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20 DEC 2022  
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**University of Strathclyde Students' Association**  
(A company limited by guarantee)

**Report and financial statements for the  
year ended 31 July 2022**

**Company Number: SC568857**

**Charity Number: SC005914**



# University of Strathclyde Students' Association

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# University of Strathclyde Students' Association

## Board of Trustees and associated information (continued)

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### From 1 July 2021 to 1 July 2022

#### Executive Committee Trustees

Kirsty Bannatyne (resigned 1<sup>st</sup> July 2022)  
Savvina Kritharidou (resigned 1<sup>st</sup> July 2022)  
Lewis McDermott  
Nesha Malone (resigned 1<sup>st</sup> July 2022)  
Benn Rapson (resigned 1<sup>st</sup> July 2022)  
Ruairidh Wallace (resigned 1<sup>st</sup> July 2022)

#### Student Trustees

Daniel Dunn  
Swadhi Karthikeyan  
Maisie Keogh  
Giuliano Piacentini  
Lauryn Reid (resigned 1<sup>st</sup> July 2022)

#### External Trustees

Paul Bradley  
Les Gaw  
Shona Lochrie (appointed 9<sup>th</sup> September 2021)  
Colin McNab  
Mhairi Maguire

### From 1 July 2022 to 31 July 2022

#### Executive Committee Trustees

Yu-Chu Doong (appointed on 1<sup>st</sup> July 2022)  
Justyna Kardasz (appointed on 1<sup>st</sup> July 2022)  
Arran Lamont (appointed on 1<sup>st</sup> July 2022)  
Lewis McDermott  
Adam Morrow (appointed on 1<sup>st</sup> July 2022)  
Ronan Welch (appointed on 1<sup>st</sup> July 2022)

#### Student Trustees

Daniel Dunn  
Swadhi Karthikeyan  
Maisie Keogh  
Chinweuju Nzewi (appointed on 1<sup>st</sup> July 2022)  
Giuliano Piacentini

#### External Trustees

Paul Bradley  
Les Gaw  
Shona Lochrie  
Colin McNab  
Mhairi Maguire

#### Key Management Personnel (excl Executive Committee Trustees named above)

Manish Joshi (Chief Executive)

#### Auditors

RSM UK Audit LLP  
Third Floor  
2 Semple Street  
Edinburgh  
EH3 8BL

# University of Strathclyde Students' Association

## Board of Trustees and associated information (continued)

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**Company Secretary**

Mhairi Maguire

**Bankers**

Santander Bank  
301 St Vincent Street  
Glasgow, G2 5HN

National Westminster Bank  
14 Blythswood Square  
Glasgow  
G2 4AQ

Triodos Bank  
50 Frederick Street  
Edinburgh  
EH2 1EX

Flagstone Investment Management  
Clareville House  
26-27 Oxendon St  
London  
SW1Y 4EL

**Solicitors**

BTO Solicitors LLP  
48 St Vincent Street  
Glasgow  
G2 5HS

Worknest  
Kintyre House  
205 West George Street  
Glasgow  
G2 2LW

For Licensing matters: Brunton Miller  
Herbert House  
22 Herbert Street  
Glasgow  
G20 6NB

**Registered office**

51 Richmond Street  
Glasgow, G1 1XU

**Charity number**

SC005914

**Company number**

SC568857

# University of Strathclyde Students' Association

## Report of the Trustees for the year ended 31 July 2022

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The directors of the charitable company (the charity SC005914) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as Trustees.

### Structure, Objectives, Governance and Management

On behalf of the Board of Trustees, I have pleasure in submitting the annual report and audited financial statements for the University of Strathclyde Students' Association for the year ended 31 July 2022. The financial statements comply with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP 2019 (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006, as (amended).

The information on pages 1 and 2 forms part of this report. This report is prepared in accordance with the Memorandum and Articles of Association of the company and the accounting policies set out in note 2 to the financial statements.

The University of Strathclyde Students' Association ("the Association") is constituted under the charters of the University of Strathclyde. Under the Education Act 1994, The University of Strathclyde has a statutory duty to ensure that the Association operates in a fair and democratic manner and is held to proper account for its finances. The Association therefore works alongside the University of Strathclyde in ensuring that the affairs of the Association are properly conducted and that the educational and welfare needs of the Association's Student Members are met.

The activities of the Association are governed by the University of Strathclyde Students' Association Constitution and Schedules. Those elected and appointed by ordinary members to the Trustee Board, subject to the Constitution and Schedules of the Association, shall represent the Association in all matters affecting its interest and shall administer the finances of the Association.

The Board of Trustees is made up of the following persons:

- Up to 6 Sabbatical Trustees, elected by secret ballot from the membership in an annual election. The Sabbatical Trustees remain in office for a term of one year. A Sabbatical Trustee may be re-elected for a maximum further term of one year by the Student Members.
- Up to 5 Student Trustees, appointed by a simple majority vote of the Appointments Committee and ratified by a majority vote of the Student Parliament. Student Trustees shall remain in office for a maximum term of two years and may serve a maximum of two terms.
- Up to 5 External Trustees, appointed by a simple majority vote of the Appointments Committee and ratified by a majority vote of the Student Parliament. External Trustees shall remain in office for a maximum term of four years and may serve a maximum of two terms.

All Trustees are also Company Law Members.

Further details on the appointment of trustees can be found in the Articles of Association.

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

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#### Trustee Induction and Training

Trustees all receive a new board members pack including a trustee code of conduct. Trustee induction focuses on charity law, governance and the roles and responsibilities of trustees delivered by Steve Coole from Coole Insights. Additional training and orientation are offered with regards to the organisational structures, meetings with key personnel and an overview of the organisational finances. Opportunities for continual professional development are offered to trustees and trustees are encouraged to attend events, training and seminars that will be beneficial in terms of their roles. All trustees complete a declaration of interests to ensure any conflicts are appropriately managed if relevant and a Register of Interests is maintained.

The charitable objectives of the Association are the advancement of education of Students at The University of Strathclyde for the public benefit by:

- i. Promoting the interests and welfare of Students at the University of Strathclyde during their course of study and representing, supporting and advising Students;
- ii. Being the recognised representative channel between Students and the University of Strathclyde 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.

The Trustee Board have set a four-year strategic plan (2018 - 2022) and this concluded in July 2022. The current strategic objectives focus on:

1. **Representing the Student Voice:** Making sure the views of our members are respected, listened to and acted on. We will inspire all students to engage with democracy online and offline, and ensure that our democratic structures and processes are representative, transparent, engaging and accessible.
2. **Giving our students opportunities:** The Union will be the go-to place for volunteering, employability and social opportunities. We will provide our members with the skills and roles that ensure Strathclyde graduates are highly employable and develop talents that complement their academic studies.
3. **Building the student community:** Together we will build communities that are important to you. To provide fun and enjoyment, advice and support, opportunities to participate and compete. The Union will be a place you can belong and find a home from home.
4. **Future Union:** In order to meet the challenges of the future we will ensure that we are resourced and governed effectively. We will equip our volunteers, sabbatical officers, staff and trustees to successfully lead the organisation. We will be innovative in diversifying our income streams and update our communications and digital presence on and off campus to be leaders in the sector.

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

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An update on the strategic objectives and progress against these is provided in the Chair's report on page 8.

#### About Us

As intimated in previous years, the organisation rebranded and whilst our legal name continues to be the University of Strathclyde Students' Association (USSA) we are more commonly known as Strathclyde Students' Union or Strath Union and these terms will be used throughout the report.

Strathclyde Students' Union is the democratic and representative body for all matriculated University of Strathclyde students. We are the beating heart of democracy on our campus and exist to represent the views of all 24,000 members through our participation at all levels of University decision making from staff student liaison committees, our ten senators on University Senate to our two representatives on University Court.

As well as representing our members' interests, we also run approximately 150 clubs and societies and 50 sports clubs competing at the highest levels of British Universities and Colleges Sport. We provide volunteering and employment opportunities for our members, advice and welfare services delivered via our Advice Hub as well as training and development workshops and seminars for our members. We run campaigns and organise student activity on and off the campus and host weekly events that take place in our various venues from pub quizzes and karaoke to salsa dancing and debates.

Our vision states:

*"Being part of the Union will be the best decision you'll ever make at University"*

We are the place where lifelong friendships are formed, where our members can access unique events and opportunities unavailable elsewhere, where students can raise money for charitable and worthwhile causes and where you can gather together with your friends to socialise and discuss the big issues of the day.

In 2018 the board developed a four-year strategic plan which emphasised the mission of the Student Union, which is to:

*'represent, support and enhance the lives of all Strathclyders to ensure they maximise their student experience whilst creating life changing opportunities!'*

We achieve this mission by living out our values, which are:

**Representative:** *Listening to our students, taking action and affecting change.*

**Innovative:** *Bold and resourceful, constantly striving to enhance our members' experience.*

**Fun:** *The beating heart of the student body and an enjoyable experience for everyone.*

**Inclusive:** *Every student counts, everyone has a voice. Equality of opportunity for all.*

## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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*Engaging: All students are aware of their membership of the Union and the services available to them.*

Responsibility for the long-term strategic direction of the Association and ensuring legal compliance and financial viability and sustainability in the pursuit of these strategic aims lies with the Association's Trustee Board, which is comprised of 11 students (6 of whom are full-time paid officers who form the Executive Committee) and up to 5 External Trustees.

Responsibility for day-to-day matters is delegated to full-time staff under the direction of the Chief Executive, who reports directly to the Trustee Board. The organisation uses the University of Strathclyde payscale for staff and the Board has a Remuneration Committee which can review the payscales as well as set levels of pay for key management personnel.

#### **Connected Bodies**

The Association works in partnership with other students' unions and the National Union of Students to promote issues important to students and the wider community. The Association is affiliated to the British Universities and Colleges Sport (BUCS) and Scottish Student Sport (SSS) – affiliation fees are paid to both.

The Association has a close working relationship with the University of Strathclyde by virtue of our shared purpose of advancement of education and representation of students at the University and because of the University's responsibilities in relation to student union oversight as part of the 1994 Education Act. The University is the Association's primary funder and the Association applies to the University as part of the annual budget round for a block grant each year.

The properties used by the Association and its related clubs and societies are owned by the University of Strathclyde and are occupied under a lease agreement between the Association and the University.

Details of related party transactions are contained in note 19.

#### **Statement from the Chair of the Trustee Board**

##### **New Union**

In May 2021 the new premises at 51 Richmond Street were signed off as safe for habitation and this began the process of setting up the new Union as well as decanting and closing down 90 John Street. The building project had been delayed due to COVID-19 and related challenges such as supply chain issues and re-activating the site after a period of hibernation. The Union's leadership was determined to be open for September 2021 and to welcome students back to campus, in person, for the first time in almost 18 months.

The period from May 2021 to September 2021 was challenging in terms of finalising all of the details required to open the Union safely, and significant resources from the contractor and the Union were focussed on ensuring the space was ready to welcome students. On Thursday 9th September 2021 we held a launch event to unveil the new Union and showcase this to staff, contractors and those that had supported the organisation over the previous 5 years in realising the project. The doors were opened on Friday 10th September where we softly launched the brand new Strathclyde Students' Union at 51



## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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Richmond Street. Freshers 2021 began on Saturday September 11th and that kicked off what was to become a roller coaster of a year in our new home.

Without the hard work and dedication of our staff and the leadership from our senior management team there is no way the Union would have been open for the start of the academic year. I want to take this opportunity to recognise their input and actions and to thank them for their commitment during this time.

#### **COVID-19**

Unfortunately, the spectre of COVID-19 had not gone away and even when we opened in September we had to limit the number of members accessing the Union, operating at less than half our stated capacity. There was a one way system in place and mask wearing was mandatory across the campus - this remained in place until May 2022.

The Union ceased using the Job Retention Scheme from 1st August 2021 as all staff were back to support the opening of the new Union and decant from John Street.

Teaching was very much hybrid for 2021/22 and the number of students on the campus was significantly lower than pre-pandemic. Staff from the University and the Union were still working a significant period of time at home and departments were impacted due to absence caused by COVID and isolation times.

Risk assessments were undertaken for all Union activity and there were restrictions on how many people could gather together and the activities that were permitted.

The expected spike in September didn't come to pass, however, there were a number of absences from the Union's commercial team in particular during this time given the front line nature of many of these roles.

The real challenge came with the emergence of Omicron in late November and the Union had to cancel a number of bookings and events throughout December. The Union closed down earlier than planned for the Festive break as it was too challenging to operate when there were very few people on campus and people were being encouraged to work from home, cancel Christmas gatherings and resume social distancing as much as possible.

Thankfully, Spring 2022 started to see a return to more student activity and throughout May and June there was a sense of returning to a situation that was more akin to pre-pandemic.

#### **COP26**

One of the key highlights of this past year was the United Nations Framework Convention on Climate Change (UNFCCC) coming to Glasgow for the 26th Conference of Parties (COP).

The Union and University worked together to host the Conference of Youth which took place prior to the COP and had over 500 young people from all over the world coming together for a weekend conference.

## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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The Union collaborated with Lateral North, The RSA, Lego Foundation, Daydream Believers, Bridging Ventures, Columbia Climate School, Celtic Connections and a number of other partners to pull together a Youth and Activist Hub with the focus to "Get on With It". Strath Union ran a varied programme and had movie screenings, launches of new initiatives aimed at tackling climate change, live music, workshops with Indigenous leaders, banner making, visits from mayors and world leaders which included securing Barack Obama to visit the fellows of the Obama Foundation in the Union offices on level 8. Life memberships were awarded to President Obama, climate scientists such as Kevin Anderson and Sir David King, local politicians Patrick Harvie and Lorna Slater for their dedication to tackling climate change, and to activists and civil society leaders such as Dr Kumi Naidoo.

The Strathclyde Climate Emergency Action Group were active in banner making and mobilising students to attend the climate marches during the middle weekend of the COP and Strathclyde had a strong presence at these, particularly the Fridays for Future Climate Strike.

Events were held by the National Union of Students and Students Organising for Sustainability in the Union and we were visited by several student officers from other Student Union's who had come to Glasgow for the Climate Talks.

#### **Award Winning Union**

2021/22 was an extremely rewarding period for the Union with a number of nominations for awards right across the organisation for staff, students, new initiatives as well as the Union as a whole.

Our BAME Rep, Nathan Epemolu, Access and Participation Co-ordinator, Sofia Khan and the Union itself were all nominated at the NUS Scotland awards for Student of the Year, Education Campaign of the Year and Students' Union of the Year award respectively. Sofia was a well deserved winner and testament to her work and the wider team to widen participation at Strath Union.

The Union was up for Best Students' Union at the WhatUni? Student Choice Awards. Unfortunately we did not win, however, we were rated the top Union in Scotland and top three in the UK.

The Union picked up two nominations in the Proud Scotland Awards. Our Policy & Campaigns Coordinator (now Voice Manager), Adam Crawley was up for the Community Ally Award, and The Terrace for the Small Employer Award. The Terrace came away with the gong on the night which was testament to all the staff who work tirelessly to create a safe and inclusive environment for students and staff.

The Union was shortlisted for two Herald Higher Education Awards - Supporting Student Wellbeing Award for our Hear to Listen project, and Sofia Khan again for the Widening Access Award. Sofia was awarded once again for all the work she and the wider team undertake to support students from marginalised and widening access backgrounds.

Finally, the Union's societies, volunteers and Hear to Listen were all longlisted for the National Societies & Volunteering awards. Hear to Listen was nominated for The Wellbeing Award, Nathan Epemolu (BAME Rep) for The Extra Mile Award, and the Foodbank Society and Mary's Meals Society both recognised for the The Collaboration Award. Unfortunately, we didn't win, however, the recognition and contribution of all involved was a fantastic achievement.

# University of Strathclyde Students' Association

## Report of the Trustees for the year ended 31 July 2022 (continued)

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This was the most successful awards season for the Union in a number of year and highlights the work of the entire team and the trajectory of Strath Union as it concludes the current 4 year strategy.

### **I. Representing the Student Voice**

Strathclyde Students' Union exists to represent all students at the University of Strathclyde and ensure that their voice is heard – this is central to the work that we do.

Every year, we elect six Sabbatical Officers to form our Student Executive and focus on representing our members to the University. The Officers organise and run campaigns on behalf of our membership and hold the University to account at various committees on decisions which may impact our members and their experience whilst at University.

The Union also works with our Faculty Reps and over 600 Programme Reps to develop, organise and deliver on education related campaigns and events.

In this year's National Student Survey, the Union score fell slightly for the question, "the student union effectively represents students' academic interests", decreasing from 65.4% in 2021 to 62.61% in 2022. The overall sector average also fell from 53.32% in 2021 to 52.24 in 2022. Despite the drop in score, Strath Union remains amongst the top 25% of student unions in the UK in terms of effective representation of our membership.

### **Elections**

The Union runs elections annually in March to elect our full time and voluntary officer roles, and this year we had 88 candidates across all available roles (60 candidates in 2020/21). Turnout this year increased as we were back in person for the voting period, although teaching was still very much hybrid so numbers on campus were still low. 3,253 students voted (1,584 in 2020/21) resulting in a turnout of 14.6% (7.4% turnout in 2020/21). Getting turnout to pre-pandemic levels will remain a challenge whilst student numbers on campus are low.

### **Reps**

We continued to use our Strath Reps election module via the Strathclyde App to elect our reps. 302 of 669 Reps (45%) being registered through the app by the end of the year.

We also held an in person Academic Rep Conference in February with 75 Reps signing up to receive training and discuss key issues within representation this year.

### **Referendums**

Two referendums were called within 2021-22, however neither of these reached the 5% quoracy required.

- I. "Should Strath Union lobby the University of Strathclyde to increase in-person learning and teaching to pre-Covid levels in Semester 2 if the Scottish Government guidance permits it?"  
Yes – 287

## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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No - 94

2. Should Strath Union support the strike action due to be carried out by the UCU during the 2021/22 Academic Year?

Yes - 153

No - 134

#### **Student Parliament**

7 meetings of Student Parliament took place throughout 2021-22 with each one achieving the required quoracy. They were hybrid meetings with students attending online as well as in person, achieving an objective for digital inclusion and accessibility set out in our previous democracy review concluded in 2019.

#### **Teaching Excellence Awards**

The Teaching Excellence Awards (TEAs) are held to celebrate the work of teachers across the University. Providing students with the opportunity to celebrate Strathclyde's teaching staff, the awards show how staff have gone the extra mile in delivering learning and teaching across the University. It was fantastic to be able to welcome finalists into the Union in person this year after having the ceremony online the previous two years. We received 528 nominations in total this year for 255 individuals.

#### **2. Giving our students opportunities**

##### **Volunteering**

Strath Union volunteering offers a wide variety of exciting opportunities that our members can fit around their University schedule. It's a great way to make a difference in their local community; meet new people and have a lot of fun.

Our volunteering opportunities range from starting a club or society, becoming a programme rep, serving on a club or society committee, opportunities within the Union, such as the Welcome Team and Nightline. We also have volunteering opportunities with external partners throughout Glasgow and beyond. This year we offered 54 unique volunteering opportunities advertised through our social media, website and Refreshers' Fair. New Union volunteering opportunities included CE/E Peer Support, Mock COP facilitators and Hear to Listen Volunteers.

1,644 student volunteering profiles on our website, with 299 of them logging 13,261 hours and 114 volunteers logged 622 skills examples. 37 students have qualified for a Skills Award in Volunteering and 17 progressed to Jack of All Trades (providing examples in all categories).

# **University of Strathclyde Students' Association**

## **Report of the Trustees for the year ended 31 July 2022 (continued)**

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### **STAR Awards**

The STAR Awards ceremony is one of the biggest events within the Union's calendar and recognises the amazing work of our student volunteers in areas including sport, education, societies, and in the wider community. We were able to run this event in person again after 2 years without an in person event. The format was slightly different in the new building but it worked well and everyone enjoyed being able to celebrate in person once again. We received 288 nominations, announced 15 awards and 160 students attended.

### **Employability**

#### **JobShop**

Our JobShop exists to support our members to "earn while they learn" and we have continued to grow and develop this service over the past year. 98 vacancies were listed on JobShop with additional roles shared to students via social media.

#### **Training & workshops**

We delivered Societies Committee training to 160 students and finance training to 33 students. We also delivered Welcome Team Training and Hear to Listen training with our Unconscious Bias module available to all students on our website.

### **Clubs & Societies**

Being part of a club or society is a great way to enhance the Strathclyde experience, and an opportunity for our members to get involved with something they are passionate about. In 2021-22 we had 176 affiliated societies and over 7853 student members.

75 societies achieved our Gold Status in our Active & Engaged accreditation, which requires them to complete criteria to positively engage with students, Strath Union and the wider community. 10 achieved Silver and 9 Bronze totalling 94 which was an increase of 33 from the previous academic year.

### **Sports Union**

The University of Strathclyde Sports Union ("Sports Union") is a constituent group of the Students' Union and exists to enrich the wider student experience by leading, developing and representing student sport and active health at the University of Strathclyde.

Operating out of Strathclyde Sport offices, the Sports Union aims to create an environment for all students to engage in sport and active health, making a positive difference to their lives, the University and local community.

To do this, the Sports Union works across five pillars of sport and active health delivery:

- Social
- Recreational

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

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- Competitive
- Performance
- Elite

#### Social

StrathActive is a flagship programme on campus delivered in partnership between the Sports Union, Strathclyde Sport and Strath Union. Together, we provide a range of free social sport activities on campus for students and staff where the emphasis is on having fun and being a part of #StrathLife.

#### Recreational & Competitive

Sports Clubs continue to form the bulk of Sports Union work with over 50 sports clubs registered during the 2021-22 academic year. Led by a student workforce of around 300 committee members, Sports Clubs are widely recognised as opening up a wealth of experiences for students, which afford many the opportunity to meet new people and build friendships during their time on campus. With multiple recreational sessions and competitive teams, Sports Clubs at Strathclyde cater for all levels of ability and aspiration.

With the continued release of COVID-19 restrictions, Sports Club membership increased to 2,734 (from 1,152 in 2020-21), this generated essential income to support grants awarded for student sport activities that were permitted to take place under Scottish Government and sportscotland guidance.

#### Performance

The Sports Union founded the FOCUSport programme which aims to support a number of sports teams whose top tier athletes have aspirations of excelling in British Universities & Colleges Sport (BUCS) competitions.

Consequently, FOCUSports receive enhanced funding to be used to support performance coaching, medical support, travel and accommodation costs, hiring of external facilities and purchasing of equipment. This also includes financial contribution to the salary of the Director of Rugby and the Director of Netball.

#### Elite

Strathclyde Sport oversees the University performance scholar programme which provides financial and academic flexibility support for student athletes competing at the highest level of their sport. The Sports President sits on the scholar programme panel and the Sports Union provides additional funding for student athletes selected to compete for GB and/or Scotland at European and World level competition.

#### Training & Education

To support the delivery of student sport and active health, the Sports Union delivers a comprehensive training and education programme for students, volunteers and coaches. We organised and ran workshops to 300+ volunteers across 10 topics, using our digital learning platform.

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

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#### 3. **Building the student community**

##### **Campaigns and Liberation**

The Union is committed towards raising awareness and ensuring equality and diversity across the Strathclyde community. We work towards creating an environment that is welcoming and ensures that no student is disadvantaged. Throughout the academic year, the Union organises cultural celebrations and campaigns that were fundamental to enhancing the student experience.

##### *Black History Month*

The Executive Officer Team also continued work on Decolonising the Curriculum including lobbying of the University and this remains an ongoing priority.

There was also a commitment made to fund an art installation or mural on the campus which was led by a Black Artist and the working title for this was "More than Slaves". It is intended that this art work will go up in late 2022/early 2023 and be a focal point for discussions at the University around the slave trade, it's impact on the City and the University and what more we can do now to support students from marginalised and racialised backgrounds.

##### *16 Days of Action*

Every year we celebrate the 16 Days of Action and campaign to end violence against women.

Each year we organise a Fight for the Night march to reclaim our streets and demand safety for women and trans and non-binary people on our streets at night.

##### **Widening Access**

Strath Union has been leading the way in developing projects, campaigns, and student societies to better support Widening Access students during their time at Strathclyde. This sector leading work was recognised by several national awards including NUS Scotland's Education Campaign of the Year and the Herald Higher Education Widening Access Award.

We are also the first Students' Union to sign Standalone's Manifesto for Change: an SU level pledge to support estranged students. In doing so the Union is now committed to work with Stand Alone to identify how our current provision helps estranged students, and where we might improve support and activities across key areas.

##### **Advice Hub**

Our Advice Hub is a free and confidential service where students can get information and advice on everything related to personal, financial, housing, or academic matters. Run by professional advisers, students can phone, email, or book an appointment for an in person, phone, or Zoom/Teams appointment via the Union's website. They also provide free condoms and sanitary products to students all year round.

## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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Over the course of the year from 1st August 2021 to 31st July 2022 we opened 607 new cases (cases are defined as contact and work with a student on one matter that extends beyond one interaction), with academic cases making up the bulk of that work with 340 cases, followed by housing at 146, and finance at 95. The remaining caseload was split relatively evenly across categories such as benefits, employment, and consumer rights. We have dealt with 845 enquiries (one off interactions), including 331 academic enquiries, 356 housing enquiries, and 86 finance. Overall, across all casework we have seen a 44% increase in demand for advice and support, a significant increase compared to the 12% rise reported in last year's Trustee report.

We provided a net financial gain to students of £98,216 (up by just over £30,000 from last year) across 40 cases, an average of just over £2,455 per case.

#### **Participation Fund**

The Advice Hub manages the Participation Fund, a fund designed to support students from specific groups (including carers, care experienced, and those from low-income backgrounds) who often experience financial barriers to engagement in extracurricular activities including sport and other clubs and society activity.

Awards totalling £10,720 were made to 58 students (compared to £2,591 to 13 students in the previous year) to support engagement in activity that again saw the cost of engaging in sport and physical activity as the primary focus of applications. The underspend in the fund from previous years allowed us to make awards totalling slightly over the £10,000 currently allocated per financial year.

#### **Emergency Fund**

The Advice Hub also maintains a fund to support students of all types with unexpected emergency costs up to a maximum of £500 per student per academic year.

This year we awarded £18,349 across 42 students for immediate help in crisis situations. As with the Participation Fund, the underspend from previous years allowed us to respond to an emerging housing crisis that saw an influx of students into Glasgow who had been unable to study in the city due to Covid combined with a shortage of available accommodation resulting from varying causes, but most notably private landlords exiting the market also due to the impact of Covid. We were able to make a significant number of immediate £500 awards to students to help with short-term accommodation costs for hotels, hostels, and Air BnBs as they sought to secure long-term accommodation for the duration of their studies. Unfortunately, housing remained and continues to remain an area of pressing concern for the Advice Hub and students, with request for support in finding accommodation at an unprecedented and consistently high volume.

2022/23 sees us reach the final year of secured funding for both the Participation and Emergency Funds.

#### **Nightline**

Glasgow Students' Nightline saw a successful pilot year through 2021/22, with a remote online-based service transitioning back to in person shifts and the offering of phone support to students across the city from January 2022.



## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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The three partner institutions (Strathclyde Students' Union, Glasgow Caledonian University Students' Association, and Glasgow University Students' Representative Council) have focused on developing the skills and leadership of the Nightline student committee, empowering them for the first time to lead on their own finances and budget planning, publicity, events planning and running, and the operational management of the service, with staff support available when required. 53 students currently volunteer for Nightline across the three institutions, contributing their time and care to their peers requiring information and emotional support all through the night.

#### **Hear to Listen**

The Union secured funding which was received in financial year 20/21, via the Scottish Funding Council and the National Union of Students, which provided an opportunity to recruit a Wellbeing Coordinator. One of the projects that was launched during this time was Hear to Listen which ran during 21/22. This project was a sign posting initiative to support students and provide a listening ear. The project was successful in its pilot year and the Union intends to continue to operate Hear to Listen, although without the same level of staff support due to the funding coming to an end.

#### **4. Future Union**

##### **Sustainability**

COP26 acted as a catalyst for action on both climate change and more widely on sustainability for Strath Union. We have a Sustainability Action Plan that we are now operationalising and work has been undertaken to embed the Sustainable Development Goals into more of the Union's work, including mapping clubs and societies against the relevant SDG's. The Union has signed up to Responsible Futures and will be working through the audit in 2022/23 with a group of student auditors. We were awarded Green Impact Excellent for our work on Sustainability. The Union has also secured use of a "pop-up" space for a Sustainability Hub on campus for the 2022/23 academic year.

##### **Marketing and Communication**

Marketing and Communications has developed a supporting plan to help the Union achieve its new strategic goals. We are connecting with students based on their needs, with a greater emphasis on insight, and we are always learning about student communication preferences. Email is the channel most linked with our membership, due to our data sharing agreement with the University, but it is only one component of an integrated strategy to convey our brand in an easy-to-access and consumable format.

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

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#### Channel Stats

Channel	Sep' 20	Sep'21	Sep'22
Instagram	4,726	5,819	10,500
Twitter	6,201	6,347	7,433
Facebook	17,223	17,709	20,000
TikTok	n/a	n/a	396

#### Website (Aug 2021- Aug 2022)

Users: 240,681 | Session: 519,814 | Pageviews: 1,895,600

#### Email (Aug 2021- Aug 2022) 33% open rate

Sent: 577,252 | Unique opens: 192,607 | click throughs: 12,862

#### Future Plans

With the Union's strategic plan coming to an end in July 2022 it was necessary to begin looking ahead and developing the new strategic plan. Given the uncertainty and upheaval of the past few years the board determined that a 3 year plan would be more suitable than committing to a longer term plan. This would also peg the Union's strategic cycle to the University's 2025 strategic plan and allow time to settle into the new student union building and life post pandemic whilst maintaining a framework within which to operate and further develop the Union.

#### Insight and Research

In order to determine where we were and what more students required from the Union we commissioned an extensive piece of research with Assenti research who tendered for the work and provided us with outstanding insight. The research included a survey, focus groups and interviews with students and resulted in significant data which helped to inform our strategic planning as well as highlighting areas for improvement and development in the Union.

#### Entrepreneurship

One of the new areas of focus in the strategic plan is around entrepreneurship and the Union agreed a new two year partnership with Strathclyde Inspire to work closely together as part of the University's Entrepreneurship for All initiative. This has allowed the Union to secure additional funding to bring in an Entrepreneurship Coordinator to lead this work. Our CEO also records a regular podcast for Inspire where he interviews established entrepreneurs.

#### Sustainability

Sustainability is a key focus for the organisation moving forward and additional funding was secured to bring in a Sustainability Coordinator who will support the work of our student groups, Responsible Futures, Green Impact, Fairtrade Accreditation and the new sustainability hub.

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

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#### **Social Innovation**

The Union secured additional funding to develop the social innovation cluster which will sit at the heart of the new technology and innovation centre that the University is currently developing. This project provides an opportunity to connect the student voice into the existing clusters as well as ensure that social innovation is connected right across the institution.

#### **Culture Framework**

As part of the development of the strategic plan the leadership in the Union engaged with Within People, an external provider, to support our leadership and help us develop the culture further. We worked together to develop our values and our employee value proposition, and this work all fed into the new strategic plan which has a fresh vision for the organisation.

#### **New Strategic Plan**

The table below summarises the new strategic plan which began to be implemented from September 2022. The plan is built around insight and takes the Union on a journey from good to great - with excellence at the heart of our service to our members and our staff team - everyone is excited to start delivering on this!

<b>Strath Union Strategic Plan : 2022 - 2025</b>				
<b>Vision</b>	All students, staff and our community are empowered to unleash their full potential			
<b>Purpose</b>	Connect students so everyone thrives			
<b>Values</b>	Seize the Opportunity	Speak Up	Join Forces	Back Each Other
<b>Strategic Objectives</b>	Unleashing Potential	Amplifying Community	Empowering Everyone	
<b>Offer</b>	Strath Union offers students opportunities for connection, support and development that equip and empower them to thrive at university and beyond			

This plan is supported by our new Communications and Marketing plan and will be further supported with our new Enterprise Strategy, People and Culture Strategy and Membership Engagement Strategy which will be developed up and delivered during the coming year.

# University of Strathclyde Students' Association

## Report of the Trustees for the year ended 31 July 2022 (continued)

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### Financial Performance

2021/22 resulted in a surplus of £2k for the Association prior to the pension adjustments and a deficit of £128k after the increase in expected contributions for the pension schemes.

The Association's main source of funding, the Block Grant received from the University based on a fixed percentage of the teaching grant paid to the University by the Scottish Funding Council, increased by 68% to £2,724k in 2021/22 (2020/21: £1,618k). The majority of the increase covered the higher running costs of the new building along with the associated increase in maintenance and cleaning costs with the remainder contributing towards the uplift in costs incurred by the Association to maintain pay scales, cost of living increases for the year and the associated increases in pension costs.

Overall commercial trading income within the Association increased significantly by 2950% to £1.3m (2021: £43k) and the net position was an overall surplus of £15k (2021: deficit of £241k).

The main outgoing for the Association continued to be that of staff costs, which accounted for £1,973k (2020: £1,651k).

### Going concern

The accounts have been prepared on a going concern basis. Cash reserves continue to be healthy with cash levels at £1m at the end of the financial year (2021: £1,254k), however, the balance sheet remains adversely affected due to the SUSS and USS pension scheme liabilities. The going concern basis is appropriate with the support of continued funding from the University of Strathclyde, which has been agreed until at least July 2024, covering both the 22/23 and 23/24 block grants.

Budgetary information for 12 months following approval of these financial statements has been prepared. The forecast assumes that the block grant will remain at the same level as 2022/23 and that the commercial income will continue to grow and sensitivity analysis has been carried out on both of these assumptions. On the basis of this information the Trustees believe that the organisation remains in a position to continue operating and to meet all liabilities as they fall due.

### Reserves policy

The Association has a range of restricted and unrestricted reserves. The restricted reserves relate to funds awarded to the Association to be applied for the specific purposes as set out in Note 18 to the financial statements. The unrestricted reserves less tangible assets represent the free reserves of the Association.

The reserves policy states that the Association must maintain between 1-3 months of operating costs in free reserves. Based on the most recent calculations total target reserves would be in the region of £270k-£295k. (2021: £250k-£270k). Based on current projections there is still a significant shortfall in terms of the target reserves, however, the Board continue to monitor this and are working towards increasing the reserves level.

The free reserves (defined as unrestricted funds less fixed assets) excluding the pension reserve were £763k (2021: £723k), a 6% increase on the previous year. The free reserves including the pension

## University of Strathclyde Students' Association

### Report of the Trustees for the year ended 31 July 2022 (continued)

provision at 31 July 2022 were negative £158k (2021: negative £108k) which is significantly below the target reserves level however represents an increased deficit on the previous year of 46%.

#### Risk management

The Union views risk management as integral to the successful execution of its Strategic Plan. The Trustee Board have assessed the major risks to which the Association is exposed, in particular those relating to the operations and finances of the Association. The Board believes that all identified risks are being mitigated and managed within the current resources of the organisation.

The Chief Executive compiles a risk register which is reviewed by the Finance, Audit and Risk Committee.

Identified Risk	Risk/Addressed (through)
Sources of funds become constrained due to over reliance on University block grant	<p>Developing a funding strategy and commercial strategy to diversify income streams</p> <p>Meet with senior University management regularly, including the Chief Financial Officer, to ensure positive communications and to address and potential challenges</p> <p>Work to secure three years of funding for greater certainty</p>
Unable to meet our pension liabilities	<p>Increase reserves to ensure the reserves match the liability</p> <p>Undertake an options appraisal, in partnership with the University, to assess all potential options of reducing or minimising the liability for the Union</p>
Reputational risk due to staff, trustee or student member in comments in media/online	<p>Media training with staff and trustees</p> <p>Enforce media protocol before any press work is undertaken</p>
Fall in profitability due to rising supply costs resulting in commercial services no longer being viable for the Union and placing a drain on resources	<p>Regular financial reporting to Finance, Audit and Risk Committee, Trustee Board and Senior Management Team</p> <p>Develop a commercial strategy and diversify income streams beyond food and beverage</p>

## **University of Strathclyde Students' Association**

### **Report of the Trustees for the year ended 31 July 2022 (continued)**

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The trustees can confirm that these, and other major risks to which the charity is exposed, have been reviewed and systems and procedures have been established to manage these risks.

#### **Provisions of information to auditor**

So far as the Trustees are aware, there is no relevant audit information of which the Association's auditor is unaware and we have taken all the necessary steps that we ought to have taken as Trustees in order to make ourselves aware of all the relevant audit information and to establish that the Association's auditor is aware of that information.

#### **Auditor**

After a competitive tender process RSM UK Audit LLP were appointed as auditors in June 2019 for an initial period of 2 years and reappointed by the Board for a further 2 years. A resolution proposing their reappointment for the 2022/23 and 2023/24 audits was presented to and approved by the Board of Trustees.

On behalf of the Trustee Board

*Adam Morrow*

**Adam Morrow**

**USSA President and Chair of Trustee Board 2022-23**

19<sup>th</sup> December 2022

#### **Education Act 1994 Reporting Requirement**

Strathclyde Students' Union made no donations to external organisations during the year (2021/22: £nil).

The major external organisation to which Strathclyde Students' Union is affiliated is the National Union of Students. The subscription paid for the 2021/22 year (September 2021 – August 2022) was £37,500 (2021: £37,500). Strathclyde Students' Union is also affiliated to the British Universities and Colleges Sport (BUCS) and Scottish Student Sport (SSS). The subscription paid to BUCS in the 2021/22 year was £12,416 (2021: £13,437) and to SSS was £9,453 (2021: £8,177).

## **University of Strathclyde Students' Association**

### **Statement of Trustees' responsibilities**

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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 Scotland requires the Trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity for each financial year, and of the incoming resources and application of resources of the charity 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 FRS102;
- 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the parent charity and enable them to ensure that the financial statements comply with Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charity 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.

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## **University of Strathclyde Students' Association**

### **Independent auditors' report to the Trustees of University of Strathclyde Students' Association (continued)**

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#### **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF University of Strathclyde Students' Association**

##### **Opinion**

We have audited the financial statements of University of Strathclyde Students' Association (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Balance Sheet and 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 FRS 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 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

##### **Basis for opinion**

We have been appointed auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

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.



## **University of Strathclyde Students' Association**

### **Independent auditors' report to the Trustees of University of Strathclyde Students' Association (continued)**

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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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Trustees' report prepared for the purposes of company law is consistent with the financial statements; and
- the Trustees' report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

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

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) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities set out on page 26, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true

## **University of Strathclyde Students' Association**

### **Independent auditors' report to the Trustees of University of Strathclyde Students' Association (continued)**

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and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

#### **The extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements 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 or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the charitable company operates in and how the charitable company is complying with the legal and regulatory frameworks;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;

## University of Strathclyde Students' Association

### Independent auditors' report to the Trustees of University of Strathclyde Students' Association (continued)

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- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and pension legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees' Report, remaining alert to new or unusual transactions which may not be in accordance with charity law and inspecting minutes of Board meetings.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation The Licensing (Scotland) Act 2005. We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

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

#### Use of our report

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the members and the charity's 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, its members as a body, and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Kelly Adams*

Kelly Adams (Senior Statutory Auditor)

For and on behalf of RSM UK AUDIT LLP, Statutory Auditor

Chartered Accountant

Third Floor

2 Semple Street

Edinburgh

EH3 8BL

Date 19/12/22

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

## University of Strathclyde Students' Association

### Statement of financial activities (incorporating income and expenditure account) for the year ended 31 July 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>Income from:</b>					
<b>Donations and Legacies</b>					
Grants	4	2,673,558	211,362	2,884,920	1,890,937
<b>Other trading activities:</b>					
Commercial and other services	6	1,316,782	-	1,316,782	42,783
Association general and marketing	6	23,789	-	23,789	30,737
Investments	7	884	-	884	724
<b>Charitable activities:</b>					
Sports Union and Clubs		129,971	-	129,971	46,648
Association General		65,763	-	65,763	31,646
Other Income	5	-	-	-	191,849
<b>Total Income</b>		<b>4,210,747</b>	<b>211,362</b>	<b>4,422,109</b>	<b>2,235,324</b>
<b>Expenditure on:</b>					
<b>Raising funds:</b>					
Commercial trading costs		1,301,417	-	1,301,417	284,001
Costs of generating other income		180,746	-	180,746	128,084
<b>Charitable activities:</b>					
Membership and welfare services		681,548	137,799	819,347	680,593
Executive		205,642	-	205,642	186,848
Sports Union and Clubs		307,290	184,073	491,363	385,009
Association General		1,486,817	65,103	1,551,920	412,505
<b>Total Expenditure</b>	8	<b>4,163,460</b>	<b>386,975</b>	<b>4,550,435</b>	<b>2,077,040</b>
<b>Net income/(expenditure)</b>		<b>47,287</b>	<b>(175,613)</b>	<b>(128,326)</b>	<b>158,284</b>
<b>Transfer between funds</b>		<b>(97,707)</b>	<b>97,707</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(50,420)</b>	<b>(77,906)</b>	<b>(128,326)</b>	<b>158,284</b>
<b>Funds brought forward at 1 August 2021</b>		<b>(107,839)</b>	<b>114,368</b>	<b>6,529</b>	<b>(151,755)</b>
<b>Funds carried forward at 31 July 2022</b>	17	<b>(158,259)</b>	<b>36,462</b>	<b>(121,797)</b>	<b>6,529</b>

# University of Strathclyde Students' Association

## Balance sheet for the year ended 31 July 2022

	Note	2022 £	£	2021 £	£
<b>Fixed assets</b>					
Intangible fixed assets	12		-		74
Tangible fixed assets	13		127,676		41,687
			<u>127,676</u>		<u>41,761</u>
<b>Current assets</b>					
Stock	14		45,651		-
Debtors	15		251,396		108,946
Cash in hand			1,030,138		1,254,555
			<u>1,327,186</u>		<u>1,363,501</u>
Creditors: amounts falling due within one year	16	<u>(655,057)</u>		<u>(567,791)</u>	
<b>Net current assets</b>			<b>672,129</b>		<b>795,710</b>
Provisions	11		(921,601)		(830,942)
Net (liabilities)/assets			<u>(121,797)</u>		<u>6,529</u>
<b>Funds</b>					
Unrestricted funds:					
General	17	763,342		723,103	
Pension	11	<u>(921,601)</u>		<u>(830,942)</u>	
			(158,259)		(107,839)
Restricted funds	17		36,462		114,368
<b>Total funds</b>	18		<u>(121,797)</u>		<u>6,529</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 16<sup>th</sup> December 2022 and signed on their behalf by:

*Adam Morrow*

**Adam Morrow**

USSA President and Chair of Trustee Board 2022-23

The notes on pages 35 to 51 form part of these financial statements.

University of Strathclyde Students' Association is a charity (SC005914) and a company limited by guarantee (SC568857).

# University of Strathclyde Students' Association

## Statement of cash flows for the year ended 31 July 2022

	2022 £	2021 £
<b>Cash flows from operating activities</b>		
Net (expenditure)/income	(128,326)	158,284
Interest receivable	(884)	(724)
Depreciation	32,747	2,878
Amortisation	74	892
(Increase) in stock	(45,651)	-
(Increase) in debtors	(142,450)	(21,690)
Increase/(decrease) in creditors	87,266	(15,427)
Increase/(decrease) in provisions	90,659	(39,001)
<b>Net cash (invested in)/provided by operations</b>	<u>(106,565)</u>	<u>85,212</u>
<b>Cash flows from investing activities</b>		
Payment for tangible fixed assets	(118,736)	(44,565)
Interest received	884	724
<b>Net cash used in investing activities</b>	<u>(117,852)</u>	<u>(43,841)</u>
<b>Cash flows from financing activities</b>		
Bank loan (repaid)/received	-	(50,000)
<b>Net cash received in financing activities</b>	<u>-</u>	<u>(50,000)</u>
<b>(Decrease) in cash and cash equivalents in year</b>	<b>(224,417)</b>	<b>(8,629)</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>1,254,555</b>	<b>1,263,184</b>
<b>Cash and cash equivalents at the end of the year</b>	<u><b>1,030,138</b></u>	<u><b>1,254,555</b></u>

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

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### 1 General information

University of Strathclyde Students' Association is an incorporated charity, limited by guarantee, registered in Scotland (the address of the registered office is given on the information on page 2). The nature of the charity's operations and its principal activities are set out in the Report of the Trustees.

### 2 Accounting policies

#### Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – Charities SORP (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgements in applying the charity's accounting policies. Details of these have been provided at note 3.

University of Strathclyde Students' Association meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in Sterling, which is the functional currency of the Association. Monetary amounts in the financial statements are rounded to the nearest £.

The following principal accounting policies have been applied.

#### Going concern

The financial statements have been prepared on a going concern basis. The going concern basis is appropriate with the support of continued funding from the University of Strathclyde, which has been agreed covering both the 22/23 and 23/24 block grants. The Trustees have prepared budgetary information for the following year from approval of these financial statements. Based on this information the Trustees believe that the organisation remains in a position to continue operating and to meet all liabilities as they fall due for the foreseeable future, which is defined as 12 months from the date of signing these financial statements.

Budgetary information for 12 months following approval of these financial statements has been prepared. The forecast assumes that the block grant will remain at the same level as 2022/23 and that trading will continue at the same level and sensitivity analysis has been carried out on both these assumptions. On the basis of this information the Trustees believe that the organisation remains in a position to continue operating and to meet all liabilities as they fall due.

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

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### 2 Accounting policies (continued)

#### Income

##### *Commercial trading activities*

Income from commercial trading and other fundraising activities is included in the period in which the goods or services are supplied.

##### *Grants*

Grant income consists of core funding received from the University of Strathclyde and other similar awards. It is included in income when there is entitlement, it can be measured reliably, and it is probable the Association will receive the income.

##### *Investment income*

Investment income, including bank interest is included when receivable, and is stated gross of taxation recoverable.

##### *Other income*

Other income is the CJRS funding received from the Government.

Donated services and facilities are included as income at the value to the charity where this can be quantified. The value of services provided by volunteers have not been included in these accounts.

#### Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis.

Expenditure directly attributable to specific activities is allocated to those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Redundancy, ex-gratia and honorarium payments are recognised in the year to which they relate.

Governance costs are attributable to compliance with the Association's constitutional and statutory requirements.

#### Tangible fixed assets

All expenditure of a capital nature is capitalised under one of the categories below. Tangible fixed assets are stated at cost less accumulated depreciation, with depreciation calculated over the assets' estimated useful lives as follows:



# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

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### 2 Accounting policies (continued)

Equipment, furniture & fittings	- between 25% and 50% straight line
Building improvements	- 25% straight line

#### Intangible fixed assets

Intangible assets are stated at their historical cost and amortised on a straight-line basis over their expected useful lives of two years.

#### Stocks

Stocks are stated at the lower of cost and net realisable value.

#### Cash and cash equivalents

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

#### Financial instruments

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

##### *Recognition and measurement of financial instruments*

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument.

##### *Classification of financial instruments*

Financial instruments are classified as liabilities and equity instruments according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidence a residual interest in the assets of the Company after deducting all of its liabilities.

##### *Financial assets and liabilities at amortised cost*

#### Trade and other debtors

Trade and other debtors (including accrued income) which are receivable within one year and which do not constitute a financing transaction are initially measured at the transaction price and subsequently measured at amortised cost, being the transaction price less any amounts settled and any impairment losses.

Where the arrangement with a debtor constitutes a financing transaction, the debtor is initially measured at amortised cost using the effective interest method. The effective interest rate is

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

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### 2 Accounting policies (continued)

the market rate used to determine initial measurement adjusted to amortise directly attributable transaction costs.

A provision for impairment of trade debtors is established when there is objective evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in profit and loss for the excess of the carrying value of the trade debtor over the present value of the future cash flows discounted using the original effective interest rate. Subsequent reversals of an impairment loss that objectively relate to an

event occurring after the impairment loss was recognised, are recognised immediately in profit or loss.

#### **Trade and other creditors**

Trade and other creditors (including accruals) payable within one year that do not constitute a financing transaction are initially measured at the transaction price and subsequently measured at amortised cost, being transaction price less any amounts settled.

Where the arrangement with the creditor constitutes a financing transaction, the creditor is initially measured at the present value of future payments discounted at a market rate of interest for a similar instrument and subsequently measured at amortised cost, being transaction price less any amounts settled and the cumulative amortisation (using the effective interest method) of any difference between the amount at initial recognition and the maturity amount. The effective interest rate is the rate that discounts estimated future cash payments to the carrying amount of the financial liability.

#### **Borrowings**

Borrowings are initially recognised at the transaction price, including transaction costs (unless the arrangement constitutes, in effect, a financing transaction, in which case it is initially recognised at the present value of future payments discounted at a market rate of interest for a similar debt instrument) and subsequently measured at amortised cost using the effective interest method. Interest expense is recognised on the basis of the effective interest method and is included in interest payable and other similar expenses.

#### *Derecognition of financial assets and liabilities*

A financial asset is derecognised only when the contractual rights to cash flows expire or are settled, or substantially all the risks and rewards of ownership are transferred to another party, or if some (but not substantially all) risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

A financial liability (or part thereof) is derecognised when the obligation specified in the contract is discharged, cancelled or expires.

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

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### 2 Accounting policies (continued)

#### Pension costs

The Association participates in a range of defined benefit schemes which are externally funded and contracted out of the State Second Pension. These schemes operate as pooled arrangements, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Association. Under the terms of FRS 102, in these circumstances contributions are accounted for as if the scheme were a defined contribution scheme based on actual contributions paid through the year. In relation to the Local Government Pension Scheme (LGPS) the contributions are recognised as an expense in the year. The liability of the scheme is with the University of Strathclyde therefore no pension recovery plan or liability has been recognised on the balance sheet of the charity.

For the Students' Union Superannuation Scheme (SUSS), where there is a deficit recovery plan in place, the charity accounts for amounts that it has agreed to pay towards the scheme deficit in accordance with paragraph 28.11A of FRS102. The present value of this liability has been recognised on the balance sheet. There are no contributions to this scheme in the year as there are no current members.

The Union participates in the Universities Superannuation Scheme (USS). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the institution therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the institution has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the institution recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the profit and loss account.

#### Taxation

No provision is made in these accounts for corporation tax, as the Association is exempt from such taxes as its activities are recognised as charitable.

#### Funds

Unrestricted funds comprise grants and other income received or generated for general charitable purposes. They are available for use at the discretion of the Executive Committee in furtherance of the charity's charitable objectives.

The Association general fund represents the free reserves of the charity, which are not designated for particular purposes.

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

### 2 Accounting policies (continued)

The Association has three restricted funds at the year-end relating to the Sports Union, Clubs & Societies and the Climate Change Fund. These funds comprise of specific grants, awards, membership fees and event income received by the Association for the purposes of undertaking these activities, net of direct costs and an appropriate share of the Association's central support costs.

Designated funds relate to funding granted to specific student groups/activity by the University's Alumni Fund. This fund is allocated via an application process, and funds must be utilised within a specific timeframe.

Further information in respect of funds of the Association is given in note 17.

#### Operating leases

For operating leases, the annual rentals are charged to expenditure on a straight line basis over the lease term.

### 3 Judgements in applying accounting policies and key sources of estimation uncertainty

- Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.
- Determining whether any bad debt provision is required by reviewing trade debtors, with debts provided on a specific basis. Factors considered include customer payment history and agreed credit terms.
- The critical assumptions underlying the pension liability recorded on the balance sheet, including discount rates. This is as disclosed in note 11 to these financial statements.

4	Grant income	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
	University of Strathclyde grant	2,673,558	50,280	2,723,838	1,617,948
	Alumni funding	-	123,082	123,082	80,685
	Other grants	-	38,000	38,000	192,304
		<u>2,673,558</u>	<u>211,362</u>	<u>2,884,920</u>	<u>1,890,937</u>

## University of Strathclyde Students' Association

### Notes to the financial statements for the year ended 31 July 2022 (continued)

5 Other income	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Coronavirus Job Retention Scheme	-	-	-	191,849

No support was received from the government under the Coronavirus Job Retention Scheme in 2022 (2021 - £191,849). The scheme provided for the reimbursement of wages for employees who were placed on furlough leave during the COVID-19 pandemic.

Under the scheme the charity applied for the reimbursement of up to 80% of employees' wage costs up to £2,500 per wages payable from 1 April 2020. The scheme was accessed by designating affected employees as furloughed or retained on paid leave of absence, notifying employees of these changes, and submitting information about these employees and their earnings to HMRC.

6 Other trading activities	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b>Commercial and other services</b>				
Bar	865,696	-	865,696	-
Food	294,978	-	294,978	645
Games	73,441	-	73,441	(1,037)
Entertainment	13,695	-	13,695	413
Other	65,598	-	65,598	38,817
Crested Goods	3,374	-	3,374	3,945
	<u>1,316,782</u>	<u>-</u>	<u>1,316,782</u>	<u>42,783</u>
<b>Sports union and clubs</b>				
	<u>129,971</u>	<u>-</u>	<u>129,971</u>	<u>46,648</u>
<b>Association and general marketing</b>				
	<u>23,789</u>	<u>-</u>	<u>23,789</u>	<u>30,737</u>

7 Investment income	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Bank interest received	884	-	884	724

## University of Strathclyde Students' Association

### Notes to the financial statements for the year ended 31 July 2022 (continued)

#### 8 Expenditure

	Basis of Allocation	Commercial trading £	Association general £	Executive £	Other trading £	Membership & welfare services £	Sports union £	Clubs £	Total 2022 £	Total 2021 £
<b>Costs directly allocated to activities</b>										
Cost of sales	Actual basis	418,012	14,122	-	-	-	-	-	432,134	1,596
Staff related costs	Actual basis	522,165	283,739	171,740	122,827	616,851	175,984	-	1,893,306	1,300,417
General admin & building costs	Actual basis	112,594	1,050,795	6,269	15,983	27,557	18,501	-	1,231,699	270,959
Student related costs	Actual basis	-	144,609	8,223	-	47,396	198,431	56,413	455,072	240,899
Commercial and society related	Actual basis	132,465	564	46	3,209	11,362	3,306	-	150,952	11,389
										1,825,260
<b>Support costs allocated to activities</b>										
Central services	Actual basis	116,181	58,091	19,364	38,727	116,181	19,364	19,364	387,272	251,780
		<u>1,301,417</u>	<u>1,551,920</u>	<u>205,642</u>	<u>180,746</u>	<u>819,347</u>	<u>415,586</u>	<u>75,777</u>	<u>4,550,435</u>	<u>2,077,040</u>

Support costs are based on management's best estimate of how central resources are utilised within the Association.

#### 9 Net income

	2022 £	2021 £
<b>This is arrived at after charging:</b>		
Depreciation of tangible fixed assets	32,747	2,877
Amortisation of intangible fixed assets	74	891
Auditor's remuneration - audit services	13,800	11,500

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

10 Employees	2022 £	2021 £
Wages and salaries	1,597,197	1,153,082
Social security costs	120,009	101,472
Pension costs	255,677	207,307
	<u>1,972,883</u>	<u>1,461,861</u>

The average monthly number of persons employed in the year was as follows:

2022	2021
<u>112</u>	<u>53</u>

The average monthly number of persons employed in the year has increased significantly due to the student staff employed throughout the organisation during 21-22 that were not required in 20-21 as the building was closed due to COVID-19.

Full time equivalent employee numbers in the year were 62 (2021: 42).

One member of staff earned emoluments between £80,000 and £89,999 in the current year (2021: one).

Key management personnel include the Chief Executive and the Sabbatical Officer Trustees who have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to the key management personnel for services provided to the charity was £265,888 (2021: £260,840).

Redundancy payments of £5,319 (2021-£4,408) were made during the year. Ex-gratia payments were made during the year of £14,600 (2021 - £nil).

Honorarium payments of £13,000 were made during the year (2021 - £10,300). These payments were made to part-time elected officers in recognition of their role in furthering the charity's purposes.

Certain trustees serve as full time sabbatical members of the Executive Committee and as permitted by the Association's constitution, these individuals are remunerated for their roles. Amounts paid to Trustees in respect of services to the Association totalled £166,844 (2021: £163,585) during the year and are analysed as follows:

Position	2020/21 member	£	Position	2021/22 member	£
President	Benn Rapson	25,239	President	Adam Morrow	2,923
VP Inclusion	Nesha Malone	24,571	VP Inclusion	Yu-Chu Doong	3,112
VP Education	Savvina Kritharidou	24,571	VP Education	Arran Lamont	2,737
VP Sports	Kirsty Bannatyne	24,571	VP Sports	Ronan Welch	3,415
				Lewis	
VP Welfare	Lewis McDermott	24,548	VP Welfare	McDermott	2,602
VP Community	Ruairidh Wallace	25,239	VP Community	Justyna Kardasz	3,307

Expenses were reimbursed to 6 out of the 16 trustees (2021: 4 out of 15). The aggregate amount of expenses reimbursed during the year was £900 (2021: £1,883).

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

### 11 Pension Contributions

#### **Students' Union Superannuation Scheme (SUSS)**

For a number of years, USSA participated in the Students' Union Superannuation Scheme (SUSS), 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 2019 and showed that the market value of the Scheme's assets was £119.1m with these assets representing 46% 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 £140.9m.

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

The 2019 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the on-going funding deficit over an expected period of 16 years. These contributions also include an allowance for the cost of the on-going administrative and operational expenses of running the Scheme. The rates were reviewed in May 2020 and increased by 5% from 1<sup>st</sup> October 2020 and by a further 8% from 1<sup>st</sup> October 2021, followed by 5% in each subsequent year. Surpluses or deficits which arise at future valuations will also impact on USSA's future contribution commitment. In addition to the above contributions, USSA also pays its share of the Scheme's levy to the Pension Protection Fund.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of scheme liabilities.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

The liability figures have been produced using the following assumptions:

	2022	2021
Discount rate	3.33%	0.89%

#### **University Superannuation Scheme**

A number of USSA staff are currently members of the University Superannuation Scheme (USS) defined benefit scheme which is in a deficit position at the end of the financial year. The total charged to the SOFA is £212k (2021: £5k). Deficit recovery contributions due within one year are £27k (2021: £25k).

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2020 (the valuation date), which was carried out using the projected unit method.



# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

### 11 Pension Contributions (continued)

Since the institution cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

The key financial assumptions used in the 2020 valuation are described below. More detail is set out in the Statement of Funding Principles.

CPI assumption	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves, less 1.1% p.a. to 2030, reducing linearly by 0.1% p.a. to a long-term difference of 0.1% p.a. from 2040
Pension increases (subject to a floor of 0%)	CPI assumption plus 0.05%
Discount rate (forward rates)	Fixed interest gilt yield curve plus: Pre-retirement 2.75% p.a. Post-retirement 1.00% p.a.

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

	<b>2020 valuation</b>
Mortality base table	101% of S2PMA "light" for males and 95% of S3PFA for females
Future improvements to mortality	CMI_2019 with a smoothing parameter of 7.5, an initial addition of 0.5%p.a. and a long term improvement rate of 1.8% p.a. for males and 1.6% p.a. for females

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

The current life expectancies on retirement at age 65 are:

	<b>2020 valuation</b>	<b>2018 valuation</b>
Males currently aged 65 (years)	23.9	24.4
Females currently aged 65 (years)	25.5	25.9
Males currently aged 45 (years)	25.9	26.3
Females currently aged 45 (years)	27.3	27.9

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

### 11 Pension Contributions (continued)

A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2022 to 31 March 2024 at which point the rate will increase to 6.3%. The 2022 deficit recovery liability reflects this plan. The liability figures have been produced using the following assumptions:

	2022	2021
Discount rate	3.33%	0.89%
Pensionable salary growth - average	3.00%	2.97%

#### Local Government Pension Scheme

A number of USSA staff are currently members of the Local Government Pension Scheme (LGPS), defined benefit scheme, which is in a surplus position at the end of the financial year. LGPS recognise the University of Strathclyde as the employer of the USSA staff that participate in the scheme. As a result, the actuarial valuation carried out to determine the FRS 102 liability for the University of Strathclyde as at 31 July 2022 does not identify the amount of the surplus that relates solely to USSA. Therefore, no amount has been recognised on the USSA balance sheet for this surplus.

	Total 2022	Total 2021
<b>Reconciliation of opening and closing provisions</b>		
<b>USS Pension</b>		
Provision at the start of the period	194,683	198,905
Unwinding of the discount factor	1,733	1,472
Deficit contribution paid	(10,690)	(8,784)
Change in expected contributions	220,707	3,090
<b>Provision at the end of the period</b>	<b>406,433</b>	<b>194,683</b>
<b>SUSS Pension</b>		
Provision at the start of the period	636,260	671,038
Unwinding of the discount factor	5,663	4,966
Deficit contribution paid	(35,939)	(31,815)
Change in expected contributions	(90,816)	(7,929)
<b>Provision at the end of the period</b>	<b>515,168</b>	<b>636,260</b>
<b>Total Pension</b>		
Provision at the start of the period	830,943	869,943
Unwinding of the discount factor	7,396	6,438
Deficit contribution paid	(46,629)	(40,599)
Change in expected contributions	129,891	(4,839)
<b>Provision at the end of the period</b>	<b>921,601</b>	<b>830,943</b>
Interest expense	7,396	6,438
Change in expected contributions (charged to staff costs)	129,891	(4,839)
	<b>137,287</b>	<b>1,599</b>

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

12 Intangible assets	Website Development £	Brand Development £	Total £
<b>Cost</b>			
At 1 August 2021	9,537	13,273	22,810
Additions	-	-	-
<b>At 31 July 2022</b>	<b>9,537</b>	<b>13,273</b>	<b>22,810</b>
<b>Amortisation</b>			
At 1 August 2021	9,463	13,273	22,736
Charge for year	74	-	74
<b>At 31 July 2021</b>	<b>9,537</b>	<b>13,273</b>	<b>22,810</b>
<b>Net book value</b>			
At 31 July 2022	-	-	-
At 31 July 2021	74	-	74

13 Tangible fixed assets	Equipment £	Furniture & fittings £	Total £
<b>Cost</b>			
At 1 August 2021	15,987	28,578	44,565
Additions	50,277	68,459	118,736
<b>At 31 July 2022</b>	<b>66,264</b>	<b>97,037</b>	<b>163,301</b>
<b>Depreciation</b>			
At 1 August 2021	1,566	1,312	2,878
Charge for year	17,692	15,055	32,747
<b>At 31 July 2022</b>	<b>19,258</b>	<b>16,367</b>	<b>35,625</b>
<b>Net book value</b>			
At 31 July 2022	47,006	80,670	127,676
At 31 July 2021	14,421	27,266	41,687

14 Stock	2022 £	2021 £
Bar	40,061	-
Catering	5,590	-
	<b>45,651</b>	<b>17,504</b>

## University of Strathclyde Students' Association

### Notes to the financial statements for the year ended 31 July 2022 (continued)

The cost of stock recognised as an expense during the year was £420,322 (2021: nil). There was no stock at the end of the previous year due to COVID-19.

<b>15 Debtors</b>	<b>2022</b>	<b>2021</b>
	£	£
Trade debtors	14,744	2,563
Prepayments	57,063	4,569
Accrued Income	686	5,263
Other debtors	143,188	96,551
University of Strathclyde Debtor	35,715	-
	<u>251,396</u>	<u>108,946</u>

<b>16 Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	£	£
Trade creditors	70,384	91,019
University of Strathclyde creditor	-	4,280
Club savings	462,067	393,078
Taxation and social security	31,659	23,029
Accruals and deferred income	51,877	31,912
Other creditors	39,070	24,473
	<u>655,057</u>	<u>567,791</u>

	£
<b>Deferred income</b>	
At 1 August 2021	375
Released during the year	(375)
Deferred during the year	19,400
At 31 July 2022	<u>19,400</u>

The balance of deferred income ordinarily relates to Freshers, sponsorship and rental income received in advance.

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

### 17 Funds

Unrestricted funds	Balance at				Balance at
	1st August 2021	Income	Expenditure	Transfer	
	£	£	£	£	£
Association General	723,104	4,073,302	(3,935,357)	(97,707)	763,342
Pension Fund	(830,943)	137,445	(228,103)	-	(921,601)
	<u>(107,839)</u>	<u>4,210,747</u>	<u>(4,163,460)</u>	<u>(97,707)</u>	<u>(158,259)</u>
<b>Restricted funds</b>	<b>Balance at</b>				<b>Balance at</b>
	<b>1st August 2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>31st July 2022</b>
	£	£	£	£	
Alumni Funding	24,365	123,082	(123,082)	-	24,365
University Grants	62,674	86,780	(247,161)	97,707	-
Other Grants	27,329	1,500	(16,732)	-	12,097
	<u>114,368</u>	<u>211,362</u>	<u>(386,975)</u>	<u>97,707</u>	<u>36,462</u>

Unrestricted funds represent the free reserves of the Association. These are available for use at the discretion of the Executive Committee in furtherance of the Association's charitable objectives.

At the end of the financial year the Association had three restricted funds relating to Alumni Funding, University Grants and Other Grants. These funds comprise of specific grants, awards and membership fees received by the Association for the purposes of undertaking these activities, net of direct costs.

The pension funds represent the pension repayments due based on the existing repayment plans and duration in place in respect of Association's pension deficits.

A transfer of £98k was made from the unrestricted funds of the organisation into University Grants restricted fund to remove the deficit in that fund.

### 18 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
<b>As at 31 July 2022</b>			
Fixed assets	127,676	-	127,676
Current assets	1,290,723	36,462	1,327,185
Current liabilities	(655,057)	-	(655,057)

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

Non-current liabilities	(921,601)	-	(921,601)
	<u>(158,259)</u>	<u>36,462</u>	<u>(121,797)</u>
<b>As at 31 July 2021</b>			
Fixed assets	41,761	-	41,761
Current assets	1,249,133	114,368	1,363,501
Current liabilities	(567,791)	-	(567,791)
Non-current liabilities	(830,942)	-	(830,942)
	<u>(107,839)</u>	<u>114,368</u>	<u>6,529</u>

### 19 Related party disclosures

#### *Controlling parties*

The Association is controlled by the Executive Committee which is subject to democratic election by the voting membership of the Association. The ultimate control of the Association is vested under the constitution in the membership in General meeting. As such, no single person or entity controls the Association as defined by FRS 102.

#### *Related party transactions and balances*

The University of Strathclyde is considered to be a related party as the Association is chartered under the charter of University of Strathclyde. The Association is in receipt of a recurrent grant from University of Strathclyde of £2,737,838 (2021: £1,617,948). The Association also received a strategic fund grant of £0 (2021: £85,386), a cultural grant of £30,000 (2021: £30,000) and an Emergency and Participation Fund grant of £0 (2021: £10,000) and a further grant towards salaries of £9,500 (2021: £9,500). The Association received an award totalling £123,082 (2021: £80,685) from the Alumni Board.

Other sales of £146,273 (2021: £34,719) were made to the University of Strathclyde and purchases of £1,329,431 (2021: £312,170) were made from the University of Strathclyde and this included rent of £839,000 and pension contribution of £311,752 (2021: £280,532).

As at 31 July 2022, a balance of £35,715 was owed to the University of Strathclyde (2021: £4,280 owed to the University of Strathclyde) This is included in note 15.

In addition the Association occupied a building owned by the University of Strathclyde under an arm's length lease. No rent was paid in the year and a creditor of £1,003,200 was in place at the year end in respect of rent due to the University.

The trustees of the Association include the members of the Executive Committee. The sabbatical members of the Executive Committee receive remuneration for their services as provided for within the Constitution. The aggregate amount payable under such contracts in the year was £166,844 (2021: £163,585). Full analysis is given in Note 10. No other Trustees are remunerated for their position on the Board with the exception of the Chief Executive.

Where a trustee is also a member of a club or society within the organisation no favourable terms are provided to that club or society.

# University of Strathclyde Students' Association

## Notes to the financial statements for the year ended 31 July 2022 (continued)

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### 20 Contingent liabilities

There are no contingent liabilities identified at the date of signing the accounts.

### 21 Post balance sheet event

There are no post balance sheet events identified at the date of signing the accounts.

### 22 Commitments under operating Leases

The total future minimum lease payments under non-cancellable operating leases for the building are:

	<b>2022</b>	2021
	£	£
Amounts due:		
Within one year	836,000	-
Between one and five years	2,508,000	-
After five years	-	-
	<u>3,344,000</u>	<u>-</u>