

ANNUAL REPORT

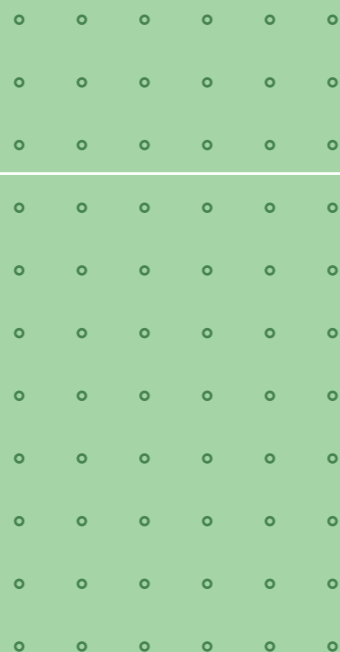
2020–2021



1ST


Number 1 for employment prospects of all universities in the South West.

Source: Graduate Outcomes Survey 2020



Vice-Chancellor's and Chair of Board of Governors' Statement





Professor Steve West
Vice-Chancellor

It has been a challenging year but one that has again shown us just what we are capable of as an organisation. We are incredibly proud of our people and our students and what they have achieved.

Despite the challenges created by the pandemic, we have continued to work with our local communities exploring the contribution of the Windrush Generation to the city and sharing the creativity of our students through Showcase, a series of online and in-person events, again adding to the vibrancy of our city-region.

We are very proud to be a diverse and inclusive university, playing a critical role in the Government's 'levelling up' agenda, ranking 9th in the UK and 1st in the South West for the number of students enrolled from under-represented groups. We are proud to celebrate difference and provide opportunities for people from all backgrounds, working with local communities to remove barriers and increase access to higher education, to enable young people to realise their aspirations and fulfil their potential. We continue to work in partnership across our region to open up opportunities and address educational and social inequalities.




David Lamb
Chair of
Board of Governors

We are proud of our leading role in shaping local decisions, improving lives across our communities and boosting the economy and cultural vibrancy of the city-region.

This year UWE Bristol has played to its strengths, supporting our region and the global fight against coronavirus. We have seen the NHS Nightingale Hospital on our Frenchay campus repurposed to provide a mass vaccination centre and to host outpatient and day care services to support children and adults from across the South West, relieving pressure on our NHS. We have opened a new state-of-the-art learning environment for optometry and radiology through an ambitious and innovative £3.5m investment housing a CT Scanner Suite and the new Bristol Eye Clinic, which also provides specialist treatment to patients from our community. Through our research we are working to evaluate how paramedics can help reduce GP workloads.

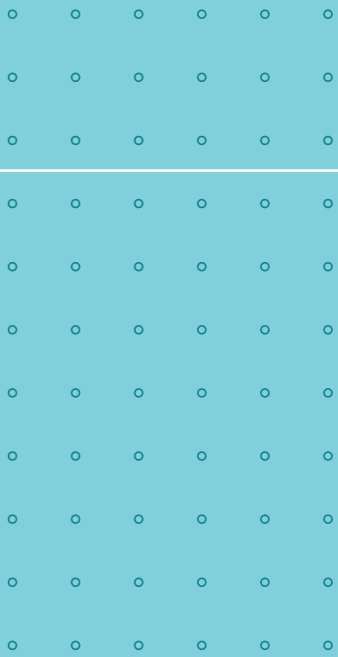
This year we have started work on one of the largest low carbon certified developments of its kind in the world and a first for the university sector in the UK, with our new student accommodation project. This is a key step towards our ambition to be carbon neutral by 2030 whilst contributing to species diversity and the quality of the environment, alongside the work of our students to support local businesses to reduce their carbon footprint, and our research on air quality and the presence of airborne microplastics in people's homes. As a University we recognise our role in tackling the climate and ecological emergency, as set out in our Transforming Futures Climate Action and Sustainability Strategy.

And we continue to use our innovations and expertise to inspire and engage, with Pepper, our socially intelligent robot lending a helping hand to support autistic school pupils with their wellbeing and emotions, as well as leading a network of universities to explore how robots can be used to support people to better self-manage conditions that result from frailty.

In line with our Strategy 2030, this year we have accelerated our digital strategy, our work to support the transitions of our students, and launched UWE Skilled, a digital programme to support our current students and new graduates to be 'work ready' with the digital and soft skills employers need. We have a clear direction and will continue to deliver at pace, leading a new approach to higher education.

Contents

Vice-Chancellor's and Chair of Board of Governors' statement	03
Strategic operation and financial review	07
Key financial ratios	12
Financial performance 2020–21	15
Corporate governance and internal control statement	24
Report of the remuneration committee	28
Modern slavery and human trafficking statement	30
Responsibilities of the Board of Governors	33
Independent Auditors' Report to the Board of Governors	34
Statement of accounting policies	37
Consolidated Statement of Comprehensive Income	46
Consolidated and University Statement of Changes in Reserves	47
Consolidated and University Statement of Financial Position	48
Consolidated Cash Flow	49
Notes to the Financial Statements	50



UWE Bristol is
ranked 4th amongst
South West institutions.

Source: Guardian League Table 2022



Strategic operation and financial review 2020–21

Business operation and strategy

It is with huge gratitude that we thank everyone for their hard work, courage and support during the last sixteen extraordinary months. Together we have achieved an enormous amount and have worked extraordinarily hard to support our students, our teams and each other. We have built strong communities and innovated to solve issues and create solutions. We have empowered and trusted, as we have played and continue to play our part in the global effort to tackle the spread of coronavirus.

We worked with NHS colleagues to create a 300-bed Nightingale Hospital on the Frenchay Campus. Our staff from the Faculty of Health and Applied Sciences trained over 350 NHS support workers at our Glenside Campus to ensure it was staffed and supported by talented people. Thankfully, as we always hoped, the facility was not needed. We therefore assisted in its conversion into additional non-Covid clinical procedural space to relieve pressure on our local and regional hospitals. In May 2021, the Nightingale Hospital was decommissioned and in its place a mass vaccination centre was implemented from July 2021.

As a university community we are very proud of our part in fighting the pandemic, from making disinfectants to training NHS support workers, from the Nightingale Hospital to the mass vaccination centre – these collaborations helped save lives and protect our NHS.

Moving to the recovery stage, from dealing with the crisis to focusing on longer term plans, we are encouraging everyone to act responsibly and be accountable for their own actions. As a university we will continue to follow the advice of the Government, whilst also planning for various future scenarios.

Our focus continues to be on supporting academic endeavours and professional services delivery across the University's normal academic cycle, including the running of exam boards and resits, recruitment and retention activities and planning for the start of the academic year. In light of our experiences and what we have learnt in the last two years, we are adjusting our learning strategy and academic calendar as appropriate. We are, and will continue to be a campus-based university with an emphasis on applied practice-led learning and teaching, underpinned by high quality research and scholarship. Our offer to students needs to continue to reflect this, with thoughtful provision that draws on our physical and digital environments to support

our students to prepare for, participate in and practice their learning.

This will include continuing to draw on a full range of rich learning opportunities to support the aims of each programme – including engaging lectures, tutorials and seminars, supported by digital learning approaches, workshops, laboratories, performance space, creative and maker spaces, and studios, as well as placements and field studies. As we develop all aspects of the quality of our learning offer we will also invest to enhance our digital education provision and support we offer to students.

We will be true to the transforming futures focus of our Strategy 2030: powering the future workforce, supporting local economic prosperity, shaping the health and sustainability of our communities and creating solutions to global challenges. Our core set of values – ambitious, inclusive, innovative, collaborative and enterprising – are embedded throughout Strategy 2030. These values are key to our success as an organisation, to our success as individuals, and for our students in their future lives. They have served us well during the current crisis and will continue to guide us as we adapt to a new normal. Covid-19 has challenged us in our implementation plans; some areas are to be accelerated, whilst others may have to come later than we had first anticipated. However, Strategy 2030 continues to set out our path ahead. Now is the time to build on the momentum we have gained and go even further.

Financial year to 31 July 2021

Overall, Covid-19 has cost us c.£20.0m for the financial year to 31 July 2021 (2020: c.£10.0m). We delayed the start of the academic year in October 2020 and subsequently released students from their rents as they moved out of university residences in December 2020 to early 2021. Additionally, we compensated external accommodation providers for releasing student contracts. We increased our financial support to students for their digital access needs through hardship and bursary funds. We worked to waive or provide significant rental discounts to our commercial tenants and business partners. Moving our teaching and business operations online has meant ensuring all our students have the digital capability and appropriate equipment, as well as increased our IT costs. Other increased operational costs included Covid-19 testing, enhanced cleaning regimes, making buildings Covid-secure and sourcing alternative vendors due to supply chain issues.

To mitigate the loss of income and additional costs, we invoked our pay cost management mechanism. All staff recruitment was suspended. Only vacant posts that passed a particular set of stringent criteria, e.g. linked to a confirmed income generating activity or student numbers, were released for advertisement. All non-essential purchases were suspended, and our capital programme was re-profiled.

At the outset, we assessed that the University's finances were strong, with good cash reserves and liquidity. We did not need any of the Government's Coronavirus Financial Support Schemes. However, when the second phase of the Coronavirus Job Retention Scheme was announced in June 2020 and with a deadline set for applications, a decision was made to apply for some furlough grant. This was because we were facing significant uncertainties regarding the University's finances at that point. Following Government guidelines, only staff who were non-publicly funded and were unable to perform their duties from home were selected. A total of 192 staff were furloughed at the outset. Most were gradually brought back to work by July 2021. The University maintained full pay to all furloughed staff throughout.

On final analysis, despite the c.£30m costs of Covid-19 over the last two years, mitigating actions on cost control together with strong student recruitment numbers during the two years to 31 July 2021, have enabled the University to remain financially robust and delivering an operating surplus for the year of £21.2m (2020: £2.1m).

Financial viability, sustainability and going concern

Our long-term objective is to ensure we maintain our financial sustainability in delivering operational needs. We plan to invest in our people and refresh, renew and enhance our capital infrastructure. We will endeavour to uphold our financial independence, particularly in the extent of our borrowings.

The biggest strategic risks to the University's longer-term financial wellbeing are student recruitment and retention numbers, and the regulated UK tuition fees level. We are closely monitoring the impact on recruitment numbers both domestically and overseas.

The Covid-19 global pandemic together with the effect of Brexit on EU students, have significantly affected international student recruitment across the sector. Although expanding our international recruitment activities in South Asia have increased our international applications for the coming year, there remains significant uncertainty of actual arrival at the University due to the continuing global pandemic. However, we are not overly exposed to international income. With our continuing successes in the recruitment of UK students, we were over our planned recruitment numbers for September 2021. Coupled with

the effective financial management of our cost base, our finances remain robust and will continue to be so.

We have a strong cash reserve, representing over 7 months (2020: over 5 months) of liquidity, and all held as cash deposits or UK Government treasury bills and not susceptible to the turmoil in the financial markets. We continue to generate significant cash from operations, c.£170m over the last 3 years.

We are currently performing well against our financial targets despite the Covid-19 global pandemic. Our five-year forecasts to 2025–26 show that we will continue to deliver our financial targets of achieving EBITDA (Earnings Before Interest, Taxation, Depreciation and Amortisation), of not less than 10% p.a. and generating operating cash in excess of £20m annually.

External key performance parameters confirmed our achievements:

- reached 21st in the 2021 Guardian league table, highest of all Post-92 universities;
- ranked in the top 20 of UK universities for graduate employability according to Graduate Outcomes Survey with:
 - 92% in work or further study after 15 months
 - 79% in professional or managerial jobs after 6 months; and
- top 10 for third consecutive year for postgraduate taught student satisfaction in the national Postgraduate Taught Experience Survey (PTES).

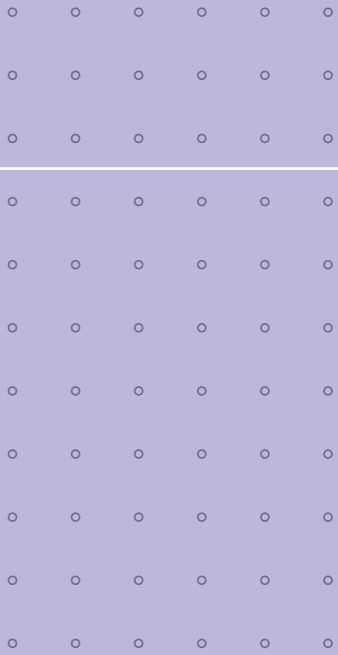
We are confident that the University will go from strength to strength, and are assured of its financial viability, sustainability and going concern.

Financial strategy

Our financial strategy supports the University to reach its potential and ambition, in spite of challenges that may be presented to the higher education sector, nationally or indeed globally. The Covid-19 global pandemic has stress-tested and proven this strategy.

Our financial priorities, in support of the long-term viability and sustainability of the University, are to:

- Continue to maintain and build on successful financial management in an increasingly changeable higher education landscape and economic environment. To do this, we will generate the cash required to support our strategic investment programmes in both our academic enterprises and in the enhancement of our human and capital infrastructure. We will control costs, making strategic decisions on activities that are either not financially sustainable or are not in alignment with the University's strategy.



Top 10% of UK institutions for sustained employment three years after graduating.

Source: Longitudinal Educational Outcomes Data 2017





- Ensure financial sustainability of the University by borrowing for investment at a level that will not put the University at risk. We will maintain a sustainable recurrent investment in the academic, corporate and support operations and dispose of properties that are surplus to requirement. We will control costs by establishing and funding agreed staffing levels throughout the University, with regular critical review, and invest in creating adaptive capacity.
- Enable the financial management of the University by continuing our ongoing programme of process reviews, investment in information systems and business processes, and improving efficiencies, all of which contribute to the enhancement of our student and staff experiences.

In short, our financial strategy is to maintain an operating surplus that generates sufficient operating cash flow. This, together with commercial income from excess properties, donations and the astute use of borrowing facilities to finance our strategic programmes, will enable the long-term sustainability of the University and the potential to deliver our Strategy 2030.

Prospects

The Covid-19 global pandemic aside, the sector still has a number of significant challenges and uncertainties. Brexit posed some challenges, from recruitment of EU students to access to EU research grants and collaboration partners. As the new UK order post-EU membership shapes up, we face a significant degree of political and economic uncertainty about the future as the UK Government works through how best to respond to its relationship with the EU and the rest of the world, and how to negotiate the best outcome for the UK. We are continuously reviewing our Brexit plan. It is important that we remain focused on the long-term ambitions and aspirations of the University. We are a people organisation and our values and purpose support us to deliver opportunities for our staff and students as global citizens in a global knowledge economy. We will continue to play a long game – delivering inclusive and inspirational research, learning and teaching to the diverse and talented communities we serve. We will support each other to achieve the best we can for our students and staff and we will engage with policy makers to shape our future as an international university.

The status of the recommendations from the Post-18 Education Review (Augar Review), including reducing tuition fees for some subject areas, is currently unknown. The maximum £9,000 a year fee set in 2012–13 was increased to £9,250 a year from 2017–18 and is likely to remain at this level for the foreseeable future. This means that tuition fees have increased only by 2.7% over the last 9 years, whilst RPI over the same period has increased by 25% and pay in excess of 12% before increments and pension costs.

This inflationary environment inevitably creates financial pressures; pay awards on top of incremental drift arising from scale increases and promotions, rising pension costs, inflation of energy costs and increasing depreciation charges, make it increasingly challenging to maintain the University's financial surplus strategy. As staff costs constitute up to 60% of income, continued control of both staff numbers and pay levels over the next few years will be critical.

Pension costs are increasing, although for the University, the Avon Pension Fund has some signs of stabilising as it approaches 95% funded, despite the impact of Covid-19 on capital markets.

A Governors Financial Sustainability Sub-Committee was established to make initial assessments, review financial models, strategies and tactics in ensuring the long term financial viability of the University. As well as the potential new fee regime, we also modelled other scenarios that would negatively impact income. We are ensuring that any decisions that we make going forward will not curtail our options in the future. We are also working to increase the University's financial agility by considering diversification of our income base to degree apprenticeships, commercial properties and other activities.

We will continue in our efficiency and savings drive and only fund investments which are in line with our strategic plan and supported by detailed planning. We will need to maintain a culture of efficiency gains going forward and ensure benefit realisation of the introduction of major operating systems, such as HR Online and the Student Information System.

For financial forecasts and planning purposes, we have assumed modest annual increases in home undergraduate fee levels. Together with the cash limited nature of the Office for Students (OfS) funding and the potential impact of Brexit, a very significant proportion of our income will not move in line with inflation.

Over the past few years we have been working on a number of initiatives to strengthen the University's financial base, both to deal with existing pressures and to put the University into the best possible position to manage the rapidly changing financial environment. These have included:

- A fundamental restructuring of the way in which support services and processes are delivered across the University and continuously seeking further improvement and efficiency.
- A number of strategic programmes put in place to deliver the ambitions set out in the University's strategy and associated key performance targets, including enhancing the student experience and learning environment.
- A review and challenge of the portfolio of our academic programmes.

William Liew

Chief Financial Officer

Key financial ratios

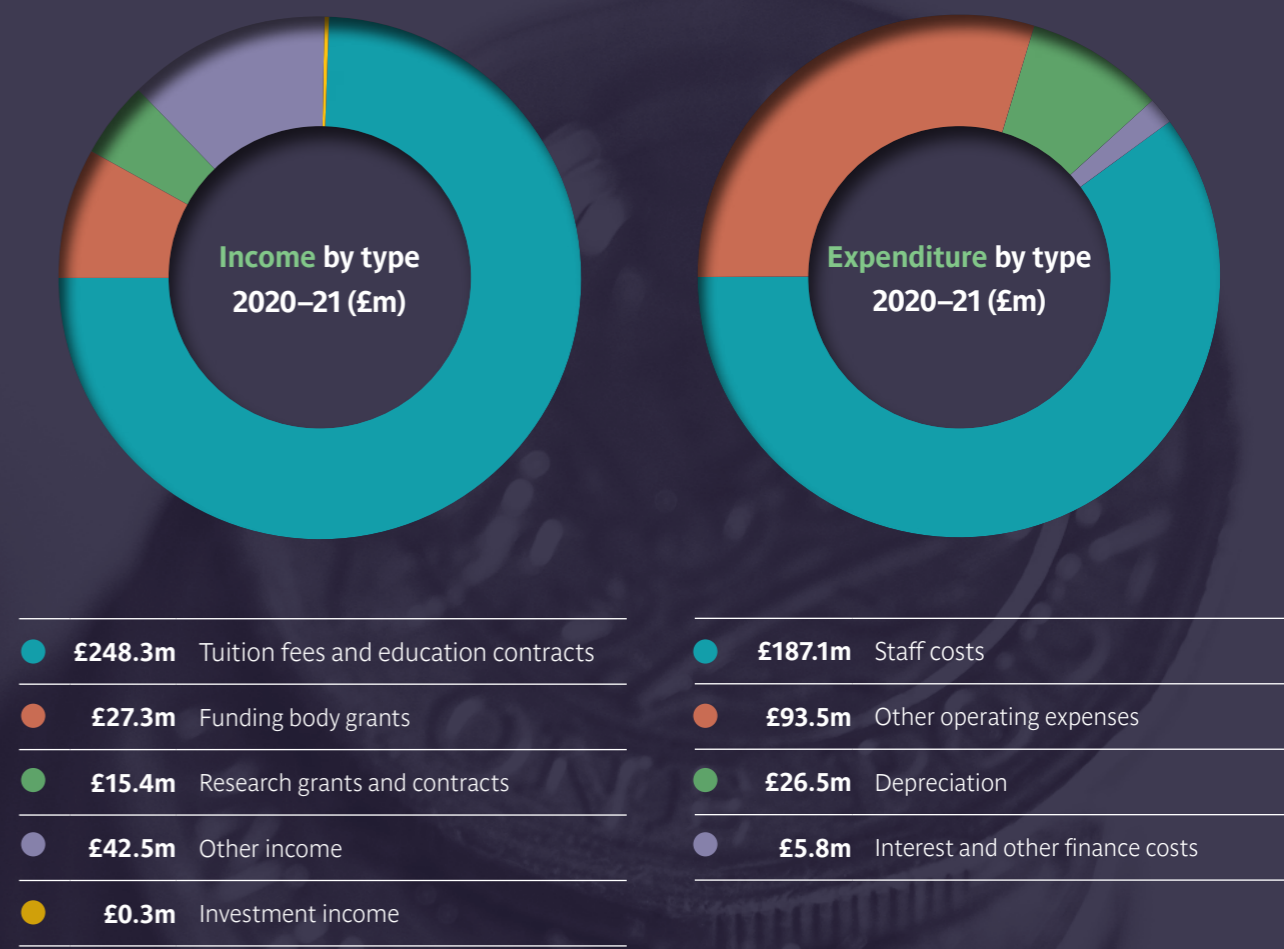
The University has identified a number of key financial ratios which it monitors as part of its financial strategy. Performance over the last 3 years is shown below.

Key financial ratios – as a % of income	2020–21	2019–20	2018–19
EBITDA (Earnings before Interest, Taxation, Depreciation and Amortisation)	20.1%	15.4%	13.1%
Cash flow generation (net of financing activities)	23.5%	15.9%	13.7%
Staff costs	56.1%	59.1%	60.0%
Key financial values (£m)			
Total income	333.8	303.1	284.0
Total expenditure	312.9	300.5	280.8
Surplus for the year	21.2	2.1	3.3
Cash flow generated from operations	78.4	48.3	38.9
Borrowings, cash and net assets at year end			
Gross debt	94.2	101.0	107.8
Cash, deposits and short term investments	169.3	118.8	114.5
Net cash	75.1	17.8	6.7
Net assets at year end	420.7	373.5	430.9

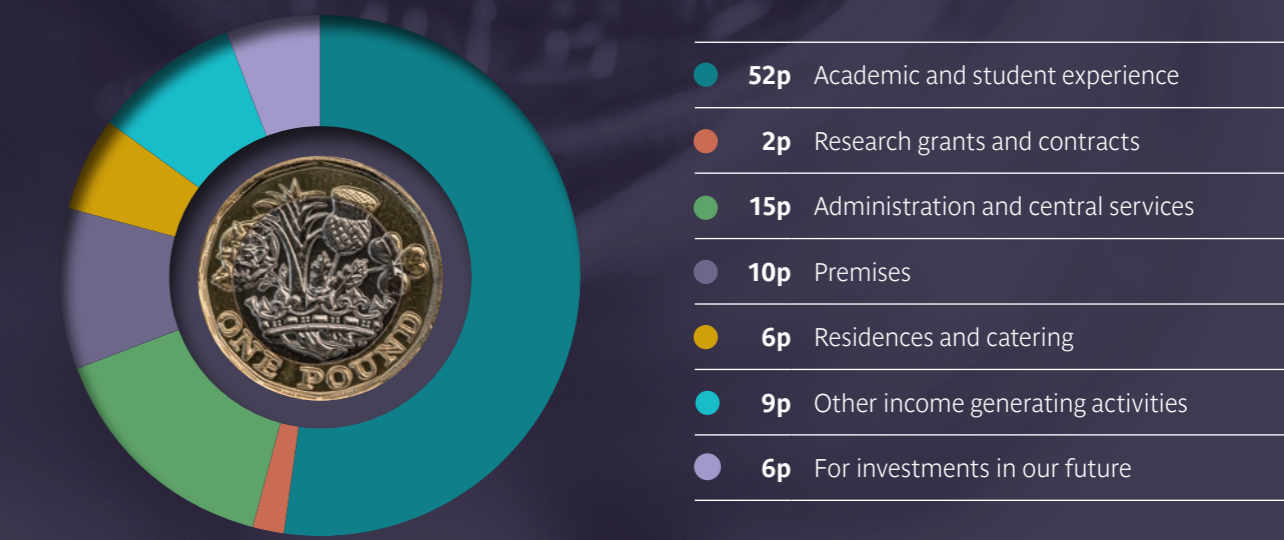
37,183

UWE Bristol currently has a total of **37,183** students from over **163** countries.

Financial statistics: income and expenditure in 2020–21

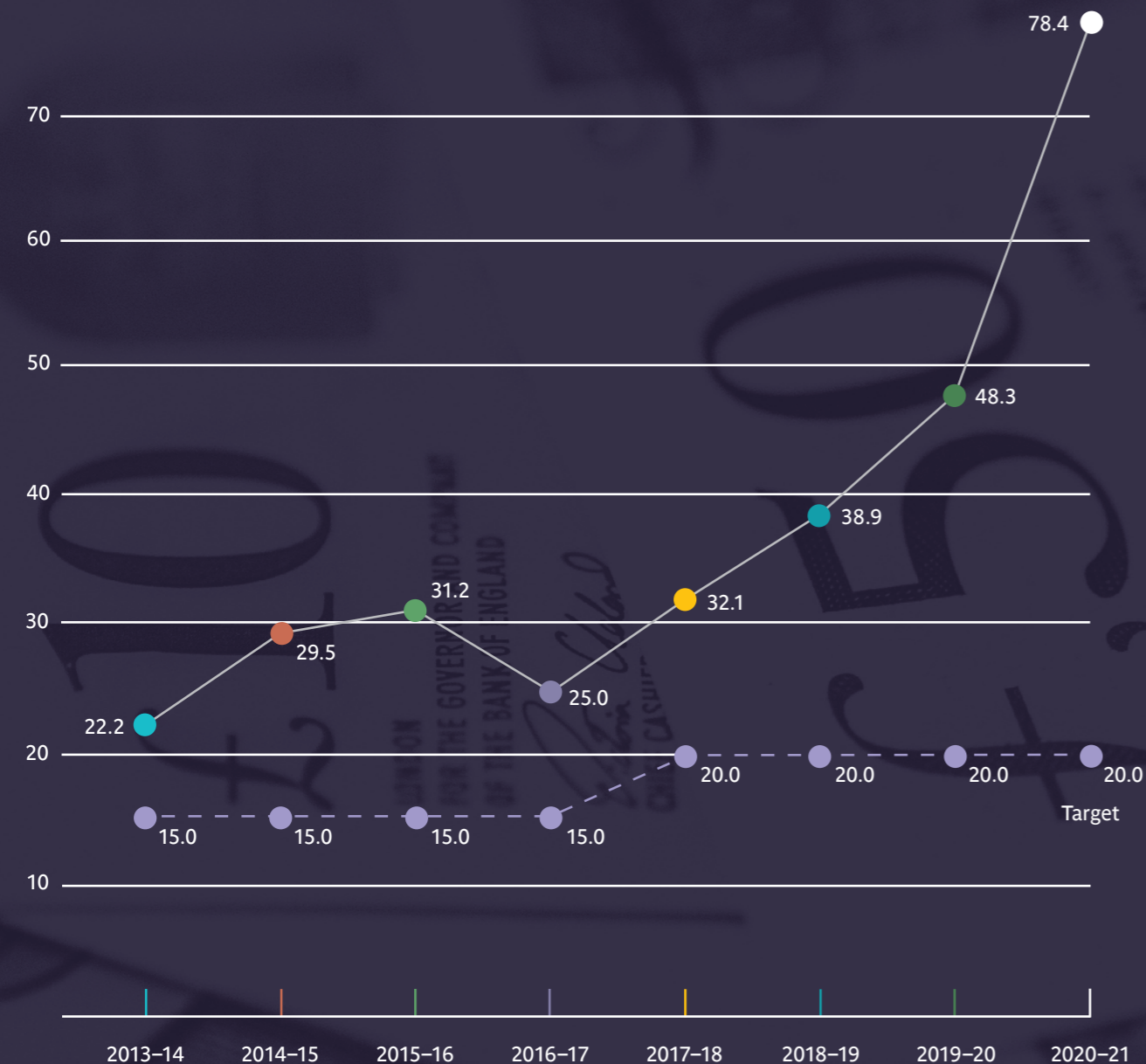


Financial statistics: What we spent our money on in 2020–21



Financial performance 2020–21

Cash generated from operations (£m)



Despite the global pandemic, the University has had a good year with solid performance in UK undergraduate student recruitment, enhancement of our academic partnerships in the UK and across the globe, investing in our student experience, academic endeavours and capital infrastructure, including people, systems and estate. Together with robust cost control, we have mitigated the financial impact of Covid-19, the freezing of UK tuition fees and rising staff costs, and in particular pension charges. Financial performance during the year was positive, with a surplus for the year of £21.2m (2020: £2.1m) before actuarial losses in respect of pension schemes.

Total income for the year was £333.8m (2020: £303.1m) – a £30.7m increase (10.1%); mainly due to an increase of £26.0m (11.7%) from tuition fees and education contracts as a result of successes in recruiting additional home and international undergraduates, as well as from the University's hugely successful degree apprenticeship programmes. Additional capital and property related grants brought in additional £4.7m for the year.

Total expenditure was £312.9m (2020: £300.5m) – a £12.4m (4.1%) increase due to:

- Staff costs increasing by £7.9m (4.4%), which reflected incremental pay awards, increasing staff numbers and additional employer's past pension service costs.
- Additional costs due to the pandemic including digital capability grants to students, enhancement of digital learning environment and compensation to private providers of student accommodation.

Capital investment

Despite the pandemic, our Masterplan programme saw the completion of the new engineering building for the Faculty of Environment and Technology, and the continuing development of:

- Our business systems implementation programme, which includes a student information and relationship management system, and
- Planning consent and commission of a 900 bed student residence, designed according to Passivhaus principles.

Total capital investment in the year amounted to £23.5m (2020: £37.7m).

Cash flow and treasury management

Cash flow generated from operations for the year was £78.4m (2020: £48.3m). After receipts from capital grants of £3.5m, cash outflows in respect of capital investment of £23.5m and other items, net cash outflow for the year was £6.7m (2020: inflow of £33.3m). The University currently holds substantial cash and bank deposits; at the year end, the University had cash/money market and financial instrument balances totalling £169.3m (2020: £118.8m).

Our treasury strategy is determined in the context of expected future revenue and capital plans and the need to ensure that sufficient funds are available to meet commitments on a day-to-day basis.

We adopt a prudent approach to investing surplus funds. In order to manage risk, cash deposits are spread amongst a range of counterparties. To protect capital sums invested, we make full use of reports compiled by leading Credit Rating Agencies and only consider financial institutions with at least short-term ratings of A1 (Standard & Poors) and F1 (Fitch IBCA). Deposits are placed to mature over a range of maturity periods to ensure adequate liquidity.

Our counterparty policy is monitored closely to achieve an appropriate balance of counterparty risk and diversification. Due to its ambitious and imminent capital expenditure plans, the University has restricted its short-term deposits to no longer than one year.

The University has two loan facilities. Taking advantage of the low interest economic environment prevailing in 2017, a decision was taken to fix both loans' interest rates at an all-in rate of 1.677% and 1.807% respectively. The total amount of outstanding loans as at 31 July was £94.2m (2020: £101.0m). These are fully repayable by March 2034 and September 2036.

Student numbers

The total number of students (headcount) enrolled during the year was in excess of 43,000 of which approximately 79% (34,000) are full-time students and 21% (9,000) are part-time students. Included in the headcount are 8000+ transnational students who are students studying overseas under partnership arrangements.

Student numbers represented as full-time equivalent for the last 3 years are as below.

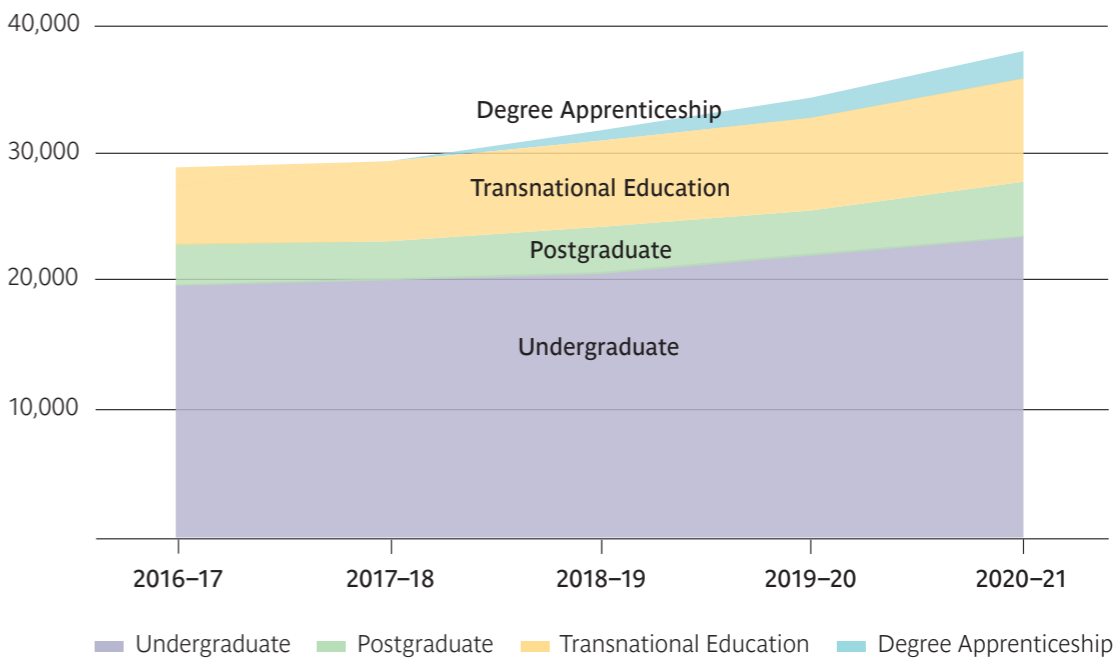
Undergraduate	2020–21	2019–20	2018–19
Home	19,707	18,455	17,660
International	3,237	3,080	2,485
Transnational Education	7,023	6,513	6,085
Total Undergraduate	29,967	28,048	26,230

Postgraduate	2020–21	2019–20	2018–19
Home	2,704	2,580	2,835
International	1,595	990	855
Transnational Education	761	460	427
Total Postgraduate	5,060	4,030	4,117

Degree Apprenticeship	2020–21	2019–20	2018–19
	2,156	1,528	839

Total student numbers	2020–21	2019–20	2018–19
	37,183	33,606	31,186

Cumulative student numbers (FTE) from 2016 to 2021



Pensions

Pensions for the majority of the University’s staff are currently provided either through the Teacher’s Pension Scheme (TPS) or the Avon Pension Fund (APF). The ongoing costs and risks associated with both pension schemes are a very important element of the future financial sustainability of the University. A small number of staff are members of the Universities Superannuation Scheme (USS).

Teacher Pension Scheme

The TPS is a non-funded occupational scheme backed by the Exchequer. It is a national multi-employer scheme providing pensions for the UK education sector and is restricted to our academic and research staff. The ongoing service costs are financed by contributions from the University and its staff. The University accounts for the scheme as if it were a defined contribution scheme.

Avon Pension Fund

The APF is a Local Government Pension Scheme (LGPS) and is a funded defined benefit scheme, with assets held in separate trustee administered funds.

On an FRS102 basis, at 31 July the University’s share of the scheme was assets of £341.6m (2020: £290.4m) and liabilities of £591.0m (2020: £548.0m) giving a deficit of £249.5m (2020: £257.6m). A summary of the increase in the FRS102 deficit since July 2020 for Avon Pension Fund shows:

	£m
July 2020 deficit	257.6
Actuarial gain – increasing inflation rate offset by investment returns in excess of as expected	(26.0)
Shortfall of actual contributions to current services costs	13.9
Other net finance changes	4.0
July 2021 deficit	249.5

The results of the valuation on the FRS102 basis contrast remarkably to the last actuarial valuation as at 31 March 2019. On a Trustee’s funding basis, APF is 95% funded with a deficit of £258.0m, of which, £25.9m is attributable to the University. To deal with the funding deficit the University agreed to continue the deficit recovery plan, which was set up in 2010 with a recovery period of 23 years, adjusted to a lower deficit related contributions of £1.9m per annum index-linked. APF has confirmed that the recovery plan is ahead of schedule due primarily to market returns above expectation.

In March 2020, as the Covid-19 pandemic took hold, the estimated APF funding level fell to 84% as at 31 March 2020. The Fund’s risk management strategies, specifically the equity protection strategy, helped mitigate some of the capital losses. The Fund has since made a significant recovery, back to its pre-Covid-19 pandemic level, as confidence across markets was bolstered by significant international government intervention. The medium to longer-term implications for economic growth and pace of any recovery are as yet uncertain.

Public benefit statement

The principal objectives of the University, in accordance with Section 124 of the Education Reform Act 1988, are concerned with the provision of higher education and the conduct of research. Supporting this, the University also undertakes other activities including knowledge exchange, consultancy and the provision of accommodation, catering and conference services.

As the University is an exempt charity under the terms of the Charities Act 2011, the trustees of the charity are the members of the Board of Governors. The OfS is the principal regulator of English higher education institutions covered by the Act.

In setting and reviewing the University’s strategy and activities, the Board of Governors takes into consideration the Charity Commission’s guidance on the reporting of public benefit and the supplementary public benefit guidance on the advancement of education.

The Board of Governors has due regard to any impact that may arise from the University’s activities, in particular the impact of its campus developments on its immediate locality, working closely with South Gloucestershire and Bristol City Councils and undertaking extensive community discussion and consultation.

The University does not currently accrue private benefit from its activities undertaken in pursuance of its purposes. However, it is alert to the possibility of commercialising proprietary technology or intellectual property that may arise as part of its activities, as a means of increasing investment in pursuance of the primary objectives.

The Board of Governors recognises that students, both undergraduate and postgraduate, are the principal beneficiaries of the provision of higher education. Through our students, Research and Knowledge Exchange and community engagement activities, wider society also benefits. The annual report and financial statements provide extensive information on the public benefit of the University’s activities as described above. Of particular relevance to public benefit is our commitment to widening participation, engagement with the community and wider public and our contributions to environmental sustainability and a healthy society.

Widening participation

The University is proud of its focus on inclusivity, social justice and equality of opportunity. Our connections with the regional economy and communities allows us to be part of creating a confident and ambitious future for the Bristol city region.

Inclusivity is at the heart of our strategic developments and is represented in four commitments:

- Collaborate with partners across our city region to develop appropriate educational opportunities that enable strong economic development and social inclusion.
- Build on the University’s successes to date in widening access from under-represented groups, to the University but also to higher education in general.
- Ensure that the programmes and support we offer are appropriate and enable all of our learners to succeed.
- Support all of our graduates into successful and appropriate graduate outcomes; ensuring that underrepresented groups are not less likely to gain a graduate level job or to continue to further study.

The University’s Access and Participation Plan sets out a 3 to 5-year plan across the whole student life cycle. More than half of our students meet at least one of our widening participation indicators and we take a whole university approach to addressing barriers our students may face. We are particularly proud of our graduate outcomes; our practice-oriented courses support our students to achieve graduate level jobs and further study and we do not have significant gaps in these outcomes related to socio-economic status or ethnicity. We will continue to work in partnership with local providers (University of Bristol, City of Bristol College, Weston College and SGS College) to tackle the stubborn patterns of low progression to higher education in some areas of the region. We have included ambitious targets in our 2030 strategy to remove attainment gaps and widen access to higher education and we believe the plans set out will allow us to make significant progress over the next five years.

The University will commit in excess of £7.5m in additional funds to widen access, provide financial support to students and to evaluate our access and participation work. This represents over 14% of additional income above the basic fee and demonstrates our firm commitment to the recruitment, achievement and success of students who are identified as widening participation students.

79%

of our research is considered to be **world leading** or internationally excellent.

Source: Research Excellence Framework (REF) 2014



Sustainability

Despite the global Covid-19 pandemic the University remains committed to supporting the global sustainability agenda for a strong, healthy and just society living within environmental limits in everything that it does.

Central to this commitment is the ambition to create an environment and culture in which all students and staff have the opportunity to develop and use the skills and understanding required to contribute to global sustainability and health, both at the University and throughout their personal and private lives.

We follow a holistic approach that covers all aspects of sustainability across all functions of the University, enabling continuous, innovative, genuine and embedded performance improvements. The approach has enhanced the University’s reputation externally, and encouraged faculties, services, students and wider stakeholders to work together effectively. The University’s environmental management system is verified by ISO 14001 certification.

Through its Strategy 2030 the University has set new ambitious sustainability goals and the new Transforming Futures Climate Action and Sustainability Strategy (CASS) was adopted by the University in 2020 as part of the suite of Thematic Strategies guiding the implementation of Strategy 2030. The CASS and its supporting action plans will further develop the key ambitions of Strategy 2030, explicitly linking urgent sustainability and climate action with the purpose, the place and the people of the University.

Carbon management – the road to net zero

The University has set stringent carbon reduction targets, not just to meet the science-based target which would ensure the University is contributing to reductions to avoid a 1.5-degree global temperature rise, but further, to a net zero carbon target by 2030. This covers all greenhouse

gas emissions, across all UWE Bristol activity, including travel, energy, waste, and procurement. We have mapped out these emissions, with a detailed methodology and action plan to make reductions.

The carbon reduction action plan can be found on the University’s website. We are progressing well to meeting our on-site low or zero carbon generation targets. Our solar photovoltaic arrays have generated 490 MWh in the last twelve months, avoiding 114 tonnes of carbon emissions and saving the University £73,500. This is now supplemented by our combined heat and power plant which came online in winter 2019–20. As a result of this installation we have saved £240k in the last year, and now provide low-carbon heating to 50% of the Frenchay campus. The CHP avoids nearly 700 tCO₂e per year.

In addition, the University purchases 100% renewable electricity, assured through the Renewable Energy Guarantees of Origin (REGO) scheme. In October 2019, the University signed a power purchase agreement, securing direct purchase of wind power from four UK windfarms to cover 20% of UWE Bristol purchased electricity for the next 10 years. In a first for public sector energy users UWE Bristol has worked in collaboration with 19 other universities to secure this clean electricity contract.

New campus developments are a visible sign of the University’s decarbonisation ambitions – new student accommodation at our Frenchay campus has been designed to the highest Passivhaus standard and will deliver a 74% reduction in carbon compared to conventional designs, and will furthermore help reduce commuting greenhouse gas emissions by providing some 900 bedrooms on campus. The new Engineering building has achieved a BREEAM Excellent certification, thus demonstrating its high-quality environmental credentials.

Data for 2019–20	tCO ₂ e*	% of Total
Scope 1 (direct emissions from gas consumption, refrigerant gases and university fleet fuel use)	6,656	9.83%
Scope 2 (indirect emissions from purchased electricity consumption, market-based)	26	0.04%
Scope 3 (other indirect emissions resulting from University activities, such as supply chain, construction, staff- and student-travel, waste and water consumption)	61,055	90.13%
Total	67,738	100%

**Tonnes (t) of carbon dioxide (CO₂) equivalent (e). “Carbon dioxide equivalent” is a standard unit for counting greenhouse gas (GHG) emissions whether they’re from carbon dioxide or another gas, such as methane.*

Consumption related carbon (Scope 3)

Managing and reducing scope 3 greenhouse gas emissions will be challenging, but we are putting in place the mechanisms to engage with this issue. A new set of operational plans has been developed covering:

- Water Management
- Sustainable Travel
- Circular Economy
- Sustainable Food
- Biodiversity

In addition to these important plans a Scope 3 Reduction Plan is in development and will be supported by a revised responsible procurement policy. In order to achieve net zero carbon emissions, we will work through the carbon management hierarchy to avoid and reduce emissions before considering carbon offsetting schemes. However, work to understand offsetting opportunities and how best to undertake this for the maximum benefit to the University is underway.

A Team UWE Bristol effort

Culture change is a critical component of the overall net zero approach and it is essential that in implementing change we do so in ways that are inclusive and egalitarian. Engagement work with staff has focused on climate cafés through our climate action programme. These are designed to raise awareness of issues and actions, to provide a forum for discussion on climate issues and a chance to develop ideas on how that specific group can make change within its own activities and sphere of influence. These have been held in various faculties and services which in turn have generated self-sustaining activity within the various teams.

Student engagement has focused on working with the Students’ Union Green Team and the Sustainability Committee. The University students’ union was awarded ‘Excellent’ in its Green Impact submission for the 2020–21 academic year, the highest rating that can be achieved.

In 2021 the University has 11 finalists in the Environmental Association of Universities and Colleges (EAUC) Green Gown Awards, going for awards including Climate Action, Next Generation Learning & Skills, and Sustainability Institution of the Year. These recognise the commitment of the University to sustainability ambitions, as well as the teams and individuals within the University that are implementing and driving these.

Equality, diversity and inclusivity

At the University, we passionately believe in inclusivity and opportunity for all students, staff and the wider community. We recognise the key role education has in helping transform society, to the benefit of all individuals and communities. As a university, we place considerable value on the diversity of

our student body and this is increasingly reflected in the diversity of our staff. This diversity brings significant benefits to the University, greatly enriching our learning and working environment.

At the University, we aim to offer opportunities to our students and staff that will enable them to develop the skills and knowledge to thrive in their lives, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Some of the notable achievements of the past academic year have included:

- Programmatic approaches to tackling awarding gaps including ensuring programme teams understand potential causes and have the skills and support to address these
- Development of financial support to address digital hardship, and targeted support to create belonging and a sense of community.
- Development of EDI strand of induction for all students focusing on active bystander training and awareness raising work to tackle racism and other forms of discrimination.
- Award winning support for care leavers and estranged students recognised – focusing on creating a university wide approach.
- Development of a new Black Interns scheme as part of the 10,000 Black Interns national programme.
- Development of inclusive recruitment guidance and support targeted to areas of the University with low levels of diversity.

The University’s Equality, Diversity and Inclusivity team plays a pivotal role in supporting and promoting the culture of this inclusive University through equality analysis, policy implementation and communications, and leading on key inclusivity objectives. The team oversees the development and implementation of University plans and runs a range of key projects to embed inclusive practice at the University. Projects include UWE Cares, a support and advocacy programme for care leavers, estranged students and carers; Equity, a positive action programme showcasing the talents of our BAME students; and Project SEARCH which provides young people with learning difficulties with experiences of work within the University.

Student and staff involvement

The University continues to place considerable value on the active participation of its employees in policy making and on good communication with them. The University’s developments are communicated regularly through a number of distinct channels, with opportunities for engagement and discussion.

A number of other initiatives also took place to further enhance the employee voice, including the approval by the Academic Board and the Board of Governors of changes to the Academic Board structure to significantly increase both the space for the academic voice and the number of elected positions within the structure.

The University also has a number of mechanisms in place to facilitate communication with students and it makes extensive use of appropriate channels to disseminate information, receive, and act upon, feedback not least through partnership with the Students’ Union to train and recognise the contribution made by over a thousand student representatives on the University’s programmes.

The Students’ Union President is an ex officio member of the Board of Governors of the University and a number of Students’ Union representatives are members of the Academic Board and other committees. There are regular formal and informal consultations with the Students’ Union and a Student/Governor Forum is maintained by the Board of Governors under the leadership of the Students’ Union President. Both the Student and Staff Governor Forums meet three times a year and provide the Board of Governors with an opportunity to engage with a wide audience of the University’s most critical stakeholders.

Health and safety

The introduction of the Health, Safety and Workplace Wellbeing Roadmap 2030 seeks to ensure health and safety remains integral in all that the University does as it implements Strategy 2030. The Roadmap underpins the Strategy through a ‘commitments’ statement and is implemented through annual Health and Safety Action Plans. The impact of the Covid-19 pandemic has continued into 2020-21 and has again affected progress on the Roadmap given that the University’s response is underpinned by health and safety. However, there is still much that has been achieved this academic year.

- In respect of Covid-19 the overall University Covid-19 risk assessment was continually reviewed and updated by the University’s Health and Safety Group (UHSG). Asymptomatic testing was introduced and in February 2021 the Government released a Roadmap entitled Covid-19 Response – spring 2021. The University reviewed the Roadmap in line with its Covid-secure arrangements and subsequently developed its own to ensure a phased unlocking and also retention of measures.
- There was some good progress made on some of the milestones in the Health, Safety and Workplace Wellbeing Roadmap:
 - Faculties and Professional Services have embedded the requirement for Health and Safety Action Plans.

- A new Health and Safety Training Strategy is under development, which has commenced with a review of the current training portfolio.
- The Health and Safety Team is reviewing the University’s health and safety management system with work commenced on a review of the structure and format of Health and Safety Standards.
- The Staff Health and Wellbeing Group continued to ensure Covid-19 related health and wellbeing action. However, going forward, it will now remain in place to support the Health and Wellbeing Strategy Group and University Health and Safety Group. This is to ensure that the activity for staff health and wellbeing is appropriately targeted. The Group have identified seven initial staff health and wellbeing priorities for 2030.

- For the main University health and safety risks, Construction Safety, Ionising Radiation, Genetically Modified Organisms, Fire Safety Management and ‘property’ related statutory requirements there remains overall assurance there are reasonable management processes in place that ensure compliance with all relevant legislation.

For the most visible indicators of health and safety management, results for the year are as follows (though there must be caveat in relation to the Covid-19 impact):

- The number of accidents has decreased by 48.7%, from 113 to 58.
- For the more serious accidents RIDDOR the numbers have increased from 1 to 3.
- Fire alarm activations decreased by 2.1% (692 compared with 707), 3 required attendance of the Avon Fire and Rescue Service a decrease on 2019-20 (8).
- For the limited number of Fire Drills completed 86% of buildings achieved the 4 minutes evacuation time.

Covid-19 has again required the reprioritisation of milestones from the Roadmap. This has meant that there has been carryover of some milestones and actions. Overall though there continues to be a good health and safety foundation, with the sustainment of health and safety action planning in Faculties and Professional Services. As we emerge from the effect of the pandemic there is a need to ensure our people continue to engage and embrace their role in our health and safety culture, and indeed the easement from Covid-19 approach that everyone has a part to play.

In conclusion, there can be reassurance provided to the University’s senior management team and the Board of Governors that the University remains compliant with health and safety legislation.

Corporate governance and internal control

Organisation

The University is organised into four faculties, each led by a Pro Vice-Chancellor and Executive Dean. They are:

- Arts, Creative Industries and Education
- Business and Law
- Environment and Technology
- Health and Applied Sciences

The Vice-Chancellor is responsible for overall day-to-day management of the University, supported by a senior team which includes the Deputy Vice-Chancellor and Provost, the Registrar, Pro Vice-Chancellors, the Chief Financial Officer, Executive Deans, Directors and Heads of Professional Services.

The University is committed to best practice in all aspects of corporate governance and has adopted the Committee of University Chairs’ Higher Education Code of Governance and Higher Education Senior Staff Remuneration Code.

The University endeavours to conduct its business in accordance with, and with due regard to, the principles identified by the Committee on Standards in Public Life.

Constitution and powers

The University is a statutory corporation, established as a Higher Education Corporation as defined by the Education Reform Act 1988 which also sets out its powers. The activities of the University are conducted in accordance with: the provisions of the Education Acts; orders or directions made by the Secretary of State; other enactments or regulations from time to time in force; and its Instrument and Articles of Government (“Articles”) and internal rules and bye-laws.

The Articles set out the requirements, and define the responsibilities of the Board of Governors and Academic Board, alongside the responsibilities of the Vice-Chancellor.

Board of Governors for year ended 31 July 2021

Independent Members

David Lamb

Chair of the Board of Governors (from 1 August 2020)
Chair of Nominations and Governance Committee
Chair of Emergency Committee

Richard Bacon

Chair of Audit, Risk and Assurance Committee

Jenny Body, CBE

Chair of Strategic Planning and Performance Committee
Chair of People, Culture, Quality and Standards Committee (from 7 June 2021)

Laura Claydon

Carolyn Donoghue (from 16 March 2021)

Richard Holmes (until 30 November 2020)

Clive Lewis

Deputy Chair of the Board of Governors (from 1 August 2020)
Chair of Remuneration Committee

Ian MacKenzie (from 1 August 2020)

Chair of Finance, Estates and IT Committee

Grant Mansfield

Dr Mark Mason, MBE (until 30 November 2020)

Tim Simmonds (from 16 March 2021)

Dave Tansley (from 16 March 2021)

Kalpna Woolf

Denis Woulfe, MBE (until 15 November 2020)

Andrea Young (from 1 August 2020)

Academic Board Nominees

Professor Marc Griffiths (from 16 March 2021)

Dr Chris Moore

Professor Jane Roscoe (until 29 January 2021)

Student Nominee

Evan Botwood (from 1 July 2021)

Augusta Chidinma Nnajiofor (until 1 July 2021)

Co-opted Members

Professor John Craven, CBE

Ex Officio

Professor Steve West, CBE

The Board of Governors

The Board of Governors is responsible for determining the educational character and mission of the University, ensuring the efficient use of resources, and approving the annual estimates of income and expenditure.

The Board comprises independent, staff and student members appointed in accordance with the Instrument of Government. The majority of members are non-executive including the Chair and the Deputy Chair. The University’s Chief Executive, the Vice-Chancellor, is an ex officio member of the Board. Appointments to the Board of Governors are considered by the Nominations and Governance Committee which makes recommendations for the Board’s approval.

The Board is entitled to establish committees for any purpose or function, other than those which are assigned elsewhere in the Articles to the Vice-Chancellor or to the Academic Board or designated as the sole responsibility of the Board of Governors. The main committees which operated during the year were: the Audit, Risk and Assurance Committee; Finance Estates and IT Committee; Strategic Planning and Performance Committee (People, Culture, Quality and Standards Committee from 7 June 2021); Nominations and Governance Committee; and Remuneration Committee. All of these committees are formally constituted with written terms of reference, and comprise a majority of lay members, one of which is designated the Chair. The decisions of the Committees are formally reported to the Board.

An Emergency Committee may, where a matter is urgent, exercise delegated powers not explicitly reserved by the Articles of Government between meetings of the Board of Governors. The University’s Emergency Committee membership includes the Chair and Deputy Chair of Governors, the Chairs of each sub-committee and the Vice-Chancellor.

In accordance with the Articles, the Board has appointed a Clerk to the Governors who provides independent advice on matters of governance to all members of the Board.

Academic Board

The Academic Board is responsible for the quality of the student experience, the quality and standards of the University’s awards and to provide advice to the Vice-Chancellor on the strategic direction of the University’s academic activity. The Academic Board provides the Board of Governors with assurance that the University’s academic strategy, governance and practice are fit for purpose and approves new additions and revisions to academic policy. It has oversight of all academic provision through the Academic Regulatory Framework and the quality management and enhancement framework.

During the year to 31 July 2021 the Academic Board was chaired by the Vice-Chancellor; its membership consisted of 50 per cent Executive members and 50 per cent non-Executive members elected from the academic and student community.

Leadership and management

The Vice-Chancellor is the Chief Executive Officer of the University and is accountable to the Board of Governors for the organisation, direction and management of the University. The Vice-Chancellor is the Accountable Officer, as required under the Office for Students’ ongoing conditions of registration (E3), with the responsibilities set out under Regulatory Advice 10. The Vice-Chancellor is supported and advised by the Directorate.

During the year to 31 July 2021 the Directorate consisted of the Vice-Chancellor, the Deputy Vice-Chancellor and Provost, the Registrar and Pro Vice-Chancellor (Student Experience), the Pro Vice-Chancellor (Research and Enterprise), the Pro Vice-Chancellor Equalities and Civic Engagement, the Chief Financial Officer and the Chief Information Officer. The membership was expanded from the 4 January 2021 to include the Pro Vice-Chancellor and Executive Dean Faculty of Heath and Applied Sciences, the interim Executive Dean Faculty of Arts, Creative Industries and Education, the interim Executive Dean Faculty of Business and Law, and the interim Executive Dean Faculty of Environment and Technology. This group is the senior leadership and executive decision-making group for the University; it oversees the University’s long-term academic and financial sustainability and the implementation of medium and short-term strategies. The Directorate also manages corporate risk, makes business decisions on University development – including commercial and global – and progresses the business of the Board of Governors.

Internal Control and Risk Management

The Board of Governors is responsible for maintaining a sound system of internal control that supports the achievement of its policies, aims and objectives, whilst safeguarding the public and other funds and assets for which it has responsibility.

As part of this, the Board of Governors is committed to the continuous development of a comprehensive process for identifying, evaluating and managing the University’s significant risks (as aligned to the University’s strategy), both financial and non-financial, in line with OfS requirements. Risk management of the University is built into strategic planning as well as the operation of faculties, professional services and strategic programmes, and is overseen by various levels of governance and reporting.

The University’s risk framework assesses and treats risks that may affect strategic objectives, which represent uncertainty to tactically important activities, or reflect hazards to operational systems and processes. Risks are recorded in strategic, tactical and operational risk registers, and are monitored and reviewed regularly. Risk owners formally assess their risks every four months ahead of reporting to the Directorate and Audit, Risk and Assurance Committee. The Risk Management system is subject to formal internal audit review every two years.

The Strategic Risks as identified and managed closely by the University are focused on:

- Achievement of student recruitment targets.
- Achievement of student retention and success targets.
- Transformation of workforce and culture to effectively deliver Strategy 2030.
- Delivery of financial targets and long-term financial sustainability.
- Enhancement of the academic character and reputation of the University through its research.
- Ensuring a sufficiently robust strategic planning and implementation framework to deliver Strategy 2030.
- Ensuring regulatory compliance and business continuity.
- Expansion of Knowledge Exchange

The Board of Governors regularly reviews and scrutinises reports from its Committees, in particular the Audit, Risk and Assurance Committee. These discussions set the tone and influence the culture of risk management, determine the risk appetite of the University and set standards and expectations of staff conduct and probity in relation to risk management.

All identified risks are assigned to specified risk owners and mitigation actions are developed and implemented. The effectiveness of these mitigation actions is monitored and adjusted on an ongoing basis.

The Board of Governors is advised and assisted in its review of internal control by the work of the internal auditors, the Audit, Risk and Assurance Committee and the Vice-Chancellor’s Directorate. Their agendas ensure regular monitoring of the risk and control processes and that these accord with the internal control guidance for directors as included in the Stock Exchange’s ‘Combined Code’, as deemed applicable to higher education.

On behalf of the Board of Governors the Audit, Risk and Assurance Committee considers reports, recommendations and reviews on the effectiveness of the University’s arrangements for risk management, internal control and governance and it has expressed itself satisfied that the systems and controls are effective, including for public

funding received from the OfS, UK Research and Innovation (UKRI, including Research England) and other public funding bodies ensuring:

- a. regularity in the use of this public funding
- b. propriety in the use of public funding

The Audit, Risk and Assurance Committee also considers reports and updates from the OfS as they affect the University’s business and monitors adherence to the regulatory requirements.

The Audit, Risk and Assurance Committee is required to report to the Board of Governors on internal controls and to alert it to any emerging issues.

A professional internal audit team undertakes an annual programme of work approved by the Audit, Risk and Assurance Committee. The University has agreed with its internal auditors that their programme of work and the approach to internal control will be risk-based. Accordingly, the annual internal audit programme is informed by the University’s strategic risk register, which includes evaluation of the likelihood and impact of the risks becoming a reality. Covering business, operational and compliance risks, the programme is also designed to review financial risks including the prevention and detection of corruption, fraud, bribery and other irregularities.

During the year the Board of Governors through its Audit, Risk and Assurance Committee received regular reports on internal control and risk. The Internal Auditors completed 9 (2019–20: 10) internal audit reviews and reported to the Audit, Risk and Assurance Committee. These reviews included:

- Payroll
- Procurement
- Research Governance
- Apprenticeship (ESFA Funding Compliance)
- IT Disaster Recovery
- Access and Participation
- Data Quality (HESA)
- Human Resources (Staff Wellbeing).
- COVID-19 Lessons Learned (advisory review).

The reviews resulted in a number of findings and recommendations. All findings are in respect of improvement to the design of controls and/or operating effectiveness of business processes. The Audit, Risk and Assurance Committee reported to the Board of Governors that none of these findings were significant nor were critical weaknesses that would prevent achievement of the University’s strategic targets nor have any material impact on the financial data reported in the financial statements.



The above policy and related procedures are subject to regular review and the Board of Governors is satisfied that the University’s internal control and risk management processes meet the requirements set out by the OfS in its circular OfS 2019.41 “Regulatory advice 9: Accounts Direction: Guidance on preparing and publishing financial statements for accounting periods beginning on or after 1 August 2019”.

The Board of Governors and all its appropriate committees have considered the University’s processes and are of a view that they are adequate and meet the needs of the University in accordance with the direction from the OfS for identifying, evaluating and managing risks during the year.

External auditors are appointed for the audit of the Annual Report and Financial Statements, as well as other audit certification work conducted in accordance with the requirements of the OfS and other public funding bodies.

Both external audit and internal audit contributes to improving the University’s internal control environment and performance in the delivery of value for money.

Register of interests

The University maintains a Register of Interests of members of the Board of Governors and key post holders, which may be requested from the Clerk to the Board of Governors.

Expenses paid to or on behalf of Trustees

Members of the Board of Governors acting as Trustees of the University do not receive any remuneration for their service on the Board. Those Trustees who are also employees of the University receive no supplementary payment for trusteeship.

Trustees are entitled to claim reasonable expenses incurred in undertaking their duties as Trustees in accordance with the University’s financial regulations. In 2020–21 a total of £2,840 (£2,792 in 2019–20) for expenses were paid to or on behalf of 11 Trustees. This covered: fees for training and development events, and the cost of a subscription to support a Trustee in carrying out their role.

Report of the Remuneration Committee

UWE Bristol is a modern civic university, with students at the heart of everything that it does. The University's priority is to deliver an outstanding university experience for its students through innovative, practice-led, research informed learning. Our ambitious 2030 strategy is focused on transforming futures – from powering the future workforce to helping local economies thrive, to shaping the health and sustainability of our communities and creating solutions to solve global challenges.

The Vice-Chancellor leads a large and complex organisation, offering over 600 courses at undergraduate and postgraduate levels, and in professional development, delivered across a number of campuses in Bristol and through transnational education (TNE) provision across the globe. The University provides TNE opportunities through 15 partner institutions in 10 different countries. In 2020–21 over 7,700 students were studying with the University through its TNE provision, a ten-fold increase in the last decade.

The University has over 37,000 students from 163 countries and is consistently rated highly for student satisfaction, achieving 75% in the National Student Survey (NSS) in the context of the challenging circumstances created by the global pandemic. The University's graduates are also consistently ahead of the market for both highly skilled employment and salary measures. 79% of research is rated as having an outstanding or considerable impact – including the development of personally adaptive robotic systems to support independent living for the elderly and reaching millions of young people with body confidence education. The University has maintained strong financial performance against target, with EBITDA at 20.1% and cash generation at 23.5% of total income and is approved on the Office for Students Register of Providers with no ongoing conditions of registration.

The University employs over 4,300 staff and contributes over £500m a year to the local economy. This includes leading the development of the highly successful multi-million pound University Enterprise Zone (UEZ) which opened in 2016 to offer offices, labs and co-working spaces for entrepreneurs, innovators and high tech businesses.

Professor Steve West, CBE has been the University's Vice-Chancellor since 2008, and has developed and led an ambitious strategy for the University, to achieve the successes highlighted above and driving forward a £500m infrastructure investment programme.

Under Professor West's leadership the University has also demonstrated its commitment to and strong track record of working in partnership in the region to address educational and social inequalities.

2021 has been another extraordinarily challenging year for the University, for the higher education sector and for society as a whole. Professor West has led the University through the uncertainty of the global Coronavirus pandemic and has continued to play an important role in the national effort to tackle Coronavirus, being instrumental in repurposing the 'Nightingale Hospital' in the University's Exhibition and Conference Centre to a mass vaccination centre for the region. He has been recognised for his work on the recovery both regionally and nationally. The University is now ready to welcome students back to campus for the 2021–2022 academic year while maintaining a safe environment for students and students alike.

Professor West has also established a sector-leading role for mental health and held a number of non-executive positions in 2020–21 including non-executive director of the Office for Students (OfS), Chair of the West of England Local Enterprise Partnership, and Chair of the West of England Academic Health Science Network. In 2021 Professor West was elected to serve as President of Universities UK, commencing this role on 1 August 2021. Professor West's non-executive positions help to ensure the University is fully engaged with developments in the education, business and health sectors and the insights gained feed into the leadership and direction of the University where appropriate. The positions are an important part of the University's connectivity and work to shape and empower the future of the city-region and its people, so they can maximize their potential in the global knowledge economy.

The Vice-Chancellor's remuneration is set within the principles that it must be fair, appropriate and justifiable. The University's Remuneration Committee (REMCO) is responsible for setting the Vice-Chancellor's remuneration. REMCO is made up of independent governors with significant experience of compensation and reward. The Vice-Chancellor is not a member of REMCO and takes no part in any discussions relating to his own remuneration.

The Chair of the Board of Governors is responsible for the approval of any expenses claims made by the Vice-Chancellor, with oversight through REMCO.

The University's Financial Regulations also require that arrangements for international travel by the Vice-Chancellor on University business are approved by the Chair of the Board of Governors. The Vice-Chancellor, and members of the University's senior team, are required to travel to overseas partner institutions, to ensure the quality of the provision on offer, to support overseas students and staff at events such as graduation ceremonies, and to continue to build new relationships and opportunities for the University. Travel arrangements are categorised as a business cost.

Latest figures show that around 5,800 international students study degree programmes at the University, at our campuses in Bristol and across 15 partner universities in 10 countries. The University's international activities including overseas partnerships, which are overseen by the Vice-Chancellor, generated in excess of £48m or 14% of the University's total income for 2020–21.

Each year, REMCO receives detailed information which assists members in relation to setting the Vice-Chancellor's remuneration. This includes benchmarking data, information relating to the wider sector and economic context and information on the Vice-Chancellor's performance for the preceding year. As well as taking account of wider survey data, provided by UCEA and others, the Vice-Chancellor's remuneration is benchmarked against the remuneration of Vice-Chancellors from thirteen other similar universities. A number of external factors have influenced the benchmark data this year, particularly in relation to total emoluments. For tax reasons, a number of Vice-Chancellors across the sector have withdrawn from pension scheme membership and those who remain in the Teacher Pension Scheme have seen changes in contribution rates. As a result of the pandemic, a number of Vice-Chancellors waived entitlement to an increase in basic pay and/or bonus payments.

In addition to remuneration benchmarking from a number of data sources, Remuneration Committee also take advice on the Vice-Chancellor's pay from internal and external remuneration experts.

At the recommendation of REMCO and in line with other institutions across the sector, the Vice Chancellor's entitlement to participate in a bonus scheme came to an end in 2021. The Vice Chancellor has been eligible for a bonus for the last two years but in the circumstances of the pandemic, declined to take his bonus.

REMCO also monitor the relationship between the Vice-Chancellor's pay and that of the median University salary. This is disclosed on Note 7 of the financial statements. There are a number of factors which affect the pay multiples. UWE Bristol is a comparatively large University which does not outsource many services. It should be also noted that the calculations reflect the fact that the University engages hundreds of students each year to be ambassadors, to act as mentors on peer assisted learning programmes and/or to work on numerous other University projects.

Under Professor West's leadership, against the backdrop of the coronavirus pandemic and continued uncertainty within the higher education market and global economy, the University has maintained itself as a financially viable and sustainable institution, in addition to supporting a period of significant investment at the University. In terms of financial size and performance, UWE Bristol is one of the larger British universities.

In recent years, the Vice-Chancellor's basic pay has increased in line with the national pay award for other university staff. REMCO are satisfied that the Vice-Chancellor's pay remains proportionate when compared to that of his peers and in light of his performance to deliver Strategy 2020 and develop the University's 2030 strategy.

TOP

30



UWE Bristol is ranked in the **top 30** of the UK's universities.

Source: Times Higher Education 'Table of Tables' 2021

Modern Slavery and Human Trafficking

Annual Statement

Introduction

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st July 2021. This is our sixth statement under the Act and provides an overview of our continuing progress in this area.

About the University

The University (and its subsidiary companies) provides a wide range of education, research and training related activities. We are based in Bristol but are a global institution. We have approximately 37,000 students registered on courses in the UK and at partner organisations across the world. We employ over 4,300 people and have a turnover in excess of £330m. We continue to progress an ambitious investment programme, with £500m planned to delivery of our Strategy 2030 across our people, estate and infrastructure, and in 2020–21 we engaged with over 3,500 suppliers.

We also play a leading role in shaping local decisions, improving lives across our communities and boosting the economy and cultural vibrancy of the city-region.

For more information about the University, please visit: www.uwe.ac.uk

Our commitment

The University has adopted a zero-tolerance approach to modern slavery and human trafficking and we are committed to ensuring our policies and procedures combat the risk of modern slavery and human trafficking throughout our activities and in our supply chain.

We continue to take both an informed and risk-based approach to better understand our diverse and complex supply chains and to prioritise and target our actions.

Our policies and procedures

Overall responsibility for modern slavery rests with the Board of Governors. Day-to-day responsibility for implementing and monitoring the University's approach has been delegated to the Chief of Staff and Clerk to the Board of Governors and the Chief Financial Officer.

Our policies and procedures ensure that the University is fulfilling its commitment to a zero-tolerance approach and that our activities are conducted ethically and with integrity. These include, but are not limited to:

- Human resources, recruitment and employment policies and procedures which comply with UK law and are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.
- Corporate and Social Responsibility in Procurement Policy, setting out our commitments and expectations.
- Ethical investment policy, to ensure that investments made by the University are socially responsible and sustainable.
- Safeguarding Policy and Procedure, to protect children and vulnerable adults from abuse and neglect.
- Health and Safety Policy, to provide an inherently safe and healthy working and learning environment that engages the entire University community.
- Public Disclosure Policy and Procedure (Whistleblowing), to allow staff, students and all members of the University to raise, at a high level, concerns or information which they believe in good faith provides evidence of malpractice or impropriety.

The University also has a Modern Slavery and Human Trafficking Policy in place to support our annual statements and to ensure clarity on the University's expectations, where responsibilities sit and where any concerns should be raised, in line with the University's Public Disclosure (Whistleblowing) Policy and Procedure. In 2020–21 this was further reviewed through the University's Sustainability Board, ensuring student engagement.

In 2021–22 we will be undertaking a further review of our corporate policies to ensure our Modern Slavery and Human Trafficking commitments are included appropriately.

The University has held Fairtrade status since 2006 and has shared good practice and gained external recognition in the form of success at the South West Fairtrade Business awards and the Environmental Universities and Colleges Green Gown awards in the Food and Drink category for our work on Fairtrade.

The University has applied the Living Wage Foundation's UK Real Living Wage since 2015 and in 2019–20 became a Living Wage Employer through the Foundation's accreditation, awarding the University the mark of a responsible employer.

We are committed to transparency in what we do and expect the same from our contractors, suppliers and other business partners and their supply chains. With this in mind, we are part of TISC Report (<http://tiscreport.org>) the world's largest open data repository of Modern Slavery and Human Trafficking Statements and our Modern Slavery and Human Trafficking Statement is included on the UK Government's Modern Slavery Statement Registry.

Understanding and engaging with our supply chains

We work with a wide range of different suppliers and partners and purchase works, goods and services from more than 3,500 suppliers listed on our finance system. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially higher risk than others, for example: maintenance, repairs and construction companies. All our suppliers are commodity coded, enabling us to identify those who are most high risk.

Our supply chains include:

- Estates goods and services (including cleaning and security)
- Professional services
- Science, technical, engineering and medical goods and services
- IT equipment and services (for which Government Procurement Frameworks are used when choosing and appointing suppliers)
- Library
- Recruitment and delivery partners

The University's requirements and expectations with respect to human rights, employee health and safety and environmental performance are regularly communicated to our suppliers and are referenced in tender documentation and contracts.

Our Supplier Code of Conduct sets out the University's expectations, including that:
'Suppliers must take reasonable and proportionate steps to ensure that their suppliers and sub-contractors are not engaged in slavery, servitude, forced and compulsory labour or human trafficking. Suppliers must be prepared to provide to us the names and geographical locations of their own suppliers, to the extent that these are the source of products supplied to us.'

Our expectations are also included in the University's Terms and Conditions of Purchase, and where appropriate progressed at scheduled contract review meetings as part of Equality, Diversity and Inclusion.

Both are published on the University's website, providing information for suppliers:
<https://www.uwe.ac.uk/about/services/finance-services/supplier-documents>

Tenderers responding to a UK Procurement Regulations tender are also asked to comply with the International Labour Organisation (ILO), which is an internationally recognised code of labour practice.

Anti-Modern Slavery and Human Trafficking commitments are also included in the employment contracts of the international agents who recruit students to the University, and in 2021–22 we will be further considering our approach to academic agreements to ensure these commitments are appropriately reflected. The University is working to manage the increasing risk generated through the expansion in international partnerships.

We proactively engage with our suppliers and whilst we were unable to host our Annual SME Supplier Day in 2020–21 due to the coronavirus pandemic, we plan to run this again in 2021–22.

The University's top suppliers are listed in UWE Bristol's Annual Procurement Report which is considered by the Board of Governors Audit, Risk and Assurance Committee.

Promoting awareness and training

Raising staff awareness of the problem of modern slavery and human trafficking remains a priority in 2021–22. Communication of this Statement, the University's Modern Slavery and Human Trafficking Policy, and available training, is shared with all staff annually in the autumn, to coincide with Anti-Slavery Day. Online training is available to all staff and signposted through the University's safeguarding training.

Specific training has also been undertaken by our procurement professionals and in 2020–21 we gained the CIPS Corporate Ethics Procurement Mark. Online training completion is required of all staff who hold permission to procure through the University's financial software. The University is progressing a KPI of a 100% completion rate for staff with purchasing authority to undertake the training.



Responsibilities of the Board of Governors

In accordance with the Education Reform Act 1988, the Board of Governors of the University is responsible for the administration and management of the affairs of the University and is required to present audited financial statements for each financial year. The Board has adopted a Statement of Primary Responsibility, as recommended by the Committee of University Chairs, which is published on the University's website.

The Board of Governors 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, the Statement of Recommended Practice on Accounting for Further and Higher Education and other relevant accounting standards. In addition, the terms and conditions of registration with the OfS and the Board of Governors require the University, through its Accountable Officer the Vice-Chancellor, to present financial statements for the financial year which give a true and fair account of the state of affairs of the University and the results and cash flows for that year.

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

- the going concern basis of accounting is appropriate;
- suitable accounting policies are selected and consistently applied;
- judgements and estimates are reasonable and prudent; and
- applicable accounting standards have been applied, subject to disclosure and explanation in the financial statements of any material departures therefrom.

The Board of Governors has taken reasonable steps to:

- fulfil its responsibilities under the Articles and to ensure that funds from the OfS, the Teaching Regulation Authority and other publicly funded bodies, including research councils, are used only for the purposes for which they have been granted and in accordance with the registration terms and conditions issued by the OfS and any other conditions which it may from time to time prescribe;

- ensure that appropriate financial and management controls are in place to safeguard public and other funds;
- safeguard the assets of the University and prevent and detect fraud and other irregularities;
- secure the economical, efficient and effective management of the University's resources and expenditure.

The key elements of the University's system of internal financial control include:

- Board of Governors' approval of annual estimates of income and expenditure and monitoring of the financial performance of the University;
- a comprehensive set of internal financial regulations approved by the Board of Governors, which defines the responsibilities and delegated authority of management post holders, and detail financial controls, policies and guidelines;
- a comprehensive planning and budgeting process, which integrates the preparation of annual income, expenditure and capital budgets;
- regular reviews of the performance of each of the University's planning and budgetary units, including monthly reviews of financial results involving variance reporting and the updating of forecasts; and
- clearly defined and formalised requirements for approval and control of expenditure, with investment decisions being subjected to detailed appraisal and review.

Independent Auditors’ Report to the Board of Governors of the University of the West of England

Opinion

We have audited the financial statements of University of The West of England (‘the University’) and its subsidiaries (‘the Group’) for the year ended 31 July 2021 which comprise the Consolidated and University Statement of Comprehensive Income, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Statement of Financial Position, the Consolidated Statement of Cash Flows 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 FRS 102 “The Financial Reporting Standard Applicable in the UK and Republic of Ireland” (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group’s and University’s affairs as at 31 July 2021 and of the Group’s and University’s income and expenditure, gains and losses, changes in reserves and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Statement of Recommended Practice – Accounting for Further and Higher Education.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group’s and 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 of Governors with respect to going concern are described in the relevant sections of this report.

Other information

The Board of Governors is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our auditor’s report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Responsibilities of the Board of Governors

As explained more fully in the Statement of Responsibilities of the Board of Governors set out on page 33, the Board of Governors 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 they 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 of Governors are responsible for assessing the Group and 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 of Governors either intend to liquidate all or part of the University Group or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the University Group and its operations, we identified that the principal risks of non-compliance with laws and regulations related to the OfS requirements, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the OfS Accounts Direction.

We evaluated the Board of Governors’ and management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to loss reserves, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- discussing with the Board of Governors and management their policies and procedures regarding compliance with laws and regulations;
- communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- considering the risk of acts by the University Group which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of the Board of Governors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risks related to fraud;
- discussing amongst the engagement team the risks of fraud; and
- addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

Other required reporting

Opinion on other matters prescribed in the OfS Audit Code of Practice issued under the Further and Higher Education Act 1992

In our opinion, in all material respects:

- funds from whatever source administered by the provider for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by 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; and
- the requirements of the OfS’s accounts direction have been met.


Matters on which we are required to report by exception

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

- the provider’s grant and fee income, as disclosed in the notes to the accounts, is materially misstated; or
- the provider’s expenditure on access and participation activities, as disclosed in the accounts, has been materially misstated.

Use of the audit report

This report is made solely to the Governing Body as a body in accordance with University’s Supplemental Royal Charter and its Schedule of Bye-Laws and the Governing Body’s Statement of Primary Responsibilities. Our audit work has been undertaken so that we might state to the Governing Body 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 group and Academy and the Governing Body, as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Marchant (Senior Statutory Auditor)
for and on behalf of Mazars LLP
Chartered Accountants and Statutory Auditor
90 Victoria Street, Bristol, BS1 6DP
30 November 2021

Statement of principal accounting policies
For the year ended 31 July 2021

1. General information

The University of West of England, Bristol is registered with the Office for Students. The address of the registered office is Frenchay Campus, Coldharbour Lane, Bristol BS16 1QY.

2. Statement of compliance

The Consolidated and University financial statements have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education (2019 edition). They have also been prepared in accordance with the ‘carried forward’ powers and duties of previous legislation (Further and Higher Education Act 1992 and the Higher Education Act 2004) and the new powers of the Higher Education and Research Act 2017 during the transition period to 31 July 2019, the Royal Charter, the Accounts Direction issued by the Office for Students (OfS), the Terms and Conditions of funding for higher education institutions issued by the OfS and the Terms and Conditions of Research England Grant.

The University is a public benefit entity and therefore has applied the relevant public benefit requirement of the applicable UK laws and accounting standards.

3. Basis of preparation

The Consolidated and University financial statements have been prepared under the historical cost convention (modified by the revaluation of certain financial assets and liabilities at fair value).

The University’s activities, together with the factors likely to affect its future development, performance and position, are set out in the strategic operation and financial review which forms part of the Board of Governors’ Report. The Board of Governors’ Report also describes the financial position of the University, its cash flows, liquidity position and borrowing facilities. The Board of Governors has a reasonable expectation that the University has adequate resources to continue in operational existence for the foreseeable future. Thus it continues to adopt the going concern basis of accounting in preparing the annual financial statements.

The financial statements are prepared in sterling which is the functional currency of the group and rounded to the nearest £100,000.

4. Exemptions under FRS102

The University has taken the exemption under section 3.3 of the SORP (1.12(b) of FRS102) to not produce a cash flow statement for the University in its separate financial statements.

5. Basis of consolidation

The consolidated financial statements include the financial statements of the University and all its subsidiaries for the financial year to 31 July 2021.

The results of subsidiaries are included in the consolidated statement of income and expenditure. Intra-group transactions are eliminated on consolidation.

Gains or losses on any intra-group transactions are eliminated in full. Amounts in relation to debts and claims between undertakings included in the consolidation are also eliminated.

The consolidated financial statements do not include the income and expenditure of The UWE Students’ Union, which is an autonomous body not under the control of the University, or the Wallscourt Foundation which has charitable objectives primarily concerned with assisting the provision of higher education at the University but is legally independent of the University and not under its control. The University does not exert control or dominant influence over policy decisions over these entities.

The University has consolidated the financial statements of Arnolfini Galleries Limited and all its associated companies as it is deemed to have controlling interest by its authority to appoint and terminate the Board of Trustees. The University has no legal nor financial obligations and commitments to the Arnolfini group of companies.

6. Income recognition

Income from the sale of goods or services is credited to the Consolidated Statement of Comprehensive Income when the goods or services are supplied to the external customers or the terms of the contract have been satisfied.

Tuition fee income is stated gross of any expenditure which is not a discount and credited to the Consolidated Statement of Comprehensive Income over the period in which students are studying. 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. Education contracts are recognised when the University is entitled to the income, which is the period in which students are studying or, where relevant, when performance conditions have been met.

Investment income is credited to the Consolidated Statement of Comprehensive Income on a receivable basis.

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 Funding

Grant funding including OFS block grant, research grants from government sources and 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 in the Statement of Financial Position and released to income as the conditions are met.

Donations and endowments

Non-exchange transactions without performance related conditions are donations. Donations with donor-imposed restrictions are recognised as income when the University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer.

Donations with no restrictions are recognised as income when the University is entitled to the funds.

Investment income and appreciation of endowments is recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms or other restriction applied to the individual endowment fund.

The main type of donations and endowments identified within reserves is restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Capital grants

Capital grants are recognised in income when the University is entitled to the funds subject to any performance related conditions being met.

7. Accounting for retirement benefits

Retirement benefits for employees of the University are provided by defined benefit schemes; the Teachers’ Superannuation Scheme (TPS, an unfunded Government scheme), the Avon Pension Fund (Avon PF, a Local Government Pension Scheme administered by Bath and North East Somerset Council) and the Universities Superannuation Scheme (USS, a higher education sector wide mutual scheme). All these schemes are funded by contributions from the University and its employees. Each of these funds are valued every three years by professionally qualified independent actuaries. The financial positions of all these funds are disclosed in their respective audited financial statements.

Defined contribution plan

TPS is accounted for as if it were a defined contribution plan, which the University pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. The contributions paid are recognised as an expense in the income statement in the periods during which services are rendered by employees.

Defined benefit schemes

Under defined benefit schemes the University’s obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne in substance by the University.

For APF, where the University’s share of the underlying assets and liabilities is identified, it is accounted for in accordance with FRS102. The University’s net liability is recognised in the balance sheet in respect of APF and is the present value of the defined benefit obligation, less the fair value of the plan assets at the year end.

The group should recognise a liability for its obligations under defined benefit plans net of plan assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of plan assets. The calculation is performed by a qualified actuary using the projected unit credit method. Where the is limited to the extent to which the University is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

Annually the University engages independent actuaries to calculate the obligation for the APF. The present value is determined by discounting the estimated future payments at a discount rate based on market yields on high quality corporate bonds denominated in sterling with terms approximating to the estimated period of the future payments. The fair value of a scheme’s assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the Institution’s policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as actuarial gains and losses.

The cost of the defined benefit plan, recognised in expenditure as staff costs, except where included in the cost of an asset, comprises the increase in pension benefit liability arising from employee service during the period and the cost of plan introductions, benefit changes, curtailments, and settlements. The net interest cost is calculated by applying the discount rate to the net liability. This cost is recognised in expenditure as a finance cost.

Multi-employer scheme

USS is a multi-employer hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The 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 the scheme on a consistent and reasonable basis.

As required by Section 28 of FRS 102 ‘Employee benefits’, the University therefore accounts for USS as if it were a wholly defined contribution plan. As a result, the amount charged to the income statement represents the contributions payable to USS. Since the University has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the University recognises a liability for the contributions payable that arise from the agreement, to the extent that they relate to the deficit, and the resulting expense is recognised in expenditure.

Further detail is provided on the specific pension schemes in note 24 to the accounts.

8. 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 service to the University. Any unused benefits are measured and accrued as the additional amount the University expects to pay as a result of the unused entitlement.

9. Finance leases

Leases in which the University assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

10. Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives are spread over the minimum lease term.

11. Foreign currency

Transactions in foreign currencies are translated to the respective functional currencies of group entities at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in Surplus or Deficit for the year.

The assets and liabilities of foreign operations, including goodwill and fair value adjustments arising on consolidation, are translated to the University’s presentational currency, sterling, at foreign exchange rates ruling at the reporting date. The revenues and expenses of foreign operations are translated at an average rate for the year where this rate approximates to the foreign exchange rates ruling at the dates of the transactions. Exchange differences arising from this translation of foreign operations are reported as an item of Other Comprehensive Income.

12. Non-current assets

Non-current assets are stated at cost or deemed cost less accumulated amortisation or depreciation. Where parts of a non-current asset have different useful lives, they are accounted for as separate items.

Intangible Assets

Intangible assets, mainly configured IT systems, are amortised over the estimated economic life up to a maximum of 10 years.

If there are indicators that the residual value or useful life of an intangible asset has changed since the most recent annual reporting period, previous estimates are reviewed and, if current expectations differ, the residual value, the amortisation method or useful life shall be amended. Changes in the expected useful life or the expected pattern of consumption of benefit are accounted for as a change in accounting estimate.

Land and buildings

Land and buildings are capitalised at cost on initial recognition.

After initial recognition land and buildings are subsequently measured at cost/deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of land and buildings that had been revalued to fair value on or prior to the date of transition to the 2015 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Costs incurred in relation to land and buildings after initial purchase or construction are capitalised to the extent that they increase the expected future benefits to the University.

Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a straight-line basis. The economic life bands for building structure and depreciation rates applied are as follows:

Age bands	Depreciation rate
1–20 years	5%
21–36 years	3%
36–50 years	2%
Not less than 50 years	2%

Where an item of land and buildings comprise two or more major components with substantially different useful economic lives (UELs), each component is accounted for separately and depreciated over its individual UEL. Expenditure relating to subsequent replacement of components is capitalised as incurred. The economic life for the mechanical and electrical components and depreciation rates applied are as follows:

Age bands	Depreciation rate
5 years	20%
10 years	10%
15 years	7%
20 years	5%

Leasehold land is depreciated over the life of the lease up to a maximum of 50 years.

No depreciation is charged on assets in the course of construction.

Depreciation methods, useful lives and residual values are reviewed at the date of preparation of each Statement of Financial Position.

Equipment

Expenditure on items or groups of items of equipment, furniture and software costing more than £25,000 is capitalised, and then depreciated on a straight-line basis over a 3-year period. Items or groups of items costing less than £25,000 are written off in the year of acquisition.

Impairment

A review for impairment of property, plant, equipment and intangible assets is carried out if events or changes in circumstances indicate that the carrying amount may not be recoverable.

Investment properties

Investment property is land and buildings held for rental income and/or capital appreciation rather than for use in delivering services.

Investment properties are initially measured at cost and subsequently at fair value at the end of each accounting date, with changes in fair value recognised immediately in the Consolidated Statement of Comprehensive Income for the year.

FUTURE SPACE

Future Space has created **322 jobs** cumulatively over 4 years.



LAUNCH SPACE

Launch Space has supported **84 graduate businesses** and created **111 jobs**.



13. Stock

Stock is held at the lower of cost and net realisable value, and is measured using an average cost formula.

14. Cash and cash equivalents

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty.

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

15. Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

- the University has a present obligation (legal or constructive) as a result of a past event;
- 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.

The amount recognised as a provision is determined by discounting the expected future cash flows at a pre-tax rate that reflects risks specific to the liability.

A contingent liability arises from a past event that gives the University a possible obligation which will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

A contingent asset arises where an event has taken place that gives the University a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University.

Contingent assets and liabilities are not recognised in the Statement of Financial Position but are disclosed in the notes.

16. Taxation

Current tax, including UK corporation tax and foreign tax, is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the reporting date.

The University is an exempt charity within the meaning of Part 3 of the Charities Act 2011. It is therefore a charity within the meaning of Para 1 of schedule 6 to the Finance Act 2010 and accordingly, the University is potentially exempt from UK Corporation Tax in respect of income or capital gains received within categories covered by section 478–488 of the Corporation Tax Act 2010 (CTA 2010) 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 expenditure (revenue and capital) is included in the costs of such expenditure. Any irrecoverable VAT allocated to fixed assets is included in their cost. Subsidiary companies of the University are subject to Corporation Tax and VAT in the same way as any commercial organisation.

The University's tax strategy and principle policy approach are to conduct its tax affairs aligned with its overall strategic plan, which is underpinned by leading standards of corporate governance and a risk management framework which considers reputational risk, corporate and social responsibilities.

17. Financial instruments

The University has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement, and disclosure of financial instruments. Financial assets and liabilities are recognised when the University becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets

Basic financial assets include trade and other receivables, cash and cash equivalents, and investments in commercial paper (i.e. deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the statement of comprehensive income.

For financial assets carried at amortised cost the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates, or joint ventures are initially measured at fair value, which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the statement of comprehensive income. Where the investment in equity instruments are not publicly traded and where the fair value cannot be reliably measured the assets are measured at cost less impairment.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of the ownership of the asset are transferred to another party.

Financial liabilities

Basic financial liabilities include trade and other payables, bank loans, and intra-group loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

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

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the statement of comprehensive income in finance costs or finance income as appropriate, unless they are included in a hedging arrangement.

To the extent that the University enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date.

The University does not apply hedge accounting in respect of forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

18. Reserves

Reserves are classified as restricted or unrestricted. Restricted endowment reserves include balances which, through endowment to the University, are held as a permanently restricted fund which the University must hold in perpetuity.

19. Critical accounting estimates and judgements

The preparation of the University's financial statements requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income, and expenses. These judgements, estimates, and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management consider the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities:

Income recognition – Judgement is applied in determining the value and timing of certain income items to be recognised in the financial statements. This includes determining when performance related conditions have been met, and determining the revenues associated with partially delivered courses and training where the activities have not been fully completed at the reporting date.

Recoverability of debtors – The provision for doubtful debts is based on our estimate of the expected recoverability of those debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge including the impact of the global pandemic. The provision is based on the current situation of the debtor, the age profile of the debt and the nature of the amount due.

Investment property – Properties are revalued to their fair value at the reporting date by independent property consultants. Based on assumptions and judgements which are impacted by a variety of factors including market and other economic conditions, the valuations were prepared in accordance with the Royal Institution of Chartered Surveyors (RICS) Valuation – Global Standard 2020 and the UK national supplement published on 14 January 2019 ('Red Book'), FRS 102 and the SORP for Further and Higher Education.

Retirement benefit obligations – The cost of defined benefit pension plans are determined using actuarial valuations. Actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in note 24.

Management are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the financial statements.

As the University is contractually bound to make deficit recovery payments to USS, this is recognised as a liability on the Statement of Financial Position. The provision is currently based on the USS deficit recovery plan agreed after the 2018 interim actuarial valuation, which defines the deficit payment required as a percentage of future salaries. These contributions will be reassessed within each triennial valuation of the scheme.

Impairment of assets – At the year end, non-current assets were reviewed to determine whether there were any indications that those assets have suffered an impairment loss as a result of the global pandemic or developing operation strategy. A number of buildings are identified on the University's Estate Plan scheduled for demolition over the next five years. Management made a decision to reduce the carrying amounts of these buildings to their estimated remaining economic values. In addition, Management have also assessed and reduced the value of systems under development due to impact of the pandemic. The impairment losses were recognised immediately in the Statement of Comprehensive Income.

Access and Participation Plan – The Access and Participation Plan identifies the level of investment that the University has and continues to invest in order to improve equality of opportunity for underrepresented groups to access, progress and succeed at UWE Bristol. The reported expenditure for the year is based on identified initiatives, and specific activities across all functions which support our students, from an attributed percentage of academic time for enhanced support, to fully dedicated student support and associated bursary and other funding schemes.

Adult Nursing course, Glenside campus



36TH

UWE Bristol ranked
36th out of 121
UK institutions.

Source: Guardian League Table 2022



Consolidated and University Statement of Comprehensive Income Year ended 31 July 2021

		Year ended 31 July 2021		Year ended 31 July 2020	
	Note	Consolidated £m	University £m	Consolidated £m	University £m
Income					
Tuition fees and education contracts	1	248.3	248.3	222.3	222.3
Funding body grants	2	27.3	27.3	23.5	23.5
Research grants and contracts	4	15.4	15.4	15.4	15.4
Other income	5	42.5	40.9	41.1	38.2
Investment income	6	0.3	0.2	0.8	0.7
Total income		333.8	332.1	303.1	300.1
Expenditure					
Staff costs	7	(187.1)	(185.5)	(179.2)	(177.9)
Other operating expenses		(93.5)	(93.8)	(89.1)	(87.8)
Depreciation and amortisation charges	11, 12	(26.5)	(26.2)	(26.6)	(26.2)
Interest and other finance costs	8	(5.8)	(5.8)	(5.6)	(5.6)
Total expenditure	9	(312.9)	(311.3)	(300.5)	(297.5)
Surplus before other gains		20.9	20.8	2.6	2.6
Gain on investments and disposal of tangible assets		0.3	-	0.2	-
Surplus before tax		21.2	20.8	2.8	2.6
Taxation	10	-	-	(0.7)	(0.7)
Surplus for the year		21.2	20.8	2.1	1.9
Other comprehensive income					
Actuarial gains/(losses) in respect of pension schemes	24	26.0	26.0	(65.6)	(65.6)
Total comprehensive income/(expenditure) for the year		47.2	46.8	(63.5)	(63.7)
Represented by:					
Endowment income/(expenditure) for the year		0.2	(0.1)	-	(0.2)
Unrestricted comprehensive income/(expenditure) for the year		47.0	46.9	(63.5)	(63.5)
Surplus/(Deficit) for the year attributable to University		47.2	46.8	(63.5)	(63.7)

All items of income and expenditure relate to continuing activities.

Consolidated and University Statement of Changes in Reserves Year ended 31 July 2021

	Restricted reserves		Unrestricted reserves		Total
	Endowment and prize fund	Income and expenditure	Revaluation reserve		
Consolidated	£m	£m	£m		£m
Balance at 1 August 2019	1.40	141.0	288.5		430.9
Surplus for the year	-	2.1	-		2.1
Other comprehensive expenditure	-	(65.6)	-		(65.6)
Reserve in year adjustment	2.3	3.8	-		6.1
Transfers between revaluation and income and expenditure reserves	-	10.4	(10.4)		-
Release of endowment and prize fund spent in year	(0.1)	0.1	-		-
Total comprehensive income/(expenditure) for the year	2.20	(49.2)	(10.4)		(57.4)
Balance at 1 August 2020	3.60	91.8	278.1		373.5
Surplus for the year	-	21.2	-		21.2
Other comprehensive expenditure	-	26.0	-		26.0
Reserve in year adjustment	-	-	-		-
Transfers between revaluation and income and expenditure reserves	-	0.3	(0.3)		-
Release of endowment and prize fund	0.2	(0.2)	-		-
Total comprehensive income/(expenditure) for the year	0.2	47.3	(0.3)		47.2
Balance at 31 July 2021	3.8	139.1	277.8		420.7
University					
Balance at 1 August 2019	1.4	141.6	288.5		431.5
Surplus for the year	-	1.9	-		1.9
Other comprehensive expenditure	-	(65.6)	-		(65.6)
Transfers between revaluation and income and expenditure reserves	-	10.4	(10.4)		-
Release of endowment and prize fund spent	(0.2)	0.2	-		-
Total comprehensive income/(expenditure) for the year	(0.2)	(53.1)	(10.4)		(63.7)
Balance at 1 August 2020	1.2	88.5	278.1		367.8
Surplus for the year	-	20.8	-		20.8
Other comprehensive expenditure	-	26.0	-		26.0
Transfers between revaluation and income and expenditure reserves	-	0.3	(0.3)		-
Release of endowment and prize fund spent	(0.1)	0.1	-		-
Total comprehensive income/(expenditure) for the year	(0.1)	47.2	(0.3)		46.8
Balance at 31 July 2021	1.1	135.7	277.8		414.6

Consolidated and University Statement of Financial Position Year ended 31 July 2021

		As at 31 July 2021		As at 31 July 2020	
	Note	Consolidated £m	University £m	Consolidated £m	University £m
Non-current assets					
Intangible assets	11	11.6	11.6	12.6	12.6
Tangible assets	12	622.6	611.3	624.6	613.1
Investments	13	25.2	35.1	24.9	35.1
		659.4	658.0	662.1	660.8
Current assets					
Stock		0.5	0.5	0.4	0.4
Trade and other receivables	14	23.7	23.6	20.7	20.7
Investments	15	122.6	122.6	65.4	65.4
Cash and cash equivalents		46.7	41.8	53.4	48.7
		193.5	188.5	139.9	135.2
Less:					
Creditors: amounts falling due within one year	16	(93.6)	(93.3)	(74.9)	(74.6)
Net current assets		99.9	95.2	65.0	60.6
Total assets less current liabilities		759.3	753.2	727.1	721.4
Creditors: amounts falling due after more than one year	17	(87.4)	(87.4)	(94.2)	(94.2)
Provision for liabilities and charges					
Other provisions	20	(1.7)	(1.7)	(1.8)	(1.8)
Pension liability	24	(249.5)	(249.5)	(257.6)	(257.6)
Total net assets		420.7	414.6	373.5	367.8
Restricted reserves					
Endowment and prize fund		3.8	1.1	3.6	1.2
Unrestricted reserves					
Income and expenditure reserve		139.1	135.7	91.8	88.5
Revaluation reserve		277.8	277.8	278.1	278.1
		416.9	413.5	369.9	366.6
Total reserves		420.7	414.6	373.5	367.8

The financial statements were approved by the Governing Body on 23 November 2021 and were signed on its behalf on that date by:

Professor Steve West
Vice-Chancellor

David Lamb
Chair of Board of Governors

Consolidated Statement of Cash Flows Year ended 31 July 2021

	Note	Year ended 31 July 2021 £m	Year ended 31 July 2020 £m
Cash flow from operating activities			
Surplus for the year before tax		21.2	2.8
Adjustment for non-cash items			
Depreciation and impairment charges	12	21.0	26.3
Amortisation of intangible asset	11	5.5	0.4
Gain on investments	13	(0.3)	(0.3)
Increase in stocks		(0.1)	(0.1)
Increase in debtors	14	(3.0)	(1.6)
Increase in creditors	16	18.7	6.2
Increase in pension provision	20	(0.1)	(0.7)
FRS 102 pension accounting charge	24	17.9	16.1
Subsidiary acquired	13	-	0.4
Adjustment for investing or financing activities			
Investment income	6	(0.3)	(0.8)
Interest payable	8	1.7	1.8
Endowment income		(0.3)	-
Capital grant income	2	(3.5)	(1.5)
Cash flows from operating activities		78.4	49.0
Taxation		-	(0.7)
Net cash inflow from operating activities		78.4	48.3
Cash flows from investing activities			
Capital grant receipts	2	3.5	1.5
(Additions to)/withdrawal of deposits	15	(57.2)	29.0
Payments made to acquire fixed assets	12	(19.0)	(32.0)
Payments made to acquire intangible assets	11	(4.5)	(5.7)
Investment income	6	0.3	0.8
		(76.9)	(6.4)
Cash flows from financing activities			
Repayments of amounts borrowed	19	(6.8)	(6.8)
Endowment cash received		0.3	-
Interest paid	8	(1.7)	(1.8)
		(8.2)	(8.6)
(Decrease)/Increase in cash and cash equivalents in the year		(6.7)	33.3
Cash and cash equivalents at beginning of the year		53.4	20.1
Cash and cash equivalents at end of the year		46.7	53.4
		(6.7)	33.3

Notes to the Financial Statements

	Year ended 31 July 2021		Year ended 31 July 2020	
	Consolidated £m	University £m	Consolidated £m	University £m
1 Tuition fees and education contracts				
Full-time home and EU students	180.2	180.2	166.0	166.0
Full-time international students	44.1	44.1	34.8	34.8
Part-time students	16.1	16.1	13.5	13.5
Health education contracts	0.8	0.8	1.9	1.9
Short courses	7.1	7.1	6.1	6.1
	248.3	248.3	222.3	222.3
2 Funding body grants				
Office for Students	14.0	14.0	12.2	12.2
Grant income from other bodies	9.5	9.5	9.5	9.5
National College for Teaching and Leadership	0.3	0.3	0.3	0.3
Capital grant	3.5	3.5	1.5	1.5
	27.3	27.3	23.5	23.5
3 Details of grant and fee income				
Grant income from Office for Students	15.9	15.9	13.2	13.2
Grant income from other bodies	11.4	11.4	10.3	10.3
Fee income for taught awards	231.6	231.6	210.0	210.0
Fee income for research awards	1.6	1.6	1.3	1.3
Fee income from non-qualifying courses	7.2	7.2	6.1	6.1
Degree apprenticeship income	7.9	7.9	4.9	4.9
	275.6	275.6	245.8	245.8
4 Research Grants and Contracts				
Research councils	3.9	3.9	3.3	3.3
Research charities	1.1	1.1	1.3	1.3
Government (UK and overseas)	1.4	1.4	1.6	1.6
Other research grants and contracts	9.0	9.0	9.2	9.2
	15.4	15.4	15.4	15.4
5 Other Income				
Residences, catering and conferences	16.2	16.2	19.4	19.4
Other services rendered	2.5	2.3	1.7	1.2
Franchise income	4.5	4.5	4.5	4.5
Commercial rent	3.4	3.4	3.0	3.0
Property development	-	-	3.5	3.5
Other grants	1.8	0.9	1.2	0.4
Other income	14.1	13.6	7.8	6.2
	42.5	40.9	41.1	38.2
6 Investment income				
Interest receivable	0.3	0.2	0.8	0.7

Notes to the Financial Statements

	Year ended 31 July 2021		Year ended 31 July 2020	
	Consolidated £m	University £m	Consolidated £m	University £m
7 Staff costs				
Salaries	147.7	146.1	141.7	140.5
Social security costs	13.0	13.0	12.7	12.6
Employers' pension costs	26.4	26.4	24.8	24.8
	187.1	185.5	179.2	177.9
Emoluments of the Vice-Chancellor			2020/21	2019/20
Salary			£	£
Performance related pay			267,382	268,354
Subtotal			-	-
Benefits			267,382	268,354
Employers' pension costs			734	715
			39,141	61,965
			307,257	331,034
i	The performance related pay was awarded by measurements against a set of targets set by the University's Board of Governors. The Vice-Chancellor qualified but declined his performance related pay in 2019/20 and waived his rights to all future performance related pay.			
ii	The Vice Chancellor's basic salary is 7.9 times (2019/20: 7.9 times) the median pay of staff, where the median pay is calculated on a full time equivalent basis for salaries paid to staff.			
iii	On a total remuneration basis (including performance bonus and benefits in kind), the multiple is 10.5 times (2019/20: 9.6 times) the total remuneration of staff, where the median total remuneration is calculated on a full time equivalent basis for all staff.			
Average staff numbers (fte) by major category :			2020/21	2019/20
Academic faculties			1,676	1,614
Staff and student facilities and academic services			743	811
Central admin services and premises			888	831
			3,307	3,256
Remuneration of higher paid staff			2020/21	2019/20
			Numbers	Numbers
£100,000 to £104,999			2	1
£105,000 to £109,999			3	4
£110,000 to £114,999			2	-
£115,000 to £119,999			1	1
£120,000 to £124,999			1	-
£125,000 to £129,999			-	-
£130,000 to £134,999			-	-
£135,000 to £139,999			4	5
£145,000 to £149,999			1	1
£155,000 to £159,999			1	-
£265,000 to £269,999			1	1
			16	13

Notes to the Financial Statements

7 Staff costs (continued)

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. This is comprised of the Directorate, who are the Vice Chancellor, Deputy Vice Chancellor, Pro Vice-Chancellors, Chief Financial Officer, Chief Information Officer, Chief People Officer and the Executive Deans. Remuneration paid to key management personnel and included in staff costs are:

	Numbers	2020/21	2019/20
		£	£
Remuneration paid to key management personnel	12 (2020: 9)	1,560,952	1,224,844
Compensation for loss of office (to staff earning over £100,000)	1 (2020: 0)	61,784	-
Compensation for loss of office (to all staff)	53 (2020: 49)	570,657	597,445

Expenses paid to trustees

Members of the Board of Governors, the trustees of the University do not receive any remuneration for their service on the Board. Those trustees who are also employees of the University receive no supplementary payment for trusteeship. Trustees are entitled to claim reasonable expenses incurred in undertaking their duties as trustees in accordance with the University’s financial regulations. During the year, a total of £2,840 (2019/20: £2,792) was paid to or on behalf of 11 trustees (2019/20: 6). This covered: fees for training and development events and the cost of a subscription to support a trustee in carrying out their role.

Trade Union Facility Time

As required by the Trade Union (Facility time Publication Requirements) Regulations 2017, the following information details the paid facilities time given to our trade union representatives in the period 2020/21. During the year 0.15% of the pay bill was spent on facility time (2019/20: 0.15%) with 1.35% of these hours related to national union duties (2019/20: 1.35%).

The number of employees in 2020/21 who were relevant union officials was 51 (2019/20: 55) with an FTE of 47.8 (2019/20: 51.8)

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	9
1-50%	40
51-99%	2
100%	0

Notes to the Financial Statements

	Year ended 31 July 2021		Year ended 31 July 2020	
	Consolidated	University	Consolidated	University
	£m	£m	£m	£m
8 Interest and other finance costs				
Loan interest	1.7	1.7	1.8	1.8
Net finance charge on pension scheme deficit	4.1	4.1	3.8	3.8
	5.8	5.8	5.6	5.6

9 Analysis of total expenditure by activity

Academic and related expenditure	163.0	164.2	156.0	156.0
Administration and central services	68.4	67.8	67.1	66.5
Premises	35.0	34.8	33.6	33.3
Residences, catering and conferences	19.4	19.4	22.9	22.9
Research grants and contracts	11.1	11.1	11.1	11.1
Other expenses	16.0	14.0	9.8	7.7
	312.9	311.3	300.5	297.5

Other operating expenses include:	Year ended 31 July 2021	Year ended 31 July 2020
Consolidated and University	£000	£000
External auditors – audit services	68	60
Internal auditors	126	192
Operating lease rentals	920	1,043

Access and Participation

The University is committed to working in the local region to ensure that all can benefit from higher education. More than half of the University’s students meet at least one of the widening participation indicators. The University takes a whole university approach to addressing barriers the students may face, and annually invest significant resources in doing so. Within the operating expenses during the year, the following were attributable to the University’s Access and Participation Plan:

	Year ended 31 July 2021	Year ended 31 July 2020
	£m	£m
Access investment	6.9	8.2
Financial support	4.6	4.2
Disability support	3.2	1.9
Research and evaluation	0.8	0.7
	15.5	15.0

These costs included £5.5m (2019/20: £6.1m) which are already included in the overall staff costs figures included in the financial statements, see Note 7.

The University's Access and Participation Plan is published on the University website and can be found at www.uwe.ac.uk/about/values-vision-strategy/strategy-2030/strategy-documents

Notes to the Financial Statements

The planned investment for the 2020/21 Access and Participation Plan was attributed as follows:

	Year ended 31 July 2021 £m	Year ended 31 July 2020 £m
Outreach/Progression to HE	4.0	3.0
Student success	1.8	4.5
Progression	1.8	3.1
Student financial package	3.9	4.1
	11.5	14.7
Additional expenditure for the year	4.0	0.3
	15.5	15.0

10 Taxation

Recognised in the statement of comprehensive income

	Year ended 31 July 2021 Consolidated £m	Year ended 31 July 2021 University £m	Year ended 31 July 2020 Consolidated £m	Year ended 31 July 2020 University £m
Current tax expense	-	-	0.7	0.7

Factors affecting the tax charge

The tax assessed for the year is lower than the standard rate of corporation tax in the UK.

The difference is explained below:

Surplus before taxation	21.2	20.8	2.8	2.6
UK corporation tax at 19%	4.0	4.0	0.5	0.5
Effect of:				
Surplus falling within charitable exemption	(4.0)	(4.0)	(0.5)	(0.5)
Property development	-	-	0.7	0.7
Total tax expense	-	-	0.7	0.7

The tax on property development in 2019/20 was due to the receipt of an overage payment during the year from the sale of a property in 2014.

11 Intangible Assets

At 1 August	12.6	12.6	7.3	7.3
Additions	4.5	4.5	5.7	5.7
Amortisation charge for the year	(0.7)	(0.7)	(0.4)	(0.4)
Impairments	(4.8)	(4.8)	-	-
At 31 July	11.6	11.6	12.6	12.6

Notes to the Financial Statements

12 Tangible assets

	Freehold Land and Buildings £m	Equipment £m	Assets in the course of construction £m	Total £m
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Consolidated

Cost or valuation

At 1 August 2020	662.5	29.7	40.2	732.4
Additions	7.5	7.9	3.6	19.0
Transfers	39.5	-	(39.5)	-
Elimination and Disposals	-	(0.4)	-	(0.4)
At 31 July 2021	709.5	37.2	4.3	751.0

Depreciation

At 1 August 2020	84.5	23.3	-	107.8
Charge for the year	15.6	5.4	-	21.0
Elimination and Disposals	-	(0.4)	-	(0.4)
At 31 July 2021	100.1	28.3	-	128.4

Net book value

At 31 July 2021	609.4	8.9	4.3	622.6
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At 31 July 2020	578.0	6.4	40.2	624.6
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University

Cost or valuation

At 1 August 2020	647.1	28.4	40.2	715.7
Additions	7.5	7.8	3.6	18.9
Transfers	39.4	-	(39.4)	-
Elimination and Disposals	-	(0.4)	-	(0.4)
At 31 July 2021	694.0	35.8	4.4	734.2

Depreciation

At 1 August 2020	80.6	22.0	-	102.6
Charge for the year	15.3	5.4	-	20.7
Elimination and Disposals	-	(0.4)	-	(0.4)
At 31 July 2021	95.9	27.0	-	122.9

Net book value

At 31 July 2021	598.1	8.8	4.4	611.3
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At 31 July 2020	566.5	6.4	40.2	613.1
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The historic cost of property and equipment held at the year end was £445.0m (2020: £425.9m)

Freehold land and buildings includes land at valuation of £20.8m, and is not depreciated.

Notes to the Financial Statements

13 Non-current investments

	Investment in Subsidiaries £m	Fixed Asset Investment £m	Total £m
Consolidated			
At 1 August 2020	-	24.9	24.9
Gain on valuation	-	0.3	0.3
At 31 July 2021	-	25.2	25.2
The subsidiary acquired is in respect of Arnolfini Gallery Limited and its associated companies, which the University is deemed to have effective control from 1 August 2019.			
University			
At 1 August 2020	12.7	22.4	35.1
Gain on valuation	-	-	-
At 31 July 2021	12.7	22.4	35.1

Subsidiary undertakings and other controlling interest

Company	Principal Activity	Status
Registered in England and Wales:		
Bristol Polytechnic Enterprises Limited	Property management	100% owned
Bristol UWE Commercial Services Limited	Commercial services	100% owned
Bristol UWE Health Training Limited	Dormant	100% owned
Arnolfini Gallery Limited	Contemporary art gallery	Controlling interest
Arnolfini Trading Limited	Bookshop, catering and conference	Controlling interest
Bush House Building Services Limited	Property management	Controlling interest
Registered in Malaysia:		
UWE International Educational Services Sdn Bhd	Recruitment of students and education services	100% owned

14 Trade and other receivables

	Year ended 31 July 2021		Year ended 31 July 2020	
	Consolidated £m	University £m	Consolidated £m	University £m
Amounts falling due within one year				
Debtors	2.9	2.9	17.3	17.3
Prepayments and accrued income	20.8	20.7	3.4	3.4
	23.7	23.6	20.7	20.7

Notes to the Financial Statements

	Year ended 31 July 2021		Year ended 31 July 2020	
	Consolidated £m	University £m	Consolidated £m	University £m
15 Investments				
Short term bank deposits (maturing one year or less)	122.6	122.6	65.4	65.4
16 Creditors : amounts falling due within one year				
Bank and other loans	6.8	6.8	6.8	6.8
Social security and other tax payable	7.0	7.0	6.6	6.6
Research grants received in advance	17.6	17.6	19.9	19.9
Corporation tax	-	-	0.7	0.7
Other receipts in advance	11.0	11.0	2.7	2.7
Accruals and deferred income	51.2	50.9	38.2	37.9
	93.6	93.3	74.9	74.6
17 Creditors: amounts falling due after more than one year				
Unsecured loans	87.4	87.4	94.2	94.2
18 Loans				
Analysis of unsecured loans:				
Due within one year (Note 16)	6.8	6.8	6.8	6.8
Due between one and two years	13.6	13.6	13.6	13.6
Due between two and five years	20.4	20.4	20.4	20.4
Due in five years or more	53.4	53.4	60.2	60.2
Due after more than one year (Note 17)	87.4	87.4	94.2	94.2
Total unsecured loans	94.2	94.2	101.0	101.0

In 2009, the University contracted a long term bank loan, with Lloyds Bank, of £95m on a repayment basis. The loan matures in March 2034 and in December 2015, Lloyds bank transferred the loan to its wholly owned subsidiary Clerical Medical Investment Group Limited. In March 2016, the University exercised its option on the loan to fix its interest rate to an all-in rate of 1.807%.

In July 2015 the University entered into a loan agreement with the European Investment Bank (EIB) for £60m on a repayment basis over 20 years which was drawn down in September 2016. The loan carries an all interest rate of 1.677% and is repayable by September 2036.

Notes to the Financial Statements

	Year ended 31 July 2021 £m	Year ended 31 July 2020 £m
19 Consolidated reconciliation of net debt		
Net debt at 1 August 2020	(47.6)	(87.7)
Movement in cash and cash equivalents	(6.7)	33.3
Repayments of amounts borrowed	6.8	6.8
Net debt at 1 August 2021	(47.5)	(47.6)
 Change in net debt	 0.1	 40.1
 Analysis of net debt:		
Cash and cash equivalents	46.7	53.4
Loans falling due within one year	(6.8)	(6.8)
Loans falling due after one year	(87.4)	(94.2)
Net debt	(47.5)	(47.6)
 Statement of Financial Position - Net cash/(debt)		
Net debt	(47.5)	(47.6)
Investments (short term deposits)	122.6	65.4
Net cash	75.1	17.8

20 Other provisions

	Obligation to fund deficit on USS Pension £m
Consolidated and University At 1 August 2020	1.8
Movement in the year	(0.1)
At 31 July 2021	1.7

The obligation to fund the past deficit on the USS arises from the contractual obligation with the USS to fund deficit payments in accordance with the deficit recovery plan. In calculating this provision, management have estimated future staff levels within the USS scheme for the duration of the contractual obligation and salary inflation. Key assumptions are set out below and further information is provided in Note 24.

Following the completion of the 2018 actuarial valuation, a new deficit recovery plan has been agreed of which more detail is given in Note 24. This new plan requires deficit payments of 2% of salaries from 1 October 2019 to 30 September 2021 and then payments of 6% of salaries from 1 October 2021 to 31 March 2028.

The major assumptions used to calculate the obligation are:

	31 July 2021	31 July 2020
Consolidated and University		
Discount rate	0.87%	0.73%
Salary Inflation	3.60%	3.00%

Notes to the Financial Statements

	31 July 2021 Consolidated £m	31 July 2021 University £m	31 July 2020 Consolidated £m	31 July 2020 University £m
21 Capital and other commitments				
Commitments contracted by the University	8.1	8.1	15.1	15.1

Provision has not been made for these capital commitments.

22 Contingent liabilities

The University is a member of Universities Mutual Association Ltd (UMAL). UMAL is a discretionary Mutual Association owned by its further and higher education institution members. It was formed to provide an alternative to traditional insurance in respect of the layer of claims which historically occur frequently. By self-managing the pool created by retaining funds in respect of such claims, the members gain control of costs and pricing, the cover provided, underwriting and claims data. Traditional insurance is purchased in the general insurance market by UMAL for catastrophe claims. UMAL offers all classes of material damage, business interruption and liability covers, together with accident and travel cover.

The University is a member of the sector owned mutual UM Association (Special Risks) Ltd (UMSR) which historically provided discretionary indemnities for terrorism risks. It remains a legal entity with a Board dealing with non-cover issues, and to hold, manage and release UMSR reserves in the event of claims for this specific class of cover which has been transferred to UMAL.

23 Lease obligations	31 July 2021 £m	31 July 2020 £m
Future minimum lease payments due:		
Not later than 1 year	0.6	0.7
Later than 1 year and not later than 5 years	1.8	1.8
Later than 5 years	1.7	2.2
Total lease payments due	4.1	4.7

Notes to the Financial Statements

24 Pension schemes

Retirement benefits for employees of the University are provided by defined benefit schemes which are funded by contributions from both the University and employees. Payments are made to the Teachers' Pension Scheme (TPS) for academic staff, the Avon Pension Fund for non-academic staff and the Universities Superannuation scheme (USS). All three schemes are independently administered.

	2020/21	2019/20
Statement of comprehensive income - net pension cost in year		
Contributions for the year:	£m	£m
Teachers' Pension Scheme	14.7	13.9
Avon Pension Fund	10.6	9.9
USS	1.1	1.0
	26.4	24.8
FRS102 Pension movements:		
Avon Pension Fund	17.9	16.1
USS	(0.1)	(0.7)
	44.2	40.2
Other comprehensive income - actuarial gains/(losses) in respect of pension schemes		
Avon Pension Fund	26.0	(65.6)
Statement of Financial Position - Pension scheme liability		
Avon Pension Fund	(249.5)	(257.6)
USS	(1.7)	(1.8)
	(251.2)	(259.4)

(a) Teachers' Pension Scheme (TPS)

TPS is a government unfunded scheme and therefore no valuation of the fund's assets are published nor attributed to individual University. Contributions paid by the University to TPS of 23.68%, are assessed and specified at least once every 5 years by the Government Actuary. Contribution rates for members ranged from 7.4% to 11.7% depending on the staff's full time equivalent pay.

(b) Avon Pension Fund (APF)

APF is a Local Government Pension Scheme. It is a funded defined benefit scheme, with the assets held in separate trustee funds by the administering authority, Bath & North East Somerset Council which is legally responsible for the fund. The council delegates its responsibility for administering the fund to the APF Committee, which is its formal decision making body.

The total cash contribution made for the year ended 31 July 2021 was £14.5m of which employers' contribution totalled £10.6m and employees' contribution totalled £3.9m. Included in the employer's contribution, is the deficit recovery payment made by the University of £1.9m (2020: £1.8m).

APF is valued every 3 years by a professionally qualified actuary using the projected unit method. The rates of contribution payable were determined by the members of APF Committee on the advice of the actuary. The latest actuarial valuation was at 31 March 2019. At the valuation date, the value of assets was £4,820m and the value of the fund's technical provision was £5,077m resulting in a deficit of £258m. The assets therefore were sufficient to cover 95% of the benefits which had accrued to members after allowing for expected future earnings. This result was an improvement over the previous actuarial valuation in 2016 of £618m deficit and 86% respectively.

It was determined by the actuary that the deficit of the University in the scheme as at 31 March 2019 was £25.9m (2016: £38.0m). Following the valuation, the University agreed with the actuary to adjust the deficit recovery payment plan established at the 2010 valuation which aim to remove the shortfall attributable to members by 2033. The adjusted deficit recovery payments, would be £1.9m in 2020/21 rising to £2.0m in 2022/23.

Notes to the Financial Statements

24 Pension schemes (continued)

As a result of the 31 March 2019 valuation, the University's contribution rates to future service have been agreed as follows:

From 1 April 2020	14.8%
From 1 April 2021	15.5%
From 1 April 2022 onwards	16.1%

The rates of contribution for staff are banded from 5.5% to 12.5% depending on an individual's full time pay.

The next triennial valuation of the APF will be as at 31 March 2022.

APF has been accounted for within these financial statements in accordance with the provisions of FRS102. The financial assumptions used to calculate the scheme liabilities are as follow:

	31 July 2021	31 July 2020
	% pa	% pa
Price inflation (CPI)	2.6	2.3
Rate of increase in salaries	3.6	3.8
Rate of increase of pensions	2.7	2.4
Discount rate	1.6	1.6

The most significant non-financial assumption is the assumed level of longevity. The table below shows the life expectancy assumptions used in the accounting assessments based on the life expectancy of male and female members at age 65.

	31 July 2021	31 July 2020
	Years	Years
Retiring today at age 65; male (female)	23.3 (25.4)	23.2 (25.3)
Retiring in 20 years at age 65; male (female)	24.8 (27.4)	24.7 (27.3)

Scheme assets and expected rate of return for APF

	Fair value as at		
	31 July 2021	31 July 2020	31 July 2019
	£m	£m	£m
Equities	145.9	128.4	135.5
Government bonds	33.1	20.9	-
Corporate bonds	27.7	7.8	31.6
Property	21.5	25.6	15.9
Cash	6.1	8.7	3.5
Other	107.3	99.0	103.1
Total	341.6	290.4	289.6

Analysis of the amount shown in Balance Sheet for APF:

Scheme assets	341.6	290.4	289.6
Scheme liabilities	(591.1)	(548.0)	(465.5)
Deficit in the APF – net pension liability	(249.5)	(257.6)	(175.9)

Notes to the Financial Statements

24 Pension schemes (continued)	At 31 July 2021 £m	At 31 July 2020 £m
Amount recorded within other comprehensive income:		
Current service cost	(24.2)	(21.2)
Curtailments	(0.1)	(0.3)
Total operating charge	(24.3)	(21.5)
Analysis of the amount charged to interest and other finance costs:		
Interest on pension liabilities	8.7	10.2
Interest on plan assets	(4.7)	(6.4)
Net finance charge	4.0	3.8
Cumulative actuarial loss recognised as other comprehensive income		
Cumulative actuarial losses recognised at the end of the year	(126.3)	(152.6)
Deficit at beginning of year	(257.6)	(175.9)
Contributions or benefits paid by the University	10.6	10.2
Current service cost	(24.2)	(21.2)
McCloud past service cost	-	(0.8)
Curtailments or settlements	(0.1)	(0.3)
Administration expenses and other finance charge	(4.2)	(4.0)
Gains/(Losses) recognised in other comprehensive income	26.0	(65.6)
Deficit at end of year	(249.5)	(257.6)
Analysis of movement in the present value of Scheme liabilities		
Present value of Scheme liabilities at the start of the year	548.0	465.5
Current service cost (net of member contributions)	24.2	21.1
Interest on pension liabilities	8.7	10.2
Actual member contributions (including notional contributions)	3.9	3.8
Past service cost (McCloud)	-	0.8
Actuarial loss	13.9	53.4
Curtailments	0.1	0.3
Actual benefit payments	(7.7)	(7.1)
Present value of Scheme liabilities at the end of the year	591.1	548.0
Analysis of movement in the fair value of Scheme assets		
Fair value of Scheme assets at the start of the year	290.4	289.6
Interest on plan assets	4.7	6.4
Remeasurements/(assets)	40.0	(12.2)
Administration expenses	(0.3)	(0.3)
Actual contributions paid by University	10.6	10.2
Actual member contributions (including notional contributions)	3.9	3.8
Actual benefit payments	(7.7)	(7.1)
Fair value of Scheme assets at the end of the year	341.6	290.4
Actual return on Scheme assets	44.7	(12.3)

Notes to the Financial Statements

24 Pension schemes (continued)	31 July 2021	31 July 2020	31 July 2019	31 July 2018	31 July 2017
History of experience gains and losses					
Difference between actual and expected return on Scheme assets:					
Amount (£m)	40.0	(12.2)	11.0	10.7	16.0
Percentage of Scheme assets	11.7%	-4.2%	3.8%	4.0%	6.7%
Experience losses/(gains) on Scheme liabilities:					
Amount (£m)	(9.6)	18.7	-	-	(5.3)
% of liabilities at end of year	-1.6%	3.4%	-	-	0.0

(c) Universities Superannuation Scheme (USS)

Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The 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 the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee Benefits", the University therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme. Since the University has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the University recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) with related expenses being recognised through the Consolidated Statement of Comprehensive Income.

The total cost charged to the Consolidated Statement of Comprehensive Income is £1.1m (2019/20: £1.0m), excluding the impact of the change in the deficit recovery plan, as shown in Note 20. There was an accrual as at 31 July 2021 in respect of these contributions of £0.1m (2019/20: £0.1m), which was fully paid in August 2021.

Deficit recovery contributions due within one year for the University are £0.2m (2019/20: £0.1m)

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is at 31 March 2018 ("the valuation date"), which was carried out using the projected unit method. A valuation as at 31 March 2020 is underway but not yet complete.

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

The 2018 valuation was the fifth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

As at 31 March 2021, USS has 203,995 (2020: 204,753) active members.

Further disclosure on USS valuation methodology is not made in these financial statements as there are only a small number of 90 (2020: 94) University employees in the scheme.

Notes to the Financial Statements

25 Related party transactions

Due to the nature of the University’s operations and the composition of the Board of Governors (being primarily drawn 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 normal procurement procedures.

These financial statements reflect the following transactions with related parties, which were undertaken on arms' length basis and under normal commercial terms.

Name of organisation	Nature of interest	Detail	(Income)/ Expenditure £000	Debtor/ (Creditor) £000
Aerospace Bristol	UWE Bristol Governor is an Ambassador	Funding for PhD studentships projects	(10)	-
Approvals and Accreditation Board, College of Radiographers	Pro Vice-Chancellor and Executive Dean is a Chair	Student training fees	11	-
Avon & Wiltshire NHS Mental Health Partnership	Pro Vice-Chancellor and Executive Dean is a Non-Executive Director	Placement costs	(84)	-
Bristol and Bath Regional Capital	UWE Bristol Governor is an Independent Director Chief Financial Officer is a Member of the Advisory Council	Project payments	23	-
Bristol Cathedral Choral Foundation	UWE Bristol Governor is a Chairman	Trainee costs	45	-
Bristol Diocesan Board of Finance	UWE Bristol Governor is an Independent Member, Finance Committee	Contribution to Chaplaincy Service	18	-
Cabot Learning Federation	Pro Vice-Chancellor and Executive Dean is a Chair	Project payments, placement costs	44	(1)
	Pro Vice-Chancellor and Executive Dean is a Trustee	Franchise income, payment of tuition fees	(141)	-
City of Bristol College (to be ratified in July 2021)	UWE Bristol Governor is a Member of Corporation Board	Collaborative partnership teaching fees, provision of courses. Franchise income	262	93
Council of Deans of Health (from 1 August 2020)	UWE Bristol Governor is a Trustee	Annual membership subscription, student project fees	13	-
County of Gloucestershire	UWE Bristol Governor is a Deputy Lieutenant	Student placement costs	12	-

Notes to the Financial Statements

25 Related party transactions (continued)

Name of organisation	Nature of interest	Detail	(Income)/ Expenditure £000	Debtor/ (Creditor) £000
Local Government Pension Scheme - Avon Pension Fund	Chief Financial Officer is a Committee Member	Special responsibilities allowance (paid to UWE Bristol). See Note 24 for contribution to the Scheme	(5)	-
Royal Aeronautical Society	UWE Bristol Governor is a Fellow	Membership cost	1	-
The Royal Society	UWE Bristol Governor is an Independent Member, Remuneration Committee	April 2021 membership fee for National Forum	(2)	-
The Students’ Union at UWE	Union President acts as a Governor	Rent and other charges. Annual block grants and sponsorships	1,707	2
UKRI (UK Research and Innovation)	UWE Bristol Governor is an Independent Member, Audit, Risk, Assurance and Performance Committee	UKRO Subscription, Income from projects	(63)	-
University Hospitals Bristol NHS Foundation Trust	UWE Bristol Governor is Non-Executive Director	Funding awards	(50)	(5)
		Consultancy and salary income	(131)	101
		Partnership funding, occupational health services; training costs and consultancy fees	351	40
UUK Mental Health in Higher Education Advisory Group	UWE Bristol Governor is a Chair	Staff costs and admissions	32	-
		Annual membership	2	-
Wallscourt Foundation	UWE Bristol Governor is a Director and Trustee	Provision of grants and donations, lease rental payments	412	-
Watershed	UWE Bristol Governor is a Trustee	Research partner payments, service charges and occupancy fees	640	-
West of England Academic Health Science Network (WEAHSN)	UWE Bristol Governor is a Chair	Salary income	(5)	1
Weston College	Pro Vice-Chancellor (Student Experience) is a Governor	Collaborative partnership teaching fees, provision of courses. Franchise income	(200)	-
Wolfson Centre (Designability)	Pro Vice Chancellor and Executive Dean is a Non-Executive Director	Research partner payments	1	-



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