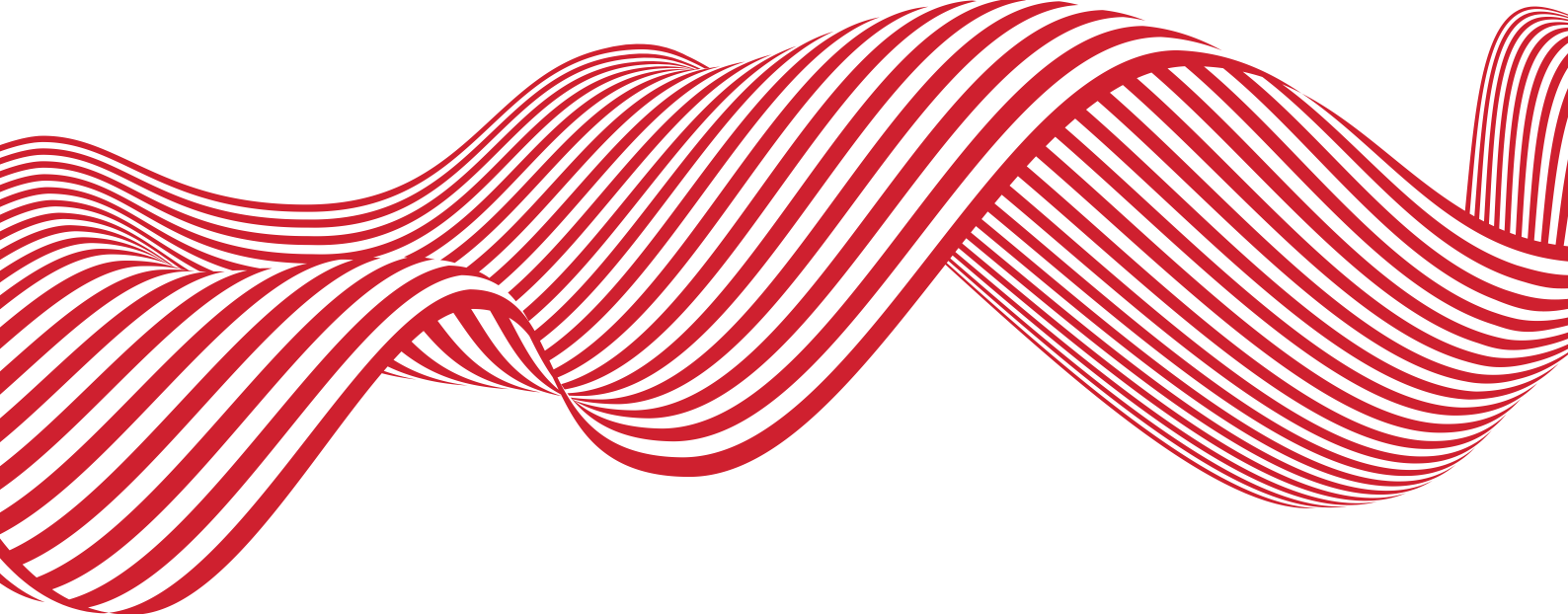




# Annual Report and Financial Statements

for the year ended 31 July 2024





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# Welcome to Annual report and Financial Statements – 2023/24

## From the Pro-Chancellor and Chairman of the Governors and the Vice-Chancellor.



It is our pleasure to introduce Southampton Solent University's Annual Report and Financial Statements for 2023/24, a year which witnessed significant change within the organisation.

Against an ever-changing higher education backdrop, we remain committed to our strategic priorities of academic excellence, student success, and community engagement, with a focus on innovation, inclusivity, and sustainability.

Our strategic focus has proven to be successful, as demonstrated by our triple gold in the Teaching Excellence Framework (TEF), which recognised that our student experience and student outcomes are typically outstanding. The gold awards not only testify to our strategic focus, but also attest that we provide a great experience and successful results for our students, across all our undergraduate courses and subjects.

Our recent National Student Survey (NSS) results further re-enforce the TEF outcome, where we were materially above benchmark in five of twenty-seven questions. This performance is starting to translate into league tables with Solent rising seven places to 86th in the Guardian University Guide.

Our strategic success extends beyond reputational performance. Over the last year we have:

- Launched a new May entry point, for postgraduate teaching (PGT);
- Delivered the final phase of our student record system. A £10.9m investment over three-years delivered on time and to budget representing a significant improvement in our academic systems;
- Launched our new Equality and Wellbeing strategy as testament to our commitment to create an inclusive University environment.
- Been accredited as a University of Sanctuary in recognition of our commitment to tackle social inequality.

Our successes are a result of organisational resilience as we, like the broader UK higher education sector, have navigated a complex landscape. Financial pressures caused by the cost-of-living crisis, declining funding in real terms per student and rising operational costs, and a slowdown in international recruitment have been considered.

Solent is proud to be a widening access organisation, a mission we continue to pursue. As a result, we are concerned to see a potential cooling in aspiration for those most vulnerable to financial pressures. We remain committed to supporting our students through enhanced financial aid programs and targeted support services to help them navigate these difficult times.

Like many UK universities, we have faced financial sustainability challenges due to the reasons set out above. This has necessitated a careful balancing of our budget. While this is a challenge facing the whole sector, there has been little sign in the short to medium term of political will to change the underpinning funding system, with no indication yet that the



new Government regards higher education funding as a priority. The decrease in international student recruitment has been a significant concern, with visa issuances and enrolments not meeting the high growth rates seen in previous years. This has required us to adapt our recruitment strategies and explore new markets to maintain our international student base. Our planned launch of a May PGT intake was successful and partially mitigated the impact on Solent's international enrolments.

Despite these challenges, we have effectively managed our costs through prudent financial practices, ensuring that we continue to deliver high-quality education and support services. We continue to make strategic investments in infrastructure and technology, albeit at a more measured pace, to ensure that our campus remains a vibrant and modern environment conducive to learning and research.

This year we commenced the development of our next strategy. We explored the opportunities and challenges of the external context via our green paper, which focused on five areas: shifting demographics, climate change (net zero), financial sustainability, technology and digital transformation and global instability. The green paper enabled fruitful and engaging discussions with key local stakeholders and staff. This was supplemented with a lecture series inviting external knowledge, ideas and challenge, inspiration and sharing of best practice. Our future strategy will build upon the foundations, as well as the success of the 2020-25 strategy, setting a bold vision for Solent 2035.

2023/24 saw the start of the transition and the transformation of the University Board. Richard Smith commenced as Chair from 1 August 2024, bringing his considerable knowledge of higher education, and particularly his passion for the development of young people. Richard was with Unite Students for thirteen years, and CEO for eight years. Under his leadership they became the leading provider of student accommodation in the UK and became a constituent of FTSE 100 in 2022. Richard is committed to making a meaningful difference for students, staff, and the broader communities we serve, and will be a fantastic asset to our Board and the University.

We would like to thank outgoing Chair of Governors Phil Cotton, whose leadership throughout has been invaluable. Phil's unwavering commitment, insightful guidance and knowledge, and tireless efforts have paved the way for numerous achievements and milestones.

Alongside this, we would also like to thank Stephen Bolton, Philip Wake OBE, Nigel Duncan OBE, and Noreen Biddle Shah who all also came to the end of their Board terms.

Looking ahead, trading conditions remain challenging as we move into 2025 recruitment. We are continuing to take action to positively influence our market performance and are confident we will continue to see success as we move into our next strategy in the new year.

Finally, we would like to extend our gratitude to our dedicated staff, students, and partners for their unwavering support and contributions to Southampton Solent University's success. Together, we will continue to build a bright and sustainable future for our institution.

Thank you for your continued trust and confidence in Southampton Solent University.

Richard Smith, Pro-Chancellor and Chairman of the Board of Governors  
19 December 2024

Professor James Knowles, Vice-Chancellor  
19 December 2024



# Financial highlights

	<u>2024</u>	<u>2023</u>
	<u>£000</u>	<u>£000</u>
Academic Fees and Support Grants	82,839	86,195
Funding Council Grants	8,403	8,018
Research Grants and Contracts	291	163
Other Operating Income	11,339	11,528
Endowment and Investment Income	503	313
Donations and endowments	27	28
<b>Total income</b>	<b><u>103,402</u></b>	<b><u>106,245</u></b>
Operational deficit before FRS102 and gains	(3,213)	(2,341)
Movement on pension provision	1,950	(848)
<b>(Loss) before other gains/(losses)</b>	<b>(1,263)</b>	<b>(3,189)</b>
Gain/(Loss) on investments	162	(43)
Profit on disposal of fixed assets	2,415	-
<b>Surplus/(Deficit) for the Year After Tax</b>	<b><u>1,314</u></b>	<b><u>(3,232)</u></b>
<b>Other comprehensive expenditure</b>	<b><u>(2,982)</u></b>	<b><u>24,269</u></b>
<b>Total comprehensive (loss)/income for the year</b>	<b><u>(1,668)</u></b>	<b><u>21,037</u></b>
<b>Net cash inflow from operating activities</b>	<b>3,440</b>	<b>10,584</b>
<b>Decrease in cash and cash equivalents in the year</b>	<b>(6,007)</b>	<b>(12,929)</b>
Non-current assets	163,359	168,695
Current assets	40,855	39,993
Current liabilities	(31,863)	(31,370)
Non-current liabilities and provisions	(18,590)	(21,739)
Pension liabilities	-	(150)
<b>Total Reserves including Pension Liability</b>	<b><u>153,761</u></b>	<b><u>155,429</u></b>
<b>Other Key Statistics</b>	<b><u>2024</u></b>	<b><u>2023</u></b>
Average Number of Employees	921	965





# Our strategy

At Southampton Solent University, our mission is to ensure students are work-ready, world-ready and future-ready.

In service of this, our vision is wide-ranging:

- We transform lives through real-world learning, delivering life-changing careers.
- We provide an outstanding student experience.
- Our exceptional staff and facilities, and unique curriculum, promote confidence, skills and knowledge.
- Our industrial partnerships offer professional insights, as well as opportunities for knowledge exchange and research.
- And we are passionate about environmental sustainability, creating a better, brighter future for all.

At Southampton Solent University, we celebrate difference, and we are committed to social justice and equal opportunities. Our students will leave us with the knowledge and skills to achieve their ambitions; and the passion and confidence to shape the future, meet its challenges and seize the opportunities it holds.

As well as inclusivity, we value the respect and integrity of our team and wider community, united in pursuit of our shared goals. Our staff, students and partners are engaged and active participants in Solent's vision, taking pride in and ownership of their part in shaping the future.

Our three core priorities reflect these goals and values.

- We do everything we can to encourage student success, by offering:
  - Exciting, modern and academically rigorous degree courses.
  - A focus on employability, real-world learning and opportunities to develop professional connections.
  - An outstanding student experience, ensuring our students emerge as well-rounded, confident individuals.
  - In-depth support and opportunities that nurture students' development and ambitions.

- Our research is embedded in our teaching:
  - Our forward-thinking academic community has a broad wealth of specialist expertise that is highly applicable to real-world challenges.
  - Embedded in the industrial and cultural life of our region, we promote ambition and innovation.
  - We offer knowledge exchange, problem-solving, free-speech and equal opportunities, setting the standard for a modern, engaged university.
- We are committed to our city and communities, engaging with them to shape the future of Southampton and beyond:
  - By opening up our campus and our own Solent University community, sharing our skills and resources with the wider world, and learning from and supporting the places we belong to, we ensure a brighter future for all.
  - We are, at our heart, a sustainable university, financially resilient and focused on the future.
  - We are environmentally sustainable, from our rigorous environmental policies to our ambitious sustainable performance targets.
  - We nurture our partnerships, using Solent University resources to drive economic growth in the region and ensure the best for our students, staff and communities.
  - We recognise our place in the wider world, welcoming global graduates and opportunities, and building on our developing international reputation.



# Educational excellence

At Southampton Solent University, students find a range of opportunities that enable them to develop their own ambitions and achieve success. Our vision for excellence across all our learning opportunities was recognised by the Office for Students when we were awarded TEF Triple Gold in 2023. This demonstrated that our student experience and student outcomes are typically outstanding. Solent was awarded Gold recognition across all three ratings; student experience, student outcomes and overall, placing us amongst a very small group of 15 universities who gained this triple gold status.

The external recognition of our teaching excellence was a high-profile endorsement of our real-world inclusive learning approach and the work we do with each student to meet their needs, and support them to achieve their goals. The work includes:

- Outstanding teaching, feedback and assessment practices that are highly effective and tailored to supporting students' learning, progression, and attainment.
- Course content and delivery that inspires students to actively engage in and commit to their learning, and stretches students to develop knowledge and skills to their fullest potential.
- Ensuring a supportive learning environment that gives students access to a wide and readily available range of outstanding quality academic support tailored to their needs.
- Physical and virtual learning resources that are tailored and used effectively to support outstanding teaching and learning.
- Student engagement, leading to continuous improvement to the experiences and outcomes of its students.
- Tailored approaches that are highly effective in ensuring students succeed in and progress beyond their studies.
- Clearly articulating the range of educational gains, it intends its students to achieve, and why these are highly relevant to students and their future ambitions. Evidence based, highly effective and tailored approaches to help students achieve these gains.

A strong theme across our teaching approach at Southampton Solent University is employability. Graduate Outcomes data shows that more than 90% of our 2021/22 graduates were employed or in further study 15 months after graduation.

We work with our students and industry to ensure that our modules contain the right mix of academic and professional skills, guided by our Inclusive Real-World Curriculum Framework. This ensures that modules include critical thinking skills, intellectual challenge, personal growth, research and inquiry, authentic assessment and an outward view to having the skills needed to succeed in industry. Through working with industry on the provision of higher apprenticeships, REVO and Help to Grow courses and the South Coast Institute of Technology, we understand industry needs so that we can ensure our curriculum supports employment. It doesn't matter what students' chosen career pathway is, we continue to work with them to shape their unique skill sets and prepare them for their future. Highlights of our activities to support student employability include:

- Helping students unlock their entrepreneurial potential through 1:1 business support and tailored events designed to help them turn their ideas into reality. Over the year we have provided business start-up grants of up to £3,500 each for students and recent alumni, based on a bidding process with supporting business cases. We also provide business advice and support to help these start-ups grow and flourish. In August 2023, Solent students participated in the European Innovation Academy Bootcamp in Portugal, where they learned how to create a start-up in just 15 days. We also work with external organisations, sign-posting our students to opportunities to access external funding. Our Student's

Union also works with students to run Enactus, part of a global society that uses entrepreneurial actions based around the UN Sustainable Development Goals to create community-based projects aimed at improving the lives of minoritised groups & the vulnerable.

- Providing Solent students with the opportunity to access working experiences while studying. Our students can embark on paid freelance work experience through:
  - **Solent Creatives** – our freelancing agency linking businesses with the creative talent at Solent.
  - **Solent Production** – our media centre through which students and staff work together at a professional level to create quality content.
  - **Re:So** – our campus retail outlet enabling students to sell their creative work to the public, gaining valuable retail experience.
  - **Solent TV** – our own TV channel where students can work on a full-scale shoot.
  - **Pop up venues** – students work across the region via 'pop-up' venues and online.
  - **CPD events** – where our students can attend professional body CPD events, developing their professional skills directly alongside those from industry.
- Our sector-leading facilities offer students an authentic learning experience with industry standard facilities and equipment. Whether it's our Solent Sports Complex, state-of-the-art Virtual Production Stage, cutting edge maritime simulation centre, nursing wards with immersive simulation, psychology labs, TV studios, ship manoeuvring centre, newsroom or our sports and exercise clinic, these facilities allow our students to experience real-world learning preparing them for industry.
- Our offer of the Living CV, which allows our students to unleash their full potential. It enables students to transfer their learning outcomes into CV outputs, growing with them throughout their degree to translate academic learning to real-world skills. With the Living CV, our students stand out from the crowd, are empowered to impress employers and fuel their career growth.
- All our Computing Undergraduate degree courses were successfully accredited by the British Computing Society for a period of 5 years, until 2029. The Panel commended the strong emphasis on employability and career preparation including Happy Hour Digital Industry Talks and the ability for students to undertake professional qualifications (CISCO and Certified Ethical Hacker) alongside their degree.
- BA (Hons) Architectural Design and Technology was ranked first for Student Satisfaction in the 2025 Complete University Guide league table (Subject Architecture) as a fitting reflection of the hard work of the tutors who often go that extra mile to create opportunities above and beyond the normal curriculum – to nurture our student's talent and empower them to realise their potential: academically, professionally and personally.



- Our BEng (Hons) Yacht and Powercraft Design and BEng (Hons) Yacht Design and Production courses were ranked first in the country for teaching, learning opportunities, assessment and feedback, organisation and management in the Naval Architecture group in the National Student Survey. Likewise, our BEng (Hons) Mechanical Engineering degree was ranked third in the country for teaching.
- Elsewhere in the NSS, we had very strong performance nationally for our performance and drama-based courses, with leading results for Assessment and Feedback. In five CAH 3 subject areas, we were top in the country for Academic Support.

Solent's pedagogies come to life through the dedicated work of our knowledgeable and experienced academic teams who offer our students a range of high-quality events and opportunities to learn. These opportunities include:

- Our maritime students had the opportunity to learn through real-world research, on a government-funded research project exploring the use of clean energy technology for fast ferries. Students were involved in a range of activities, including outline aesthetic design and commercial concept, scale-model testing in our towing tank and results analysis and theoretical studies examining the operational performance aspects of the vessel. This has allowed students to learn about new technology whilst gaining experience working on a real research project which is leading to on-water testing in a crewed prototype technology demonstrator in 2025.
- In June 2024 our Business School held a student conference for undergraduate and postgraduate students, along with alumni. The conference aimed to provide students with a safe and nurturing space to present and discuss their research projects and ideas. Sessions included examining Diverse Global Business, Managing Projects Effectively and Entrepreneurial Insights. The keynote speech, by entrepreneur Dr Nasiru Daiyabu Taura, examined how research skills are important in career prospects.
- We have continued our partnership with the global company Ticketmaster, which offers Music Business students paid employment at major summer events such as festivals and stadium shows. This programme provides an excellent experience for students to add to their CVs.



- Carbon Live (the live events arm of Solent Fashion and Beauty Media's Carbon Magazine project) had a week of student-led events in November to raise funds for charity and engage with our internal and external community. This included Monday Night at the Movies, a retro screening of a movie, alongside a charity drive for Smalls for All (a charity that collects underwear for people in Africa and the UK) and Coppafeel (a charity aiming to educate young people about breast cancer in young men and women). The event saw members of the NHS, charities, hospices and student and youth networks join our students for an awareness talk, networking and treats before a screening of the film in the Sonar Cinema. Another event sponsored by international brand Shein was the X Sip and Paint, which saw students from all creative courses at Solent attend an evening of industry talks, painting and competitions to find the next creative/designer who went on to win mentoring from the brand as part of the design hub incubator programme. Students and staff and members of the Southampton community were offered the chance to paint to a design brief and have their work judged by the Shein creative and community team and win mentoring that would support them in creating designs that would go into production and be sold on the international platform.

In June 2024, Solent's educator and researcher community showcased its excellence at our annual Solent Learning, Teaching and Research Conference. Under the theme 'Higher education for everyone - good practices in inclusivity in learning, teaching, and research', staff and students engaged in practice-sharing and discussions centred around informed practices that expose students to research-informed activities and actively engage them in these. The conference had a special focus on UN Sustainable Development Goal 4 – Quality Education. Educators, researchers, and students from across our community gathered to share transformative practices

that make higher education accessible to all. Examples of presentations, posters and activities included:

- Promoting inclusivity and aspiration among student nurses and nursing associates by leveraging virtual reality towards digital twins and embracing the challenge of student engagement in higher education. This included using inclusive programming through content co-creation, as well as experimental blended learning and resilience in students from non-traditional backgrounds.
- Two thought-provoking development workshops. A fascinating workshop on 'Inclusion in learning and teaching for all', dismantling the educational disparities for underrepresented groups in UK higher education. Alongside this, a workshop was delivered called 'I'm not a researcher, get me out of here!', breaking down barriers to research and scholarly activity in education-focused environments.
- An inspiring keynote speech on 'Cross-pollination for enhanced inclusivity - what does it look like and why does it matter?' by Virna Rossi, Associate Professor, Advance HE Principal Fellow (PFHEA) and National Teaching Fellow. This introduced new concepts and offered examples of productive boundary-spanning collaboration.



# Student success

Student success is one of three key priorities in our 2025 strategy. For us, it means ensuring our students are ready for the future world of work, enterprise, and volunteering. We achieve this by offering a portfolio of exciting, relevant, and academically rigorous degree courses with employment-focused, real-world learning that prepares students to succeed.



In 2023, a new version of the National Student Survey (NSS) was introduced. The results demonstrated that the University was ahead of the sector and the Office for Student benchmark in 7 measures for our taught population:

- Teaching – 1.8 percentage points above benchmark.
- Learning opportunities – 1.4 percentage points above benchmark.
- Assessment and feedback – 3.0 percentage points above benchmark.
- Academic support – 1.0 percentage point above benchmark.
- Learning resources – 2.0 percentage points above benchmark.
- Student voice – 2.7 percentage point above benchmark.
- Freedom of expression – 1.5 percentage point above benchmark.

Our goals are to work collaboratively with students to:

- Offer a portfolio of exciting, modern, and academically rigorous courses with employment-focused, real-world learning that prepares students to succeed in their chosen profession, vocation, or enterprise.
- Drive forward an environment where all students can belong and succeed, monitored by progress against KPIs.

- Develop a transformative digital infrastructure for student success, and access to state-of-the-art industry-standard specialist equipment including laboratories, studios, and simulators.
- Ensure an innovative and inclusive curriculum with excellent teaching that is face-to-face and online, with wide-ranging opportunities to learn.

During 2023/24 we continued to develop our support for students to succeed. Examples of support provided include:

- Responding to over 25,600 student queries in the Student Hub with 73% handled without the need for onward referral.
- Over 10% of our student population have accessed therapy, mental health advice, or psychological and wellbeing support through our same-day appointment service.
- The allocation of grants, bursaries, and support totalling half a million pounds, including the introduction of a utilities bursary and support for the Students' Union community pantry, recognising the increasing cost-of-living pressures faced by our students.
- Over 400 students, together with 50 organisations, attended the central University careers fair (October 2023) organised by Solent Futures.
- Over 250 students attended the Spring Forward to the Future event (February 2024) organised by the Business School and Solent Futures. 26 organisations attended, providing networking and industry opportunities for our students.
- Over 150 students attended the Maritime Conference Careers and Networking event (February 2024) organised by the Warsash Maritime School and Solent Futures for the first time. 15 organisations attended, providing networking and industry opportunities for our students.



- Held student focus groups as part of our work towards University Mental Health Charter (UMHC) accreditation to better understand the lived experiences of our students and how we can enhance support for them.
- Held a successful University Mental Health Day to date with over 400 students in attendance including a keynote by Phil Packer, Founder of BRIT to mark the BRIT challenge.

Deepening our partnership with students and the Students' Union through:

- Recruiting a new Head of Student Success who brought a renewed focus and breadth of experience in students' union partnership working.
- Developing a Memorandum of Understanding between the University and Students' Union setting out key operating principles.
- Introducing the Joint Executive Committee bringing together the Students' Union Executive, the Vice Chancellors' Group and Head of Student Success to discuss and work on strategic initiatives relating to student engagement and success.
- Reviewing the course representative system to ensure the process is owned and led by the Students' Union with appropriate support from the University. Enhanced training and support package for student representatives developed.
- Co-creating enhancements to the student experience with the Students' Union, through regular and open conversations and problem solving, for example by introducing a new policy to support transgender, transitioning and gender-questioning students.

We are continuously striving to create an inclusive university by:

- Reviewing our policies and practices to create an environment where all students can thrive.
- Maintaining our Bronze Race Charter Mark Award, which describes our solid foundation for race equality at Solent and lays out a three-year SMART action plan.
- Delivering the milestones in our five-year access and participation plan.





Key successes for our student community in 2023/24 include:

- Our students winning awards for their work including: 2024 Graduate Fashion Week; Bevis Minter Award at the 2024 Maritime UK Awards; Student of the Year Award in a national competition run by a footwear retailer; Sonar Events winning the Partnership category at this year's Unity 101 Anniversary Awards and Achievements; Student of the Year at this year's Rise Awards in the broadcast industry.
- Final-year BA (Hons) Prosthetics and Special Effects Design student coming joint-second in BBC Three's much-loved series, Glow Up.

During 2024/25 we will focus on:

- Implementing our new attendance system and policy to identify students at risk of not continuing early on and putting appropriate support measures in place to re-engage them with their studies.
- Implementing a new case management system for student services streamlining access to support services for students and enabling better reporting to inform service provision and development.
- Implementing Report + Support providing students with an easily accessible, and if they wish anonymous means, to report any incidents of bullying, harassment or sexual misconduct.
- Enhancing our support for placements and strengthening our careers offer by introducing new events such as a week-long Careers Festival and implementing our new careers platform.





# Research and knowledge exchange

Research and Knowledge Exchange is a key priority in our strategic vision. Our aim is to undertake innovative research that has a wide-ranging and significant impact on the experiences and learning of our students and on the lives of those in our local, national, and international communities. Our strengths in Environment and Engineering, Human Function and Health, Media, Culture and the Arts and Social Research and Policy align closely to the United Nations Sustainable Development Goals.



Southampton Solent University sits at the heart of the Solent region, a recognised economic hub for the UK. We use our strong ties with industry and employers to forge and sustain partnerships and networks with businesses, charities and key stakeholder representatives throughout this hub, and beyond. In conjunction with the expertise of our staff and our state-of-the-art facilities, Southampton Solent University drives the development and implementation of innovative ideas that address real-world challenges and support economic and societal growth within our city and wider region, as well as nationally and internationally.

## Our commitment to lasting impact

As evidenced in our Strategy 2025, we believe in the value of engaging with different audiences for a cross-fertilisation of knowledge and expertise. This drives our innovative and forward-thinking approach to applying our research and innovation to the benefit of both our learners and our communities.

One way we do this is through the development of Continuing Professional Development and other short courses that respond to the needs of employers seeking to upskill their workforce to offset the skills gap and labour shortages and promote further business growth. For example:

- Our collaboration with the International Maritime Employers Council (IMEC) has demonstrated the value of introducing pedagogic research and evidence-based practice to maritime education globally.
- Our investment in a Bloomberg Suite, providing an invaluable resource for ensuring workforce preparedness, supports both graduate start-ups and local Small and Medium Sized Enterprises engaged in our Help to Grow program.

Similarly, we work with industry partners to meet the UK government's target of reaching net zero across the economy by 2050. Decarbonising the maritime sector is vital to achieving this target, as domestic shipping alone emits more greenhouse gases than buses and rail transport combined. Southampton Solent University is a major driver of the Maritime 2050 Strategy objectives on decarbonisation, professional development, research and innovation. For example:

- Our 2022/23 InnovateUK-funded collaboration with Cartwell Marine and Newcastle Marine Services has made enormous progress in developing a scaled foiling trimaran demonstrator vessel with very low drag and low power requirements. This has provided zero emission electric motor-powered proof-of-concept ships, which will significantly reduce fuel consumption, environmental damage and operational costs.
- A further InnovateUK-funded collaboration with Osprey Research and Pascoe International Limited, is developing clean engine technology for powering small vessels using ammonia. This project, which responded to the UK



government's Clean Maritime Demonstration Competition, also features innovative technology designed to address some of the known issues associated with the using ammonia as fuel, offering wider application across the maritime sector and beyond.

- The UK National Clean Maritime Research Hub was established in 2023/24 with £7.4m funding from the Engineering and Physical Sciences Research Council (EPSRC) and the UK Government's Department for Transport (DfT), alongside financial and in-kind match funding of nearly £14 million from more than 75 industrial partners. The Hub is a multidisciplinary research consortium, led by the University of Durham, in partnership with 12 Universities, including Southampton Solent University. We are delighted to be an integral part of the delivery of the Hub's world-leading



and agile programme of research, co-developed with the maritime stakeholder community to address the challenges of transformation to a clean and sustainable global industry.

This drive to support healthy and safe industry, environments and communities is at the heart of everything we do. We believe that working with key stakeholders to assess and inform policy is crucial to ensuring the initiatives and changes resulting from our research and innovation are effective, meaningful and sustainable. In 2023/24, this has included:

- A consortium led by Southampton City Council, with Co-Investigators from Southampton Solent University and the University of Southampton alongside 70 local partners has been awarded an NIHR Health Determinants Research Collaboration grant of £5m. The 5-year project will support research teams to identify and address key issues facing health-related policymakers and service providers at local and national levels.
- We have provided a valuable evaluation of the 'Peer Heroes' project. This pilot scheme was funded by the Southampton-based charity Yellow Door, and aimed to support children's and young people's understanding of the negative stereotypes and attitudes that can contribute to violence against women and girls. By bringing together expertise from universities, colleges, local authorities and the charity itself, the project succeeded in creating a set of recommendations to improve and inform future interventions, and raise awareness of violence towards women and girls, both locally and nationally.



- Dr Donna Peberdy, Associate Professor of Performance, Sex and Gender, is one of 43 SHAPE (Social Sciences, Humanities and Arts for People and the Economy/ Environment) researchers to be awarded a prestigious Mid-Career Fellowship by the British Academy. Dr Peberdy's project 'Screening Sexual Violence: Silence Breaking and Performance Activism Post #MeToo' involves a comprehensive analysis of how sexual violence is depicted on screen, assessing the role and activist potential of film and television in shaping public understanding. The research involves the analysis of 80 short films from six countries, alongside interviews with filmmakers. It will result in a monograph and varied public engagement programme and resources, including workshops, an online short film repository, parent/teacher screening materials, and filmmaker guidelines. The aim is to connect and inform local, national and international community and education groups and create a wider collaborative network to end violence against women and girls.
- The Nuffield Foundation-funded project 'Crossing Boundaries: Creating a Shared Model to Support Vulnerable Young People' brings together researchers, key organisations, and the community in Telford (Shropshire) to shape initiatives to affect policy and practice to fight the exploitation of young people. This is a proof-of-concept project, with outcomes including: identifying opportunities and methods for more effective sharing of information; and the development of a model to facilitate effective communication across key stakeholders. This model will be applicable to other environments and so contribute to wider positive societal change.

## Our commitment to people

All these projects and successes have been made possible and supported by Southampton Solent University's commitment to the development and nurture of its thriving, inquisitive and inclusive community of academics and students. Our dedicated Research Hub Community and Engage Spaces, and corresponding online Research Hub space, are tangible and virtual signs of the University's commitment to continuing to grow its applied, practical research and knowledge exchange. We also continue to invest in our researchers and innovators and in their ideas. For example, alongside the extension of our annual internal funding scheme to support the development of proof-of-concept projects, this year has seen the launch of a group research mentoring scheme based on the GROW model – Goal, current Reality, Options, Way forward. The scheme paired 35 mentors and over 100 mentees to support colleagues at all career stages to find ways to meet their research and knowledge exchange goals. Similarly, our Researcher Development Programme, designed for postgraduate research students as well as staff, provided workshops on a range of key research skills throughout the year, alongside a comprehensive set of online resources accessible by all at any time.

Southampton Solent University's commitment to practice-based, creative and applied research and knowledge exchange means our students and staff work with key stakeholders on real-world challenges, to be part of the solution. We work collaboratively to solve problems and secure futures that provide equitable, ethical and sustainable supports for healthy and safe industry, environments and communities.



# Engagement with communities

As communities absorb the impact of social, political and economic pressures, the University has continued to be agile and innovative through its engagement. Alongside this the University also achieved a key milestone of Strategy to 2025, securing University of Sanctuary status in November 2023.



between our communities is core to our approach at Solent and we have been working with our civic partners to begin developing a series of real-life projects from these sessions.

The last year has also seen us make significant growth in the number of staff utilising their Make a Difference volunteering day. More than 114 staff have contributed a combined 684 hours to the local community, with beneficiaries including the Sholing Valleys Study Centre and St Johns Primary and Nursery School. Alongside this we have also taken the first steps in growing engagement with our student community through volunteering, with Solent hosting its inaugural Get into Volunteering festival. We have also invested more than 64 hours of complimentary community meeting spaces was also provided to local organisations.



Alongside our work with the local community, we have also been strengthening our relationship with key employers across the region. Our relationship with Southampton Football Club goes from strength to strength, with the University and the Club's charity arm the Saints Foundation celebrating 10 years of working together.

Alongside this we continued to support small to medium businesses across the region, delivering the Help to Grow Management course and establishing Innovation Growth Vouchers. With the economic landscape challenging for businesses, we have continued to invest and celebrate the work of our regional business community and were proud to sponsor the Innovation of the Year award category at the Central South Business Awards. Attended by business leaders from across the region, the event put a spotlight on the positive contribution of businesses across the region.

Being awarded University of Sanctuary status provides recognition for the work and commitment made by Solent in working with sanctuary seekers. The award is testament to the work of our internal and external communities, which amongst successes includes the awarding of sanctuary scholarships, the establishment of the Southampton Sanctuary Network and launching the University's first ever Sanctuary Week.

Complementing our work as a University of Sanctuary we have also strengthened relationships with our local community, delivering a series of Civic Exchange sessions. From exploring the role of faith in modern society to how we can create healthy, active spaces available to all, our sessions were attended by more than 90 delegates and 34 different community groups and charities. Growing knowledge exchange

Our alumni continue to play an active role in enabling the region's prosperity, going on to achieve success in industry or setting up their own. Success was celebrated throughout the year, with examples including Scarlett Barnett-Smith, a deck cadet officer from Warsash Maritime School (WMS), who won the Bevis Minter Award at the 2024 Maritime UK Awards. We also celebrated 30 years of International student success through an exclusive reunion in Oslo, Norway.





# Access and participation

Access and participation plans set out how higher education providers will improve equality of opportunity for students from disadvantaged backgrounds to access, succeed in, and progress from higher education. In 2019, the Office for Students approved the University's first access and participation plan for 2020 to 2025. A variation to the plan was approved in November 2022. In 2023/24 we have been focused both on the delivery of our current plan, and the development and submission of our next plan, which will take effect from the 2025/26 academic year.



Through partnerships with schools, colleges and local community organisations we have provided support for disadvantaged and hard to reach learners to access higher education, this included:

- Attainment-raising activities such as the More Maths programme (delivering weekly small group maths tuition for learners in year 5-11), three large scale GCSE maths revision events (for year 11 learners featuring keynote speakers) and our Ready Readers programme (where our staff and student body visit three primary schools on a weekly basis to support year 5 children with reading).
- Post-16 widening participation activity including applicant transition and the introduction of our contextual offer scholarship (providing £500 via fee reductions and catering vouchers to contextual offer students).
- Piloting a new 1-day programme in collaboration with educational charity Grit to deliver a development workshop for Year 10-12 students from local schools.

- Pre-16 widening participation activity including school and community campus events, a large-scale careers event (working in partnership with Southampton City Council) and in school delivering our Step into Success programme.
- Supporting 12 schools and 3 colleges via our membership and hosting of the Southampton Education Forum.

We implemented strategies to reduce awarding gaps:

- Introduced Culturally Sensitive Curriculum Scales working with the Sports & Health department to upskill academic staff and work with students to ensure the curriculum content is inclusive.
- For a second consecutive year, 10 Asian, Black, minority ethnic and other (ABMO) students attended a two-day confidence-building programme – Making Waves: Student Success – managed by Solent's student achievement team and delivered in partnership with educational charity Grit.
- Access Solent delivered four online and one on-campus transition event to support applicants to prepare for university. Including support at university, differences between school/college and planning for independent living.
- The widening participation team was supported with optional breakout rooms for supportive information, advice, and guidance at the end of Solent access support events. A Disability Adviser raised awareness on a Unity 101 radio show about support at university.
- Simply Social, an information social group for students on the autistic spectrum was delivered weekly on campus to facilitate peer support.





- Access Solent continued to deliver staff training sessions on supporting disabled students, reasonable adjustments and inclusive teaching and learning. In addition, training sessions were delivered on the Postgraduate Certificate and Advance HE Associate courses.
- Access Solent have delivered a suite of workshops to students to support eradicating the disability awarding gap: providing information, advice, and guidance on support, including three online events to applicants and current students about Disabled Students Allowance (DSA) funding and support.
- Access Solent have established connections with local colleges to offer training and support to college staff supporting disabled students. In addition, Access Solent presented at the Southampton Education Forum annual conference.
- Employer partnerships are in place with Hampshire Constabulary, Southampton FC and Enterprise Mobility. In 2023/24 we have taken a whole provider approach to the development of our next access and participation plan, which will run from 2025/26 to 2028/29. We submitted our plan in July 2024. From the outset we have involved our staff and student community in the development of our proposed intervention strategies, bringing together subject expertise across disciplines and ensuring a shared responsibility for the delivery of the plan. Our approach to the development of the plan included:
- Open consultation with students and staff through a series of workshops which set out the lived experience of students within the target groups and were supported by literature reviews.

We implemented strategies to close gaps in progression to high skilled roles:

- Our professional mentoring program matched 35 students with industry professionals from a range of sectors – including 19 Solent alumni – enhancing students' employability, confidence and connections.
- 981 employment opportunities were advertised.
- Connections were established with 135 employers, enhancing students access to real world experiences.
- Workshops which considered the key risks to equality of opportunity experienced by our students.
- Assessment of our performance to better understand the gaps in access, success, and progression experienced by students from the most disadvantaged backgrounds.
- Theory of change workshops to review each high-level intervention strategy.
- Regular engagement and testing with student representatives to confirm our approach.



# Our people

Our People and Development enabling plan focuses on being 'Better together' through the ways we value, develop and transform our people and culture. Our six values underpin everything we do: Respect, Ownership, Inclusivity, Engagement, Integrity and Teamwork.

## People and Development Enabling Plan:

We have made good progress to date with a review of our recruitment policy and supporting processes to attract and retain top talent, enabling Solent to be a workplace of choice, centred on inclusivity and values. Key workstreams of the recruitment review include branding and refreshing our online recruitment pages, systems & process improvements, Policy, Data, EDI, Retention and Onboarding, underpinned by our values and employer brand. We will shortly share our proposals and findings with key stakeholders.

We have developed innovative retention initiatives that focus on impactful recognition. This has included a month of celebrating and recognising employee and team successes at Solent in June 2024.

A focussed approach to providing engaging opportunities to develop future ready skills is underway with a career's progression toolkit being developed.

We will continue to deliver against our Better Together enabling plan, ensuring that Solent is a future ready employer, and that the employee experience is reflective of our inclusive culture, supported by an environment that recognises the importance of mental and physical wellbeing, whilst rewarding and celebrating success.

## Staff Engagement:

We continue to survey our employees to find out how it feels to work at Solent, to understand what we can do to help staff fulfil their potential and to make changes where we can, helping us to further develop a culture of empowerment, trust and accountability.

There have been 3 pulse surveys within the past year. Topics surveyed have been EDI, Development and Managing Change and Communication. We have seen a positive level of engagement with these surveys, with 73% engagement in the most recent pulse survey, Managing Change and Communication. Workload continues to be a key area of



focus across the University, which is replicated across the HE sector. "You Said, We Did" summaries are made available, this encourages further survey participation and provides assurance to colleagues that the employee voice is significant and will be responded to.

## Equality, Diversity and Inclusivity

Facilitating a culture of inclusion and belonging for all remains at the heart of our University. Southampton Solent University's vision to create a healthy working environment and the conditions for everyone to thrive, is supported through our Equality and Wellbeing Committee, our Mental Health Vision for students and colleagues, our Equality, Diversity and Inclusion Plan 2021-2025 and the People and Development enabling plan.



## Equality and Wellbeing Statement and Action Plan:

The action plan launched in June 2024, and streamlines four existing action plans (EDI Plan, Race Equality Charter, Shared Mental Health Vision 2018-2025 and Student Minds Mental Health Charter), into one overarching Equality and Wellbeing action plan. To aid engagement with our strategic priority for Equality and Wellbeing, the action plan has been aligned to our newly created six Pillars of Equality and Wellbeing.

The Six Pillars of Equality and Wellbeing cover the following topics; leadership, inclusion and belonging, wellbeing and Accessibility, student success and engagement, communities and collaboration, and evaluating outcomes.

Within this plan we further progressed with the Race Equality Charter, with objectives being divided into 5 different key areas of work; staff, students, communities, curriculum and organisation. There are 95 actions in place with good progress being made.

This year we have also:

- Continued to support and liaise with various Affinity Groups through people policy and employee voice discussion. The Affinity Groups continue to grow. The Neurodiverse Affinity Group formed in December 2023, and Women's Network now has over 100 members.
- In 2024, we reintroduced Staff Achievement Awards (now called Solent STAR Awards). These staff nominated awards recognise excellence across a number of categories including Academic Achievement, Leadership, Teamwork, Civic

and Public Engagement, Equality and Inclusion, Student Experience and Solent Values. In total, more than 150 staff were nominated by their colleagues, 25 were shortlisted and 11 were awarded at our first STAR awards event in June.

- We continued to support our Menopause Café initiative, providing a supportive space for employees.
- We facilitated a Navigating Success at Solent session where a cross section of Solent leaders were able to share with colleagues their path to success across the University.
- We continued to support a new cohort of colleagues through the AdvanceHE Aurora and Diversifying Leadership programmes, with 4 new additions for each course. In total, Solent has supported 35 individuals through the Aurora programme, and 6 individuals through the Diversifying Leadership programme. We will continue to support this initiative with further opportunities for our employees into 2024/25.
- Our Employee Assistance Programme continued to be well utilised by our employees with ongoing support being signposted. We hosted wellbeing sessions with our EAP provider and Solent Minds during University Mental Health Awareness Day in March 2024 in support of our employee's wellbeing.
- In our most recent Gender Pay Gap, we achieved a mean Gender Pay Gap of 8.0%, which despite a small increase of 0.6% on last year, remains well within our target benchmark of 10.5%. Within this period, we have seen growth of our female staff within the highest paid quartile.



- We achieved a mean Ethnicity Pay Gap of 3.8%, which sees a decrease of 1.7% on last year, this is supported by a positive rise in the ethnic minority population in the highest paid quartile (9.8% from 8.0%).
- An ongoing people policy review continued throughout the year with various updates being made to complement Solent’s culture, EDI, EVP and branding and employment law updates whilst ensuring a positive people experience prevails.

### Trade Union Facility Time Report (1 April 2023 to 31 March 2024)

Southampton Solent University recognises UCU and UNISON for consultation and negotiation purposes, and in line with our Recognition Agreements and the ACAS Code of Practice grants paid time off for these important trade union duties.

In line with the Trade Union (Facility Time Publication Requirements) Regulations 2017, Solent published the required data on 31 July 2024. Below is the summary of the information.

Southampton Solent University – Facilities Time Report 2023/24		
	Headcount	FTE
Employees who were relevant trade union officials	13	11.5
<b>Percentage of working hours spent on facilities time:</b>		
0% of working hours	0	
1%-50% of working hours	13	
51%-99% of working hours	0	
100% of working hours	0	
Total pay bill for the tax year 2023/24	£52,358,549	
Total cost of facility time	£ 22,550	
Percentage of pay spent on facility time	0.04%	
Hours spent on paid facility time	1,036.35	
Hours spent on paid trade union activities	49.35	
Percentage of total paid facility time hours spent on paid TU activities	4.76%	





# Environmental sustainability

A targeted programme of energy saving initiatives and further consolidation of the physical estate onto EPT has enabled Solent to make progress in reducing energy consumption, including water use in 2023/24. Overall, the amount of energy used - calculated in MegaWatt hours (MWh) – reduced by c8% in the period – and a reduction of 15% in the last 2 years.

Disposals that have taken place towards the end of the current financial year will see further reductions in 12 months' time.

These figures are important in not only setting the baseline for strategic performance indicators, but also demonstrate positive movement towards achieving the desired environmental credentials.

Looking forward the University will aim to capitalise on these gains, by continuing to invest in energy saving and monitoring system improvements across its estate – both as part of new developments and repurposing existing spaces, and replacing controls that allow evidence based decisions to be made. Plans are already underway that would extend the amount of photo voltaic (PV) across the campus once the Institute of Technology project is completed, and replace ageing infrastructure and systems.

Waste created for the 2023/24 period did increase. This was as a direct consequence of the various refurbishment projects that took place on campus, and a requirement for the disposal of waste to be handled by our contract partner. As projects are completed, and again with the continued consolidation of the estate, this spike should return to previous levels.

The Carbon Management Plan (CMP), developed over the past 18 months has now been approved by the Vice-Chancellor's Group and will progress through the committee process



for sign off by the Board of Governors. The CMP provides a platform from which specific targets can be determined and a route map to support the goals of the new strategic plan and the ambition to reach net zero carbon emissions by the 2035/36 academic year.

Species surveillance activities at the Timsbury Lake campus confirmed the ongoing presence of great crested newts. ECOSA, our ecology consultants produced an updated Ecology Management Plan for the site which was shared with all stakeholders so that everyone is working within the same parameters and ensuring the ongoing conservation of these protected habitats.

Solent's Environmental Management System achieved its continued ISO14001:2015 accreditation following the annual external audit. With only one minor non-conformity and two opportunities for improvement, the system continues to ensure both legal compliance and continuous improvement in the management of activities with an environmental impact. The external auditor identified the presence of the University's Heating and Cooling Policy as noteworthy, and an example of good practice which could be shared with other institutions.

The period has seen an enhancement in communication and collaborative working between the Students' Union, professional and academic departments, and the HSE Team with the aim of raising the profile of environmental sustainability within the management of on campus events – thus ensuring events themselves include sustainability in their planning. The HSE Team continues to promote active and sustainable travel via the Teams Viva Engage tool to increase awareness of the options available to staff and the annual litter pick along the Hamble Estuary had the highest number of attendees in its history with around 50kg of plastic and general waste being saved from entering the water system.



# Estates strategy

## Estate and campus development

The University continued to deliver against the key themes and objectives of the Estates Strategy (2021-2026) in the last year. This included investment projects using University funds alongside grants secured from the Department for Education (DfE) and the Office for Students (OfS). The largest project saw the commencement of an Engineering Centre of Excellence within the Sir Christopherr Cockerell Building, as part of the South Coast Institute of Technology (IoT). Due for completion in Spring 2025, the c£10m investment will provide a 2000m<sup>2</sup> state of the art engineering and maritime centre, in a fully refurbished building.

The relocation of Solent's student led retail store from the Marlands Shopping Centre to a prime location in the Spark building, has allowed students and graduates to showcase their creative designs, providing a platform to sell their creations.

The strategic objectives to consolidate and centralise Teaching and Learning activities onto East Park Terrace (EPT) campus were further achieved with the successful negotiation to exit the lease for the Austen Building on the City College campus three years early. From May 2024, the majority of maritime cadets were taught on the main campus, with the remaining engineering cadets completing the transition once the IoT project is completed in spring 2025. This project allowed cadets to benefit from being on the University main campus whilst also delivering cost savings and efficiencies.

Another key project was the enhancements to existing Biomedical Science facilities and the conversion of a nutrition laboratory over the summer of 2024 has created a new cell cultures lab, enlarged and refurbished spaces to support the student experience and forecast growth in student numbers, increased capacity for group work and research, and will enable greater NHS collaboration and partnerships.

Refurbishment of floors 3 & 4 within the Sir John Everett Millais building has created a suite of general purpose and new digital laboratories – including dedicated AI, cyber security and data science facilities. New IT and computing equipment, artwork, colour schemes, furniture and digital signage will enhance the area and create a clear sense of identity for staff and students.

## Operational efficiencies and statutory compliance

The Business Planning process identified opportunities to reduce operating costs and deliver revenue savings for the University. A number of these have been actioned 'in year' deriving multiple

benefits, including revisions to campus opening hours and reducing utility consumption, whilst others will realise financial benefits in 2024/25 and beyond. These included strategic reviews and benchmarking of service contracts which have led to changes in the delivery of the technical maintenance services and a refined specification for cleaning, which achieving best value under a newly awarded contract.

The sector faced scrutiny following safety announcements regarding Reinforced Autoclaved Aerated Concrete (RAAC). A detailed survey of all campus buildings, which was reviewed and verified by qualified structural consultants gave Solent a clean bill of health and confirmed none of its concrete structures were of this form. Over the year, the Estates team and its appointed contractors undertook more than 120,000 compliance tasks, with a 98.5% pass rate and expanded the number of Health and Safety policies and guidance documents.

## Asset disposal and future strategy

Solent completed the sale of the upper site land at the Warsash campus on 11th September 2024. The developers met their planning obligations, and commenced demolition in May, which triggered their contractual obligation to purchase and set the date for completion. The divestment of the freehold residential portfolio has met with complications relating to compliance with Houses of Multiple Occupancy (HMO) licensing regulations (the HMO policy expired in early 2024), which are being worked through with the prospective purchaser. An agreed termination on the lease for the Hamwic student residence was concluded at the end of July, ahead of the contracted date to allow the landlord early vacant possession, reducing the rent liability and enabling the University to make operational savings.

A more commercial approach to generating alternative income from the physical estate and our excellent facilities is being further explored as part of the development of new collaborative, cross department strategies.

Looking forward, plans are in place to commence a review and refresh of the East Park Terrace Masterplan in the latter part of 2024, creating a campus for the future; aligned with, informing, and informed by, the emerging themes and growth strategies reflected in the new Solent Strategy. The campus of the future will set Solent at the heart of the City's aspirational masterplan, and engagement through the City Council's Renaissance Board and transformative agenda has already commenced.



# Our place in the world

“Our place in the world” is our continued commitment to creating global citizens by providing an inclusive university culture where all students have access to international opportunities.

The past twelve months have been a time of significant change for the sector, as a wide variety of external factors have impacted demand for the UK as a study destination. The successful launch of a May 2024 postgraduate taught suite of programmes was a positive highlight that softened the challenging recruitment position in January 2024. To ensure Southampton Solent University continues to retain market share, the University continues to utilise a highly targeted global relationship strategy, started in 2023, to bring the Solent “make waves” brand to life for students and partners internationally. This strategy has included multi-channel brand campaigns, deployed in significant global recruitment markets for the University.



Our international team continues to work collaboratively with the academic community to identify, cultivate, evolve and expand our collaborations and support of global partnerships. Working with key global institutions has also paved the way for increased opportunities for students to engage with Solent and access wider global opportunities. Our work with the UK Exchange programme entitled the Turing Scheme has continued to significantly expand year on year. Turing funding offers financial support to our students for both short and long-term international mobility opportunities. These opportunities include volunteering, study abroad and work placements globally.

To drive demand for 2025 entry points, significant work has been undertaken to ensure the University’s offer to students joining from across the globe is as competitive as possible. In addition to the development of the University’s tiered global relationship strategy, a new suite of scholarships, both automatically awarded and competitive scholarships, will recognise strong academic performance of international applicants. These awards across both undergraduate and postgraduate study levels will foster a global scholar’s community at the University. This work will also drive forward growth in collaborations with funding bodies and sponsors across the globe.

The University also places significant emphasis on supporting current international students. Our collaboration with QAHE supports international students in their first stages of study in the UK. This foundation offering is set to expand in 2025 to more entry points. Through this collaboration, optional in-session English language support has also been offered to all students enrolling at the University. This provision is growing significantly across the 2024/25 academic year, offering more cross academic year support, accessible to all students across all three entry points in the Solent academic year.



# Financial review for the year ended 31 July 2024

## Scope of the financial statements

The Financial Statements comprise the consolidated results of the University, its fully owned trading subsidiary undertakings: Solent University Limited (SUL) and Solent University Services Limited (SUSL), and its joint venture Solent Pathway Campus Limited (SPCL). The results of the Solent Students' Union are not included as it is a separate unincorporated association in which the University has no financial interest and no control or significant influence over policy decisions.

The main activities of SUL are to provide short courses, training and facilities, consultancy services, meals, and accommodation for employees of other organisations using the company's facilities for their own training programmes, and miscellaneous commercial activities. SUSL provides support staff to the University.

The University owns 51% of the SPCL share capital, with the remaining 49% being owned by QAHE (Solent) Limited. The joint venture provides foundation courses for overseas students, enabling progression on to Solent undergraduate courses.

## Financial review

Financial Key Performance Indicators. As part of the strategic plan process, the University has adopted a single key financial performance indicator:

Key Financial Performance Indicator	Criteria	Outcome for 2023/2024	Outcome for 2022/2023
Net cash inflow from operating activities as a percentage of Income	Rolling 3-year average of 9-11%	8.1%	9.6%

The rolling three-year average KPI is below target range as a result of prior years' deficits, with the University forecast to deliver operational surpluses from 2026/27.



The above key Financial Performance Indicator is supported by two other performance indicators, as shown below:

Key Financial Performance Indicator	Criteria	Outcome for 2023/2024	Outcome for 2022/2023
Annual (Deficit) (after tax and FRS102 pension costs)	At least 3% of income	1.3%	(3.0)%
Staff costs as a percentage of income	Not to exceed 53% by 2023/24	50.2%	50.3%

Given the current environment of the HE sector, with the real value of Home UG tuition fees declining, additional limitations on international student visas and increased costs, meeting the financial KPIs becomes more challenging. During the year, the University has delivered several efficiency initiatives and made changes to its cost base. Whilst some of these initiatives and projects have an immediate impact, others will take time to fully materialise, adding additional constraints in the short term. Whilst the announcement on 4 November 2024 to increase fees to £9,535 was welcomed, without the Government addressing the current university funding system, the financial challenge for the sector will continue to increase. The strategic work being carried out by the University aims to achieve these financial indicators over time, which are monitored and evaluated against the University's financial planning.



## Results for the year

The University's results are summarised in the Financial Highlights on page 5

The University has delivered an operating deficit for the financial year 2023/24 of £3.2 million with a surplus of £1.3 million after FRS102 pension costs (2022/23; deficit of £3.2 million after FRS102 pensions costs). Due to lower than anticipated student numbers, the University's operational deficit was higher than budgeted. The University took actions to mitigate the financial impact and control costs.

Total income has decreased by £2.8 million (2.7%) to £103.4 million primarily because of the decrease in tuition fees and education contracts.

Funding body grants were higher by £0.4 million (4.8%) to £8.4 million, with the half being received from the Office for Students (OfS). The OfS recurrent grant for 2023/24 totalled £4.0 million, which is in line with 2022/23. Targeted Allocations, which is funding received for the additional costs associated with recruiting and teaching students from under-represented social groups and communities, was £2.0 million, slightly less than the previous year (2022/23: £2.2 million). The University has seen a continuous decrease year on year of the OfS recurrent grant.

Also included in the funding body grants is £1.4 million funding from the OfS Competitive Capital Funding awarded to the University to invest in its health and STEM teaching and learning facilities and resources with £1.2 million from the Higher Education Innovation Funding which supports knowledge exchange.

Tuition fees decreased by £3.4 million (3.9%) to £82.8 million primarily due to lower home student and apprenticeship income, together with a reduction in short course income. Included in the home tuition fee is QAHE partnership income (2023/24: £10.8 million, 2022/23: £11.0 million) which has a corresponding cost in Other Operating Expenditure.

Other operating income has remained in line with the previous year at 11.3 million (22/23: 11.5 million).

Overall total expenditure has decreased by £4.8 million (4.4%) to £104.7 million, with the University identifying savings through business planning to managing its cost and mitigating inflation.

Staff costs decreased by £3.1 million (5.7%) to £51.9 million, primarily due to a credit on the FRS102 pension of £1.7m compared to a £0.1 million cost in 22/23, detailed in the Pensions section below. For 2023/24, redundancy costs of £2.0 million were lower by £0.5 million (19.9%) compared to 2022/23.

Other Operating Expenditure includes QAHE partnership cost of £9.2 million compared to £9.6 million in 2022/23.

## Investments and cash reserves

Overall investments and cash reserves have decreased by £5.8 million, which is largely due to a lower cashflow from operational activities compared to last year. Details of the Net cash inflow from operating activities are given under Cash flow below.

The University has continued to invest its funds in short term, highly liquid investments that are readily convertible to known amounts of cash with a short maturity and insignificant risk of change in value.



## Cash flow

The Financial Highlights on page 5 show that the University generated a net cash inflow from operating activities of £3.4 million, £7.1 million lower than the previous year. This represents 3.3% of net operating income. The University uses a three-year rolling average of net operating cash flow as a percentage of income as its Finance KPI. The factors contributing to the level of net cash inflow include:

- a surplus of £1.3 million in 2023/24, compared to a deficit of £3.2 million in the previous year.
- an increase in debtors for 2023/24 compared to 2022/23. The collection of outstanding debt remains a focus, with the University reviewing its approach to debt chasing in the coming year.
- an increase in creditors compared to 2022/23 has an impact on net cash inflow. Underlying trade creditors are higher than in 2022/23.

## Long-term borrowing facility

The University has a term loan and revolving credit facilities (RCF) with Lloyds Bank, secured against The Spark and The Sports Building.

As at 31 July 2024, the amount outstanding on the term loan is £15.3 million. The loan is for a five-year period and will terminate in 2027/28, with the amount on termination expected to be £11.25m. The RCF of £18m, which is for 3 years until 2026 with the option to extended twice by one year, was undrawn during the year.

The University has two hedges in place against the credit facilities.

The University also has a standard commercial loan with Allied Irish Bank, secured on individual halls of residence. The amount outstanding as of 31 July 2024 is £3.6 million and will be repaid by July 2026.

The University has an additional £14.5 million revolving credit facility with Barclays Bank which is secured against Kimber Halls of Residence and Mountbatten Library, terminating in 2026. This facility was undrawn during the year.

Note 17 gives further detail of the year end debt position.

## Post balance sheet events

The sale of the upper site land at Warsash was completed on 11 September 2024, with proceeds of £6.4m being received. The start of the demolition works in May 2024 triggered the contractual obligation to purchase the site, with the gain on disposal of £4.7m being recognised in the financial statements.

## Updated Financial Plan

The financial plan is one of the enabling plans of the University's strategic plan 2020/2025.

The key strategic themes are to:

- Manage resources and finances to provide sustainability of income and expenditure to deliver the strategic plan.
- Support the University through improved decision making and robust financial processes.
- Allocate resources for students ensuring transparency and value for money.
- Ensure financial risks are communicated and managed appropriately.

The Chief Financial and Operating Officer, together with the finance senior management team, is responsible for the delivery of the financial plan. A set of key performance indicators has been developed as part of the strategic plan process; with a single key financial performance indicator as highlighted above.

## Future outlook and going concern

The HE sector is facing financial challenges as a result of the Home UG frozen fees, inflation and the decrease in international students, mainly due to changes to the visa policy in the UK. The OfS financial sustainability report of higher education providers, November 2024 update, suggests that the short and medium term was likely to be even more challenging than previously forecast.

Throughout the year, the University continued to focus on student recruitment growth, as well as exploring new initiatives. The new University strategy will build upon the foundations of the 2020/25 strategy, with work continuing in the current and future years, aiming to ensure a financially sustainable business model for the foreseeable future.

The political context for universities remains uncertain. Whilst the Government's announcement on 4 November 2024 to increase tuition fees to £9,535 was welcomed, without the Government addressing the current university funding system, the financial challenge for the sector will continue. It remains unclear as to whether Home UG tuition fees, the University's main income, will continue to rise in line with inflation in future years.

The 2024/25 budget and medium-term financial plans propose a measured level of student recruitment, recognise key strategic aims of the organisation and acknowledge the risks and opportunities for 2024/25 and outer years.

During the year, the University effectively managed its costs through delivering efficiency initiatives and making changes to its cost base. The University will continue to take action to control costs so that as it delivers future income growth it also gradually grow its income and generating operational surplus in future years to enable future investments and to



build resilience. The University recognises that in the face of the financial challenges it could take a few years to get back to a surplus level that meets its surplus KPI.

Having sufficient liquidity to meet the University's short and medium term obligations, as well as meeting loan covenants are key to ensuring that the University is a going concern. Cash flow, capital spend and liquidity days are monitored closely, with clearly defined indicators to trigger corrective action. The University has £32.5m of undrawn revolving credit facilities to ensure it has access to borrowing and to manage its seasonal cash flow.

The unpredictable political and economic environment continues to generate a level of uncertainty in the University's forecasting. To eliminate short-term financial risks, the University has continued to review its financial plan and stress tested various scenarios.

To justify preparing the financial statements on a going concern basis the University has:

- Modelled the budget for 2024/25 and forecast to 2028/29 for two scenarios, with and without the divestment of the halls of residence.
- Reviewed the impact of the different scenarios on the cash flow forecasts.

- Considered the undrawn credit facilities that are available to the University (£32.5m).
- Presented and discussed these financial scenarios to the University Board of Governors, together with early indicators for financial stability.
- Modelled covenants and secured an amendment to a covenant to provide additional headroom around potential downside scenarios after considering the nature and extent of the uncertainties identified.

Through a combination of a review of financial plans based on known and likely recruitment levels for 2024/25, future covenant modelling and the continued review of the University's cost base, the Executive and the Board of Governors considers that Solent University has adequate resources to justify preparing the financial statements on a going concern basis.

## Treasury management

The University's cash flows, banking, money, and capital market transactions and the effective control of the risk associated with those activities.

The policy of the University is to safeguard its assets whilst at the same time aiming to achieve the best possible return on its investment. The over-riding principle however must be to minimise risk rather than maximise return.

The financing and liquidity of the University and its exposure to financial risk are managed by the central Finance Service. The University's financial strategy sets out the minimum liquidity levels needed to ensure that financial and operational control is maintained. A rolling five-year forecast is prepared each year, which incorporates a review of capital expenditure, cash generated and any future borrowing requirements.

The University's Treasury Management Policy is in line with CIFPA Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes (2011 Edition).

## Pensions

The University has three defined benefit pension schemes for staff, which are the Teachers' Pension Scheme (TPS), the Hampshire County Council Local Government Pension Scheme (HCCLGPS), and the Universities Superannuation Scheme. A defined contribution scheme Solent Pension Plan administered by Aviva is also available to all University staff.

The disclosure notes on pages 68 to 72 relate primarily to the HCCLGPS and unfunded obligations. The latest actuarial valuation of the fund took place as of 31 March 2022 and was updated by Hymans Robertson, as actuaries appointed by Hampshire County Council, to assess the University's share of assets and liabilities of the scheme as of 31 July 2024.

The liabilities are particularly sensitive to gilt yields, a 0.1% change increasing or decreasing liabilities by 2.1%. The discount rate used in 2023/24 is 5.0% compared to 5.05% in 2022/23.

Although overall LGPS is in surplus, the University is unable to recognise any share of this. Recognising a surplus on the balance sheet is restricted to the amount recoverable from reduced future contributions and subject to the scheme's regulations. For LGPS, the regulations allow for a refund of the surplus at the point of cessation, subject to the Fund's discretion. A review of contribution rates to unwind the surplus will be determined by the scheme actuary during the 2025 tri-annual revaluation.

The University's share of the HCCLGPS is shown as a zero asset as at 31 July 2024 (2022/23: zero asset).

## Risk and Risk Management

The University has an established risk management policy which identifies management of risk as a responsibility of all management post holders, as appropriate to their level of accountability, led by the Vice-Chancellor. The Risk Management Group (RMG) has continued to adopt an analysis process which identifies the top institutional risks as identified by the Vice Chancellor's group and considers the top risks prioritised by faculty and service managers. This ensures there is consistency between those risks perceived by top managers and the management teams of faculties and services, with differences considered by RMG.

As a largely teaching orientated institution these processes revolve mainly around the planning, marketing, budgeting, and student support measures necessary to recruit and retain students, enhance the student experience, and protect income streams. Conventional business recovery financial management, and health and safety action plans are also in place. The effects of the fast-moving educational environment are closely monitored, with departments and services considering operational risks regularly as circumstances change, ensuring that emerging risks are identified, reported, and mitigated.

The Audit Committee (AC) of the Board of Governors is briefed at each of its meetings on the latest Vice-Chancellor's Group (VCG) risk analysis update and progress on the larger cycle of analysis, contingency and action planning. This provides AC members with reassurance that executive action is underway and with an opportunity to seek clarification where appropriate. The final annual action plan is agreed with the University Senior Management Team as part of this process to ensure their ownership and then reviewed by Audit Committee. As Chair of RMG, the Chief Financial and Operating Officer provides a direct link with VCG in reviewing all levels of risk across the University.

With current government policies, funding and inflationary pressures on operating costs and pensions the risk to financial stability across the education sector remains high. The University has reviewed its financial stability and developed a financial plan to mitigate the identifiable risks, as detailed in the Future outlook and Going concern section (page 39).

Enrolment and recruitment remain challenging in an increasingly competitive environment, with the decline in international student applications and cost of living issues creating sector risks. The University continues to develop a strong brand, react to cost of living issues through its marketing and recruitment plans and build on new and existing partnerships.

With increasing external and internal demands, management information remains key. The University's capacity and capability to adapt to the ever-changing environment through systems, people and processes is monitored closely by senior management.

## Creditor Payment Policy

It is the University's policy to pay suppliers 30 days after receipt of invoice unless special terms have been negotiated.



# Corporate governance

## List of governors 2023/24

Governor	Type	Attendance at Board Meetings
Winston Alla	Student Governor (left mid-Jun 2024)	3/3
Louise Bennett (was O'Donoghue)	Staff Governor (left mid-Mar 2024)	2/2
Stephen Bolton	Independent Governor and Vice Chair (left 31 July 2024)	4/4
Phil Cotton	Independent Governor and Chair (left 31 July 2024)	4/4
Chinmay Darji	Student Governor (from mid-Jun 2024)	1/1
Philip de Klerk	Independent Governor	3/4
Nigel Duncan OBE	Independent Governor (left 31 July 2024)	4/4
Mike Gaston	Co-opted Governor	0/1
Jennifer Glastonbury	Independent Governor	3/4
Dr Francesca Gwynne	Staff Governor	4/4
Neil Hayward	Independent Governor	4/4
Donald Iro	Independent Governor	4/4
Mohandas Jeyakumar	Student Governor (left mid-Jun 2024)	2/3
Professor James Knowles	Vice-Chancellor and Governor	4/4
Dame Professor Julie Lydon DBE	Independent Governor	3/4
Sharath Ranjan	Independent Governor	3/4
Lisa-Jane Risk	Independent Governor	3/4
Noreen Biddle Shah	Independent Governor (left 31 July 2024)	1/4
Sanidhya Shetty	Student Governor (from mid-Jun 2024)	1/1
Beth Topazio	Staff Governor (from mid-May 2024)	1/1
Philip Wake OBE RD	Independent Governor (left 31 July 2024)	4/4
Councillor Alexander Winning	Co-opted Governor	1/4
Bridget Woolven	Clerk to the Governors	4/4



## Statement of public benefit

Southampton Solent University is a higher education corporation as set up under the Further and Higher Education Act 1992. The University is a charity under statute, also known as an ‘exempt charity’.

The Governors, as trustees of an exempt charity, are aware of the guidance issued by the Charity Commission on public benefit. Given the activities of the University and the student population that it serves, the Governors consider that the University meets its statutory requirements in all respects. The University’s mission and vision (detailed on page 7) are translated into the University’s strategic plan, ‘Solent Future Ready 2020-25’. It is this strategy which enables the University to fulfil its charitable objects.





# Corporate governance statement

Southampton Solent University is a vibrant and enterprising modern university with a focus on student success, preparing our graduates to be work-ready, world-ready, and future-ready. The University is a friendly, open, and inclusive place which offers excellence and distinctiveness.

We offer practical and professional education with courses uniquely tailored to industry needs. Our approach is creative, inclusive and student focused, and we have strong international ties. We are also one of the world's leading maritime education and training providers, with a range of unique resources and facilities.

The University's undergraduate and postgraduate students are the prime beneficiaries of the University's activities and are directly engaged in learning or research. In the 2023/24 academic year, the University enrolled students from the UK, EU and overseas on full- and part-time programmes at all levels from HND and foundation degree to PhD. The quality of the University's teaching and the positive student experience is reflected in its continuing success in the National Student Survey (NSS) and in achieving Teaching Education Framework (TEF) Gold.

This links with our mission to deliver excellent university education that enables learners from all backgrounds to become future ready.

The University's Financial Statements have been prepared in accordance with the Statement of Principal Accounting Policies set out on pages 56 – 59.

In accordance with FRS102, The Financial Reporting Standard, the University has reviewed its accounting policies to ensure that they remain appropriate.

# Corporate governance statement

The following statement is provided to enable readers of the financial statements of the University to obtain a better understanding of the governance and legal structure of the institution.

The University is committed to exhibiting best practice in all aspects of corporate governance and endeavours to conduct its business in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership), and with the guidance to higher education institutions (HEIs) which has been provided by the Committee of University Chairs (CUC) in Appendix 1 of its Higher Education Code of Governance 2020. The University has put systems in place for identifying, evaluating, and managing its significant risks. The processes are reviewed regularly by the University under the guidance of a risk management group which reports to the Audit Committee.

The institution is independent, established as a higher education corporation under the terms of the Education Reform Act 1988 and the Further and Higher Education Act 1992. Its objects, powers and framework of governance are set out in the Instrument, the latest version of which was approved by the Board in 2020, and the Articles of Government, the latest version of which was approved by the Board in 2023.

The Articles require the institution to have a Board of Governors and an Academic Board, each with clearly defined functions and responsibilities, to oversee and manage its activities.

The Board of Governors is the executive governing body, responsible for the finance, property, human resources, and employment policy of the institution. It is specifically required to determine the educational character and mission of the institution and to set out its general strategic direction; and to appoint and determine the pay and conditions of service of the Vice-Chancellor, the Clerk to the Governors and the holders of other such senior posts as the Board of Governors may determine.

The Board complies with the Committee of University Chairs (CUC) HE Code of Governance 2020 and has adopted the statement of primary responsibilities as set out by the CUC in Appendix 2 of the Code, namely:

- To set and agree the mission, strategic vision, and values of the institution with the Executive.
- To agree long-term academic and business plans and key performance indicators and ensure that these meet the interests of stakeholders, especially staff, students, and alumni.

- To ensure that processes are in place to monitor and evaluate the performance and effectiveness of the institution against the strategy, plans and approved key performance indicators, which should be, where possible and appropriate, benchmarked against other comparable institutions.
- To delegate authority to the head of institution (HoI) for the academic, corporate, financial, estate and human resource management of the institution, and to establish and keep under regular review the policies, procedures and limits within such management functions as shall be undertaken by and under the authority of the Head of Institution.
- To ensure the establishment and monitoring of systems of control and accountability, including financial and operational controls, risk assessment, value for money arrangements and procedures for handling internal grievances and managing conflicts of interest.
- To establish processes to monitor and evaluate the performance and effectiveness of the governing body itself.
- To conduct its business in accordance with best practice in HE corporate governance and with the principles of public life drawn up by the Committee on Standards in Public Life.
- To safeguard the good name and values of the institution.
- To appoint the Head of Institution as Chief Executive and to put in place suitable arrangements for monitoring their performance.
- To appoint a secretary to the governing body and to ensure that, if the person appointed has managerial responsibilities in the institution, there is an appropriate separation in the lines of accountability.
- To be the employing authority for all staff in the institution and to be accountable for ensuring that an appropriate human resources strategy is established.
- To be the principal financial and business authority of the institution, to ensure that proper books of account are kept, to approve the annual budget and financial statements, and to have overall accountability for the institution's assets, property, and estate.



- To be the institution’s legal authority and, as such, to ensure systems are in place for meeting all the institution’s legal obligations, including those arising from contracts and other legal commitments made in the institution’s name. This includes accountability for health, safety, and security and for equality, diversity, and inclusion.
- To receive assurance that adequate provision has been made for the general welfare of students.
- To act as trustee for any property, legacy, endowment, bequest, or gift in support of the work and welfare of the institution.
- To ensure that the institution’s constitution is always followed, and that appropriate advice is available to enable this to happen.
- To promote a culture which supports inclusivity and diversity across the institution.
- To maintain and protect the principles of academic freedom and freedom of speech legislation.
- To ensure that all students and staff have opportunities to engage with the governance and management of the institution.

The Board has a majority of independent members, chosen in line with strict criteria contained in the legislation.

The Chair and Vice Chair of the Board are elected from among the independent members every three years. There is also the provision for the appointment of co-opted members, some of whom are members of the staff of the University, and for the appointment of two representatives of the student body.

The Board of Governors adopted and published an equality and diversity policy in respect of its own membership in 2015 and a code of conduct in 2024. During 2023/24, the Board comprised over a one third ratio in female/male Governors, with almost a third of members of non-white ethnicity.

Before joining the Board, all members are required to provide a satisfactory fit and proper person declaration in accordance with public interest governance principles.

In accordance with the Articles of Government, the University has appointed a Clerk to the Board. The Clerk provides independent advice on matters of governance to all Board members. Board members have no financial interest in the corporation and receive no remuneration from the University in respect of their duties as Governors other than reimbursement of reasonable expenses for travelling and subsistence.

The University maintains a register of interests of members of the Board and senior officers. The register is publicly available on the University’s website.

Much of the detailed work of the Board is initially handled by its committees: Finance & Resources, Audit, Governance, People & Culture and Remuneration. The decisions of these Committees are formally reported to the Board. All these Committees are formally constituted with terms of reference and comprise mainly independent and co-opted members of the Board.

Audit and Remuneration Committees also have an external co-opted member with expertise specific to that Committee. An evaluation conducted by each of the Committees concluded that the terms of reference had been covered during the year. Full, confidential minutes of all meetings of the Audit, Finance & Resources and Governance, and People & Culture Committees and of the Board itself are published to Board members, and redacted minutes are published on the University’s website. The Remuneration Committee Chair provides an oral report at Board meetings.

## Finance & Resources Committee

The Finance & Resources Committee considers and keeps under review such strategic aspects of people, finance, estates, and resource management as are required for the fulfilment of the strategic plan. These include the recommendation to the Board of Governors of an annual budget, both revenue and capital; regular monitoring of management accounts and progress of the capital programme against approval; advice to the Board of Governors on employment policy and pensions strategy; and approval of a framework for the pay and conditions of staff other than senior postholders.

The membership of the Finance & Resources Committee during 2023/24 is given below:

Name	Committee role
Stephen Bolton (left 31 July 2024)	Chair
Winston Alla (left mid-Jun 2024)	Member
Louise Bennett (left mid-Mar 2024)	Member
Chinmay Darji (joined mid-Jun 2024)	Member
Nigel Duncan (left 31 July 2024)	Member
Jennifer Glastonbury	Member
Lisa-Jane Risk	Member
Beth Topazio (joined 8 May 2024)	Member
Philip Wake (left 31 July 2024)	Member

## Audit Committee

The Audit Committee remit includes advising the Board of Governors on the appointment of both internal and external auditors, agreeing their respective audit fees, and any questions of resignation or dismissal of the auditors; it considers and agrees an audit plan each year and the scope for the internal auditors in the context of key risks faced by the University; and it reviews both the internal and external auditors' respective recommendations for improvement of the University's systems of internal control, governance, and risk management arrangements together with management's responses and implementation plans.

It reviews and recommends the annual financial statements to the Board and considers arrangements that are in place to promote sustainability, economy, efficiency, and effectiveness, and for the management and quality assurance of data submitted to the Office for Students (OfS) and the other funding bodies; receives and considers reports from the OfS as they affect the University's business, and monitors compliance with the regulatory requirements; oversees the University's policy on fraud and irregularity, and on reporting serious and reportable incidents and whistleblowing; and ensures that all significant losses have been properly investigated and reported.

### The membership of the Audit Committee during 2023/24 is given below:

Name	Occupation	Qualification
Philip de Klerk (Chair)	Group Chief Financial Officer, Europcar Mobility Group	Masters, Business Economics. Master of Law
Donald Iro	Entrepreneur	BEng (Hons) Electronic Engineering
Mike Gaston (from 8 May 2024)	CEO and Principal, Havant & South Downs College	Business and Public Administration
Philip Ouma (Co-opted Member)	Senior Audit Manager	MBA
Noreen Biddle Shah (left 31 July 2024)	Head of Marketing and Communications, Numis	BA (Hons) Communication and Media

Whilst senior executives attend the meetings of the Audit Committee as necessary, they are not members of the Committee. The Committee meets with the external and internal auditors on their own prior to the start of the meeting which considers the University's annual financial statements.

Following an annual self-evaluation in June 2023 of the work of the Audit Committee, members were satisfied that the Committee had discharged its duties in accordance with its terms of reference.

## Governance Committee

The Governance Committee keeps under review the membership of the Board of Governors and its Committees and makes recommendations to the Board for new, independent, and co-opted external members. It oversees the recruitment, induction, training, and development of the members of the Board; and ensures that the Board and its Committees evaluate their performance on a regular basis. The Committee is also responsible for recommending to the Board of Governors arrangements for the three-yearly review of the effectiveness of the Board and its Committees as recommended by the Committee of University Chairs (CUC).

The Governance Committee also reviews the University's governing instruments and considers the effectiveness of the arrangements to select and recruit the Chair and Vice Chair of the Board, the Clerk to the Governors, the Chancellor, and the Vice-Chancellor.

The membership of the Governance Committee during 2023/24 is given below:

Name	Committee role
Phil Cotton (left 31 July 2024)	Chair
Dr Francesca Gwynne	Member
Professor James Knowles	Member
Sharath Ranjan	Member
Councillor Alexander Winning	Member

## Remuneration Committees: senior leadership team and Vice-Chancellor

The Remuneration Committees comprise only independent members and are chaired by a member who is neither Chair nor Vice Chair of the Board. Membership includes Chairs of Audit and Finance & Resources, the Chair of the Board, and an externally co-opted member with a background in remuneration policy and strategy.

### Remuneration Committee (Vice-Chancellor)

It is the responsibility of the Remuneration Committee (Vice-Chancellor) to address the performance, remuneration and conditions of service of the Vice-Chancellor.

### Remuneration Committee (Senior Postholders)

It is the responsibility of the Remuneration Committee (Senior Postholders) to address performance, remuneration, conditions of service and severance for senior postholders, Vice-Chancellor's Group (VCG), other staff on spot salaries including Directors/Heads and the Clerk to the Governors.

The membership of the Remuneration Committee during 2023/24 is given below:

Name	Committee role
Neil Hayward	Chair
Stephen Bolton (left 31 July 2024)	Member
Georgina Corbett	Co-opted Member
Phil Cotton (left 31 July 2024)	Member
Philip De Klerk	Member
Prof Julie Lydon	Member

## People & Culture Committee

Established at the start of 2023/24, People & Culture Committee has oversight and assurance of people-related issues including equality, diversity and inclusion, and health and wellbeing.

The membership of the People & Culture Committee during 2023/24 is given below:

Name	Committee role
Sharath Ranjan	Chair
Nigel Duncan OBE (left 31 July 2024)	Member
Dr Francesca Gwynne	Member
Neil Hayward	Member
Mohandas Jeyakumar	Member
Noreen Biddle Shah (left 31 July 2024)	Member
Sanidhya Shetty (from mid-Jun 2024)	Member
Councillor Alexander Winning	Member

## Strategy 2025 and Strategy 2035

On 22 July 2020, the Board of Governors approved a new strategic plan and direction of travel for Southampton Solent University for the next five years to 2025. As we look ahead to the final year of the current strategic plan, our attention has been both on the conclusion of Strategy 2025 and development of Strategy 2035.

At the start of 2023/24 the Board Strategy Oversight Group was formed comprising the Vice-Chancellor's Group and four independent governors. The Strategy Oversight Group has provided constructive challenge and support to the Vice-Chancellor's Group in the delivery of the remaining activities of Strategy 2025, and the development of Strategy 2035.

During 2023/24 the Board Strategy Oversight Group met on a termly basis, and the Board received a report at the subsequent Board meeting. The Group has tracked the development of a 2035 green paper, setting out the external demographic, financial, technological, global and climate context the University will likely face, and heard the outputs of student, staff, and stakeholder consultation. The green paper was supplemented by a lecture series which was launched by the former Education Secretary, the Rt Hon Justine Greening, and brought leading voices to campus to share their thoughts about the challenges and opportunities for the University in the coming decade.

## Student Board

The Student Board provides a channel of communication between the University and its student community on matters affecting the academic and social well-being of students. The Board is made of university staff and students who have been elected by their peers or recruited through a competitive selection process to represent them. The Student Board strengthens the voice of Southampton Solent University students.

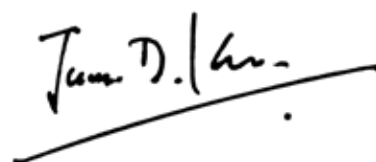
The Board is responsible for providing a forum for discussion where students can share ideas and concerns, actively contributing to University decision-making in promoting a positive student experience, informing the University's management team about emerging issues for students, providing input to the development of policies and services that support students and advance the quality of learning and research activities, and encouraging student feedback and sharing University initiatives resulting from student feedback. The Student Board constitution was revised in 2022/23 to include all course representatives and to create a forum for broader consultation, engagement, and feedback.

Approved by the Board of Governors on 19 December 2024

And signed on its behalf by:



Richard Smith, Pro-Chancellor and Chairman of the Board of Governors  
19 December 2024



Professor James Knowles, Vice-Chancellor  
19 December 2024

## Responsibilities of the University Board of Governors

The Board of Governors is responsible for the administration and management of the affairs of the University, including ensuring an effective system of internal control, and is required to present audited financial statements for each financial year.

The Board is responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the University; and to enable it to ensure that the financial statements are prepared.

in accordance with the Education Reform Act 1988; Statement of Recommended Practice (SORP); Accounting for Further and Higher Education 2019; Accounts Direction of the Office for Students (OfS); and Financial Reporting Standard FRS 102.

In addition, within the terms and conditions of funding which set out the conditions of funding from the OfS, the Board of Governors is required, through its designated office holder, to prepare financial statements for each financial year which give a true and fair view of the situation of the University.

## Financial statements

In causing the financial statements to be prepared, the Board of Governors has ensured that:

- Suitable accounting policies are selected and applied consistently.
- Judgements and estimates are made that are reasonable and prudent.
- Applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

Financial statements are prepared on the going concern basis unless it is inappropriate to presume that the University will continue in operation. The Board of Governors is satisfied that it has adequate resources to continue in operation for the foreseeable future: for this reason, the going concern basis continues to be adopted in the preparation of the financial statements.

## Internal control

As the Board of Governors of Southampton Solent University, we have responsibility for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives, while safeguarding the public and other funds and assets for which we are responsible in accordance with the responsibilities assigned to the governing body in the instrument and articles and the terms and conditions of registration and funding with the Office for Students (OfS).

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks, and to manage them efficiently, effectively, and economically. This process has been in place throughout the year and up to the date of approval of the financial statements and accords with the OfS guidance.

The Board of Governors has responsibility for reviewing the effectiveness of the system of internal control. The University has established the following processes:

- The University has appointed external auditors, BDO LLP, whose role is to provide an independent opinion on the University's annual financial statements. These statements summarise the University's financial performance during the year. The Board of Governors, on the advice of Audit Committee, appoints the external auditor. BDO LLP is invited to each Audit Committee meeting.
- The University's internal auditor is responsible for providing an independent appraisal of the University's financial and operational activities. The University's internal audit function is currently provided by PwC. The internal auditors report to the Audit Committee and attend each meeting. Among the internal auditors' principal areas of audit are key financial issues, risk management, value for money, internal controls, and governance. The annual internal audit plan includes specific themed audits which are agreed by the Audit Committee.
- The audit plan is used to assess the internal controls and accounting systems in place in the University and is linked to risk identified in the University's risk register.

The University annually monitors the delivery of the University's strategic plan. As part of its monitoring process, the Board approves the financial forecast, which is subsequently submitted to the OfS:

- The Board of Governors has requested the Audit Committee to provide oversight of risk management. A risk management group has been established and the Audit Committee receives a report at each of its meetings on any movement in the major risks for the University identified for that year. Any matters of concern are reported to the Board of Governors.
- The Board of Governors has requested the Audit Committee to provide an opinion on the management and quality assurance of data provided to OfS, HESA, SLC and other public bodies. To provide the opinion, the Committee seeks and assesses information and evidence from management and auditors during the year.
- The Board of Governors receives regular reports concerning internal control via the Audit Committee minutes.
- The Audit Committee receives regular reports from internal audit which includes the internal auditor's independent opinion on the adequacy and effectiveness of the University's system of internal control together with recommendations for improvement.

- A regular process of meetings, workshops and discussions is used at both university-level and cascaded through individual academic departments, schools, and services to identify and keep up to date the record of risks facing the University.
- A system of key performance and risk indicators has been developed.
- A robust risk prioritisation methodology based on risk ranking and cost-benefit analysis has been established.
- A university-wide risk register is maintained.
- Reports are received from budget-holders, department heads and project managers on internal control activities.

Our review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the University, who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports.

In February 2022, Audit Committee approved the award of the internal audit contract to PwC for a period of two years to 31 July 2024 with three optional one-year extensions to July 2027. PwC has been the University's internal auditor since August 2019.

The internal auditors submit regular reports which include the internal auditor's independent opinion on the adequacy and effectiveness of internal control together with recommendations for improvement.

In July 2019, after a tendering process, the Audit Committee re-appointed BDO LLP as the University's external auditors for a further four-year period from 1 August 2019. In June 2022, the Committee agreed an additional year extension until after the University's financial statements for 2023/24 are signed off. BDO LLP has served as the University's external audit provider since 2004.

## Compliance with Office for Students (OfS) conditions of registration

The Board of Governors is responsible for ensuring that the ongoing conditions of registration with the OfS are met.

Responsibility for compliance with the OfS' ongoing conditions of registration is assigned to individual members of the Vice-Chancellor's Group, working with senior staff in the services. Reports, and updates to the OfS' regulatory framework, are presented to the Board of Governors and the Vice-Chancellor's Group. Reportable events are logged and reported to the Audit Committee and Board of Governors.

The University's control mechanisms ensure compliance with its obligations when utilising public funds, specifically in relation to regularity and propriety. The University's financial regulations, with which all staff must comply and which are overseen by the Finance & Resources Committee, include provisions for procurement, value for money, financial controls and use of funds for the means for which they have been provided.

The University operates a scheme of delegation which includes approval flows and authorisation limits. Processes are in place regarding contracting to ensure that proper due process has been followed and to maintain fraud prevention measures.

The above processes provide a control environment to ensure that public funds are correctly utilised for the purposes intended and in an efficient and effective manner, satisfying compliance with regularity and propriety requirements.

The University's control framework is monitored in several ways including internal and external audit. Internal audit reviews annually, on a cyclical basis, the financial systems and controls. External audit checks that funds have been applied for the intended purposes in accordance with funding conditions. Reference to this is included in the External Auditor's report.

## Review of effectiveness of governance arrangements

The CUC's Higher Education Code of Governance 2020 states that: 'governing bodies must conduct a regular, full and robust review of their effectiveness and that of their committees, reviews must be conducted at least every three years with an annual summary of progress towards achieving any outstanding actions arising from the last effectiveness reviews.'

An effectiveness review was conducted during summer 2022 by Advance HE. The main purpose of the review was to assess the quality of factors required for effective governance, namely: structures and processes, effective membership, communication and information and academic assurance. Via observation at meetings, it also sought feedback on the quality of working relationships and boardroom behaviour.



# Independent auditor's report

## Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2024 and of the Group's and the University's income and expenditure, gains and losses, changes in reserves and of the Group's cash flows for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of Southampton Solent University ("the University") and its subsidiaries ("the Group") for the year ended 31 July 2024 which comprise the Accounting Policies, the Consolidated and University Statement of Comprehensive Income and Expenditure, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Balance Sheet, the Consolidated Cash Flow Statement, and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Independence

We are independent of the Group and the University 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.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the board members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions

that, individually or collectively, may cast significant doubt on the Group and the University's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### Other information

The board is responsible for the other information. The other information comprises the information included in the Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

### Opinion on other matters required by the Office for Students ("OfS") and UK Research and Innovation (including Research England)

In our opinion, in all material respects:

- Funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- Funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and the Department for Education have been applied in accordance with the relevant terms and conditions.
- The requirements of the OfS's Accounts Direction (OfS 2019.41) have been met.

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

- The University's grant and fee income, as disclosed in note 4 of the accounts, has been materially misstated.
- The University's expenditure on access and participation activities for the financial year, as has been disclosed in note 30 to the accounts, has been materially misstated.

## Responsibilities of the board members

As explained more fully in the Responsibilities of the University Board of Governors, the board members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the board members 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 board members are responsible for assessing the Group and the University'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 board members either intends to liquidate the Group or the University 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.

### Extent to which the audit was capable of detecting irregularities, including fraud

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

## Non-compliance with laws and regulations

Based on:

- Our understanding of the Group and University and the sector in which it operates;
- Discussion with management and those charged with governance, including the Audit Committee;
- Obtaining and understanding of the Group's and University's policies and procedures regarding compliance with laws and regulations; and
- Direct representation from the Accountable Officer.

We considered the significant laws and regulations to be Financial Reporting Standard 102, the Statement of Recommended Practice: Accounting for Further Education and Higher Education (FEHE SORP 2019), the OfS' Accounts Direction (OfS 2019.41) and UK tax legislation.

The Group and University is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be registration with the Office for Students and their ongoing conditions of registration.

Our procedures in respect of the above included:

- Review of minutes of meeting of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

## Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance, including the Audit Committee, regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Group's and University's policies and procedures relating to:
  - Detecting and responding to the risks of fraud; and
  - Internal controls established to mitigate risks related to fraud.



- Review of minutes of meeting of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be posting inappropriate journals to manipulate financial results and management bias in accounting estimates.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met a defined risk criteria, by agreeing to supporting documentation;
- Assessing significant estimates made by management for bias, including the assessment of the groups' tangible assets for impairment, and the assumptions in estimating the liability arising from the University's participation in the Local Government Pension Scheme.


We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

## Use of our report

This report is made solely to the University's Board of Governors, as a body, in accordance with Section 75 of the Higher Education Research Act 2017 and the charters and statutes of the University. Our audit work has been undertaken so that we might state to the University's board 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 University and the board members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:  
  
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David I'Anson (Senior Statutory Auditor)  
 For and on behalf of BDO LLP, Statutory Auditor  
 Southampton, UK

19 December 2024

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

# Accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements.

## Basis of preparation

These financial statements have been prepared under the historical cost convention (modified by the revaluation of fixed assets and derivative financial instruments), in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019 and in accordance with Financial Reporting Standards FRS 102. The University is a public benefit entity and therefore has applied the relevant public benefit requirement of FRS 102.

## Going Concern

Alongside other HE institutions, the political and economic environment remains challenging for Solent University, as detailed in the Future outlook and going concern section on page 39.

The financial statements have been prepared on a going concern basis based on forecasts of financial performance and cash flows for the period to 31 December 2025, being a period of at least 12 months from the approval of the financial statements, which demonstrate that the University and the Group have sufficiently liquidity to pay liabilities as they fall due and comply with banking covenant requirements during this period.

In July 2024 the Board approved a budget for the year to 31 July 2025 and subsequent financial forecasts to 31 July 2029. Since the budget and plans were approved, student recruitment for 2024/25 has been less than budgeted, with remaining uncertainty over the January and May intakes.

In October 2024 the government also announced increases to the rate of employer's National Insurance contributions, which will increase the University's staff costs from April 2025.

The forecast for the financial year ending 31 July 2025 was updated to reflect the financial impact of the known September 2024 recruitment and a reset of the January and May 2025 targets, as well as the increase in National

Insurance contributions. The cash flow forecast was updated to December 2025, twelve months from the signing date of the financial statements.

The University has also considered reasonable actions to reduce its cost bases as a result of the shortfall in recruitment and mitigate the overall financial impact of lower than anticipated income.

Revised forecasts continue to show that the University would have sufficient liquidity within its agreed facilities to meet all anticipated liabilities as they fell due. The University agreed an amendment to one of its loan covenants for July 2025 to ensure adequate headroom. All bank covenant requirements are forecast to be complied with during the going concern assessment period, with a reasonable level of headroom to accommodate reasonable variances from its latest forecast.

At the date of approval of these financial statements, and having considered the matters referred to above, the Board of Governors consider it appropriate to continue to adopt the going concern basis in preparing the financial statements.

## Basis of consolidation

The consolidated financial statements include the University and all its subsidiaries for the financial year to 31 July 2023. Solent University Limited (SUL) and Solent University Services Limited (SUS) are wholly owned subsidiaries of the University. Solent Campus Pathway Limited is a 51% owned subsidiary consolidated on the basis that the University has a controlling interest in the company. The consolidated financial statements do not include those of the Solent Students' Union as it is a separate unincorporated association in which the University has no financial interest and no control or significant influence over policy decisions.

## Income recognition

All income from tuition fees, short-term deposits and other operating income is credited to the Consolidated Statement of Comprehensive Income and Expenditure on a receivable basis. Fee income is stated gross of any expenditure which is not a discount. Where the amount of the tuition fee is reduced, by a discount for prompt payment, income receivable is shown net of the discount. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income. Funds the University receives and disburses as paying agent on behalf of a funding body are excluded from the income and expenditure of the University where the University is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

## Grant and donations, including capital and research

Grant funding including funding council block grant, research grants from government sources, grants (including research grants) from non-government sources are recognised as income when the University is entitled to the income and performance related conditions have been met. Income received in advance of performance-related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

## Research and development

Research and development expenditure is written off in the year incurred.

## Building maintenance

Expenditure on building maintenance is charged to the Income and Expenditure Account in the year in which it is incurred. The University maintains a rolling ten-year long-term maintenance plan, which is reviewed on a regular basis. Only to the extent that the costs arise under dilapidation clauses within operating leases is a regular charge made to the Income and Expenditure Account, on the basis that the dilapidating event is deemed to be the passage of time, subject to periodic valuation.

## Fixed assets

### i. Inherited assets – land and buildings

As a consequence of the Education Reform Act 1988, the freehold interest in the land and buildings occupied by the University was transferred from Hampshire County Council with effect from 1 April 1989. These were not valued prior to transfer. On 31 July 1998 a valuation of the open market for existing use was made by Chesterton International Limited, a firm of international property advisors, using the depreciated replacement cost basis.

The University will account for its property, plant and equipment using the cost method. Under the transitional arrangements of FRS102, a valuation of the University's inherited assets was carried out by BNP Paribas Real Estate as at 31 July 2014. This valuation is the deemed cost, subject to annual testing for indicators of impairment.

### ii. Assets acquired after incorporation

Tangible asset additions whose cost of acquisition exceeds £10,000 are capitalised. Items costing less than this are written off in the year of purchase.

### iii. Assets under construction

Assets under construction represent the costs of assets under development. As these assets become complete and operational they are transferred to the appropriate asset category and depreciated over their useful lives.

## Impairment

A review for impairment of fixed assets is carried out if events or changes in circumstances indicate that the carrying amount may not be recoverable, whether through the economic benefits of use or through disposal. Where there is evidence of impairment, fixed assets are written down to the recoverable amount.

## Depreciation

Depreciation is provided on all tangible assets other than freehold or long leasehold land and assets under construction, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows:

- Freehold buildings over 50 years\*
- Long leasehold buildings over the life of the lease up to 50 years. For leases longer than 50 years, over the greater of 50 years or 75% of the life of the lease.
- Building refurbishments over 15 years
- Computer equipment and software over 3 to 10 years
- Other equipment over 5 to 15 years
- Vehicles over 5 years
- Vessels over 5 to 15 years

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\* Where the major components of freehold buildings have significantly different useful lives, the initial cost or the replacement cost of a component shall be allocated to its major components and each component depreciated separately over its useful life.

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Stocks are mainly departmental and have limited realisable value. They are written off in the year, as their value is not material to the accounts of the University. Expenditure on consumables is charged fully to revenue in the year of purchase.

## Intangible Assets

Intangible software assets purchased by the University are initially recognised at cost.

Subsequent to initial recognition, intangible assets are stated at cost less accumulated amortisation and accumulated impairment. Intangible assets are amortised on a straight line basis over their estimated useful life of three to ten years from initial use of the asset.

## Financial instruments

### i. Financial assets

Financial assets, other than investments, are initially measured at transaction price (including transaction costs) and subsequently held at cost, less any impairment.

### ii. Financial liabilities and equity

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form. Financial liabilities are initially measured at transaction price (including transaction costs) and subsequently held at amortised cost.

## Hedge accounting

The University utilises variable to fixed rate interest swaps to manage its exposure to interest rate cash flow risk on its variable rate debt. These derivatives are measured at fair value at each reporting date by the issuing bank. To the extent the hedge is effective, movements in fair value are recognised in other comprehensive income and included within income and expenditure (I&E) unrestricted reserves. Any ineffective portion of those movements are recognised in the statement of comprehensive income and expenditure for the period.

## Taxation

The University is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 (formerly schedule 2 of the Charities Act 1993), and is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010, and therefore meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by section 287 CTA2009 and sections 471 and 478-488 of the CTA2010 (formerly s505 ICTA 1988) or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of value added tax (VAT). Irrecoverable VAT on inputs is included in the costs of such inputs. Any irrecoverable VAT allocated to tangible fixed assets is included in their cost.

## Provisions

A provision is recognised in the financial statements when a present legal or constructive obligation arising from past events exists, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

## Leased assets

Assets held under finance leases, which are leases where substantially all the risks and rewards of ownership of the asset have passed to the University and hire purchase contracts are capitalised in the balance sheet and are depreciated over their useful lives. The capital elements of future obligations under the leases and hire purchase contracts are included as liabilities in the balance sheet.

The interest elements of the rental obligations are charged in the income and expenditure account over the periods of the leases and hire purchase contracts and represent a constant proportion of the balance of capital repayments outstanding.

Rentals payable under operating leases are charged in the income and expenditure account on a systematic basis.

## Pensions

The University has 2 principal pension schemes for staff, the Teachers' Pension Scheme (TPS) and the Hampshire County Council Local Government Pension Scheme (HCCLGPS). The schemes are defined benefit schemes, which are externally funded and contracted out of the State Second Pension.

The assets of the TPS are held in a separate trustee-administered fund. Because of the nature of the scheme, the scheme's assets are not hypothecated to individual institutions and scheme-wide contribution rates are set. The University 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 these scheme on a consistent and reasonable basis and therefore as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the statement of comprehensive income and expenditure represents the contributions payable to the schemes in respect of the accounting period.

The University is able to identify its share of assets and liabilities of the HCCLGPS.

In addition, a small number of staff are members of the Universities Superannuation Scheme (USS). Under FRS 102, deficit recovery plans for multi-employer pensions schemes such as USS will need to be recognised as a liability on the balance sheet and unwound over time as the liability is discharged.

No deficit recovery plan was required from the 2023 valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the University was no longer required to make deficit recovery contributions.

Solent University Services Limited operates a defined contribution pension scheme for its employees.

## Employment benefits

Short-term employment benefits such as salaries and compensated absences are recognised as an expense in the year in which the employees render services to the University. Any unused benefits are accrued and measured as the additional amount the University expects to pay as a result of the unused entitlement.

Redundancy costs paid to employees predominately represent cash redundancy payments, pension contributions and payments in lieu of notice, which are charged to the income and expenditure account when the redundancy is confirmed with an employee.

## Reserves

Reserves are classified as restricted or unrestricted. Restricted reserves include balances where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

## Cash flows and cash equivalents

Cash flows comprise increases or decreases in cash. Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are insignificant risk of change in value.

## Foreign currencies

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling either at year-end rates or, where there are related forward foreign exchange contracts, at contract rates. The resulting exchange differences are dealt with in the determination of income and expenditure for the year.

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

In preparing these financial statements, the University have made the following judgements:

- Determine whether leases entered into by the group either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

- The critical underlying assumptions in relation to the estimate of the pension defined benefit scheme obligation such as standard rates of inflation, mortality, discount rate and anticipated future salary increases. Variations in these assumptions have the ability to significantly influence the value of the liability recorded and annual defined benefit expense.

Other key sources of estimation uncertainty:

### i. **Tangible fixed assets (see note 13)**

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 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.

### ii. **Intangible assets (see note 12)**

Intangible assets are amortised over their useful lives taking into account residual values, where appropriate. In assessing asset lives, factors such as technological innovation and duration of software contracts are taken into account.

### iii. **Investments (see note 14)**

The most critical estimates, assumptions and judgements relate to the determination of carrying value of unlisted investments. In determining this amount, the group applies the overriding concept that fair value is the amount for which an asset can be exchanged between knowledgeable willing parties in an arm's length transaction. The nature, facts and circumstance of the investment drives the valuation methodology.

### iv. **Trade receivables (see note 15)**

The estimate for receivables relates to the recoverability of the balances outstanding at year end. A review is performed on the debtor balances based on the ageing of debts and historic results of known recoverability.

### v. **Compensated absences accrual (see note 17)**

An estimate is recognised to the extent of any unused holiday pay entitlement which is accrued at the balance sheet date and carried forward to future periods. This is measured as the undiscounted salary cost of the future holiday entitlement as accrued at the balance sheet date.

# Consolidated and University Statement of Comprehensive Income and Expenditure Year Ended 31 July 2024

	Notes	Consolidated		University	
		2024	2023	2024	2023
		£'000	£'000	£'000	£'000
<b>INCOME</b>					
Tuition fees and education contracts	1	82,839	86,195	80,702	83,878
Funding body grants	2	8,403	8,018	8,403	8,018
Research grants and contracts	3	291	163	291	163
Other income	5	11,339	11,528	13,064	13,272
Investment income	6	503	313	464	309
Donations and endowments	7	27	28	27	28
<b>Total income</b>		<b>103,402</b>	<b>106,245</b>	<b>102,951</b>	<b>105,668</b>
<b>EXPENDITURE</b>					
Staff costs	8	51,883	55,032	42,579	47,102
Other operating expenses		42,391	43,260	51,225	50,635
Depreciation and amortisation	12&13	9,776	9,275	9,618	9,107
Interest and other finance costs	9	615	1,867	615	1,834
<b>Total expenditure</b>	10	<b>104,665</b>	<b>109,434</b>	<b>104,037</b>	<b>108,678</b>
<b>(Loss) before other gains/(losses)</b>		<b>(1,263)</b>	<b>(3,189)</b>	<b>(1,086)</b>	<b>(3,010)</b>
Gain on disposal of fixed assets		2,415	-	2,415	-
Gain/(Loss) on investments		162	(43)	162	(43)
<b>Surplus/(Loss) before tax</b>		<b>1,314</b>	<b>(3,232)</b>	<b>1,491</b>	<b>(3,053)</b>
Taxation	11	-	-	-	-
<b>Surplus/(Loss) for the year</b>		<b>1,314</b>	<b>(3,232)</b>	<b>1,491</b>	<b>(3,053)</b>
<b>Other comprehensive expenditure</b>					
Actuarial (Loss)/Gain in respect of pension schemes	20	(1,799)	21,477	(1,799)	21,477
Fair value (Loss)/Gain in respect of cash flow hedge		(1,183)	2,792	(1,183)	2,792
<b>Total comprehensive (Loss)/Income for the year</b>		<b>(1,668)</b>	<b>21,037</b>	<b>(1,491)</b>	<b>21,216</b>
<b>Represented by:</b>					
Restricted comprehensive income for the year		162	6	162	6
Unrestricted comprehensive (loss)/income for the year		(1,830)	21,031	(1,653)	21,210
<b>(Loss)/Gain attributable to the University</b>		<b>(1,668)</b>	<b>21,037</b>	<b>(1,491)</b>	<b>21,216</b>

## Consolidated and University Statement of Changes in Reserves

### Year ended 31 July 2024

Consolidated	Restricted	Unrestricted	Total
	£'000	£'000	£'000
<b>Balance at 1 August 2022</b>	<b>1,406</b>	<b>132,986</b>	<b>134,392</b>
(Deficit) from the I & E statement	6	(3,238)	(3,232)
Other comprehensive income	-	24,269	24,269
Transfer of funds	(42)	42	-
<b>Total comprehensive Income</b>	<b>(36)</b>	<b>21,073</b>	<b>21,037</b>
<b>Balance at 1 August 2023</b>	<b>1,370</b>	<b>154,059</b>	<b>155,429</b>
Surplus from the I & E statement	162	1,152	1,314
Other comprehensive income	-	(2,982)	(2,982)
Transfer of funds	(65)	65	-
<b>Total comprehensive Income/(Loss)</b>	<b>97</b>	<b>(1,765)</b>	<b>(1,668)</b>
<b>Balance at 31 July 2024</b>	<b>1,467</b>	<b>152,294</b>	<b>153,761</b>

University	Restricted	Unrestricted	Total
	£'000	£'000	£'000
<b>Balance at 1 August 2022</b>	<b>1,406</b>	<b>132,942</b>	<b>134,348</b>
(Deficit) from the I & E statement	6	(3,059)	(3,053)
Other comprehensive income	-	24,269	24,269
Transfer of funds	(42)	42	-
<b>Total comprehensive Income</b>	<b>(36)</b>	<b>21,252</b>	<b>21,216</b>
<b>Balance at 1 August 2023</b>	<b>1,370</b>	<b>154,194</b>	<b>155,564</b>
Surplus from the I & E statement	162	1,329	1,491
Other comprehensive income	-	(2,982)	(2,982)
Transfer of funds	(65)	65	-
<b>Total comprehensive Income/(Loss)</b>	<b>97</b>	<b>(1,588)</b>	<b>(1,491)</b>
<b>Balance at 31 July 2024</b>	<b>1,467</b>	<b>152,606</b>	<b>154,073</b>

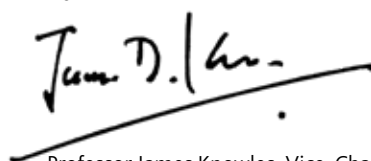
## Consolidated and University balance sheet as at 31 July 2024

	Notes	Consolidated		University	
		2024 £'000	2023 £'000	2024 £'000	2023 £'000
<b>Non-current assets</b>					
Intangible Assets	12	10,967	8,972	10,967	8,972
Fixed assets	13	152,392	159,723	150,019	157,241
Investments	14	-	-	3,051	3,051
		163,359	168,695	164,037	169,264
<b>Current assets</b>					
Trade and other receivables	15	21,868	13,978	22,583	14,663
Current investments	16	1,509	1,347	1,509	1,347
Interest rate swap-cash flow hedge		2,656	3,839	2,656	3,839
Cash and cash equivalents		14,822	20,829	13,450	18,959
		40,855	39,993	40,198	38,808
<b>Less creditors falling due within one year</b>	17	(31,863)	(31,370)	(31,572)	(30,619)
<b>Net current assets</b>		8,992	8,623	8,626	8,189
<b>Total assets less current liabilities</b>		172,351	177,318	172,663	177,453
Creditors: due after more than one year	18	(15,888)	(18,902)	(15,888)	(18,902)
<b>Provisions</b>					
Pension provisions	20	-	(150)	-	(150)
Other provisions	20	(2,702)	(2,837)	(2,702)	(2,837)
<b>TOTAL NET ASSETS</b>		<b>153,761</b>	<b>155,429</b>	<b>154,073</b>	<b>155,564</b>
<b>Restricted Reserves</b>					
I & E reserve - restricted reserve	21	1,467	1,370	1,467	1,370
<b>Unrestricted Reserves</b>					
I & E reserve - unrestricted		152,294	154,059	152,606	154,194
		<b>153,761</b>	<b>155,429</b>	<b>154,073</b>	<b>155,564</b>

These Financial Statements were approved and authorised for issue by the Board of Governors on 19 December 2024.



Richard Smith, Pro-Chancellor and Chairman  
of the Board of Governors



Professor James Knowles, Vice-Chancellor

The Notes on pages 64 to 85 form part of these Financial Statements



## Consolidated Cash Flow Statement

### Year ended 31 July

	Notes	2024	2023
		£'000	£'000
<b>Cash flow from operating activities</b>			
Surplus/(Deficit) for the year before tax		1,314	(3,232)
<b>Adjustment for non-cash items</b>			
Depreciation	13	9,776	9,275
(Loss)/Gain on investments	21	(162)	43
(Increase) in debtors	15	(1,520)	(352)
Increase in creditors	17	1,087	2,760
Pension cost less contribution payable	20	(1,950)	848
(Increase)/Decrease in other provisions	20	(135)	497
<b>Adjustment for investing or financing activities</b>			
Investment income	6	(503)	(313)
Interest payable	9	856	1,158
Loss on the sale of fixed assets		(2,415)	-
Capital Grant Income	2	(2,908)	(100)
<b>Net cash inflow from operating activities</b>		<b>3,440</b>	<b>10,584</b>
<b>Cash flows from investing activities</b>			
Capital Grant Receipts		2,908	100
Investment income		503	289
Payments made to acquire fixed assets		(5,631)	(8,292)
Payments made to acquire Intangible assets		(3,499)	(4,016)
		<b>(5,719)</b>	<b>(11,919)</b>
<b>Cash flows from financing activities</b>			
Interest paid		(856)	(1,158)
Repayments of amounts borrowed		(2,872)	(10,316)
Capital element of finance lease		-	(120)
		<b>(3,728)</b>	<b>(11,594)</b>
<b>(Decrease) in cash and cash equivalents in the year</b>		<b>(6,007)</b>	<b>(12,929)</b>
Cash and cash equivalents at beginning of the year		20,829	33,758
Cash and cash equivalents at end of the year		14,822	20,829

## Notes to the accounts for the year ended 31 July 2024

### 1. TUITION FEES AND EDUCATIONAL CONTRACTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Full-time home and EU students	54,792	58,739	54,792	58,739
Full-time international students	17,413	14,678	17,413	14,678
Part-time students	718	850	718	850
Non credit bearing course fees	5,604	6,694	3,938	4,895
Apprenticeship Fees	2,918	4,050	2,918	4,050
Other	1,394	1,184	923	666
	<b>82,839</b>	<b>86,195</b>	<b>80,702</b>	<b>83,878</b>

### 2. FUNDING BODY GRANTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
<b>Recurrent grants</b>				
Office for Students	3,984	4,017	3,984	4,017
Research England	441	385	441	385
<b>Specific Grants</b>				
Selective Initiatives	1,345	526	1,345	526
Higher Education Innovation Fund	1,205	1,331	1,205	1,331
Capital grant	1,428	1,759	1,428	1,759
	<b>8,403</b>	<b>8,018</b>	<b>8,403</b>	<b>8,018</b>

### 3. RESEARCH GRANTS AND CONTRACTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Research councils	64	-	64	-
Research charities	12	21	12	21
Government (UK and overseas)	196	141	196	141
Other	19	1	19	1
	<b>291</b>	<b>163</b>	<b>291</b>	<b>163</b>

### 4. THE SOURCE OF GRANT AND FEE INCOME, INCLUDED IN NOTES 1 TO 3 IS AS FOLLOWS:

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Grant income from the OfS	5,412	5,776	5,412	5,776
Grant income from other bodies	1,786	911	1,786	911
Fee income for taught awards (exclusive of VAT)	77,235	79,501	76,764	78,983
Fee income for research awards (exclusive of VAT)	291	163	291	163
Fee income from non-qualifying courses (exclusive of VAT)	5,604	6,694	3,938	4,895
Total grant and fee income	<b>90,328</b>	<b>93,045</b>	<b>88,191</b>	<b>90,728</b>

## Notes to the accounts for the year ended 31 July 2024 continued

### 5. OTHER OPERATING INCOME

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Residences, catering and conferences	7,555	7,330	7,565	7,295
Other services rendered	1,966	2,517	1,500	1,933
Other income	1,818	1,681	3,999	4,044
	<b>11,339</b>	<b>11,528</b>	<b>13,064</b>	<b>13,272</b>

### 6. INVESTMENT INCOME

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Other investment income	503	313	464	309
	<b>503</b>	<b>313</b>	<b>464</b>	<b>309</b>

### 7. DONATIONS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Donations with restrictions	-	1	-	1
Unrestricted donations	27	27	27	27
	<b>27</b>	<b>28</b>	<b>27</b>	<b>28</b>

### 8. STAFF COSTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Salaries	38,776	39,264	31,214	32,635
Social security costs	4,298	4,525	3,547	3,877
Other pension costs	8,512	8,600	7,745	7,947
FRS102 adjustment	(1,709)	139	(1,709)	139
Redundancy costs	2,006	2,504	1,782	2,504
<b>Total</b>	<b>51,883</b>	<b>55,032</b>	<b>42,579</b>	<b>47,102</b>

Redundancy staff numbers **88**      **62**      **74**      **62**

	Consolidated		University	
	2024	2023	2024	2023
	£	£	£	£
Emoluments of former Vice-Chancellor	-	161,452	-	161,452
<b>Total</b>	<b>-</b>	<b>161,452</b>	<b>-</b>	<b>161,452</b>

	Consolidated		University	
	2024	2023	2024	2023
	£	£	£	£
Emoluments of current Vice-Chancellor	220,000	64,167	220,000	64,167
Non taxable relocation costs	-	8,000	-	8,000
Taxable relocation costs	-	2,731	-	2,731
<b>Total before pension contributions</b>	<b>220,000</b>	<b>74,898</b>	<b>220,000</b>	<b>74,898</b>
Pension contributions	38,408	13,860	38,408	13,860
<b>Total</b>	<b>258,408</b>	<b>88,758</b>	<b>258,408</b>	<b>88,758</b>

## Notes to the accounts for the year ended 31 July 2024 continued

The remuneration of the Vice-Chancellor is set by the University's Remuneration Committee. The Remuneration Committee is chaired by an independent member of the Governing Body with four independent governor members (including the Chair of the Board of Governors) and one independent specialist. The committee framework for decision making considers guidance from the CUC HE Senior Staff Remuneration Code (November 2021) and the CUC HE Code of Governance September (2020).

In determining the remuneration of the Vice-Chancellor, consideration will be given to established independent sources of benchmark reward data for roles in comparable organisations. Sources include, the annual UCEA Senior Staff Remuneration Survey and the Annual Survey of Vice Chancellor's Remuneration from the Committee of University Chairs (CUC).

The Committee also consider the performance of the Vice-Chancellor via annual Performance Development Review (PDR), carried out by the Chair of the Board of Governors. This is based on a discussion of achievement against objectives over the preceding 12 months and contribution to the environment and shape of the University, delivery of the University's strategic vision and the overall performance of the University. In preparation for the PDR, the Chair of the Governors shall consider the views of members of the Board of Governors.

Following these discussions and the PDR meeting, the Chair of the Governors will present an assessment of performance against objectives together with recommendations to the Remuneration Committee (Vice-Chancellor) for consideration. Formal minutes will provide a written record of the assessment.

**Vice-Chancellors pay as a multiple of the median employee of the University per the Office for Students accounts direction.**

Multiples for former Vice-Chancellor Left 14 April 2023	2024	2023
	No.	No.
Basic pay	-	6.2
Total remuneration	-	5.5

Multiples for new Vice-Chancellor Commenced 17 April 2023	2024	2023
	No.	No.
Basic Pay	5.3	5.9
Total Remuneration	5.5	5.6

**Basic pay of other higher paid staff, including the Vice Chancellor**

	Consolidated		University	
	2024	2023	2024	2023
	No.	No.	No.	No.
£105,000 to £109,999	1	1	-	-
£115,000 to £119,999	-	1	-	-
£130,000 to £134,999	-	1	-	-
£135,000 to £139,999	-	1	-	1
£140,000 to £144,999	1	-	-	-
£145,000 to £149,999	-	1	-	1
£220,000 to £224,999	1	-	1	-
	<b>3</b>	<b>5</b>	<b>1</b>	<b>2</b>

Banding calculation is based on pay scale as at 31 July.

Due to staff changes during the year, the number of higher paid staff reported in the table above has decreased in 2024 but is anticipated to be in line with 2023 for the next financial year.

## Notes to the accounts for the year ended 31 July 2024 continued

### 8. STAFF COSTS (CONTINUED)

	Consolidated		University	
	2024	2023	2024	2023
Average staff numbers by major category:	FTE	FTE	FTE	FTE
Academic Departments	464	491	435	472
Administration	254	264	125	147
Academic Services	149	155	99	109
Premises	41	41	29	31
Residences, Catering and Conferences	12	12	3	3
Research Grants and Contracts	1	2	-	1
	<b>921</b>	<b>965</b>	<b>691</b>	<b>763</b>

#### Key management personnel

Key management personnel are those staff with authority and responsibility for planning, directing and controlling the activities of the University. Staff costs includes compensation paid to key management personnel.

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
	1,340	1,914	434	1,463

#### Emoluments

Governors receive no remuneration in respect of their duties as Governors other than for the reimbursement of travel and subsistence expenses incurred in the course of those duties.

### 9. INTEREST AND OTHER FINANCIAL COSTS

	Notes	Consolidated		University	
		2024	2023	2024	2023
		£'000	£'000	£'000	£'000
Loan interest		856	1,158	856	1,125
FRS102 adjustment	20	(241)	709	(241)	709
		<b>615</b>	<b>1,867</b>	<b>615</b>	<b>1,834</b>

### 10. ANALYSIS OF TOTAL EXPENDITURE

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
<b>Other operating expenses include:</b>				
External auditors in respect of audit services	81	86	70	67
External auditors in respect of non-audit services	23	26	12	15
<b>Operating lease rentals:</b>				
Land and buildings	1,271	1,400	1,271	1,400
Other	66	98	66	98

### 11. TAXATION

No corporation tax charge (2023: no charge) arises on consolidation as a result of taxable profits in a subsidiary undertaking. Under the Education Reform Act 1998 the University obtained charitable status, consequently it is not liable to corporation tax on its income and gains. No deferred taxation has been provided in the accounts on the basis that future taxable profits of all subsidiary companies will be paid to the University by way of Deed of Covenant.

## Notes to the accounts for the year ended 31 July 2024 continued

### 12. INTANGIBLE ASSETS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Balance b/f	8,972	5,990	8,972	5,990
Additions	3,499	4,016	3,499	4,016
Amortisation charge for the year	(1,504)	(1,034)	(1,504)	(1,034)
Closing balance	<b>10,967</b>	<b>8,972</b>	<b>10,967</b>	<b>8,972</b>

### 13. FIXED ASSETS

Consolidated	Freehold and Leasehold				
	Land	Building	Asset Under Construction	Equipment	Total
	£'000	£'000	£'000	£'000	£'000
<b>Cost</b>					
At 1 August 2023	20,915	184,923	4,665	16,930	227,433
Additions	-	-	2,596	2,243	4,839
Transfers	-	2,773	(2,773)	-	-
Disposals	(95)	(10,078)	(365)	(5,242)	(15,780)
<b>At 31 July 2024</b>	<b>20,820</b>	<b>177,618</b>	<b>4,123</b>	<b>13,931</b>	<b>216,492</b>
<b>Depreciation</b>					
At 1 August 2023	-	55,749	-	11,961	67,710
Charge for the year	-	6,808	-	1,443	8,251
Disposals	-	(6,791)	-	(5,070)	(11,861)
<b>At 31 July 2024</b>	<b>-</b>	<b>55,766</b>	<b>-</b>	<b>8,334</b>	<b>64,100</b>
<b>Net Book Value at 31 July 2024</b>	<b>20,820</b>	<b>121,852</b>	<b>4,123</b>	<b>5,597</b>	<b>152,392</b>
<b>Net Book Value at 31 July 2023</b>	<b>20,915</b>	<b>129,174</b>	<b>4,665</b>	<b>4,969</b>	<b>159,723</b>

## Notes to the accounts for the year ended 31 July 2024 continued

University	Freehold and Leasehold				
	Land	Building	Asset Under Construction	Equipment	Total
Cost	£'000	£'000	£'000	£'000	£'000
At 1 August 2023	20,595	182,372	4,665	15,857	223,489
Additions	-	-	2,547	2,243	4,790
Transfers	-	2,724	(2,724)	-	-
Disposals	(95)	(10,078)	(365)	(5,241)	(15,779)
<b>At 31 July 2024</b>	<b>20,500</b>	<b>175,018</b>	<b>4,123</b>	<b>12,859</b>	<b>212,500</b>
<b>Depreciation</b>					
At 1 August 2023	-	55,069	-	11,179	66,248
Charge for the year	-	6,749	-	1,344	8,093
Disposals	-	(6,790)	-	(5,070)	(11,860)
<b>At 31 July 2024</b>	<b>-</b>	<b>55,028</b>	<b>-</b>	<b>7,453</b>	<b>62,481</b>
<b>Net Book Value at 31 July 2024</b>	<b>20,500</b>	<b>119,990</b>	<b>4,123</b>	<b>5,406</b>	<b>150,019</b>
<b>Net Book Value at 31 July 2023</b>	<b>20,595</b>	<b>127,303</b>	<b>4,665</b>	<b>4,678</b>	<b>157,241</b>
<b>Leased assets included above:</b>					
	Land	Buildings	Asset Under Construction	Equipment	Total
	£'000	£'000	£'000	£'000	£'000
Net Book Value at 31 July 2024	712	-	-	-	712
Net Book Value at 31 July 2023	712	-	-	85	797

## Notes to the accounts for the year ended 31 July 2024 continued

### 14. NON-CURRENT INVESTMENTS

Consolidated	Subsidiary companies	Other fixed assets investments	Total
	£'000	£'000	£'000
At 1 August 2023	-	-	-
Impairment	-	-	-
At 31 July 2024	-	-	-
<b>University</b>			
At 1 August 2023	3,051	-	3,051
Additions	-	-	-
Impairment	-	-	-
At 31 July 2024	<b>3,051</b>	-	<b>3,051</b>

The non-current investments have been valued at cost less impairment.

#### Subsidiary Undertakings

The University owns 100% of the issued ordinary share capital of £2.55 million (2023: £2.55 million) of Solent University Limited, a company registered in England.

The main activities of this undertaking are to provide short courses, training and facilities, consultancy services, and meals and accommodation for employees of other organisations using the company's facilities for their own training programmes.

The University owns 100% of the issued ordinary share capital of £0.5 million (2023: £0.5 million) of Solent University Services Limited, a company registered in England on the 19th July 2018.

The main activities of this undertaking are to provide education support services.

The University owns 51% of the issued ordinary share capital of £1,000 of Solent Pathway Campus Limited. The main activity of the company is to deliver foundation courses allowing access to undergraduate courses at Solent.

Other Fixed Asset Investments	Consolidated and University £'000
HCB Holding Ltd	49
Impairment	(49)
A not for profit bank, aimed at supporting the local economy	-



## Notes to the accounts for the year ended 31 July 2024 continued

### 15. TRADE AND OTHER RECEIVABLES

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade receivables	11,065	7,522	9,756	6,252
Other receivables	7,827	3,900	7,342	3,066
Prepayments and accrued income	2,976	2,556	2,976	2,553
Amounts due from subsidiary companies	-	-	2,509	2,792
	<b>21,868</b>	<b>13,978</b>	<b>22,583</b>	<b>14,663</b>

### 16. CURRENT INVESTMENTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Short term investment in COIF Charities Investment Funds	1,509	1,347	1,509	1,347
	<b>1,509</b>	<b>1,347</b>	<b>1,509</b>	<b>1,347</b>

The investments are publicly traded and are valued at the year end at fair value through the income and expenditure. The investment re-invests all income. The unrealised gain was £162k (2023 £6k).

### 17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Secured loans	3,015	2,873	3,015	2,873
Trade payables	17,558	14,712	17,123	14,501
Social security and other taxation payable	1,144	188	934	-
Salaries and wages	3,474	3,810	3,169	3,582
Accruals and deferred income	3,634	6,468	3,357	6,270
Other payables	3,038	3,319	3,024	2,657
Amounts due to subsidiary companies	-	-	950	736
	<b>31,863</b>	<b>31,370</b>	<b>31,572</b>	<b>30,619</b>

## Notes to the accounts for the year ended 31 July 2024 continued

18. CREDITORS: DUE AFTER MORE THAN ONE YEAR	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Secured loans	15,888	18,902	15,888	18,902
<b>Total creditors due after more than one year</b>	<b>15,888</b>	<b>18,902</b>	<b>15,888</b>	<b>18,902</b>

Analysis of secured and unsecured loans:

<b>Due within one year or on demand (Note 17)</b>	3,015	2,873	3,015	2,873
Due between one and two years	2,612	3,015	2,612	3,015
Due between two and five years	3,006	4,616	3,006	4,616
Due in five years or more	10,270	11,271	10,270	11,271
<b>Due after more than one year</b>	<b>15,888</b>	<b>18,902</b>	<b>15,888</b>	<b>18,902</b>
<b>Total secured and unsecured loans</b>	<b>18,903</b>	<b>21,775</b>	<b>18,903</b>	<b>21,775</b>
Secured loans amortised to 2023 and 2026	18,903	21,775	18,903	21,775
	<b>18,903</b>	<b>21,775</b>	<b>18,903</b>	<b>21,775</b>

Included in loans are the following:

Borrower	Lender	Interest rate %	Term	Amount	Amount	Amount	Amount
				£'000	£'000	£'000	£'000
University	Allied Irish Bank	8.11	2026	3,623	5,494	3,623	5,494
University	Lloyds Bank	3.445	2028	15,280	16,281	15,280	16,281
				<b>18,903</b>	<b>21,775</b>	<b>18,903</b>	<b>21,775</b>

The Lloyds Bank loans are secured by a first legal charge over The Spark and the Sports Complex. The University has an undrawn credit facility of £18m with Lloyds Bank until 2026, with the option to extend twice by one year.

Allied Irish Bank hold security over Chantry, Deanery and David Moxon Annexe, for which the loan was used to purchase the freehold interest in the properties.

There is also an undrawn credit facility of £14.5m from Barclays Bank until 2026 that is secured on Kimber Halls of Residence and Mountbatten Library.

## Notes to the accounts for the year ended 31 July 2024 continued

### 19. FINANCIAL INSTRUMENTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Financial assets that are debt instrument measured at amortised cost	33,714	32,251	33,057	31,069
Financial liabilities measured at amortised cost	(44,177)	(44,926)	(44,015)	(44,203)
Derivative financial instruments designated as hedges of variable interest rate risk	2,656	3,839	2,656	3,839

Financial assets measured at amortised cost comprise cash, trade receivables, research grant receivables, other receivables and amounts due from subsidiary companies.

Financial liabilities measured at amortised cost comprise secured loans, finance leases, trade payables, salaries and wages, accruals, other payables and amounts due to subsidiary companies.

Derivative financial instruments designated as hedges of variable interest rate risk comprise interest rate swaps.

### 20. PROVISIONS FOR LIABILITIES AND CHARGES

#### Consolidated and University

	Leasehold			Total
	USS Pension	Dilapidation	Reorganisation	
	£'000	£'000	£'000	
At 1 August 2023	150	2,144	693	<b>2,987</b>
Additions	-	88	519	607
Released in year	(150)	(59)	(683)	(892)
<b>At 31 July 2024</b>	<b>-</b>	<b>2,173</b>	<b>529</b>	<b>2,702</b>

#### Reorganisation provision

The reorganisation provision represents obligations due to employees where restructuring agreements have been reached with employees under the Universities redundancy programme prior to the year end.

#### Leasehold Dilapidation provision

The leasehold dilapidation provisions represents obligations under the leases of the existing properties to make good dilapidations prior to the expiry of each lease.

## Notes to the accounts for the year ended 31 July 2024 continued

### Teachers' Pension Scheme

Solent University is a member of the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff.

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

### Valuation of Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design and benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 28.6% of pensionable pay (including a 0.08% administration levy).
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a national past service deficit of £39,800 million.

The total pension contributions for the University in respect of current employees were:

	2024	2023
	£000	£000
Employer's contributions to Teachers' Pension Scheme	3,996	3,945

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in the FRS 102, the TPS is an unfunded multi-employer pension scheme.

The University has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The University has set out above the information available on the scheme.

	2024	2023
	£000	£000
Outstanding contributions and included within creditors as 31 July	485	468

## Notes to the accounts for the year ended 31 July 2024 continued

### Hampshire County Council Local Government Pensions Scheme

The Hampshire County Council Local Government Pension Scheme (HCCLGPS) is valued every three years by a professionally qualified independent actuary using the Projected Unit method, the rates of contribution being determined by the actuary. The latest published actuarial assessment of the HCCLGPS was at 31 March 2022, including the Rates and Adjustments Certificate which sets out the contributions payable by employers from 1 April 2023 to 31 March 2026. The contribution level was separated in April 2011 into two components, a forward contribution rate, and an additional contribution to address the fund deficit set at each triannual valuation.

The level of employers' contributions is set out below:

	From 1 April 2024	From 1 April 2023	From 1 April 2022
Contribution Rate	24.2%	24.2%	21.5%
Additional contributions to address fund shortfall	£595,000	£576,000	£908,000

The University also has unfunded obligations of £152k in respect of enhanced pension entitlements to staff who took early retirement under a reorganisation programme in 1993.

### Universities Superannuation Scheme

The University participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which is contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not linked to individual institutions and a scheme-wide contribution rate is set. The University is therefore exposed to actuarial risks associated with other universities employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore, as required by FRS102(28), accounts for the scheme as if it were a defined contribution scheme.

The 31 March 2020 valuation identified a funding shortfall of £37.4bn. Employers contributions were 21.1% rising to 21.4% from 1 October 2021 and again to 21.6% from 1st April 2022. The deficit recovery contributions ended in December 2023 therefore there is no requirement for the University to recognise a liability and consequently the prior years provision has been released.

	2023-24 £000	2022-23 £000
Provision brought forward	150	177
Staff Costs	(145)	14
Interest Payable (Included in pension finance costs - note 9)	4	6
Contributions	(9)	(47)
<b>Provision carried forward</b>	<b>-</b>	<b>150</b>

The University has 4.9 FTE staff in the USS scheme and therefore it is deemed to be immaterial to the Universities financial statements. No further disclosures are included.

### FRS 102

Details in respect of the pension liabilities are provided in accordance with FRS 102. As noted earlier it is not possible to identify the University's share of the underlying assets and liabilities of the Teachers' Pension Scheme or USS and therefore the following disclosures relate to the HCCLGPS.

Date of last full actuarial valuation	31 March 2022
Expected employer contributions next year	£4.284m

## Notes to the accounts for the year ended 31 July 2024 continued

### 20. PROVISIONS FOR LIABILITIES AND CHARGES (CONTINUED)

#### Hampshire County Council Local Government Pension Scheme

The valuation used for FRS 102 disclosures has been based on the most recent actuarial valuation at 31 March 2022. The major assumptions used by the actuary for the purposes of FRS 102 were:

	31 July 2024	31 July 2023	31 July 2022
Discount Rate	5.00% pa	5.05% pa	3.40% pa
CPI Inflation	2.75% pa	3.00% pa	2.50% pa
Rate of increase in salaries	3.75% pa	4.00% pa	3.50% pa

#### Mortality Assumptions

At 31 July 2024

	Retiring Today	Retiring in 20 years
Male	22.0	22.5
Female	24.7	25.6

	Value at 31 July 2024	Value at 31 July 2023
<b>Asset Allocation</b>		
Equities	55.0%	59.0%
Property	7.0%	6.0%
Government bonds	37.0%	32.0%
Corporate bonds	0.0%	0.0%
Multi Asset Credit	0.0%	0.0%
Cash	1.0%	3.0%
Other	0.0%	0.0%
Total	100.0%	100.0%

	Value at 31 July 2024	Value at 31 July 2023
<b>Reconciliation to Balance Sheet</b>		
	£000	£000
<b>Funded Benefits</b>		
Fair Value of Fund Assets	165,474	152,136
Present Value of Liabilities	(153,039)	(147,911)
<b>Funded Net Pension Asset</b>	<b>12,435</b>	<b>4,225</b>
<b>Unfunded Benefits</b>		
Present Value of Liabilities	(152)	(159)
<b>Unfunded Net Pension Liability</b>	<b>(152)</b>	<b>(159)</b>
<b>Total Net Pension Asset</b>	<b>12,283</b>	<b>4,066</b>

## Notes to the accounts for the year ended 31 July 2024 continued

### 20. PROVISIONS FOR LIABILITIES AND CHARGES (CONTINUED)

Amounts recognised in income statement	2024	2023
	£000	£000
Operating cost		
Current Service Cost	2,502	3,977
Past Service Cost	95	280
Interest Cost (included in Pension Finance Costs - Note 9)	(244)	703
<b>Pension expense recognised in profit and loss</b>	<b>2,353</b>	<b>4,960</b>
Allowance for administration expenses included in Current service cost	8	12
Amounts recognised in other comprehensive income	2024	2023
	£000	£000
Asset loss/(gains) arising during the period	4,778	(5,211)
Liability (gain)/loss arising during the period	(1,640)	30,754
<b>Total amount recognised in other comprehensive income</b>	<b>3,138</b>	<b>25,543</b>
Changes to the present value of the defined benefit obligation	2024	2023
	£000	£000
Opening Value of Liabilities	148,070	171,748
Current Service Cost	2,502	3,977
Interest Cost	7,460	5,856
Contributions by Participants	895	999
Actuarial losses	(1,640)	(30,754)
Net Benefits Paid Out	(4,168)	(4,010)
Past Service Cost	95	280
Unfunded benefits paid	(23)	(26)
<b>Closing Value of Liabilities</b>	<b>153,191</b>	<b>148,070</b>
The closing liability includes £152,000 (2023: £159,000) in respect of unfunded benefits.		
Changes to the fair value of assets	2024	2023
	£000	£000
Opening fair value of assets	152,136	151,145
Interest income on assets	7,704	5,153
Remeasurement gains/(Losses) on assets	4,778	(5,211)
Contributions by the employer	4,129	4,060
Contributions by participants	895	999
Net benefits paid out	(4,168)	(4,010)
Unfunded benefits paid	(23)	(26)
Contributions in respect of unfunded benefits paid	23	26
<b>Closing fair value of assets</b>	<b>165,474</b>	<b>152,136</b>
Actual return on assets	2024	2023
	£000	£000
Interest income on assets	7,704	5,153
Gain/(Loss) on assets	4,778	(5,211)
<b>Actual return on assets</b>	<b>12,482</b>	<b>(58)</b>

## Notes to the accounts for the year ended 31 July 2024 continued

### 20. PROVISIONS FOR LIABILITIES AND CHARGES (CONTINUED)

#### 2024 Pension Increase order

The CARE, deferred pensioner and pensioner obligations in the LGPS are increased each April in line with the previous September's rate of CPI, and the April 2023 Pension Increase Order of 10.1% has been applied to the obligations within the 31 July 2023 closing balance sheet figures.

The Accounting Standard prescribes quite narrowly how the inflation assumption should be derived from market information at the year end date. Therefore, the current period of high inflation is somewhat allowed for in so far as it is captured in the long-term market expectations as at the Accounting Date. However, we have adjusted our assumption to recognise that the 2024 Pension Increase Order is currently expected to be higher than the single CPI assumption set for accounting purposes.

We have adjusted the CPI assumption by 0.2% to 3.0% to recognise that the 2024 Pension Increase Order is currently expected to be higher than the single CPI assumption set for accounting purposes as at 31 July 2024

### 21. RESTRICTED RESERVES

Reserves with restrictions are as follows:

	2024	2023
	Donations	Total
	£'000	£'000
<b>Balances at 1 August</b>	<b>1,370</b>	<b>1,406</b>
New donations	-	27
Investment income	162	6
Expenditure	(65)	(69)
<b>Movement for the year</b>	<b>97</b>	<b>(36)</b>
<b>At 31 July</b>	<b>1,467</b>	<b>1,370</b>
<b>Analysis of other restricted funds /donations by type of purpose:</b>		
Project support	1,463	1,347
Student Bursaries	4	23
	<u>1,467</u>	<u>1,370</u>



## Notes to the accounts for the year ended 31 July 2024 continued

22. CASH AND CASH EQUIVELENTS	1st Aug 2023	Cash Flows	31st July 2024
Consolidated	£'000	£'000	£'000
Cash and cash equivalents	20,829	(6,007)	14,822

### 23. CONSOLIDATED RECONCILIATION OF NET DEBT

	£'000		
<b>Net debt 1 August 2023</b>	<b>(2,891)</b>		
Movement in cash and cash equivalents	6,007		
Repayment of secured loans	(2,872)		
Changes in market value and exchange rates	1,181		
<b>Net debt 31 July 2024</b>	<b>1,425</b>		
		<u>4,316</u>	
		<b>2024</b>	<b>2023</b>
<b>Analysis of net debt:</b>		<b>£'000</b>	<b>£'000</b>
Cash and cash equivalents		14,822	20,829
<b>Borrowings: amounts falling due within one year</b>			
Secured loans		3,015	2,873
		<u>3,015</u>	<u>2,873</u>
<b>Borrowings: amounts falling due after more than one year</b>			
Derivatives		(2,656)	(3,839)
Secured loans		15,888	18,902
		<u>13,232</u>	<u>15,063</u>
<b>Net debt</b>		<b><u>1,425</u></b>	<b><u>(2,893)</u></b>

### 24. CAPITAL COMMITMENTS

	Consolidated		University	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Commitments contracted but not provided for	9,137	2,436	9,137	2,436

### 25. CONTINGENT LIABILITIES

At 31 July 2024 the Governors were not aware of any liabilities for which full provision has not been made.

## Notes to the accounts for the year ended 31 July 2024

### 26. LEASE OBLIGATIONS

Total rentals payable under operating leases:	<b>31 July 2024</b>		<b>31 July 2023</b>	
	<b>Land and Buildings</b>	<b>Plant and Machinery</b>	<b>Total</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Payable during the year</b>	<b>1,271</b>	<b>66</b>	<b>1,337</b>	<b>1,498</b>
Future minimum lease payments due:				
Not later than 1 year	68	61	129	1,360
Later than 1 year and not later than 5 years	-	112	112	1,150
<b>Total lease payments due</b>	<b>68</b>	<b>173</b>	<b>241</b>	<b>2,510</b>

### 27. EVENTS AFTER THE REPORTING PERIOD

The sale of the upper site land at Warsash was completed on 11 September 2024, with proceeds of £6.4m being received. The start of the demolition works in May 2024 triggered the contractual obligation to purchase the site, with the gain on disposal of £4.7m being recognised in the financial statements.

### 28. SUBSIDIARY UNDERTAKINGS

The subsidiary companies (all of which are registered in England & Wales), wholly-owned or effectively controlled by the University, are as follows:

<b>Company</b>	<b>Principal Activity</b>	<b>Status</b>	<b>Note</b>
Solent University Limited	Maritime based consultancy and training	100% owned	14
Solent University Services Limited	Education support services	100% owned	14
Solent Pathway Campus Limited	Education services	51% owned	14

## Notes to the accounts for the year ended 31 July 2024 continued

### 29. RELATED PARTY TRANSACTIONS

Governors receive no remuneration in respect of their duties as Governors other than for the reimbursement of travel and subsistence expenses incurred in the course of those duties.

A total of £1,197 was paid for travel and subsistence expenses to 6 Governors (2023: £1,080 paid to 3 Governors).

Transactions are disclosed where members of the Board of Governors, trustees and senior members of staff disclose an interest in a body with whom the University undertakes transactions which are considered material to the University's financial statements and/or the other party. Due to the nature of the University's operations and the composition of the Board of Governors, being drawn largely from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving organisations in which a member of the Board of Governors may have an interest are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures.

The University has taken advantage of the exemption within FRS102 and has not disclosed transactions with wholly owned subsidiary companies.

#### Solent University

	Sales to related party	Purchases from related party	Amounts owed to related party	Grants and loans made to related party
	£000	£000	£000	£000
<b>Solent Students Union 2023-24</b>				
Trade	16	15	-	-
Grant	-	-	152	587
<b>Solent Students Union 2022-23</b>				
Trade	3	9	-	-
Grant	-	-	242	341

The University has a close working relationship with Solent Students Union, which remains a separate entity. The SU president is a member of the University's Board of Governors.

## Notes to the accounts for the year ended 31 July 2024

### 30. ACCESS & PARTICIPATION PLAN

#### Consolidated and University

	AFR Return including		Actual		Actual
	OfS Plan	disability	2023-24	Variance	2022-23
	£'000	£'000	£'000	£'000	£'000
Access Investment	544	544	833	(289)	761
Disability	-	309	720	(411)	732
Financial Support	882	882	962	(80)	1,575
Research and Evaluation	60	60	158	(98)	46
<b>Total</b>	<b>1,486</b>	<b>1,795</b>	<b>2,673</b>	<b>(878)</b>	<b>3,114</b>

#### Context

##### Student Population - WP and Disability Statistics

77.50% of the University's student population recorded at least one WP characteristic

72.10% of the University's student population recorded at least one WP characteristic (excluding disability)

15.40% of the University's student population recorded a known disability

Note students can have multiple WP characteristics hence the two above do not total 77.5%

Source: 2018-19 HESA Student Record Data





# Principal address and advisors

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## Auditors

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