers and staff visiting over 55 classes to tell students about HISA and encourage classes to nominate Student Voice Reps and this resulted in the recruitment of 205 reps with follow up training provide both on-line and in-person. Freshers events included Halls BBQ and Bingo, a Freshers Fair with external stall holders including NHS Scotland, Therapets, Nandos and Perth Parrots, sports give-it-a-go sessions organised in conjunction with the Perth Active Campus Coordinator, a Beach Party at Willowgate Perth and a Macmillan Coffee morning ran with support from our hospitality department where we raised just under £400. Later in the autumn, Andi Garrity, Depute President, and Lucy Hogben, HISA's Local Coordinator, attended the Trans Day of Remembrance vigil in Perth organised by Rainbow Heartlands. And for Reclaim the Night, a poster making and march was organized. In January, HISA organised a Burns Ceilidh which again was very successful with music, dancing and free samples of haggis, neeps, and tatties for students. In February HISA took over the Webster for our Feel Fab Festival; this event included stalls and activities run by UHI Perth's Active Campus Coordinator, Wellbeing team, and students from Hair and Beauty, Hospitality and Arts departments, plus external organisations.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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

Highland Theological College

The Highland Theological College remains one of the almost exclusively online campuses at UHI resulting in an exciting geographic spread of students studying with HTC, with some studying close to either the Dingwall or Paisley campus and others studying from places throughout the globe. This year, HTC was represented by Susan Loughlin who ran a number of events across the Dingwall and Paisley campuses. HISA held an event called Create to Donate which encouraged students to learn new skills to be able to create items which could be donated to their local churches. Following a student survey, asking students what they wanted from HISA, we purchased some games tables for the Dingwall campus to improve the student spaces on offer to HTC students in that location. These have enabled those with families to keep their younger children occupied when on campus and provided students and families with a bonding experience.

HTC celebrated its 30th Anniversary in Paisley this year, and HISA was delighted to be part of these celebrations. Throughout this year, Susan has been a visible presence from HISA to students and we hope this has led to a better relationship between HISA, students, and lecturers alike. By working closely with the most engaged students to provide a full induction from both perspectives, we managed to avoid the perspective that a student union is only for young adults and that HISA can support students of all demographics at HTC in more ways than just socialising.

Inverness

In Inverness this year, we were represented once again by Liz Keegan and Holly Pearce. Between them, they attended 60 class inductions over August and September introduce students to HISA and what we can do for them in terms of representation, advice, clubs and societies. We also recruited 121 student voice reps which was a huge increase on the previous year. We ran another well attended Freshers event in September which included entertainment such as a rodeo bull, real live alpacas, a face painter and over 50 local businesses promoting their services and discounts available for students. Other events during the year included Christmas events, a singles day event, a Halloween prop hunt, a Halloween costume event, Refreshers in January and a Games Night. We also marked and celebrated a number of important occasions this year such as Movember, the Trans Remembrance vigil, and HISA's Feel Fab Feb campaign.

Liz Keegan led in HISA this year on working with the UHI mental health team on rewriting and relaunching UHI and HISA's Mental Health Agreement and Holly led on supporting networked students – she created a quiz to ask students for their views on their experiences of studying online which can be fed into future student support activities. We also handed out exam care packs to students. Both officers visited the Forestry campus on a regular basis to support students in that location. Local issues including a number of meetings with Stagecoach to set out the issues faced by students to attend campus and after much lobbying services have improved. We were delighted to be awarded the Emily Test chartered status and to be included in visits and training provided by them.

Moray

We were represented this year by Sarah Marshall and Chloe Catmore. To start the year off, HISA spoke to students during their inductions after the Principal's address, an activity that reached over 800 students. The usual Freshers activities also included a MacMillan Coffee Morning, a pizza and Therapets event at Linkwood where we interacted with over 100 students, and a welcome Freshers event at the Biblical Gardens where we provided pizza and garden games to 30 of those students. Later in the year we held a second coffee morning with the attendance of Mikeysline to promote good mental health. For students at the Linkwood site we organised a coffee morning, and we provided monthly drop-in sessions at the AyePod and networking days in the Library. HISA also began consulting Moray students about how the AyePod at Moray Street campus could be refurbished to make it a more inviting space for students to use. This feedback was presented to UHI Moray who will take these suggestions forward, including a proposed way for students to help brighten the space.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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

Shetland

This year, Shetland was represented by the Harley Green, who led on many activities. One of the key objectives was to increase support for students on the ground, with weekly officer surgeries across UHI Shetland campuses and online being provided to ensure all students, no matter how they study, feel included in HISA activities. The Freshers'/ Welcome events included a business fair at Lerwick and with Scalloway and Mareel based students supported to travel and participate. HISA also offered a tour of Mareel, home of UHI Shetland Film and Media students, and the islands premiere music venue, complete with behind-the-scenes access to all the technology used to provide immersive experiences to music and film events. Later in the term we supported these students to perform a live gig in Briggistanes, bringing a fun, lively atmosphere to the lunch period for the 100 students on campus, and giving the 18 performers a practice performance before their community student showcase event. The Christmas Craft fair at Lerwick Campus allowed Art Students to showcase their work alongside members of the Shetland Craft Association. Throughout the year, we worked constructively with the local Board of Management regarding cuts to staff and courses and ensure that students could participate and pose questions.

Orkney

Orkney students were represented by Mila Tabone this year. Freshers/Welcome events included a trivia night and a community fair that showcased volunteering opportunities, and made connections with local interest groups and societies such as Voluntary Action Orkney, Skills Development Scotland, and The Orkney Youth Forum; this solidified HISA's position as being committed to community engagement in Orkney. To help interaction with the Association, the Pebble Box was launched at the entrance to the Kirkwall campus allowing a weekly question to be posed with student responses. To break up the short winter days, students were offered the chance to come and warm up with a deluxe hot chocolate while making Christmas-themed crafts and chatting with their fellow students. In February as part of a co-ordinated HISA approach to mental health and wellbeing we hosted an origami making workshop designed to slow down the mind and work on something tactile. A trivia tournament was also held during Feel Fab February giving students the opportunity to keep their neurons firing in fun and competitive environments with fellow students. HISA organised and sent out 50 wellbeing packs to students containing items aimed at helping students to take a quiet moment of self-care during busy exam and assessment periods. To ensure inclusivity and parity of experience irrespective of study mode, these packs were available to both campus based and online students, with 10% of the packs going to students via the postal service. With international students in mind, a guide was collated to help adapting from registering with a GP and opening bank accounts, to shopping for clothes or fruits and vegetables, everything a student needs who is new to Orkney is contained.

North, West & Hebrides

This year, students in Fort William were represented by Nicolas Kowalczyk but sadly our positions in Thurso and Stornoway were not filled. This did not stop a wide range of activities taking place across North, West & Hebrides locations throughout the year.

In Fort William events included Feel Fab February with also Mikeysline attending to promote casual open communication about mental wellbeing. A Mario Kart tournament was a great success and the term ended with a summer picnic party open to all students and staff. In Stornoway, this year we were delighted to move to and open a new HISA space on campus, in a great location inside the main entrance to the building. HISA held a 'grand opening' of the space, which included refreshments and snacks, and various games. In Thurso events were run during the year including an LGBTQ+ History Month 'Priscilla Queen of the Desert' film screening in collaboration with the local LGBT group (Stepping Out), the wellness tree as part of Time to Talk in February and the Mario Kart Tournament in March. We also organised visits to Dale Farm and discussed facilities for students with disabilities on the campus, which has led to significant improvements being made to the disabled parking facilities.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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

Democracy and Student Voice

This year, we made substantial revisions and enhancements to our Student Officer elections including new elections branding, updated candidate training and resources, and the introduction of codified election rules. A total of 946 (4.17%) members voted in this year's Student Elections, casting 2984 individual votes. This represents an increase in turnout of around 51.09% compared to the 2024 Spring Elections where 613 members cast 1731 individual votes. There was a 96% increase in the number of voters casting a vote via the HISA website in this year's elections compared to last year. This significant increase in the number of voters can be attributed to the implementation of Single-Sign-On (SSO) and the resulting simplified process for logging on to the HISA website. This year also saw work on reviewing our democratic process and structures begin with an initial health check of our current articles and schedules. A constitutional review project has been launched for the 2025-26 academic year to fix issues identified within HISA's Articles of Association & Schedules from this initial health check.

In July 2024, our Development Managers led a newly formatted set of officer training to ensure that our officer cohort for the next year is well prepared for their roles. And as part of an ongoing Board of Management project, we have been working on strengthening support and training for student members of UHI and AP governing bodies, and raising understanding of student engagement with other governors.

Advice

Since April 2022, HISA's Advice Service has provided independent support, guidance, and representation to UHI students with academic and related concerns. It also maintains a function to inform students about topics such as well-being, the Disabled Students' Allowance, and transitioning into student life, via monthly blog posts available on the HISA website. Over the past year, 79 cases were handled from students across the partnership, marking an increase on the previous year. Feedback from those who responded indicates a 95% satisfaction with the advice and support received from the Service. This year, the Advice Service provided tailored support to students across a variety of areas, for example during programme changes, ensuring that student perspectives were heard and individual circumstances carefully considered. Beyond one-to-one casework with students, the team also took a proactive approach to issues affecting groups of students, such as course discontinuations, housing challenges, and the impact of Generative AI.

In addition to direct casework, this year the Advice Service undertook various broader activities to enhance student support, promote collaboration, and raise awareness of the service throughout the UHI partnership. For instance, the team started a series of staff interviews showcasing the "unsung heroes" working behind the scenes at UHI. This effort aimed to clarify important institutional roles and enhance student-staff relationships, earning positive responses from both students and staff. The Service has also begun focusing more closely on the needs of students living in university accommodation.

Community Engagement

This year has seen some significant growth and successes in our community work which includes support for student-led clubs, societies and networks, sporting activities, volunteering opportunities and making major strides in our equality, diversity and inclusion work. Our year started off with a bigger Community presence at Freshers/Welcome events, with tables at most main locations dedicated to clubs and activities for students. We created posters for all our clubs to increase visibility, sign-up sheets and QR codes for immediate registration, and some clubs even had their own individual tables at local events. We immediately had two new clubs get started as a result of this work, an LGBTQ in-person group at Inverness and a Soup club at SAMS. Our other big success at Freshers this year was our student interest survey, where we listed potential activities, sports, and clubs that students could tick off if they might be interested. We used this data through the year to help elected officers and local teams understand the shared interests of their students and encourage new club formation.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

At the start of term, our Sports Co-ordinator also hosted sports activities across the partnership with a huge turnout at Inverness. One of the highlights was the Water Sports Festival with clubs from SAMS and Fort William taking part. Moving through the year, the number of our clubs and societies grew again this year, up to 67 at a high point with 900 members made up of 32 societies, 28 sports clubs, and 7 networks and many of these will continue operating into 2025/26. Recent additions include the UHI Scribblers and the ESOL Society (both of which are related to their academic courses), climbing and mountaineering clubs at both SAMS and Inverness, the restart of a Furry society (cosplay/gaming/anime/mascots), a Knitting Club, a Community Forward club, a Plastic Modelling Club, and a Wakeboarding Club. Several of our societies, including the Food pantry at Orkney, Community Forward, Souper-Doupers, the Furies, and Wild Swimming have been involved with or hosted various charitable activities to help alleviate student food poverty for UHI students and/or to raise funds.

Numbers of students involved in our networks also grew this year, especially the Pride Network which continues to be HISA's most popular network. From this network, students have branched out and become involved with or started other groups (like the Furry society). As students become more comfortable in the space, we have noticed a increasing trend towards requesting and receiving peer support on a number of issues ranging from dating advice, mental health matters, academic concerns, dealing with discrimination, support with gender affirmation, and more. While we also provide support when appropriate, the increase in peer support suggests that students are finding a strong sense of community in the network. We have also received feedback that our work in this space has helped some students feel more comfortable coming out in their work or academic spaces.

Clubs were supported this year via our usual grant system and some of our sporting budget was used to help teams travel to competitions. As with last year, our sporting clubs remained the largest share of requests for funds: transport remains the number one cost implication for competitive sporting groups. We also received a grant for £1,000 to provide more sporting kit from the Jimmie Cairncross Trust. We are also now receiving more requests from non-sports clubs, especially those linked with academic areas. For example, this year we were able to help support the retreat for the Sustainable Development Society and creative writing memberships for UHI Scribblers.

In terms of sporting activity this year, our Sports Co-ordinator drove activity across the partnership, working in close partnership with the Active Campus Co-ordinators at Perth, Moray and Inverness when relevant. We had a fantastic win for our women's shinty team, sponsored by Kishorn Port and Dry Dock Ltd, at the Scottish Student Shinty Festival hosted by University of Strathclyde. Another event held at the beginning of the academic year was a well-attended racquet sports festival in Inverness, where students had lots of fun playing pickleball, tennis and badminton. And in January, most of our sports clubs ran taster sessions for Refreshers week. Our men's team brought the Littlejohn Vase home to UHI for the second year in a row, only the second time UHI have ever entered the tournament. Our second UHI Varsity event held in April was a huge success with teams from Perth, Moray and Inverness competing in basketball, volleyball and football. This was a great showcase of the sporting talent of UHI students and an excellent opportunity for students from different campuses to meet each other. The Sporting Blues judging panel met in June and HISA awarded a total of 13 full blues, half blues and honorary blues to students from Inverness, Moray, NWH, Perth and Shetland. We were very impressed by the standard of nominations this year which demonstrates the sporting talents of our student population.

Structure, governance and management

Highlands and Islands Students' Association is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 1 July 2015. It is registered as a charity with the Scottish Charity Regulator. Any student registered with the academic partners of the University of the Highlands and Islands (except students of academic partners which maintain an independent students' association), who has not opted out of being a member, and the Principal Officers of the Association, are members of the Association.

The provisions of the Education Act 1994 require the University to review the Constitution (the Articles) of the Association at least every five years. This was clearly overdue and a review of the Articles was undertaken during the early part of 2023 which included consultation with the Executive committee as well as the Trustees. Final draft wording for the amended Articles will be put to the membership with final approval being sought by University Court in Summer 2025 following a special resolution of the Board of Trustees.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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

The trustees who served during the year and up to the date of signature of the financial statements were:

William Tiny Groves Campbell	(Resigned 30 June 2025)
Prof Edward Abbott-Halpin	
Ahren Logan Armstrong	(Appointed 27 June 2025 and resigned 13 March 2026)
Janet M Hackel	
Victoria Trixie Hutchinson	(Appointed 7 October 2025)
Irene Rose Hynd	
Holly Louise Kayes	(Appointed 1 July 2025)
Alexander William Mcdade	(Appointed 1 July 2025)
Dr Iain Macleod Morrison	(Appointed 27 June 2025)
Neil James Stewart	
Carly-Skye Lawren Fraser	(Resigned 21 October 2025)
David John Paul Leslie	(Resigned 27 June 2025)
Shannon Drew Maccallum	(Resigned 15 May 2025)

Recruitment and appointment of trustees

Prior to recruitment the existing Board members complete a skills matrix identifying where their strengths and weaknesses lie. This helps HISA create a profile of the type of Trustee required before HISA goes to advertise. Edits are then made to existing advertising materials, the Job Description is reviewed on a biannual basis. Shortlisting is undertaken by the President, one external Trustee and the Chief Executive Officer. The interview panel consists of one Student Trustee, one external Trustee and the President/Chair.

Organisational structure

The leadership structure in place during 2024/25 is set out below:

Role	Line management of	Line management of
CEO	Director of Student Engagement and Representation	Development Managers, local teams, Advice Service and Democracy
	Director of Finance and Operations	Operations, Finance and HR Communications
	Director of Communication & Communities	Sports Co-ordinator, Communications Co-Ordinator

Staffing & HR

As part of the Association's commitment to being a good employer we continued to prioritise our accreditation as a Scottish Living Wage employer. Staff and officer vacancies continued to present a challenge for the Association, albeit at a reduced level from previous years. Building on new HR policies including a staff code of conduct we developed improved policies on Freedom of Speech and Safeguarding and implemented a staff annual appraisal process

Future Plans

The funding environment continues to place challenges to maintain or enhance services to students at a time when demands for our advice and input continue to increase. Into 2025/2026 the staffing position of HISA has required reductions in support functions whilst we seek to maintain front-line roles. We continue to build stronger links with UHI Partners to improve collaborative working and ensure that the concerns and needs of students remain at the forefront of wider decision making related to campus closures, changes to programmes and delivery of financial efficiencies

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

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

A big part of the work in the year was for students as Board members assessing the UHI Transformation project and this work will continue into 2025/26, as will our refreshed work around the recruitment and training of SVRs and elected officers, a new elections process and a revision of our Articles and Schedules. We will also be taking forward some key changes around how we deliver our communications to students to make them more response to local teams and students in Academic Partners

Trustees and key management remuneration

Trustees receive no remuneration but are reimbursed for any expenses incurred in their role as a trustee. The Trustee board set the remuneration of the Chief Executive Officer. Responsibility is delegated to the Chief Executive Officer to set other key management personal remuneration.

Financial review

Total income for the Association was £979,015 (2024 £967,660) with the block grant funding from UHI partners forming the majority of available funds. Expenditure was £1,040,751 (2024 £1,041,627) with a net operating deficit of £61,736 (2024 deficit of £73,967). Attempts to diversify funding and to provide for less dependency on funds from UHI partners continued but have not yet delivered significant multi-year funding. Trustees continue to monitor fundraising effort.

Trustees review the level of reserves periodically through the year and these are in place to allow for cash flow planning should delays to funding from UHI occur. The Trustees have set a target (January 2026) of three months of unrestricted expenditure and the current level of reserves at 31 July 2025 is £158,141 which equates to 2 months.

Statement of Trustees responsibilities

The Trustees, who are also the directors of Highlands And Islands Students' Association for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

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

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

The Trustees report was approved by the Board of Trustees.

Alexander William McDade

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Alexander William McDade

Chair and Trustee

Date: 18 Jun 2026
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HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

Opinion

We have audited the financial statements of Highlands And Islands Students' Association (the 'charitable company') for the year ended 31 July 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 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.
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of Trustees

As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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 respects of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The objectives of our audit, in respect to fraud, are; to identify and assess the risks of material misstatement of the financial statement due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud and suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

Our approach was as follows:

We obtained an understanding of the legal and regulatory frameworks that was applicable to the Company. We determined that the most significant laws and regulations which are directly relevant to specific assertions in the financial statements are those related to the reporting framework.

We understood how the company is complying with those legal and regulatory frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborate our enquiries through discussion with the director. There were no legal matters detected through our audit procedure.

We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by meeting with management to understand where it is considered there was a susceptibility of fraud. We also considered potential fraud drivers: including financial and other pressures, opportunity, and personal or corporate motivations. We considered the programmes and controls that the company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls. Where the risk was considered higher, we performed audit procedures to address each identified fraud risk. These procedures included reviewing large and unusual bank transactions; collaborating information provided by management; and testing large samples of transactions.

Our audit procedures were designed to respond to risk of material misstatement in the financial statements recognizing that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and the trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Millet BA MBA FCA (Senior Statutory Auditor)

For and on behalf of, Millet Audit Ltd

Chartered Accountants and Statutory Auditors

Beyond Aldgate Tower

2 Leman Street

Aldgate

London

England- E1 8FA

Date: 18 Jun 2026

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 JULY 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
Income and endowments from:					
Donations and legacies	3	66,390	-	66,390	59,999
Charitable activities	4	889,142	21,451	910,593	905,372
Other trading activities	5	125	-	125	148
Other income	6	1,907	-	1,907	2,141
Total income		<u>957,564</u>	<u>21,451</u>	<u>979,015</u>	<u>967,660</u>
Expenditure on:					
Charitable activities	7	<u>1,020,504</u>	<u>20,247</u>	<u>1,040,751</u>	<u>1,041,627</u>
Total expenditure		<u>1,020,504</u>	<u>20,247</u>	<u>1,040,751</u>	<u>1,041,627</u>
Net income/(expenditure) and movement in funds		(62,940)	1,204	(61,736)	(73,967)
Reconciliation of funds:					
Fund balances at 1 August 2024		<u>221,081</u>	<u>13,081</u>	<u>234,162</u>	<u>308,129</u>
Fund balances at 31 July 2025		<u>158,141</u>	<u>14,285</u>	<u>172,426</u>	<u>234,162</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 17 to 26 form part of these financial statements.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

BALANCE SHEET

AS AT 31 JULY 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	12		1,091		1,283
Current assets					
Debtors	13	1,260		18,517	
Cash at bank and in hand		208,111		244,782	
		209,371		263,299	
Creditors: amounts falling due within one year	14	(38,036)		(30,420)	
Net current assets			171,335		232,879
Total assets less current liabilities			172,426		234,162
The funds of the charitable company					
Restricted income funds	16	14,285		13,081	
Unrestricted funds	17	158,141		221,081	
		172,426		234,162	

The notes on pages 17 to 26 form part of these financial statements.

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

18 Jun 2026

The financial statements were approved by the Trustees on

Alexander William McDade

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Alexander William McDade
Chair and Trustee

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(36,671)		103,314
Net cash generated from investing activities			-		-
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(36,671)		103,314
Cash and cash equivalents at beginning of year			244,782		141,468
Cash and cash equivalents at end of year			208,111		244,782

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies

Charity information

Highlands And Islands Students' Association is a private company limited by guarantee incorporated in Scotland. The registered office is UHI House (Formerly Centre For Health Science), Old Perth Road, Inverness, IV2 3JH, Scotland.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from donations and grants is recognised when the charity is entitled to the funds, the receipt is probable and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when it is made in writing. If a donation or grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds, or if the donor specifies that the funds must be used in future time periods, then the income is deferred.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	15% reducing balance
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Total 2024 £
Donated office space- UHI	66,390	59,999
	<u>66,390</u>	<u>59,999</u>

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
UHI Block Grant	889,142	-	889,142	889,142
UHI Sports Co-ordinator	-	7,000	7,000	7,000
Cycling UK	-	-	-	3,230
UHI Faculty Subject Interns	-	4,600	4,600	-
Enterprise Rent a Car	-	4,500	4,500	-
Jimmie Cairncross Charitable Trust	-	1,000	1,000	-
Sports Scotland	-	4,000	4,000	6,000
Other - misc	-	351	351	-
	<u>889,142</u>	<u>21,451</u>	<u>910,593</u>	<u>905,372</u>

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Commission income	<u>125</u>	<u>148</u>

6 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	<u>1,907</u>	<u>2,141</u>

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

7 Expenditure on charitable activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Total 2024 £
Direct costs				
Direct cost	974,246	20,247	994,493	993,903
Share of support and governance costs (see note)				
Support	23,992	-	23,992	26,562
Governance	22,266	-	22,266	21,162
	<u>1,020,504</u>	<u>20,247</u>	<u>1,040,751</u>	<u>1,041,627</u>
Analysis by fund				
Unrestricted funds	1,020,504	-	1,020,504	1,026,314
Restricted funds	-	20,247	20,247	15,313
	<u>1,020,504</u>	<u>20,247</u>	<u>1,040,751</u>	<u>1,041,627</u>

8 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	6,000	6,990
Depreciation of owned tangible fixed assets	192	226
	<u>6,192</u>	<u>7,216</u>

9 Trustees

Charity trustees who were also employees of the Association during the year received combined total salary and benefits of £73,207 (2024- £44,316) in the furtherance of their employee duties.

The trustees received a combined total of £3,400 (2024- £1,611) in respect of reimbursed expenses incurred in the furtherance of their duties

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Core team staff	28	25
Local officer	10	9
Regional/trustee officer	2	2
Total	<u>40</u>	<u>36</u>

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

10 Employees

Employment costs	2025 £	2024 £
Wages and salaries	736,964	712,780
Social security costs	68,252	44,251
Other pension costs	22,172	22,107
	<u>827,388</u>	<u>779,138</u>

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	<u>173,309</u>	<u>171,554</u>

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Office equipment £
Cost	
At 1 August 2024	<u>1,913</u>
At 31 July 2025	<u>1,913</u>
Depreciation and impairment	
At 1 August 2024	630
Depreciation charged in the year	<u>192</u>
At 31 July 2025	<u>822</u>
Carrying amount	
At 31 July 2025	<u>1,091</u>
At 31 July 2024	<u>1,283</u>

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

13 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Other debtors	-	520
Employee loans	-	500
Prepayments and accrued income	1,260	17,497
	<u>1,260</u>	<u>18,517</u>

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	3,617	8,258
Other creditors	19,780	11,214
Accruals and deferred income	14,639	10,948
	<u>38,036</u>	<u>30,420</u>

15 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>22,172</u>	<u>22,107</u>

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 August 2024 £	Incoming resources £	Resources expended £	At 31 July 2025 £
Cycling Intern	3,341	-	(1,757)	1,584
Scottish Funding Council	9,740	-	(1,472)	8,268
Sport Scotland	-	4,000	(4,000)	-
Sports Development (UHI Sports Co-ordinator)	-	7,000	(7,000)	-
UHI Faculty Subject Interns	-	4,600	(4,394)	206
Enterprise Mobility (Enterprise rent a car)	-	4,500	(400)	4,100
Jimmie Cairncross Charitable Trust	-	1,000	(1,000)	-
Other - misc	-	351	(224)	127
	<u>13,081</u>	<u>21,451</u>	<u>20,247</u>	<u>14,285</u>

Previous year:

	At 1 August 2023 £	Incoming resources £	Resources expended £	At 31 July 2024 £
Cycling Intern	2,397	3,230	(2,286)	3,341
Scottish Funding Council	9,740	-	-	9,740
Sports Development	27	6,000	(6,027)	-
UHI- Sports Co-ordinator	-	7,000	(7,000)	-
	<u>12,164</u>	<u>16,230</u>	<u>(15,313)</u>	<u>13,081</u>

The Cycling Intern fund is to promote and enable cycling and to pay for student courses (Dr Bike and Cycle Ride Leader Course) as well as cycling safety accessories.

The Sport Development fund is used to pay for a Sports Co-ordinator.

The UHI Sports Co-ordinator funding was their contribution towards the cost of employing a Sports Co-ordinator.

The fund provided by SFC is to support student mental health.

The fund provided by Enterprise Mobility is to support Student Voice Representative recognition prizes and Clubs and Societies.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2025

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 August 2024 £	Incoming resources £	Resources expended £	At 31 July 2025 £
General funds	221,081	957,564	(1,020,504)	158,141
Previous year:	At 1 August 2023 £	Incoming resources £	Resources expended £	At 31 July 2024 £
General funds	295,965	951,430	(1,026,314)	221,081

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 July 2025:			
Tangible assets	1,091	-	1,091
Current assets/(liabilities)	157,050	14,285	171,335
	158,141	14,285	172,426
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 July 2024:			
Tangible assets	1,283	-	1,283
Current assets/(liabilities)	219,798	13,081	232,879
	221,081	13,081	234,162

19 Related party transactions

Included in other debtors is an employee loan of nil (2024 - £500) in respect of the balance owed by E Miller, who is part of key management personnel.

HIGHLANDS AND ISLANDS STUDENTS' ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

20	Cash (absorbed by)/generated from operations	2025 £	2024 £
	Deficit for the year	(61,736)	(73,967)
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	192	226
	Movements in working capital:		
	Decrease/(increase) in debtors	17,257	178,097
	Increase in creditors	7,616	(1,042)
		<hr/>	<hr/>
	Cash (absorbed by)/generated from operations	(36,671)	103,314
		<hr/>	<hr/>

21 Analysis of changes in net funds

The charitable company had no material debt during the year.

Document

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